



Empowering Women Entrepreneurs Session on Social transition

Best Practice Unioncoop Torino s.c.

Alessandra Brogliatto

31 Maggio 2022

PRESENTATION

UNIONCOOP - TURIN s.c. was founded in 1992 as a Cooperative Company of services of emanation of Confcooperative Unione Provinciale di Torino and in recent years it has invested enormous energy in its development and consolidation in order to provide quality services to its members, in the form of assistance, consultancy and management support entrepreneurial.

UNIONCOOP - TURIN s.c. it provides various types of services to the cooperatives associated with Confcooperative Piemonte Nord.

UNIONCOOP - TURIN s.c. it has around 180 members.

To date, 168 Cooperatives and Consortia use the services offered.

Human resources

- 32 workers
- 6 workers
- 26 female workers

- Residents in the city, in the CMTo and in other provinces
- Mostly with children
- Important% of vertical and horizontal Part Times



Our path

The 2001 research - Spaces for women in cooperation

Input change through specific projects

Empowerment actions

Balance of competences

Experimentation of innovative organizational models

Teleworking

The reversible part time

The bank of hours

Support care service

The mutual



Gli step successivi

Art. 9 of the law 8 March 2000, n. 53 - positive actions for the reconciliation of life and work times.

Important space for inspiration and innovation

How to improve performance and improve the quality of work, promote conciliation

- Support on returning from maternity leave
- Specific training
- Conciliation services: babysitter, company delivery boy

Company welfare and Covid -19

2019 projects and events cross each other

Smart working

All employees equipped with PCs and monitors

Psychological support service for parents

Personal psychological support service

Specific seminars on health and well-being

June 2022

Total remote transfer to the cloud

February 2022

signed the smartworking contract



But what is Smart Working?

In Italian the meaning of Smart Working is "intelligent work", for the Ministry of Labor and Social Policies, "Smart Working (or Agile Work) is a method of execution of the subordinate employment relationship characterized by the absence of time constraints or spatial and an organization by phases, cycles and objectives, established by agreement between employee and employer; a modality that helps the worker to reconcile the times of life and work and, at the same time, favor the growth of his productivity "



I benefici



Environmental
impact



Employee
empowerment



Spaces
reorganization



Greater scheduling
and planning of
activities



Increase in
productivity



Desire to be in the
office

Criticalities and challenges

- Learn to work differently
- Understanding the meaning of Smart Working is not immediate and not even so intuitive
- Reorganization of times
- The revision of the leadership model and of the organization
- Individualized welfare



The Women's
Entrepreneur
ship
Committee of
the Turin
Chamber of
Commerce

Always committed to issues relating to conciliation, empowerment, innovation, including organizational, digitalization and transition 4.0

Through specific projects, events, training, discussions also at a European level

Permanent laboratory committee for associations, entrepreneurs, male and female workers



thank you