



# FIRST CISL

Federazione Italiana Reti dei Servizi del Terziario  
BANCHE - ASSICURAZIONI - RISCOSSIONI - AUTHORITY

FUNZIONE FORMAZIONE NAZIONALE



## #CFR

# *CORPORATE RESPONSIBILITY TOWARDS EMPLOYEE'S FAMILY THROUGH INDUSTRIAL RELATIONS*

Grant Agreement 101126506

**Project general context,  
objectives and structure**

Sabrina Brezzo

FIRST Cisl National Secretary

# PREMISE



- The #CFR project is the development of a previous one presented in 2020 which, despite having reached the global eligibility score, was not funded "due to budgetary constraints".
- However, the current proposal is set in a profoundly changed context, marked by the Covid-19 pandemic, which has brought negative consequences in the social and economic life, especially of the weakest, leading to important repercussions on many families.
- The **innovative objective of the project is to focus the attention of the company and the development of Industrial Relations not only on the needs of workers, but also on those of their families**, considered at the centre of the complex network of relations that contribute to forming the economic and social system as a whole.

# PREMISE



- The project is fully consistent with the EC's renewed objective to fully implement the pillar of social rights and is inspired by the Proposal for a Joint Employment Report 2022, which proposes a reflection on the relationship between work and family responsibility.
- It fits into the EC legal framework, focusing in particular, on **Directive 89/391** which stipulates that the employer has a duty to "adapt work to the person", and **Directive 2014/95/EU** on the "disclosure of non-financial and diversity information" which represents an opportunity to overcome the self-referential use of company codes of ethics and which strengthens the participation rights of female workers.

# PROJECT GENERAL AIM



## To build a reference model for Industrial Relations in the financial sector for the implementation of Corporate Family Responsibility (CFR) policies

- The starting assumption is that the adoption of CFR strategies can improve the corporate climate, increase employee satisfaction and increase the productivity and profitability of enterprises.
- To achieve this goal, the project structure was built according to both a scientific and a trade union approach, relying on a strong interconnection between partners to achieve common objectives.

# SPECIFIC OBJECTIVES



1. To verify the initial assumption that the CFR policy will have a positive impact on both the workers and the enterprises.

2. To build an indicator, to be provided as a benchmark to financial companies, to measure their degree of sensitivity to CFR policies

3. To develop the knowledge of trade union partners, on the European regulatory framework with a focus on Directive 2014/95/EU

4. To compare and share the different cultures, experiences and good practices of partners from different economic, social and cultural backgrounds

5. to identify and disseminate good practices on CFR, with particular regard to European, national, sectoral and company collective bargaining

# SPECIFIC OBJECTIVES



6. To gather the views of "privileged observers" in the European financial sector

7. To investigate the needs of workers and identify policies to meet them, grouping different types of families

8. To collect and analyze, through interviews and surveys, data on workers' needs and the impact of CFR policies

9. To disseminate the results of scientific research among the social partners and strengthen their knowledge and skills through training activities

10. To disseminate the project results and Policy Recommendations through a workshop, a European Conference, a book and a dissemination tool

# PARTNERSHIP



The consortium consists of partners from **12 EU member countries and 1 candidate country (Turkey)**

**COORDINATOR** FIRST CISL (Italy),

**BENEFICIARIES** Fondazione Adapt (Italy) - University of Lodz (Poland) – University of Murcia (Spain)– Trinity College (Ireland)

**AFFILIATED ENTITIES** Adapt (Italy) and Fondazione Fiba (Italy)

**ASSOCIATED PARTNERS:**

**EUROPEAN TRADE UNIONS** FEC FO (France), NFU (Scandinavia), Fesmc-Ugt (Spain), BBDSZ (Hungary), OSPPP (Czech Republic), Sindacatulupa (Romania Finance), MUBE (Malta), BASISEN (Turkey), OTOE (Greece), Crédit Agricole EWC

**EUROPEAN FEDERATION** UNI Europa

**NATIONAL CONFEDERATION** CISL (Italia)

# PROJECT CONCEPTUAL DEVELOPMENT



## RESEARCH

Scientific (UN. LODZ, ADAPT, UN. MURCIA, TRINITY COLLEGE) and empirical research (social partners)

## WORKSHOP

Exchange of views with CSR and CFR policy experts - EUROFOUND

## TRAINING COURSE

Objectives: dissemination of research results, expansion of knowledge and strengthening of negotiating skills on the topic

