



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

COMPANY WELFARE, ONLINE SURVEY MAIN RESULTS

THE ON-LINE EUROPEAN SURVEY

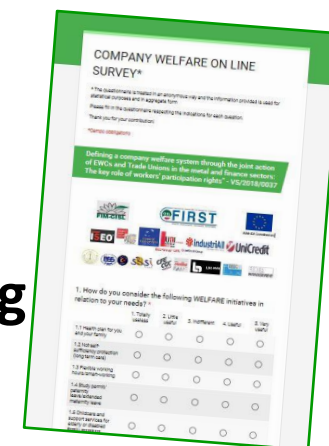


An **OPEN SURVEY VIA WEB** translated in each partner's language and spread in the metal and financial sectors throughout Europe to collect **workers' experiences, sentiment and points of view** on

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.

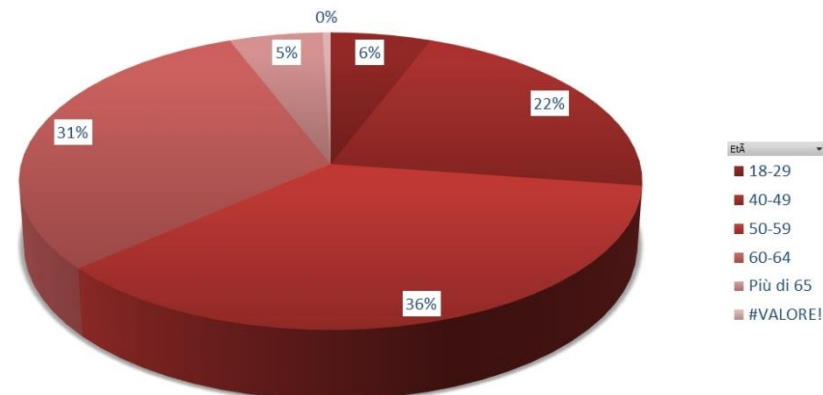
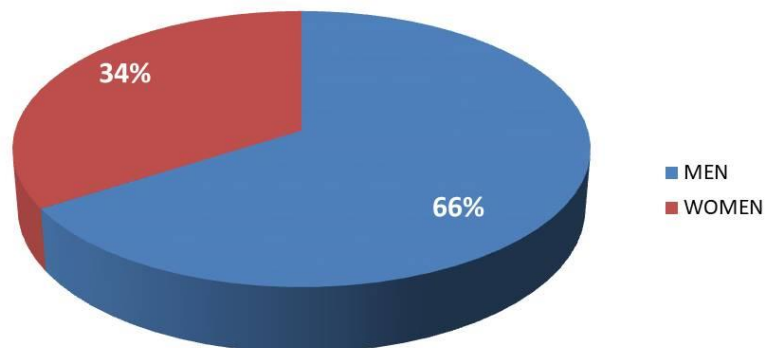
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Vs/2018/0037

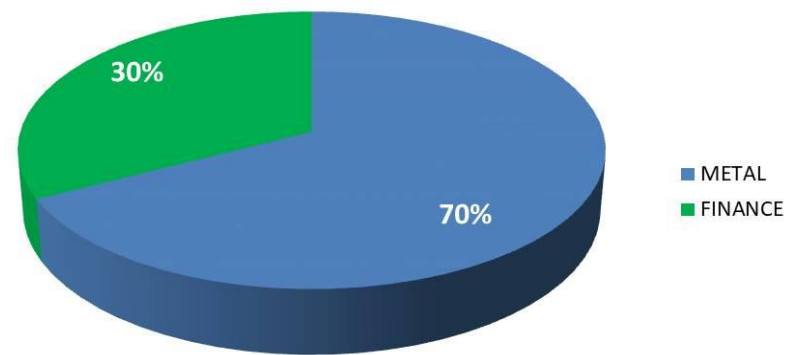
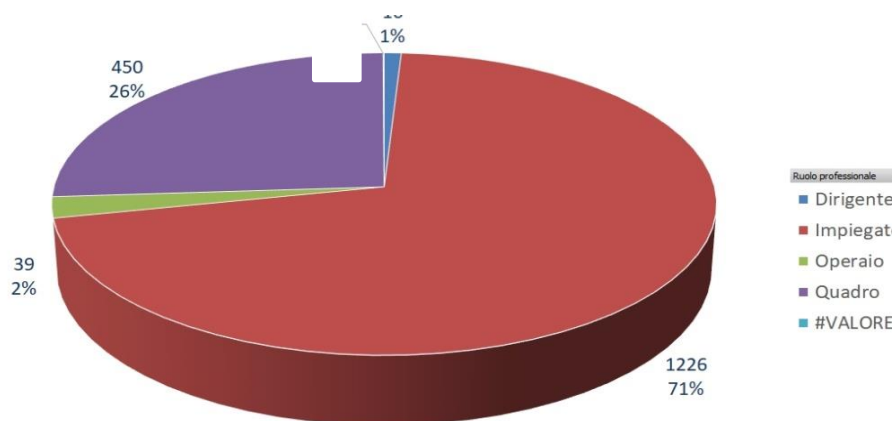


