



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**

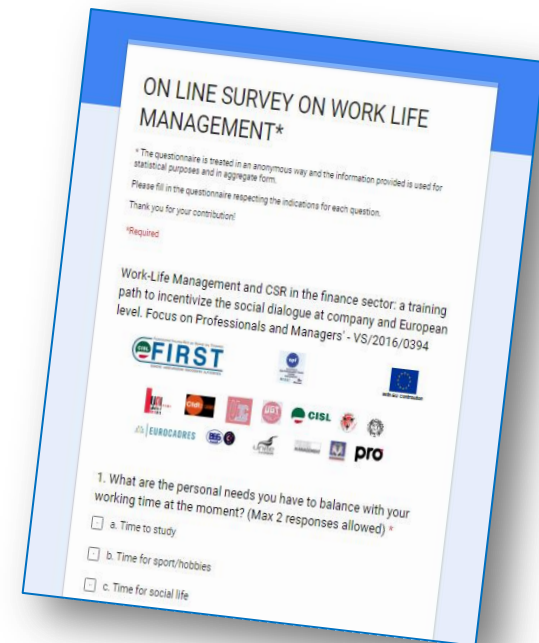
# **WORK-LIFE MANAGEMENT ONLINE SURVEY: MAIN RESULTS**



## CONTEXT ANALYSIS

# Evaluation of employees' needs and expectations

## THE PROJECT ONLINE SURVEY



<https://goo.gl/forms/NOhpmVHvDDLif8Fr2>



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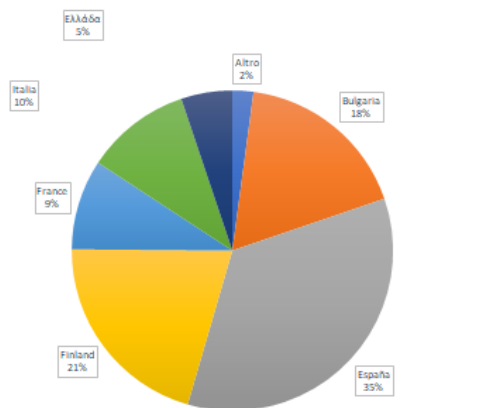


# THE PROJECT'S ONLINE SURVEY

## THE RESPONDENTS' CHARACTERISTICS (4,619 RESPONSES)

### Paese di provenienza

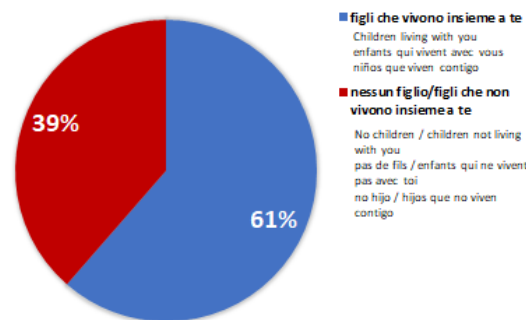
Country of origin  
Pays d'origine  
País de origen