## DISSEMINATION

European final conference, book release, dissemination tool

QUALITY MANAGEMENT

2 YEARS



# PROJECT STRUCTURE



## WORK PACKAGE 1



Coordination,  
monitoring, risk  
management,  
quality control

### OBJECTIVES

- coordinate and ensure the timely production of all deliverables
- ensure the high quality of project results
- implement a monitoring, quality control and risk management system through Steering Committee meetings

## WORK PACKAGE 2



Research and  
preparation of  
training  
materials

### OBJECTIVES

- Collect and analyze laws and regulations and collective
  - collective agreements at European, national and company level and unilateral implementations at company level on CFRs.
  - Field research (needs analysis)
- Creation of a CFR indicator

## WORK PACKAGE 3



Training  
Activities

### OBJECTIVES

- Building a network of European trade unionists with knowledge and sensitivity to the issue of CFR and able to conduct negotiations at company/national/EWC/European level on the topic

## WORK PACKAGE 4



Communication  
and  
dissemination  
activities

### OBJECTIVES

- Develop communication and dissemination activities and events to promote the project results and maximise the impact not only on the target groups, but also on stakeholders, policy makers and among workers

# PROJECT CHRONOLOGICAL DEVELOPMENT



## RESEARCH & PREPARATION OF TRAINING MATERIALS

Collect and analyse European and national laws and regulations on CFR.  
Field research (needs analysis)  
Creation of a CFR indicator

## WORKSHOP

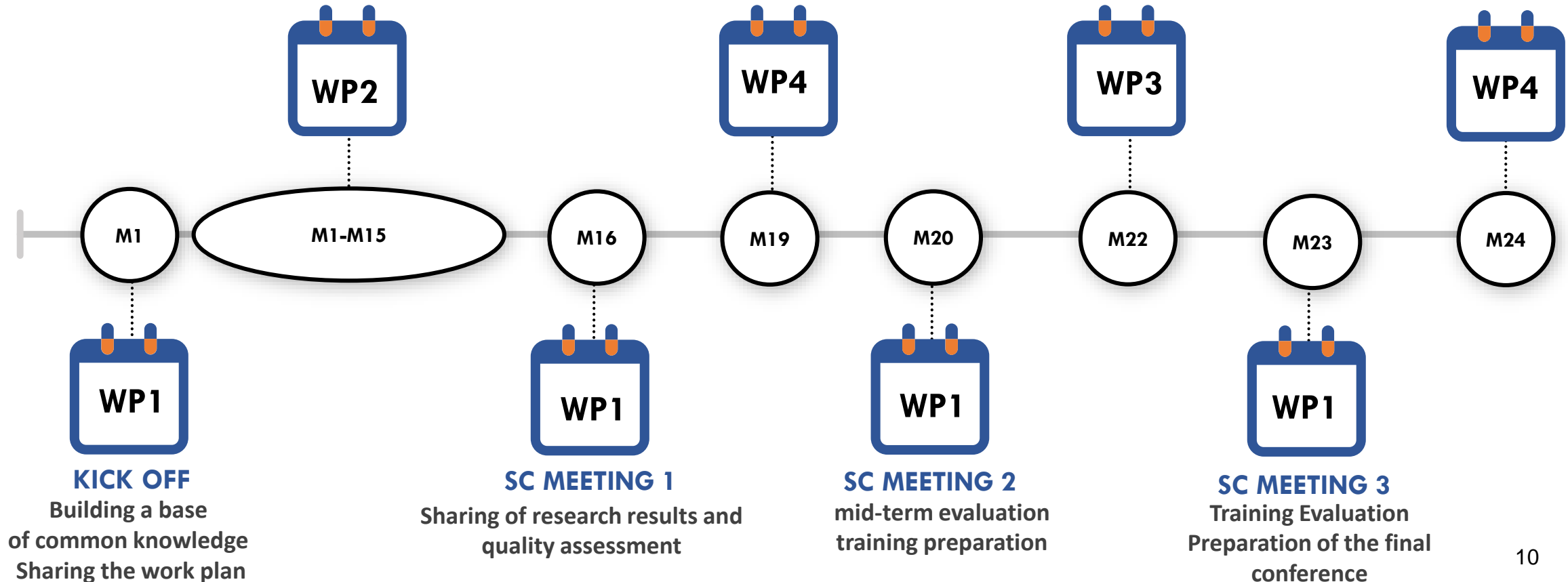
Exchange with EUROFOUND expert(s) for feedback on research and quality of results

## COURSE OF TRAINING

Objective: knowledge/tools for negotiating CFR policies  
Target audience: contract negotiators at company/national/European level

## FINAL CONFERENCE

Project Results, Guidelines and policy recommendations  
Presentation





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# GRAZIE!

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