



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

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01/10/2009 – 30/09/2011

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

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

That's why it is important to support a **“bottom-up”** approach and encourage the involvement of employees themselves in implementing family-friendly initiatives at their workplaces.



lifeskillsenrichment.wordpress.com

The main project's goal is:

to increase the capacity of the employees to lobby themselves for implementation of family-friendly measures at workplaces and as a result to remain active in the labour market.

In order to achieve this goal an innovative approach based on training of employees on work & life balance is created and piloted within the project's lifetime.



PROJECT PARTNERS ARE FROM FINLAND, GERMANY, ITALY, LATVIA, LITHUANIA AND UNITED KINGDOM



Applicant:

Office of Equal Opportunities Ombudsperson (LT) www.lygybe.lt



Coordinator:

Social Innovation Fund (LT) www.lpf.lt



European Partnership (LT) www.europartner.lt



Finnish Institute of Occupational Health

Finnish Institute of Occupational Health (FI) www.ttl.fi



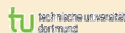
Free Trade Union Confederation of Latvia (LV) www.lbas.lv



Merseyside Expanding Horizons Ltd (UK) www.expandinghorizons.co.uk



Team Srl. (IT) www.team.it



Social Research Centre (SFS), Technical University of Dortmund (DE)
www.sfs-dortmund.de

HOW IT STARTED...



**1st Partnership meeting in Riga, Latvia,
December 2009**

Main outcomes:

- State of Art Review
- Collection of Good Practices
- E-handbook “Family learning on work and family balance”
- Guidelines



STATE OF ART REVIEW

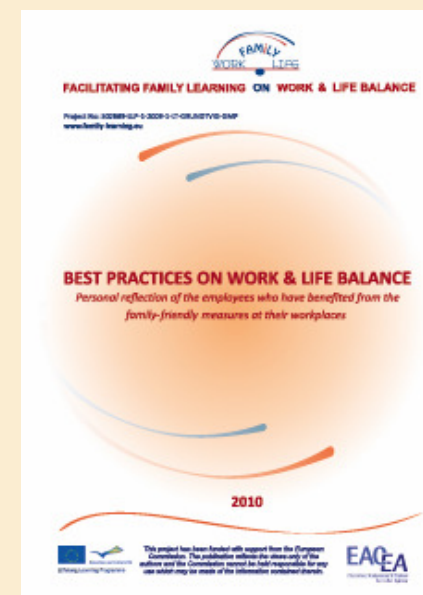
- The project started with the developing the State of Art Review on family - friendly policies and practices at workplaces in Finland, Germany, Italy, Latvia, Lithuania and UK.
- It presents 19 good practice examples of enterprises already implementing family-friendly measures at workplace.
- The State of Art Review is the basis for the development of the content of training program for employees-family members.

On the basis of the State of Art Review the project has defined the typology of good practice on work & life balance:

- care for pregnant women
- paternity/maternity/child care support leaves by company
- child care services
- care services for elderly or family members with disabilities
- flexible work arrangements
- training/retraining of employees, who return to labour market after a break due to family reasons
- career break
- additional services provided by company for fathers/mothers who are in paternity/maternity/child care breaks
- other type (work related medical rehabilitation, job alternation leave, public support from municipality to find child-minder, etc.)

COLLECTION OF GOOD PRACTICES ON WLB based on presented typology

- Brochure “Best practices on work & life balance” with 32 personal interviews with employees from 6 countries who have benefited from the family-friendly measures offered by their employer.
- Set of 8 video clips based on personal reflections of employees and interviews with other stakeholders



Available for download at
www.family-learning.eu

in EN, DE, FI, IT, LT, LV
languages

Set of video clips in Multilanguage DVD

- Gender balance in Lithuania: Good practice of positive paternity (LT)
- Flexible work arrangements for shift work (LT)
- Family-friendly workplace with „mini” kindergarten (LT)
- SLOW LIFE (FI)
- Family-friendly work places with trade union and collective agreement (LV)
- Organisational Ethos Assists Disabled Woman To Work (UK)
- Work life balance: how to be flexible (IT)
- FamUnDo – An innovative project to improve companies in family-friendly policies (DE)

E-HANDBOOK “Family learning on work & life balance”

Developed on the basis of State of Art Review and Collection of Best Practices.

Consists of 6 main training modules:

Module 1. Arrangements in cases of maternity/paternity leave and “time-out”.

Module 2. Possibilities for flexible working time arrangements.

Module 3. Support services for childcare and pre-natal and post-natal arrangements for protecting and supporting women in the workplace.

E-HANDBOOK “Family learning on work & life balance”

Module 4. Possibilities for dealing with responsibilities to care for long-term disabled and elderly people and other dependents.

Module 5. Additional opportunities for services provided by companies for employees and their families on the basis of collective or other type of agreements. Opportunities for education, training and career development when experiencing problems in work & life balance.

Module 6. Improving quality of working life: Overview of policies and practices for family-friendly workplace at European and national levels.

All 8 training modules are translated in EN,DE, FI, IT, LT, LV

The e-Handbook will be available in DVD by the end of July 2011.

3rd Partnership meeting in Liverpool, United Kingdom December 2010



European training session on
work and life balance for family
consultants

16 family consultants from different countries have been introduced to the training materials, evaluated the quality of it and give their feedback on further improvements.



Pilot trainings in partner countries

April – May 2011



Around 160 employees in 6 countries were trained on work and life balance issues.



DISSEMINATION AND EXPLOITATION

Active dissemination and exploitation strategies were implemented during the whole project. Until today we have these results:

- **204** dissemination events on local, national, European and international levels organised by partners.
- **3800** people and **1550** institutions were reached.



ehow.com

- Target audience – employers, enterprises, educators/trainers, trade unions, public institutions, family consultants, non- profit organisations, researchers/students, others.

WHAT WILL BE DONE DURING THE MONTHS JULY - SEPTEMBER

- **Personal consultations** for at least 50 family members in partner countries on how to improve their work & life balance situation;
- **Cooperation seminars** in partner countries for 70 adult educators and other social partners introducing the role of family consultant on work & life balance issues;
- **Guidelines for family consultant** how to organize trainings and personal consultations on work-life balance for working family members;
- **Around 400 families** will be encouraged for self-learning on family-friendly measures via training materials on DVD;
- **Grundtvig Training course for family consultant** on work & life balance is planned to be organized in June 2012.



alwaysachild.blogspot.com