



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 WORKING GROUPS' ACTIVITY AT DISTANCE

Paola Vinciguerra

FIRST , National Training Officer

The project aims

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

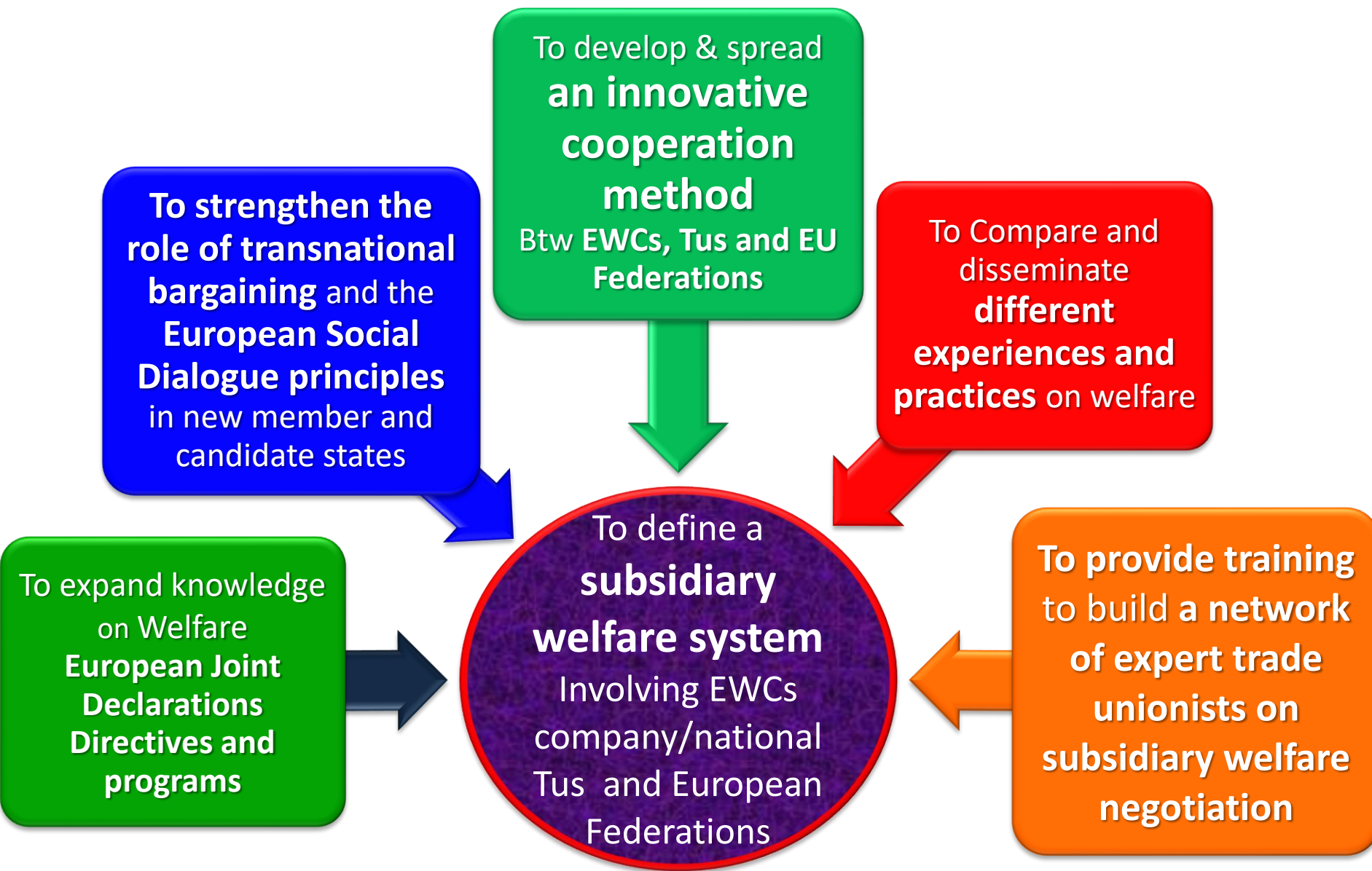
To develop & spread an innovative cooperation method
Btw EWCs, Tus and EU Federations

