





Country:

Germany

Organizer:

County administration Anhalt-Bitterfeld

Measure

Competition Family-friendly company in the district of Anhalt-Bitterfeld



Description

People's everyday lives are shaped by the demands that work and family place on each individual. In order to support the compatibility of work and family, the district of Anhalt-Bitterfeld launched the competition "Family-friendly companies of the district of Anhalt-Bitterfeld" in 2006, because family-friendliness is a worthwhile investment in the future and needs many strong partners. It is often a particular challenge for young families, for women and men, to be successful at work and to meet the requirements of the family like childcare or relatives in need of care at the same time. The companies participating every year in the competition show how important it is to them to attract and retain motivated employees in the region. Rural areas are also becoming more attractive for young families and people because there are companies with very good working conditions here.

Execution

The competition starts every second year on 15th of May, which is called "Day of the family". The companies of the district of Anhalt-Bitterfeld are invited to apply for the title "Family-friendly company in the district of Anhalt-Bitterfeld", in which they must fill out an extensive questionnaire about their working conditions and measures that contribute to the compatibility of family and career in the company. This questionnaire will be reviewed and evaluated by a member of a jury during an on-site visit. There are minimum requirements in three categories according to the number of employees. If the company achieves the required score, it receives the award in a dignified celebration.

Success and added value

Concerning the shortage of skilled workers and the demographic change, to which the region is severely affected, the competition and award is used by many companies to find new employees and also for staff retention. There are many good ideas and great concepts of the companies in this region, whose goal it is to provide the workforce with a good work-life balance. Every time more than 30 companies from a wide range of industries take part in the competition.

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Country: Germany

Organizer:

County administration Anhalt-Bitterfeld

Measure

Local alliance for family



Description

The local alliance for families was founded in 2005 and is an association of different actors from economy, politics and administrations, youth work and youth welfare who care about the topic of families. Together we look for solutions to help families to master their everyday life. The alliance work is locally oriented and is based on local conditions. Last but not least, the changed regional conditions have prompted us to think about realigning of the family alliance. More efficient structures and the concentration on key tasks leave more scope for designing a family-friendly, attractive living environment.

The alliance is based on one model: The local alliance for families in the district of Anhalt-Bitterfeld is an active partner in setting the framework for a family-friendly district. Existing offers on the subject of family friendliness should be bundled and networked; new needs-based offers are to be developed.

Execution

There are regular consultations and activities with the members of the alliance. The members of the alliance are the Employment Agency, the Stadtentwicklungsgesellschaft Bitterfeld-Wolfen GmbH (STEG mbH), the IHK Bildungszentrum Halle-Dessau GmbH, the IHK Halle-Dessau, the district craftsmen's associations Anhalt-Bitterfeld and Anhalt-Bernburg-Köthen, the Entwicklungs- und Wirtschaftsförderungsgesellschaft Bitterfeld-Wolfen mbH, the district of Anhalt-Bitterfeld with the Equal Opportunities Commissioner and the European Commissioner as well as the district adult education center, the city of Bitterfeld-Wolfen with the Equal Opportunities Commissioner and the multi-generation house Bitterfeld-Wolfen.

Success and added value

The alliance promotes Anhalt-Bitterfeld as an attractive business location with family-friendly activities. To do this, it builds a bridge between politics, administration and economy in its work. The alliance was named Alliance of the Month for February nationwide in 2021.

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Country:

Germany

Organizer:

IHK Bildungszentrum Halle-Dessau GmbH

Measure:

Azubi4ID Challenge

Description

Digitalization offers companies great opportunities: Thanks to appropriate technologies, individual customer requirements can be met more flexibly, faster, more resource-efficiently and thus also more cost-effectively. The Azubi4ID competition aims to support small and medium-sized enterprises (SMEs) in particular: the focus is on promoting and appreciating the commitment of the trainees. Under the slogan "The future is your idea!", we want to motivate the trainees to contribute their media competence as a concrete idea for their training company and to optimize processes using digital media. Through the greater involvement in central company issues and the recognition of their ideas, the young people receive recognition and the companies benefit from the solutions found.

Execution

The Azubi4ID competition is aimed annually at trainees from companies in trade and industry in southern Saxony-Anhalt.

