

## INTERNATIONAL CONFERENCE

### **“Reconciliation of work and private life – an important issue for family members and society”**

---

## RECOMMENDATIONS

*Prepared by the European partnership of the project*

We, partners of the project and participants of the Conference, would like to emphasize:

- The reconciliation of work and family life is recognised at European level as an important means of achieving equality between women and men, declared in the Treaty of European Union, “Europe 2020” Strategy, European Pact for Gender Equality (2011-2020), Strategy for Equality between Women and Men 2010-2015.
- Successful implementation of Equal opportunities for women and men at workplaces needs to include effective family-friendly measures to the gender equality plans.
- Raising awareness and training of employees and employers on work-life balance, and exchange of good practices of family-friendly measures contribute to the promotion of well-being in workplaces.
- Better support for reconciliation measures is needed to enable women and men to exercise greater choice in balancing work and family life. It also will contribute to achieving major policy objective of the European Union, notably regarding growth and job, reducing skills shortages, the well-being of families, and equality between women and men.
- Active participation of involvement of men in reconciliation measures is crucial for achieving work-life balance. Due attention should be paid to tackling gender stereotypes.

We, participants of the conference, recommend politicians and government officials

1. to ensure gender equality planning at workplaces *de jure* and *de facto* emphasizing the importance of family-friendly measures;
2. to ensure financial support for educational and other initiatives at national, regional and local levels in order to promote men’s role in the family, equality between women and men and reconciliation of work and family life;
3. to ensure that the European training course “Facilitating family learning on work-life balance” will be implemented via national programs.

Approved by the participants of the Conference  
Kaunas, July 8 2011