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

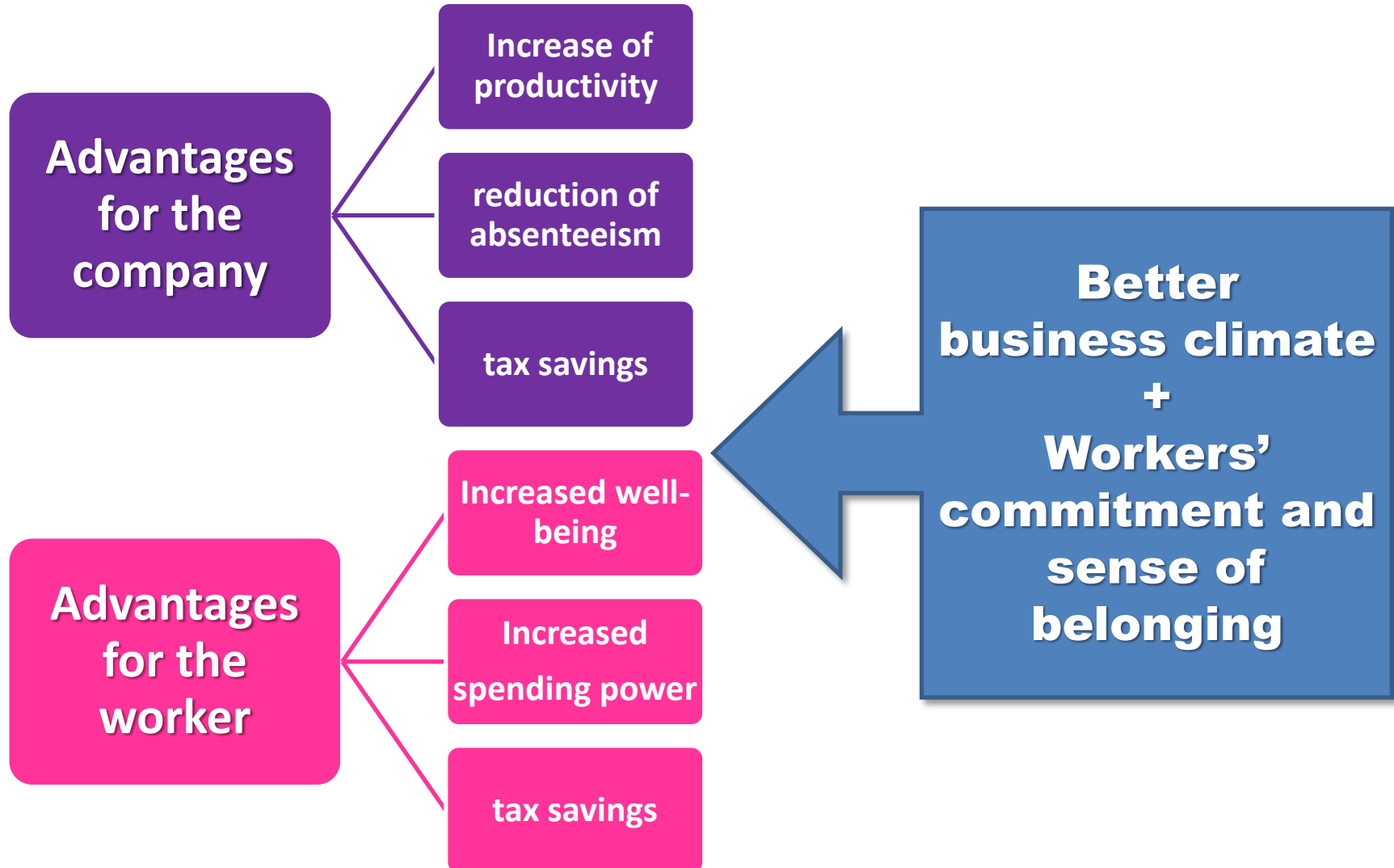


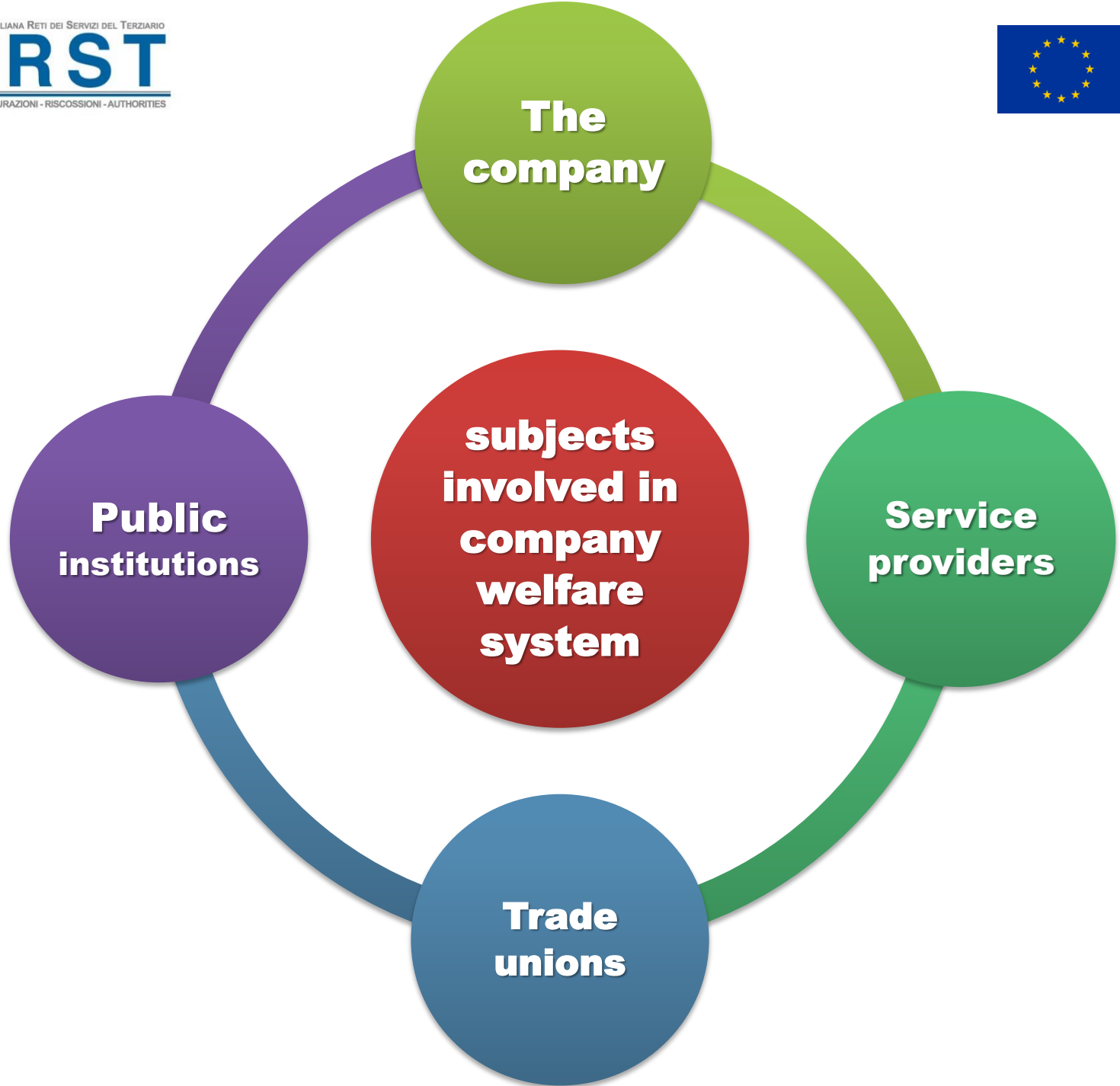
The project structure



The company welfare system

benefits and services offered by a company to improve employees private and working life







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The working groups' activity

