



## A Toolkit for Gender Equality in Practice - Initiative

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# Enel S.p.a.

## Company agreement to support work-life balance

### Summary of the initiative

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Enel is an integrated operator, active in the fields of electricity and gas. It is the largest power company in Italy and the second largest operator in the gas sector. The group has 81,000 employees and operates in 40 countries around the world.

The agreement to support the work-life balance, signed in 2011, contains provisions for the improvement in the terms provided by law, by the national collective labour agreement and practices adopted by the company, in terms of well-being and welfare of societies.

Some details of the planned actions:

#### Interventions on flexibility:

- 15 telecommuting positions for a more flexible work life

#### Interventions for rehabilitation:

- A system for managing organisational measures for parenthood;
- Training and tutoring after a mandatory or optional absence;
- A series of meetings around parenting.

#### Interventions and innovative services:

- Project "30 days" to support families on workdays and during school closures (e.g. Christmas, Easter, long weekends, elections.)
- Family-friendly babysitting services and service for a person (health care operators) for the support to family members in need of care or elderly
- Auxiliary services: shopping service, laundry and sewing, and garage and car wash services.

In particular, thanks to interventions for rehabilitation it will be possible to define the rights and duties of officers and employees concerning their mandatory or optional leave. These interventions also facilitate the return to work after a long absence through training (in a classroom, from a distance or by assigning an external guardian). The actions also give a concrete sign of attention to workers whereby the professional activities must be balanced between completely different rhythms and styles of life.

Interventions and innovative services will allow people to go to work without worrying about the care of their children. These interventions optimise the possibilities to take leave, but also offer possibilities for assistance of the employee in critical emergency situations. The interventions support employees who need to provide care to their family members through a careful selection and provision of dedicated staff, so that the employee can save time and money for everyday tasks.



## Priorities

Supporting work-life

balance **Sector(s)**

Energy, Electricity and gas

## Type

Enterprise initiative

## Country

Italy

## Model of social

**partnership** Bipartite

## Launch date

2011

## Number of employees

>250

## This initiative was submitted by:

CISL (ETUC)

## Website

<http://www.enel.com/en-GB/>