

'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

WORK-LIFE MANAGEMENT ONLINE SURVEY: MAIN RESULTS







CONTEXT ANALYSIS

Evaluation of employees' needs and expectations





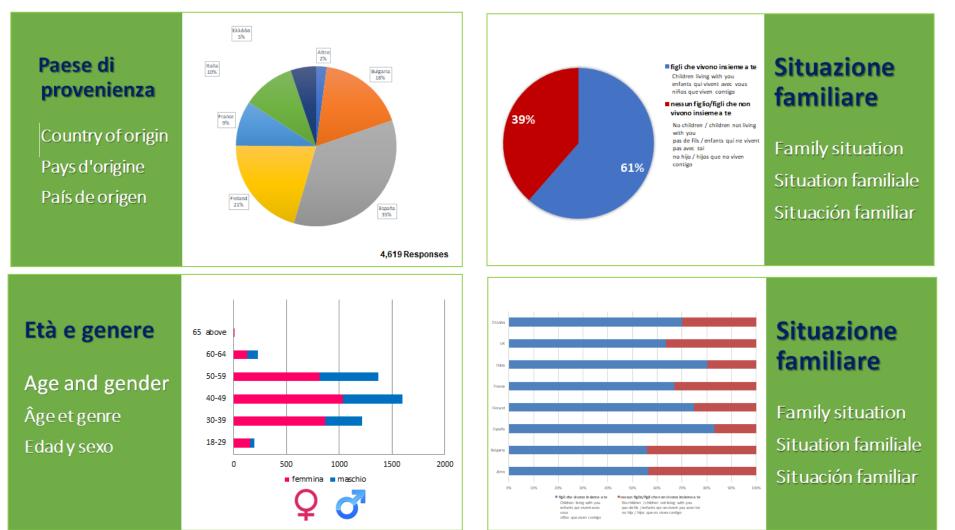
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THE PROJECT'S ONLINE SURVEY THE RESPONDENTS' CHARACTERISTICS (4,619 RESPONSES)

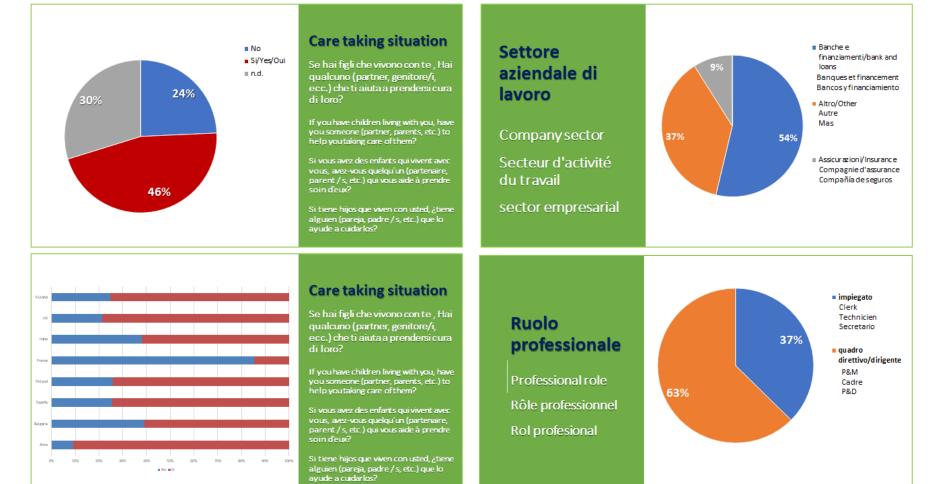








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THE PROJECT'S ONLINE SURVEY THE SURVEY RESULTS

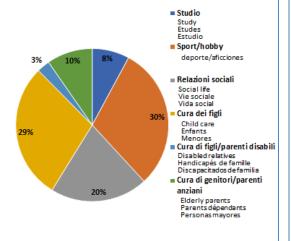
Question 1.

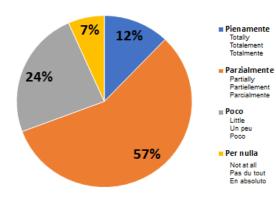
In questo momento della tua vita quali sono le principali esigenze personali che hai bisogno di conciliare con l'attività lavorativa?

