



FACILITATING FAMILY LEARNING ON WORK & LIFE BALANCE (FAMILY)

Progress Report

Public Part

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Executive Summary

The project aims to develop an innovative approach to family learning on work and life balance in order to increase capacity of employees to contribute themselves to implementation of family-friendly initiatives at workplaces and as a result, to remain active on the labour market.

The target audience for the Progress report are the following:

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

The main project objectives are:

- to raise awareness of the society about the need for bottom-up initiatives encouraging involvement of employees themselves in implementing family-friendly policies at their workplaces;
- to promote employability by creating awareness of working family members on good practices of implementing family-friendly measures at workplaces, which could help them to reconcile work and family life and as a result to remain active on the labour market;
- to offer an innovative ICT-based training material for learners "Family learning on work & life balance";
- to develop key competences of working employees having work and life problems in the area of gender equality, family-friendly policies and work and life balance; to strengthen their competences to protect their human rights and lobby for implementing work and life balance measures at their workplaces;
- to address the need for qualified family consultant on work & life balance to work with families having problems to reconcile work and family life.

The Project has the Consortium of eight organizations from five EU countries with high level of expertise which is necessary for the development of the planned outcomes. The main skills and competences of the Consortium comprise the high social research skills and experience in the field of gender equality and family-friendly measures at workplaces, special professional skills in organizing and promoting training, skills in implementing ICT-based training materials. The expertise of the Consortium is strengthened by involvement of the associated partners from the trade unions, workers' unions, family associations.

The project's Consortium has already developed the State of Art Review which contributes to the development of content of training modules for learners and prepares recommendations for the quality standards of respective training materials for both learners and family consultants. The brochure with 32 personal interviews and the video collection with 8 video-clips named "Good practices on work & life balance" have been developed in six languages (LT, DE, FI, LV, IT, EN). These outcomes contain personal reflections of the employees who have benefited from family-friendly measures at their workplaces. The leaflet containing information about the project's activities in all partnership languages have been published. The initial version of the project's website www.family-learning.eu has been designed.

The future plans include development of the following outcomes: training programme "Family learning on work & life balance", guidelines for family consultants. European training session for family consultants will be organized on the base of developed training materials. The quality of training materials will be assessed during the national pilot training sessions held in partner countries. The visibility and sustainability of the project outcomes will be achieved by organizing cooperation seminars for family consultants and personal consultations for family members having problems in work and life balance. The optimal use of the results beyond the partnership, during and beyond the life time of the project will be also ensured by the final conference and by registering training course for family consultant on work and life balance in the Grundtvig In-Service Training databank.

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1. Project Objectives

Project **objectives** are:

- to raise awareness of the society about the need for bottom-up initiatives encouraging involvement of employees themselves in implementing family-friendly policies at their workplaces;
- to prepare recommendations for the quality and content of trainings for family learning on work and life balance;
- to promote employability by creating awareness of working family members on good practices of implementing family-friendly measures at workplaces, which could help them to reconcile work and family life and as a result to remain active on the labour market;
- to encourage family members to contribute themselves in implementing family-friendly measures at workplaces;
- to offer an innovative ICT-based training material for learners “Family learning on work & life balance”;
- to develop key competences of working employees having work and life problems in the area of gender equality, family-friendly policies, and reconciliation of work and family life; to strengthen their competences to protect their human rights and lobby for implementing work and life balance measures at their workplaces;
- to address the need for qualified family consultant on work and life balance to work with families having problems to reconcile work & family life;
- to ensure optimal use of the results beyond the partnership, during and beyond the lifetime of the project.

The problem of work and 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 create family-friendly workplaces, they aren’t widely spread and recognized in partner countries. Thus, the bottom-up approach encouraging involvement of employees themselves in implementing family-friendly measures at workplaces becomes of crucial importance.

The project addresses the needs of the working family members to improve their knowledge on family-friendly measures which could be applied by employers at workplaces in order to assist the employees to reconcile work and family life.

Target groups that will be reached during the life of the project, the impact upon them and benefits to them are the following:

The first short-term target group - 16 family consultants will attend the European training session on work & life balance, which will be held along with the 3rd partnership meeting in Liverpool in September 2010. After this training session, family consultants will be capable to contribute to further piloting of the developed training modules. Preparation of the family consultants to work with families having problems in reconciliation of work and family life will ensure the sustainability beyond the project’s lifetime. Project partners will select family consultants according to their skills, qualifications and motivation.

