

EUROPEAN PROJECT

VS/2019/0016

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

CGIL
FISAC

UAI
global
union



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**

FINAL PLENARY of the EUROPEAN PROJECT VS-2019-0016

Rome, 24-25-26 February 2021

Wednesday, 24 February

2:30 pm Registration of participants attending in person and of all the other participants attending remotely

2:50 pm Opening of proceedings and technical information:
Mario **Ongaro** and Cristiano **Hoffmann**

3:00 pm **Intervento introduttivo**
Agostino **Megale** - National Coordinator of CGIL - Foundations and Research Institutes

3:30 pm **The European Project towards its conclusion: agenda and objectives of the meeting**
Mario **Ongaro** - European Project Director

3:45 pm Update on the Project: research and data analysis
Piero **Valentini** - Sociologist - La Sapienza University of Rome

4:15 pm* In representation of the EWCs participating in the Project, Steering Committee members reply to the following **3 questions**:

1) In your opinion, are information and, above all, CONSULTATION practices adequate in your EWC?

2) In your opinion, is a renegotiation of the agreement that regulates the functioning of your EWC possible? How could it improve the quality of information and, above all, the quality of consultation?

3) Do you believe that in your EWC 4.0 workers (i.e. the ones we are focusing on in our European Project) are adequately represented? In your EWC, has there been information and consultation about the issues that most directly concern them, such as digital innovation, the flexible organization of work and working hours?

- Francesco **Colasuonno** - EWC of the Unicredit Group

- Silvia **Romano** - EWC of Bnp-Paribas

- Franco **Cappellini** - EWC of Crédit Agricole

- Guido **Van Den Eeckhoudt** - EWC of KBC

- Ana **Herranz** e Marcello **Carcereri** - EWC of Santander

** break planned from 4:45 p.m. to 5 p.m*

6:00 pm Industrial relations and the transnational dimension of the Intesa Sanpaolo group
Elena **Cherubini** - member of the Secretariat of the Coordination Unit Fisac-CGIL Intesa Sanpaolo

6:20 pm End of session

Thursday, 25 February

9:45 am The changing work: report on the results of the survey on a sample of workers concerning salaries, training and responsibilities
Piero **Valentini** - Sociologist - La Sapienza University of Rome

10:20 am The changing work:
collective bargaining in the Intesa Sanpaolo group
Mariarosaria **Mazzotta** - Coordination Unit Fisac-CGIL Intesa Sanpaolo

10:45 am The stories of the workers most affected by change

11:45 am* France, Italy, Slovenia, Hungary, Slovakia, Serbia, Romania, Bulgaria, Albania, Turkey, Malta: the points of view of the trade

unions from these countries on the situation and prospects of their banking sectors

** break from 11:30 a.m. to 11:45 a.m.*

- Mireille **Herriberry** - Fec F.O.

- Claudio **Cornelli** - Fisac-CGIL Intl.Dept.

- Tomaç **Boltin** - SBS

- Sandor **Toth** - BBDSZ

- Slobodan **Mihailovic** - Sfos

- Adrian **Soare** - Fsab Cartel Alfa

- Svetomir **Dichev** - Ftufs

- Hasan **Shkalla** - Fstbsh

- Meral **Gunenc** - Basisen

- William **Portelli** - Mube

1:30 pm Lunch break

2:30 pm Update on the EWC of Crédit Agricole

Dominique **Mendes** - EWC Secretariat

3:00 pm Preparation of the final round table:

Agostino **Megale** - National Coordinator of CGIL - Foundations and Research Institutes

Mario **Ongaro** - European Project Director

3:30 pm Discussion with the employers' representatives on the topics of the round table

5:00 pm End of session

Friday, 26 February

9:45 am Registration of participants (both in person and remote)

10:00 am - 1:00 pm FINAL ROUND TABLE

THE SPEED OF CHANGE AND THE EUROPEAN DIRECTIVES ON EMPLOYEE INVOLVEMENT

Participants:

Brando **Benifei** - Head of the Italian Democratic Party delegation at the European Parliament

Susanna **Camusso** - Head of International Policies for CGIL

Angelo **Di Cristo** - Head of UNI Finance

Giancarlo **Ferrara** - Italian Banking Association (ABI)

Emanuele **Recchia** - Head of Labour Policies, Industrial Relations and Welfare for the Unicredit Group

Jens **Thau** - President of the Banking Committee for European Social Affairs of the European Banking Federation

Coordinator: Mario **Ongaro** - European Project Director

Conclusions of the round table and of the Final Conference:

Nino **Baseotto** - Fisac - CGIL General Secretary