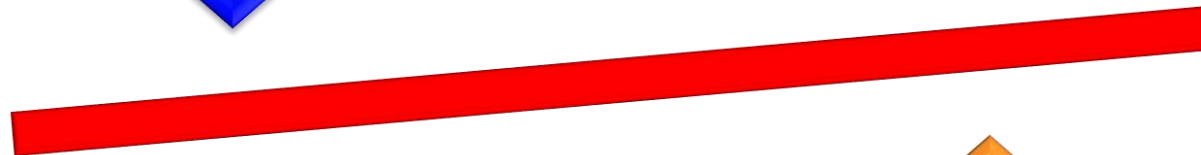
Paola Vinciguerra

FIRST , National Training Officer

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



The WGs' task

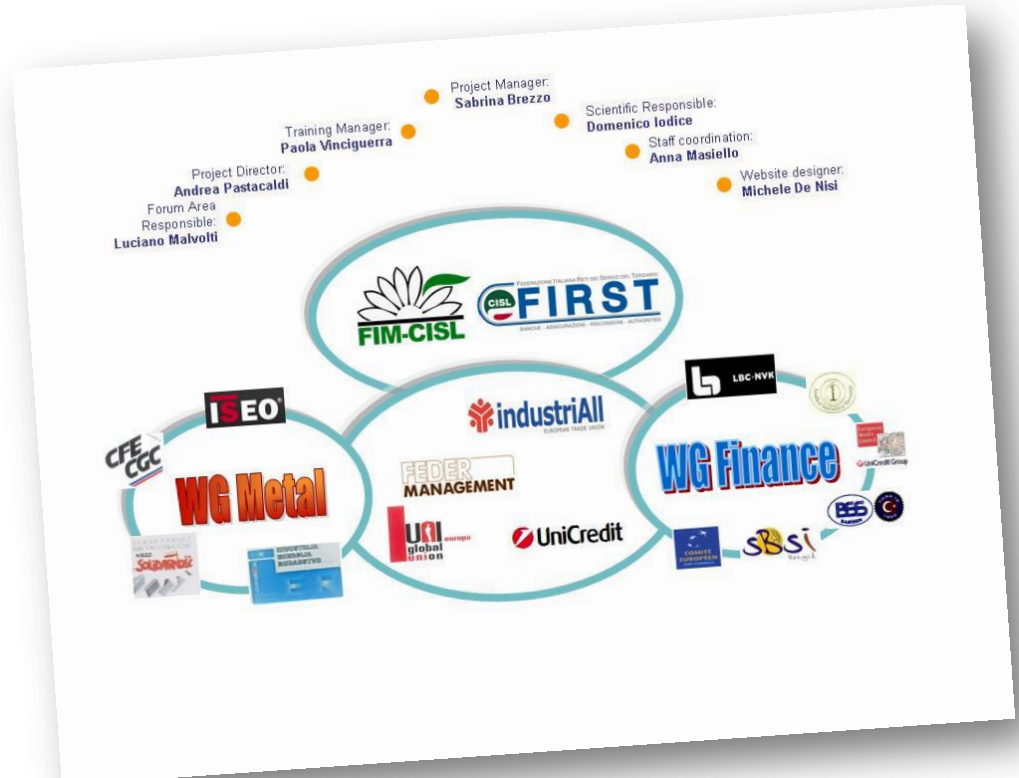
The work at distance



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.



The 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



The 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**



The WG1 composition



Metal sector

The working group 1 consists of trade unionists coming from:

- Fédération de la Métallurgie CFE-CGC (FRANCE)
- IER-NEZAVISNOST (SERBIA)
- FIM CISL (ITALY)
- NSZZ Solidarność (POLAND)
- ISEO Group' EWC (ITALY)



2 facilitators

one from the **metal** sector (**Gabriele Fiore - FIM**) and one from the **financial** sector (**Paola Vinciguerra - FIRST**)

The Training Manager supervision will ensure the compliance with the working standards

The WG1 field of investigation



Taking into account the European framework (EU Directives, European Commission Work Program, European Parliament Resolutions, etc.),

the group **researched** and **analyzed** laws, **European (EWC)**, **national and company agreements and social dialogue good practices** aimed at setting and developing a **welfare system at company & transnational group level** in the **metal sector**



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

THE WG1 DISTANT WORK THE EUROPEAN METAL SECTOR GOOD PRACTICES

THE EXPERIENCE OF POLAND

EWC AGREEMENT

DOCUMENT'S TITLE: Framework agreement for the new Whirlpool Europe employees committee

COUNTRY: Poland **_SECTOR:** Metal

DOCUMENT'S DATE: 01.07.2016

CONTENT (KEY ELEMENTS)

- Considerations, objective, definitions, geographical area
- Functions, **workers representation**, allocation of seats
- trainings
- meetings, bodies, experts
- expenses, duration of the agreement

THE EXPERIENCE OF POLAND - SWOT ANALYSIS

Strengths

- Consultation of matters concerning the group on European level
- Possibility of introducing new work methods
- direct interference in the subject of production relocation

Weaknesses

- not all members know English
- No possibility to enforce good innovative improvements
- Lack of funds for training investments

Opportunities

- early intervention in significant operational and organizational changes
- discussion and anticipation of the health and safety at work
- investment plans, where in which country

Threats

- no special threats

WHIRLPOOL EWC AGREEMENT

DOCUMENT'S TITLE:
Framework agreement
for the new Whirlpool
Europe employees
committee

COUNTRY: Poland

SECTOR: Metal

DOCUMENT'S DATE:
01.07.2016

THE EXPERIENCE OF POLAND

SOCIAL DIALOGUE GOOD PRACTICE

Good employer practices Lacroix Electronics in Kwidzyn

COUNTRY: Poland COMPANY: Lacroix

SECTOR: Metal

CONTENT (KEY ELEMENTS)

- Employment of a concierge
- Free legal advice for employees
- Funding for studies, lunches, sport events etc.
- Support to the Company's Social Benefits Fund

THE EXPERIENCE OF POLAND - SWOT ANALYSIS

Strengths

- Incentive for new employees
- Satisfaction for new employees
- Good company image
- Saving time of employees
-

Weaknesses

- Not everyone enjoys
-
-
-
-
-

Opportunities

- Improvement of weel-being
- Health improvement
-
-
-
-

Threats

-
- Workers demanding attitude – the more they have, the more they want

**LACROIX ELECTRONICS
 SOCIAL DIALOGUE
 GOOD PRACTICE**

Good employer practices

Lacroix Electronics in

Kwidzyn

COUNTRY: Poland

COMPANY: Lacroix

SECTOR: Metal

THE EXPERIENCE OF POLAND

COMPANY COLLECTIVE AGREEMENT

DOCUMENT'S TITLE: Charter on Labour relations within the Volkswagen Group

COUNTRY: Poland **COMPANY:** Volkswagen Group **SECTOR:** Metal

DOCUMENT'S DATE: 30.11.2011

CONTENT (KEY ELEMENTS)

