



**Resolution drafted during the KRIFA / EO/WOW / CNV / EZA seminar
08 – 09 April 2010 Vienna, Austria**

Members attending the Seminar organised by the Kristelig Fagbevaegelse (Krifa) in cooperation with the European Centre for Workers Questions (EZA), the World Organization of Workers (WOW) and the Christelijk Nationaal Vakverbond (CNV) with the support of the European Commission between Thursday 8th and Friday 9th April 2010 in Vienna, Austria resolve that the introduction of work life balance measures are effective social and economic instruments.

The seminar analysed work life balance issues from the three different perspectives of the: -

- 1) possibilities which may exist from collective agreements, national legislation, tradition and the state of the economy;
- 2) barriers one may notice with regard to collective agreements, national legislation and the state of the economy both at company and national level;
- 3) issues which would be obvious and evident for the World Organization of Workers to focus on;

The seminar noted that it is necessary for the trade union movement to collect the necessary data, provide relevant and appropriate information to Governments and private sector employers' organisations.

Success stories achieved by workers and their employers adopting work life balance policies should help further promote other employers to embrace work life balance conditions of work at their place of work.

It should be made known that higher productivity and increased levels of efficiency together with enhanced workers loyalty, have increased in places of work adopting family friendly measures.

Day care centres are a necessity structure in achieving work life balance issues, however the fees charged should be reasonable and fair.

Work life balance should be an instrument that is granted both to public service and private sector workers. These benefits should be granted and available to professional, skilled and technical workers. However, low skilled workers should also be encouraged to utilise work life balance measures.

The present economic scenarios of the various national economic states should not hinder the introduction of family friendly measures.

The trade union movement should make a reasoned and a careful analysis of the present conditions of work enjoyed by workers in various countries. The variety of measures and the introduction of family friendly policies should not be used to reduce the conditions of work and salaries of the substituting workers.

In this regard newly engaged workers substituting other workers for a defined period of time on family friendly policies should be entitled to the same conditions of work and salary. They should also be encouraged to join a union of their choice. An effective national inspectorate and an enforcement section should ensure that substituting workers are not subjected to lower pay packages and poor conditions of work.

It was also agreed that work life balance is a measure that should enhance the workers' quality of life and improve the profitability of the companies adopting such schemes.



Work life balance is a necessary measure to ensure that all available human resources are engaged in work and employed to sustain a welfare system that in various countries is partly financed by workers' contributions.

Work life balance has also been recognised as tight rope walking because of the challenges it presents to all stakeholders. In this regard unions should continue to play a leading role to further promote the introduction of work life balance measures.

The delegates attending the Seminar endorsed the statement and committed themselves to work and report to the World Organization of Workers' (WOW) on any developments on the measures of work life balance in their respective countries.