

EWC KBC Group NV

Sofia April 2019

KBC Group NV : a bank and insurance group

- Core countries : Belgium, Czech Republic, Slovakia, Hungary, Bulgaria and Ireland
- Number of employees : 42.000
- Business units :
 - BU Belgium
 - BU Czech Republic
 - BU International Markets : Slovakia, Hungary, Bulgaria, Ireland

EWC : general information

- Established in September 1996
- Official language is English
- Composed with employee representatives and employers representatives (mostly HR) from Belgium, Czech Republic, Slovakia, Hungary and since 2018 Bulgaria
- maximum 30 seats
- Select Committee EWC
- National Committee : only possible in countries where we have different/separate entities (Bank, Insurance, IT, Lease, ...)
- Secretariat : Guido Van Den Eeckhoudt, Deputy Secretary Chris Vervliet
- President : Daniel Falque (member Exco KBC Group NV)
- Yearly meeting : 3 days in Juni in Elewijt Center (BE)

Composition EOR

- Belgium (13)
 - LBC-NVK : 6
 - CNE : 1 (CBC)
 - ACLVB : 3
 - BBTK : 2
 - NCK : 1
- Czech Republic (6)
- Slovakia (3)
- Hongaria (4)
- Bulgaria (2)
- UNI Representative LBC-NVK Vic Van Kerrebroeck

Composition Select Committee

- BE (4) + UNI representative
 - LBC-NVK (2)
 - ACLVB (1)
 - BBTK (1)
- CZ (2)
- SK (1)
- HU (1)
- BG (1)

Select Committee can have max 2 meetings/year (in practice can be more as long as we do not exceed our budget)

EWC in practice :

- 1 yearly meeting in June : official language English
- Select Committee is preparing this yearly meeting (March-April)
- EWC members can send (transnational) questions to the Secretary EWC by the end of April the latest, whereby Corporate HR (coordinator) provides an answer by the end of May
- Information is being shared 2 weeks upfront to the yearly meeting :
 - Overview FTE figures
 - Annual report
 - Presentations yearly meeting ...

EWC in practice (2) :

- The minutes of the yearly meeting are being distributed in English for approval to all EWC members.
- After approval the minutes are translated into all local languages and afterwards are published on the intranet/sharepoint site(s)
- Select Committee : we have the possibility to meet with local management or HR department

Information for Belgium

- Jobcenter (internal labour market) : after a reorganization, people who loose their job are not being fired (e.g. ING) but are being stationed in the jobcenter for 1 year, whereby they perform temporary jobs and in the mean time they can look and apply for another job in KBC
- there is a new project called Talent Mobility organised by Febelfin (Belgian Federation for Banks) on sector level whereby the partnerbanks can decide on what they want to do with it : KBC will use track 1 & 2 only for colleagues in the jobcenter
 - - Track 1 : individual coaching
 - - Track 2 : individual coaching, skill training and apprenticeship
 - - Track 3 : Experience@work
 - - Track 4 : Bridge2work
- Link : <http://www.mobilitedestalents.be/>

Information for Belgium :

- Experience@work : “Minerva in KBC” : already in place since 2017 whereby KBC is one the founding companies. Colleagues 55 and 55+ can apply for a job outside KBC whereby they remain a KBC colleague but work for another company and where this company is paying a part of the wage of the colleague (<http://experienceatwork.be/en/>)

Digitalization :

- Referring to the mobile apps (smartphone) of KBC where you can buy a ticket for tram/bus/train, or pay for a parking space, rent a shared bike, check your balance on lunch vouchers (KBC Mobile), or only for employees, register holidays, illness or reserve a parking space in KBC buildings, ... (App your service)
- Agile : home office (max 2 min 2) : an employee can work maximum 2 days at home, but he should be minimum 2 days at his working place (or decentral working places)
- We don't use physical desk phones any longer, all calls (internal and external) go via skype (computer)
- We share desks and we operate with clean desk principle : 80% desks of the total number of employees

