



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P1 “**Gender balance in Lithuania: Good practice of positive paternity**”

Country: LITHUANIA

Start	End	English
00:16	00:28	The Office of Equal Opportunities Ombudsman in cooperation with Lithuanian and foreign partners implements the project “Facilitating family learning on work & life balance”
00:29	00:37	Under European Commission’s continuous education programme „Lifelong Learning: Leonardo da Vinci, Grundtvig and Dissemination“.
00:38	00:51	Vitalija Petrauskaite-Kriauziene, Project Coordinator at the Office of Equal Opportunities Ombudsman. Our office in cooperation with foreign and Lithuanian partners implements the project “Facilitating family learning on work & life balance”.
00:52	01:03	The aim of this project is to form an innovative, modern approach to balancing work and family life
01:05	01:17	and to encourage employers to implement different measures allowing both men and women to reconcile daily work and family functions.
01:19	01:24	This video clip reviews the gender equality tendencies in Lithuania.
01:26	01:36	At the same time, by presenting the story of a man who works at a public institution and who decided to take parental leave,
01:38	01:44	we want to show a good practice example about one possible way to reconcile daily commitments for family and work.
01:44	01:47	Margiris took the decision to take care of his two little daughters himself.
01:49	01:55	Margiris Abukevicius, the main specialist at Defence Policy and Planning Department under Ministry of National Defence Republic of Lithuania.



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Start	End	English
01:56	01:58	Margiris choice was to take parental leave.
01:59	02:03	For 8 months he helped his wife to care for their first child at home.
02:04	02:10	From now on he will take care of his newborn daughter and the older one for 6 months.
02:11	02:17	After 2.5 years his wife reentered the labour market and started work again.
02:18	02:31	In our family we always knew that both mother and father would stay at home with children.
02:32	02:39	Today it is the first day of starting parental leave for the second time. The mother of the children actually returned to work after 2.5 years.
02:40	02:46	I stayed home for over half a year with my first child and now plan to stay for the same amount of time again.
02:47	02:49	I think it is so natural.
02:50	03:02	If we both plan to have more than one child then we want little age difference between them.
03:03	03:08	Then we will have to think how to reconcile our work and family.



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Start	End	English
03:10	03:15	It was obvious, that none of us wanted to sacrifice work for the family and vice versus.
03:16	03:22	Thus, the decision of the father to take parental leave is really natural and logical.
03:23	03:26	I haven't faced any negative reactions from my colleagues when leaving my work.
02:27	03:37	More than likely there might have been some of my colleagues who thought I shouldn't have done that, but they didn't express their opinion loudly.
03:38	03:46	It is my personal decision.
03:47	03:57	As the structure of our department is really wide, nothing should collapse after one person goes away.
03:58	03:59	Despite the fact, that my decision is natural,
04:00	04:07	there are moments when I think that I should now be in my workplace,
04:08	04:13	that something is happening right now and I will miss something, that this half year or a year will disappear from your life.
04:14	04:19	But then you understand that your career and work will not run away anywhere.



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Start	End	English
04:20	04:26	And that this time will pass, the children will grow and you will not get a second chance to be with them at this age as they are now.
04:27	04:37	Then you realise that these years, spent with the children is not a sacrifice.
04:38	04:47	Hoping that when the child has grown up, our relationship will be different, more special.
04:48	05:19	A child needs to see not only the mother, but also the father cooking, cleaning the house, solving problems and take care of his children.
05:20	05:26	Therefore, it is very important to understand that you are not sacrificing something for nothing,
05:27	05:34	but you also try to find a balance and not to loose the opportunity to keep your career
05:35	05:40	if you take the parental leave and thus shorten the time at home spent by the mother.
05:41	05:44	At the same time you gain a lot staying with your child at home.
05:45	05:53	Vitalija Petrauskaite-Kriauziene, Project Coordinator at the Office of Equal Ooportunities Ombudsman. I would like to emphasise the importance of the role of the employer in implementing family-friendly measures at the workplace.
05:54	06:06	An employer should take into consideration that both women and men have functions and commitments for their families and have to earn money for their family at the same time.



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Start	End	English
06:07	06:11	Therefore, an employer should participate actively in the process of reconciliation of work and family life.
06:12	06:51	Ausrine Burneikiene, Ombudsmen of Equal Opportunities Different projects, run by nongovernmental organisations and by our office aim to help employers and their employees to understand that the family has not only its responsibilities, but also it has a right to demand a possibility to reconcile their family needs and their striving for a professional career. Such project as Family, is very reasonable and it is a good example in Europe.
06:52	06:56	Margarita Jankauskaite, Project manager at Center for Equality Advancement, Gender expert Reconciliation of work and family life is a big issue nowadays.
06:57	07:03	European experts noticed that it is very important to take into consideration family responsibilities
07:04	07:07	when seeking higher productivity of the employees.
07:08	07:12	It is common to think here that employee is an abstract creature,
07:13	07:18	without age, family, gender, ethnical peculiarities.
07:19	07:22	This is a wrong approach.
07:23	07:26	We have to realise that every person has family
07:27	07:31	even those, who don't have small children. Family is important for everyone.



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Start	End	English
07:32	07:37	It affects the sense of wellbeing, which influence our productivity at work and the quality of work performed.
07:38	07:42	Employers should understand that raising these issues
07:43	07:48	does not mean that someone takes advantage of them in order to do something good to someone else.
07:49	07:50	The employer wins
07:51	07:56	So does the family, as both partners are then integrated into the labour market.
07:57	08:03	It means that they both share the childcare duties,
08:09	08:13	The poverty level gets lower and the child grows with both parents de facto.
08:14	08:27	It is common situation in Lithuania when mother has an emotional role of the father, she is the person who actually takes care and father is represented by the photo only.
08:28	08:34	Statistics shows that the more children grow in the family, the less time the father of the family has to spend with his children, as he has to earn money.
08:35	08:42	Scandinavian research shows that families, where fathers took the parental leave at least once,



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Start	End	English
08:43	08:50	those families risked less divorces than those families, where only mother takes care of everything.
08:52	08:55	The aim of this video clip is to review the tendencies of gender equality in Lithuania,
08:56	09:05	to present good practice of active parental leave taken by a man as one of the means to reconcile work and family life,
09:06	09:09	to encourage men to take parental leave
09:10	09:17	and to foster changes within social and institutional systems.



