



With EU Contribution



ISEO Group' EWC



UniCredit Group



***“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***

# TRAINING COURSE & SURVEY OUTCOMES THE DISSEMINATION TOOL

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Vs/2018/0037 - ROMA - PV

# The Training aims

ROMA  
14-15 MAY  
2019



Improve participants'  
**knowledge of the European  
legislative framework and of  
the main models of company  
welfare**

Deepen the **main welfare  
systems** in the **partner  
countries** of the project

Reinforce the **awareness of  
their role as AGENTS OF  
CHANGE** through the  
reflection on some innovative  
negotiating tools.

## **Training methodology**

### **Active and participative methodologies**

Groups' activities + plenary reports and debriefing + debate

## **The target group**

**19 trade unionist** experts in company bargaining and EWC members coming from leading companies in the metal and finance sectors of the 9 project partners countries



# Training in action





# Training evaluation system



**1.  
reaction**

- final training questionnaires



**2.  
learning**

- during the training (group activities)



**3.  
behaviour**

- the Dissemination activity

**KIRKPATRICK  
MODEL**

**4. results**

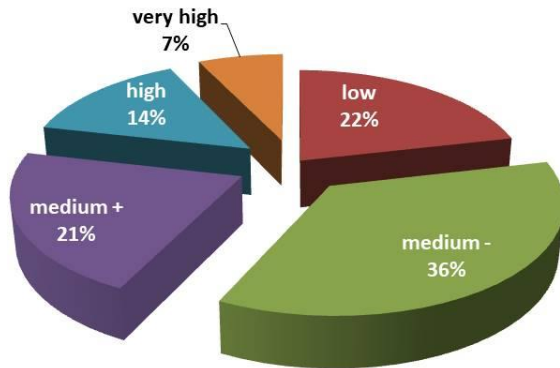
- Work methods implementation
- Negotiation initiatives on Company Welfare

# 1. reaction

## Participants' evaluation

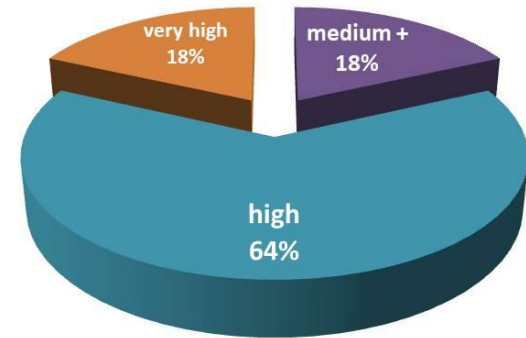
### Question A.

What level of knowledge on the topics did you have before the training?



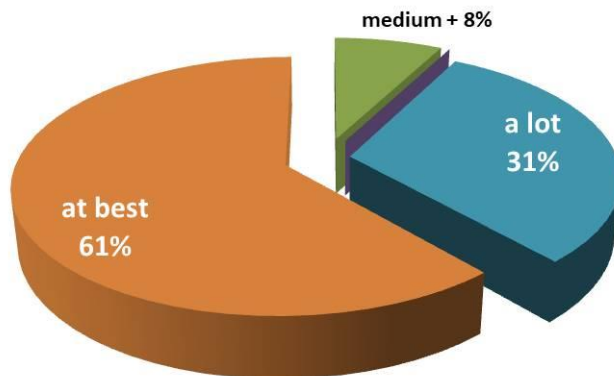
### Question B.

What level of knowledge on the topics do you have now after the training?



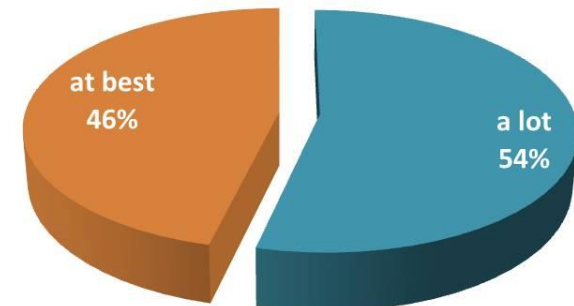
### Question C.

The training has achieved its objectives?



### Question D.

Have the subjects been treated in a clear and detailed way?

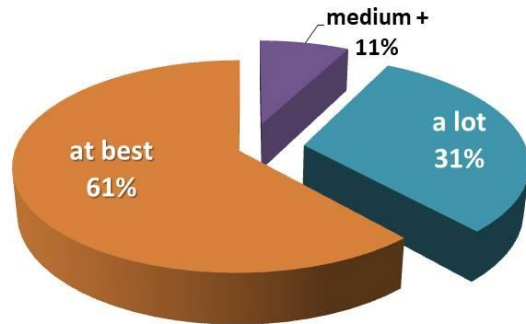


# 1. reaction

## Participants' evaluation

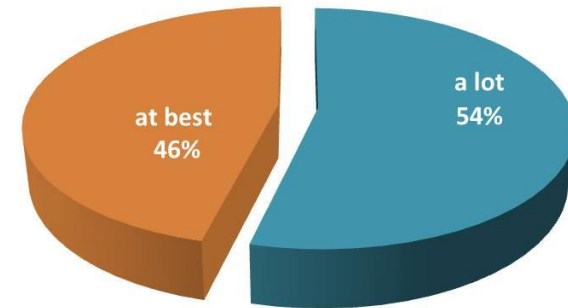
### Question E.

Do you think that the topics are **useful to your role in the trade union**?



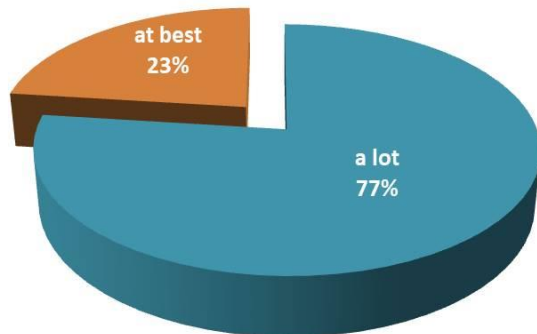
### Question F.

The training allowed me to **expand knowledge on theoretical and conceptual topics**



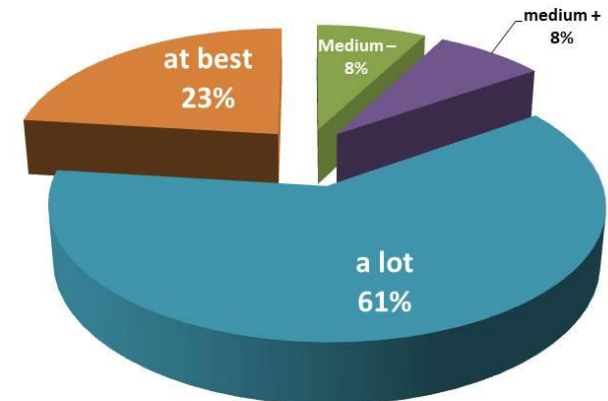
### Question G.

