



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

THE TRAINING ON *KNOWLEDGE*

OUTCOMES AND PARTICIPANTS' EVALUATION

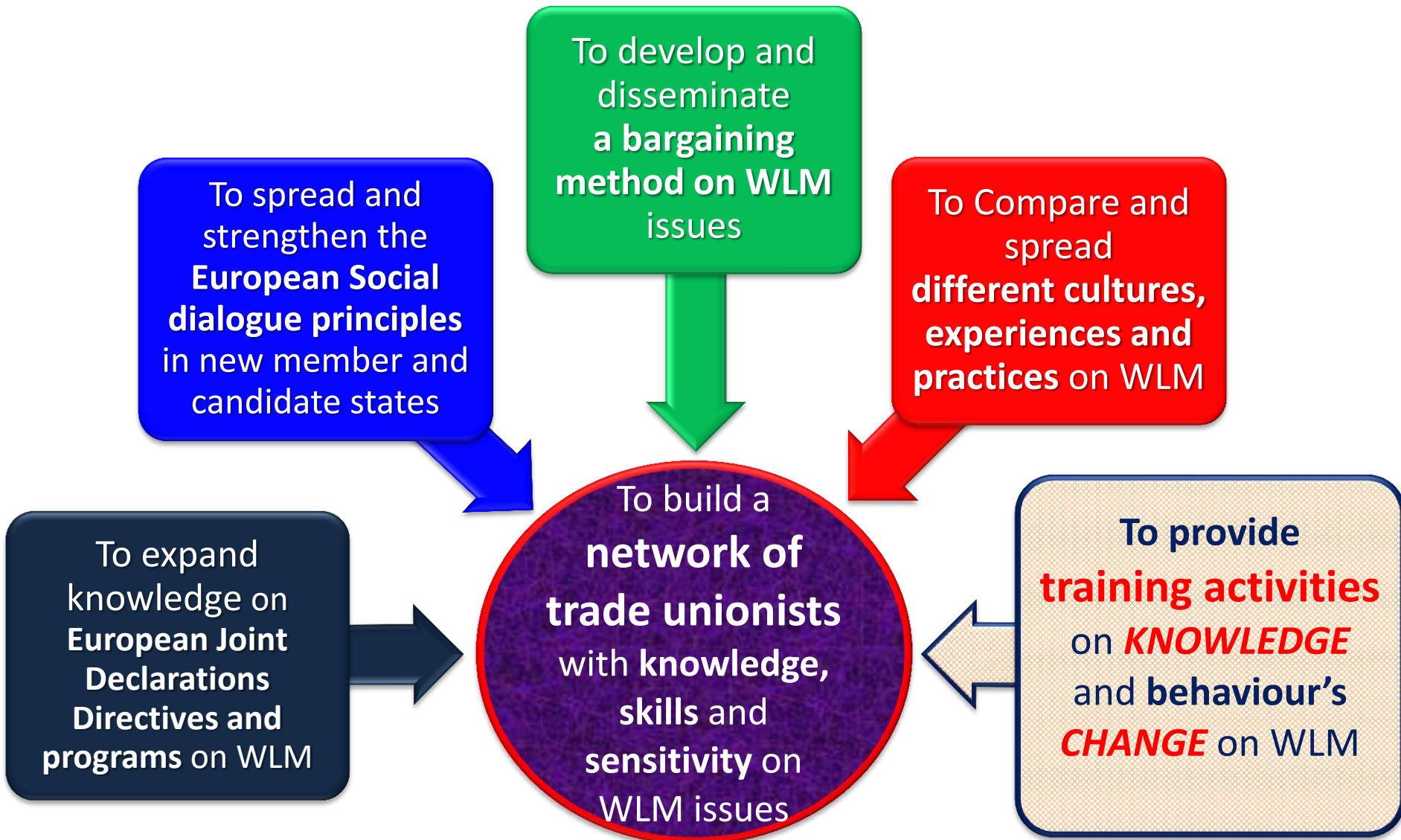
Paola Vinciguerra

FIRST CISL , National Training Officer

VS/2016/0394
