

EUROPEAN PROJECT

VS/2019/0016

Carried out with the financial support of the European Commission
DG Employment, Social Affairs and Inclusion

CGIL
FISAC

UAI
global
union



**EMPLOYEE INVOLVEMENT IN
THE CHANGING WORK**

WITHIN THE 4.0 FINANCE INDUSTRY TRANSNATIONAL GROUPS:

**TRAINING AND POLICIES
FROM EUROPEAN DIRECTIVES TO CURRENT PRACTICES**

SECOND PLENARY SEMINAR

Rome, 13 -14 -15 Novembre 2019

WEDNESDAY, 13 NOVEMBER

2:45 p.m. Introduction to the Plenary: Digital innovation and employee participation in EWCs - Agostino **Megale** (President of ISRF LAB)

3:15 p.m. Update on the Project, goals of this Plenary and next steps - Mario **Ongaro** (Project Director)

3:30 p.m. Checking the materials and documentation collected from and distributed to participants, their actual use and their helpfulness for the overall Project - Project staff -

3:45 p.m. The production of materials, teaching aids, studies and proposals from the kickoff meeting to the Belgrade Plenary, with a specific focus on the scientific production of ISRF LAB: summary of past activities and follow-up - Stefano **Di Dio** and Roberto **D'Errico** (ISRF LAB)

4:30 p.m. EWCs in the legislative frameworks and practices of France, Spain, Italy and Belgium and their relations with the trade unions of the countries of the parent company: short remarks by the various national trade unions

5:00 p.m. Update on the trade-union context in the finance industry in Turkey with a focus on the main issues of our EU Project Meral **Gunenc** – Basisen National Secretary

5:15 p.m. Update on:

- activities and priorities of this phase, in particular with regard to the governance of change and digitization
- GFA UNI FINANCE + the EWCs CONCERNED (CREDIT AGRICOLE, SOCIETE GENERALE and BNP-PARIBAS) (to be continued on Thursday 14 in the morning)

6:00 p.m. Current situation and future prospects of the finance industry in Italy and in Europe - Claudio Cornelli – National Secretary of Fisac-Cgil

THURSDAY, 14 NOVEMBER

9:30 a.m. Update on:

- activities and priorities of this phase, in particular with regard to the governance of change and digitization
- GFA UNI FINANCE + the EWCs CONCERNED (UNICREDIT, KBC, SANTANDER, GROUPAMA and INTESA SANPAOLO)

10:30 a.m. European Directives on employee involvement in the experience and practices of the EWC of Unicredit - Monica **Carta** (Unicredit group EWC coordinator)

11:00 a.m. Governing digitalization: the journey towards concrete experiences in local settings after the initiatives on the changing work environment in the 4.0 finance industry Gabriele **Poeta Paccati** (Secretary-General of Fisac-Cgil Milan)

11:30 a.m. Co-determination in Germany: experiences, practices and perspectives in the German finance industry

Jens **Thau** (AGV Banken)

12:00 p.m. European Directives on employee involvement: from the Fitness Check to the identification of critical aspects to propose possible revisions or REFIT - **1st part** Professor Filip **Dorsemont** (KU Leuven)

2:00 p.m. European Directives on employee involvement: from the Fitness Check to the identification of critical aspects to propose possible revisions or REFIT - **2nd part** Professor Filip **Dorsemont** (KU Leuven)

2:30 p.m. Discussion of trade union representatives on the lecture of Professor Dorsemont, with a specific focus on existing practices in the various EWCs

3:00 p.m. Discussion of employers' representatives on the lecture of Professor Dorsemont
Jens **Thau** - FBE
Monica **Carta** - Unicredit Group
Benedicte **Crété** - Groupama

3:30 p.m. Identification of possible points of convergence between the social partners on the above discussion outcomes
Professor **Dorsemont** + Project staff

4:30 p.m. Identification of possible points of convergence (cont.) and discussion

FRIDAY, 15 NOVEMBER

10:00 a.m. ROUND TABLE - Moderator: Mario **Ongaro**

How to support day-to-day operations and improve the effectiveness of EU legislation on employee involvement in the 4.0 finance industry and the changing work environment; The anticipation of change: from information/consultation at the decision-making stage to participation

- GIULIANO **Calcagni**, General Secretary of Fisac-Cgil
- ANGELO **DI CRISTO**, Head of Uni Finance
- JENS **THAU**, Chairman of the European Banking Federation's Banking Committee for European Social Affairs
- EMANUELE **RECCHIA**, Head of Labour Policies, Industrial Relations and Welfare at Unicredit Group
- ALFIO **FILOSOMI**, Responsible for Trade-Union affairs and Labour Policies at Intesa SanPaolo
- BRANDO **BENIFEI**, MEP – Employment and Social Affairs Committee

Conclusions by Giuliano **Calcagni** social partners on the above discussion outcomes Professor Dorsemont + Project staff

4:30 p.m. Identification of possible points of convergence (cont.) and discussion