The training allowed me to **acquire greater capacity of analysis**



### Question H.

The training allowed me to **strengthen my role**

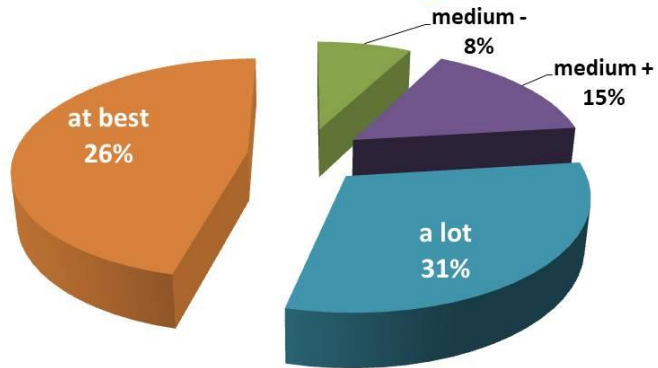


# 1. reaction

## Participants' evaluation

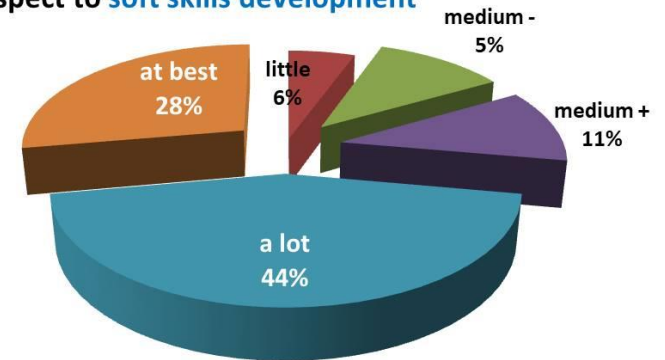
### Question I.

The training has called me in further training needs with respect to **theoretical knowledge**



### Question J.

The training has called me in further training needs with respect to **soft skills development**



# 93%

## The average level of satisfaction



1.  
reaction

**Participants'  
evaluation**



What PROGRESS did the course allow you to make?

**CONFIDENCE**  
**SCIENTIFIC APPROACH**  
**STRATEGY**  
**PROJECTWORK**  
**ANALYSIS**  
**ENTHUSIASM** **POWER** **SHARING**  
**TEAMWORK**  
**AWARENESS**  
**PERSONAL GROWTH** **NEW IDEAS**

## 2. learning

# Learning outcomes

## The participants well succeeded in increasing:



their knowledge of the **EU legislative framework on welfare**



their understanding on the difference between **retributive** and **mutualistic** welfare



their knowledge of the contractual instruments at **transnational level (EWC)**



Their expertise on innovative contractual instruments and **welfare systems based on worker needs**



their awareness on a **trade union culture based on solidarity, participation and bilaterality**

### 3. behaviour

## The dissemination activity



to spread the **project guidelines and outcomes** in the TU workplaces **at European level**

To help trade unions **improve their impact** on workers' well-being

To disseminate a **trade union culture based on solidarity, participation and bilaterality**

It is one of the  
**MOST  
IMPORTANT  
ACTION**  
for the  
**EUROPEAN  
COMMISSION**

### 3. behaviour

## The dissemination activity



### ACTIONS

- TU Meetings
- Members Meetings
- Social Dialogue Initiatives
- Informal Occasion

### CHANNELS

- Mass-media
- Internet & Social media
- TU newsletter, intranet, web site
- Emails, WhatsApp...

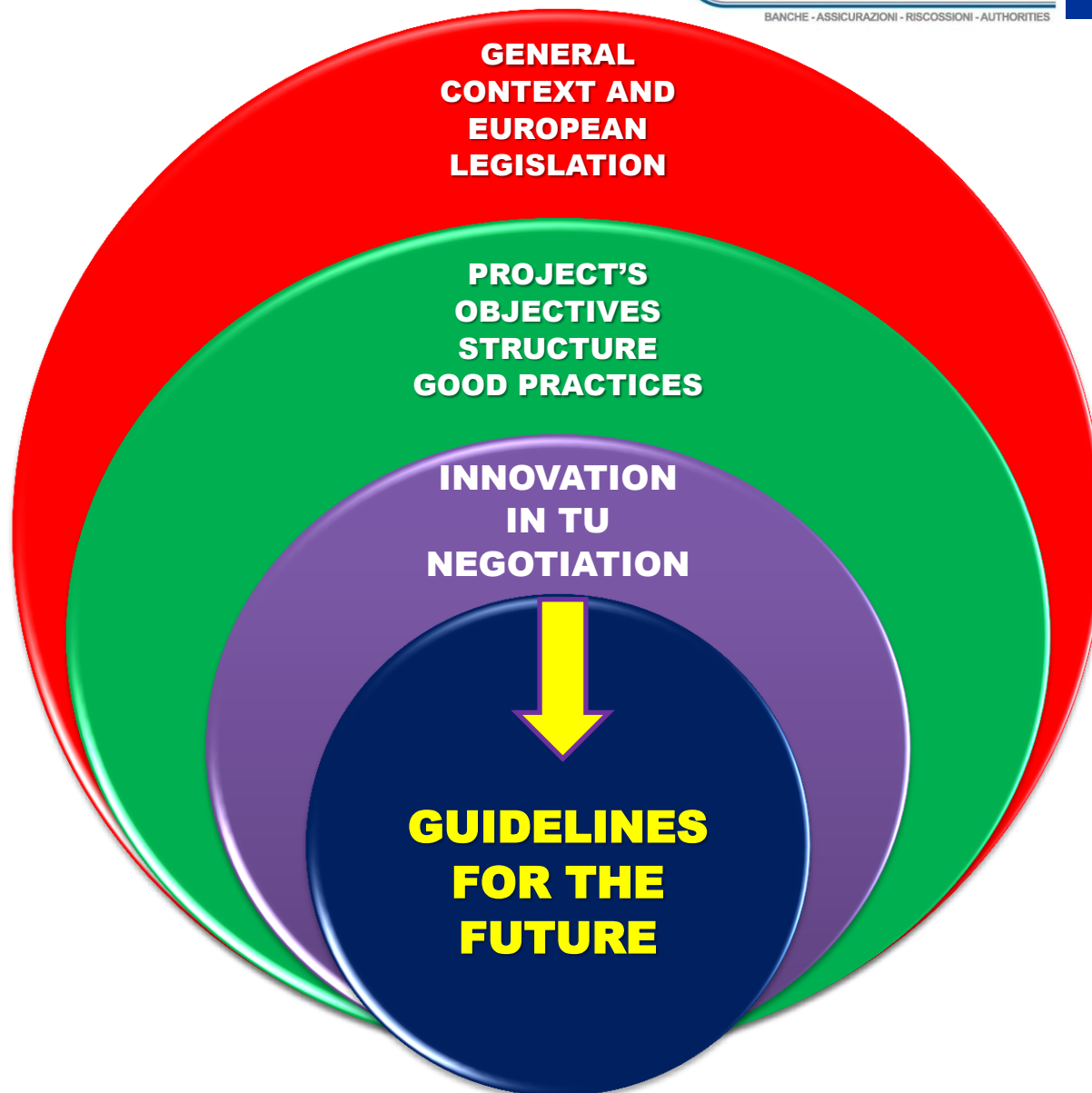
### TARGET GROUP

- company management
- others trade unions
- TU colleagues
- company workers
- general public, etc

### TOOLS & MODALITIES

- leaflet
- trade union statements
- **DISSEMINATION TOOL**

**3.  
behaviour**



**THE DISSEMINATION TOOL STRUCTURE**

# THE ON-LINE EUROPEAN SURVEY



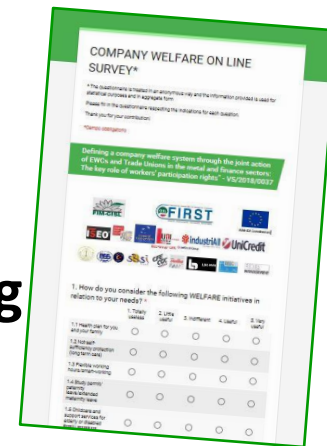
An **OPEN SURVEY VIA WEB** translated in each partner's language and spread in the metal and financial sectors throughout Europe to collect

