

# Welfarma

Information review: October 2015

## ITALY

Welfarma is the result of the National Framework Agreement, signed on 20 November 2008, which involved Farmaindustria and trade unions. The rationale behind the practice is that employees are not facing a company's restructuring and/or downsizing alone. The practice promotes socially responsible entrepreneurship and brings together different stakeholders (trade associations and unions, institutions, employment services and company representatives) to join forces to support the workers' transition into their new career.

### Name of the PES

Italia Lavoro  
The Technical Agency of the Ministry of Labour and Social Security (Italia Lavoro)

### When was the practice implemented?

2009 – on-going

### Which organisation was involved in its implementation?

- ▶ Farmaindustria and other employers' associations and social partners
- ▶ Private employment services
- ▶ Regions
- ▶ Public employment services can participate in the local operative network

### Which social groups were targeted by the practice?

Direct beneficiaries are all employees of pharmaceutical companies that are undergoing or planning restructuring and redundancies and that have signed the Framework agreement of 20 November 2008 instituting Welfarma. Employees enter the practice on a voluntary basis. Indirect beneficiaries are downsizing companies in the pharmaceutical sector.

### What were the practice's main objectives?

The workers dismissed by companies belonging to the Welfarma project receive assistance in finding employment either in the pharmaceutical industry or similar industries, in other economic sectors, or in starting a business. In the practice, downsizing companies are free to decide which private employment service to work with; employees made redundant are then given training vouchers to spend on active labour market policies (ALMPs).

### What activities were carried out?

- The practice operates as follows:
- ▶ Stakeholders' round table on the activation of a Welfarma scheme: involving trade associations and unions, institutions, employment services and company representatives;
  - ▶ Activation of a mobility or availability list (lista di mobilità) or a wages guarantee fund (Cassa integrazione guadagni, CIG) for laid-off workers;
  - ▶ Selection of a private employment agency by the downsizing company;
  - ▶ Workers voluntarily adhere to the practice;
  - ▶ Supply of ALMP measures by the contracted employment service:
    1. Assignment of training vouchers (for EUR 2 000 each) to employees made redundant who have adhered to the practice.
    2. Assessment and identification of clients' needs;
    3. Counselling and guidance;
    4. Training and vocational rehabilitation;
    5. Matching services;
    6. Support for self-employment / business start-up when necessary.

What resources and other relevant organisational aspects were involved?	<p>Trade unions are responsible for:</p> <ul style="list-style-type: none"> <li>▶ The overall management of the practice;</li> <li>▶ Monitoring the process;</li> <li>▶ Promotion of Welfarma to the relevant stakeholders.</li> </ul> <p>Downsizing companies are responsible for:</p> <ul style="list-style-type: none"> <li>▶ Organising the outplacement service together with (public and private) employment services.</li> </ul> <p>The Technical Agency of the Ministry of Labour and Social Security (Italia Lavoro):</p> <ul style="list-style-type: none"> <li>▶ Supports the stakeholders in the promotion of the programme and implementation of the practice through its regional and local bodies;</li> <li>▶ Has put in motion a management platform plus ('Piattaforma PLUS') to gather and monitor data regarding participants, activities and follow-up;</li> <li>▶ Oversees the financial management of the practice.</li> </ul> <p>Private employment services:</p> <ul style="list-style-type: none"> <li>▶ Carry out ALMPs;</li> <li>▶ Contribute to monitoring the outcomes of the practice.</li> </ul>
Source(s) of funding	<p>National budget</p> <p>European Social Fund</p>
What were the outputs of the practice: people reached and products?	<p><b>People reached:</b></p> <p>During the practice, 696 workers took part.</p> <p><b>Products:</b></p> <p>An observatory was created to monitor the labour market situation and the geographical distribution of the workers seeking to relocate. The observatory uses monitoring data from all the contracting parties. The Technical Agency Italia Lavoro has made available 'Piattaforma PLUS', its online monitoring tool for the management and monitoring of the practice.</p>
What outcomes have been identified?	<p>Since participation of downsizing companies and workers in the practice was voluntary, planned outcomes were not set.</p> <p>During the pilot phase (2009–2011), the outcomes were as follows:</p> <ul style="list-style-type: none"> <li>▶ 275 found a job as a results of their participation;</li> <li>▶ 115 workers have undergone training and counselling.</li> </ul>
What are the lessons learnt and success factors?	<p>The evaluation highlighted that in the practice dispositional employability has a fairly direct impact on physical and mental health, but it is not associated with re-employment. Moreover, perceived employability mediates the relationship between dispositional employability and perceived utility of outplacement services, while it does not have a direct connection with mental health.</p>
More information on the practice	<p><a href="http://ec.europa.eu/employment_social/empl_portal/weesp/IT-6.pdf">http://ec.europa.eu/employment_social/empl_portal/weesp/IT-6.pdf</a></p>



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