



With EU Contribution



“Defining a company welfare system through the joint action of EWCs and Trade Unions in the metal and finance sectors: The key role of workers' participation rights” - VS/2018/0037

THE ON-LINE EUROPEAN SURVEY

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THE ON-LINE EUROPEAN SURVEY



An **OPEN SURVEY VIA WEB** to collect

workers' experiences, sentiment and points of view on

- 1. their welfare needs**
- 2. the welfare policies implemented by their companies**

The survey's questionnaire has been **translated in each partner's language** and will be spread in the metal and financial sectors throughout Europe.

The involvement of the European federations, **UNI Europa** and **IndustriAll**, will help us to disseminate the survey also outside our project partners' countries.

Each member of the 2 WGs is in charge of **promoting** and **smoothing the survey progress** in his/her own company/organization.

The WGs' facilitators will coordinate and address the work.

THE ON-LINE EUROPEAN SURVEY

The questionnaire

- **anonymous and compliant to the GDPR Privacy Policy**
- in **electronic format** (*Google Form*) and **self-elaborating**
- can be filled in using a **pc, laptop, tablet** or a **smartphone**
- Its **link can be post** on a **web site** (company/ trade union) or send it by **email** or **WhatsApp** to TU members or company workers

The important thing is TO REACH AS MANY WORKERS AS POSSIBLE and to find the **best, more appropriate and safer tool**

COMPANY WELFARE ON LINE SURVEY*

*The questionnaire is treated in an anonymous way and the information provided is used for statistical purposes and in aggregate form.
Please fill in the questionnaire respecting the indications for each question.
Thank you for your contribution!
*Tempo obbligatorio

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1. How do you consider the following WELFARE initiatives in relation to your needs? *

	1. Totally useless	2. Little useful	3. Indifferent	4. Useful	5. (Very) useful
1.1 Health plan for you and your family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.2 Not-peak sufficiency protection (long-term care)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.3 Flexible working hours/remote-working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.4 Study permit/ paternity leave/extended maternity leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.5 Childcare and support services for elderly or disabled	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<https://goo.gl/forms/7pPfp32e7e8fzwLh2>

THE ON-LINE EUROPEAN SURVEY



The survey is divided in **two parts**:

1. The actual questionnaire

Composed by **6 closed questions** - easy and fast to answer to - on workers' company welfare offer and their real needs.

2. The personal information

In order to classify and **cluster the results** by gender, age, personal situation, professional role, work sector, country.

We want also to understand **the responders' relationship with the trade unions** in order to see if there is any connection between the answers and the involvement in the TU.



PART 1. THE QUESTIONNAIRE

1. How do you consider the following WELFARE initiatives in relation to your needs?

	Totally useless	Little useful	indiffere nt	useful	Very useful
Health plan for me and my family					
Not-self-sufficiency protection (long term care)					
Flexible working hours/smart-working					
Study permit/paternity leave/extended maternity leave					
Childcare and support services for elderly or disabled family members					
Psychological support services					
Vouchers/conventions for free time, wellness, sport activities, tourism					
Mobility: bus/metro subscriptions, car parking, car sharing					
financial support for your own training or for your children education					

PART 1. THE QUESTIONNAIRE

2. Which of the above WELFARE initiatives are made available by your company or by the state?

	By the company	By the state	Not available
Health plan for me and my family			
Not-self-sufficiency protection (long term care)			
Flexible working hours/smart-working			
Study permit/paternity leave/extended maternity leave			
Childcare and support services for elderly or disabled family members			
Psychological support services			
Vouchers/conventions for free time, wellness, sport activities, tourism			
Mobility: bus/metro subscriptions, car parking, car sharing			
financial support for your own training or for your children education			

PART 1. THE QUESTIONNAIRE

3. Are you currently using one of the optional WELFARE initiatives provided by your company?

- Yes.
- No. I don't need them
- No. The procedure for using welfare services is too complex
- No. None of the company's initiatives is useful to me or is likely to improve my well-being
- No. I don't know about my company's welfare services and initiatives

4. How satisfied are you in general with the welfare services offered by your company?

1. little	2.	3.	4.	5. very much
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PART 1. THE QUESTIONNAIRE

5. Are the welfare services offered by your company the result of collective bargaining or of negotiations with trade unions?

