



Description of best practice

EU-Reconcily



1 Name of the project/experience	IMPARAORA Srl
2 Type of financing	Law 53/2000
3 Place of implementation	IMPARAORA Srl - Navacchio (Pisa)
4 Promoting subject	IMPARAORA Srl
5 Participant subjects/partners	IMPARAORA Srl
6 Brief description of the project/intervention	<p>One of the two main associates of the company has a new-born child and, due to his new duties as a father, needs to revise his working timetable in order to have more time to spend for the family as his wife is up to end her maternity leave period (after that the child-care charge will have to be shared by the 2 parents). The project aims at allowing the beneficiary father to face his new family responsibilities without creating problems for the company's trend through his substitution for part of the working duties and timetable with another worker having similar professional characteristics. At this aim a woman with a professional degree in Training Science is hired for a period of 6 months; at that time the beneficiary's child will have the necessary age to attend a nursery. The substitution is based on a part-time timetable of 84 hours per month and a changeable daily timetable according to the father's family needs.</p>
7 Typologies of used experimentation	

Flexible work arrangements	
Distribution of family responsibilities	X
Support resources	

8 Brief analysis of context

IMPARAORA Srl is a training company which acts upon Toscana region territory, in particular in the area of new technologies for companies. In the staff there are 2 main associates and, according to working needs, some collaborations for training and tutoring from time to time are enabled. This working organisation makes the two main associates really fundamental for the good trend of the company.

9 Objectives

The project aims at allowing the beneficiary father to face his new family responsibilities without creating problems for the company's trend.

10 Methodology

Monitoring and evaluation of project's activity carried out by the beneficiary's himself through weekly meetings with his substitute aimed at arranging and evaluating the organisation of working activities. A monthly evaluation is also carried out.

11 Beneficiaries

one father (main associate)

12 Period of intervention

from 2005
to 2006

13 Results

The projectual aims have been gained and the beneficiary has been able to dedicate time to his child-care duties without jeopardising company's development and working organization. Therefore the bringing in of a new professional worker has improved and enriched the strategies and the opportunities of the company.

14 Innovation (innovative elements of the experience in the territory)

There haven't been many experiences of this kind on Pisa provincial territory; usually when parental leaves in companies are implemented we talk about maternity leave. In the case of IMPARAORA a father has been given the possibility of spending much time with his child while the mother has been allowed not to leave her job.

**15 Impact / visibility:
existence of
mechanism to
measure efficiency
and obtain results for
the project on relation
with the beneficiaries
to which the project is
directed; existing of
quantitative and
qualitative indicators,
etc...**

The success of the intervention can be considered a good base to implement similar actions in similar situations. The company has expressed satisfaction as its efficiency has been protected and the quality of working organisation has improved.

16 Sustainability

Law 53/2000 can guarantee further implementation of projects of this kind, being a permanent type of financing

17 Contacts

Name: IMPARAORA srl
Address: via Giuntini, 25 - 56023 Navacchio - Cascina (Pisa)
tel: +39 050 754737
e-mail:
website: www.imparaora.it
fax:



