



Corporate Responsibility towards Employee's Family through Industrial Relations

TRAINING COURSE
Siena, 2 - 3 October 2025

DRAFT AGENDA

2 October 2025

09:00 - 09:10 **Opening and welcome**
| *Luciano Malvolti - First Cisl*

09:10 - 09:40 **Icebreaker and participants presentation**

09:40 - 10:00 **Project and training course presentation**
| *Paola Vinciguerra - First Cisl*

10:00 – 11:00 **CFR competitive advantage** - Group activity & plenary presentation

Coffee break

11:30 - 12:00 **CFR competitive advantage** - Expert presentation
| *Iwa Kuchciak - University of Lodz*

12:00 - 13:00 **Workers' needs and expectations in the European Financial sector** - Group activity & plenary presentation

13:00 - 13:30 **What field research tells us about financial sector and CFR policies: consolidated evidence** - Experts' presentation
| *Chiara Altilio - Adapt*
| *Margherita Roiatti - Fondazione Adapt*

Lunch break

15:00 - 16:00 **CFR policies in the European Financial sector: The good practices** - Group activity & plenary presentation

16:00 - 16:30 **A general overview of the EU legal framework** - Expert presentation
| *Salvador Ruiz de Maya - University of Murcia*

Coffee break

17:00 - 17:30 **The implementation of the CFR index in the European Finance Sector-** Expert presentation
| *Ali Rizvi - Trinity College Business School*

17:30 - 18:00 **Q&A**

3 October 2025

09:00 - 09:10 **Recap of the day before**
| *Paola Vinciguerra - First Cisl*

09:10 - 09:30 **How to negotiate CFR policies** - Activity introduction
| *Andrea Paterlini - First Cisl*

09:30 - 11:00 **How to negotiate CFR policies (1' step)** - Group simulation and expert feedback
| *Ali Rizvi - Trinity College Business School*

Coffee break

11:15 - 12:45 **How to negotiate CFR policies (2' step)** - Group simulation and expert feedback
| *Elisabetta Artusio - First Cisl Head of Women, Equality and Gender Policies*

12:45 - 13:15 **The role of trade unions in negotiating family-friendly policies in the financial sector**
| *Sabrina Brezzo - First Cisl National Secretary*

13:15 - 13:30 **Closing & final evaluation**

Lunch & end of the training course