



EWC –
**Sectoral Social
Dialogue Items**

Dr. Jens T. Thau, M.C.J.
Chairman, EBF-BCESA



EWC – Sectoral Social Dialogue Items

Background and Outlook

- FISAC-CGIL Project is supported by EBF-BCESA (letter of support)
- EWCs are state of the art in European Banking Industry
- EWC are consulted and involved in observance of legal rules, company agreements on their participation and according to each groups heritage of employee involvement on the supranational level
- Current Project follows up results of project 2015/0359, dealing especially with EWCs role in the situation of anticipation of change
- Exchange of Good Practises among EWC
- Exchange of Good Practises between Social Partners, EWCs and Employers
- Stabilising and expanding network to exchange practises and solutions, especially regarding the increasing relevance of smart working, scrum (project work) including in a more and more digitalized environment and across classic lines of teams (teams comprised of employees, self-employed, external specialists etc.)
- Explore possibility for joint steps ahead

EWC – Areas to explore and to demonstrate how value was added to process and result

- In the areas addressed in the following 3 slides:
- EWC – Key Issues: General
- EWC – Key Issues: EWC Self Perception
- EWC in Sectoral Social Dialogue

EWC – Key Issues: General

EWCs as a tool to strengthen employee involvement regarding information on important strategic cross-border issues

Collaboration between EWCs and (national/International) Unions and Employer Organisations

Analysis of current TCAs and their input to EWC information

Opportunities to more effective information: language barriers, specialization, training etc.

EWC – Key Issues: EWC Self Perception

EWCs self perception

Strategic Vision vs. Project Orientation

How to deal with/solve conflicting priorities

Is there added value to involve European Social Partners
(Unions/Employers)

Collaboration between unions/shop stewards, (non-unionized)
works councils

EWC in Sectoral Social Dialogue

Explore possibilities for joint positions

Joint Social Partner Approach vs. TCAs

Analysis of current TCAs and their input to EWC information

Can European Social Partners New Approach (as finalized in Telework and Digitalisation Joint Declarations) provide a Basis for Thoughts on possible Sectoral Framework for EWCs

No One Way Street: Do SSDB Key Areas 2017-2020 impact EWCs agendas?

1. Joint Declaration on **Telework** in the European banking sector (2017)
2. Joint Conclusions of EU-funded project “**The Impact of Regulation on Employment in the Banking Sector**” (Pillar I - 2018) mapping overview of the current state of play of employment in the banking sector. The study describes four key reasons to explain “internal restructuring” and the job cuts from 2007 to 2016: financial crisis, market forces, digitalisation and regulation.
3. Joint Declaration on the **Impact of Digitalization on Employment in the Banking Sector** (Nov 2018)
4. Impact of Regulation on Employment (**Pillar II** – 2019/2020) aimed at, e.g.:
 - analyzing the results of Pillar I;
 - good practices on reactions to increasing regulation;
 - developing and presenting a joint European Social Partners’ approach
5. **Employment Aspects of Providing Financial Services** (topic agreed, exploration in progress)
6. **Impact of Standardisation on Social Partners** (pending, esp: ILO, ITUC/IOE letters to ISO)



Questions?

Jens T. Thau
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