4,619 Responses

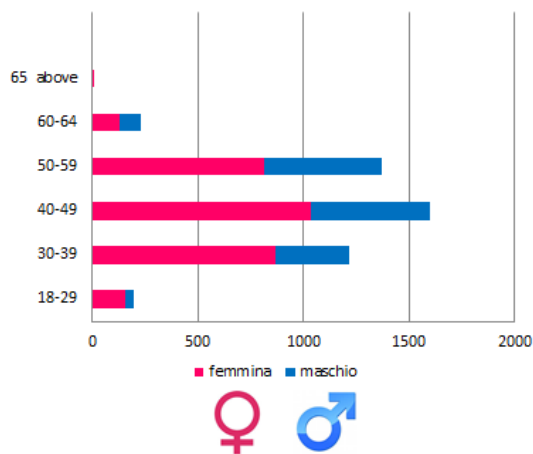
### Situazione familiare

Family situation  
Situation familiale  
Situación familiar



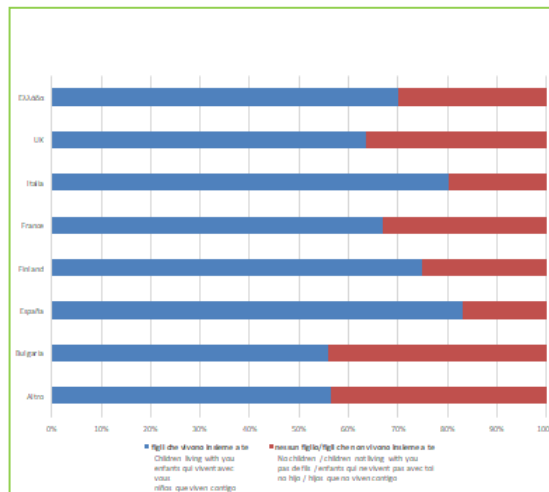
### Età e genere

Age and gender  
Âge et genre  
Edad y sexo



### Situazione familiare

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Situación familiar



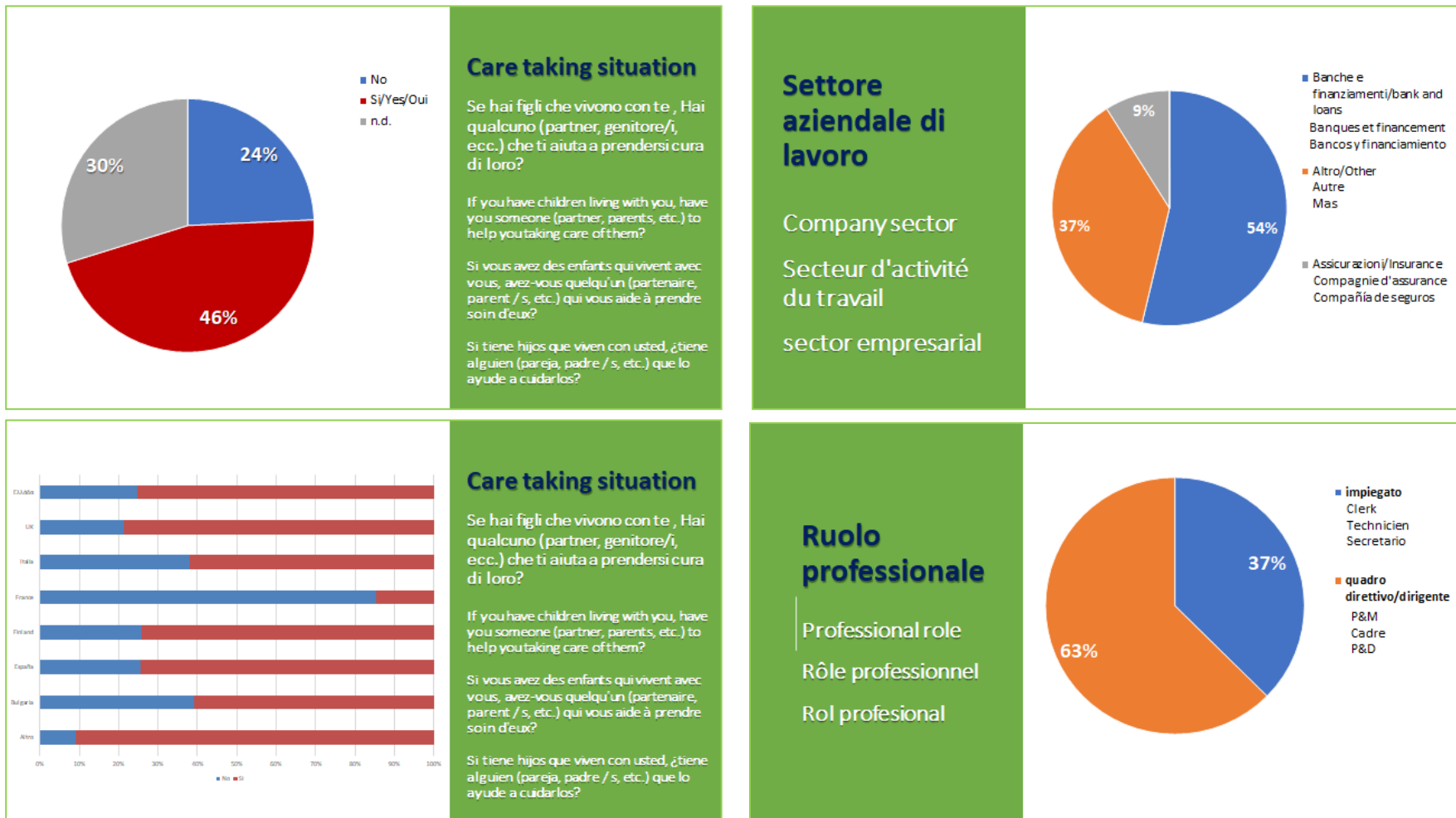


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Evaluation of employees' needs and expectations

