

# Whirlpool



<b>Reference</b>	EGF/2014/010 IT/Whirlpool
<b>Member State</b>	Italy
<b>Sector</b>	Domestic appliances
<b>Submitted to European Commission</b>	18 June 2014
<b>Total cost of actions (€)</b>	2 621 205
<b>EGF contribution (€)</b>	1 572 723
<b>Intervention criterion</b>	4(1)(a) Regulation (EC) No 1309/2013
<b>Period of intervention</b>	4 February 2014 to 18 June 2016
<b>People who benefited from the assistance</b>	608
<b>Active employment measures provided</b>	<ul style="list-style-type: none"> <li>- counselling and vocational guidance,</li> <li>- skills assessment,</li> <li>- training, re-training and vocational training,</li> <li>- coaching,</li> <li>- accompaniment towards business creation and accompaniment after reintegration into work,</li> <li>- hiring benefits,</li> <li>- job-search allowances,</li> <li>- contribution to commuting expenses.</li> </ul>

## RESULTS – GOOD PRACTICES

- Although over the implementation period the economy was still dormant and the demand of labour force still weak, 52.3% of the dismissed workers were back into employment at the time the measures ended; all of them as dependent workers/employees. About half of the workers reemployed (53%) did so in permanent positions while 47% got a job with fixed-term contracts or apprenticeship contracts.
- One year later, in June 2017, 56% of the workers were reemployed 97% as dependant workers and 3% as self-employed persons.
- The package of measures provided to former Whirlpool workers was drawn up and implemented to achieve two main objectives: The efficient redeployment of Whirlpool redundant workers and to test new methodologies and systems that Trento employment offices can use in future restructuring processes.
- Personalisation of the reintegration's pathways –instead of the approach 'one-size fits all'-; the coordination of a variety of actors (employers, trade unions, public bodies and providers of active labour market services); and the synergies among industrial policies, labour market policies and training policies have been key in achieving goods results.
- Having learnt from the first EGF experience (EGF/2011/002 Trentino Alto Adige-Sudtirol construction) that an early intervention, as close as possible of the time when the redundancy occurs is of the highest importance, the workers were informed about the EGF support and the options open to them, the very same day the agreement to place the workers of Whirlpool in Provincia di Trento in the CIGS scheme was signed.