



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”

Conclusion

Vico Equense, November 8, 2017

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1. Three thematic areas

The project deals with life-work balance management focusing on three thematic areas:

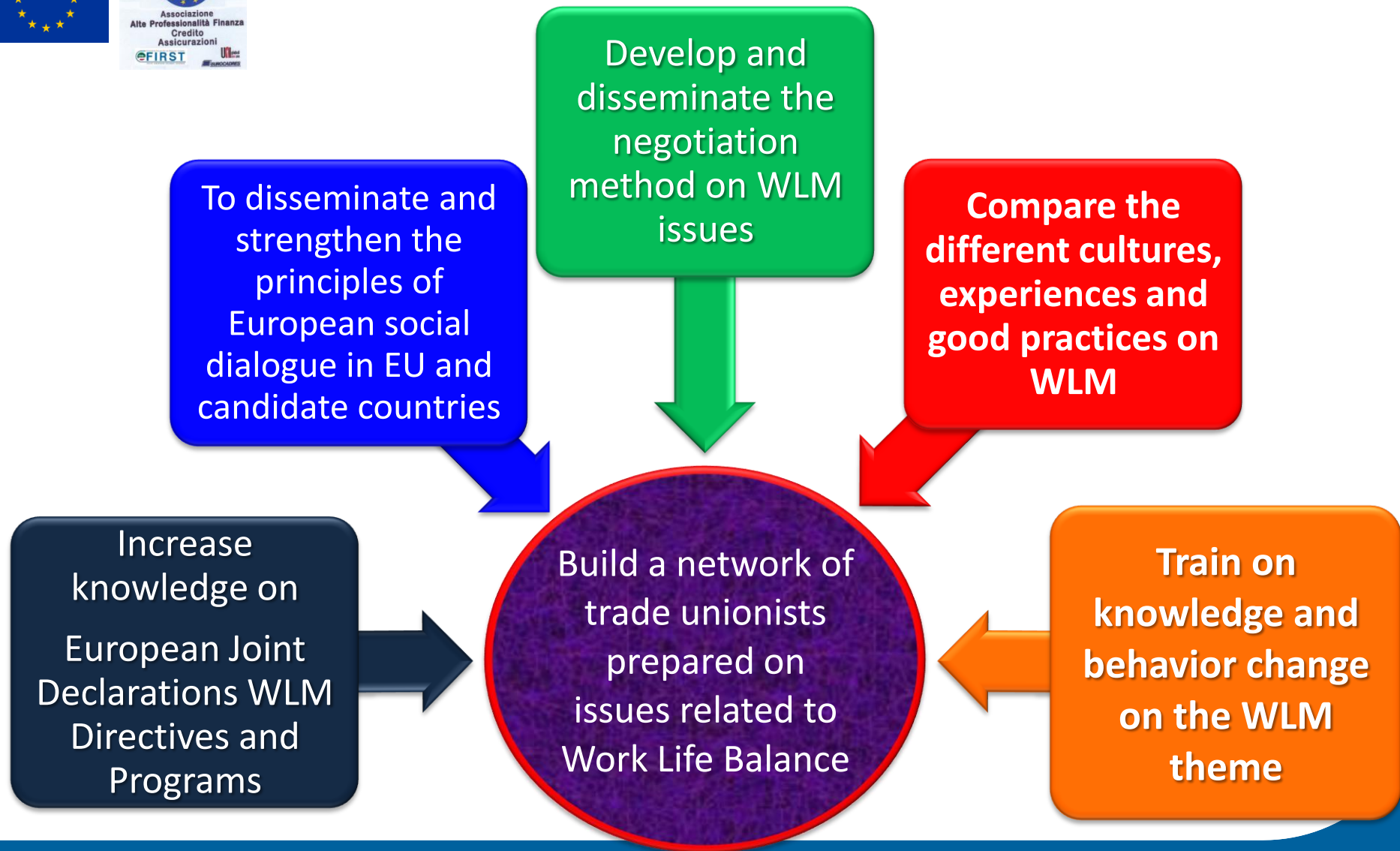
Rebalance of family responsibilities that can foster the growth of female participation in the labor market.

Protecting workers' safety and health against psychosocial risks and stress on the workplace.

Both topics from the point of view of the P & Ms category.

