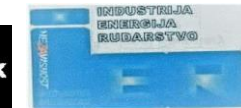




With EU Contribution



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

PROJECT PRESENTATION

General context, objectives and structure

Sabrina Brezzo

Project Manager – FIRST CISL

VS/2018/0037

Lisbona – SB

The European context

The social welfare is one of the fundamental rights of the European Union

The European Directive 89/391 gives the **employer the responsibility of the worker's well-being** stating that the employer is obliged to ***"adapt the work to the individual"***.

The Commission in its 2004 White Paper declares that the general interest, based on the principle of solidarity, **guarantees the person / citizen to benefit from fundamental rights at a high level of social protection**

The European context

The social welfare is one of the fundamental rights of the European Union

The social welfare, at the single state of the Union level, is characterized by **evident disparities**, by standards of non-comparable services and by **regulatory gaps**.

Therefore, the general increase in welfare levels can only be achieved thanks to **better public-private partnerships** and developing **a subsidiary welfare system**

The European context



No Community regulatory framework for transnational bargaining.

Any agreement signed by the social dialogue actors at supranational level **are not directly enforceable**

On the other side..



It is increasingly strategic to

negotiate agreements at European level to define a **subsidiary company welfare system** and **guarantee homogeneity of treatment** to workers in all the plants where multinational companies operate

The European context

It is therefore necessary to plan a **different system of agreements and rules**, **which should simultaneously involve**:



Heterogeneous rights

Due to the lack of a coordinated policy at European level, individual states may adopt incentive tax policies (as in Italy), **but the differentiated use of the tax lever may result in heterogeneity among workers of the same company operating in different states.**

In the initial phase of our project, **an in-depth analysis and study of the Community legislation and of the individual European States with regard to welfare will be carried out.**

This part will constitute a rich patrimony of knowledge available to the partners, but above all to the European Federations **(IndustriAll Europe Trade Union and UNI Europa)** actively involved in the project, which will be able to take advantage of this set of knowledge in their actions as subjects of the European social dialogue **sector to promote the introduction of homogeneous legislation throughout the Community perimeter on tax advantages aimed at welfare policies.**

The project general aims

**To develop, test and spread
an innovative method of
joint action**

between members of EWCs and
company, national and European
trade unions aimed at achieving
**new forms of company welfare
negotiation**

**To move from the rights of mere
information and consultation to
real participation**

in the European negotiations
through a **synergic approach**, able to
overcome workers' representatives' (trade
unions and EWCs) weaknesses.

The project objectives

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

The partnership



The project work-packages

The project will last **2 years** and includes

4 categories of activities

1. **STRATEGY AND TACTICS** - under the responsibility of the Project manager and the Steering Committee
2. **STUDY RESEARCH AND ANALYSIS** - Remote working of the Working Groups, meeting for discussion and sharing
3. **EVALUATION AND FOLLOW UP**
4. **DISSEMINATION OF RESULTS** - a Workshop, a Training Course and an European Conference.

The project structure



The project structure

1. KICK OFF

**KICK OFF
PARIS**

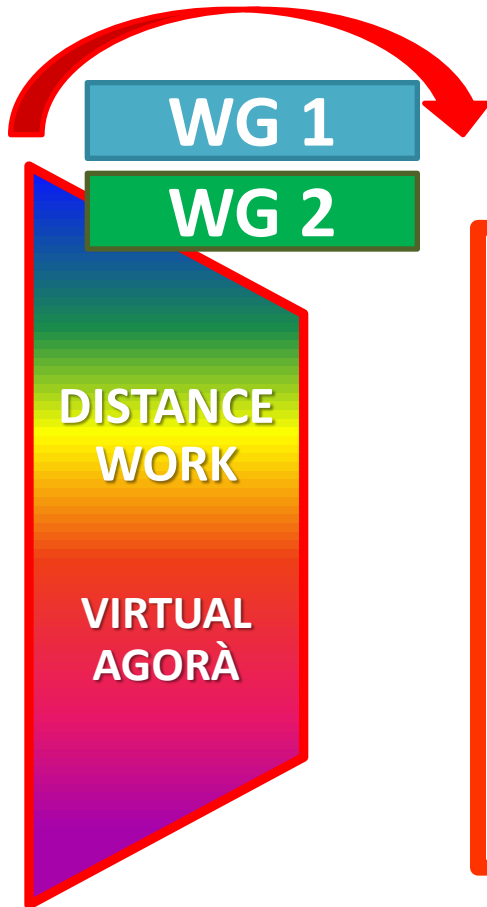
The first meeting of the partners.
It was at the same time a **knowledge and operational meeting.**
The meeting brought together all the members of the Steering Committee, the trainers and the working group facilitators



26-27 Apr 2018

The project structure

2. DISTANT WORK



Research and analysis activities at distance.

