



 day nursery

The vision of work-life balance has already become a reality at MEKRA Lang



Even Heinrich Lang (with granddaughter Elea) takes his time to read out to the children

Company work-life balance measures at MEKRA Lang have as their goal to enable successful professional careers subject to the consideration of the personal interests of employees. The key issue of this fundamental perspective is the balance of family and career. In this regard, balancing career and family is primarily a business theme which is proven to produce measurable benefits.

A company such as MEKRA Lang, which is knowledge-intensive and active in research and development, is dependent upon its commitment to its intellectual capital. Investments in family-friendly measures are thus to be considered as a component of a comprehensive personnel policy with which MEKRA Lang increases the commitment of its employees to the company and, at the same time, increases its attractiveness as an employer.

Due to shortened periods of absence and a faster return to the job, e.g., after taking a break from work to have a family or external qualification phases, the loss of skills and the time expenditure for reintegration into the job are clearly reduced.

With the knowledge that the factors of intellectual capital and the balancing of life and career play an important role for future-oriented corporate management, Managing Director Susanne Lang has declared the uniting of job and family in the family-owned business to be of primary importance.

It is above all due to the personal commitment of the Lang family that MEKRA Lang, the world's market leader for surround vision systems in the commercial vehicle business segment, can today offer a childcare concept for its employees of which employees in other companies can only dream.



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All year around, childcare is provided all day long as needed for children from the ages of 6 months to 12 years in the company's own childcare center. Coordinated to the shift working times, the daycare center is open from 5:30 a.m. to 6:00 p.m. and also includes the vacation periods for school children. The childcare center works according to the principles of Montessori pedagogy and is bi-lingual (German/English). A weekly day in the woods (regardless of the weather) is likewise a component of the pedagogical concept as well as balanced nutrition in the form of a warm lunch and healthy snacks. School children are provided with their own room in the afternoons in which they can complete their homework in a focused manner and with the assistance of pedagogical personnel. The bedroom for the smallest children is completely tailored to the needs of the children in cribs, and the playroom with a climbing wall is intended to provide all children with the healthy exercise they need. With the assistance of parents, the garden has been designed to be child-appropriate and highly imaginative, and is inviting for play and gardening activities.

"Although we, as a global player with 13 locations worldwide, can be found everywhere our customers need us on-site, we have consistently invested in the German location in past years. We thus show our responsibility in our own country through the creation of jobs and apprenticeships and now – with our company's own childcare center – through an offering which keeps with the times to produce a genuine uniting of career and family for our employees," explains Managing Director Susanne Lang. "That's the way it has always been in my own family. Thus, the name for our non-profit childcare center: "Frieda Lang Haus für Kinder" because, at the beginning of this development, there stood a strong woman: My grandmother Frieda Lang."

For Frieda Lang, it was clear from the beginning that her role in the family business would be alongside her husband. This also didn't change when both sons Günter and Heinrich were born. It went without saying that her experience and abilities were needed at the company and so she organized for herself the uniting of career and family during a time in which there was neither parental leave nor parental allowances. Daughter-in-law Erika Lang continued this stance in her family. She also brought both poles of family and company under one roof and is today still responsible for environmental and knowledge management at MEKRA Lang. And thus, it shouldn't come as a surprise that both daughters Sabine and Susanne Lang, as Managing Directors of the MEKRA Lang Group, are continuing this family tradition at the company. Both have made it a top personal priority to unite career and family. They have also implemented this in the company environment for the benefit of their employees.

Heinrich Lang provided significant support for his daughters' ideas. The company daycare centers were an important issue which he consistently endeavored to realize with his daughters. In the USA, company childcare has already existed for years, including a Montessori elementary school.

After childcare during the vacation periods in Ergersheim already received an overwhelmingly positive response last year, now all employees can look forward to comprehensive company childcare offerings which unite crib, nursery school and afterschool care club under the MEKRA Lang roof based upon the latest pedagogical knowledge.



Spacious rooms invite children of all ages to unfold their natural creativity.



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