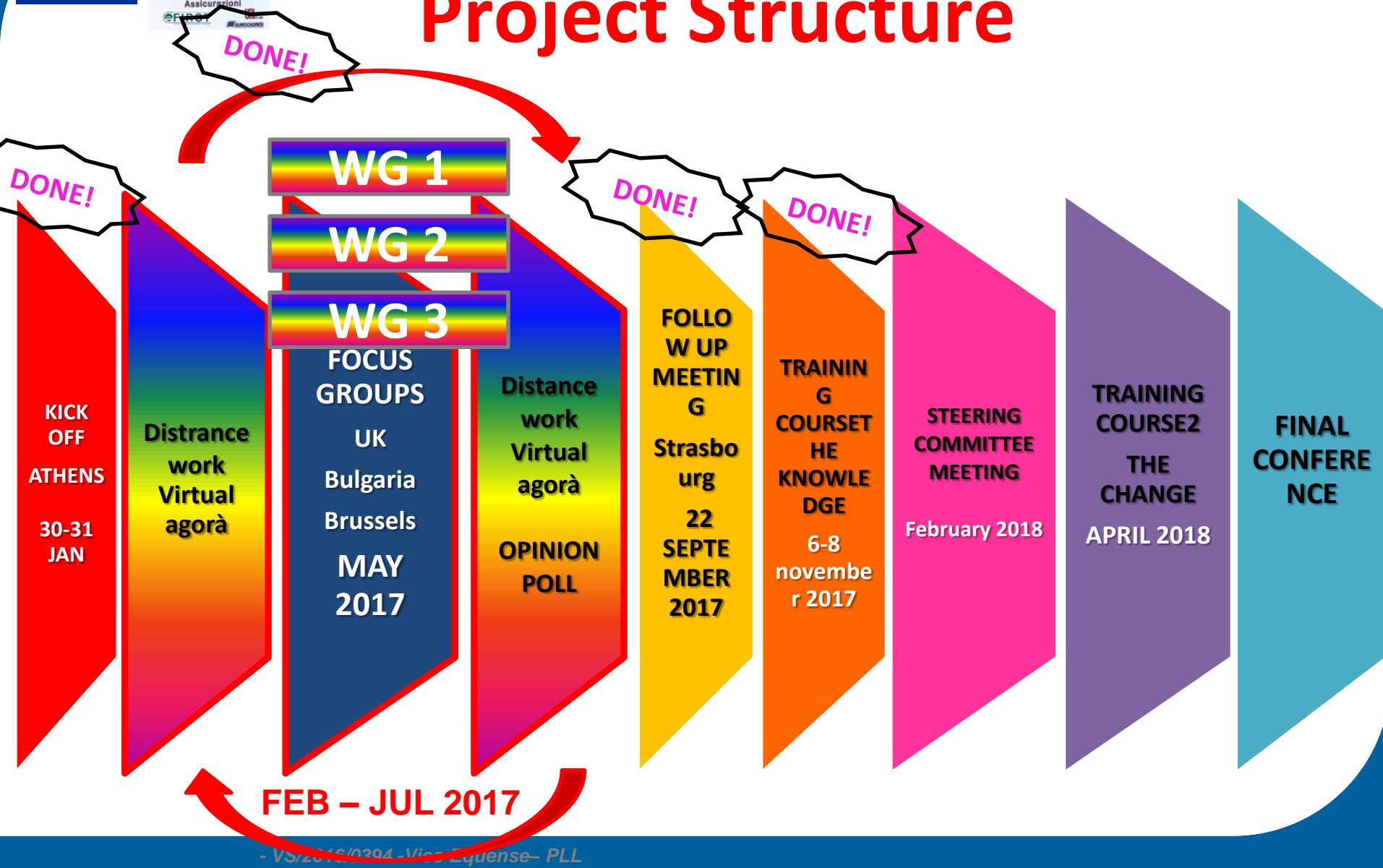


Objectives





Project Structure



Partnership



In the project, to achieve the goals we have a strong and significant transnational partnership

8 European countries (as well as in Italy):

- 2 - Nordic countries with a "historical" sensitivity to themes of WLM (England, Finland);
- 3 - Western European countries with a more "traditional culture" (Spain, France, Greece);
- 2 - countries of the "new" Europe with less experience in the field of negotiation of labor rights (Bulgaria, Romania)
- 1 - candidate country: Turkey.

Furthermore:

- UNI Europa, social part recognized, and its Department UNI Europa P & M,
- EUROCADRES, social part recognized,,
- FEDERMANAGEMENT, national association of business leaders.

Kickoff



Athens, 30-31 JANUARY 2017

KICKOFF
Athens

31-31 jan
2017

What we have done:

- a) Presentation of the Project with expected objectives and results;
- b) A round table in which the participants presented the situation in their country;
- c) The intervention of the scientific director of the project Mimmo Iodice on the state of the art of Community legislation and on possible developments;
- d) The presentation of the rich and qualified paragonary and Virtual Agora, the web area that was used for remote work;
- e) Presentation of the three Working Groups: composition, objectives, expected results, methodologies and calendar activities

Distance work



Distance work and FOCUS MEETING – FEB-MAY-SEP 2017

At this stage, a long-term research and analysis work lasted about 7 months (3 months + months of focus meetings + 3 months)

Partners divided into 3 working groups worked on 3 thematic areas using Virtual Agora.