THE SURVEY'S RESULTS

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



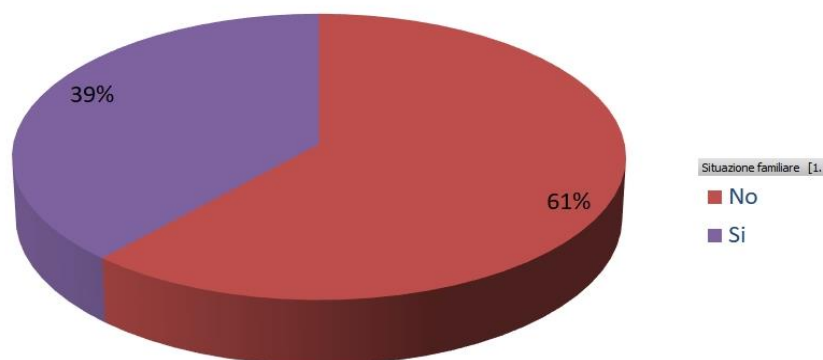
1.731 RESPONDENTS



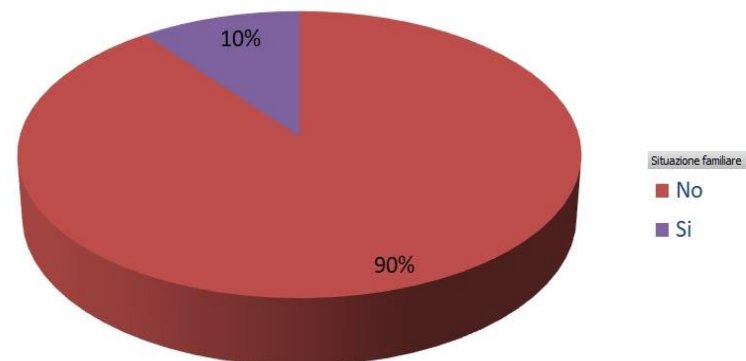
THE SURVEY'S RESULTS

The respondents' characteristics: CARE SITUATION + UNIONISM

CHILDREN

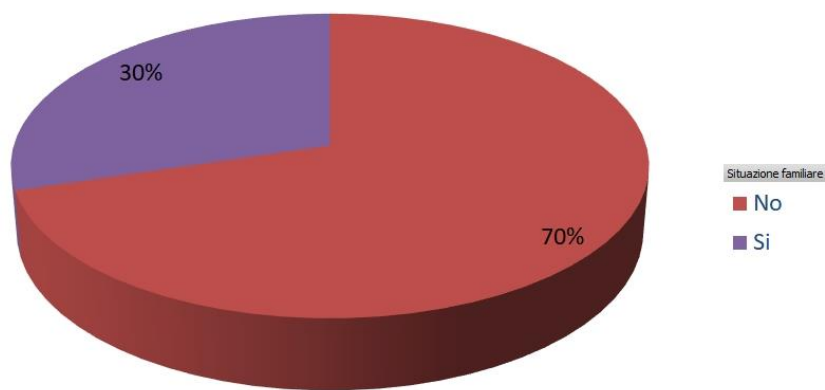


DISABLED RELATIVES

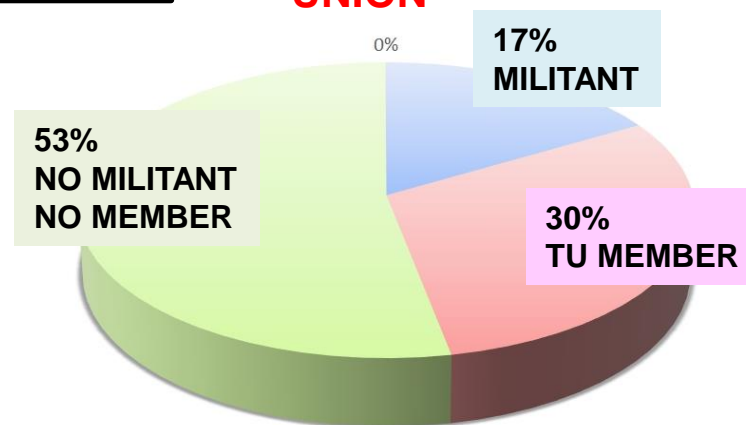


1.731 RESPONDENTS

ELDERLY RELATIVES



UNION



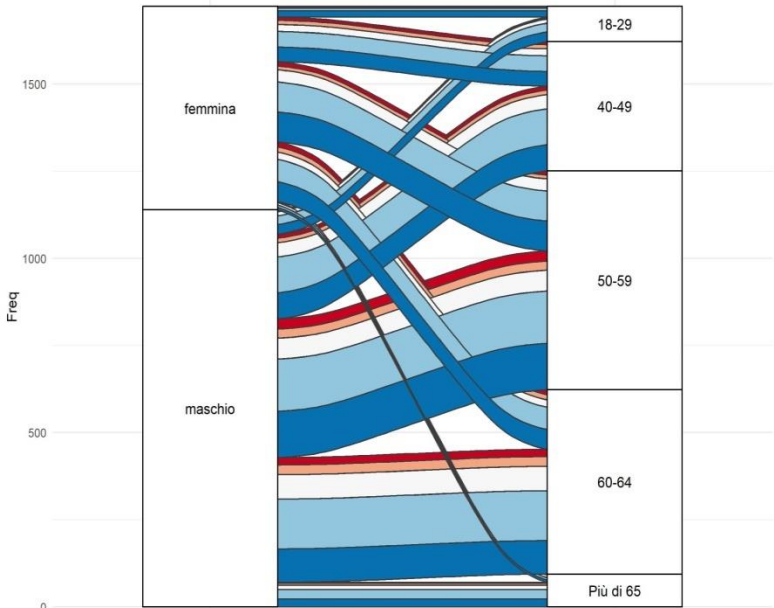
THE SURVEY'S RESULTS

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

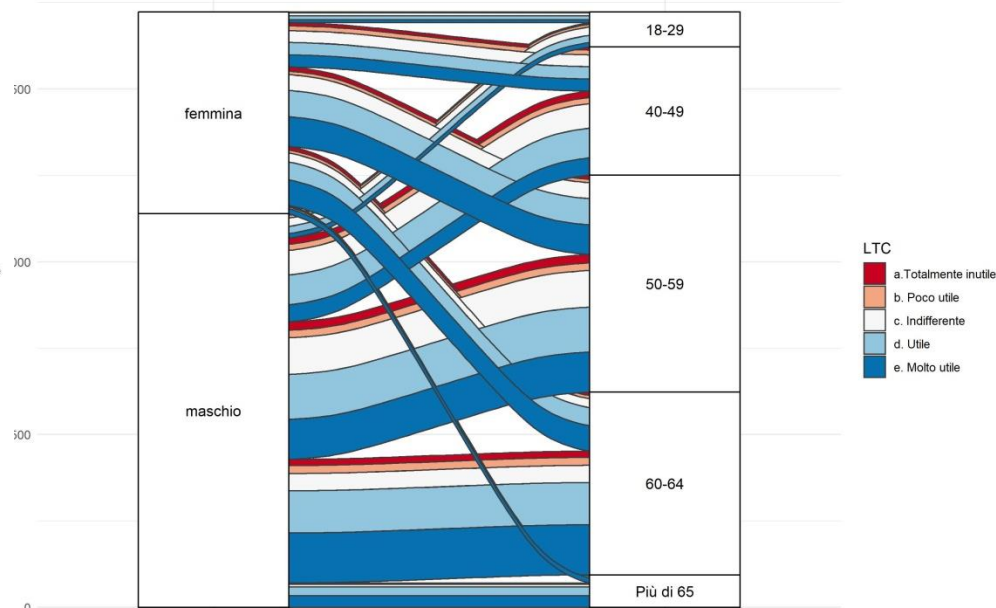
	Totally useless	Little useful	indifferent	useful	Very useful
Health plan for me and my family					
Not-self-sufficiency protection (long term care)					
Flexible working hours/smart-working					
Study permit/paternity leave/extended maternity leave					
Childcare and support services for elderly or disabled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

