



**Pracodawcy
Pomorza**

„Work – Respect - Appreciation 7 steps to WLB”

**Michał Maksymiuk – Project Promotor
Joanna Bruździak - Substantive Coordinator**

www.pracodawcypomorza.pl

About Pomerania Employers

- **The largest and oldest Pomeranian employers organisation in Pomerania Region**
 - **Currently associates more than 600 companies operating in different areas, of various ownership and size.**
 - **Influences the Pomeranian business environment, including the job market.**
 - **All members working in 14 branch sections and regional sections in most regions of Pomerania.,**
 - **Cooperation with business clubs, organizations of the local business government and associations operating in all cities and towns of Pomerania.**
-

Pomerania Employers – our mission

Our mission

A long term, dynamic development of our region and members of the Association, and the aim of common action is defending of employers` interests, representing them at the legislative and executive authorities and maintaining the correct relationship between the employers and the employees.

We have developed a long term program, aimed at:

- **creating the employees` and employers` awareness,**
- **mutual advantages arising from decent work and showing the ways for social dialogue and its influence on the company and environment.**

Project description

Project „Work – Respect – Appreciation. 7 steps to Work-Life Balance (WLB),„

Project description

An innovative and complete approach to work-life balance, including its all aspects.

Aim

Propagation of knowledge and best experience in WLB achievement by the participating companies.

Participants

Company managers and HR management persons, responsible for the work providing, its quality improvement and HR efficiency.

Result

Development of innovative tools and practice, compliant with the Polish and local market in the area of WLB achievement in order to provide the better understanding of advantages of the fair job and implementation of solutions in the companies participating in workshops.

Project period

Janury 2013 – October 2014 (22 months)

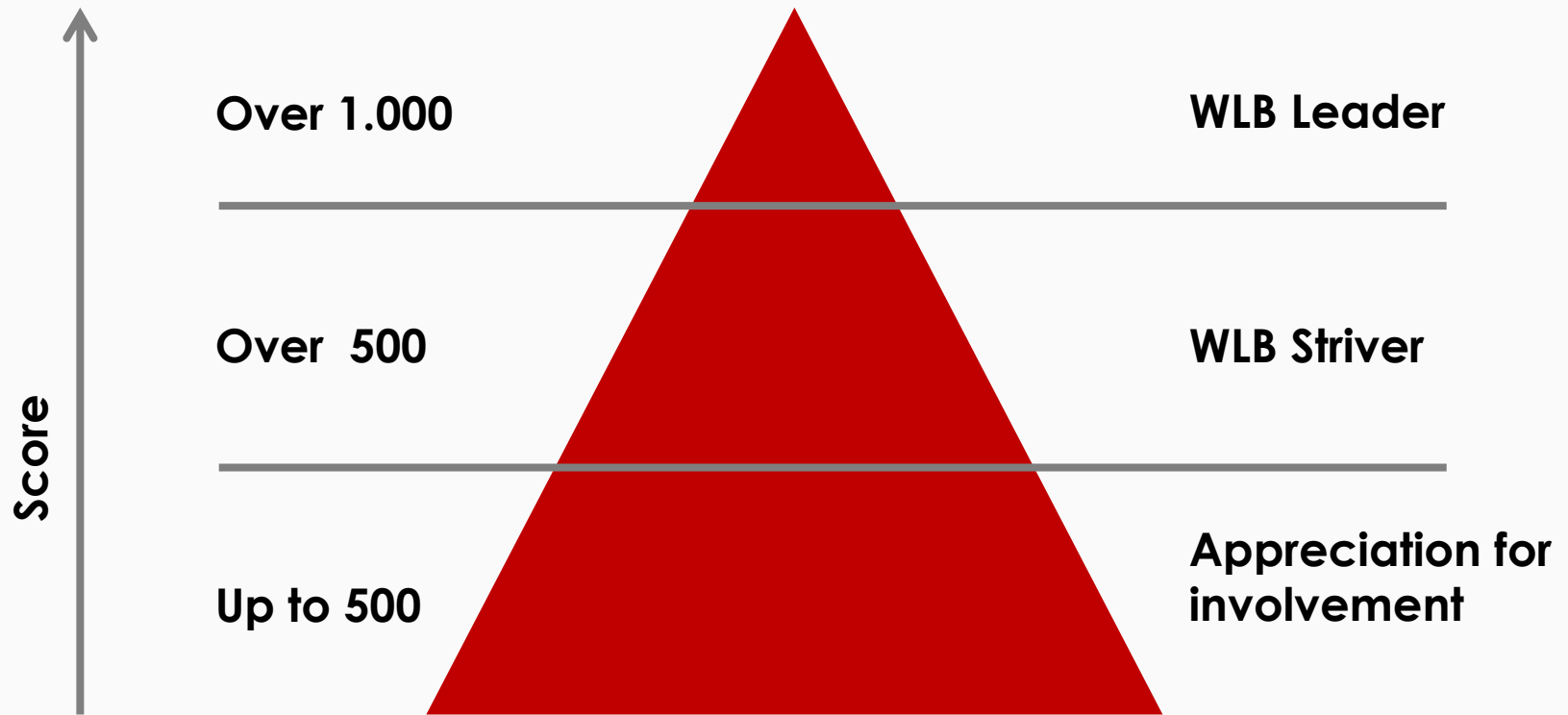
Concept of the project

1. **Creating model of 7 WLB steps**
 2. **Promotion of WLB within the Pomeranian companies:**
 - **conferences**
 - **workshops**
 - **publications**
 - **websites**
 3. **Creating questionnaire including 7 WLB steps indicators:**
 - **research at the beginning and the end of the project**
 - **independent audit**
 4. **Creating sharing WLB best practices platform**
-

Concept of the project - 7 steps to WLB

- 1. Decent work and remuneration**
 - 2. Professional development**
 - 3. Work safety and health**
 - 4. Woman and family**
 - 5. Social and non-social aspects**
 - 6. Respect for individuals and non-discrimination**
 - 7. Cooperation and communication**
-

Project description – Model 7 WLB steps



Project advantages

- 1. Propagation of fair job, WLB and awareness improving of all job market members – employers, employees and social organizations.**
 - 2. Creating place for sharing different management experience.**
 - 3. Presentation options and possibilities of improvement business and HR development.**
 - 4. Stimulating and supporting the activities focused on permanent perfection achievement by employers and employees.**
 - 5. Access to currently updated resources of management experience, collected through benchmarking.**
 - 6. Work quality improvement and job satisfaction increase.**
 - 7. Better employees engagement.**
-

Output indicator - Information campaign

- 1. Number of participants at information seminar
(45 representatives) 50% of participants were women. each of representatives represents the company that employs about 100 workers**
 - 2. Establishment of website specific industries**
 - 3. Number of workshops
7 separate workshops are planned and for each of them separate materials will be made for participants**
-

Outcome indicator - Enhanced understanding of the benefits of decent work

- 1. Higher level of Models of Work-Life Balance Perfection.**
The indicator reflects the increase (60 % - percent) of understanding of advantages of decent work, based on the completed questionnaires (Models of Work Life Balance Perfection)
 - 2. Changes suggested by the workshop participants (employers) assuring a better position of women in Companies**
The workshop participants are encouraged to present own suggestions on fair job (job quality at companies /implementation of new systems /procedures) (10%)
-



www.pracodawcypomorza.pl