The 3 thematic areas:

WG1: Rebalance of family responsibilities that can foster the growth of female participation in the labor market.

WG2: Protecting workers' safety and health against psychosocial risks and stress on the workplace.

WG 3: It is made up of members of the Professionals & Managers organizations. It will have the task of deepening all WG1 and WG2 arguments from the P & Ms category.

DISTANCE
WORK
Virtual
agorà

Focus meeting



MAY 2017

**FOCUS
GROUPS**

UK

Bulgaria

Brussels

**MAY
2017**

The 3 working groups met separately :

EDINBURGH

WG1 (Antonio)

SOFIA

WG2 (Paola)

BRUSSELS

WG3 (Andrea)

To do the job at work remotely and schedule the next
research activity



MONITORING MEETING

STRASBOURG 22 SEPTEMBER 2017

At this stage, the Steering Committee analyzed the work of the three groups to carry out an initial assessment of the results, select the best practices and plan the next Training Course.

**FOLLOW UP
MEETING**

6-7-8 NOVEMBER 2017

1° TRAINING COURSE



THE KNOWLEDGE

The 3-day Training Course was devoted to "knowledge".

AIMS:

- 1) Sharing knowledge on work-related balance issues within the broader context of CSR principles;
- 2) sharing knowledge on the most significant life-balance-of-life agreements and CSRs;
- 3) sharing knowledge on CSR policies of European companies and the European Framework Agreements in this field.
- 4) Making participants aware of their role as "agents of change and knowledge".
About 30 skilled trade unionists from the participating organizations were involved.

The training methodology: The course has adopted active learning approaches to encourage participation and sharing

TRAINING
COURSE THE
KNOWLEDGE



NEXT STEPS



The opinion poll

An open-minded, electronic questionnaire survey was developed, consisting of 6 questions and available in all the languages of the participating countries. The intermodule task we assign today, waiting to meet in the next training course, is to

Provide the questionnaire among colleagues

It would be desirable to include the questionnaire link in the institutional partner sites of the project partners, and / or mail it to colleagues. The aim is to grasp the experiences of workers across Europe in managing work-life balance. The results will be analyzed at the next meeting and presented during the "THE CHANGE" training session.

<https://goo.gl/forms/d589ud662Qsd7w2T2>



NEXT STEPS



FEBRUARY 2018

STEERING MEETING COMMITTEE VERIFICATION

At this stage, the Steering Committee:

- verify the achievement of the objectives of the first training course by analyzing the results achieved;
- will analyze the results of the OPINION SUMMARY;
- will plan the second Training Course devoted to Change.

**STEERING
COMMITTEE
CHECK**

April 2018



SECOND TRAINING COURSE– THE CHANGE

The training course is the focal part of the whole Project

AIMS:

- Verify the level of knowledge gained during the previous training course;
- Strengthen participants awareness of their role as agents of change in their workplace;
- Provide methodological tools to negotiate agreements that meet the needs of work life management workers;
- Provide methodological tools for negotiating P & Ms related agreements on: health and safety at work, reconciliation between work and family life, gender equality;
- Awareness of the specifics of the P & Ms category

TRAINING
COURS 2
THE
CHANGE

Second sem. 2018



VERIFICATION AND EVALUATION

At this stage we will proceed to the analysis and evaluation of the results of the Change Training Course

FINAL CONFERENCE

The conference, which will have the purpose of discussing the results of the training course by comparing with other parts of the social dialogue of our sector and beyond. Comparison with the outside world will be extended and will be invited to make contributions from representatives of other sectors.

The final conference will give ample space to European partners: UNI Europa, UNI EUROPA P & Ms and EUROCADRES with regard to the problems of highly professional workers. The comparison will also be with Federmanagement partner representing corporate executives and with the Italian Banking Association (ABI), which will be invited to intervene. The debate will take place through a round table.

It will be an opportunity for mutual growth through a discussion of the various approach models to the problem

**FINAL
CONFERENCE**

November 2018



FINAL check AND EVALUATION

The final report on the results of the various phases of the project.

The expected results are:

- (a) final assessment of the objectives and results achieved;**
- b) Validation of the entire training process;**
- (c) dissemination methods of results in the countries participating in the project;**
- (d) the decision on future developments;**
- e) summary and final report.**

All of these documents will be shared by all partners through Virtual Agora.



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Good job!