



ITALY

The EQW&L Toolkit (EQW&L: equality for work and life)

THE EQW&L TOOLKIT IS A COMPONENT OF THE UMBRELLA PROJECT "EQUALITY FOR WORK AND LIFE" AND IS CONCEIVED TO INFORM AND ASSIST PEOPLE WITH RECONCILIATION NEEDS LOOKING FOR A JOB AND SMES WILLING TO OFFER (AND UPGRADE) RECONCILIATION OPTIONS TO THEIR EMPLOYEES.

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The main challenge is to build skills and capacity among PES staff and users in order to avoid barriers for jobseekers to find and keep paid employment.

This includes the following:

- ▶ Better knowledge of laws, regulations and tools, as well as of national and local services aimed at promoting the correct management of care responsibilities, and thus work-life balance as a whole;
- ▶ Capacity for implementing individualised and tailored work-life balance plan for PES users;
- ▶ Better communication and interaction between PES and local welfare services;
- ▶ Mechanisms to avoid national and local fragmentation and segmentation of work-life balance support measures.

Name of the PES

Agenzia Nazionale Politiche Attive del Lavoro (ANPAL)

Scope of measure
(a pilot project or a national reform)

Pilot project

When was the practice
implemented?

The EQW&L project started in February 2019 with a kick-off meeting and will end in February 2021.

What was the driver for introducing
the practice? Was it internal or
external?

Internal driver: needs of unemployed persons, especially women, who are hindered from getting and keeping a job due to work-life balance needs.

Which organisation was involved
in its implementation?

ANPAL cooperates with the following partners: European Commission, Unione Italiana del Lavoro, Fondazione Giacomo Brodolini, Gruppo Cooperativo cgm, reform Ressurscenter for Menn, Ministerio de la Presidencia, Relaciones con las Cortes e Igualdad de España, the WorkLife HUB, and many further associated partners.

Which groups were targeted
by the practice?

- ▶ PES staff;
- ▶ Jobseekers with work-life balance needs;
- ▶ Employers, especially those of small and medium-sized enterprises (SMEs).

What were the practice's
main objectives?

- ▶ Providing information to a heterogeneous audience on reconciliation and offering a guiding framework on policies and measures adopted at the European, national, and local levels;
- ▶ The toolkit is meant to be used as a practical and easy-to-handle tool for users in employment services and workplaces, to facilitate a first "re-scan" of a person's reconciliation needs and to help finding formerly unknown opportunities and services for managing these needs.

What activities were carried out?

- ▶ Creation of an easy-to-read paper and online tool on work-life balance, which shall serve as a practical and informative guide;
- ▶ Online meetings, podcasts, seminars, and webinars on the topic of reconciliation and the toolkit;
- ▶ Training for PES staff on the toolkit contents and to help them build individualised work-life balance plans for PES users.

<p>What resources and other relevant organisational aspects were involved?</p>	<ul style="list-style-type: none"> ▶ Multi-stakeholder project governance, both national and local; ▶ Contributions by research professionals, methodologists, PES operators, welfare managers, career specialists, trainers; ▶ Close cooperation with local welfare services and resources.
<p>What were the source(s) of funding?</p>	<p>EAsI and ESF funding.</p>
<p>What were the outputs of the practice: people reached and products?</p>	<p>Because of the Covid-19 pandemic, the project reached more PES operators and fewer unemployed. The main product is a methodology and a guide to help PES staff build an individualized work-life balance plan for users entering or re-entering the labour market.</p>
<p>What outcomes have been identified?</p>	<ul style="list-style-type: none"> ▶ Increased information regarding rules, regulations and local services in support of a better work-life reconciliation and the sharing of family care responsibilities between men and women; ▶ Increased jobseeker awareness of rights related to the reconciliation between work and care responsibilities; ▶ Strengthened competencies of PES operators concerning work-life balance.
<p>What are the lessons learnt and success factors?</p>	<ul style="list-style-type: none"> ▶ Employment services - particularly those managing job demand and supply for individuals with family care responsibilities - should connect with local welfare services; ▶ Job demand and supply mediation services should offer an approach tailored to users, in order to improve their awareness, as well as their management and delegation of care responsibilities.



Contact details for further information

Name: Anna Chiara Giorio, Agenzia Nazionale Politiche Attive del Lavoro (ANPAL), EQW&L project coordination

Email: eqw&l@anpal.gov.it, annachiara.giorio@anpal.gov.it