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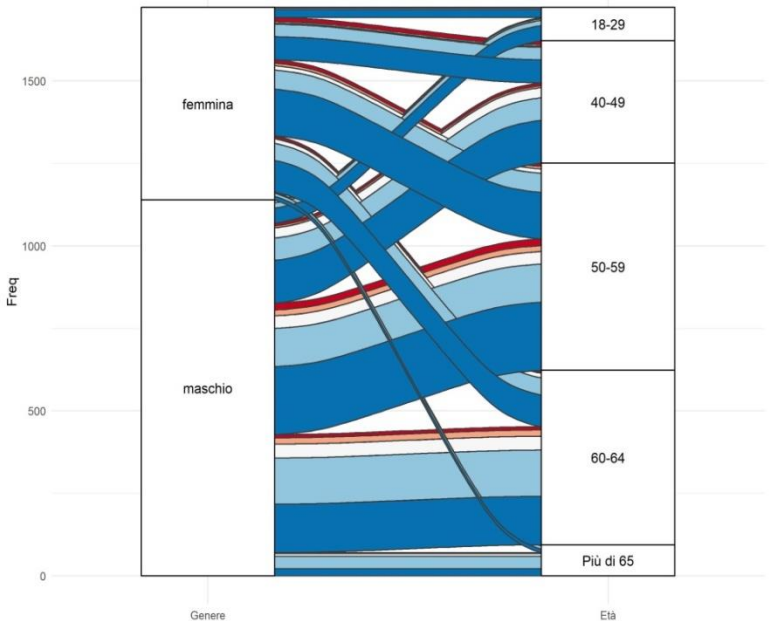
TRAINING



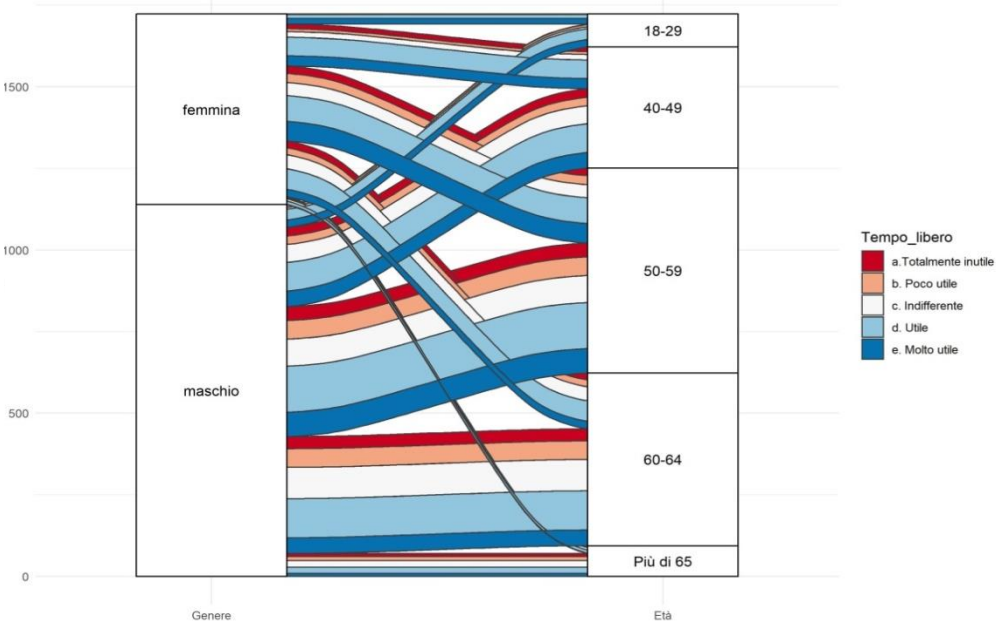
LONG TERM CARE



SMART WORKING

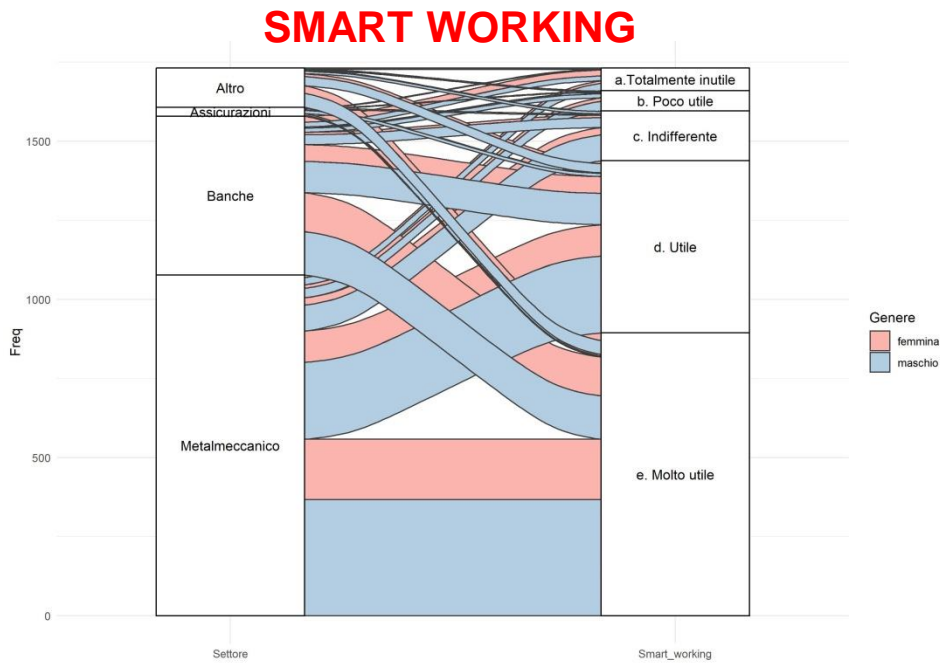
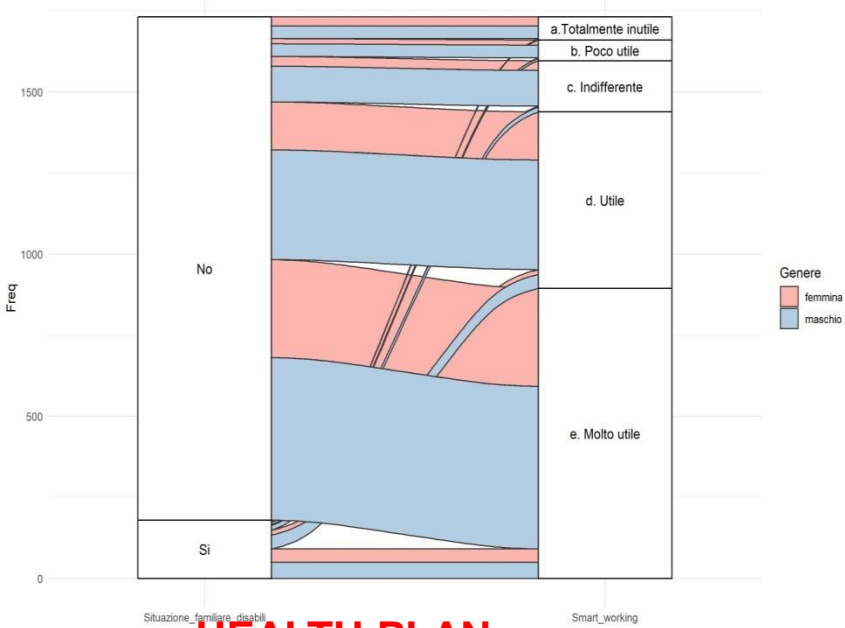