- Preamble
- **Principles, participation**
- General rules
- Other provisions

THE EXPERIENCE OF POLAND - SWOT ANALYSIS

Strengths

- Participation of employee representation in the functioning of company
- The presence of employee representation in strategic company topics
- Impact of employee representation on company development and stability

Weaknesses

- Adapting the document to the current, changing socio-economic situation

Opportunities

- A stronger voice of employees
- Strengthening of employee representation
- Professionalisation of employee representation

Threats

- bearing greater responsibility by employees' representations

VOLKSWAGEN COMPANY COLLECTIVE AGREEMENT

**DOCUMENT'S TITLE:
Charter on Labour
relations within the
Volkswagen Group**

**COUNTRY: Poland
COMPANY: Volkswagen
Group SECTOR: Metal
DOCUMENT'S DATE:
30.11.2011**

THE EXPERIENCE OF SERBIA

NATIONAL LAW

DOCUMENT'S TITLE: Labor Law

DOCUMENT'S DATE: 2014

CONTENT (KEY ELEMENTS)

- Regulating rights and obligations in labor relations
- In accordance with EU directives
- Right of workers to freely organize in trade unions
- Right on collective bargaining and relation to other relevant documents
- **One article mentions workers right to organize WC if they have more than 50 workers**

THE EXPERIENCE OF SERBIA

COMPANY COLLECTIVE AGREEMENT

DOCUMENT'S TITLE: Collective Agreement

COUNTRY: Serbia **COMPANY:** Norma **SECTOR:** Metal – auto industry

DOCUMENT'S DATE: 2017

CONTENT (KEY ELEMENTS)

- Salaries increased (annual salaries bargaining)
- Holiday benefits and meal allowances increased
- Bonuses from profit established
- **Every two year free medical examination**
- Very good and regular social dialogue
- **2 workers representatives are participating annual WC meeting of Norma as observers (rear example in Serbia)**

THE EXPERIENCE OF SERBIA

COMPANY COLLECTIVE AGREEMENT

DOCUMENT'S TITLE: Collective Agreement

COUNTRY: Serbia **COMPANY:** Krusik **SECTOR:** Metal – defense industry

DOCUMENT'S DATE: 2017

CONTENT (KEY ELEMENTS)

- Salaries increased
- **Holiday benefits and meal allowances increased**
- Very good and regular social dialogue

THE EXPERIENCE OF FRANCE

PLATEFORME CFE-CGC

Négociation relative à la Qualité de Vie au Travail au sein d'ArianeGroup (QVT)

PLATEFORME CFE-CGC – 11 DECEMBRE 2017

CONTENT (KEY ELEMENTS)

- DROIT A LA DECONNEXION & BIENVEILLANCE
- BIENVIVRE AU TRAVAIL
- EQUILIBRE VIE PRO/VIE PERSO
- DONNER DU SENS / BIENVEILLANCE
- MANAGER
- ERGONOMIE / RPS
- PREVENTION DU STRESS , HARCELEMENT , DISCRIMINATIONS
- COMMISSION QV T – ROLE ET MISSIONS

THE EXPERIENCE OF FRANCE

ACCORD D'ENTREPRISE SUR LA QUALITE DE VIE AU TRAVAIL AU SEIN DE LA COMPAGNIE IBM France SAS

ACCORD D'ENTREPRISE IBM FRANCE SUR LA QUALITE DE VIE AU TRAVAIL

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COMPANY AGREEMENT

**ACCORD D'ENTREPRISE
 IBM France SUR LA
 QUALITE' DE VIE AU
 TRAVAIL**

– 19 DECEMBRE 2017

THE EXPERIENCE OF FRANCE

ACCORD RELATIF AU TELETRAVAIL

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PREAMBULE

TITRE I – CADRE DU TELETRAVAIL ET PRINCIPES GENERAUX

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- Article 2 – Principe de volontariat, d'engagement et de confiance mutuels

TITRE III – MISE EN PLACE

- Article 3 – Candidature et acceptation
- Article 4 – Avenant au contrat de travail ou décision (PMAD)
- Article 5 – Période d'adaptation et réversibilité permanente
- Article 6 – Changement de fonction, de service ou de domicile

TITRE IV – ORGANISATION

- Article 7 – Rythme du télétravail
- Article 8 – Maintien du lien avec l'entreprise
- Article 9 – Modalités d'organisation de l'activité du télétravailleur
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TITRE V – DROITS ET DEVOIRS DU PERSONNEL ET PREVENTION DES EFFETS DE L'ISOLEMENT