# THE PROJECT'S ONLINE SURVEY

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### Evaluation of employees' needs and expectations



# THE PROJECT'S ONLINE SURVEY THE SURVEY RESULTS

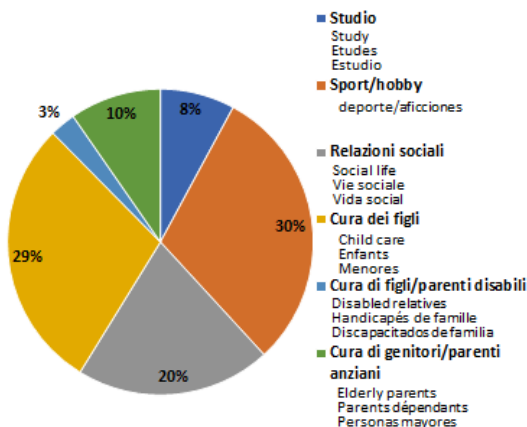
## Question 1.

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?



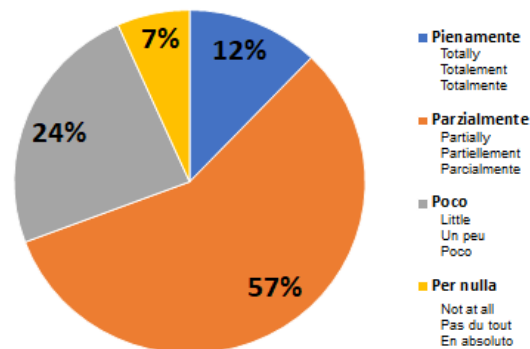
## Question 2.

Riesci a soddisfarle?

Do you manage to fulfill them?

Pouvez-vous les rencontrer?

¿Lo consigues?