FREE TIME

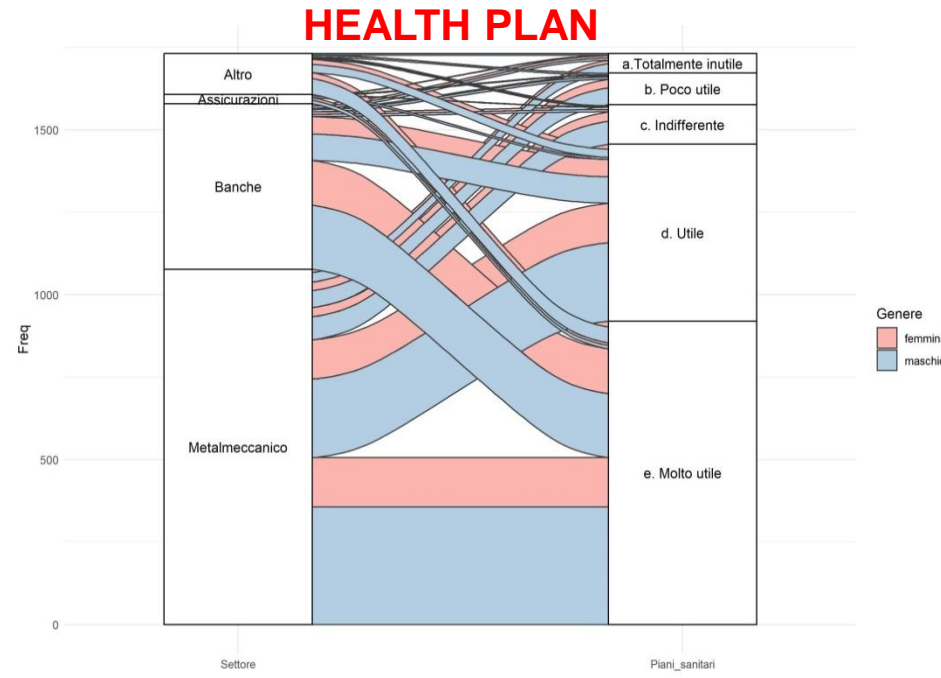
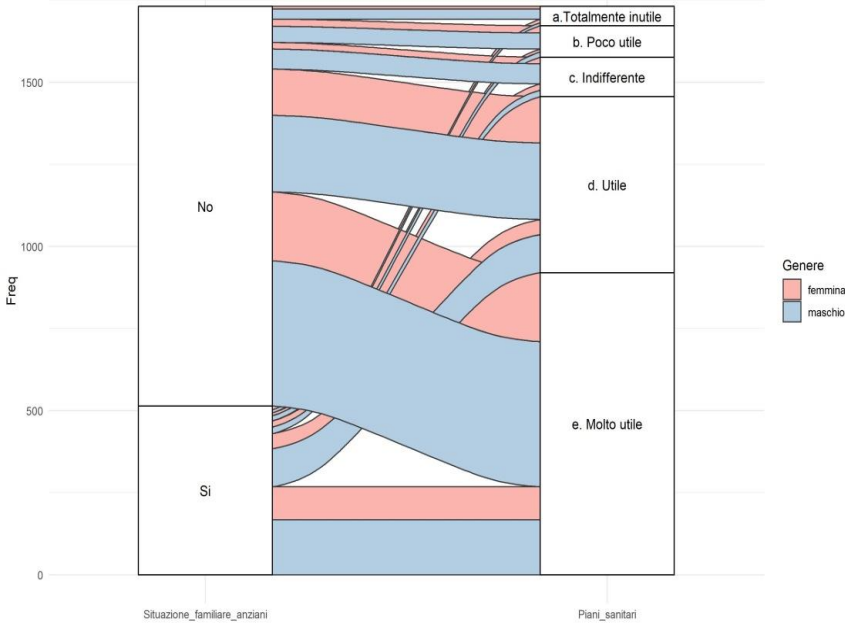


Q1. How do you consider the following WELFARE initiatives in relation to your needs?