The second short-term target group - 160 family members will be trained on work and life balance issues during National Pilot training sessions, which will be organized in the frame of one-day workshops. During the project there will be organized 16 workshops, where the training modules will be tested by learners – family members. The training modules will be improved in accordance with the feedback and suggestions of the family members. Involvement of the target group in the piloting

of the developed training materials will help to assess their quality and will ensure their utility beyond the project life time.

The third short-term target group - 40 family members will receive personal consultations on the issues of work and life balance. After the European Training session family consultants provide consultations to the working family members on the issues of work and life balance depending on their needs. Developed multilanguage DVD “Family learning on work & life balance” will be used as an aspiration tool for consultations and will ensure an innovative approach to solving the problems in reconciliation of work and family life. Personal consultations for family members having problems to reconcile work and family life will motivate them to contribute to self-learning on work and life balance.

The fourth short-term target group - 400 families encouraged for self-learning on family-friendly measures by providing them with multilanguage DVD “Family learning on work & life balance”. Those family members who will get consultations on work and life balance during the project will be encouraged to distribute the developed DVD for their friends having the same work and life balance problems. This will ensure that above mentioned target group will be reached.

The fifth short-term target group - 70 adult educators and other social partners acquainted with the role of family consultant on work and life balance. They will be invited to participate in the Cooperation seminars at national level, which will take place in May – July, 2011. These seminars will ensure the optimal use of the developed training modules on DVD and guidelines for family consultants beyond the partnership. Representatives of trade unions, worker’s unions, adult education centres, family centres and other stakeholders will be invited to attend these seminars, where they will get familiar with the developed materials and will be encouraged to organize similar trainings for their clients – working family members.

In addition to the short-term target groups the project also has the long-term target groups, which will be reached beyond the project’s official Consortium and beyond the project lifetime. Project’s long-term target groups are clearly defined and distributed in 3 sectors:

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

During the project’s implementation all 3 target groups will be reached within and beyond the partnership.

The project has established the network of the associated partners, which helps the Consortium to reach the above-listed target groups and keep contacts with similar organizations from the other EU Member States as well as from the national and European networks. Public and private organizations, trade unions, employers’ associations, training institutions are already involved in the project’s activities.

The envisaged overall impact of the project concerns introducing an innovative approach to family learning on work and life balance in order to increase capacity of employees to contribute themselves to implementation of family-friendly measures at workplaces and as a result, to remain active on the labour market. The project also offers the brand new solution for trade unions, worker’s unions, adult education centres, family associations and NGOs to prepare consultants on work and life balance enabling them to provide trainings, personal guidance and consultations to families having problems to reconcile work and family life. The long-term impact is seen also through rising awareness of the society regarding the gender equality and family friendly measures for employees.

2. Project Approach

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. The general aim of this survey is to prepare recommendations for the quality and content of trainings for family learning on work and life balance.

For developing the State of Art Review partners were provided with the clearly developed unified template. It helped partners to prepare national reports where national legislations, and statistical data was analysed and in-depth interviews with national experts summarized. In accordance with unified template each national report reflected main areas of investigation: national policy targeted towards the support for combination of professional, family and private lives; the good practices of effective implementation of family-friendly measures at company level; summary of recommendations of national experts on quality standards and content of training materials. Thus, the review is prepared on the basis of national surveys that have been developed by each partner country. The information on national contexts is based on the analysis of documents and structured interviews (5-7 per country) with national experts in gender equality, work and life balance or representatives of employers. Those methods helped to identify and analyse examples of good practices on effective implementation of family-friendly measures at workplaces as well as to provide recommendations for quality standards for training modules and competency profile of consultant on work and life balance.

The Review starts with a brief overview of the policies targeted towards the reconciliation agenda in partner countries (Finland, Germany, Italy, Latvia, Lithuania and United Kingdom). Reconciliation policies can be defined as policies that directly support the combination of professional, family and private lives. This part of the report is focused on national public policies with regard to diverse leave facilities, care services, flexible working arrangements or training/retraining of employees, who return to labour market after a break due to family reasons.