Transcripts of the video clip: P2 “**Flexible work arrangements for shift work**”

Country: LITHUANIA

Start	End	English
00:09	00:16	Project “Facilitating Family Learning on Work&Life Balance”, FAMILY is supported by the European Commission.
00:17	00:20	Liudmila Mecajeva, Director of Social Innovation Fund The issue of reconciling work and family life is very relevant in Lithuania.
00:21	00:26	As we know, the birth rate was negative in the last 10 years.
00:27	00:31	This means that more people have died than have been born here.
00:32	00:38	The State was very concerned about this fact and released a number of laws,
00:39	00:42	however, not all laws have been really active.
00:43	00:47	Not all employers give their employees the possibility to make use of the existing legislation.
00:48	00:55	On the other hand, sometimes employees themselves are not very positive towards those men and women,
00:56	00:58	who use the facilities offered them by law.
00:59	01:04	Our project aims to encourage the working family members,



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Start	End	English
01:05	01:08	to learn themselves about their rights and any existing opportunities,
01:09	01:11	to show them good examples of initiatives taken by other people,
01:12	01:21	so that they can enjoy their family life being able to reconcile it with work.
01:22	01:24	Only then a person feels happy.
01:24	01:25	The project also aims to make the employers feel responsible for providing such opportunities to their employees
01:26	01:30	and thus contribute to the welfare of Lithuania.
01:31	01:34	Arvydas Antanavičius, Director of JSC „Jaros sauga“
		Hello, my name is Arvydas Antanavicius. I am director of JSC “Jaros sauga”.
01:35	01:38	Our company was established in 1998 as a
01:39	01:42	provider of services of installing signalisation.
01:43	01:46	Later we expanded our activities and established the security service.



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Start	End	English
01:47	01:53	There were 150 people employed at the company, now it is less.
01:54	01:59	Women always made the biggest part of all employees here.
02:00	02:03	They usually guard the supermarkets.
02:04	02:06	We try to offer our employees such working conditions,
02:07	02:10	which will allow them to work productively,
02:11	02:17	not feeling stress and concern about their homes and families during the working time.
02:18	02:21	We offered the flexible work schedule
02:22	02:23	which allows the employees to reconcile work and family life.
02:24	02:25	We try to help our employees as much as possible,
02:26	02:29	even though the possibilities of the company are restricted by laws and the financial resources.



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Country: LITHUANIA

Start	End	English
02:30	02:31	If you want to keep an employee working for you,
02:32	02:33	you have to take into consideration the needs of that employee and provide her/him with all facilities
02:34	02:35	Of course, if the employee deserves it.
02:36	02:38	I won't hide, I am a tough employer.
02:39	02:42	but if my employee is working well, I try to do everything to keep her/him working for me as long as possible.
02:43	02:47	We employ women to work in security at shopping centres.
02:49	02:58	I have never regretted that, as women at shopping centres work better than men.
02:59	03:11	Women are more accurate. They often notice details that men cannot see.
03:13	03:16	Both women and men working at our company use the possibilities, offered by the Laws of Lithuanian Republic.
03:17	03:19	However, more women tend to make use of the existing legislation than men,



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Country: LITHUANIA

Start	End	English
03:20	03:23	as women usually are more responsible for children and the home than men are.
03:24	03:27	As we employ a big number of women,
03:28	03:29	we applied the flexible work schedule.
03:30	03:36	Taking into account that women go to kindergarten or to the doctor, or other circumstances could occur.
03:37	03:41	Our flexible time schedule resulted in creation of so called mobility groups.
03:42	03:46	The working hours have been simply divided, also the whole working day was divided into several parts.
03:47	03:48	This gave the possibility to female employees to solve their private issues when they needed.
03:49	03:50	They just had to decide when they want to work – in the morning or in the afternoon.
03:51	03:55	Diana Bašinskaitė, Project Manager at Social Innovation Fund
		Those employees who work on shift basis face even more difficulties in reconciling work and family life.
03:56	04:00	This is more common for employees at healthcare institutions, fire-stations, security services.



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Start	End	English
04:01	04:07	They usually work on a so-called rota basis.
04:08	04:13	JSC “Jaros sauga” introduced an innovative system, allowing employees to rearrange their shifts quickly,
04:14	04:17	in case any of the employees are absent due to the family-related matters.
04:18	04:21	My name is Gerute Kersabitaviciene. I am 48 years old.
04:22	04:28	I have four children, three are grown up, except the youngest daughter is still at school.
04:29	04:34	I worked as a kindergarten teacher while my children were small.
04:35	04:39	I had very good working conditions, could take additional days of rest as foreseen by law.
04:40	04:44	I was allowed to take my own children to kindergarten where I worked and had them near me.
04:45	04:49	In 1996 I was employed at JSC “Jaros sauga”.
04:50	04:54	Here I met a very good director,



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Start	End	English
04:55	05:00	who created for me very good conditions allowing to keep balance between work and private life.
05:01	05:03	Those employees who were willing to take courses for further training,
05:04	05:05	were allowed to do so and those days, when we went for training
05:06	05:07	were always fully paid by the employer.
05:08	05:15	Also women, who have small children, are allowed to leave their workplaces earlier,
05:16	05:16	or arrive later at work if necessary.
05:17	05:24	In general, our company offers good working conditions for mothers with children.
05:25	05:37	They are allowed to exchange the working hours/ shifts in accordance with the needs of their family.
05:38	05:46	A special attention is given to single mothers.
05:47	05:53	After the birth of the first child, I returned to work after 6 months.



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Start	End	English
05:54	05:57	I asked my boss, if I will be offered such working conditions,
05:58	06:00	which allowed me to work and care for my child at the same time.
06:01	06:09	I was allowed to take holidays and free days when I have to care for my child.
06:10	06:11	As JSC “Jaros sauga” provides security services all day long,
06:12	06:13	women have to work on a shift basis.
06:14	06:18	They immediately face a dilemma, and especially single mothers -
06:19	06:25	who will take care of children in case of night shift.
06:26	06:29	Jolanta Reingardė, Head of Center for Social Research in Faculty of Social Sciences, Kaunas Vytautas Magnus University
06:30	06:32	One possible solution to the problem of reconciliation of work and family life is organising working hours in a flexible way.
06:33	06:38	The Labour Code of the Republic of Lithuania provides certain measures related with organizing flexible work,



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Start	End	English
06:39	06:46	such as shortening the duration of the working day for parents with small children,
06:47	06:51	or for breastfeeding mothers.
06:52	06:54	Nevertheless, the problem is
06:55	06:59	That the employees are not always aware of their rights.
07:00	07:03	On the other hand, even if they know their rights,
07:04	07:06	they are not always allowed to use them.
07:07	07:10	In reality, the employees who is demanding too much for her/his rights,
07:11	07:11	risk loosing their job.
07:12	07:18	The employer in Lithuania still doesn't understand flexible work organising
07:19	07:23	as economically profitable and pays off matter.



