

Youth – Actor of Social Change

“Family friendly work environment”

This document is part of a larger collection of examples of current policies for young people in Europe. The collection is an outcome of a European research project called “UP2YOUTH – Youth: actor of social change?”

The basic idea of the “current practice” collection is to see how current practices and policies relate to young people as active agents in shaping their lives. Therefore, our intention is not a collection of “good” or “best” practices. Rather, it includes also practices, which are interesting because of their relation to young people’s agency but which involve problematic aspects, such as restricted financial resources, a very thin spread, or no clear evaluation criteria. We have applied a searching pattern which asked for “strengths” and “weaknesses”. This explicitly opens space for your own evaluation, because also policies are included, which definitely do have weaknesses, but are highly interesting for specific reasons. Therefore we have to stress that the researchers did not evaluate these practices themselves.

The whole collection can be found at <http://www.up2youth.org/content/view/192/60/>

Section	Indications of contents
Title of programme/ practice	Family-friendly working environment certificate
Location	Slovenia
Main theme	Young parenthood
Practice/Programme-related keywords	family-friendly working environment certificate, reconciliation of family and work, family friendly working environment
Summary of programme/ practice	This program has recently introduced a family-friendly certificate that stimulates employers to form family-friendly working ‘policies’ that enable parents to balance work and family life. It was developed within the Equal project “Young mothers/family-friendly employment” that was carried out in the period 2005-2007. The certificate was prepared by the transfer of new methodology and the adaptation to the Slovene situation.
Target	1) Target area Data on area concerned: physical
	2) Target groups/issues/problems addressed: Employers, family friendly employment, reconciliation of family and work
Objectives of programme/ practice	Better knowledge of the problems of young parents in Slovenia which arise from the need to adjust to professional and family duties and a lack of understanding within the working

	environment; • Better information on the practices of Slovene companies in relation to an adjustment of professional and family duties; • Implementation of “The Family-Friendly Company” certificate; • To better inform and make aware the employers and public in general as well as individuals who are discriminated against in the labour market due to parenthood.
Content of programme/ practice	• Main actions/ steps • “The Family-Friendly Company” certificate (the transfer of new methodology and the adaptation to the Slovene situation and the physical form of a certificate); • Television advertisements which raise awareness of employers about their social responsibility towards employed parents; • A publication “Work and Family – with partnership to family friendly working environment (eds. Aleksandra Kanjuo Mrčela, Nevenka Černigoj Sadar, 2007, Ljubljana: Faculty of Social Sciences) about adjustment of professional and family duties in Slovenia, economic aspects of family-friendly policies in companies and organisations, the social responsibility of companies to their employees; • Information leaflet for employees (“The Family-Friendly Company - Family and Professional Life Hand in Hand”) and employers (“The information leaflet for employers (“The Family-Friendly Company - Family and Professional Life Hand in Hand”); • CD with material on equal opportunities for men and women with the emphasis on the adjustment of professional and family duties (as an accessory to employers).
Time scale	Duration/Sustainability: “The Family-Friendly Company” certificate - continual
Programme/ practice design	Development of programme/practice: The Ministry of Labour, Family and Social Affairs gave an informal guarantee that it would seek the continuation of awarding of “The Family-Friendly Company” certificate (probably in the scope of the Structural Funds of the European Social Fund, the operative programme for the development of human resources).
	Decision-making actors and process: The Ministry of Labour, Family and Social Affairs
	Management and leadership of programme: The Ministry of Labour, Family and Social Affairs
	Implementation: The Ministry of Labour, Family and Social Affairs
	Legal framework: National family policy
Resources involved	The Ministry of Labour, Family and Social Affairs

Evaluation	Evaluation process: No information
	Results / impact of programme: Increasing number of companies that received a certificate
	Assessment of programme/ action/ practice in terms of sustainability: Continual programme that promotes family friendly working environment.
Lessons to be drawn from programme or practice implemented	It is a good programme, however, more systemic approach/policy of reconciliation of family and work is needed.
Contact information	The Ministry of Labour, Family and Social Affairs URL of programme: http://www.mdds.gov.si/