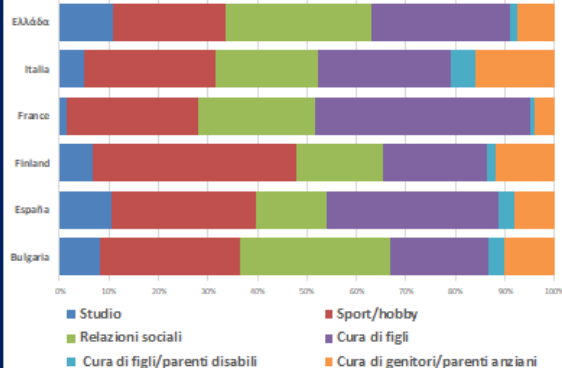
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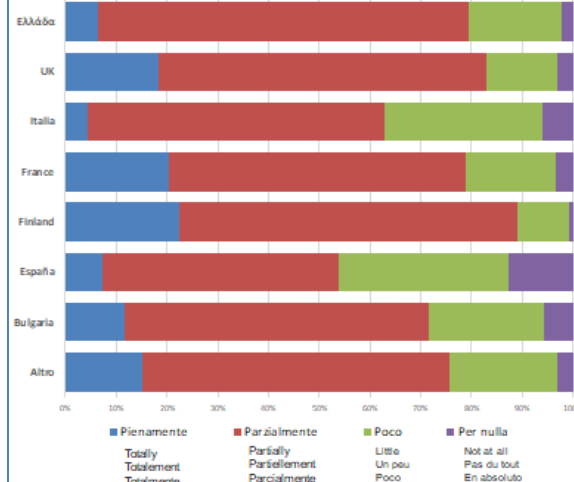
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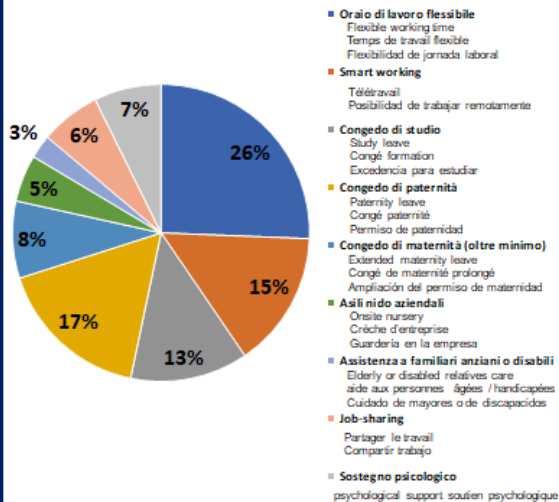
### Question 3.

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?



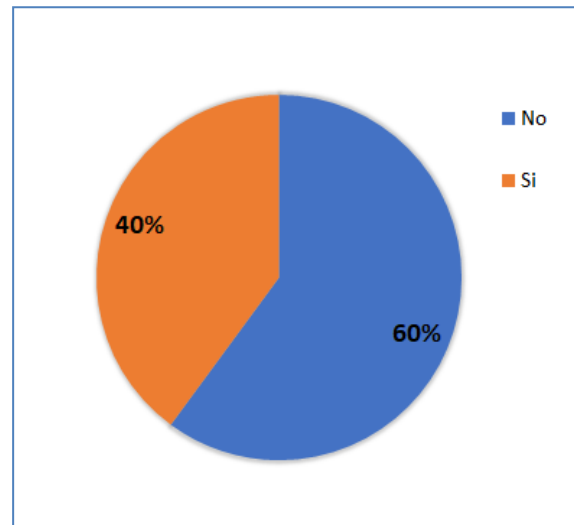
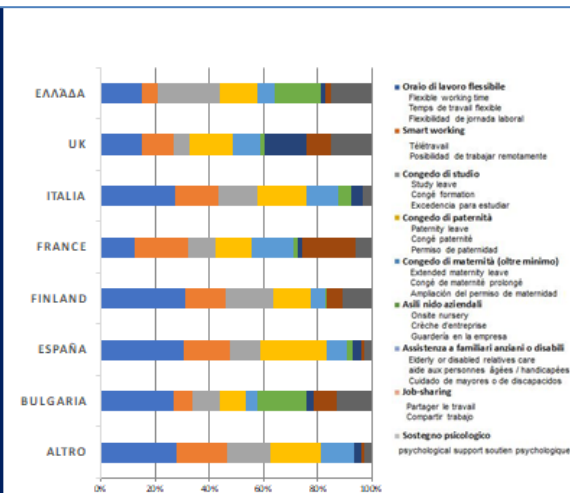
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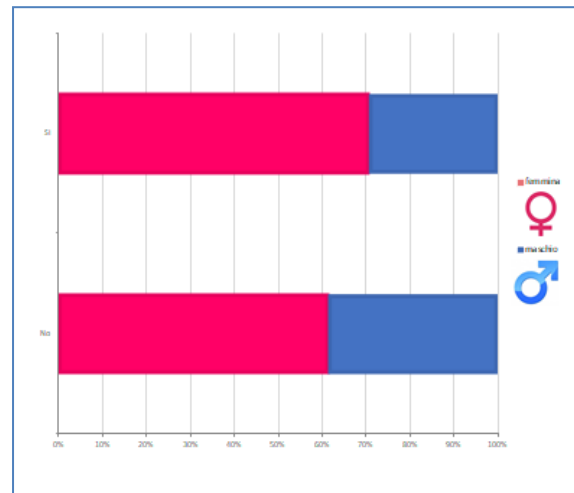
### Question 4.