The competition is organised and carried out in cooperation by the IHK education center of the chamber of commerce and industry and the chamber of handicrafts Halle. The evaluation of the submitted applications is carried out by an independent interdisciplinary jury consisting of representatives of industry, crafts, a university and the Ministry of Economics, Science and Digitalization of Saxony-Anhalt.

As an incentive for the trainees to participate in the competition, the best ten ideas will be awarded by attractive technology prizes.

Success and added value

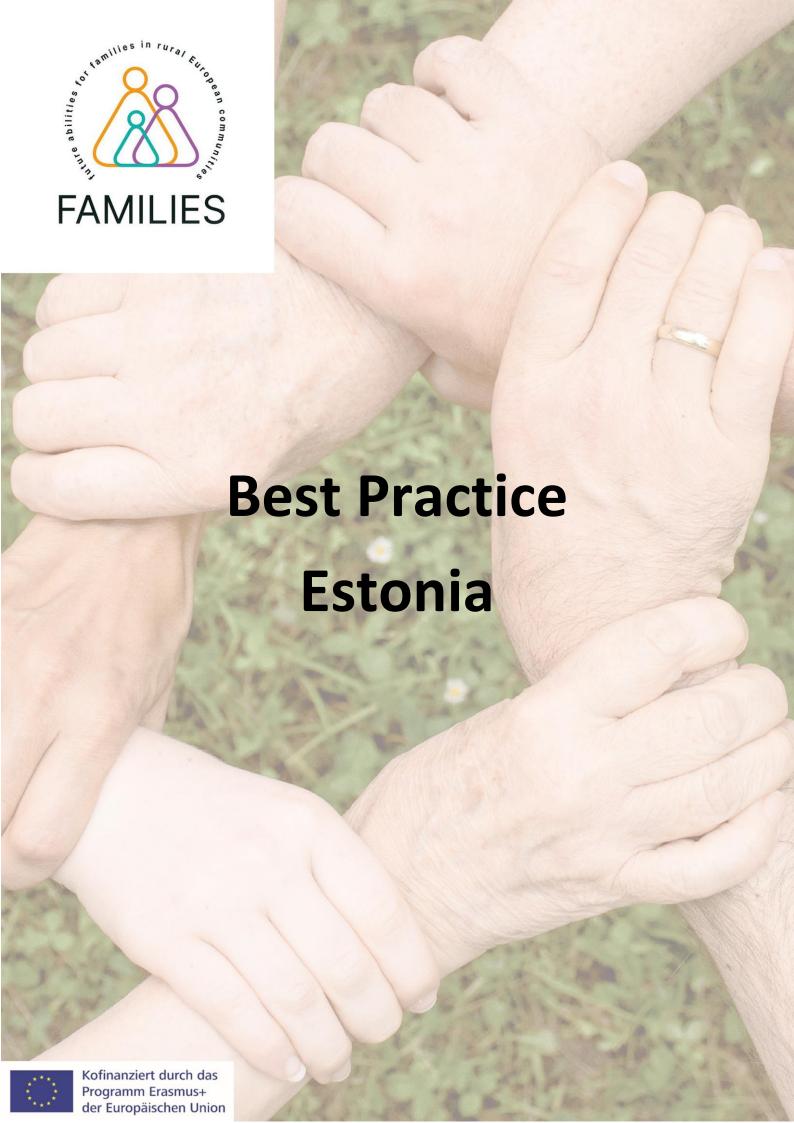
With the help of the submitted ideas, the Azubi4ID competition supports the optimization of internal company digital processes and contributes to the promotion of young talent in companies. The aim is to strengthen the competitiveness of regional SMEs.

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Link: Azubi4ID Challenge

Kofinanziert durch das Programm Erasmus+ der Europäischen Union





Country: Estonia

Organizer:

Otepää Rural Municipality

Measure:

Day of Countryside Living

Description

"Maal elamise päev" – Day of Countryside Living – is an all-Estonian initiative which aims to attract more entrepreneurial and enthusiastic people to the Estonian countryside and provide a better overall picture of rural living to visitors and interested parties.

Execution

This day which takes place every year in September ca 30 Estonian rural municipalities all over Estonia open their doors for visitors.