The partners were divided into **2 working groups** according to their sector of origin: **metal & finance.**

The 2 groups worked separately for **5 months** using the web platform "**Virtual Agora**" **collecting and examining good practices** of contracted corporate welfare



May – October 2018

The project structure

3. FOLLOW UP MEETING

FOLLOW UP MEETING
LISBON

At the end of the distance work, the Steering Committee meets today **to share the results** of the research and start to **think about a case study**.

It will also **analyze, share and validate** the **questionnaire of a web-based survey** to **collect the welfare needs of workers** and their perspective on the welfare policies of their companies.



today

The project structure

4. WORKSHOP + STEERING COMMITTEE

**WORKSHOP
SC
MEETING**

**25 JANUARY
BRUSSELS**

It will take place at the **European Economic and Social Committee (EESC)** and will include:

- **A round table of the highest value** in the presence of the Secretaries-General of the Italian trade unions, representatives of the EC, and high level European personalities.
- An operational meeting to discuss the results achieved so far
- **The official launch of the European online survey** that will involve metalworkers and financial workers from all partner countries.



**January
2019**

The project structure

5. TRAINING COURSE

TRAINING COURSE

A **2 days course** to investigate, analyze and test tools and strategies to build up a **new system of industrial relations on transnational basis** in the company welfare.
Target : **30** reps and EWC members from the partner organizations



SPRING 2019

The project structure

6. FINAL CONFERENCE



Open to participation and discussion among the actors of the social dialogue.

To disseminate the results of the project and reflect on the possible evolutions.

The website, the political recommendations and the collected good practices will be presented



**AUTUMN
2019**

The project structure

7. FINAL STEERING COMMITTEE

**FINAL
STEERING
COMMITTEE
MEETING**

Last meeting of the Steering Committee.
The meeting will be dedicated to the **overall evaluation** of the project outcomes and the options for future development.



**WINTER
2019**

The Agenda

Registration and preliminary information

09:00 Opening of the session

- Luciano Malvolti FIRST CISL

Welcoming and greetings from the hosting Portuguese trade union

- SBSI Trade Union

Icebreaker group activity

- Anna Masiello FIRST CISL

Project in progress: a critical reflection at halfway and the activities

that await us

- Sabrina Brezzo Project Manager FIRST CISL

The Welfare System in UniCredit Bank

- Emanuele Recchia, Head of UniCredit Labour Policies, Industrial Relations and Welfare

Why do we deal with a case study? A methodological guide

- Domenico Iodice FIRST CISL

The case study: Teamwork coordinated by Gabriele Fiore (FIM), Antonio Masciale (FIRST) and Stefano Peppoloni (FIM)

Report back and debriefing of the case study results

Paola Vinciguerra FIRST CISL

Domenico Iodice FIRST CISL

13:30 – 14:45 Lunch break

14:45 Distance working: the interaction between the partners –

Proposal for a Survey on line. Discussion

Paola Vinciguerra FIRST CISL

Summary of the Metal Working Group (WG1)

Gabriele Fiore FIM CISL

Summary of the Finance Working Group (WG2)

Antonio Masciale FIRST CISL

First hypothesis for building up and sharing a unitary document

Domenico Iodice FIRST CISL

Conclusions and next steps

Sabrina Brezzo, Project Manager – FIRST CISL

17:30 End of the meeting



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ADMINISTRATIVE PROCEDURES

1. ADMINISTRATIVE RULES:

All original receipts of travel and subsistence costs related to the project must be sent to:

FIRST-CISL

European Project - VS/2018/0037

Via Modena 5

00184 Rome

ITALY

2. ADMINISTRATIVE RULES :

The cost of airfare must not exceed the amount indicated in the project budget (350.00 euros) and must be in economic class to be accepted by the European Commission. It's necessary to include the **boarding passes** and **flight tickets** when applying for the reimbursement.

3. ADMINISTRATIVE RULES :

It's necessary to include the original copies of the all actual costs incurred (no standard amounts are paid). In the case of a different currency from Euro you have to attach a brief description of the expenses.

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4. ADMINISTRATIVE RULES :

To obtain the reimbursement of expenses you must use our format to which must be attached all the evidence of expenditure. Taxi refunds are accepted only when there is no other means of transport or when it is essential (for example: you arrive at the airport during the night). In any case, the rule is: use public transport.

NOTE: However, the use of the taxi must be justified!

5. ADMINISTRATIVE RULES :

The trip by car does NOT provide for a refund.

Exceptionally, in the case of travel by car, you can request the reimbursement of the fee for the **train journey in first class**, using our refund format.

Therefore, the expenses associated with the use of a car (motorway tolls, car parks, etc.) **are not reimbursed** anyway.



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Grazie!