



FBA

Fondo Banche Assicurazioni

**FIRST CISL:
EUROPEAN CONFERENCE**

Vico Equense (NA), 20th september 2018

Interprofessional Joint Funds

- * Constituted to promote professional qualification of workers and competitiveness of companies
- * Receive 0.30% of the contributions paid by the employers to the Italian state
- * Managed by representatives of companies and Trade Unions of the sector



**Body governed
by public law**



Article 2, clause 5 of the Statute of FBA

“In financing the training plans, the Fund conforms to the principles of mutualism and of redistributing to the member companies also in proportion to the deposited contribution”.

Data for the period 2008-2017*

Member companies	854
Workers	363,709

Funds distributed by FBA	€ 643,055,021.37
Co-funding by the companies	€ 564,065,065.13
Total value of the training activities	€ 1,207,120,086.50

Workers participating to the activities	1,721,566
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***Last updated in December 2017**

The companies submit to FBA the training plans agreed upon with the Trade Unions

FBA

Sectorial Committees (bilateral)

3 from the companies

3 from the Trade Unions

Evaluate the training plans

Board of Directors

Bilateral

6 from the companies

6 from the Trade Unions

Approves the funding of the plans

Announcements by FBA on W.L.M. and C.S.R.

ANNOUNCEMENTS	Resources allocation	Participating companies	Involved workers
Corporate Social Responsibility (CSR)	€ 5.000.000,00	33	25.008
Equal opportunities	€ 6.000.000,00	45	6.521
Over 55	€ 10.000.000,00	31	5.534

Activity of certification of the Professional Profiles of the Banking sector according to the principles of the European Qualifications Framework (EQF)



	Total (2014-2017)
Tested candidates	1.174

Individual tests supervised by FBA inspectors

Work-life balance - 1

Between July 2017 and July 2018, 48 companies and groups included in their training plans, which were funded by FBA, courses on the following contents:

- * Updates on the laws regarding the work-life balance
- * Integrating work-life balance in the company culture
- * Knowledge of the work-life balance tools
- * Managing the stress of the family-work double role
- * Creation of support networks

Work-life balance - 2

- * Managing smart working coworkers and coworkers with work-life balance needs
- * Implementing the smart working, with flexibility in the choice of working time and place
- * Training to the workers that take care of not self-sufficient relatives
- * Creation of company nurseries and gyms

Expected participations	Estimated value
9,543	€ 1,391,150.00