People are welcomed by kindergartens, schools, health, cultural and sports centres, community houses and local enterprises – places that shape the living environment in the countryside.

On the Day of Countryside Living people can freely communicate with leaders of local communities and think whether their next home could be here.

Aimed at introducing people to the charms and challenges of living in the Estonian countryside, the nationwide Day of Countryside Living is taking place in dozens of municipalities across Estonia.

The initiator of this project works and lives in Otepää Rural Municipality.

Success and added value

The objective is to show that Otepää is a place worth to live, where people like to come and build their home here. We have good infrastructure, kindergartens, schools, good entertainment and sporting possibilities. Here a parent must not worry when sending his child to school or some training courses or youth club, he will come safe back home.

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Country: Estonia

Organizer:

NGO Otepää Külade Ühendus

Measure:

Local alliance of villages in Otepää Rural Municipality

Description

Otepää Külade Ühendus which is a non-profit umbrella organisation bringing together villages located in Otepää Rural Municipality was founded in 2019. The organisation has its own articles of association and it follows the ethical guidelines of non-governmental organisations.

The member of Otepää Külade Ühendus can be any legal or natural person. In December 2020 there were five legal persons and five natural persons in Otepää Külade Ühendus who represent the following villages - Vidrike, Pedajamäe, Pilkuse, Vana-Otepää and Nõuni and Kuigatsi Külade Ühendus and communities of Puka and Otepää garden city.

The Management Board of Otepää Külade Ühendus consists of 3 – 5 members.

Execution

The organisation arranges meetings of the leaders of the villages and settlements, organises training courses and study tours to the leaders of the villages and settlements, manages different projects and writes financing applications, organises joint events of the villages and settlements and cooperates with the local municipality to create favourable development environment to the villages and settlements and other organisations which support the village movement.

Otepää Külade Ühendus carried out lately a questionnaire among the people living in villages of Otepää Rural Municipality to find out the strengths and weaknesses of the living environment. Based on the answers the "Development plan of the community-based cooperation of the villages of Otepää" will be created.

Success and added value

The objective of the organisation is to promote the activity of the villages and settlements located in Otepää Rural Municipality and support the communities in improving and designing a family-friendly living environment.

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Country: Estonia

Organizer:

NGO Otepää Sport

Measure:

Otepää Rural Municipality Games

Description

The competition series "Otepää Rural Municipality Games" is a communal sports event where the teams of local villages, enterprises, clubs and peer groups can participate in active and fun competitions in different fields. The series is organised by MTÜ Otepää Sport.

Execution

The objective of the competition series

- promoting a healthy and athletic way of life in Otepää Rural Municipality, using sports to foster communication between local residents, and introducing Otepää Rural Municipality and its opportunities for leading an active and athletic lifestyle.
- using team activities and competing to create a sense of coherence and community between the villages, enterprises and people of Otepää Rural Municipality.

The competition series has three categories:

- 1 The institutions and enterprises of Otepää Rural Municipality
- 2 The villages of Otepää Rural Municipality
- 3 Peer groups involving the residents of Otepää Rural Municipality

The competition series involves the following fields and the number of participants may vary from three to six depending on the specific field - disc golf, orienteering, bowling, darts, mini racketlon (table tennis + badminton), volleyball, memory game, duatlon (running-bicycle, running), cornhole, canoe rally and beach volleyball

Success and added value

In the first season 2020 - 2021, 24 teams with more than 200 people participated in different fields. The expectations for the coming season 2021 - 2022 are high and we hope to reach 500 participants by the end of the season.

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Country: Estonia

Organizer:

Otepää Rural Municipality

Measure: Open Farm Day

Description

Open Farm Day is an all-Estonian initiative which aims to attract more people to the Estonian countryside and provide a better overall picture of rural living to visitors.

Execution

The Open Farm Day was held all over Estonia for the eighth time on Sunday, 24 July 2022. Many participating farms and agricultural producers opened their doors (or rather their gates!) to visitors on Saturday, 23 July as well.

This day visitors get to see farms of all sizes, interesting animals and plants and some cool farming equipment and machinery. People can also try real farm food, go on excursions, take part in workshops and much more. Each farm will be running its own programme showcasing what makes it special.