Stai attualmente utilizzando una delle iniziative di gestione vita-lavoro 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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Evaluation of employees' needs and expectations

# THE PROJECT'S ONLINE SURVEY

## THE SURVEY RESULTS

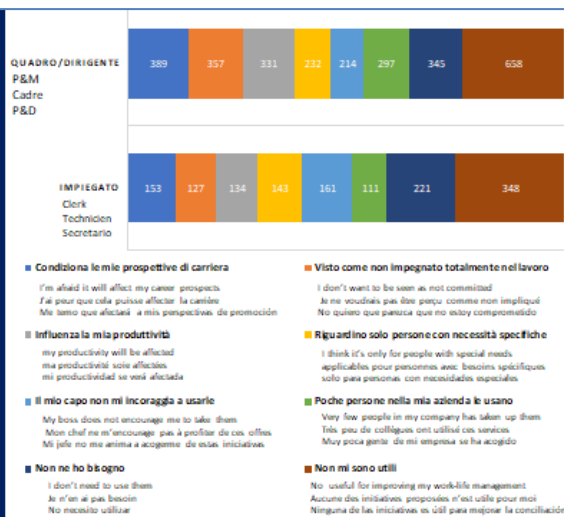
### Question 4.

Se no, perché?

If the answer is no, why?

Si votre réponse est non, pourquoi ?

Si la respuesta es no, ¿por qué?



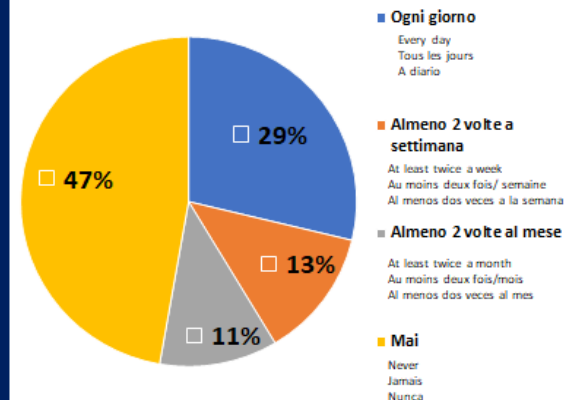
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Usi le tecnologie o i dispositivi mobili per lavorare dopo l'orario d'ufficio o all'esterno dell'ufficio?

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?