**workers' experiences, sentiment and points of view** on

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

## The questionnaire

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



# 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.

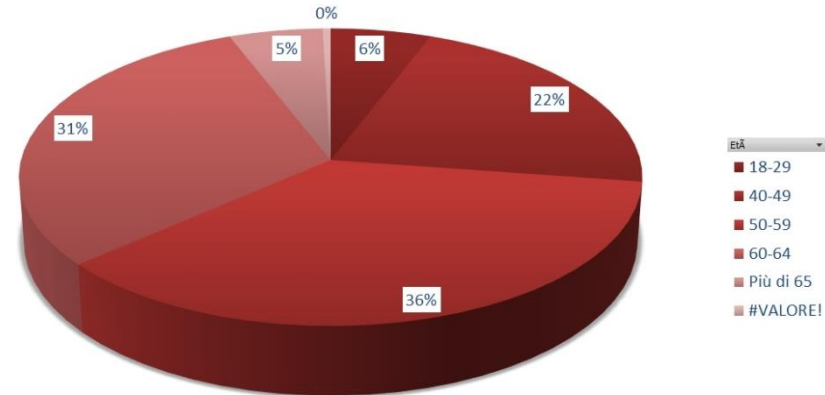
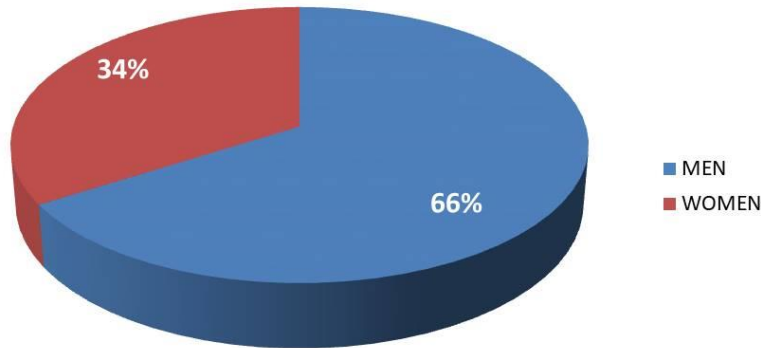
<https://goo.gl/forms/7pPfp32e7e8fzwLh2>

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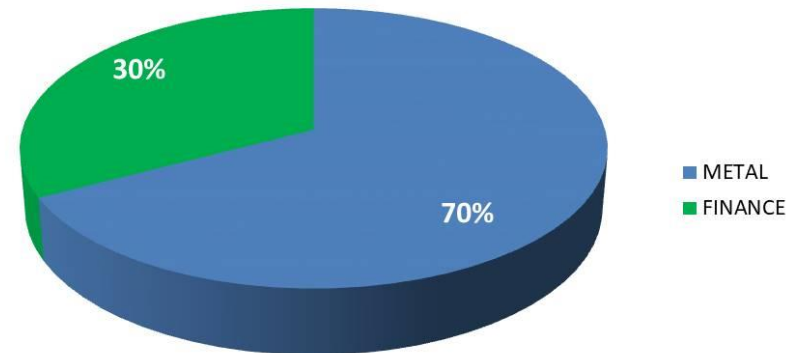
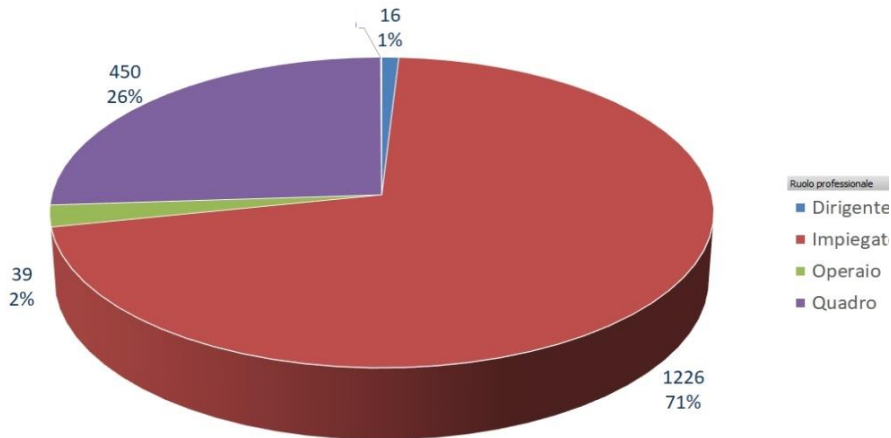


