

## Discounts and benefits, Univa's network to favour employees

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Twenty crèche facilities or kindergartens with a 10% discount. A babysitting service with a 20% reduction, as well as discounted fees for nursing homes or for home care personnel. These are some of the services that will be available, **from the 1<sup>st</sup> of April**, on a single portal of the **employees of the businesses that will participate in the welfare project designed by the Association of Industrialists in agreement with the ASL of Varese.**

The promotion of well-being in companies has been one of the goals the Association of Industrialists has been promoting and fostering for years among its members. **This goal does not include only healthy life style or healthy eating habits.** For the year 2015, the creation of a wide range of offers designed to improve the daily family management and, consequently, the quality of the work of the employees, represents a step forward.

“We have thought about the possible solutions for all those who have kids or babies or old people to take care of. To create this network, we relied on the ASL as it ensures the high quality of social services. We have requested the same level of quality **from Eudaimon, which is a company** that deals with drawing up agreements with facilities that foster and promote the well-being in companies,” the **Univa** (the association of industrialists of the province of Varese) **director, Vittorio Gandini**, explains.

**Univa has worked on two fronts: on the one hand it worked on family welfare** selecting services and facilitations for the offspring (either it be kids, babies or teenagers willing to make an experience abroad or learn a foreign language) and for the elderly, **on the other, it stipulated agreements for**

**discounted fees with health care facilities** (clinics and care homes) optical stores, orthodontic clinics, as well as online chemists. **The offer is complemented by** insurance policies, car hire services, car glass repair services, gym subscriptions, tour packages, as well as by the possibility to buy clothes, books, household appliances, sport apparel and accessories.

**Lucas Maria Gutierrez, who is the ASL Social Manager, commented positively on the matter,** “Thanks to these agreements we strengthen our network to reconcile work and family life, as requested by Regione Lombardia. This territorial network benefits our organization both socially and economically.”

The package, which will be available to the participating companies, offers **variable discount rates in order to meet the financial needs of the employees.** “In difficult times, reconciling needs with availability is always a hard task. This project offers facilitations and discounts which will surely benefit the workers. It’s a sort of fringe benefit which, in a year, may be the equivalent to a monthly salary,” **Roberto Ceroni**, head of Univa’s trade union body, says.

According to a survey, carried out by Univa in order to assess the reaction of the local community, **120 companies, which employ about 12,000 workers, had a positive opinion on the matter.** “From the 1st of April we’ll start with the portal, and a **toll-free phone number will be activated** for anyone who wishes to have more information about the offers. The project will be continuously updated, also because our territory is rather uneven and we’ll have to try to harmonize the supply as much as possible,” Mr. Gandini said.

**Is there any chance of a sold-out?** “In theory, yes, there is. But, for now, **the supply in our territory is large and, most importantly, diversified** according to the needs. The network is ready to welcome this type of initiatives,” Gutierrez, the Social Manager, clarifies.

di traduzione Fulvio Novi (Reviewed by Prof. Robert Clarke)