SEVILLA – PV

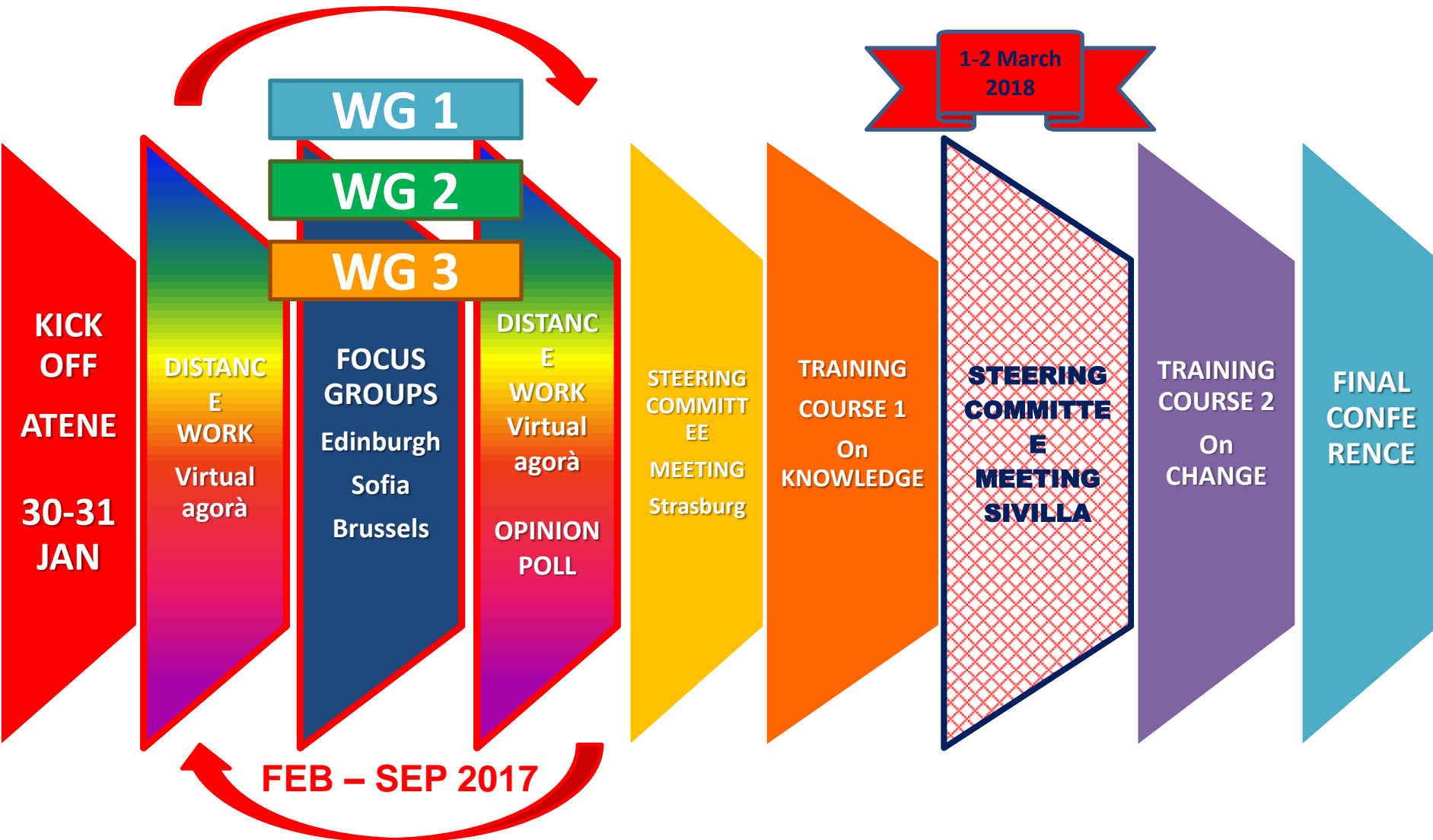


The project aims





The project structure





Working groups



The partners have been 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 WGs field of investigation