# THE SURVEY'S RESULTS

## The respondents' characteristics: GENDER - AGE - ROLE - SECTOR



**1.731 RESPONDENTS**

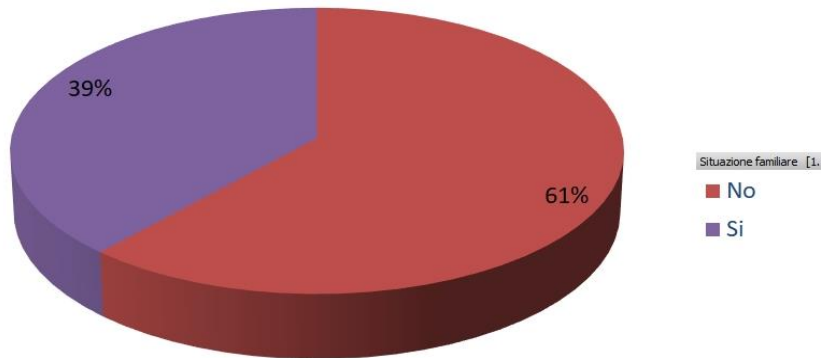




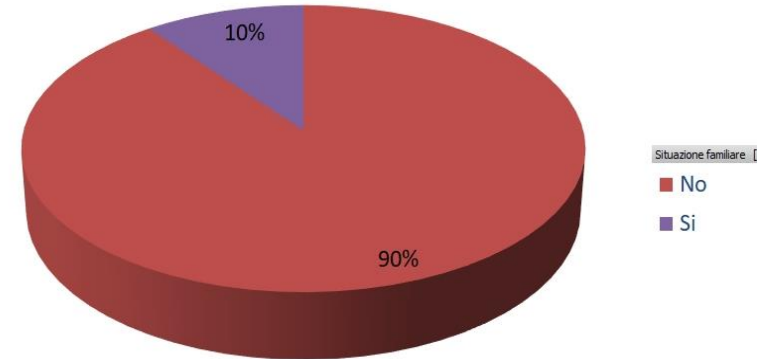
# THE SURVEY'S RESULTS

## The respondents' characteristics: CARE SITUATION + UNIONISM

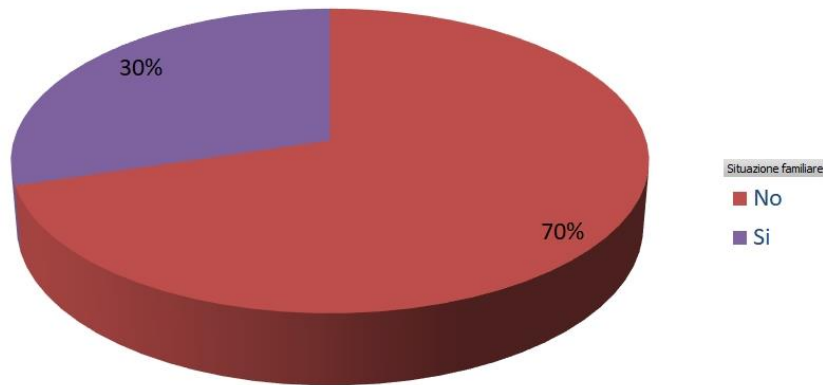
### CHILDREN



### DISABLED RELATIVES

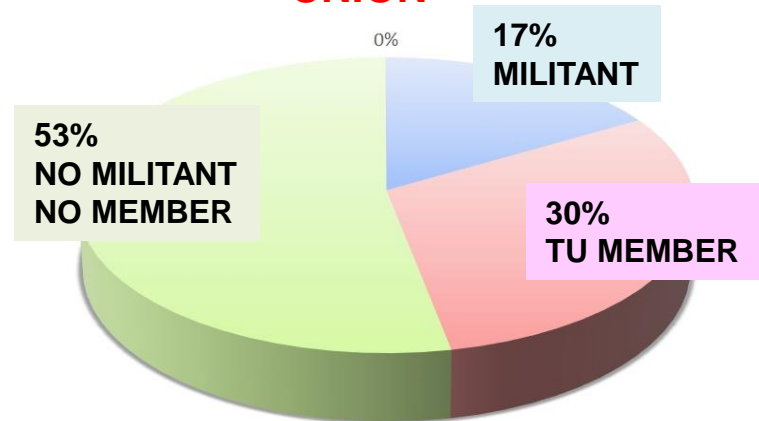


### ELDERLY RELATIVES



**1.731 RESPONDENTS**

### UNION



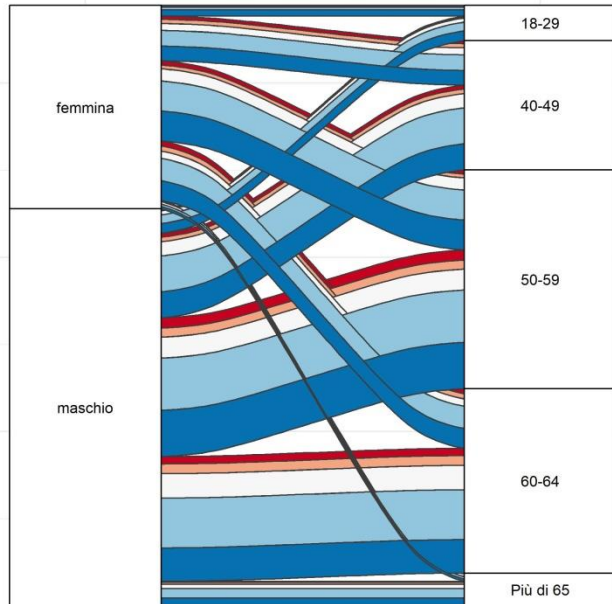
# THE SURVEY'S RESULTS

## Q1. How do you consider the following WELFARE initiatives in relation to your needs?

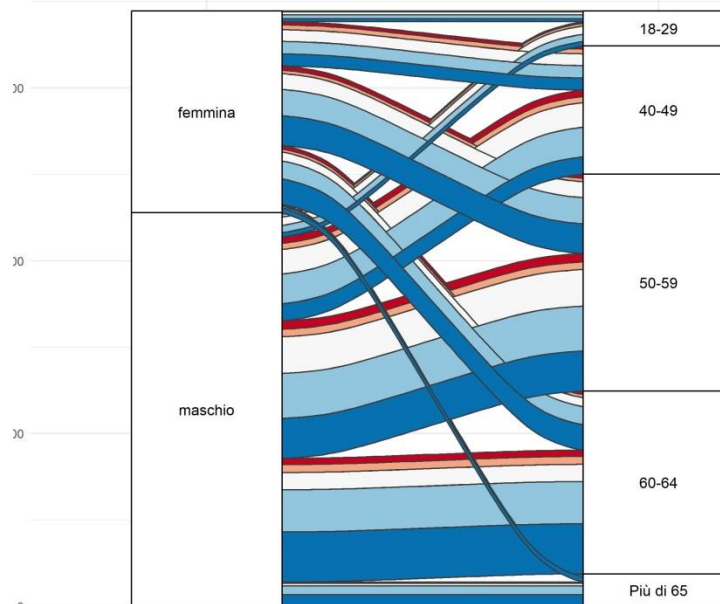
	Totally useless	Little useful	indifferent	useful	Very useful
Health plan for me and my family					
Not-self-sufficiency protection (long term care)					
Flexible working hours/smart-working					
Study permit/paternity leave/extended maternity leave					
Childcare and support services for elderly or disabled 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					

# Q1. How do you consider the following WELFARE initiatives in relation to your needs?

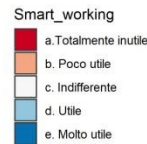
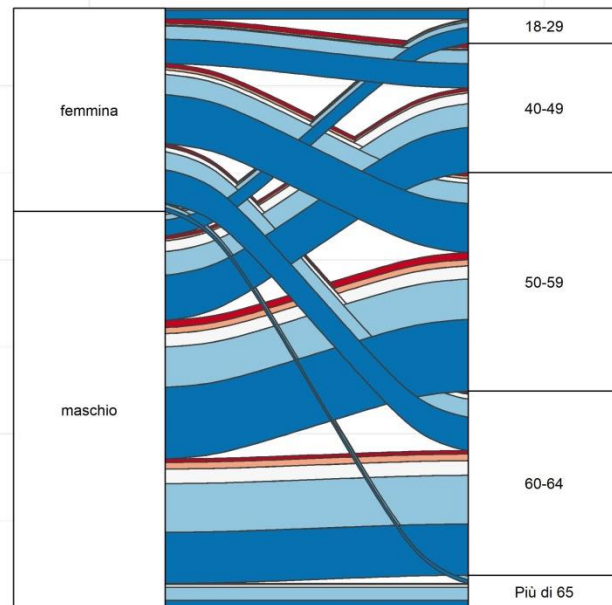
## TRAINING



