



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

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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

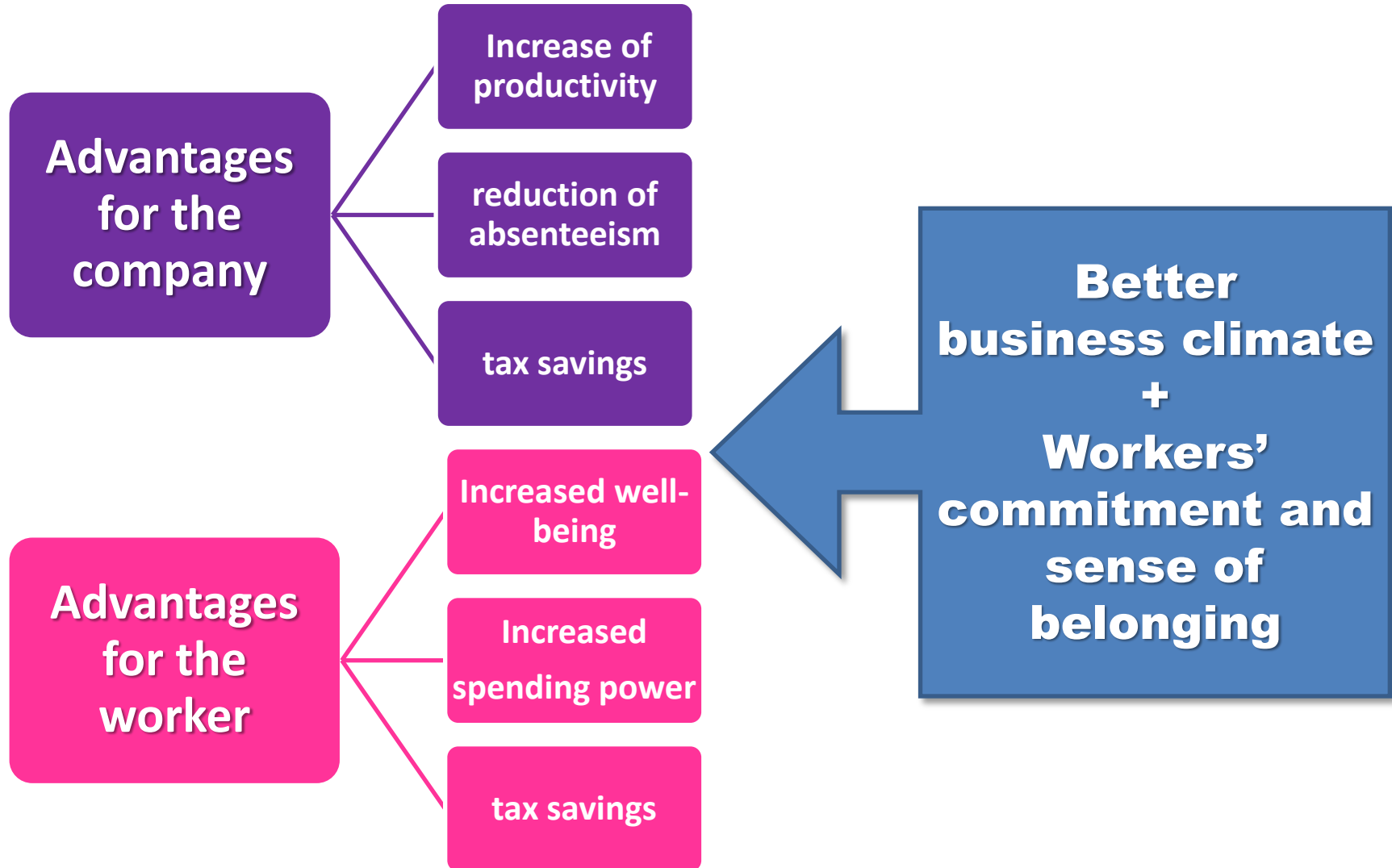
To provide training to build a network of expert trade unionists on subsidiary welfare negotiation