What are the personal needs you have to balance with your working time at the moment?

Quel sont les besoins personnels que vous devez concilier avec votre temps de travail ?

¿Cuáles son tus necesidades personales actuales para conciliar tu vida laboral y familiar?





Question 2.

Riesci a soddisfarle?

Do you manage to fulfill them?

Pouvez-vous les rencontrer?

¿Lo consigues?

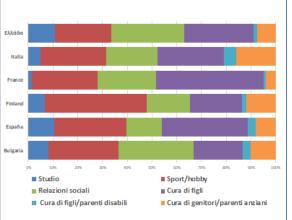
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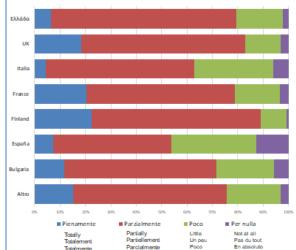
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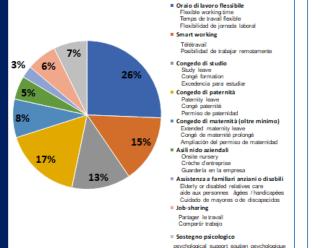
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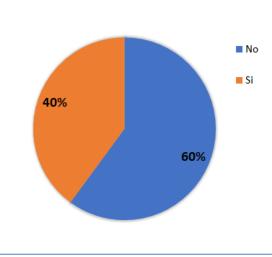
Quali tipi di iniziative di gestione vita-lavoro mette a disposizione la tua azienda?

What types of work-life initiatives does your company currently provide?

Quelles initiatives de qualité de vie au travail sont proposés par votre employeur

¿Qué tipo de iniciativas de conciliación de la vida laboral y familiar te ofrece actualmente tu empresa?





Question 4.

Stai attualmente utilizzando una delle iniziative di gestione vitalavoro fornite dalla tua azienda?

Are you currently using or will you use in the near future any of the work-life initiatives provided by your employer?

Utilisez-vous ou comptez-vous utiliser les dispositifs de qualité de vie au travail proposés par votre employeur ?

¿Estás utilizando o utilizarás en un futuro cercano alguna iniciativa de conciliación de la vida laboral y familiar que ofrezca tu empresa?

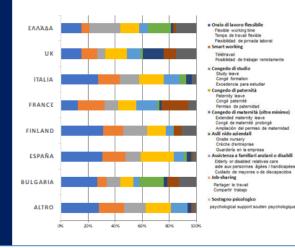
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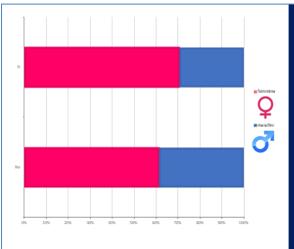
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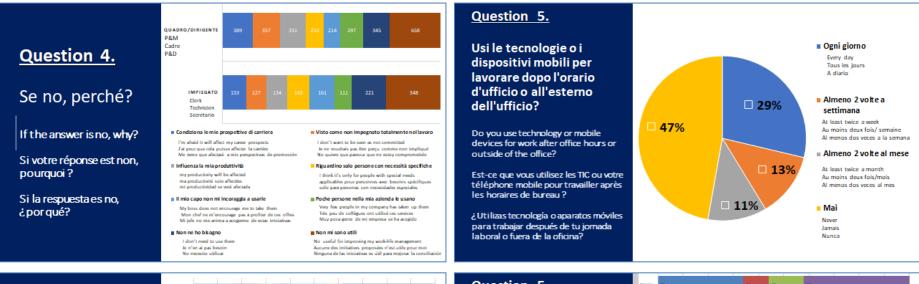


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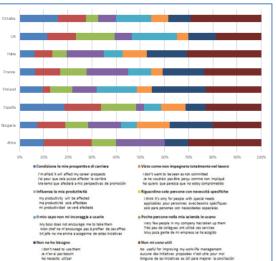
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Se no, perché?

If the answer is no, why?

Si votre réponse est non, pourquoi?

Si la respuesta es no, ¿porqué?



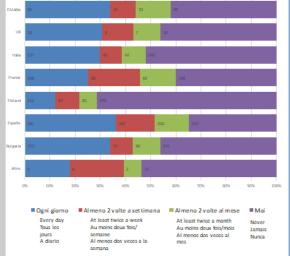
Question 5.