WGs

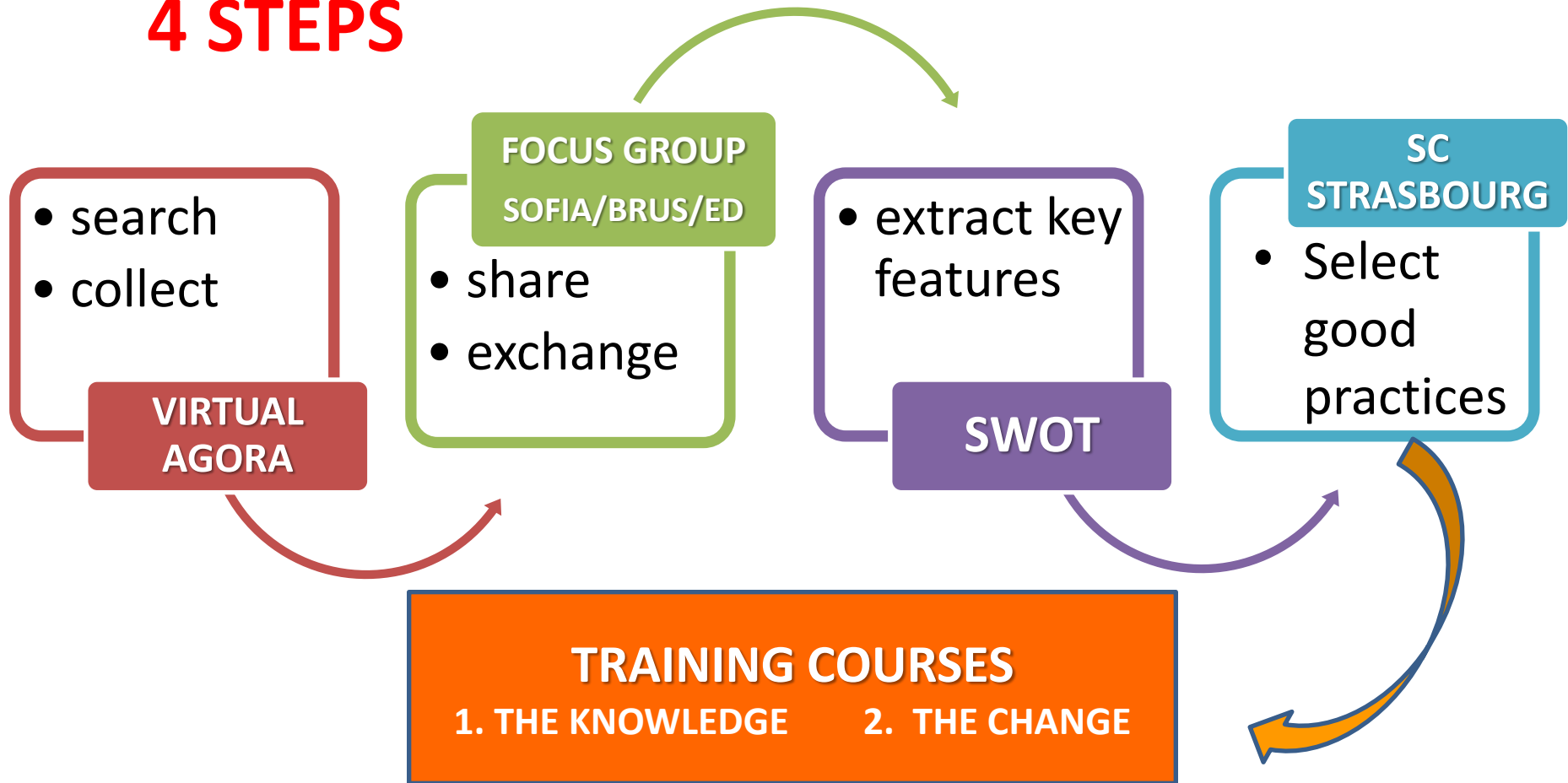
Taking into account the **European framework** (EU Directives, European Parliament Resolutions, 2004 European Framework Agreement on work-related stress, etc.)