The project structure



The company welfare system

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



The company welfare system

Main categories of services and benefits

Time

supplement pension

Health & safety

Family & professional insurance

Financial support

work/life management

support for parents

Well-being

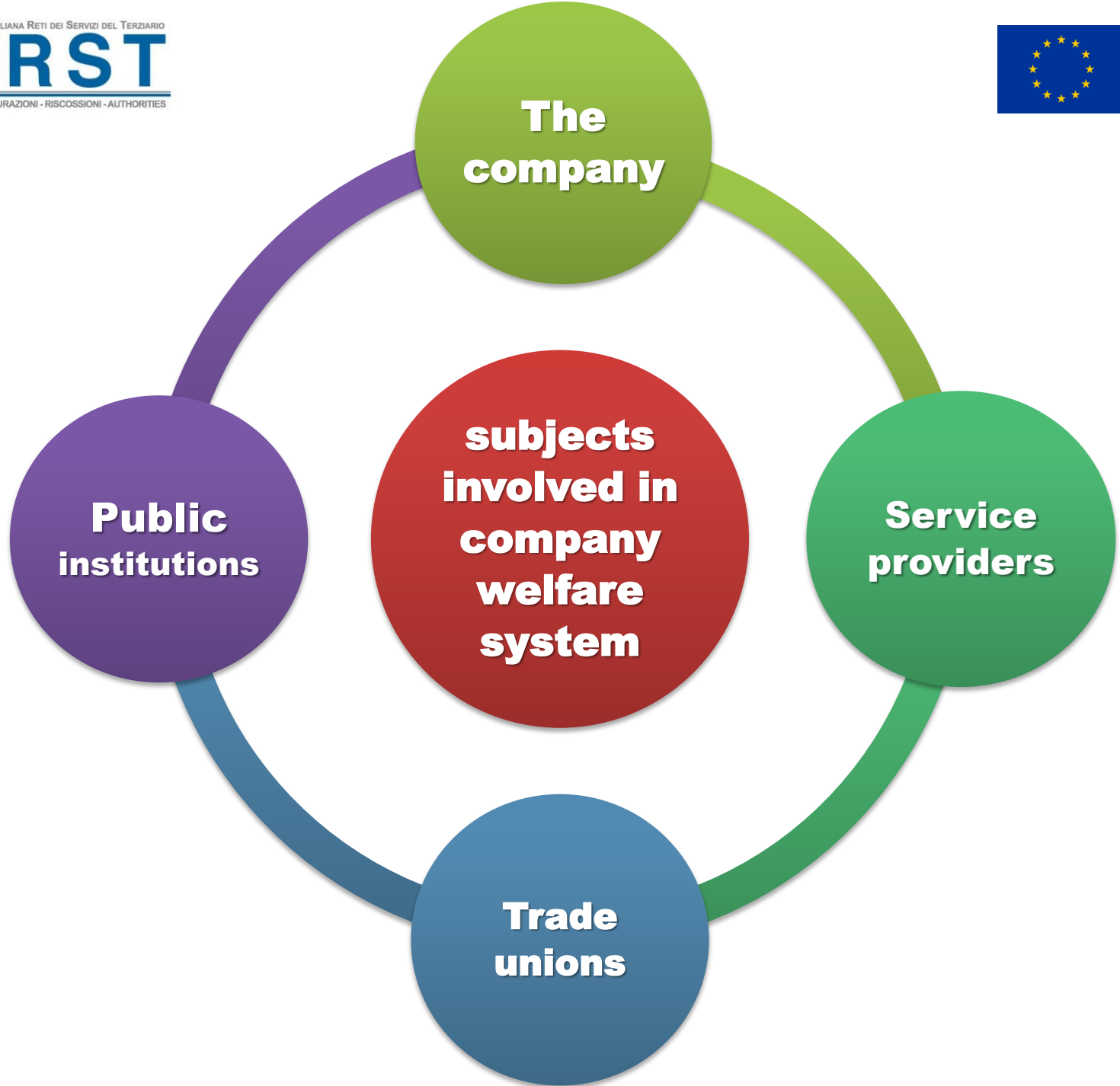
Family

Adult & children training

Social integration

Cultural Events Tourism

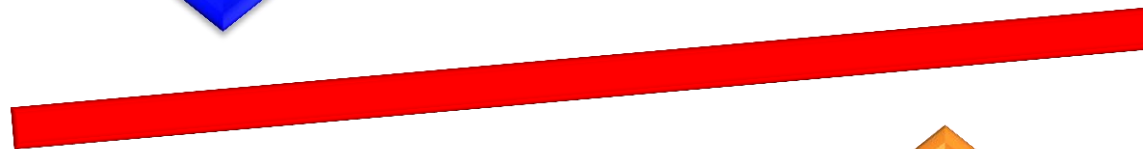
Local transports



The partners will be 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 groups **will work separately** and - in the following meeting (autumn 2018) - will carry out and discuss a common synthesis

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 (FIM) and one from the **financial** sector (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 will **research** and **analyze** 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**



The WG2 composition

Financial sector

The working group 2 consists of trade unionists coming from:

- LBC-NVK (BELGIUM)
- SBS (SLOVENIA)
- FIRST CISL (ITALY)
- SBSI UGT (PORTUGAL)
- BASISEN (TURKEY)
- Comité Européen BNP-PARIBAS (FRANCE)
- UniCredit group EWC (ITALY)



2 facilitators

one from the **metal** sector (FIM) and one from the **financial** sector (FIRST)

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

The WG2 field of investigation



WG2

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

the group will **research** and **analyze** 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 **financial sector**

The WGs' task

The work at distance



Methodology

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

- will **share information** and the **gathered material** about the subject.
- will **debate** and exchange 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 weak points and commute the threats into opportunities**



The WGs' task

The survey

An **open survey via web** will be carried out to collect **workers' experiences and the points of view** on their welfare **needs** and on the **welfare policies** implemented by their companies.

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

Each member of the 2 WGs will be in charge of **promoting** and **smoothing the survey progress** in their own company/organization.

The WGs' facilitators will coordinate and address the work.



The follow up meeting

During the next autumn meeting the **Steering Committee** will:

- **analyze** the works done by the groups
- **evaluate** the outcomes
- **prepare a complete synthesis** bringing them to unity
- **select** the most interesting **good practices**
- **Analyze the first results and pick** the most remarkable **suggestions from the survey**

Taking into consideration all that, **choose the topics to be tackled** and design the next **workshop (Brussels Jan 2019)**



With EU Contribution



ISEO Group' EWC



UniCredit Group



Grazie!