

First questionnaire

Employee involvement in the changing work within the 4.0 finance industry transnational groups

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- To which company/organization do you belong?

Employee involvement in the changing work within the 4.0 finance industry transnational groups

- Is it possible to think of employment independently from working hours?

YES

NO

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- Does flexible time management increase productivity?

YES

NO

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- Does the free management of one's own workplace increase productivity?

YES

NO

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- Would a worker who can freely manage his/her working hours have a weaker sense of belonging to the company?

YES

NO

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- Would a worker who can freely decide where to work have a weaker sense of belonging to the company?

YES

NO

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- Under which conditions can the current legislation on work in our industry be made compatible with an increased flexibility in working hours and workplace management?

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- Is it possible to think of employment only on the basis of objectives?

YES

NO

Employee involvement in the changing work within the 4.0 finance industry transnational groups

- What are the possible risks of leaving employees free to organize their working hours and to only rely on objectives?
- What are the possible advantages?

Employee involvement in the changing work within the 4.0 finance industry transnational groups

- What are the possible risks of leaving employees free to organize their workplaces?
- What are the possible advantages?

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- Do you think there any differences across European countries with regard to the possibility of having flexible working hours?

YES

NO

- If yes, what are they?

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- In your opinion, do workers have the right to disconnect?

YES

NO

- If the answer is yes, how would you define it, both with regard to the type of contract (national collective agreement, company-wide agreement, etc.) and in qualitative terms (when? How?)

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- What would you think if, in the various countries, the national collective bargaining agreements provided for different types of employment (e.g. some forms of employment based on working hours and others linked to the achievement of certain objectives)?

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- Salaries in our industry have remained basically stable in recent years. Do you think that, in order to increase salaries, it is necessary to adopt collective bargaining policies that focus more on productivity?

YES

NO

- If the answer is yes, do you think it is necessary to include technological innovation in collective bargaining policies aimed at anticipating change?

YES

NO

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If collective bargaining policies focus more on productivity, do you deem it appropriate to further widen the scope of bargaining towards company and/or industry-wide policies, in such a way to have a comprehensive discussion of business plans - not only limited to their impact on workers?

 YES NO

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- Have recent changes led to an improvement of professional skills in the banking sector?

YES

NO

- If the answer is yes, do you think workers have been adequately rewarded with increased salaries?

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- In your opinion, is there a link between the profound restructuring of the sector at a national and European level and technological change?

YES

NO

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- In your opinion, has the increase in productivity due to technological change made some “classic” figures of the banking sector obsolete?

YES

NO

- If the answer is yes, in your opinion what should be done to retrain people whose skills are no longer needed in the banking production cycle?

Employee involvement in the changing work within the 4.0 finance industry transnational groups

- In recent years, has training in the banking sector been adequate to address the changes brought about by Finance 4.0?

YES

NO

- If the answer is no, what type of training is needed?