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Start	End	English
07:24	07:34	We are still used to the traditional organising of working hours in Lithuania,
07:35	07:38	by setting a fixed work period.
07:39	07:46	Most employers never think that fixed working hours are not very reasonable
07:47	07:48	and that it is possible to think about other ways,
07:49	07:51	taking into consideration the private and family needs of the employee.
07:52	07:55	The flexibility in setting work hours is a true worth for the company,
07:56	08:01	rewarding in terms of both social and economic.
07:02	08:07	On the other hand, organising flexible work strengthens those values
08:08	08:10	that always pays off from economic point of view,
08:11	08:15	i.e. loyalty of the employee to the company, devotion,



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Start	End	English
08:16	08:19	efficiency and productivity of the employee.
08:20	08:22	It is very important to help the employees to solve their family-related problems,
08:23	08:25	So that the employees can fully devote themselves to their work.
08:26	08:27	Employees themselves could be more active
08:28	08:32	In implementing the system of flexible working hours at their workplace.
08:33	08:36	I think they should start to talk about this,
08:37	08:46	to initiate the flexible work schedules at their work places and to negotiate them with their employer.
08:47	08:52	The main principles of flexible work organisation could be included in the collective work agreement
08:53	08:55	to make them as the rights of the employee.
08:56	09:01	Despite some employers' initiatives to implement family-friendly policy at workplaces,



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Start	End	English
09:02	09:06	there is still a lack of innovative measures for reconciliation of work and family life,
09:07	09:10	resulting in creation of family-friendly work places.
09:11	09:15	Therefore, the bottom-up approach becomes more important,
09:16	09:21	as it encourages the employees themselves to get involved in implementing family-friendly measures at their workplaces.

Transcripts of the video clip: P3 **“Family-friendly workplace with „mini kindergarten“**

Country: LITHUANIA

Start	End	English
00:10	00:16	Today most of employees from European countries face the problem of reconciling work and family life.
00:17	00:24	Lack of solution of this problem often results in withdrawal of one of the family members from the labour market,
00:25	00:30	and affects negatively both the employee who had to interrupt her/his career, her/his family
00:31	00:33	and the company itself which loses its employee.



Transcripts of the video clip: P3 “Family-friendly workplace with „mini kindergarten“

Country: LITHUANIA

Start	End	English
00:34	00:40	Audronė Kisielienė, Director of JSC “European Partnership”
00:41	00:48	During the last few years the service and trade sectors have been growing and we have already got used to the supermarkets opening until 10 pm, as well as on a Saturday and Sunday.
00:49	00:55	We hurry to the shop without giving a thought to those workers might have certain problems.
00:56	01:00	The big supermarkets are opened till 10 pm,
01:01	01:08	and the smaller enterprises try to compete with them and extend working hours even up to 8 pm.
01:09	01:14	Workers from the service sector usually face problems,
01:15	01:24	where to leave their children when kindergartens and early childhood education institutions close at 5 pm, in some cases at 6 pm.
01:25	01:33	Is there any solution available? One of such examples could be the solution, found by director of enterprise “Pas Agota” in Jurbarkas town.
01:34	01:41	She established a children’s room within the premises of her shop,
01:42	01:49	where the employees could take their children after the working hours of the kindergartens and watch after them in rotation.



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Start	End	English
01:50	01:57	Birutė Gardauskienė, Director and owner of JSC “Pas Agotą” Our enterprise was established in 1993 and we have been successful up to now.
01:58	02:06	We worked together – me and my husband and we had one young girl employed. As the company was expanding we had to employ more people.
02:07	02:12	I was not afraid to employ young people, even if they were just married
02:13	02:16	and it was obvious that they will have children as any other family does.
02:17	02:27	I have never refused to give job to young people and my staff is also young now.
02:28	02:34	Having employed young women quite a lot and with increasing number of children,
02:35	02:40	I decided to establish few rooms in the mansard.
02:41	02:45	One of them was dedicated for children,
02:46	02:54	where mothers could come along with their families, or could bring their children after kindergarten hours.
02:55	03:02	Thus, I proposed that mothers working for me can take their children to the enterprise,



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Start	End	English
03:03	03:07	and find a way of taking care of the children for the last two hours the shops was open.
03:08	03:09	Our staff consists of 17 people.
03:10	03:17	One employee remains with the children in the playing room that we equipped ourselves.
03:18	03:21	Children enjoy drawing there, playing with a ball and other games.
03:22	03:25	My name is Jurga Mockaitiene, I have been employed at this company for 15 years.
03:26	03:32	After the first child was born, I took maternity leave for 3 years and after that I returned back to work.
03:33	03:45	The playing room established in the workplace ensured the safety of my child while I was working.
03:46	03:55	Our children gathered here after the kindergarten and enjoyed all playing together.
03:56	04:00	The owners of the company gave our children the possibility to be with us,
04:01	04:04	So that we can continue our work knowing that children are here on the second floor, safe and playing.



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Start	End	English
04:05	04:07	This is better than to leave children in the group of extended working hours at kindergarten,
04:08	04:10	where they might be stressed from being with unknown children.
04:11	04:12	Our working hours and kindergarten working hours did not match –
04:13	04:21	we worked till 6 pm, and children had to be taken from kindergarten at 5 pm.
04:22	04:29	So we were used to bring our children here. This playing room was very useful and valuable for us.
04:30	04:37	All children in this room are like a one big family – older ones are doing homework, younger ones are playing.
04:38	04:44	This room was especially necessary on Saturdays, when the kindergarten is closed while we have to work.
04:45	04:54	The number of children in this room always varies. Sometimes grandmothers or fathers take care of children.
04:55	04:58	We are all like one big family here.
04:59	05:05	Most of our employees have been working here for long time.



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Start	End	English
05:06	05:10	When we were looking for new employees,
05:11	05:12	on an interview a girl was telling me that she is a single mother,
05:13	05:16	she was very surprised to know that I want to give her job.
05:17	05:25	All of us are very friendly, all employees are very helpful. I think they would do good job at any workplace.
05:26	05:31	Both mothers and fathers are satisfied with the playing room we have
05:32	05:35	as they don't have to leave their job earlier to be able to take care for the child.
05:36	05:37	My name is Egle Vilkeniene.
05:38	05:48	I have 3 daughters – the older is 8 years old, the middle one – 4 and the youngest is 3 years old.
05:49	05:56	After the first daughter was born I took maternity leave till the child turn 2 years old.
05:57	06:01	Then my daughter went to kindergarten and sometimes I had to take her with me to my workplace.



