

EUROPEAN PROJECT

VS/2019/0016

implemented with the financial support of the
European Commission - DG Employment, Social Affairs and Inclusion

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THE EMPLOYEE INVOLVEMENT IN THE CHANGING WORK

WITHIN THE 4.0 FINANCE INDUSTRY TRANSNATIONAL GROUPS:

**TRAINING AND POLICY MAKING
FROM THE EU DIRECTIVES TO THE CURRENT PRACTICES**

Second Steering Group Meeting

Rome, 7TH - 8TH October 2020 - Hotel Massimo d'Azeglio - Via Cavour 18

Arrival to Rome on Tuesday afternoon-evening 6th October: We beg all of you to arrive to the hotel not later than 7 pm in order to enjoy both our Sightseeing Tour and our Welcome Dinner WE WILL MEET AT THE HOTEL LOBBY AT 7.30 PM. Departure from Rome on Thursday afternoon 8th October.

We will have a 3 half days meeting to be divided into 2 sub-meetings: Wednesday 7th from 9.30 am to 5.30 pm, with a selected sample of employees with their shop stewards, who have been and are being directly impacted by the 4.0 changing work. the sample as above. Thursday 8th from 9 am to 1 pm, with a restricted delegation of employers' reps.

Wednesday October 7th

To be attended by

1 - The Project Steering Group members

2 - The "Sample members" (*i.e. the employees representing the 4.0 changing work from our concerned transnational groups+their shop stewards as direct union reps)

09.15 Participants' registration

09.30 Introduction to the Meeting agenda and goals, including a brief presentation of the Project, its meaning, structure, objectives, work-plan etc.

Agostino Megale - Isrf-Lab President

Presentazione del Progetto, agenda lavori e obiettivi della Riunione

Mario Ongaro - EU Project Manager

10.15 Reports by the Steering Group Members from our transnational groups: update about the state of play in your own transnational groups and EWC. Main news and main issues since we last met in November 2019. We plan 15 minutes reports by each group.

Elena Cherubini - Gruppo Intesa SanPaolo

Francesco Colasuonno - Cae Unicredit Group

Silvia Romano - Cae Bnp-Paribas

Franco Cappellini - Cae Crédit Agricole

Marcello Carcereri - Cae Santander

11.10 **Coffee break**

11.25 Reports to be continued

12.00 The outcome from the Questionnaire Report by

Nicola Cicala - Manager Isrf Lab

Roberto Errico - Member of staff Isrf Lab

12.30 First round of self-introductory interventions by our sample members:

Gerardo Carrara - Intesa SanPaolo

Mariarosaria Mazzotta - Intesa SanPaolo

Goffredo Molteni - Unicredit Group

Nicola Romanazzi - Unicredit Group

13.15 **Lunch break**

14.00 Second round of self-introductory interventions by the Sample members.

14.45 Intervention by International Department Fisac Cgil

Claudio Cornelli - Fisac Cgil National Secretary

15.00 Interactive moment to better highlight training needs and demands, problems and potentials within the 4.0 changing work. More precisely here we propose a deepened exchange of views in particular between our Sample members and our Project staff. This exchange will be supported by **Piero Valentini**, Sociologist with a specific skill about restructuring processes led by digitalization and labour market.

16.00 **Coffee break**

16.15 The UNI FINANCE's point of view about the current phase and the perspectives of the 4.0 change in the industry

c/o **Angelo Di Cristo** - Head of Uni Finance

17.00 **Fine lavori**

19.45 Fraternal dinner

Thursday 8th October

To be attended by - The Project Steering Group Meeting with the Employers' representatives

09.15 Participants' registration

09.30 Report on the state of play of the EU Project with a specific focus on the 21st March session

09.45 Digitalization and consequent restructuring processes in services companies. Presentation by **Piero Valentini**, Sociologist and expert in restructuring and labour market.

10.15 Report on the state of play of the Project with a specific focus on the proposals (made last 15th November in our Plenary and Round Table c/o Frentani in Rome) to revise a number of points of the EU Directives for the Employee involvement. (a file pointing out those proposals will be sent out in due course)

10.30 **First interactive** round for a deepened exchange of views about such proposals

11.15 **Coffee break**

11.30 **Second interactive round** for a deepened exchange about possible shared measures to manage the changing work and the impact of digitalization within a possible win-win approach at the collective bargaining level and/or at the social dialogue level. Within this second interactive round such win-win approach at the European Social Dialogue level will be expressed through two specific interventions, respectively by:

Jens Thau - Head of Social Dialogue for the European Banking Federation-Banking Cttee EU Social Affairs

Angelo Di Cristo - Head of Uni Finance

In the framework of both the above interactive rounds we will benefit from the contribution of

Monica Carta, Head of International Social Dialogue in Unicredit Group

Giancarlo Ferrara, Industrial Relations and Welfare in ABI - Italian Banking Association

12.45 Conclusive intervention by

Nino Baseotto - Fisac Cgil General Secretary

13.15 Lunch and departure.