the groups **researched** and **analyzed** laws, national and company agreements and social dialogue **good practices** on in their respective fields of research



The WGs' task

4 STEPS





The training courses



Objectives

To share **knowledge** about **Work Life Management topics** within the broader context of CSR principles

To **share** and discuss **the results of the distance work** and focus groups

To **share the good practices** of national and companies' agreements about WLM, CSR and against psychosocial risk and stress on the workplace

To start making the participants aware of their role as change agents



Objectives

To Provide **methodological tools to negotiate** collective agreements based on the needs of workers according to **WLM**

To provide **methodological tools to negotiate** collective agreements on **workers' health and safety at workplace**

To provide participants with insights to protection **specificities of the P&Ms category**

To strengthen the participants' **awareness of their role as agents of change** in their own workplace





The training on knowledge



Target group, methodology and units' sequences

Target group: 22 union raps experts in bargaining coming from leading bank and insurance companies in the 9 project partners countries

Active and innovative methodologies

Groups' activities + plenary reports and debriefing + debate

Units' sequences:

1. Project presentation (*Pier Luigi Ledda, project manager*)
2. Deepening of the project issues (world café + 2 experts' speech + debate)
3. Presentation, analysis and expert debriefing on the WGs selected good practices (WG coordinators' ppt + participants' SWOT analysis in groups + experts comments)
4. Evaluation and final consideration (*Anna Masiello, First Cisl*)



The training on knowledge



Units' description



Deepening of the project issues (world café + 2 experts' speech + debate)

World café questions:

1. WLM, CSR and work related stress in the financial sector: why is it important to talk about it at European level?
2. CSR in the financial sector: what actions/ initiatives/legal tools to implement WLM policies?
3. Digitalization and work related stress in the financial sector: what actions/ initiatives/legal tools to manage workers' psychosocial risks

Speech content:

- overview of the regulations on European directives and results emerged from the documents collected by the WGs (*Mimmo Iodice, project's scientific director*)
- The Perspectives of WLM within the European Social Dialogue and the EC initiatives under the European Pillar of Social Rights (*Marco Cilento, ETUC expert*)



