



A Toolkit for Gender Equality in Practice - Initiative

The Giunca Network

Network: Work-life balance

Summary of the initiative

The Network Giunca was established in July 2012 to create new initiatives for corporate welfare in ten member companies in the manufacturing sectors of the Union of Industrialists of the province of Varese: construction, plastics, chemicals, pharmaceuticals and metals.

1,682 employees of the following companies are involved: TMC Ltd., Chemisol Italy srl, Viba Spa, Tioxide Europe srl, Italy Momentive Specialty Chemicals Spa, Novartis Farma Spa, Sanofi-Aventis Spa, Lati Industria Thermoplastic Spa, Bilcare Research Srl, BDG EL Srl (multinational companies, big industrial and manufacturing companies, SMEs in the North and South of the province).

The Network was established with the support of the Union of Industrialists of the province of Varese (member of Confindustria). The strategic objectives included in the Network contract are “Designing, analysing, studying, research activities related to the development of socially responsible corporate conduct in the field of corporate welfare and education as factors that contribute to the enhancement of competitiveness, innovation and quality of production activities”. The study of Network Giunca intervenes on several aspects of corporate life:

- Employment: territorial mobility projects with the creation of forms of savings and benefits (for example based on car-sharing and car-pooling) for employees to get to the workplace; corporate training, particularly on health and safety at work and sharing of success stories already developed in the individual companies;
- Savings: tailor-made assistance for employees in access to finance and bank services; package of insurance services at discounted prices;
- Time: helping workers to reconcile work-private life through arrangements relating to several services, such as transport; care facilities and education for children;
- Health and well-being: Family vouchers for employees for the care of sick relatives and elderly parents.

Priorities

Supporting work-life balance

Sector(s)

Manufacturing

Type

Enterprise initiative

Country

Italy





Model of social partnership

Unilateral / Employer **Launch**

Date

2012

Number of employees

>250

References

[http://www.confindustria.it/Aree/NewsPub.nsf/636561EBB7359AF8C1257A92003758A9/\\$File/Comunicato%20stampa_Giunca.pdf](http://www.confindustria.it/Aree/NewsPub.nsf/636561EBB7359AF8C1257A92003758A9/$File/Comunicato%20stampa_Giunca.pdf)

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Website

<http://www.univa.va.it/>