



With EU Contribution



'Work-Life Management and CSR in the finance sector: a training path to incentivize the social dialogue at company and European level. Focus on Professionals and Managers' - VS/2016/0394

'La gestione Vita-Lavoro e la RSI nel settore finanziario: un percorso formativo per incentivare il dialogo sociale a livello aziendale ed europeo. Focus su quadri direttivi e dirigenti' - VS/2016/0394

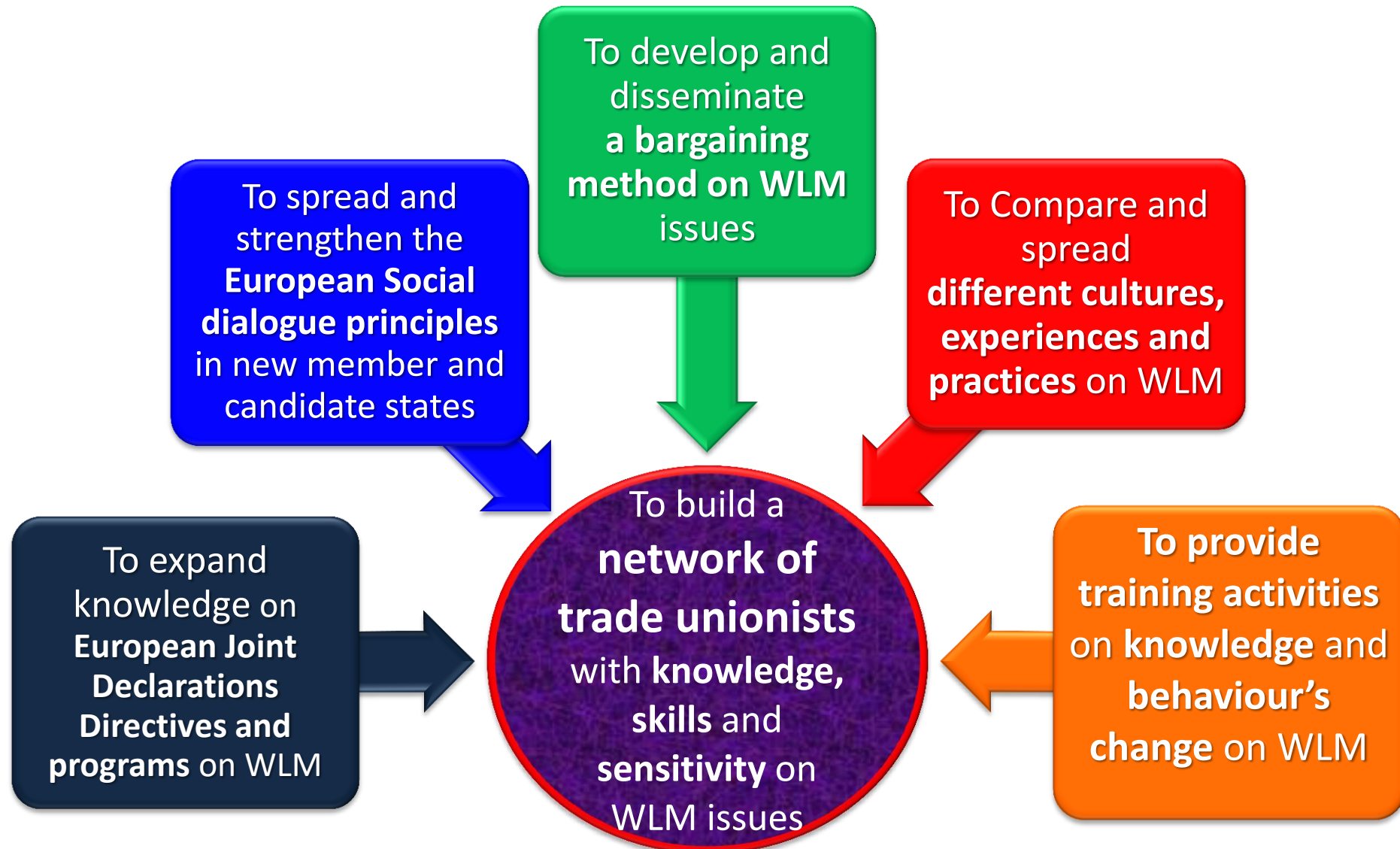
The Working Groups' Activity

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FIRST , National Training Officer

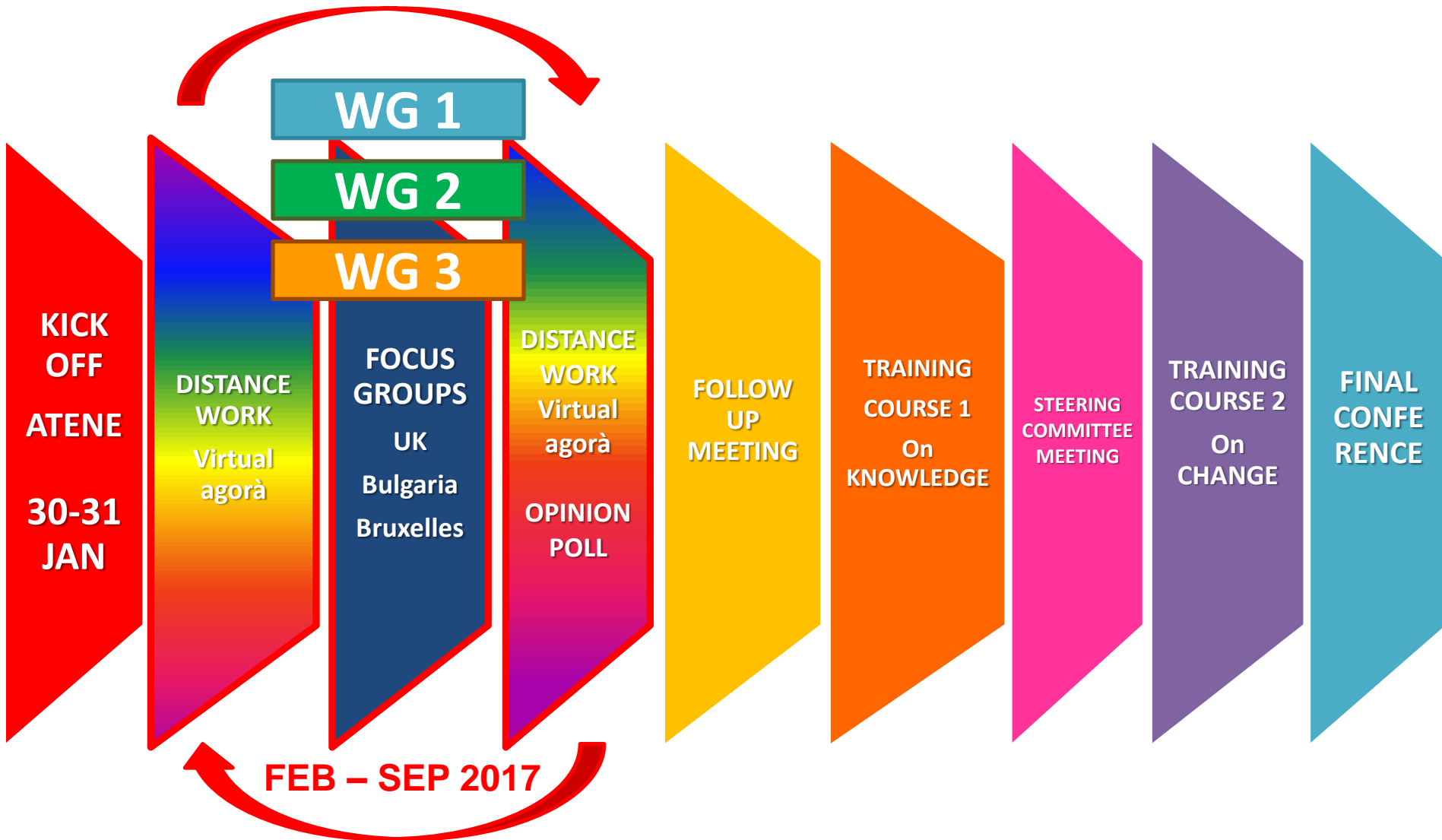


The project aims





The project structure





Working groups



The partners will be divided into **three working groups**:

WG1

Area of investigation:

family responsibilities' rebalance to boost women's participation in the labor market

WG2

Area of investigation:

workers' health and safety protection against psychosocial risks and stress at work

WG3

Area of investigation:

WG1 and WG2 topics from the P&Ms' point of view

The groups **will work separately** and - in the follow up meeting (autumn 2017) - a common synthesis will be carried out and discussed



The WG1 composition



WG1

The working group 1 consists of:

- **CAROLINE FARRELL**, *UNITE THE UNION*, UK (*host organization x focus*)
- **MERAL GUNENC**, *BSS BASISEN*, TURKEY
- **ADRIAN SOARE**, *SINDACATUL UPA*, ROMANIA
- **SARA BARBEROTTI & VILMA MARRONE**, *FIRST CISL*, ITALY

1 facilitator (*the rapporteur*)

ANTONIO MASCIALE, *FIRST CISL*, ITALY

The Project Manager supervision will ensure the compliance with the working standards



The WG1 field of investigation

Taking into account the European framework (EU Directives, European Commission Work Program and Road Map, European Parliament Resolutions, etc.),

WG1

the group will **research** and **analyze** laws, national and company agreements and social dialogue good practices aimed at **rebalancing family responsibilities** within family for **encouraging female participation** in the labor market



The WG2 composition



The working group 2 consists of:

- **KAMELIA BAKARDJIEVA**, *ITUEB*, BULGARIA (*host organization x focus*)
- **EVI ZAIMI**, *OTOE*, GREECE
- **MIKA MAKELA**, *PRO*, FINLAND
- **ANDREA SCAGLIONI**, *FIRST CISL*, ITALY

1 facilitator (*the rapporteur*)

PAOLA VINCIGUERRA, *FIRST CISL*, ITALY

The Project Manager supervision will ensure the compliance with the working standards



The WG2 field of investigation

Taking into account the European framework (EU Directives, European Parliament Resolutions, 2004 European Framework Agreement on work-related stress, etc.)



WG2

the group will **research** and **analyze** laws, national and company agreements and social dialogue good practices on **workers' health and safety protection** against **psychosocial risks and stress at work** due especially to **new technology**



The WG3 composition

WG3

The working group 3 consists of:

- **MARTIN JEFFLEN**, EUROCADRES (*host organization x focus*)
- **PAV AKHTAR**, UNI EUROPA P&M
- **UTE MEYEMBERG**, *CFDT CADRES*, FRANCE
- **PAULA RUIZ TORRES**, *UTC UGT*, SPAIN
- **MARCO MEINERO & VILMA MARRONE**, *FIRST CISL*, ITALY

1 facilitator (*the rapporteur*)

ANDREA PATERLINI, *FIRST CISL*, ITALY

The Project Manager supervision will ensure the compliance with the working standards



The WG3 field of investigation



WG3

Taking into account the European framework (EU Directives, European Parliament resolutions, European Framework Agreements, etc.)

the group, composed by **members of P&Ms Organizations**, will have the task of **deepening the WG1 and WG2 topics from the P&Ms' point of view**



The WGs' task

The work at distance

Methodology

The facilitator of each group will coordinate the research and the group debate on the web through out the **Virtual Agora**, a virtual square where the group :

- will **share information** and the **gathered material** about the subject.
- will **debate** and exchange opinions about the work outputs.



Working tools

The **Analysis Form**

A **questionnaire**, prepared by the facilitator of each group, to guide the research and extract the **key features** of the analyzed issues and materials, with a **special focus** on **good practices** on **social dialogue** and **company agreements** in the **financial sector**

The **SWOT Analysis**

through which the groups will evaluate:

- **strengths and weaknesses** of the **trade unions activity** and **social dialogue** in their field of investigation
- **opportunities and threats** with respect to the existing **European and national laws, agreements and social dialogue good practices**



The WGs' task

The focus meetings

Each group will separately meet in May to have a **mid-term evaluation** of the work done at distance and to **plan** the following research steps.

- The WG1 will meet in UK
- The WG2 will meet in Bulgaria
- The WG3 will meet in Brussels





The WGs' task

The opinion poll

An **open survey via web** will be carried out in order to collect the experiences and the points of view of our colleagues and privileged observers in the financial sector throughout Europe.

Each member of the 3 WGs will be in charge of **promoting** and **smooth the opinion pool progress** in their own company/organization.

The WGs' facilitators will coordinate and address the work.





The follow up meeting

During the next autumn meeting the **Steering Committee** will:

- **analyze** the works done by the three groups
- **evaluate** their outcomes
- **prepare a complete synthesis** bringing them to unity
- **select** the most interesting **good practices**
- **pick** the most remarkable **suggestions from the opinion poll**

Taking into consideration all that, **choose the topics to be tackled** and design the next **training course**



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Grazie!