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Start	End	English
06:02	06:10	She was staying in the playing room established inside the premises of the company.
06:11	06:18	The kindergarten is opened till 5 pm and most of parents at that time pick up their children.
06:19	06:26	So in order not to stress my child I was taking her to my workplace.
06:27	06:37	My husband usually works till 7 pm, so he is not able to take care of our children after the kindergarten.
06:38	06:43	This playing room really helped us a lot.
06:44	06:48	I felt safe knowing that my child is here, not far from me, playing with other children,
06:49	07:00	and I could continue my work.
07:01	07:10	Our director willingly employs women raising even more than one child.
07:11	07:15	In case the child gets sick, there is no problem to take a day off.
07:16	07:19	It is enough to call the director in the morning of the same day



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Start	End	English
07:20	07:22	and she always says – I understand, don’t go to work today.
07:23	07:32	If a child suddenly feels worse, we get free day even without taking a sick-leave from the doctor.
07:33	07:39	Great consideration from the side of my employer to the fact that I am a mother of 3 children is really important for me.
07:40	07:43	As children often get sick, sometimes I have to stay with them in hospital.
07:44	07:50	And I never had any problem at my workplace. I have been always understood, encouraged and given free days.
07:51	07:55	Jolanta Reingardė, Head of Center for Social Research in Faculty of Social Sciences, Kaunas Vytautas Magnus University
07:56	07:59	Talking about work and family life balance in Lithuania, one of the biggest problems is the childcare
08:00	08:02	and it especially stresses those parents, who raise small children.
08:03	08:09	We have a big lack of early childhood education institutions in Lithuania,
08:10	08:13	especially for children up to 3 years old and in the rural areas.



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Start	End	English
08:14	08:19	Therefore, parents face acute problems in reconciling work and family life:
08:20	08:26	they don't know where to leave their children, they try to involve other family members,
08:27	08:31	but if other family members are working, then it becomes a really big issue.
08:32	08:34	Nevertheless, the State cannot solve all the problems.
08:35	08:39	And today we turn to the employer raising a question
08:40	08:44	whether employer should also take part of social responsibility in solving this problem?
08:45	08:48	It is common practice in USA
08:49	08:56	to have children day-care centres established within the premises of big enterprises.
08:57	09:00	There all employees together try to organise the childcare services for their children.
09:01	09:07	Sensitivity shown by employer towards the problems faced by the employees is very important in all senses.



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P3 **“Family-friendly workplace with „mini kindergarten“**

Country: LITHUANIA

Start	End	English
09:08	09:14	First of all, the employer who is sensitive to the problems faced by the family of the employee,
09:15	09:16	such as childcare facilities and reacts to them,
09:17	09:22	increases employees’ loyalty to the company, makes them feel responsible
09:23	09:30	and devoted to the activities carried out by the company.
09:31	09:37	The example presented aims to develop an innovative approach to the possibilities of reconciliation of work and family life,
09:38	09:39	Increasing capacity of the employees
09:40	09:45	to involve themselves in implementation of family-friendly measures at their work places
09:46	09:50	and as a result to remain active in the labour market.



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P4 “SLOW LIFE”

Country: FINLAND

Start	End	English
00:00:10	00:00:12	SLOW LIFE AND DOWNSHIFTING PROMOTING LIFE QUALITY AND WELL BEING AT WORK
00:00:20	00:00:27	I am Kaisa Kauppinen, Ph D, Research Professor, Senior researcher, Finnish Institute of Occupational Health, Adjunct Professor, Helsinki University
00:00:28:	00:00:38	I am Sirkka Heinonen, Ph D, Professor, Futures Research, Finland Futures Research Centre (FFRC), University of Turku
00:00:40	00:00:42	Sirkka, what does Slow life mean?
00:00:43	00:01:02	Slow life is a new social movement that has evolved as a reaction to the fast-life culture. In knowledge-based societies, people feel continuous time pressure, which is detrimental to their health and well-being
00:01:03	00:01:14	The slow life movement – which may even mean Slow life revolution - began in Rome in the 1980s as a Slow Food movement.
00:01:15	00:01:34	Over time, this has developed into a subculture in other areas, such as Slow design, Slow living and Slow towns and cities. This movement suits Finland very well because our culture values silence, withdrawal, and quiet moments.
00:01:35	00:01:37	How does the Slow life philosophy fit with the modern work life?
00:01:38	00:01:53	This is a paradoxical question, because modern work life demands high effectiveness and productivity from people. Often, the sense of being under tight time pressure is taken as a symbol of effectiveness, although this is not always the case.
00:01:53	00:02:08	The Slow life philosophy fits well with modern work life requirements, because one of its characteristics is the ‘know-how’ of time control: people know when to take a break, holiday or sabbatical. Through better time control, people feel healthier and will stay at work for longer.
00:02:09	00:02:36	One example is telework. There is a great deal of talk about telework, but it could be used much more widely. Telework means a better work/family balance. When work-related travel is reduced, the extra time can be spent with the family, or just for relaxing and recuperation.
00:02:37	00:02:56	Finland is one of the top ranking countries in teleworking. However, more people could be involved. Even those whose work could be carried out through telework may not be encouraged to do so by their management.
00:02:57	00:03:12	Telework offers environmental benefits. If the person has used a private car for commuting, the energy and gas savings can be substantial. Telework is an environmentally-friendly practice, and is thus also an ecological issue.
00:03:20	00:03:56	Downshifting refers to social behaviour in which individuals live simpler lives, while reducing stress and hectic time schedules. Downshifting means that a person reduces their number of working hours, takes part-time job, or refuses to work overtime. It may also mean career downshifts.
00:03:57	00:04:07	The primary motivation is a better work/life balance, which particularly concerns two life course events.
00:04:07	00:04:30	The first is the birth of a child – this can prompt temporary downshifting. In Finland, there is a trend for mothers to prolong their return to



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P4 **“SLOW LIFE”**

Country: FINLAND

Start	End	English
		work after maternity/parental leave. The child is usually about 1.5-2.0 years of age when the mother goes back to work, and often mothers would like to stay at home for longer. Many anticipate difficulties when balancing work/family demands.
00:04:31	00:04:50	The other situation, which can cause a downshifting period, is when one’s own parents become old and need help and care. In Finland today, 20 percent of employed people take care of their ageing parents while working full-time and still having some family responsibility for their own children. Half of the people would be prepared to take a care leave in this ‘sandwiched’ life stage.
00:04:51	00:05:06	A sabbatical is an example of a leave which people use for studying, travelling and other activities. By temporary downshifting, people stay healthier and are more motivated to extend their work careers.
00:05:14	00:05:21	Slow life, telework and downshifting are part of the same social movement which aims at a holistic self-understanding and satisfying meaning to life.
00:05:22	00:05:40	An individual strives to reach a balance between work and non-work, between rationality and emotionality, and between knowledge work and practical work. To have a sense of coherence and belongingness.
00:05:41	00:05:56	I agree. With these practices, the European target can be reached so that people will extend their pension age and stay at work for longer and remain healthier. Only by investing in better life quality can this target be achieved. This is our shared European project.
00:06:10	00:06:18	<u>Good practices</u> Telework, e-work Flexi-time arrangements Work time bank Sabbatical, alternation leave Maternity/Parental leave, child care leave
00:06:19	00:06:22	Planning Kaisa Kauppinen Tertta Saarikko Film and editing Pekka Koli