Aimed at introducing people to the charms and challenges of living in the Estonian countryside, the nationwide Open Farm Day is taking place in dozens of municipalities across Estonia.



Success and added value

The Open Farm Day represents a great opportunity to discover how local food is grown and what modern farming and agriculture involve.

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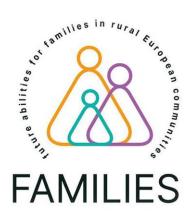
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Country:

Serbia

Organizer:

Municipality of Raska

Measure:

Financial and material support for newborn children



Description

Financial and material support for newborn children – In years, Municipality of Raska is providing financial and material support to families with newborn children. The municipality provides one-time financial assistance for families, for the first, second, third, fourth and fifth child. At the same time, Munucipality of Raska is providing free car seats for families with newborn child.

Execution

Municipality of Raska decision-makers concluded that local families with children need more help. Almost every year, budget for child care is increasing. For first born child, family is supported with 255 EUR, for the second with 425 EUR and for 3rd, 4th and 5th child, family is supported with 850 EUR. From the funds collected on the basis of misdemeanor fines, the Municipality finances the procurement for all newborn children during one calendar year.

Success and added value

This measure will have direct impact on further functioning and **developing** of local families. Money gained ans saved could be also used for satisfying of the other needs of children or for making life quality higher in general. This is family-friendly measure for real!

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Country:

Serbia

Organizer:

Municipality of Raska

Measure:

Local kindergarden free of charge



Description

Local kindergarden is free of charge for all children – Parents who have children going in kindergarden, on the territory of our Municipality, does not have financial obligation any more when it comes to paying of daily care. Municipality of Raska is paying for all expenses – care, food, accomposition.

Execution

Municipality of Raska decision-makers concluded that local families with children need more help. They had decided to increase budget for child care. From September of 2021., every local family with kids in kindergarden does not have to pay 35 euros per month any more.

Success and added value

This measure will have direct impact on further functioning and developing of local families. Saved money could be also used for additional education of children or for making life quality higher in general. This is family-friendly measure for real!

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Country: Serbia

Organizer:

Municipality of Raska

Measure:

Free books for all children



Description

Free books for all kids at every single primary school in Raska – from this year, parents who have kids going in primary school, on the territory of our Municipality, does not have financial obligation any more when it comes to books for kids from 1st to 8th grade. Municipality of Raska is going to by books for every kid.

Execution

Municipality of Raska decision-makers concluded that local families with children need more help. These days, Municipality of Raska made public procurement for books. From September of 2022., every kid in Raska will have free books.

Success and added value

This measure will have direct impact on further functioning and developing of local families. Saved money could be also used for additional education of children or for making life quality higher in general. This is family-friendly measure for real!

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Country:

Poland

Organizer:

Powiat Pszczyński

Measure:

"Family and work - it pays"



Description

"Family and work - it pays" is a project implemented by the Polish Ministry of Family, Labour and Social Policy within the framework of the Rights, Equality and Citizenship Programme (2014-2020). The project aimed to promote mechanisms for reconciliation of professional and family roles in the workplace, to provide employers and employees with knowledge on mechanisms and instruments facilitating reconciliation of professional and family life, and thus to create a family-friendly climate. The project was co-financed by the European Union.

Execution

As part of the project, an advisory and research service was provided by the Institute for Labour Market Analysis, which analysed the implementation of mechanisms for reconciliation of professional and family roles in 36 Polish enterprises. The research resulted in the final report entitled "Mechanisms of reconciling professional and family roles in Polish enterprises". The report is an interesting overview material, which brings closer the topic of Work Life Balance.

Success and added value

The result of the project is the creation of the website https://rodzinaipraca.gov.pl/. The site contains useful information for employers as well as employees. It outlines good practice in reconciliation, provides advice and practical information and describes reconciliation tools that employers can use. Each employee can take an individual test, the results of which will include an assessment of work-life balance and tips for improving the personal situation. The site features articles and studies on role reconciliation.