The second part of the State of Art Review presents the cases of good practices on effective implementation of family-friendly measures at workplaces in all partner countries. This part discusses the provisions that emerge at company level as organizations may either supplement public provisions and services or other family-friendly measures at workplace. The second part of the State of Art Review presents nineteen concrete examples of family-friendly measures at workplaces. Many of these examples (case studies) show the active roles of Trade unions and employees themselves in developing family-friendly measures which are included to the collective agreements. They also show that enterprises themselves are interested of implementing family friendly measures in workplaces and see them as the part of their corporative policies, thus they understand that family friendly measures are beneficial for enterprises. The diversity of presented good practices and their clear positive content creates a clear educational value and has a good impact on future developing of outcome: e-Handbook "Family learning on work & life balance".

The third part of the report briefly discusses the quality standards for training modules and competency profile of family consultant on work and life balance. Quality standards contain twelve general standards which have to be taken into consideration while developing the training modules. These standards were developed on the basis of the analysis defined in the first two parts of the Report as well as using the suggestions of national experts. Thus it is very clear that developed quality standards have a European dimension. Developed quality standards have a clear link to the training modules which will be developed further during the project life. Quality standards for training materials as well for competency profile of family consultant on work and life balance will help to develop learning outcomes for training program.

The fourth part of the Report creates a good added value to the whole project as it suggests general structure of training model and some ideas of the methodological approach. Some important suggestions are also made for the duration and pedagogical approach of the training course.

The results of the survey serve also as a basis for creation of the Guidelines for family consultants to facilitate family learning. The survey has a European added value from the political, organizational and pedagogical points of view as it includes chapters that cover all above mentioned topics.

This outcome is finalised, assessed by external evaluator, printed in each partner country, and added (in pdf format) to the project website www.family-learning.eu for further dissemination.

The collection of best practices on work and life balance based on personal reflections of the employees who have benefited from family-friendly measures at their workplaces has been developed. Collection includes:

- Brochure “Best practices on work & life balance” with 32 personal interviews in English, German, Finnish, Italian, Latvian and Lithuanian languages;
- Multilanguage DVD with video collection “Good practices. Work & Life balance” which consists of 8 video-clips in national languages of partners with transcripts in English, German, Finnish, Italian, Latvian and Lithuanian languages.

During development of the brochure all partners have selected and interviewed 4 working family members, who benefited from various family-friendly measures at their workplace, namely - working hour arrangement, statutory and non-statutory leaves, care facilities for family dependents. Interviews were done by using unified format in national languages and then translated into English languages. After the discussions and improvements the partnership has developed the final brochure with 32 interviews in English, German, Finnish, Italian, Latvian and Lithuanian languages. These outcomes are added (in pdf format) to the project website www.family-learning.eu for further dissemination.

Developing the multilanguage DVD each partner has selected one family to create a video clip in national language; it also has provided the partnership with the transcripts in English language of the video produced. Later on the transcripts of each video were translated by each partner into their national languages. The produced final multilanguage DVD contains eight videos with the subtitles in all national languages of the partnership. The videos have been also added to the project's website www.family-learning.eu for the downloading and further dissemination.

Developed collection (the brochure and video) provides the personal reflections of those working family members, who benefited from family-friendly measures implemented at their workplace. Collection is developed with the purpose to encourage family learning on work and life balance through positive personal experience and to encourage family members to contribute themselves in implementing family-friendly measures at workplace. Collection will be used for personal consultations with families to inspire family members to lobby for effective implementing of family-friendly measures at their workplace. As well both outcomes (brochure and video) create the basis for the development of innovative training modules for family learning on work and life balance resulting in e-Handbook. On the basis of the video clips the visual case studies for training modules on family learning will be further developed and included into the training modules.

Thus, the State of Art Review and the Collection “Best practices on work & life balance” (brochure and video) have created the basis for development of the training modules. These above mentioned outcomes will be transformed into the format which will allow applying information derived from these outcomes during adult education sessions/workshops. The training approach is based on the module principle meaning that each module is developed as an accomplished unit and can be used during the one-day workshops or for self-education.