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P4 **"SLOW LIFE"**

Country: FINLAND

Start	End	English
		Visible Direction Tertta Saarikko TS Media Production



Transcripts of the video clip: P5 **“Family friendly work places with trade union and collective agreement”**

Country: LATVIA

Start	End	English
00:16	00:24	This is an ordinary working day morning of Solvita Bitmane, a planning engineer of share holders company „Valmiera Glass Fibre”.
00:24	00:33	Solvita’s husband takes 5 years old son Karlis to the kindergarten but Solvita stays at home with the youngest son – 8 months old Janis-Mikelis
00:33	00:44	She is on her child care leave and tells that due to the company policy on parents and future mothers she always has felt herself very comfortable at the work place.
00:44	01:52	Solvita Bitmane , planning engineer of share holders company „Valmiera Glass Fibre”: “Our company operates according to the national legislation – Labour Law.
01:52	01:08	As I work in the administration I have no any special privileges, such privileges refer more to women engaged in shift works.
01:08	01:15	When women are pregnant they do not need to work in night shifts as a day shift option is offered for them,
01:15	01:26	they do need to work overtime; everything is according to the Labour Law.
01:26	01:35	When staying at home due to leave or even being in job relations, I like the fact that
01:35	01:47	the company pays all provided bonuses and premiums if a person has been employed at least for one year ,
01:47	01:54	provides also with Christmas gifts even if you are on a child care leave and stay at home.



Transcripts of the video clip: P5 **“Family friendly work places with trade union and collective agreement”**

Country: LATVIA

Start	End	English
01:54	02:03	It is a very nice to receive a message on a mobile phone informing that the company has added something to your account.
02:03	02:08	We also have a possibility to obtain health insurance policies
02:08	02:25	with better conditions and the company covers part of the price depending on employment period in the company.
02:25	02:31	I feel safe at work in a company which observes Labour Law
02:31	02:43	and I am not worried about returning to the job after child care leave
02:43	02:49	and to find out that there is no job any more. This is very important.”
02:49	02:53	Solvita works in „Valmiera Glass Fibre” since 2000.
02:53	02:57	“I started as an accountant in the trade union organisation of the company,
02:57	03:10	I worked for three years, then I was offered work as an accountant in the company and I used this opportunity.
03:10	03:19	After that I also had a chance to work as an economist in material design unit.



Transcripts of the video clip: P5 “**Family friendly work places with trade union and collective agreement**”

Country: LATVIA

Start	End	English
03:19	03:26	In this unit I worked for a short period as I had to take my maternity leave with the first child and
03:26	03:37	when I returned I was offered work as a planning engineer. I have this position since 2006.”
03:37	03:50	Although Solvita does not work she tries to follow all activities in the company and sometimes visits it.
03:50	03:58	„I try to call my colleagues regularly an also visit them.
03:58	04:10	Usually they talk about company activities, new orders and deliveries.
04:10	04:28	My colleague is laughing that I have nothing else to talk about except my work.
04:28	04:39	When my colleagues are celebrating I always phone them, I have a great interest in company news.
04:39	04:45	You cannot just live without any interests as one day you will need to return to work.
04:53	04:58	Valerijs Barkovs, Personnel Director of “Valmiera Glass Fibre” “Our enterprise is the biggest in Vidzeme. The company grows older with every year,
04:58	05:06	but our staff are becoming younger and younger. At present average age of our staff is 42 years.



Transcripts of the video clip: P5 **“Family friendly work places with trade union and collective agreement”**

Country: LATVIA

Start	End	English
05:06	05:17	Young people start new families and, of course, we should help them to stay together.
05:17	05:28	We have cooperation with trade union, I visit the organisation very often, we have discussions and then I put forward proposals to the management.”
05:28	05:34	There is an example when a proposal from employees has got an acceptance from the company.
05:34	05:43	“It is very essential for parents that company regulations provide for flexible working time”
05:43	05:54	Mudite Virza, shop-steward of “Valmiera Glass Fibre” “It means that for us it is not necessary to be at workplace 7.40 by all means
05:54	06:10	whether a child is in the kindergarten or not, if it is necessary to visit a doctor or to be in any other place, a person can arrive later by giving notice to the manager.
06:10	06:24	An employee can visit any office with the same working hours and arrange anything which cannot be done during the workday.
06:24	06:30	In my view this is a very good opportunity especially for families with children.
06:30	06:42	We take care of employees’ children from their birth. This is a bonus for parents on the occasion of their child birth.
06:42	07:03	I think in our company this bonus is fair. Before it was higher but I am glad that in current economic situation we have been able to maintain social guarantees in our collective agreement.



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P5 **“Family friendly work places with trade union and collective agreement”**

Country: LATVIA

Start	End	English
07:03	07:41	In summer we organise excursions for families with children, we also offer specialised summer camps for school children with the possibility to enjoy sport activities or to study English language.
07:41	08:35	Parents receive an allowance from the company when the school year begins. Our trade union financially supports families with 3 and more children.
08:35	08:47	We also take care of students despite of the educational institution they study, if the family has 3 or more children they are being supported by trade union yearly.”
08:47	08:55	Also every year there is a Christmas party for employees with their children; kids receive sweet gifts and enjoy different activities.
08:55	09:04	Sports games also are being organised for employees and their families. These are reasons recognised by Solvita Bitmane to return to work happy.
09:04	09:15	“I am happy to work in such a company which provides mothers having child care leave
09:15	09:22	with work place. You do not have to worry about returning to work and then to understand that you have nowhere to go.
09:22	09:27	Our enterprise is taking care of our employees.



Transcripts of the video clip: P6 “**Organisational Ethos Assists Disabled Woman To Work**”

Country: GREAT BRITAIN

Start	End	English
00:00:28	00:00:29	My name is Louise Barry.
00:00:29	00:00:32	I am Chief Executive of Merseyside Disability Federation.
00:00:32	00:00:37	My role around here is to lead the different initiatives that we do.
00:00:37	00:00:40	And I suppose one of the things that I am most proud of over the years is...
00:00:40	00:00:46	..that in developing the organisation we have introduced a whole culture and ethos of strong work life balance.
00:00:46	00:00:47	I'm Chris Wardle.
00:00:47	00:00:50	I'm the Development Officer for Merseyside Disability Federation.
00:00:50	00:00:55	My key role within the organisation is to go round and develop ...
00:00:55	00:01:03	...grassroot and smaller to medium charities to ensure that they are moving on in a sustainable way.