- Yes
- No
- I don't know

6. In your opinion, the welfare initiatives of your company:

	Yes	No
Increase workers' sense of corporate belonging		
Allow workers to work with more peace of mind		
Allow to work more productively		
Improve the corporate climate and the relationship between colleagues		

PART 2. PERSONAL INFORMATION

Gender

Male	Female
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Age ranges

18-29	
30-39	
40-49	
50-59	
60-64	
> 65	

Family situation

Caregiver (small children)	
Caregiver (disabled family members)	
Caregiver (elderly parents or relatives)	

Professional role

Factory worker (blue collar)	
Office worker (white collar)	
Middle manager	
Executive	

Trade Union involvement

Activist in a trade union	
Member of a trade union	
none of the above	

Company sector

Metal	
Bank	
Insurance	
Other	

Country

Belgium	
France	
Italy	
Poland	
Portugal	
Slovenia	
Serbia	
Turkey	
Other	

SURVEY PATHWAY

WG 1

WG 2

**KICK
OFF
PARIS
26-27
Apr
2018**

**DISTANCE
WORK
Virtual
agorà
May-Oct
2018**

**FOLLOW
UP
MEETING
LISBON
23 Nov
2018**

**WORKSHOP
SC
MEETING
BRUSSELS
25 Jan
2019**

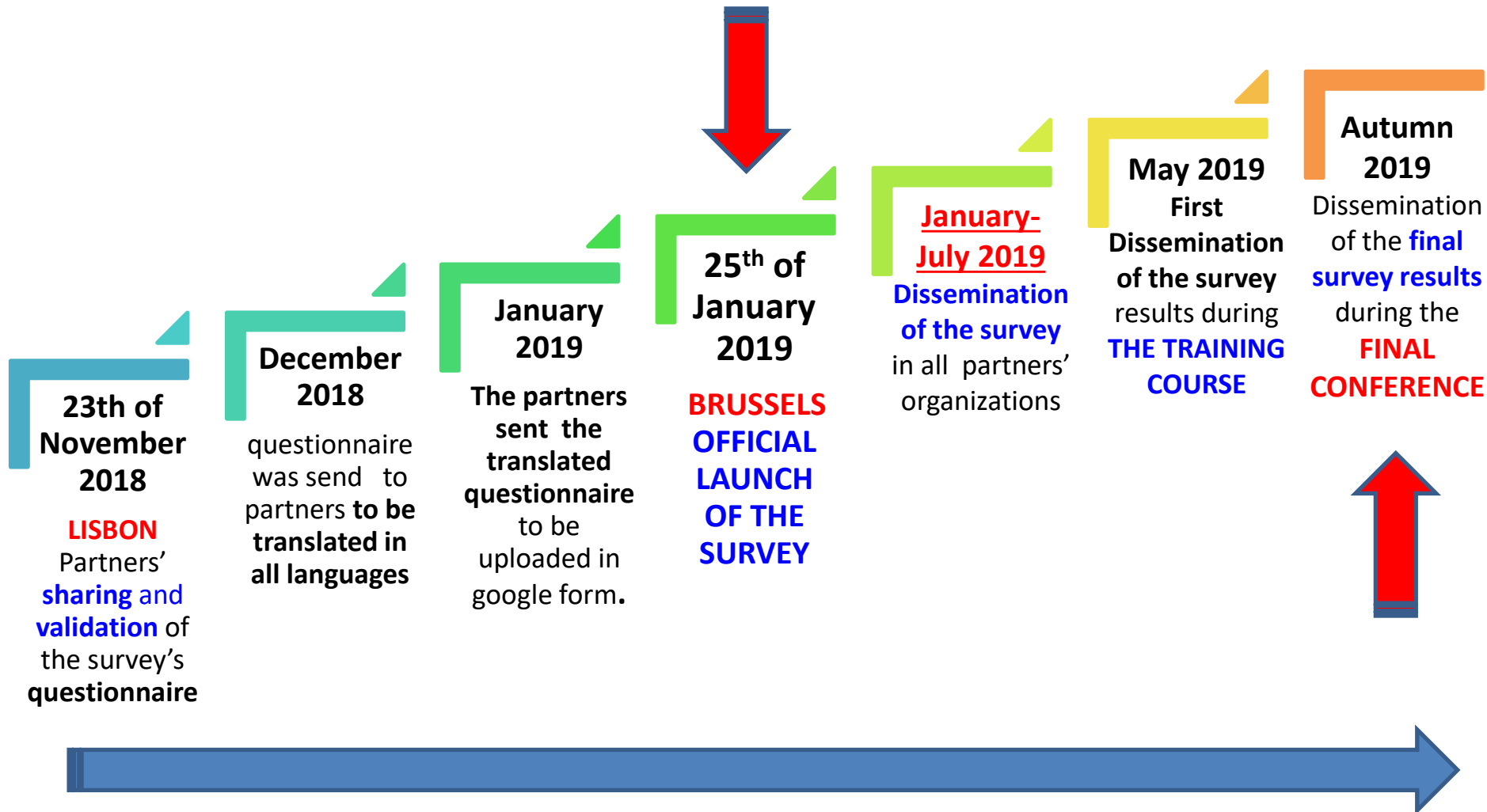
**TRAINING
COURSE
ROME
LATE
SPRING
2019**