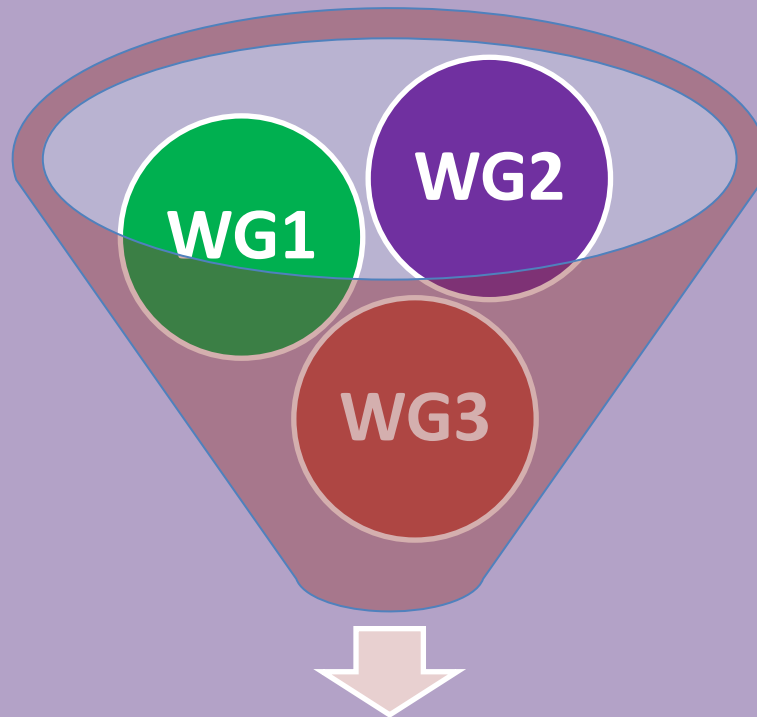
The training on knowledge



Units' description



Good practices: presentation, groups' activity and experts' debriefing





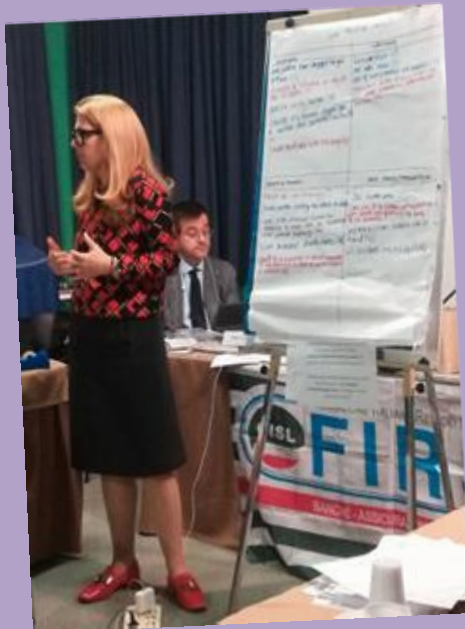
The training on knowledge



Units' description



Good practices: presentation, groups' activity and experts' debriefing
Antonio Masciale + WG1 SWOT + Sabrina Brezzo, First Cisl
National Secretary



HIGHLIGHTS

Turkey - Part time for both parents, days off for moving

Romania - 5 days father leave + 10 if he followed a training on baby caring

Greece - free summer camps for children.

UK – sharing parental leave between mother and father



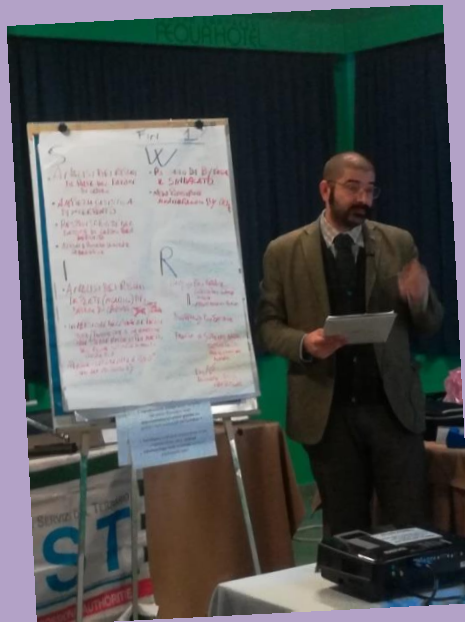
The training on knowledge



Units' description



Good practices: presentation, groups' activity and experts' debriefing
Paola Vinciguerra + WG2 SWOT + Pav Aktar, UNI Europa P&M



HIGHLIGHTS

Finland – nat law: company duty to demonstrate no risk for the workers' H&S

UniCredit - nat agreement: joint committee and explicit link between work related stress and selling policies

Sweden – nat law: active collaboration between workers and management on H&S

BNPP – Eur agreement: right to disconnect, help contact center to support workers



The training on knowledge



Units' description



Good practices: presentation, groups' activity and experts' debriefing
Andrea Paterlini + WG3 SWOT + Tiziano Coco, First Cisl P&M



HIGHLIGHTS

Turkey - Part time for both parents, a right not a concession

Romania - 5 days father leave + 10 if he followed a training on baby caring

UniCredit - nat agreement: joint committee and explicit link between work related stress and selling policies

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The training on knowledge



MODULE'S OUTCOMES

Increased level of awareness on the topics and **request for more training** on theoretical and soft skills (cf following charts on participants' final evaluation)