SMART WORKING



HEALTH PLAN



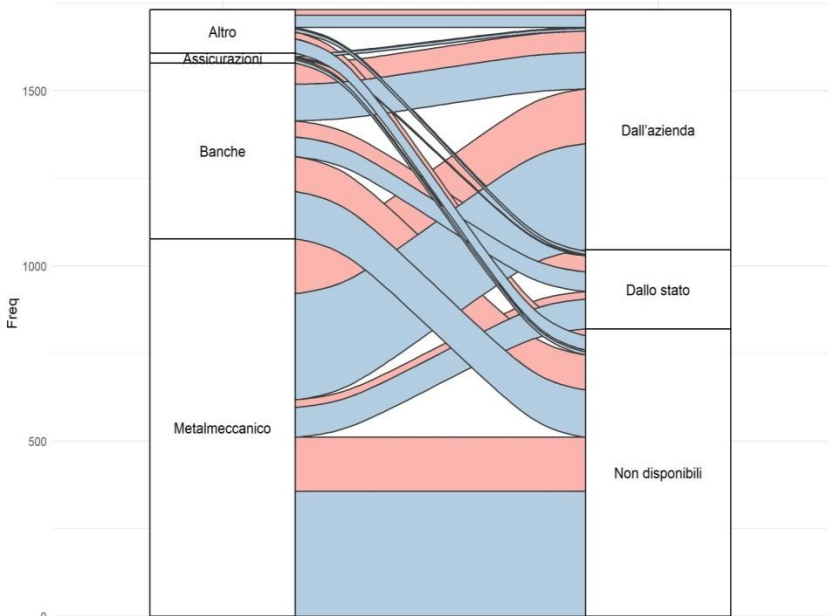
THE SURVEY'S RESULTS

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

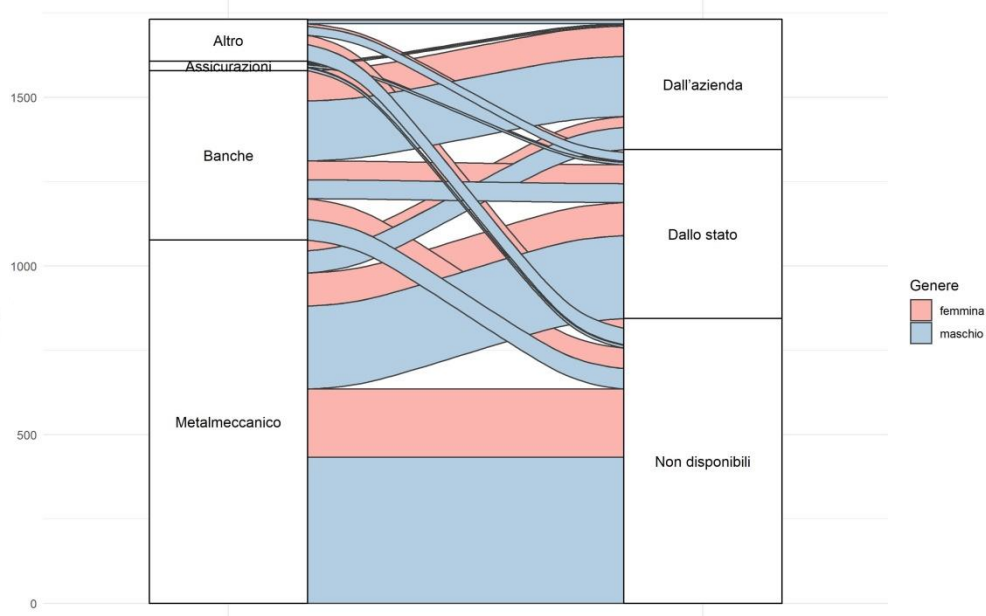
	By the company	By the state	Not available
Health plan for me and my family			
Not-self-sufficiency protection (long term care)			
Flexible working hours/smart-working			
Study permit/paternity leave/extended maternity leave			
Childcare and support services for elderly or disabled family members			
Psychological 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?