- Article 11 – Droits collectifs
- Article 12 – Droits individuels
- Article 13 – Santé et sécurité
- Article 14 – Protection des données, confidentialité
- Article 15 – Assurances
- Article 16 – Formation et actions de communication et de sensibilisation

COMPANY AGREEMENT ACCORD RELATIF AU TELETRAVAIL

– 13 JULY 2016

THE EXPERIENCE OF FRANCE

Groupe LEGRAND en France

1 - CHAMP D'APPLICATION

2 - DONNER DU SENS AU TRAVAIL

- 2.1. Politique du Groupe
- 2.2. Principes de management et engagement
 - 2.2.1. Prise en compte de la QVT dans les compétences managériales
 - 2.2.2. Engagement
- 2.3. Reconnaissance
 - 2.3.1. Écoute
 - 2.3.2. Feedback du management
 - 2.3.3. Développement des compétences, évolution professionnelle

3 - RÔLE ET MISSIONS DE CHACUN DES ACTEURS DE LA QVT

- 3.1. La Direction
- 3.2. La fonction ressources humaines
- 3.3. Les managers
- 3.4. Les salariés
- 3.5. Les services de santé au travail
- 3.6. L'assistant(e) social(e)
- 3.7. Les représentants du personnel en charge de la santé, sécurité et des conditions de travail

4 - ORGANISATION DU TRAVAIL

- 4.1. Équilibre vie privée / vie professionnelle
 - 4.1.1. Droit à la déconnexion
 - 4.1.2. L'organisation des réunions
- 4.2. Charge de travail et adéquation objectifs / ressources
- 4.3. Favoriser l'expression / participation des salariés
- 4.4. Temps de travail et temps de repas
- 4.5. Savoir-vivre numérique
- 4.6. Espaces de vie au travail
- 4.7. Accompagnement du changement

5 - PREVENTION ET SOUTIEN

- 5.1. Groupes référents locaux
- 5.2. Facilitation de la vie quotidienne
- 5.3. Médecin du travail / services de santé
 - 5.3.1. Médecin référent Groupe France
 - 5.3.2. Surveillance médicale des salariés expatriés
 - 5.3.3. Aide à la reprise d'activité après les absences de longue durée

Groupe LEGRAND en France

5.4. Prévention primaire

5.5. Prévention secondaire

- 5.5.1. Traitement des cas remontés
- 5.5.2. Commission de résolution de problème
- 5.5.3. Prise en compte des événements et incidents exceptionnels

5.6. Prévention tertiaire

- 5.6.1. Droit d'alerte et de retrait
- 5.6.2. Organisation en cas de harcèlement, de violence au travail ou d'événement grave et traumatisant
- 5.6.3. Recours à la médiation
- 5.6.4. Soutien psychologique

5.7. Mise en place de garants QVT

FORMATION DES PARTIES PRENANTES

PROCESSUS D'AMÉLIORATION CONTINUE DE LA QVT

- 7.1. Rôle et missions de la commission de suivi
- 7.2. Enquête par questionnaire
- 7.3. Évaluation des risques professionnels
- 7.4. Indicateurs de suivi