Transcripts of the video clip: P6 “**Organisational Ethos Assists Disabled Woman To Work**”

Country: GREAT BRITAIN

Start	End	English
00:01:04	00:01:06	Well, the organisation was set up purely to look at disability services...
00:01:06	00:01:11	...and how they could be helped to support and as a result we work a lot with disabled individuals...
00:01:11	00:01:16	...we work with organisations that deliver services for disabled people and we employ disabled people.
00:01:17	00:01:21	I'm a disabled woman myself and i've used crutches or used my wheelchair to get round.
00:01:22	00:01:24	Without them I can't go anywhere.
00:01:26	00:01:29	I've got four children, all adults now.
00:01:30	00:01:35	I've got a disabled daughter who's 22.
00:01:35	00:01:39	She has got Attention Deficit Hyperactivity Disorder.
00:01:39	00:01:42	Well, Chris would be an example of the case in point.
00:01:42	00:01:48	Chris has been with us now for seven years and during that time she's required differing levels of support.



Transcripts of the video clip: P6 “**Organisational Ethos Assists Disabled Woman To Work**”

Country: GREAT BRITAIN

Start	End	English
00:01:48	00:01:54	Access is probably the most obvious, in that Chris is either a wheelchair user or uses her sticks so we need..
00:01:54	00:02:02	...to make sure that the premises are appropriate but as we do that for all work that we deliver anyway that's something that we build in.
00:02:03	00:02:14	I had a daughter just before Christmas last year that just suddenly became ill one day and she ended up in hospital right over Christmas and New Year.
00:02:15	00:02:23	The kids were just due to finish school and the nursery was due to shutdown and I suddenly ended up with two grandchildren.
00:02:25	00:02:32	I rang into work to tell them what had gone on and all I was told was see you in January.
00:02:32	00:02:36	So I finished, it was about six days before everybody else.
00:02:37	00:02:40	There was just nothing I could do I just had to be there to support her.
00:02:41	00:02:47	So, we've given different support, we've allowed for different hours for working, we've allowed work to be taken home.
00:02:48	00:02:54	We believe in actually it's about delivering the job, about delivering the piece of work it's not about the nine to five in the office.
00:02:54	00:03:04	I was off for three months with my disability and unfortunately I was unable to work at all during that time.



Transcripts of the video clip: P6 “**Organisational Ethos Assists Disabled Woman To Work**”

Country: GREAT BRITAIN

Start	End	English
00:03:07	00:03:23	I still got paid from work because it was part of an ongoing condition but then when the doctor said I was ok to come back to work it wasn't, ...
00:03:23	00:03:32	...it's not, in the ethos of Merseyside Disability Federation just to start you back at work straightaway.
00:03:32	00:03:39	A lot of organisations would say your sick note is now running out and get back into work full time but MDF don't do that.
00:03:39	00:03:47	You have a back to work interview with the Chief Exec and then you work out a staged approach back to work.
00:03:48	00:03:54	My personal belief is that we have a life of which work is a part of it and it's an important part of it,...
00:03:54	00:04:01	...it's vital, but nonetheless it is a part and in order for people's lives to actually run a little bit more smoothly if we can offer...
00:04:01	00:04:05	...flexibility in the workplace then we do and we've offered that in different ways over the years.
00:04:06	00:04:17	Without the support of MDF, the Chief Exec and the trustees I wouldn't be able to complete a full time job.
00:04:17	00:04:19	I would have to go part time or give up work.
00:04:20	00:04:25	The whole team knows that these opportunities would be afforded to them should they find themselves in a situation ...



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P6 “**Organisational Ethos Assists Disabled Woman To Work**”

Country: GREAT BRITAIN

Start	End	English
00:04:25	00:04:30	...where they need it so actually there is a great deal of goodwill that goes on within the team.
00:04:30	00:04:32	So people will pick up and will help on work.
00:04:33	00:04:48	It really is about being able to control your work life balance in the best way you can to do the best for Merseyside Disability Federation.
00:04:48	00:04:55	Without that I don't think I could do my job as well as I do.
00:04:56	00:04:59	I think that as a small team that's been going for ten years,
00:04:59	00:05:08	That has kept the majority of the staff for a great number of years it proves to me that to afford the flexibility, ...
00:05:08	00:05:14	...to afford the work life balance, to have it built in as an ethos pays absolute dividends.
00:05:14	00:05:19	We know what we're doing, we know where we're going, we don't have any any belief that ...
00:05:19	00:05:28	...you're going to get penalised if something comes up in your life that impacts your work and to that end I think that I've had the best out of the staff over the years.
00:05:28	00:05:42	Times when in the past where I've thought I just really can't work full time anymore but with the support of MDF you are able to carry on and get on with your job the best way you can.



Transcripts of the video clip: P7 **“Work life balance: how to be flexible”**

Country: ITALY

Start	End	English
00.00.32	00.00.53	My name is Daniela S. and I have been working for Coop Liguria since 2004 . I’m married, I don’t have any children but I have to cope with a difficult family situation. So I often use the “Islands Project” to organise my job. It’s helpful in supplying for the obligations that stress me.
00.00.53	00.01.17	My family problems are due to the fact that I have to take care of my elderly father and my diseased mother. So, I often need to ask the company for some planned days-off, to help them with medical exams or therapies.
00.01.18	00.01.40	My name is Lidia R. I have been working for Coop for 8 years. I have worked for this organization for all of that time. I’ve been taking part in the “Islands Project” from its beginning. It’s a Coop Liguria project to implement a flexible organisation method in our stores.
00.01.41	00.02.08	The “Islands Project” works in a simply way. There is a paper where the store’s or department’s employees are free to express their preferences for the weekly timetable. This ‘wishes paper’ is collected by a colleague, called ‘organiser’ who is charged with matching the workers’ needs with those of the company.
00.02.08	00.02.33	At the same time, the store or department manager gives the ‘organiser’ a weekly work load proposal. It includes a graphic representing the number of employees that are necessary for running the daily commercial activity, per quarter of an hour per working day.
00.02.33	00.02.59	The task of the ‘organiser’ consists in analysing the situation day by day and in proposing changes in the preferences expressed in the ‘paper of wishes’ to the most flexible employees that have less family problems.
00.03.00	00.03.15	This method is supported by easy to use hardware and software. At the end of the process the output is a shared work timetable.
00.03.22	00.03.39	Generally I propose to the organiser to work a week in the morning and the following in the afternoon. This way I can manage with my parents’ medical exams and other stressful situations. My requests are almost always approved.
00.03.39	00.04.15	The benefit of this project is the chance to manage my difficult family life and my hobbies too. For example I have the opportunity to take out monthly subscription to the swimming pool, go to the hairdresser or the beautician appointments. I can organise myself without asking for a change of shift or a leave.