Partnership agreed on development of **e-Handbook “Family learning on work & life balance”** with the following 8 training modules:

1. Raising awareness of national policies and procedures including company practices for family-friendly workplaces
2. Pre-natal and post-natal arrangements for protecting and supporting women in the workplace.
3. Possibilities for flexible working time arrangements.
4. Formal and informal arrangements in cases of family emergencies, maternity/paternity leave, career breaks.
5. Support services for childcare.
6. Possibilities for dealing with responsibilities to care for long-term disabled and elderly people and other dependents.
7. Opportunities for education, training and career development when experiencing problems in work & life balance.
8. Additional opportunities for services provided by companies for employees and their families.

The developed e-Handbook will be designed and produced as multilanguage DVD and will help family members to develop their social and civic competencies in the area of gender equality, family-friendly workplaces and reconciliation of work and family life.

In order to facilitate self-learning on work and life balance within the families by using multilanguage DVD, the partnership will develop the **Guidelines for family consultants** to facilitate their work with families on work and life balance. The guidelines for family consultant will introduce the new educational pathways to organize trainings on work and life balance for working family members and to encourage their active involvement in implementing family-friendly measures in their workplace. Methodology and educational pathways will describe the ways to raise families' awareness on gender equality and family-friendly workplaces and how to increase their interest in family learning on work and life balance. It will include methods on how to hold visual workshops with DVD, how to organize personal consultations for families having problems in work and life balance, as well as how to facilitate family members having similar problems to help each other. Special attention will be given to gender equality planning at workplaces and increasing capacity of employees to contribute themselves to creation of measures on work and life balance.

The project's outcomes will be piloted during the European training session on work and life balance for family consultants and National Pilot Training Sessions for working family members organized by family consultants in partner countries. External evaluators will evaluate the collection of best practices as well e-handbook “Family learning on work & life balance”. The improvements of the e-handbook “Family learning on work & life balance” will be done taking into account the feedback from the participants of training sessions and recommendation provided by the external evaluator.

During the first partnership meeting partners agreed in detail about the Dissemination and exploitation strategies; and numbers of dissemination and exploitation activities have been already undertaken already during the reporting period. The leaflet about the project has been developed in all languages of partnership (EN, DE, FI, IT, LT & LV), published in 3000 copies in total and widely distributed during regional, national and European events. The website www.family-learning.eu has been designed and the developed outcomes have been added for further downloading. In accordance with the partners' dissemination reports, in total 94 dissemination activities have been undertaken by the partners. The total number of dissemination activities comprised: 20 activities on national level; 53 activities on local level; 17 activities on European level and 4 activities on international level. 70 events have been organised by the project partners themselves, for the others dissemination activities many different occasions have been used. Altogether it was reached

around 700 persons and around 500 organizations. Information about the project was placed on partners' websites and the project website www.family-learning.eu.

Brief e-newsletter about the project progress with identification of the website will be sent to various European and national networks, which project partners are in contact with. The Final International one-day conference with expected 40 participants will be held in Kaunas, Lithuania as a major dissemination event. Ensuring dissemination beyond the partnership 3 outside experts will be invited to the Conference. To ensure dissemination of project results beyond the project's lifetime the Grundtvig Training Course for family consultant on work and life balance will be registered in the Grundtvig In-Service Training databank.

To ensure systematic and effective exploitation of the project's outcomes / results during and beyond the project lifetime as well as beyond the Consortium, the valorisation strategy will include a variety of events to transfer the results to appropriate organizations (trade unions, workers' unions, adult education centres, etc.) at local and national level. The organizations working with families will be encouraged to apply the developed outcomes at their educational and consultancy work during the Cooperation seminars which will be organized by each partner in their country. Participation of the associated partners in the Cooperation seminars will ensure further exploitation of project results.

During the project's lifetime personal consultations for family members having problems in reconciliation of work and family life will be organized. Family consultants will provide personal consultations for working family members having problems in work and life balance in order to motivate them to commit to self-learning on work and life balance. Thus, these 40 working family members and 400 other families having similar problems will be encouraged to self-learning by using the developed DVD. New educational pathways will help to increase the capacity of family members to lobby for implementing gender equality/family-friendly measures at their workplaces.