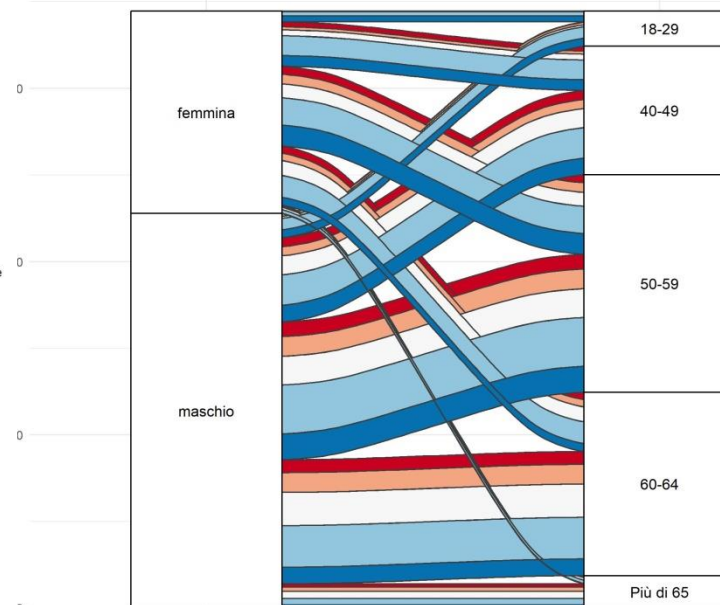
## LONG TERM CARE



## SMART WORKING

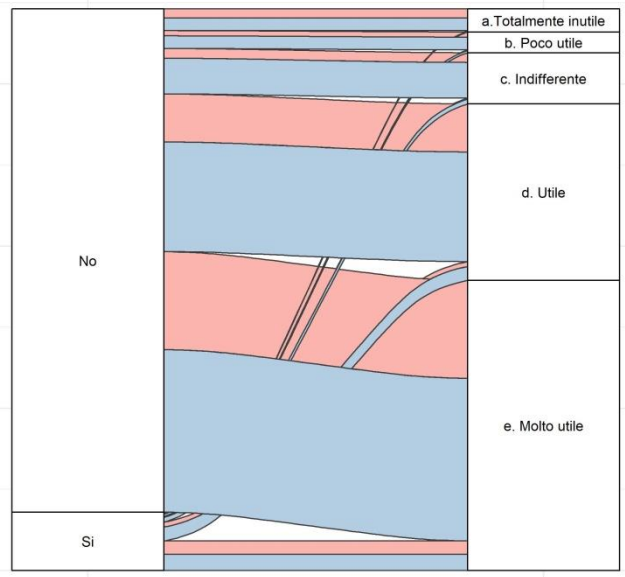


## FREE TIME



# Q1. How do you consider the following WELFARE initiatives in relation to your needs?

## SMART WORKING

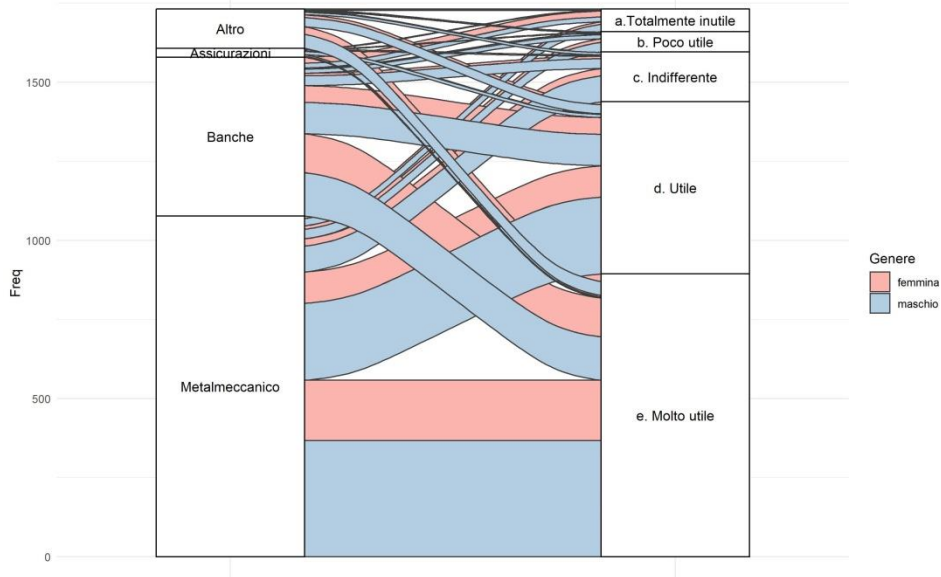


Situazione\_familiare\_disabili

Smart\_working

Genere  
 femmina  
 maschio

## SMART WORKING

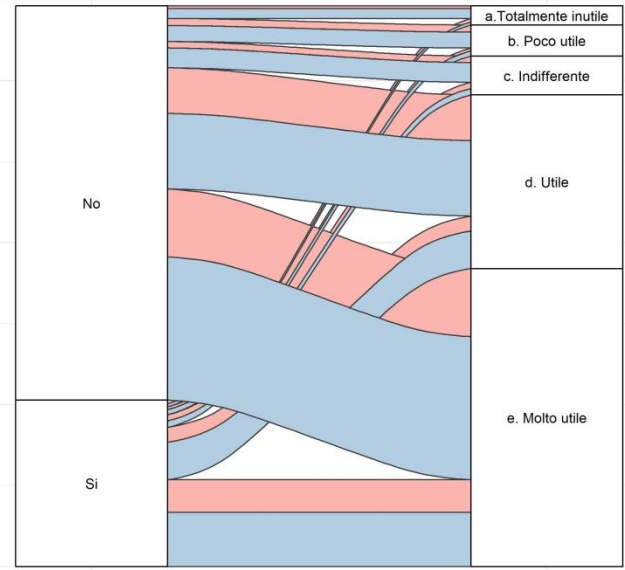


Settore

Smart\_working

Genere  
 femmina  
 maschio

## HEALTH PLAN

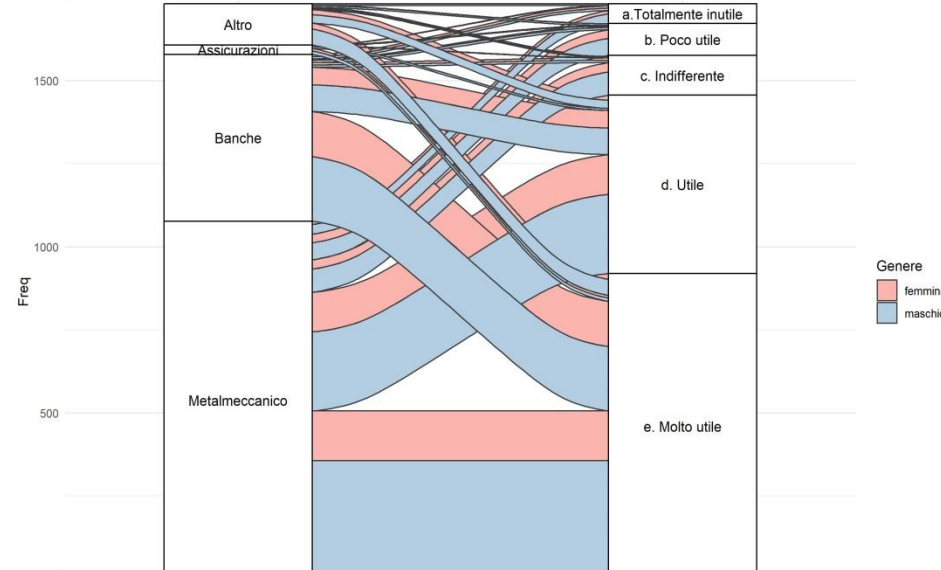


Situazione\_familiare\_anziani

Piani\_sanitari

Genere  
 femmina  
 maschio

## HEALTH PLAN



Settore

Piani\_sanitari

Genere  
 femmina  
 maschio

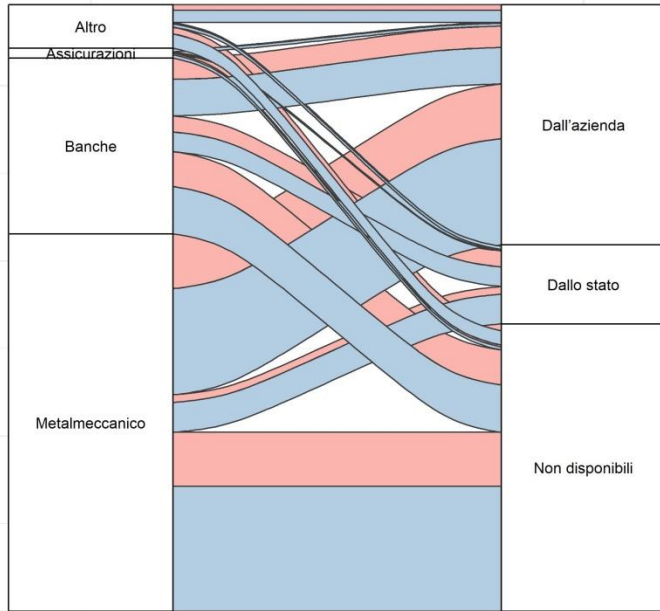
# THE SURVEY'S RESULTS

## Q2. 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			

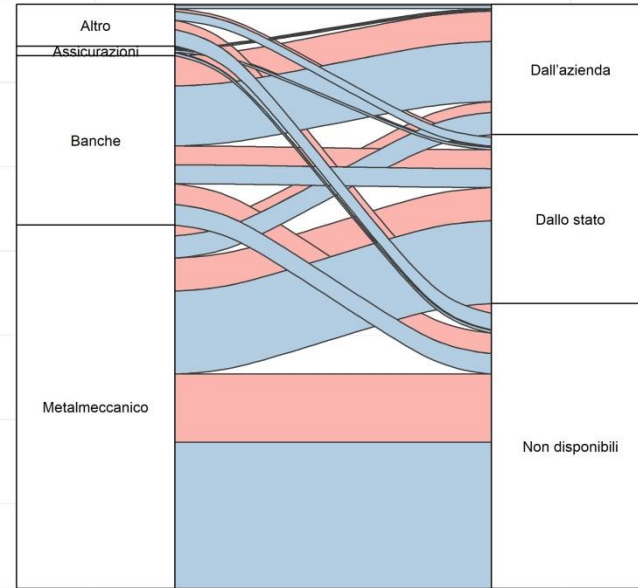
# Q2. Which of the WELFARE initiatives are made available by your company or state?

