The Impact of Digitalisation on 21° Century Families

Work shop:
Smart work. Can digitalisation help reconcile work and family life?
The Experience of Smart Companies

Berlin, November 8th

Leonardo Orlando – Head of Development and Compensation
UBI Banca
TALKING ABOUT SMART WORKING

«Smart working allows employees to work at chosen time and from chosen places, as a result of an agreement with the company. This agreement works as long as it produces satisfaction for both parts.»

Variazioni S.r.l.
SMART WORKING AND DIGITALIZATION

Areas of Action

IoT

Existing Technologies
THE LEGISLATIVE FRAMEWORK

EU Parliament resolution 13.9.16
“Creating labour market conditions favourable for work-life balance”

• Art. 48 Supports ‘smart working’ as an approach to organising work through a combination of flexibility, autonomy and collaboration…..

Law Proposal – ITALY 25.1.16 – “Agile Working”
The law promotes the flexible ways of agile working to increase the working productivity and facilitate the work-life balance.
WHAT IS SMART COMPANIES?

This network was developed at the end of 2014 (October) assembling ABB Italia, Banco Popolare, Italcementi Italia, UBI Banca, Volvo, Comune di Bergamo.

This strategic alliance is a formal agreement between these organization to pursue and experiment Smart Working through the sharing of resources, capabilities, physical assets and best practices.
HOW WE MEASURED RESULTS

6 COMPANIES
- ABB (ASEA BROWN BOVERI)
- BANCO POPOLARE
- UBI BANCA
- VOLVO
- ITALCEMENTI
- COMUNE DI BERGAMO

924 PEOPLE
- 924 PEOPLE FILLED IN THE SURVEY:
- 823 SMART WORKER
- 119 MANAGER

8 MINUTES
- TIME TAKEN TO FILL IN THE SURVEY
- (A DEDICATED ONE FOR SMART WORKERS AND ONE FOR MANAGERS)

4 AREAS
- 4 AREAS OF INVESTIGATION:
  - CULTURE
  - ORGANIZATION
  - REGULATION
  - ECONOMICS
  (C.O.R.E.® BY VARIAZIONI)
“FLEXIBILITY IS NOT ONLY FOR WOMEN”
BOTH GENDERS HAVE CHOSEN TO ADOPT SMART WORKING TO ENHANCE WORK-LIFE BALANCE
“EMPLOYEES DO NOT ABUSE OF THIS POSSIBILITY”
THE EFFECTIVE COVERAGE IS HALF WITH RESPECT THE MAXIMUM ALLOWED.
“FROM HOME”
90% OF THE EMPLOYEES HAS WORKED FROM HOME OR FROM ANOTHER PRIVATE PLACE
“37,000 KMs saved daily”
In 1 day they would have travelled all around the world
And in 6 months they would have reached the moon
(284,000 KMs saved in total in 6 months)
“90 MINUTES SAVED DAILY”
“43.000 EURO SAVED”
ABOUT 93% OF WORKERS SAVED UP TO 30 EURO PER SMART WORKING DAY
“65,4 CO₂ TONNE NOT EMITTED IN 6 MONTHS”
WHICH ARE EQUIVALENT TO 8,720 NEW PLANTED TREES IN THE CITY
THE SMART WORKING EXPERIENCE IN A GLANCE

- KM SAVINGS
- TIME SAVINGS
- MONEY SAVINGS
- CO₂ REDUCTION
- QUALITY OF LIFE

- STRONGLY POSITIVE
- POSITIVE
- NEITHER POSITIVE, NOR NEGATIVE
- NEGATIVE
- VERY NEGATIVE

- RELATIONSHIPS WITH CLIENTS
- RELATIONSHIPS BETWEEN...
- SATISFACTION
- PRODUCTIVITY
- COMMUNICATION
- INSTRUMENTS AND TECHNOLOGY
- WORKPLACE ENVIRONMENT
- TIME-SCHEDULE AND PACE OF...

THE SMART WORKING EXPERIENCE IN A GLANCE
“WORK-LIFE BALANCE”

PEACEFULNESS, SATISFACTION, EQUILIBRIUM. SMART WORKING ALSO MEANS IMPROVING THE QUALITY OF LIFE
THERE IS A STRONG CORRELATION BETWEEN "AUTONOMY" AND "EFFICIENCY" (OBJECTIVES ACHIEVEMENT) AND THE GROWTH OF "SATISFACTION" AND "ENGAGEMENT"
SMART WORKING, SMART COMPANIES | BERGAMO 25 SETTEMBRE 2015

ATTI DEL CONVEGNO