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Country:

Poland

Organizer:

Powiat Pszczyński

Measure:

"Jewel of the Pszczyna Land"

Description

The Jewel of the Pszczyna Land is a prize of the Pszczyna district for outstanding women awarded in five categories. The award is a striking brooch modelled on a manela (formerly a metal bracelet) from the turn of the 16th and 17th centuries found in one of the Promnitz sarcophagi. It depicts two intertwined hands with a heart between them. It is a symbol of entrusting oneself to another person.

Execution

The "Jewel of Pszczyna Land" award is granted in several categories:

- Social Woman
- Woman of Manners and Tradition
- Woman of Art and Culture
- Business Woman
- Woman of Pszczyna Land

The award is granted by the Chapter consisting of the Pszczyna District Mayor, Chairman of the District Council, Director of the District Labour Office, Pszczyna District Councillors and a person active in the women's circles in the Pszczyna District.

Success and added value

The Jewel of the Pszczyna Land is awarded for special achievements of women acting for the benefit of the Pszczyna district by promoting active, social and cultural attitudes and entrepreneurial. It is a thank you for their daily work that inspires and mobilizes others. Thanks to such actions, women's activity is shown and promoted. Good role models who are presented by women will inspire the next generation. In 2019, the seventh edition of the competition was held. The gala was held under the motto: "Women to Women" and the participants of the gala could support the collection for a prosthesis for a young resident of the Pszczyna district. The eighth edition of the competition will take place in September 2021.

The initiator of the Jewel of Pszczyna Land awards is a successful woman - Director of the District Employment Office in Pszczyna.

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Country: Hungary Organizer:

Balance Programme

Measure:

modern organisation and social innovation

Description

The Three Princes, Three Princesses Movement was the first organisation to support the issue of family friendly programmes in corporate culture in Hungary by launching the Balance Programme. The foundation behind us, our volunteers, our researches, our experts and the experiences of our corporate community can provide best practices for companies that cooperate with us. We know the trends, we make innovations possible. Providing the companies with best practices gives them the opportunity to eliminate the initial pitfalls and difficulties.

Primary Gain:

- Strong, authentic, attractive employer branding
- From a human point of view modern, predictable and sustainable organizational operation

Execution

Through Balance Programme every year will be held the Family-friendly Company of the Year Award and Gala. Balance Programme also includes the Balance Community initiative and Balance Institute initiative. Balance Community goal is disseminating family-friendly aspects into corporate culture and presenting good practices to the public. The community coordinate and organise the collaboration of companies with an advanced HR approach, creating and building a corporate community, within the community good practices regarding family-friendly aspects and work-life balance are developed and spread, and dedicated experts can receive support and inspiration. Actions which they do are: • Meetups and workshops for companies • Family-friendly Mentor Organisations • Publication about family-friendly companies Balance Institute goal is if their partners choose them as a service provider they can support a social goal and develop their organisational culture at the same time. They also intend to develop of corporate culture for joined partner companies. Actions which they do are: • Family-friendly services (workshop, lecture, training, coaching, organising corporate programmes) • Labour market research • Family-friendly corporate website

Success and added value

- Membership of a professional community of about 300 members
- Modern organisational solutions that precede trends
- Organisational development and social responsibility at the same

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Country:

Debrecen, Hungary

Organizer:

University of Debrecen

Measure:

family friendly university



Description

The University of Debrecen is one of the research universities in Hungary, which is offering the widest range of training. The university is employing more than 9500 people, where nearly 26000 students study. The university plays a good role in the city of Debrecen and in the region, both in the field of research and in the formation of local society.

The number of their employees with small children is high, there are nearly 600 people on parental leave and about 150 of their employees work under child care allowance payments. More than 2500 of their employees claim a family tax credit. The university has adopted an Equal Opportunity Plan. The plan includes the extension of the right to equal and benefits for family workers.

The management of the university of Debrecen is committed to representing a family-friendly approach, introducing family-friendly services and disseminating a family-friendly approach, as the well-being of their employees is their primary concern.

Execution

They have been organizing and providing family-friendly programs and services for years. Some example of their family-friendly programs and services:

- Organizing Family day, Santa's Day celebration and Spring Ice Carneval
- Operation of a baby-mother's room and provision of childcare there from the age of 2, for a maximum period of 2 hours in the main building
- Holding individual, couple and parenting consultations, Stress management training, Autogenous training and
 Sign language training
- Opportunity for part-time and flexible work (for example work in home office)
- Organizing a summer camp for the children

Success and added value

The university wants to ensure favourable working conditions for the citizens, so many mothers with small children can return back to work as soon as possible.