Usi le tecnologie o i dispositivi mobili per lavorare dopo l'orario d'ufficio o all'esterno dell'ufficio?

Do you use technology or mobile devices for work after office hours or outside of the office?

Est-ce que vous utilisez les TIC ou votre téléphone mobile pour travailler après les horaires de bureau?

¿Utilizas tecnología o aparatos móviles para trabajar después de tu jornada laboral o fuera de la oficina?











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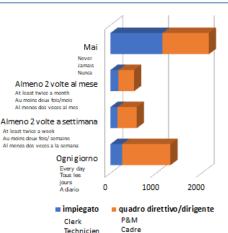
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P&D

Secretario

2%

23%

25%

11%

23%

11%

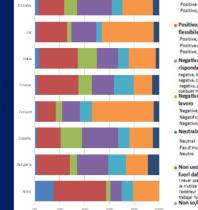
Question 6.

Pensi che l'utilizzo di dispositivi mobili per il lavoro fuori dall'ufficio abbia un effetto positivo, negativo o neutrale sulla tua gestione vitalavoro?

Do you think the use of mobile devices for work outside the office has a positive, negative or neutral effect on your work-life management?

Pensez-vous que l'utilisation d'internet/portable/téléphone ont une incidence positive/négative ou neutre sur vot re équilibre travail/vie personnelle?

¿ Crees que el uso de aparatos móviles para trabajar fuera de la oficina tiene un efecto positivo, negativo o neutro en tu conciliación de la vida laboral y familiar?



100%

Positivo, perché posso lasciare l'ufficio prima Positive, because I can leave office earlier

Positive car le peux guitter le bureau plus tôt Positivo, porque puedo dejar la oficina pronto

Positivo, perché posso lavorare in maniera più flessibile Positive, because I can work more flexibly

Positive car je peux travailler defaçon plusflexible Positivo, porque puedo trabajar con flexibilidad

Nerativo, perché l'azienda si aspetta che risponda in ogni momento della giornata negative, because I'm expected to respond any time négative, car l'entreprise s'attend réponde à tout moment negativo, porque la compañía espera que responda en cualquier momento del día Negativo, perché non posso staccare mai dal

lavoro Negative, because I can never switch off Négatif car je ne peux pas me déconnecter Negativo, porque nunca puedo desconectar

Neutral Pas d'incidence

Neutro

Non uso mai dispositivi mobili per lavorare fuori dall'ufficio I never use mobile devices to work outside the office je n'utilse jamais d'appareils mobiles pour travailler à l'extérieur du bureau/ Nunca uso dispositivos móviles para trabalar fuera de la oficina Non so/I don't know

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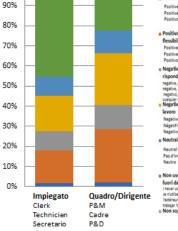
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Negative, because I can never switch off Négatif car je ne peux pas me déconnect Negativo, porque nunca puedo desconectar Neutrale

Pas d'incidence Neutro

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3000

Positivo, per dié posso lavorare in maniera più

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lavoro

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vabajar fuera de la ofic







THE PROJECT'S ONLINE SURVEY

SIGNIFICANT OUTCOMES:

- WLM issue **is affecting women more than men**, in all age groups. From 40 to 60 years it gets more important for men too
- P&Ms responded to the questionnaire in greater numbers (63%)
- Family support is very important (46% has support), and should be considered. **24% have no support from the family**
- For 50% of the respondents WLM is felt necessary to devote oneself to hobbies and social life
- 31% has significant problems of work-life balance. Bulgaria, Italy and Spain are the countries in which WLM policies take less place





THE PROJECT'S ONLINE SURVEY

SIGNIFICANT OUTCOMES:

- WLM initiatives are not used by 60% of respondents. Men use them relatively less than women
- The initiatives offered by companies are **mainly smart working** (15%) and flexibility (26%), but they are not useful for everyone
- **P&Ms** show **more worries** in using conciliation and **use more of technology** outside the working hours
- 25% think that the use of mobile devices outside work is positive, while 34% think it is negative. Finland, the UK and Greece are the countries in which the devices are less used outside of work