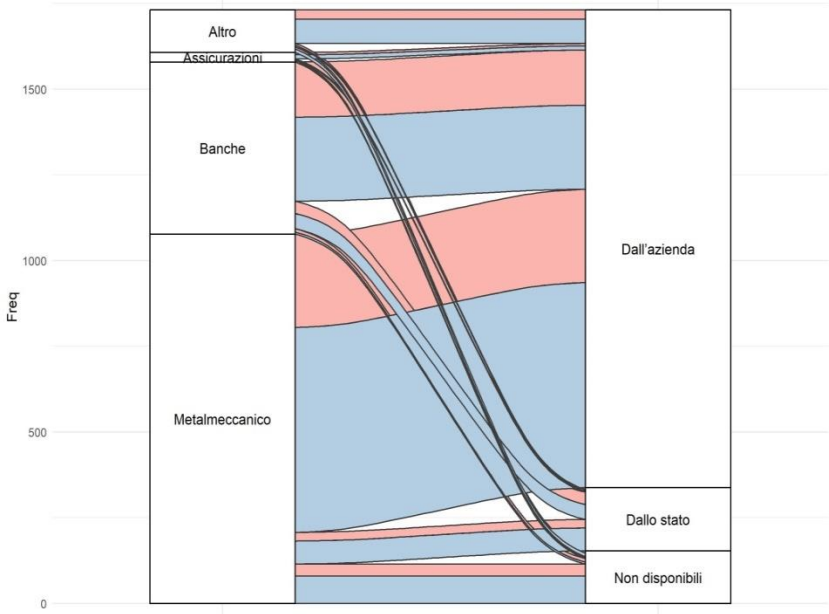
TRAINING



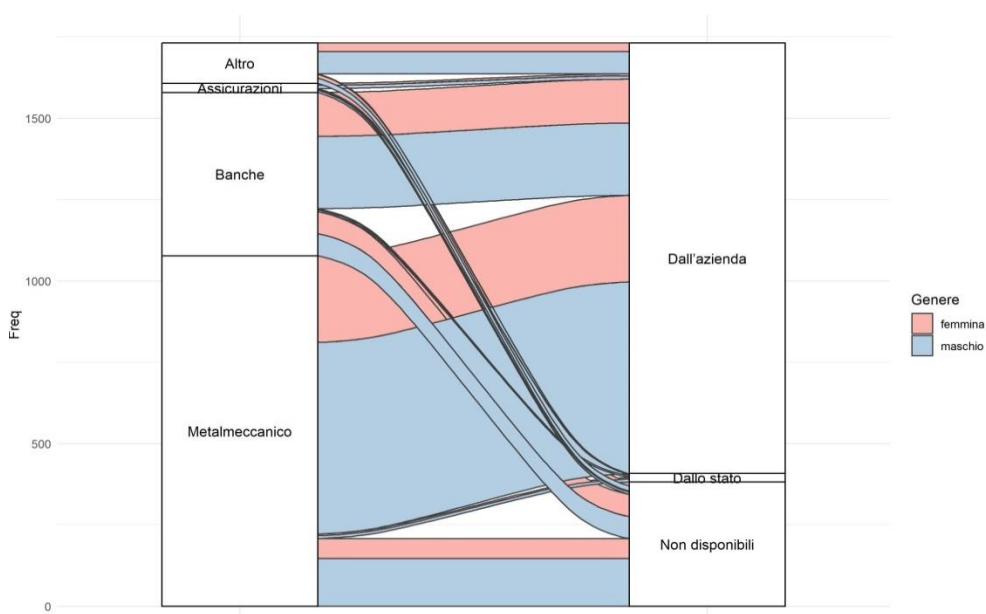
LONG TERM CARE



HEALTH PLAN



SMART WORKING



THE SURVEY'S RESULTS

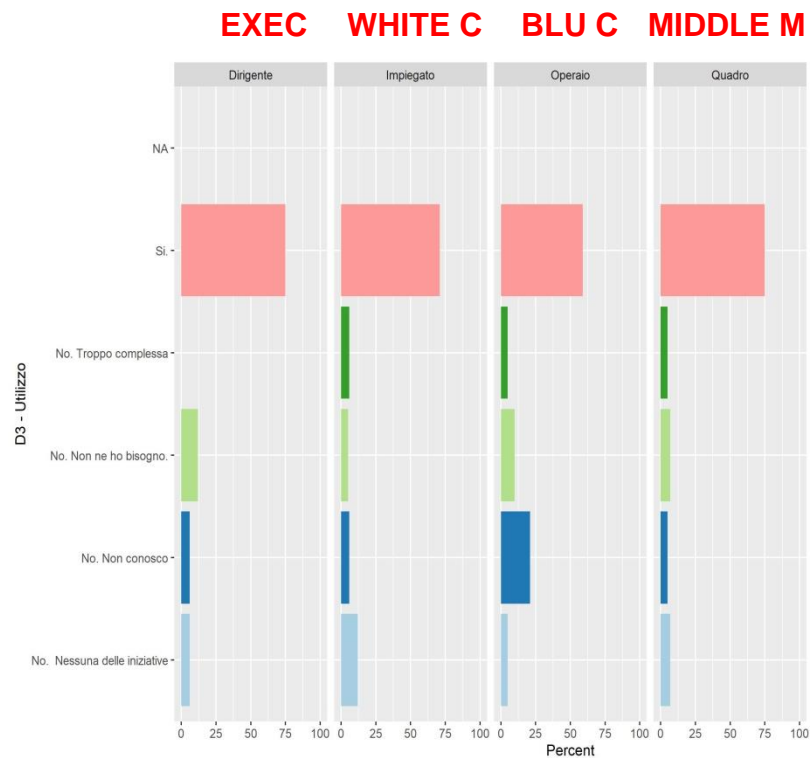
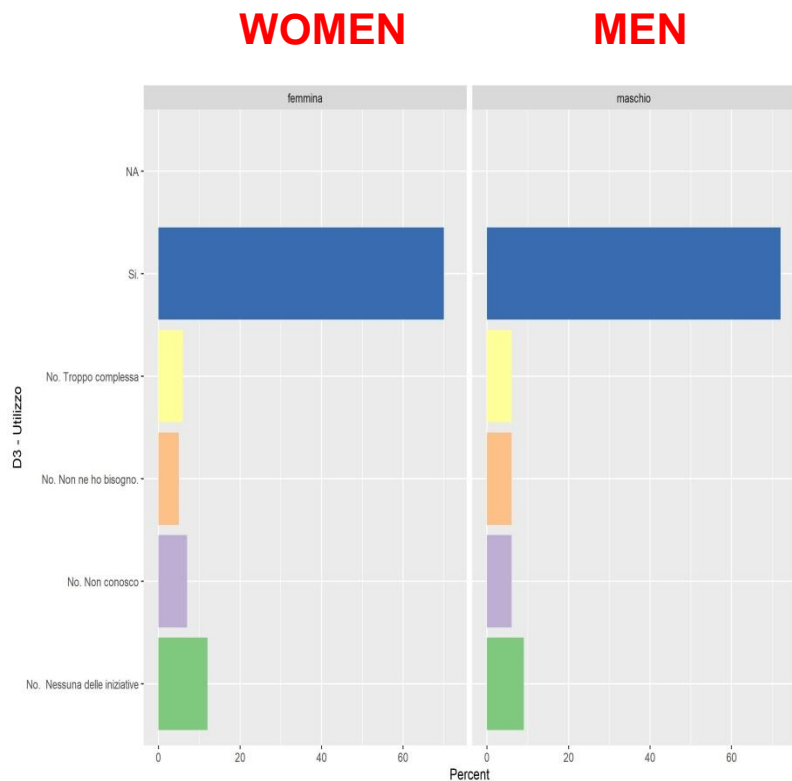
Q3. Are you currently using one of the optional WELFARE initiatives provided by your company?

- ☐ 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?