Linguistic and cultural issues have been appropriately addressed by providing the following outcomes at national languages of the partnership: Collection of best practice on work & life balance, E-handbook on DVD "Family learning on work & life balance", leaflet for dissemination about the project. This will ensure the exploitability of the project's outcomes by learners (working family members having problems to reconcile work and family life) in all partner countries.

3. Project Outcomes & Results

The following **final** planned **products / results** are achieved during the reporting period:

State of Art Review report is fulfilled and overviews the situation in partner countries on effective implementation of family-friendly measures at workplaces. It is prepared on the basis of national reports that have been developed by each partner. Information on national contexts is based on the analysis of documents, statistical data, and interviews with national experts. The report forms the basis for development of content of training modules for learners and produces recommendations for quality standards of respective training materials for both learners and family consultants. State of Art Review report is divided into four parts:

The first part consists of overview of the policies targeted towards the reconciliation agenda in partner countries (Finland, Germany, Italy, Latvia, Lithuania and United Kingdom). Reconciliation policies can be defined as policies that directly support the combination of professional, family and private lives. This part of the report is focused on national public policies with regard to diverse leave facilities, care services, flexible working arrangements or training/retraining of employees, who return to labour market after a break due to family reasons.

The second part of the report presents the cases of good practices on effective implementation of family-friendly measures at workplaces in all partner countries. This part discusses the provisions that emerge at company level as organizations may either supplement public provisions and services or other family-friendly measures at workplace.

The third part of the report discusses the quality standards for training modules and competency profile of family consultant on work & life balance.

The fourth part consists of the recommendations for content of the training program for learners.

The Report is used within partnership as a basis for developing training modules for learners. It is also a good dissemination tool – it has been disseminated during the first stage of the project and will be further disseminated for family consultants during the Cooperation seminars and at the International Conference in Kaunas, Lithuania.

The Report is developed in English language, printed in each partner country and added to the project's website www.family-learning.eu (in pdf format) and is available for downloading.

This outcome covers the objectives stated by the project:

- To raise awareness of the society about the need for bottom-up initiatives encouraging involvement of employees themselves in implementing family-friendly policies at their workplaces;
- To prepare recommendations for the quality and content of trainings for family learning on work & life balance.

Brochure "Best practices on work & life balance" is developed to encourage family members to contribute themselves in implementing family-friendly measures at workplaces. Brochure includes collection of 32 interviews with family members who benefited from family-friendly measures at the workplace. Each partner has selected and interviewed four working family members, who benefited from the following family-friendly measures at workplace:

- flexible work arrangements,
- child care services,
- care services for elderly or family members with disabilities,
- paternity/maternity/child care support leaves by company,
- training/retraining of employees, who return to labour market after a break due to family reasons,
- career break,
- additional services provided by company for families/mothers who are on paternity/maternity/child care leaves,
- other type of measures.

The outcome is developed in English language and has been translated into national languages of partnership Germany, Finish, Italian, Lithuanian and Latvian. During the reporting period the brochure has been printed in national languages in total 800 copies and is used for dissemination at national and European levels. It is also available for downloading in pdf format from the project's website www.family-learning.eu (in EN, DE, FI, IT, LT and LV languages). The brochure will be used during the national pilot sessions for family members, personal consultations for families and also for dissemination at national level beyond the partnership.

This outcome covers the objectives stated by the project:

- to promote employability by creating awareness of working family members on good practices of implementing family-friendly practices at workplaces, which could help them to reconcile their work & family life and as a result to remain active on the labour market;
- to encourage family members to contribute themselves in implementing family-friendly workplaces using bottom-up approach.

Video collection “Good practices. Work & life balance” is developed and consists of 8 video clips where working family members who benefited from family-friendly measures at workplace have been interviewed. Each partner has developed one video in national language, translated the transcripts of its video into English language. Then the multilanguage DVD has been developed with transcripts in all partners' languages (in EN, DE, FI, IT, LT and LV). The final Multilanguage DVD consists of the following 8 video clips in national languages with transcripts:

- **Gender Balance in Lithuania: Good Practice of Positive Paternity.** (In Lithuanian language with transcripts in English, Finnish, German, Italian and Latvian);
- **Flexible work arrangements for shift work.** (In Lithuanian language with transcripts in English, Finnish, German, Italian and Latvian);
- **Family-friendly workplace with „mini kindergarten“.** (In Lithuanian language with transcripts in English, Finnish, German, Italian and Latvian);
- **Slow Life.** (In Finnish language with transcripts in English, German, Italian, Latvian and Lithuanian);
- **Family Friendly Work Places with Trade Union and Collective Agreement.** (In Latvian language with transcripts in English, Finnish, German, Italian, and Lithuanian);
- **Organisational Ethos Assists Disabled Woman to Work.** (In English language with transcripts in Finnish, German, Italian, Latvian and Lithuanian);
- **Work life balance: how to be flexible.** (In Italian language with transcripts in English, German, Finnish, Latvian and Lithuanian);
- **FamUnDo – An innovative project to improve companies in family-friendly policies.** (In German language with transcripts in English, Finnish, Italian, Latvian and Lithuanian).

Video clips will be used as a training tool for further training of employees (family members) having problems in work and life balance. Thus, partners have used the methodology of creation this training tool (video clips) based on expert knowledge and personal reflection. It means, that some other players (not only employees having work and life balance problems) were included into the video clips. The following additional players have been included in the video clips:

- Experts on family-friendly policies and practices;
- Academic scientists making any research in the field;
- Employers, human resource managers, etc.;
- Politicians;
- Project managers.

The Multilanguage DVD is delivered to partners for future dissemination on national and international levels, and for further use during personal consultations to inspire family members to lobby for implementing effective family friendly measures at their workplaces. The videos with the subtitles in

national languages (in EN, DE, FI, IT, LT and LV) are available for download from the project's website www.family-learning.eu. Video collection will create a base for further development of visual case studies for training modules on family learning.

This outcome covers the objectives stated by the project:

- to promote employability by creating awareness of working family members on good practices of implementing family-friendly practices at workplaces, which could help them to reconcile their work & family life and as a result to remain active on the labour market;
- to encourage family members to contribute themselves in implementing family-friendly workplaces using bottom-up approach.

Leaflet about the project was designed in English language, translated into all national languages of partnership (DE, FI, IT, LT, LV) and published in 3000 copies in total. The leaflet is being used by partners for wide dissemination activities. It has been also added to the project's website www.family-learning.eu in pdf format for downloading.

This outcome covers the objective stated by the project: "To ensure optimal use of the results beyond the partnership, during and beyond the lifetime of the project".

Project's website www.family-learning.eu is developed and is constantly updated by the results/outcomes. The website serves as a dissemination tool. It includes information about the project, partners, developed products for downloading in, the network of associated partners, useful links, photo gallery. If products are developed in the national languages, they are also included into the project's website in this particular language (in EN and DE, FI, IT, LT, LV). This outcome covers the objective stated by the project: "To ensure optimal use of the results beyond the partnership, during and beyond the lifetime of the project".

4. Partnerships

The Consortium is composed of eight organizations from four European countries (Finland, Germany, Italy, Latvia, Lithuania and United Kingdom) and ensures a good cooperation between new and old European Member States as well as different type of organizations, skilled in various aspects required to undertake this project in a good quality. The European added value of the multi-countries partnership lies in the clear distribution of tasks of different partners, based on their competences and experiences in the field.

The sound value of the Consortium is created by its Applicant - the Office of Equal Opportunities Ombudsperson in Lithuania, which is directly responsible for implementation of gender equality at workplaces and has high level of expertise and competencies in the field of family-friendly measures to be implemented at workplaces.

The main skills and competences of Consortium are the following:

- high social research skills and experience in the field of gender equality and family-friendly measures at workplaces;
- special professional skills in organizing and promoting trainings;
- skills in implementing ICT-based approach of training programmes.

All partners have experience in European cooperation, possess communication skills, are very responsible and realise the importance of quick reaction, intelligence, tolerant communication and respect the deadlines.

The Social Innovation Fund as a coordinator of this project can ensure the overall good quality management of the project during its implementation as it has over 15 years experience in networking on lifelong learning, an extensive experience acting as coordinator in eight European projects and to act as a local manager for more than 20 European projects, in which it was a partner.

