



Project title: Transfer and implementation of good practices for improving work-life balance, through training and education of employees and managers, with the aim of establishing an organizational structure and culture of companies, based on gender equality

Program: Norway Grants 2014 – 2021

The main objective of the PROMETEJ project is to empower female and male employees through tested measures to facilitate work-life balance at home and at work, adapted to the different levels of workplaces in the different organisations participating in the consortium. In this way, the project also indirectly aims to implement an individualised, tailored educational approach based on positive psychology, which will make an important contribution to building a respectful, gender-equal and diversity-based organisational culture. Because the main objective assumes a multidimensional approach to project implementation, it contributes to the programme's selected direct impacts and outcomes in several ways:

- 1) The development of a combined integrated educational approach (workshops, lectures, consulting) that empowers employers and employees with a set of measures and tools to improve work-life balance;
- 2) Understanding and addressing homeworking as a unique work-life balance challenge;
- 3) Strengthening the competencies of employers and employees based on individualised attention to the latter, in order to bring the developed training programme closer to the different profiles and strengthen an organisational culture based on gender equality and diversity;
- 4) The development and establishment of a multi-level mentoring programme to equip the target group with the skills and methods to facilitate work-life balance;
- 5) A digital tool developed to transfer knowledge on improving work-life balance beyond the consortium partnership.

The main outcomes of the PROMETEJ project are:

- Improved knowledge and understanding among employees about work-life balance challenges,
- Improved awareness of national stakeholders and decision-makers on work-life balance issues of employees and about gender equality within the organisational structures of companies,
- Empowerment of employees and business leaders to facilitate work-life balance,
- Increased awareness of the impact of the COVID-19 epidemic and employees' different personal circumstances on work-life balance opportunities,
- Scientific correlation between work-life balance challenges and workers' job satisfaction,

- Increased awareness of the importance of gender equality in business among the general public.

All project outcomes contribute to the development of a corporate culture that supports gender equality in at least three ways: by developing and contributing to knowledge, through training, and through empowerment. Project outcomes will exceed the indicators for the selected direct impacts, as the activities will lead to the following results:

4 newly developed tools and guidelines introduced in the organisations (a work-life balance package of measures for home-based work, a two-tier mentoring system, a training programme, and guidelines for policymakers).

Lead partner: American Chamber of Commerce – AmCham Slovenia

Other partners in the PROMETHEUS project:

- Gender Equality Research Institute, Maribor (Slovenia)
- Lidl Slovenija d.o.o. k.d (Slovenia)
- Riko, industrijski, gradbeni inženiring in leasing, d.o.o (Slovenia)
- Knauf Insulation d.o.o., Škofja Loka (Slovenia)
- Public Scholarship, Development, Disability and Maintenance Fund of the Republic of Slovenia (Slovenia)
- A1 Slovenija, telekomunikacijske storitve, d.d. (Slovenia)
- Norges Automobil-Forbund, the Norwegian Automobile Foundation (Norway)
- AMZS, joint-stock company, service provider for members of the national automobile association and other users of roadside assistance (Slovenia)
- University of Maribor, Faculty of Arts, Department of Sociology (Slovenia)

Project duration: **1 July 2022 – 30 April 2024**

Project value: **497,867.05 EUR** (of which UM share is: 52,477.05 EUR)

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Links:

Government Office for Development and European Cohesion Policy:

<https://www.gov.si/en/state-authorities/government-offices/government-office-for-development-and-european-cohesion-policy/>

Norway Grants: <https://www.norwaygrants.si/>

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