## TRAINING



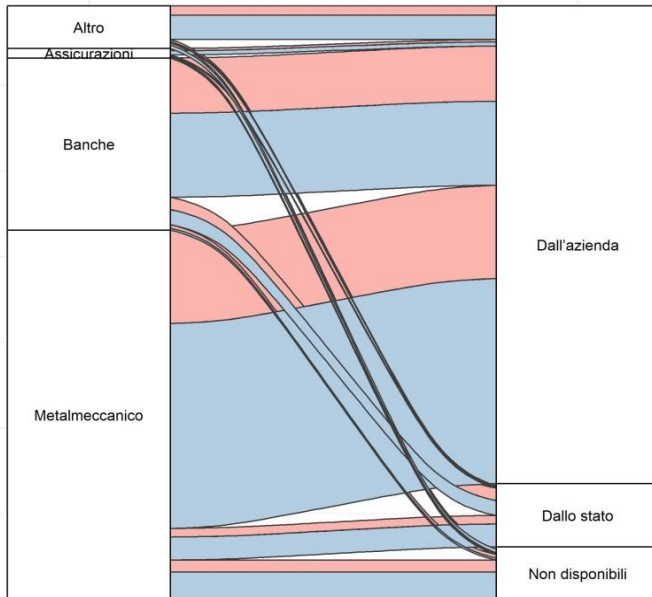
Genere  
 femmina  
 maschio

## LONG TERM CARE



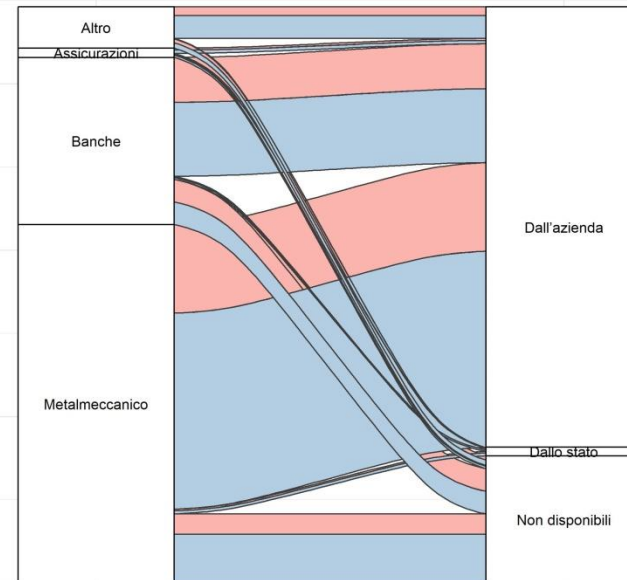
Genere  
 femmina  
 maschio

## HEALTH PLAN



Genere  
 femmina  
 maschio

## SMART WORKING



Genere  
 femmina  
 maschio

# THE SURVEY'S RESULTS

**Q3. 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

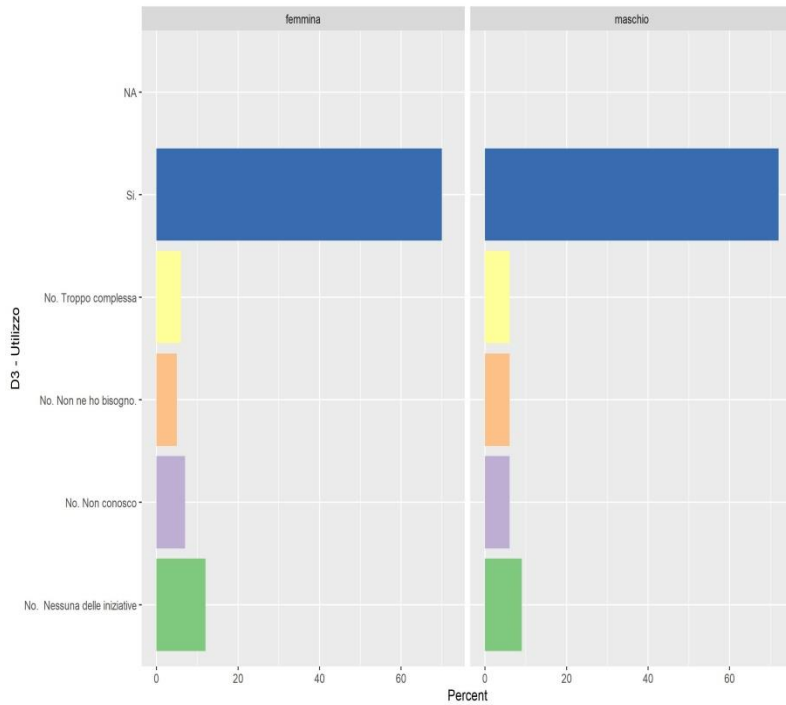
**Q4. How satisfied are you in general with the welfare services offered by your company?**

1. little	2.	3.	4.	5. very much
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# Q3. Are you currently using one of the optional WELFARE initiatives provided by your company?

