

## APPLICANT ORGANISATION:



Office of Equal Opportunities Ombudsperson, LT  
[www.lygybe.lt](http://www.lygybe.lt)

## PROJECT COORDINATOR:



Social Innovation Fund, LT  
[www.lpf.lt](http://www.lpf.lt)

## PARTNERS:

European Partnership, LT  
[www.europartner.lt](http://www.europartner.lt)



Finnish Institute of Occupational Health, FI  
[www.ttl.fi](http://www.ttl.fi)



Free Trade Union Confederation of Latvia, LV  
[www.arodbiedribas.lv](http://www.arodbiedribas.lv)



Merseyside Expanding Horizons Ltd, UK  
[www.expandinghorizons.co.uk](http://www.expandinghorizons.co.uk)



Team Srl., IT  
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*This project has been funded with the support from the European Commission.  
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01/10/2009 - 30/09/2011

# FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

[www.family-learning.eu](http://www.family-learning.eu)





- The problem of work-life balance is still faced by many families and often results in withdrawal of one of the family members, usually women, from the labour market.

- Despite some employers' initiatives to make family-friendly workplaces, they aren't widely spread and recognised in EU countries.

- That's why it is important to raise awareness on the necessity of a bottom-up approach encouraging the involvement of employees themselves in implementing family-friendly initiatives within their workplaces.

**PROJECT AIMS TO** develop an innovative approach to family learning on work-life balance. It seeks to develop the capacity of the employees to lobby for implementation of family-friendly measures at workplaces and as a result, to remain active on the labour market.

#### **PROJECT'S TARGET GROUPS:**

- learners - family members having problems in work and life balance;
- adult educators - family consultants on work and life balance;
- adult education organisations, trade unions, workers' unions, family associations, NGOs, interested in using the prepared training material for their clients.

#### **MAIN FAMILY-FRIENDLY MEASURES ENABLING RECONCILIATION OF WORK AND FAMILY LIFE:**

- paternity/maternity/child care leaves;
- institutional child care services, care services for elderly or family members with disabilities;
- flexible work;
- training/retraining of employees, who return to labour market after a break due to family reasons.

#### **PROJECT OUTCOMES:**

- **STATE OF ART REVIEW** analysing the cases of the implementation of gender equality planning at workplaces on work & life balance. It creates a base for defining the competency profile of the family consultant, who works with family members who have problems reconciling work and family life.

- The multi-language **COLLECTION OF GOOD PRACTICES** based on personal reflection of the employees who have benefited from the family-friendly measures offered by their employer:

- ✓ **brochure "Best practices on work & life balance"**

- ✓ **set of video-clips on DVD**

- **E-HANDBOOK** on DVD **"Family Learning on Work & Life Balance"** with innovative training modules for family learning on work-life balance. It aims to help learners to develop their social and civic competences in the area of gender equality, family-friendly workplaces and work-life balance.

- The **GUIDELINES** for the family consultant on how to organise training on work-life balance for working family members and to encourage their active involvement in implementing family-friendly initiatives within their workplaces.

#### **MAIN RESULTS:**

- 160 family members trained on work & life balance issues;
- 50 family members received personal consultations on work & life balance;
- 400 families encouraged for self-learning on family-friendly measures;
- 16 family consultants prepared to work with families having work & life balance problems;
- 70 adult educators and other social partners acquainted with the role of family consultant on work & life balance.