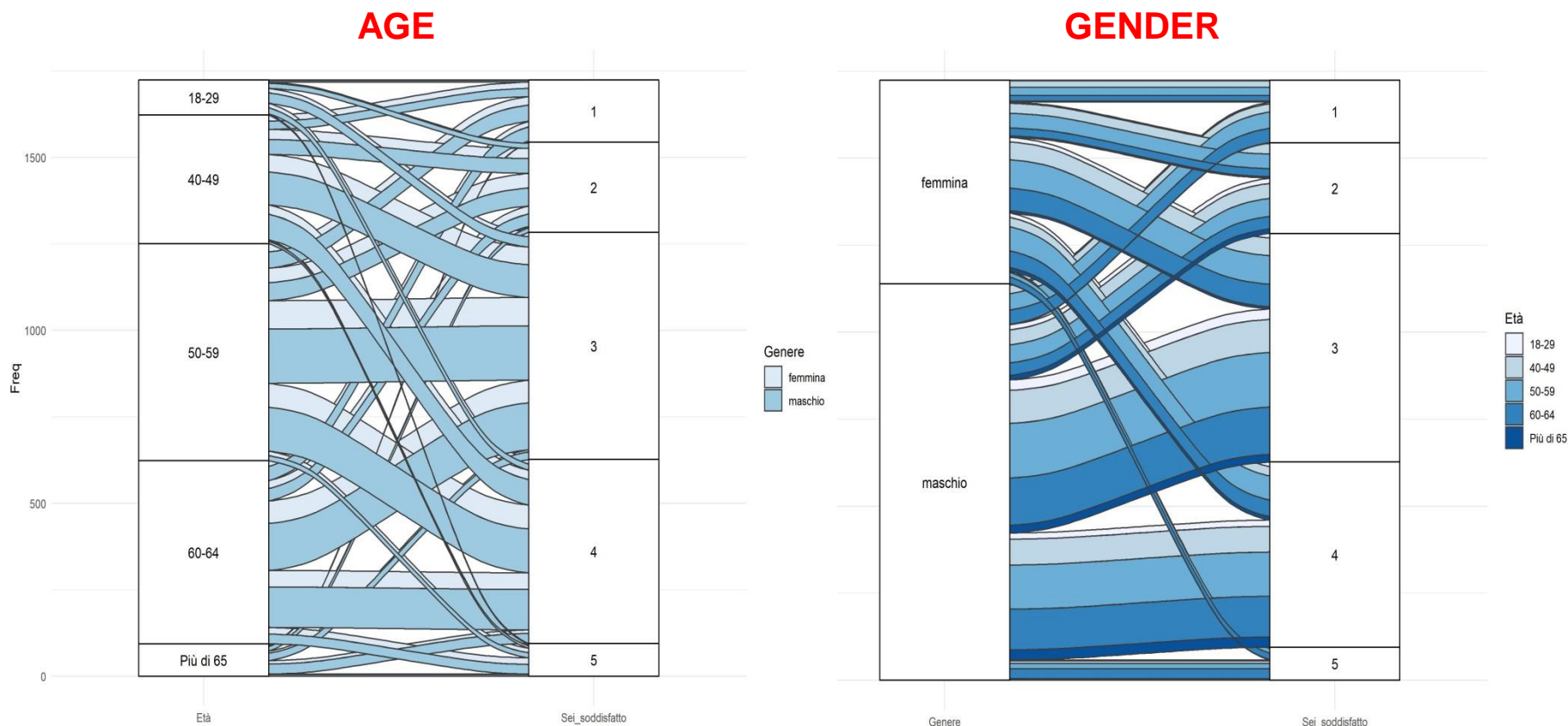
1. little	2.	3.	4.	5. very much
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Q3. Are you currently using one of the optional WELFARE initiatives provided by your company?



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THE SURVEY'S RESULTS

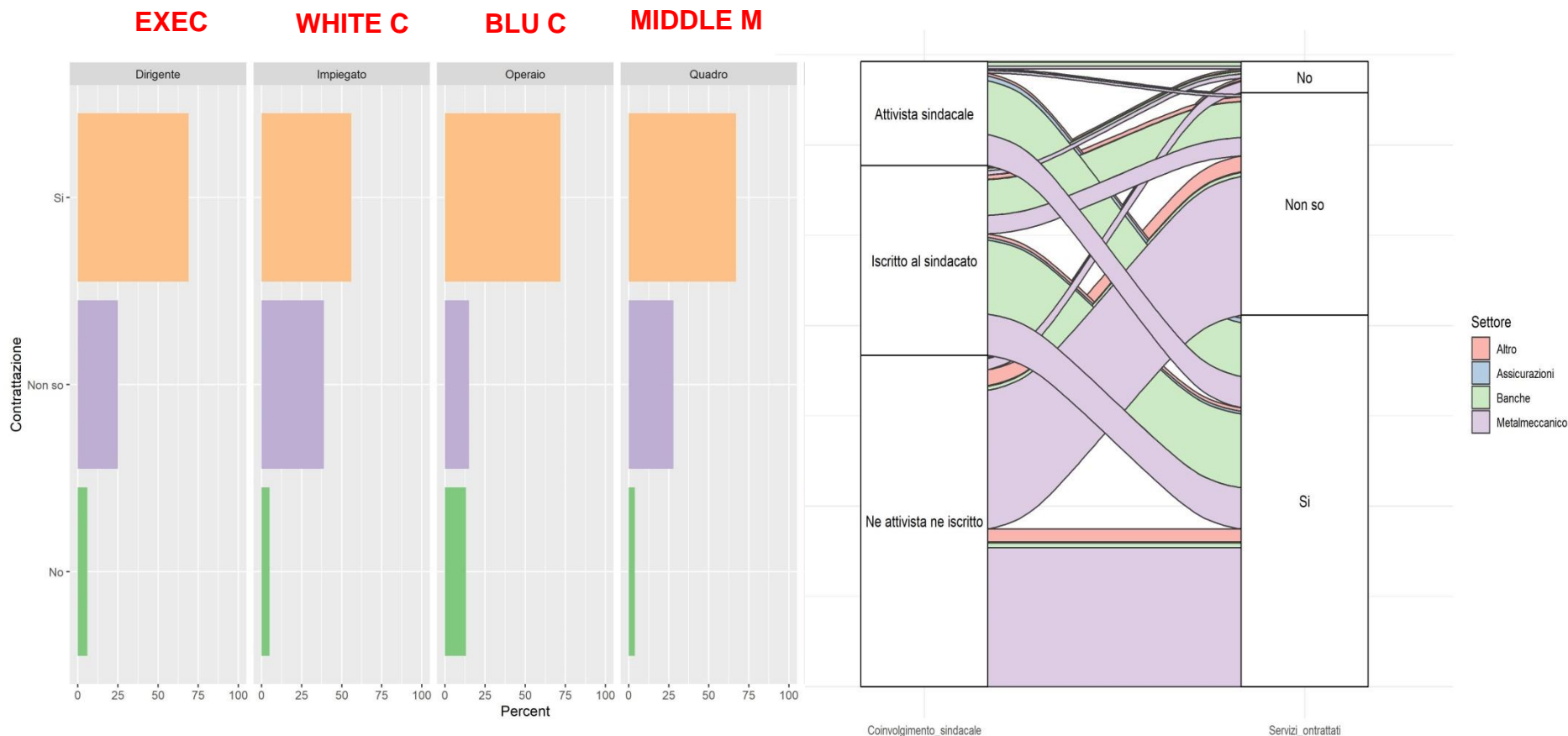
Q5. Are the welfare services offered by your company the result of collective bargaining or of negotiations with trade unions?