## WOMEN

## MEN

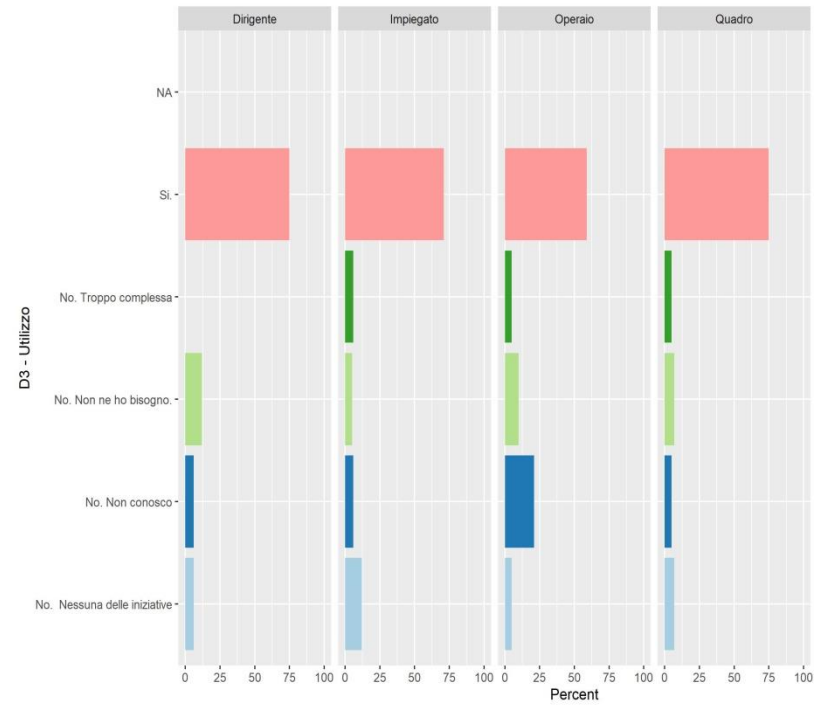


## EXEC

## WHITE C

## BLU C

## MIDDLE M

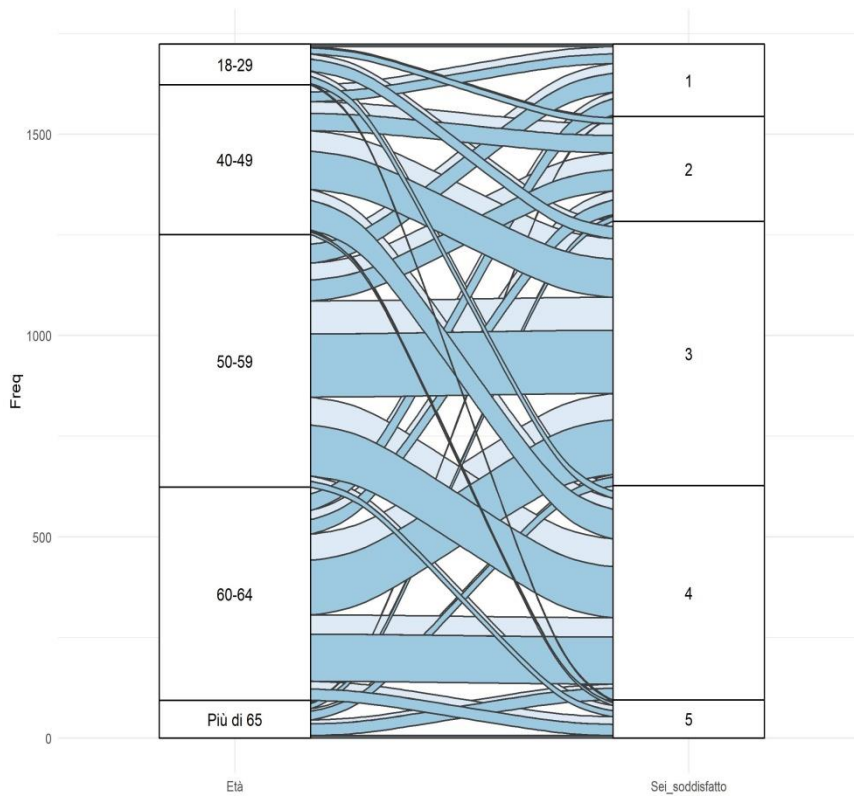




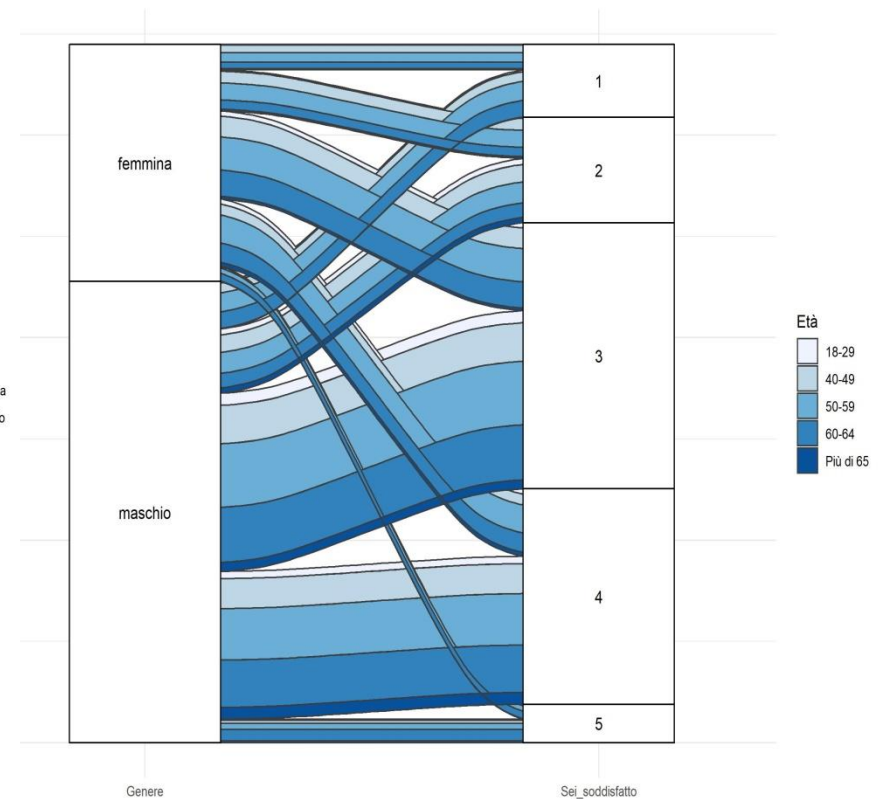
# Q4. How satisfied are you in general with the welfare services offered by your company?

1. little	2.	3.	4.	5. very much
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## AGE



## GENDER



# THE SURVEY'S RESULTS

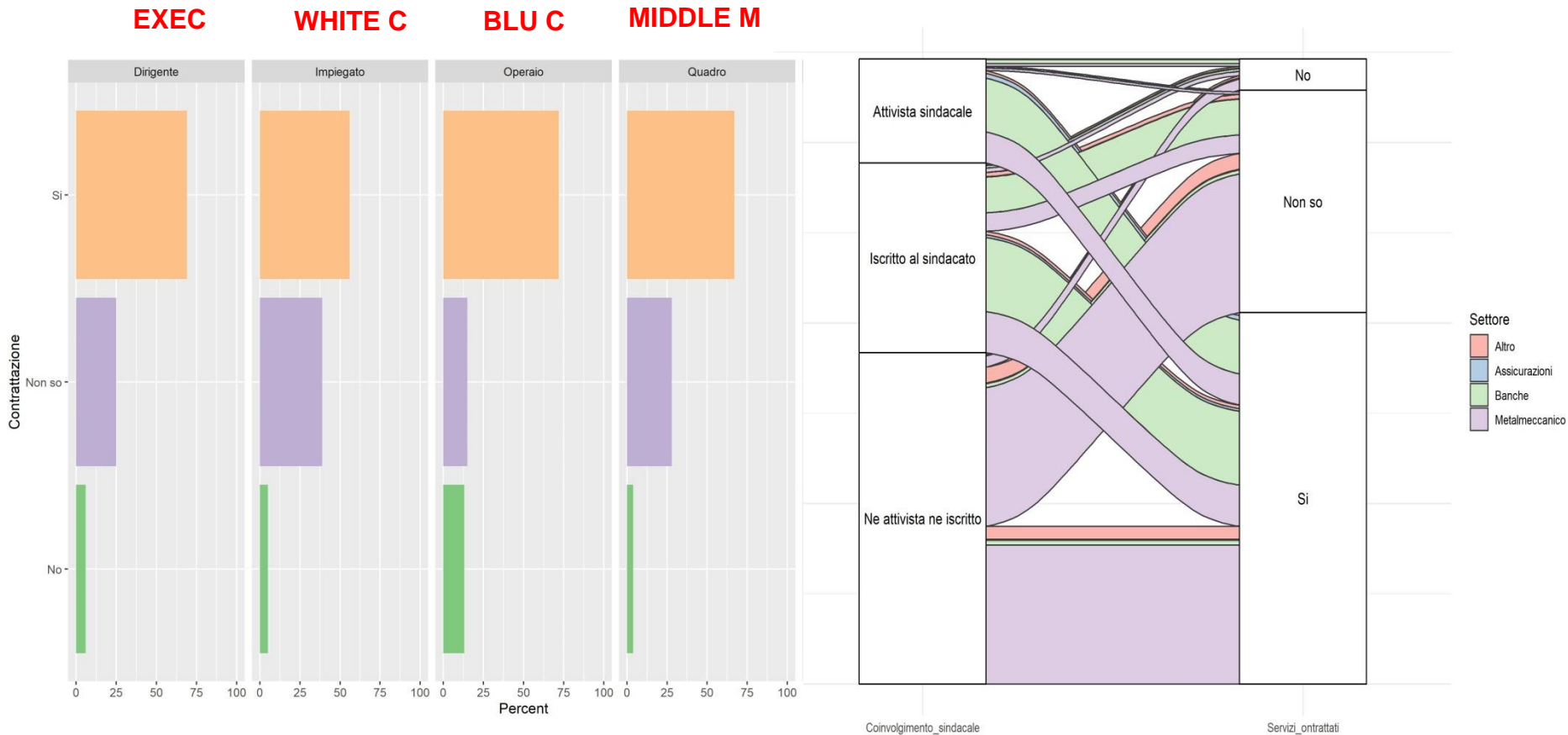
**Q5. Are the welfare services offered by your company the result of collective bargaining or of negotiations with trade unions?**