Participants' **sharing** knowledge, experiences and practices

Common ground's building for the course on *change* (handbook)

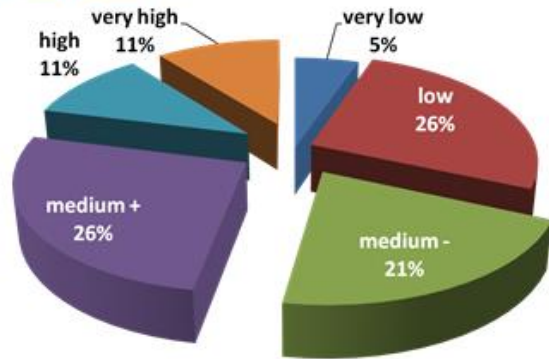
Survey launch and dissemination (participants' "homework")



PARTICIPANTS' TRAINING EVALUATION

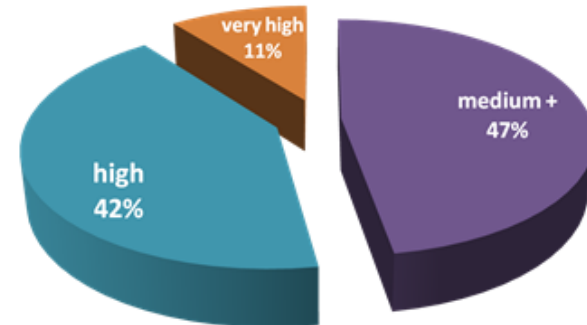
Question A.

What level of knowledge on the topics did you have before the training?



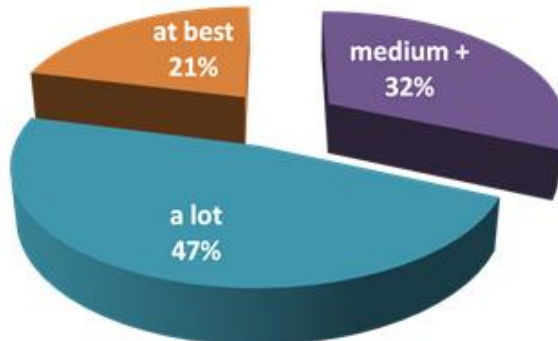
Question B.

What level of knowledge on the topics do you have now after the training?



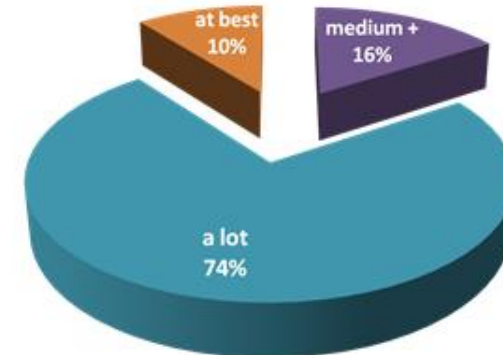
Question C.

The training has achieved its objectives?



Question D.

Have the subjects been treated in a clear and detailed way?

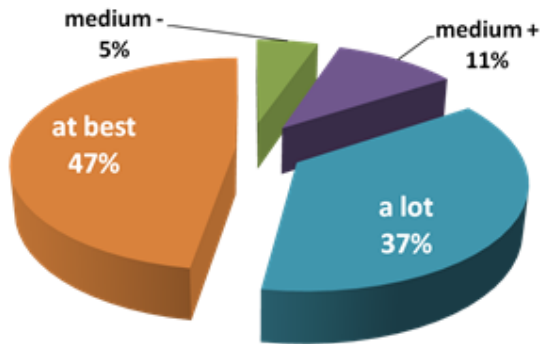




PARTICIPANTS' TRAINING EVALUATION

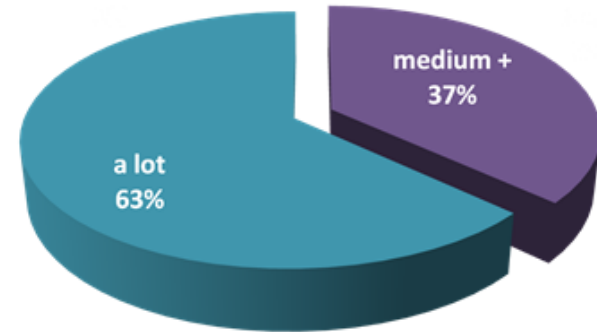
Question E.