Additional added value strengthening the quality of the Consortium is involvement of associated partners from trade unions, working unions, family associations, where piloting of the training modules will take place. Associated partners will help to reach family consultants and employees for further valorisation of E-Handbook "Family learning on work & life balance" and especially to share collection of the practices brochure and multilanguage DVD beyond the project's Consortium and beyond the project's lifetime.

5. Plans for the Future

The following results/outcomes to carry out the remaining work to achieve the project objectives are planned for the future months within duration of the projects’:

- **E-Handbook “Family learning on work & life balance”** with innovative training modules for family learning on work & life balance will be finalized and produced in the format of multilanguage DVD (in EN, DE, FI, IT, LT and LV languages). It aims to help learners to develop their social and civic competences in the area of gender equality, family-friendly workplaces and reconciliation of work and family life. E-Handbook will consist of eight modules; training materials will be developed in a way to be able to provide one-day workshops on each module or to be used for self-education.
- **The Guidelines for family consultants** how to organize trainings and consultations on work and life balance for working family members and to encourage their active involvement in implementing family-friendly initiatives within their workplaces will be developed and published as a brochure. The Guidelines for family consultants will be used for organizing the European training for trainers’ session, for national workshops for learners, for personal consultations of families and during Cooperation seminars.
- **European training session on work and life balance for family consultants** will be organized in December, 2010. During the training session sixteen family consultants on work and family balance will be educated to provide trainings to family learners having problems in reconciliation of work and family life. Thus, they will be able to facilitate further piloting of the training modules at national levels and to ensure sustainability of the developed training materials beyond the project lifetime.
- **National Pilot Training Sessions** will be organized for training of 160 family members and getting feedback on the quality of the training modules. Sessions will be organized in the frame of one-day workshops for ten family members in February-March, 2011 (in total will be 16 sessions of piloting).
- **Personal consultations for working family members** having problems in work and life balance to motivate them to commit self-learning on work and life balance will be given at least for 40 family members.
- **Cooperation seminars for family consultants** (7 national seminars for 70 participants) will be held to ensure the optimal use of the developed training modules on DVD and guidelines for family consultants beyond the partnership (inviting participants from trade unions, worker’s unions, adult education centers, family centers and etc.).
- **Final International Conference** will be held in Lithuanian in July, 2011 to create awareness of the wide public about the importance of reconciliation of work and family life. During this event project results will be introduced and delivered to the participants.
- **Grundtvig Training Course for family consultant on work and life balance** will be registered in the Grundtvig in service training data bank in August, 2011. The organization of the course is foreseen for May, 2012.

6. Contribution to EU policies

The project shows clear connection with European policies concerning the Employment, Lisbon partnership in growth and jobs and the European pact for gender equality.

The implementation of gender equality policies at workplaces is requested by EU directive No. 2002/73/EC. However, legislation alone is insufficient, systematic approach is needed to support implementation of family-friendly measures at workplaces, as it should be part of the gender equality policies in the enterprises. The problem of work and 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 create family-friendly workplaces, they aren't widely spread and recognized in partner 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 and life balance, by increasing capacity of employees to contribute themselves to implementation of family-friendly initiatives at workplace and as a result, to remain active on the labour market.

EU document "Manual for gender mainstreaming in Employment policies" (2007) emphasizes necessity for training facilities to ensure gender equality mainstreaming. Striving for development of these training facilities, this project offers an innovative training material for family learning on work and life balance. It will result in promoting gender equality in employment and working life.

Achievement of one of the Lisbon strategy goals in ensuring economical development with more and better jobs in EU is closely related with an effective implementation of gender equality and family-friendly workplaces. The Lisbon Partnership for growth and jobs recognises contribution of gender equality and diversity for meeting the Lisbon strategy objectives. "The Europe needs more and better jobs. <...> In a context of rapid economic change and intense demographic ageing, creating more and better jobs is not just a political ambition: it is an economic and social necessity", is saying in the Communication from President Barroso in agreement with Vice-President Verheugen (Brussels, 02.02.2005). This is also reflected in such documents as a Roadmap for equality between women and men for 2006-2010, the European pact for gender equality. The project is contributing to the achievement of these objectives by creating the practical basis to encourage employees themselves to initiate implementation of family-friendly measures at their workplace, thus ensuring an effective promotion of better jobs by using the bottom-up approach.

7. Extra Heading/Section