- Yes
- No
- I don't know

**Q6. In your opinion, the welfare initiatives of your company:**

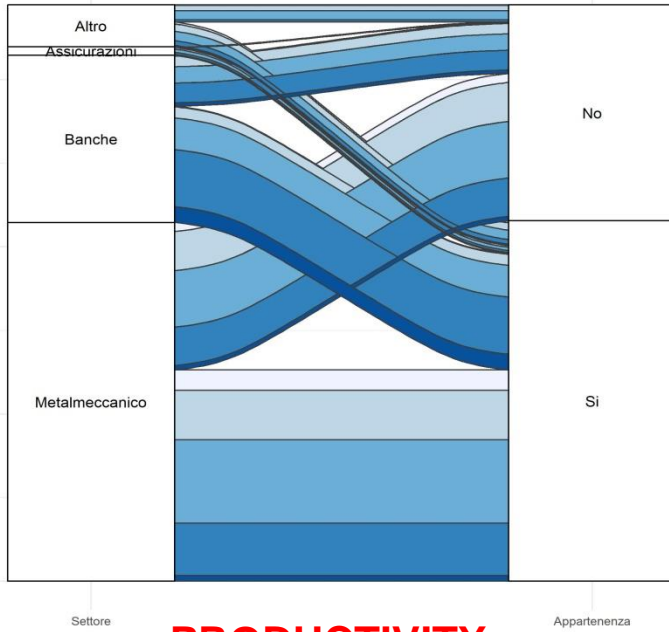
	Yes	No
Increase workers' sense of corporate belonging		
Allow workers to work with more peace of mind		
Allow to work more productively		
Improve the corporate climate and the relationship between colleagues		

# Q5. Are the welfare services offered by your company the result of collective bargaining or of negotiations with trade unions?

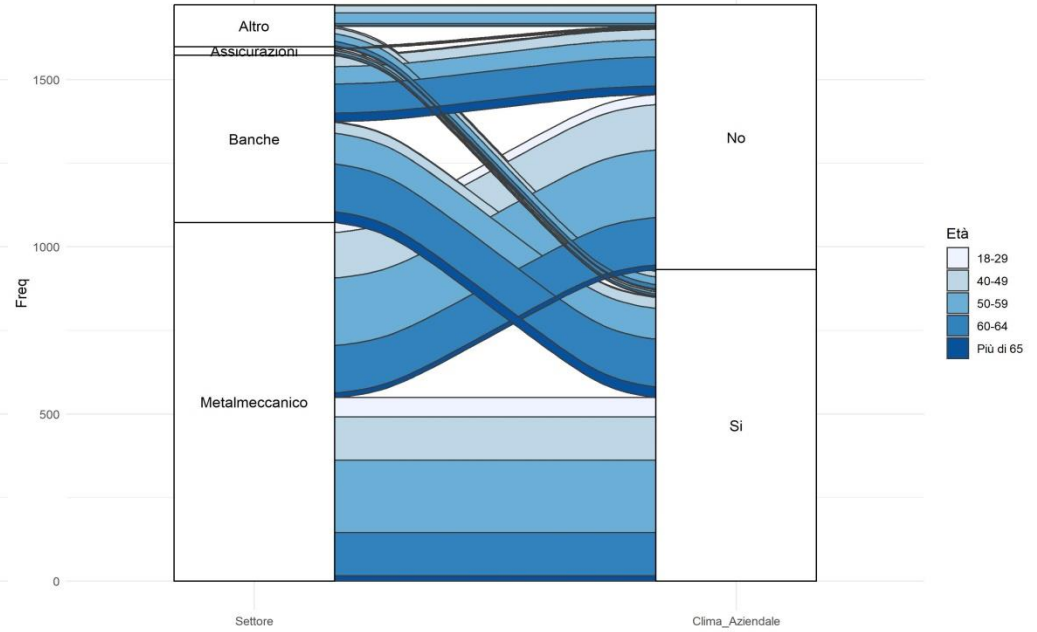


# Q6. In your opinion, the welfare initiatives of your company INCREASE:

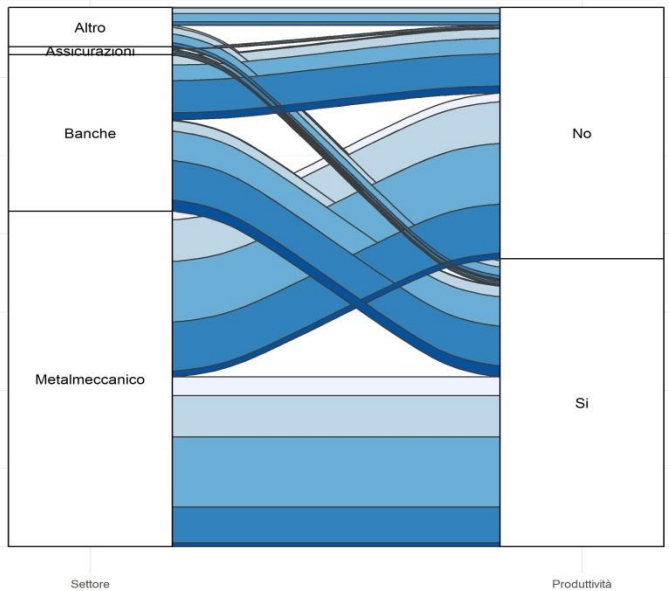
## SENSE OF BELONGING



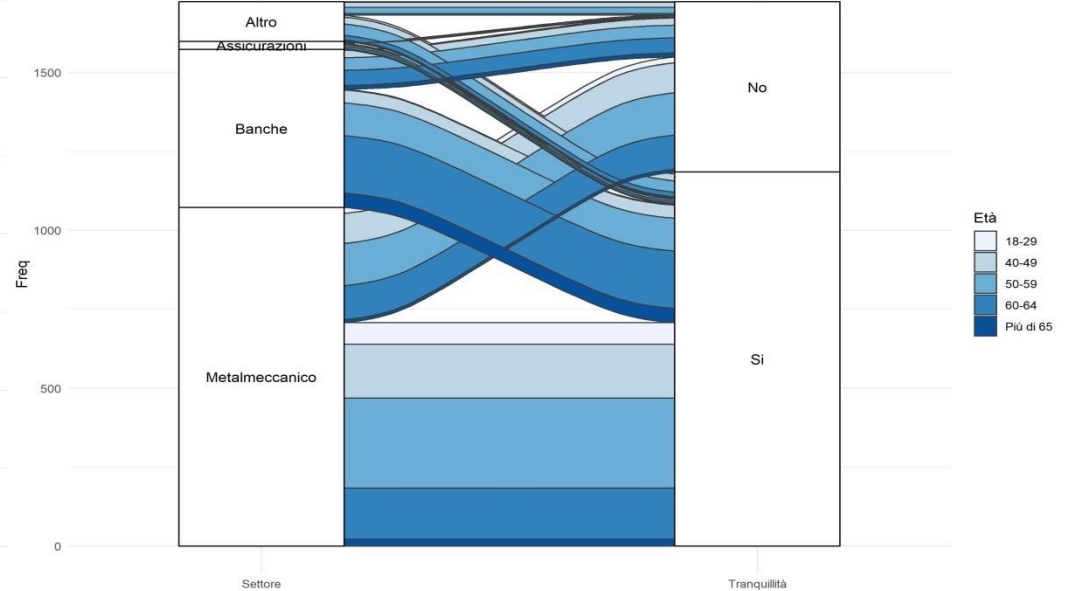
## COMPANY CLIMATE



## PRODUCTIVITY



## PEACE OF MIND





With EU Contribution



ISEO Group' EWC



UniCredit Group



# GRAZIE!

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