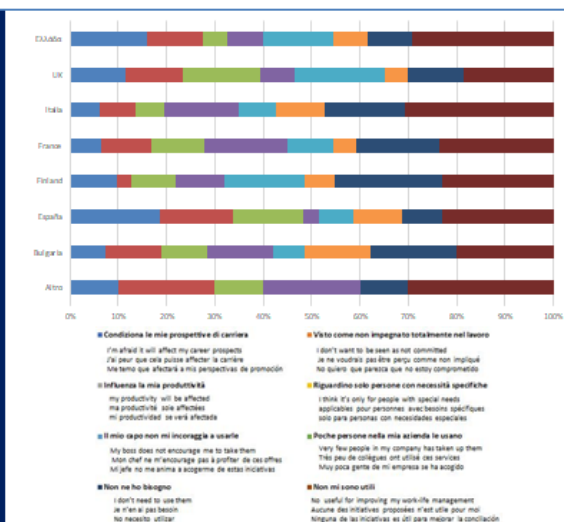
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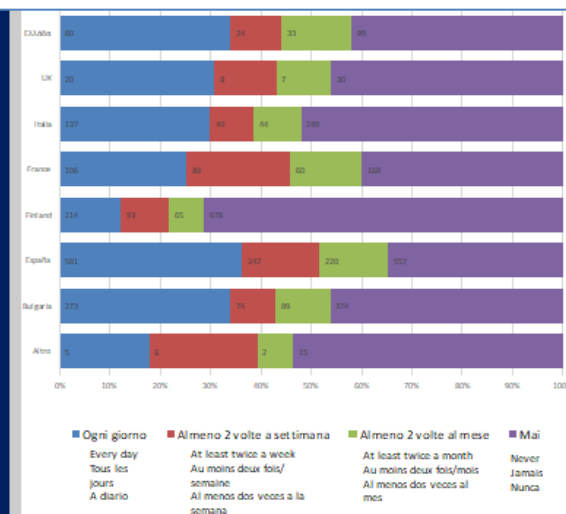
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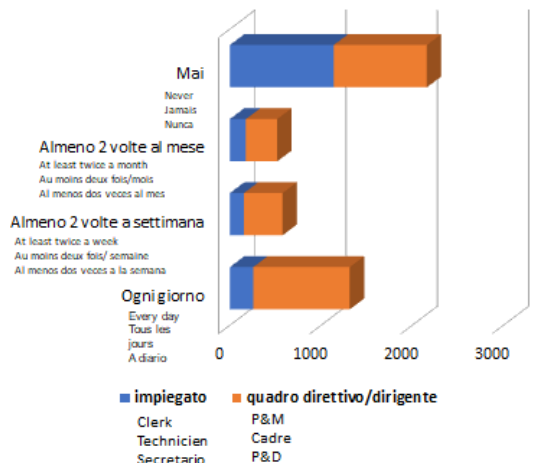
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### Question 6.

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

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 votre 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?



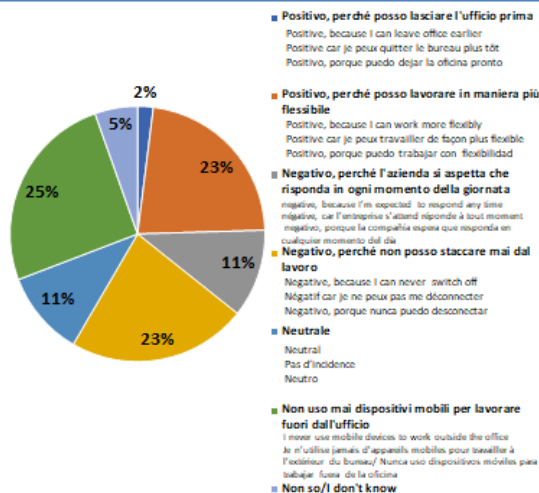
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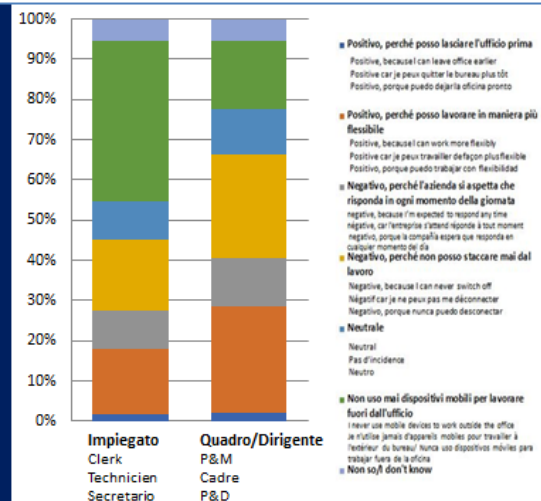
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## THE PROJECT'S ONLINE SURVEY

### 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**