COMMUNICATION ET SENSIBILISATION DE L'ACCORD

ENTRÉE EN VIGUEUR ET DURÉE DE L'ACCORD

FORMALITÉS DE DÉPÔT

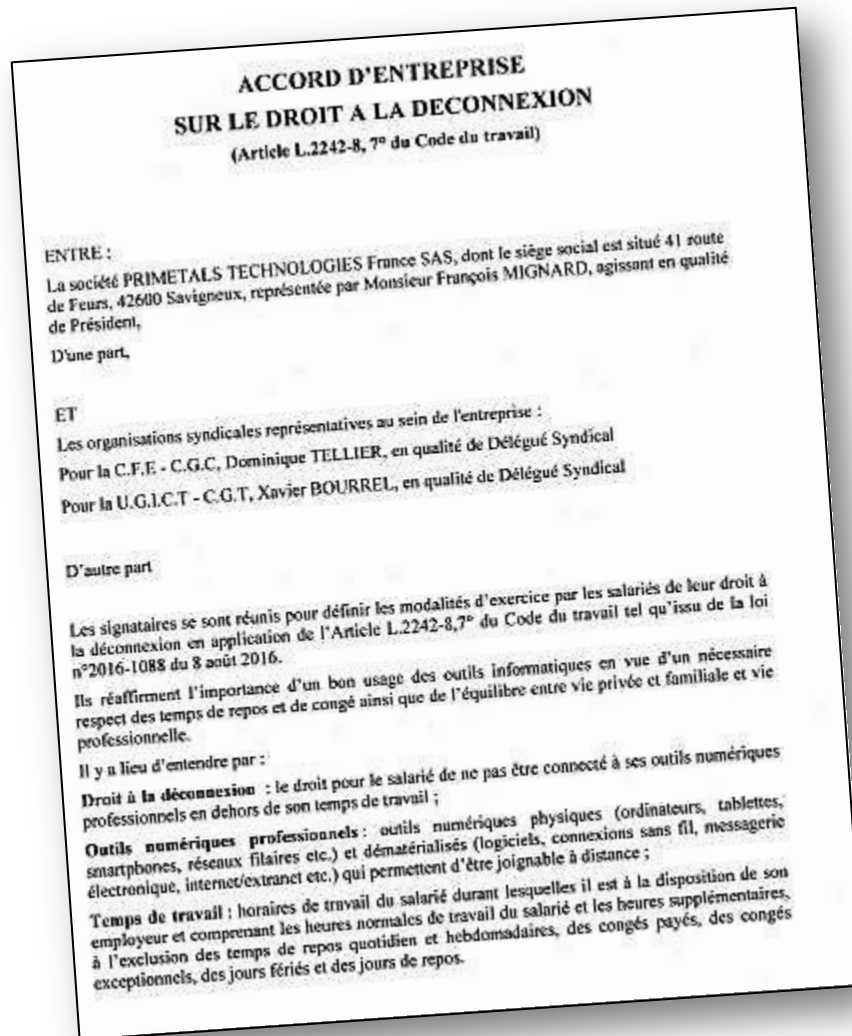
**COMPANY
AGREEMENT**

**ACCORD SUR LA
QUALITÉ DE VIE
AU TRAVAIL**

GRUPE LAGRAND

**- 28 SEPTEMBRE
2017**

THE EXPERIENCE OF FRANCE



**COMPANY
AGREEMENT**

**ACCORD SUR LE
DROIT A LA
DECONNEXION**

**PRIMETAL
TECHNOLOGIES**

– 28 OCTOBER 2017

THE EXPERIENCE OF FRANCE

Sommaire

- **PREAMBULE**
- **CHAPITRE I La prévention en matière de santé au travail et les risques professionnels**
 - 1.1 La prévention en matière de santé au travail
 - 1.2 La prévention des risques professionnels
- **CHAPITRE II Les acteurs de la prévention de la santé et des risques**
 - 2.1 Le rôle des services de santé au travail
 - 2.2 Le Comité d'hygiène, de sécurité et des conditions de travail
 - 2.3 Une organisation en matière de santé au travail adaptée au Groupe Thales
 - 2.3.1 Le médecin conseil / coordination médicale Thales
 - 2.3.2 La Commission Centrale Qualité de vie au travail
 - 2.3.3 Convention Qualité de vie au travail
- **CHAPITRE III Aménagement des conditions de travail**
 - 3.1 Environnement de travail
 - 3.2 Sensibilisation et formation du personnel
- **CHAPITRE IV Prévenir et agir sur les risques psychosociaux**
 - 4.1 Prise en compte des risques psychosociaux dans la politique sociale du Groupe
 - 4.1.1 Actions de prévention à l'égard du salarié
 - 4.1.2 Actions de formation
 - 4.1.3 Actions de prévention collectives
 - 4.2 Actions complémentaires de prévention des risques psychosociaux
- **CHAPITRE V Document unique d'évaluation des risques**
- **CHAPITRE VI Dispositions générales de l'accord**
 - 6.1 Périmètre de l'accord
 - 6.2 Dispositions finales
 - 6.3 Formalités de dépôt
- **Annexe Périmètre du Groupe**

**COMPANY GROUP
AGREEMENT**

**ACCORD SUR LA
QUALITÉ DE VIE AU
TRAVAIL AU SEN DU**

GROUPE THALES

– 02 JULY 2009

THE EXPERIENCE OF ITALY

COMPANY COLLECTIVE AGREEMENT

TITOLO DEL DOCUMENTO: Accordo Sindacale di Engineering

NAZIONE: Italia **AZIENDA:** Engineering Ingegneria Elettronica
Information Technology

SETTORE: Metal -

DATA DEL DOCUMENTO: 17/07/2014

CONTENT (KEY ELEMENTS)

- Meal Vouchers - Working Hours
- Permissions - Holidays - Leave
- Result Awards - Individual awards
- Short illness - Maternity Integration
- Advances for severance indemnities
- Transfers - Insurance
- Contribution for school textbooks - Shuttle
- Network usage

It is a second-level agreement and **integrates the last national collective agreement for metalworkers** with some **improvements.**

Better treatment for employees is established.