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Country: Latvia

Organizer:

Augsdaugava municipality

Measure:

Support of NGO's actions

(site 1)

Description

Since 2009, the municipality has supported the actions of NGOs by co-financing the project. Actions must be carried out on the territory of the community and promote the activities of local residents, including the interests of families, young people and the elderly. Actions are co-financed at 10%.

Execution

NGO must apply with project idea in the project competition in the local/regional area. After the positive decision of the institution approving the granting of the funding, the NGO makes an application and submits it to the municipality for the allocation of the co-funding.

Real examples:

A Latgalian House of Traditions and Crafts "Ambeļu skreine", NGO "Jubra"

This project is about bringing generations together to improve recreational opportunities, save cultural heritage and improve life in Ambeli village (Dugavpils district).

The small village of Ambeli is located about 35 km from the nearest town of Daugavpils. There are many active silver-aged people (older than 55) and active youth and children. They want to find a way to spend their free time wisely instead of watching TV, playing computer games, etc.

It all started with the idea that it is necessary to fight against the stereotype that the youth can't do anything. It was decided to implement the idea - to rebuild an old house owned by the municipality in a very beautiful place, to create a medium in which various activities related to Latgalian traditions can be carried out, to promote cultural heritage to unite generations (older people can teach younger people what they can do and vice versa).

And the dream came true. The project was realized with LEADER and also a large amount of municipal support - in 2012 the traditional Latgalian and handicraft house "Ambeļu skreine" was reconstructed. The youth carried out all dismantling work, was involved in all repair work. As a result, it became a great place to live traditional objects, sing traditional songs, play games, tell stories, make homemade bread, food and also drink. It is a place where the elderly can feel like they are in their childhood, but the youngest can learn about its history and cultural heritage.



Country:

Latvia

Organizer:

Augsdaugava municipality

Measure

Support of NGO's actions

(site 2)

We have this place already 5 years and here we celebrate annual rites, organize some joint works, workshops (e.g. about permaculture), we have tourists and also some weddings were organized here. Around this house we start to create a family garden - when families from our village come here every spring and plant different kinds of fruit trees, berry bushes, etc. We have good cooperation with local residents, other NGOs, collectives of amateur performances. We have to think and we already have some ideas on how to further develop our offer in the tourism sector, how to find ways to offer our guests accommodation for the night, how to improve our range of handicrafts.











Country:

Latvia

Organizer:

Augsdaugava municipality

Measure:

Support of NGO's actions

(site 3)

Several NGO's projects about children playgrounds and sports grounds





Success and added value

Residents can realize their interests.

Communal property is being revitalized, communal property is being organized and resources from other financial sources are being tied to the interest-based structuring of property.

The municipality has a collaboration with active residents, other NGOs, collectives of amateur performances, etc..

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Kofinanziert durch das Programm Erasmus+ der Europäischen Union



Country:

Latvia

Organizer:

Augsdaugava municipality

Measure:

Countryside attractiveness: activities and possibilities for families in local villages

Description

Since 2009, the community has organized activities to honor, involve and actively promote the lifestyle of families as close as possible to the residents' home towns - large villages in each of the 27 communities.

Execution

- Baby Festival (greeting parents of children born in one year, gifts for young children);
- Parents' school (lectures for expectant parents);
- Sports festival for all family members (activities for all ages);
- Places for children's educational activities in parks and squares;
- Adaptation of infrastructure in nature parks: hiking trails, lookout towers;
- Opportunity to participate in after-school education (music, physical education, library, etc.)
 in any school, with the aim of being supervised and observed at parents' work;
- school bus for each child that can be picked up from home;
- activities to promote a healthy lifestyle (evening group exercises, lectures, etc.);
- Creation of rooms for general practitioners in each village;
- organization of social support at home;

Success and added value

The interests of family members are satisfied as close to home as possible. Families are singled out and honored, welcoming the birth of a new resident. Family members can rest close to home by using accommodation infrastructure.

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