Do you think that the topics are **useful to your role in the trade union?**



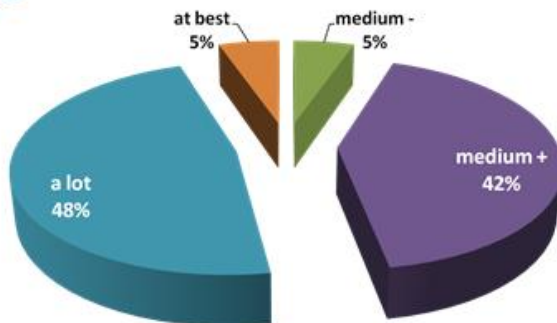
Question F.

The training allowed me to **expand knowledge on theoretical and conceptual topics**



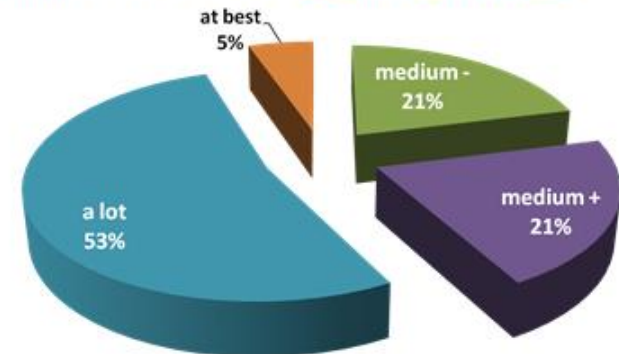
Question G.

The training allowed me to **acquire greater capacity of analysis**



Question H.

The training allowed me to **strengthen my role**

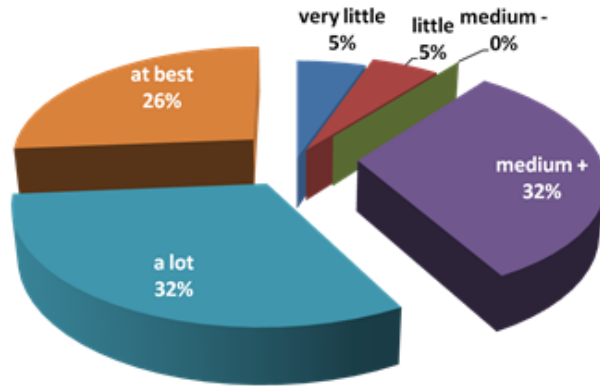




PARTICIPANTS' TRAINING EVALUATION

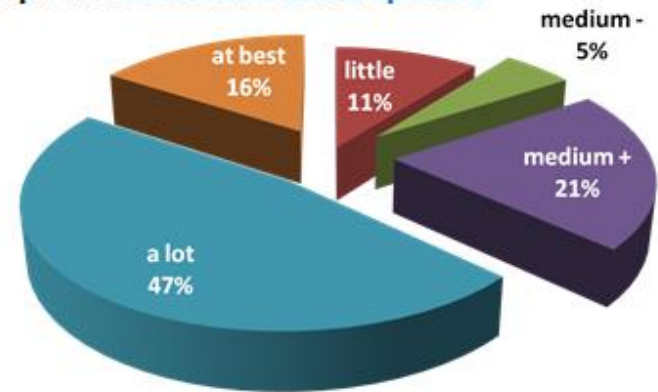
Question I.

The training has called me in further training needs with respect to **theoretical knowledge**



Question J.

The training has called me in further training needs with respect to **soft skills development**



87 %

The average level of satisfaction



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Grazie!