FIT FOR FLEXI

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Summary:

- Basic information
- Target groups
- Project Objectives
- Roles of the Partners
- Key activities
- Project outputs
Basic information

• **Programme:** ESF project, OPHRE, Transnational Cooperation

• **Duration:** 32 months (7/2012 – 2/2015)

• **Project promoter:** Channel Crossings

• **Project partners:**
  • Spiralis (Czech Republic)
  • FIAP (Germany)
  • Vargarda kommun (Sweden)
  • Muster-in (Poland)

• **Subject of the project:**
  • Transnational transfer of innovations in the area of flexible work arrangements (FWA), their support and practical implementation
Target groups

- Persons disadvantaged by caring for dependent family members
  - Parents on / after parental leave
  - Unemployed women / men caring for small children

- Employers
  - Company management
  - HR officers

- Other relevant stakeholders
  - Employment offices
  - NGOs, legal authorities, trade unions
1. **Transfer of innovations**
   - to share experience and know how within the partnership
   - to transfer new *innovations* into the Czech Republic

2. **Training courses**
   - to design and develop new *training courses* focused on acquisition of skills and competences needed for efficient working in a flexible form of employment (FFoE).

3. **Promotion of FWA among employers**
   - to support dissemination and implementation of FWA among employers and wider public
Roles of the partners

**Channel Crossings**
- administration and management of the project
- accomplishment of all key activities
- fulfillment of project objectives and completion of all project products

**Spiralis**
- KA6
- raising of public awareness in the field of FWA
- organization of 14 workshops for employers in the CZ and preparation of video recordings

**International partners**
- sharing of experience and best practices, innovation transfer in the FIT FOR FLEXI project
  - 3 meetings in the Czech Rep. – all partners
  - 1 meeting in each partner country – Channel Crossings
- feedback on project products
Key activities

1. Workshops in the Czech Republic and in partner countries
2. Production of training modules and learning tools
3. Development of educational web portal
4. Piloting of training modules
5. Production of Comparative Study, Best Practices and Practical Guidebook for Employers
6. Evaluation, dissemination of results and promotion of gender mainstreaming
1. Workshops in CZ and in partner countries

- **7/2012 Prague** – all partners
  - to set the work plan and develop basic structure for the Comparative study and Training modules
  - 2 days (+2)

- **1/2013 Germany** – Channel Crossings
- **5/2013 Sweden** – Channel Crossings
- **9/2013 Poland** – Channel Crossings
  - to familiarise with partner know how and to transfer new innovations
  - 4 days (+2)

- **2/2014 Prague** – all partners
  - Mid-term evaluation, outline of the Guidebook for Employers, meetings with employers
  - 2 days (+2)

- **2/2015 Prague** – all partners
  - Final conference – evaluation and dissemination of project outputs and results
  - 2 days (+2)
2. Production of training modules and learning tools

3 Training Modules
Module: curriculum, work sheets, practical exercises, case studies, e-learning

1. Work life balance - time management module
   Preparation phase: 4 months (8-11/2012)

2. ICT as a working and communication tool
   Preparation phase: 4 months (5-8/2013)

3. Project management
   Preparation phase: 4 months (2-5/2014)
3. Development of educational web portal

Contents:

• Information about project and its activities
• Information about partners
• Information package
  • reports, articles, links, resources
  • Info-section for employers and HR managers
    (practical tips and tools for FWA implementation, legislation, examples of good practices)
• Forum
  • Networking of individuals and organisations with interest in FWA implementation
• E-learning section
Web portal and Project logo
4. Piloting of training modules

Each module will be piloted as follows:

• First pilot phase - 52 hours (32 tuition + 20 e-learning) – 6 weeks, 10 participants
• Evaluation of results and implementation of changes
• Second pilot phase - 52 hours (32 tuition + 20 e-learning) – 6 weeks, 10 participants

1. Work life balance - time management module
• Pilot phase: 5 months (12/2012-4/2013)

2. ICT as a working and communication tool
• Pilot phase: 5 months (9/2013-1/2014)

3. Project management
• Pilot phase: 5 months (6-10/2014)
1. COMPARATIVE STUDY
   • Preparation phase: 8-12/2012 (5 months)
   • Contents: comparison of FWA in the CZ, DE, SE, PL and comparison of differences in legislative support

2. COLLECTION OF BEST PRACTICES
   • Preparation phase: 1-2, 6-7, 10-11/2013, 3-4/2014 (8 months)
   • Contents: examples of successful programmes from CZ, DE, SE, PL aimed at promotion and implementation of FWA

3. GUIDEBOOK FOR EMPLOYERS
   • Preparation phase: 10/2014-1/2015 (4 months)
   • Contents: guidance for employers on how to implement FWA into practice
6. Evaluation, dissemination of results and promotion of gender mainstreaming

1. Workshops for employers
   - 14 workshops in all regions of the Czech Republic
   - Dates: 3,6,9,11/2013,2,5,9,11/2014
   - Objective: to familiarise representatives of employers and HR managers with FWA, their benefits and possibilities of their practical implementation

2. Final conference
   - Date: 2/2015 (all partners)
   - Objective: project evaluation and dissemination of project results

3. Video document
   - interviews with target groups, project results