- ☐ Yes
- ☐ No
- ☐ I don't know

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

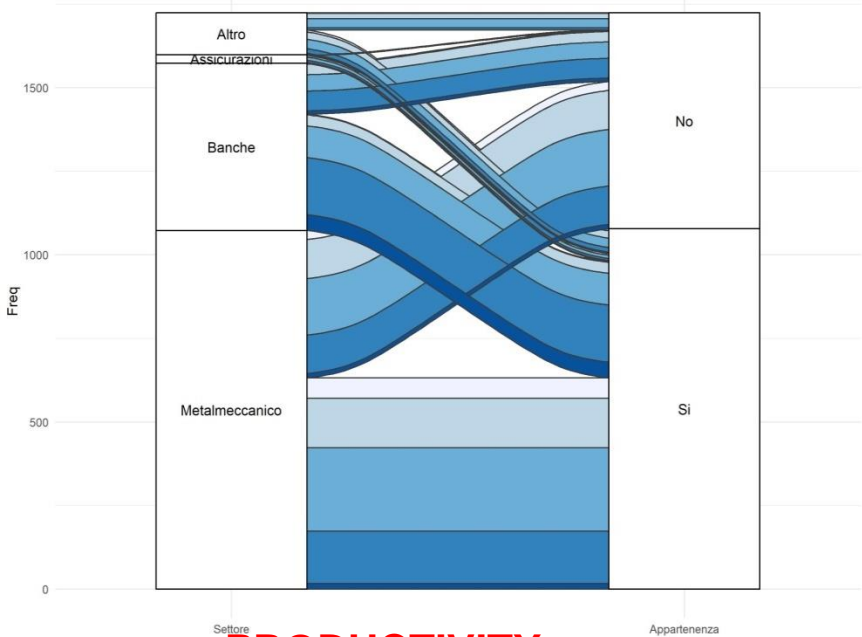
Increase workers' sense of corporate belonging	Yes	No
Allow workers to work with more peace of mind		
Allow to work more productively		
Improve the corporate climate and the relationship between colleagues		

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

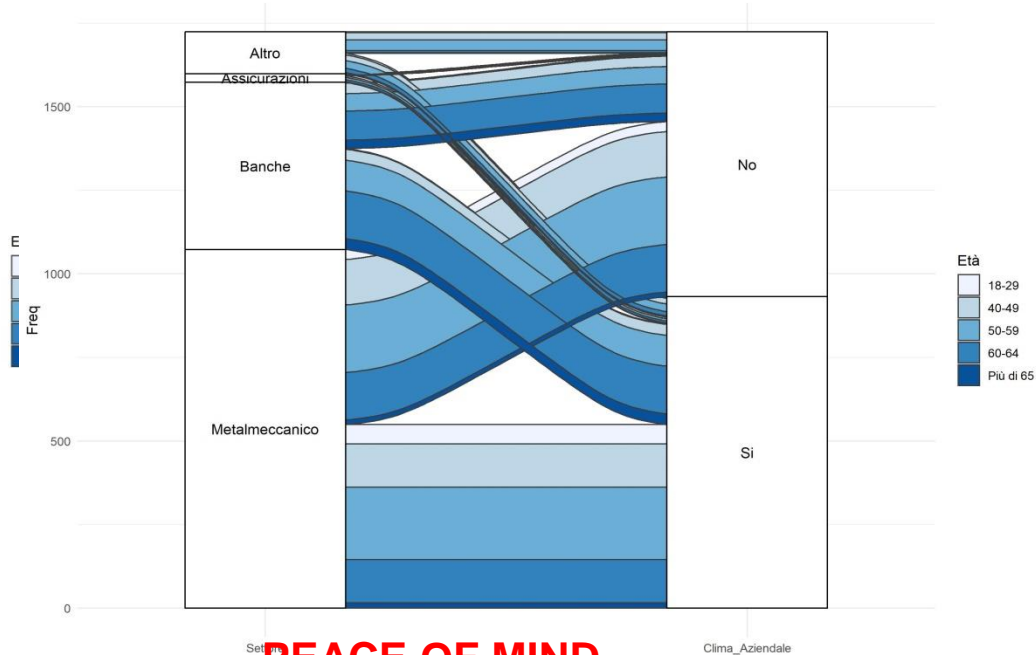


Q6. In your opinion, the welfare initiatives of your company INCREASE:

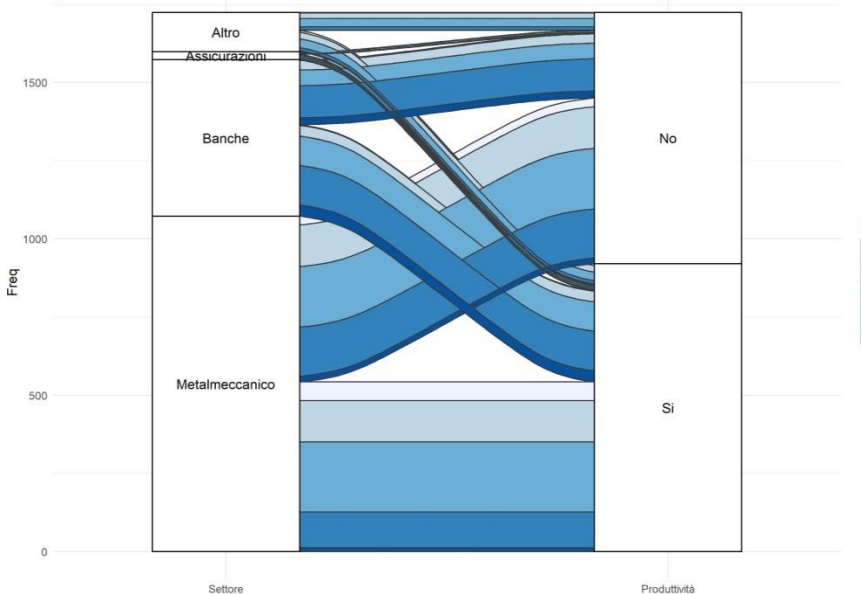
SENSE OF BELONGING



COMPANY CLIMATE



PRODUCTIVITY



PEACE OF MIND