THE EXPERIENCE OF ITALY - SWOT ANALYSIS

Strengths

Punti di forza

- Trattamenti di miglior favore per Buoni Pasto, Orario di Lavoro, Permessi, Ferie, Congedi, Premi di Risultato, Malattia breve, Integrazione Maternità, Anticipo TFR, Trasferte, Assicurazioni

Weaknesses

Punti di debolezza

- Alcuni trattamenti divenuti diritti acquisiti sono stati persi e/o hanno perso di valore nel tempo
-
-
-
-

Opportunities

Opportunità

- Attraverso una corretta gestione delle relazioni industriali è possibile recuperare alcuni diritti e aggiornare gli importi dei trattamenti che hanno perso valore nel tempo
-

Threats

Minacce

- Una generale chiusura giustificata con la competizione internazionale contiene i trattamenti Welfare mentre l'ultimo CCNL non ha visto rialzi dei stipendi.
-
-

COMPANY COLLECTIVE AGREEMENT

NAZIONE: Italia

AZIENDA: Engineering

SETTORE: Metal -

Information Technology

DATA DEL DOCUMENTO:

17/07/2014

THE EXPERIENCE OF ITALY

COMPANY INTERNAL REGULATION

TITOLO DEL DOCUMENTO: UNILATERAL COMPANY DOCUMENT

NAZIONE: Italia AZIENDA: Engineering Ingegneria Elettronica SETTORE: Metal -
Information Technology

DATA DEL DOCUMENTO: 11/06/2018

CONTENT (KEY ELEMENTS)

- Piano Welfare
- Credito Welfare
- Servizi Welfare

It is an **internal regulation** that helps workers to orientate between the various systems of provision of Welfare services. **It is based on a previous agreement and the on the last National Collective Agreement for metalworkers** and intends to establish the rules to be able to take advantage of a series of credits and services arising from the above agreements

THE EXPERIENCE OF ITALY - SWOT ANALYSIS

Strengths

Punti di forza

- Informazioni sulle modalità operative per usufruire dei servizi Welfare
- Partecipazione dell'Azienda
-
-
-

Weaknesses

Punti di debolezza

- Questo documento unilaterale da parte dell'Azienda non ha permesso di inserire alcune accortezze.
-
-
-

Opportunities

Opportunità

- Punto di partenza che lascia spazio a possibili evoluzioni
-
-
-
-
-

Threats

Minacce

- La rigidità di alcuni strumenti rischiano di far perdere alcuni crediti Welfare
-
-

**REGOLAMENTO
 WELFARE ENGINEERING**

COUNTRY: ITALY

COMPANY: ENGINEERING

Group SECTOR: Metal

DOCUMENT'S DATE:

8/11/2018

THE EXPERIENCE OF ITALY

ISEO SERRATURE COMPANY AGREEMENT

TITOLO DEL DOCUMENTO: ACCORDO INTEGRATIVO – ISEO SERRATURE SPA

NAZIONE: ITALIA AZIENDA: ISEO SERRATURE SETTORE: METALMECCANICO

DATA DEL DOCUMENTO: 20.07.2016

CONTENT (KEY ELEMENTS)

- COMPANY WELFARE through an online welfare desk
<https://www.iseo.oneflex.aon.it/>
- **Online Solutions - OneFlex** , a platform for managing flexible benefits, to manage employee choices in the **5 macro areas** required by law: from **health care**, to reimbursement of **school fees**, **supplementary pensions**, **recreation and sport**, and **vouchers**.

THE EXPERIENCE OF ITALY - SWOT ANALYSIS

Strengths

Punti di forza

- Individuazione nell'accordo di strumenti non monetari di sostegno al reddito (welfare)
- Piattaforma welfare on line
<https://www.iseo.oneflex.aon.it/>
- flexible benefits scelte dei dipendenti in 5 macro aree: dall'assistenza sanitaria, al rimborso delle spese scolastiche, la previdenza complementare, la ricreazione e lo sport, e i voucher.
- Servizi divisi x fasce di età:
< 35 anni, Tra 35 e 50 anni
> 50 anni

Opportunities

Opportunità

- Tantissime ad esempio rivalutazione sulle tabelle del premio di risultato
- Strumento flessibile molto apprezzato dai dipendenti più giovani

Weaknesses

Punti di debolezza

- Poco capito dai lavoratori
- Lenta tempistica per la fruizione dei servizi
- Difficoltà di fruizione per i dipendenti più anziani che preferiscono il premio di risultato in denaro

Threats

Minacce

- Piattaforma welfare on line gestita da un provider esterno

**SEO SERRATURE
COMPANY AGREEMENT**

**ACCORDO INTEGRATIVO
ISEO SERRATURE SPA**

**DATA DEL DOCUMENTO:
20.07.2016**