**FINAL
CONFERENCE
AUTUMN
2019**

**FINAL
STEERING
COMMITTEE
MEETING
BELGRAD
WINTER
2019**

SURVEY

SURVEY PATHWAY





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The working groups’ activity

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The project aims

To strengthen the role of transnational bargaining and the European Social Dialogue principles in new member and candidate states

To develop & spread an innovative cooperation method
Btw EWCs, TUs and EU Federations

To Compare and disseminate different experiences and practices on welfare

To expand knowledge on Welfare European Joint Declarations Directives and programs

To define a subsidiary welfare system
Involving EWCs company/national Tus and European Federations

To provide training to build a network of expert trade unionists on subsidiary welfare negotiation

Working groups

The partners have been divided in **2 working groups**:



EWCs members and
trade unionists from
various countries and
companies in the
METAL SECTOR



EWCs members and
trade unionists from
various countries and
companies in the
FINANCIAL SECTOR



WGs' task

The work at distance

Methodology

The facilitators of each group coordinated the research and the group debate on the web through out the **Virtual Agora**, a virtual square where the group :

- **shared information** and **gathered material** about the subject.
- **debated** and exchanged opinions about the work outputs.



WGs' task

The work at distance

Working tools

1. The Analysis Form

A **questionnaire**, prepared by the facilitators of each group, to guide the research and extract the **key features** of the analyzed issues and materials, with a **special focus** on **good practices** about:

- **social dialogue** and **company agreements** on **subsidiary welfare** in the metal and financial sector at **national and transnational level**
- **the joint action of EWCs and Trade Unions** in the metal and finance sectors



WGs' task

The work at distance

Working tools

2. The SWOT Analysis

through which the groups will evaluate:

- **S**trengths and **W**eaknesses of the collected materials and their **level of innovation and effectiveness** with respect to workers' needs
- **O**pportunities and **T**hreats of the existing joint agreements of EWCs and Trade Unions in the metal and finance sectors
- How to **minimize the weaknesses** and commute the **threats into opportunities**





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ISEO Group' EWC



UniCredit Group



GRAZIE!

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