Transcripts of the video clip: P7 **“Work life balance: how to be flexible”**

Country: ITALY

Start	End	English
00.04.15	00.04.32	I would use the word ‘compatibility’ to describe this project. Compatibility of my personal wishes and the company one to work in shifts.
00.04.38	00.05.11	What does the company gain by using this system? Even if the “Islands Project” isn’t a total solution to every employees’ problems, it allows them to have a more flexible timetable than the traditional system. In this case, employees can freely express their needs and don’t have to justify any special request; they are given the opportunity to make timetable requests that wouldn’t be acceptable otherwise.
00.05.22	00.05.54	If companies are clever companies, they are aware that a satisfied worker is happier and consequently more productive. We should realise that time of working is time of our life, let’s improve our working time and we will improve our whole life.
00.05.55	00.06.14	Since 2008, when our department was proposed to adhere to the “Islands Project”, we’ve been always almost unanimously favourable to it. I haven’t had any problem to take part to it because I thought it was the kind of project that would have definitely improved our working conditions.
00.06.15	00.06.44	The satisfaction rate has always been very high, more than 90%. The most outstanding result is the employees’ request to keep on working with this method and to extend it. Even the representatives of the workers unions ask for the “island system”, and they are eager to start with in other departments or stores.
00.06.45	00.07.11	I reckon it is an interesting and clever project, showing the interest of the company in finding an agreement with employees’ needs. I’m really satisfied with this method because it gives me the opportunity to choose the timetable and not to have an imposed one.
00.07.12	00.07.58	Time is a critical issue of Italian women’s life. In our social system there is a strong influence of gender stereotypes on roles and tasks division. Gender roles and duties are very strict, “put in plaster”. Women are delegated to take care of not only their families and children, but also of their partners’ relatives, while men are more frequently involved in the business.
00.07.59	00.08.52	I think we’re ready to change from work-life balance to the ‘sharing’, because in our country gender stereotyping brings an unfair division of tasks. Women are alone while they’re taking care of the whole family. I believe that the goal of sharing should bring to a more equal distribution of tasks between men and women, especially of the family care. Families and women deserve men’s commitment to it.



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P8 “FamUnDo – An innovative project to improve companies in family-friendly policies”

Country: GERMANY

Start	End	English
00:00:36	00:00:37	This is an enterprise-friendly city ...
00:00:38	00:00:43	... that is proud of its successful companies.
00:00:44	00:00:46	And businesses only become successful...
00:00:47	00:00:50	... when they're attractive for their employees ...
00:00:51	00:00:58	... because having motivated and committed workers is essential for a successful business.
00:00:59	00:01:01	This in turn raises the question, ...
00:01:02	00:01:05	... what's the best way to organise working conditions in companies ...
00:01:06	00:01:11	... so that, given a choice, ...
00:01:12	00:01:14	... employees will choose company A over company B?



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P8 “FamUnDo – An innovative project to improve companies in family-friendly policies”

Country: GERMANY

Start	End	English
00:01:15	00:01:19	And this is where family-oriented benefits...
00:01:20	00:01:24	... have become a great selling point.
00:01:25	00:01:28	Together with our partners in Dortmund we ...
00:01:29	00:01:33	... developed an initiative for family-conscious businesses that we called FamUnDo.
00:01:34	00:01:41	It aims to develop projects, collect experiences and use best practice examples...
00:01:42	00:01:45	... to demonstrate that it is indeed possible ...
00:01:46	00:01:55	... to reconcile corporate objectives with employees' family interests.
00:01:56	00:01:58	The fact is that these are not opposing forces, ...
00:01:59	00:02:01	... there actually can be an economic benefit.
00:02:02	00:02:06	We take employees' interests seriously ...



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
00:02:07	00:02:10	... and we genuinely want people to achieve a work/life balance.
00:02:11	00:02:15	This isn't just a narrow concern about 'women and child-rearing' ...
00:02:16	00:02:17	... – which is important but misses the big picture.
00:02:18	00:02:19	Achieving a work/life balance is applicable to both sexes, ...
00:02:20	00:02:23	... all generations, and takes in a wide variety of different interests and issues.
00:02:24	00:02:25	We have provided around 50,000 Euro ...
00:02:26	00:02:28	... for each stage of this project ...
00:02:29	00:02:30	... and everything else is paid for by the companies themselves.
00:02:31	00:02:38	For example this includes the provision of funding for consultancy services which also need to be paid for.
00:02:39	00:02:42	I believe that the fact that companies are financing the costs of consultancy and support themselves ...



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P8 “FamUnDo – An innovative project to improve companies in family-friendly policies”

Country: GERMANY

Start	End	English
00:02:43	00:02:45	... is clear evidence that this project also serves the interests of business.
00:02:46	00:02:49	The companies financing the costs ...
00:02:50	00:02:54	... incurred by advice and support during the procedure itself.
00:02:57	00:03:00	The Dortmund Economic Development Agency worked with seven companies ...
00:03:01	00:03:02	... that were keen to participate in the first stage.
00:03:03	00:03:09	We also hired a consulting firm to develop a concept.
00:03:10	00:03:16	Because it's our job to support business development in Dortmund ...
00:03:17	00:03:18	... we have good links with enterprise and business in Dortmund.
00:03:19	00:03:22	We put a lot of effort into convincing them ...
00:03:23	00:03:28	... it was in their interests to look at the subject of work/life balance.



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P8 “FamUnDo – An innovative project to improve companies in family-friendly policies”

Country: GERMANY

Start	End	English
00:03:29	00:03:35	All seven companies successfully completed the consultancy programme.
00:03:36	00:03:39	The results they achieved were more than satisfactory, ...
00:03:40	00:03:43	... and as a whole the activities have had a great awareness-raising effect.
00:03:44	00:03:46	In view of this success, we will soon be starting the second stage.
00:03:53	00:03:56	For many years Baum has been advising and supporting companies ...
00:03:57	00:03:59	... in developing plans for a successful future.
00:04:00	00:04:02	They have often expressed a desire ...
00:04:03	00:04:06	... to find solutions for a better work/life balance ...
00:04:07	00:04:10	... and to put together a package that helps companies, ...
00:04:11	00:04:13	... especially since this whole area is still underdeveloped.



Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
00:04:14	00:04:15	So we started thinking about ...
00:04:16	00:04:17	... how a programme like this could work.
00:04:18	00:04:20	And this is where the idea of FamUnDo came from.
00:04:21	00:04:23	We decided that we needed a forum for sharing experiences, ...
00:04:24	00:04:26	... but accompanying that we also needed support inside the companies ...
00:04:27	00:04:28	... if we were going to make progress.
00:04:29	00:04:32	So FamUnDo is a combination of workshops ...
00:04:33	00:04:35	... on the one hand and in-company consulting on the other.
00:04:36	00:04:38	Then as part of the programme we offered five workshops ...
00:04:39	00:04:40	... which the group attended.



Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
00:04:41	00:04:42	They each lasted half a day, and were held a month apart, ...
00:04:43	00:04:45	... so that they didn't interfere too much with the companies' day-to-day activities.
00:04:46	00:04:48	We decided on different topics for each workshop.
00:04:49	00:04:51	One time we talked about working-time structures, ...
00:04:52	00:04:54	... another time it was the workplace question
00:04:55	00:04:56	... –finding out what demand is actually there.
00:04:56	00:04:58	We discussed the options that employees would like to see and that they need, ...
00:04:59	00:05:01	... and then there was the big important question:
00:05:02	00:05:04	... how can we communicate what already exists in the company, ...
00:05:05	00:05:09	... how can we encourage a culture of dialogue and discussion that will also make it easier ...



Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
00:05:10	00:05:12	... for companies to become more family-friendly.
00:05:13	00:05:17	The consultancy sessions were a chance for us to respond in a very flexible way ...
00:05:18	00:05:21	... to the goals that the companies had set themselves.
00:05:22	00:05:24	It very much depended on where the companies were starting from – ...
00:05:25	00:05:27	... there were some that had never considered ...
00:05:28	00:05:29	... the idea of being ‘family friendly’ in any depth, ...
00:05:30	00:05:32	... while others already had many elements in place.
00:05:39	00:05:44	My husband and I manage a 120-bed hotel with the help of our team.
00:05:45	00:05:51	We have around 25 employees, mainly women between the ages of 20 and 62.
00:05:52	00:05:56	You can imagine the range of problems that is involved with an age structure like this.



Transcripts of the video clip: P8 “FamUnDo – An innovative project to improve companies in family-friendly policies”

Country: GERMANY

Start	End	English
00:05:57	00:06:03	I was invited to take part in the workshop so I read up on the programme ...
00:06:04	00:06:10	... and the workshops, the themes in the workshops, ...
00:06:11	00:06:14	... and I thought it would be ideal for me ...
00:06:15	00:06:19	... because I'd already put into practice many of the things they mentioned but not in any systematic way.
00:06:20	00:06:24	And I got the feeling that my staff didn't know what options were available to them, ...
00:06:25	00:06:27	... what I'd be willing to allow them to do, what's possible.”
00:06:28	00:06:35	As a result of the workshop I drew up an emergency plan with the other departments.
00:06:36	00:06:41	The idea is that if someone doesn't make it to work, or if a lot of people are away, or if we have problems, ...
00:06:42	00:06:44	... the departments will help each other out.
00:06:45	00:06:48	I've got temporary staff who will step in at very short notice.



Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
00:06:49	00:06:53	For example, if I get a call at 7 a.m. from someone saying my child is sick, I can't come in to work, ...
00:06:54	00:06:57	... then I can call someone else who will step in and take their place.
00:06:58	00:07:02	Or if someone says my childcare centre is closed, I can't take my child to the crèche, what do I do?
00:07:03	00:07:04	I say 'well bring your child to work with you, ...
00:07:05	00:07:07	I need you here and it's not a problem if your child is here too.'”
00:07:18	00:07:20	My name is Silvia Sudhoff, ...
00:07:21	00:07:24	I've worked at the Hotel Esplanade in Dortmund for about 10 years, ...
00:07:25	00:07:29	... and this is my daughter Viviane. She's three years old.
00:07:30	00:07:38	Because my husband works too, it's difficult for me to work in the week.
00:07:39	00:07:45	I live in the Brackel area of Dortmund and so far I haven't been able to get a childcare place there, ...



FACILITATING FAMILY LEARNING ON WORK & FAMILY BALANCE

Project No: 502889-LLP-1-2009-1-LT-GRUNDTVIG-GMP

Transcripts of the video clip: P8 “FamUnDo – An innovative project to improve companies in family-friendly policies”

Country: GERMANY

Start	End	English
00:07:46	00:07:47	... which is a real shame.
00:07:48	00:07:53	Viviane’s grandparents usually look after her when I have to work during the week –
00:07:54	00:07:58	I don’t have any other options.
00:07:59	00:08:02	Except if they can’t have her because they’re ill or something,
00:08:03	00:08:07	I can take her in to work with me.
00:08:08	00:08:10	That doesn’t happen often, but it’s great that I can take her with me if I need to.”
00:08:11	00:08:13	It means that I can also come in at short notice if I need to.
00:08:14	00:08:15	I think my daughter thinks it’s good fun.
00:08:16	00:08:22	Or if someone is off sick or whatever, you can say, ...
00:08:23	00:08:24	... okay I’ll come in but I’m brining my child along.



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Country: GERMANY

Start	End	English
00:08:25	00:08:28	The other staff are understanding too, ...
00:08:29	00:08:32	... they'll even play with her when they get a chance.
00:08:33	00:08:36	She can sit and draw pictures or do some colouring, ...
00:08:37	00:08:38	... or she goes and opens the doors to the rooms.
00:08:39	00:08:43	I think she really enjoys seeing where Mum works ...
00:08:44	00:08:47	... and I like having her around me, and of course it means ...
00:08:48	00:08:50	I can be more flexible.
00:08:51	00:08:59	Since we got the first stage underway in 2009/2010 with our partners in business, ...
00:09:00	00:09:04	... we've seen more than 30 new ideas emerge and this just goes to show how successful our projects have been.
00:09:05	00:09:11	From working time models to the creation of communication spaces, ...



Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
00:09:12	00:09:21	... to ways of sharing ideas with each other and working as a team to find solutions to problems in very flexible ways.
00:09:22	00:09:28	The individual projects and activities show that FamUnDo is the right response to the question ...
00:09:29	00:09:34	... of how we can combine family interests with business interests.”
00:09:35	00:09:36	In 2009/2010 seven businesses with about 1.150 employees participated.
		service provider for companies, bakery chain, tool making company, hotel, One Euro-discounter, painting company, safety system company
00:09:37	00:09:39	More than 30 measures to improve the reconciliation of work and family were developed.
00:09:40	00:09:42	In most cases no financial investment was needed.
00:09:43	00:09:45	A second round with other companies from Dortmund will be launched in May 2010.
00:09:46	00:09:48	Examples of measures
		- flexible working time arrangements



Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
		- a place in a kindergarden in case of child care emergencies
		- Designate a contact person for Family Affairs
		- Training of managers in issues of work-life balance
00:09:49	00:09:51	Examples of measures
		- reconciliation of work and family life in appraisal interviews
		- Opening a company cafeteria
		- Vacation planning with priority for employees with children
00:09:52	00:09:56	FamUnDo
		An innovative project to improve companies in family-friendly policies
00:09:57	00:09:58	An appearance made:



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Transcripts of the video clip: P8 “**FamUnDo – An innovative project to improve companies in family-friendly policies**”

Country: GERMANY

Start	End	English
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		Barbara Bahrenberg
		Staff member of the Dortmund Municipal Office of Economic Development
00:09:59	00:10:00	Johannes Auge
		Managing director of B.A.U.M. Consult
		Gabriele Kortmann
		Hotel Esplanade, Housekeeping department
		Silvia Sudhoff
		staff member of Hotel Esplanade



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Country: GERMANY

Start	End	English
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