

EUROPEAN PROJECT

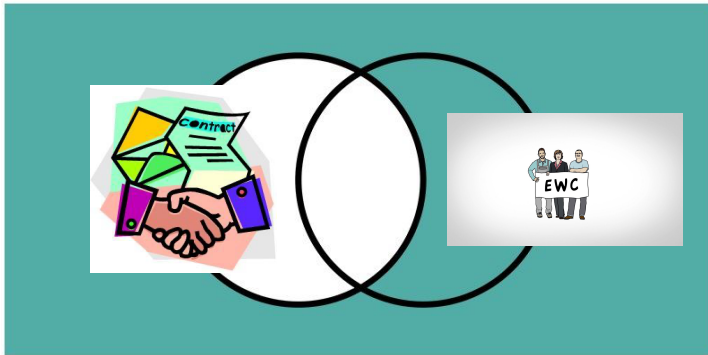
“Financing the Green Transition. Transnational collective bargaining and the role of EWCs in supporting European banks' shift towards environmental and social responsibility. Focus on new job profiles and P&Ms re-skilling” # 101052465

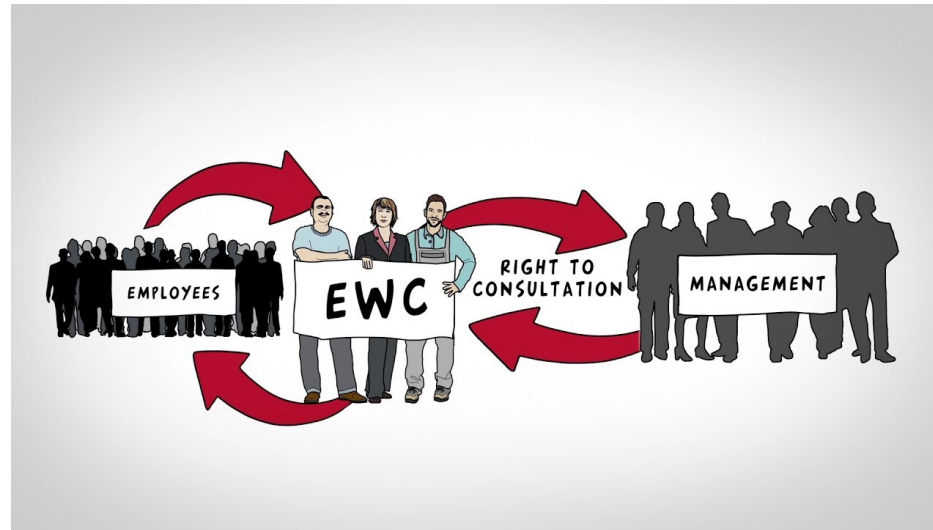
The role of scientific research in the project development

Francesco Discanno, Scientific Partnership Coordinator

CFDT Paris, 11 October 2022

A SINERGY TOWARDS A JUST TRANSITION





PREMISE

The project takes shape in the EU framework for the protection and strengthening of information, participation and consultation of workers in community-scale companies, as per the EWC directive.

This type of projects concerning EWC receives a specific line of financial contribution from the EC and does not normally require the participation of scientific partners.



MOTIVATION FOR RESEARCH

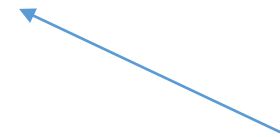
The choice of First Cisl to involve researchers in a project regarding the EWC derives from the need for an exhaustive exploratory and descriptive approach to the topics (what/to what extent) - aimed at integrating knowledge of trade unions.

This approach should lead to an optimal finalization of results in terms of in-depth analysis, systematic inquiry and effective application.

Thus, there is no explanatory research need (why/how).



HOW THE RESEARCH ACTIVITIES ARE LINKED TO THE OBJECTIVES OF THE PROJECT





Disseminating knowledge concerning the regulations on the **Green Economy and their impact on the world of work and businesses in the **EU****



Collecting basic information and conducting both desk and field research to create the knowledge bases on which to develop the 1° training session concerning the new cultural approach and the acquisition of awareness on environmental and social sustainability

Collecting and analysing European and national laws and regulations on Green Economy and Green Finance

Collecting and analysing European/ national/ company collective bargaining and agreements on the topic



Defining the new job profiles and professional skills necessary to strengthen the role of the financial sector in the European green revolution

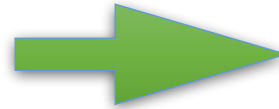
Giving impetus to transnational social dialogue in the EU financial sector and improving the negotiating skills of employee representatives and EWC members through the development of mutual synergies



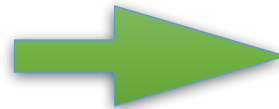
Conducting desk and field research aimed at identifying new professional profiles - and related skills - necessary for the European financial sector to move to an *ESG-based lending paradigm*, in order to create the knowledge bases on which to develop the 2° training session



STUDY TRAJECTORIES FOR RESEARCHERS



Exploring the regulatory profile of the transition and the contractual perspective of the new jobs



Investigating sociological and cultural aspects of labour amid the transition to Green Finance



TASKS OF ADAPT

The main tasks of ADAPT consist of:

secondary research concerning the European regulations on Green Finance, national legislations on Green Economy and its financing, principles/ declarations on sustainable finance from banks in order to outline the function of the financial sector in this game-changer and ascertain if the banking system is correctly interpreting its role from a social and environmental perspective

primary research on the financial and advisory needs - therefore on new professional figures - as felt by SMEs belonging to the most sensitive industries in terms of impact from the transition (together with the University of Lodz and the trade unions)





DESK RESEARCH: WORK KEYS FOR ADAPT

Desk research will focus on the analysis of:

- i) the European regulatory framework: *in primis* Green Deal, Just Transition, EC Action Plan for Sustainable Finance**
- ii) the national sets of laws/rules created by Member States to regulate the Green Transition and its financing: e.g. the Decrees of the Italian Ministry for Ecological Transition published in the Official Gazette**
- iii) documents containing principles and declarations on sustainable finance issued by the institutions in the European financial system: e.g. ESG Sustainability Report published by BNP Paribas)**

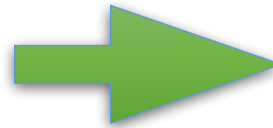
The twofold aim is:

- identifying the **ROLE** attributed to the European financial sector to favor the Green Transition**
- highlighting the **GAP** in terms of the sector's consistency with the role it is called upon to play**



SPECS CONCERNING SECONDARY RESEARCH BY ADAPT

Desk research by ADAPT

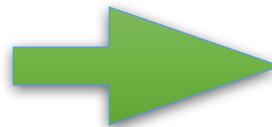


min 30 sources

The secondary research report produced by ADAPT will be released no later than 31 August 2023



Desk research by ADAPT



2° training course

for EWC members and employee representatives negotiating at company level

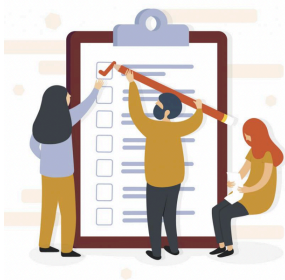


TASKS OF THE UNIVERSITY OF LODZ

The main tasks of the University of Lodz consist of:



secondary research on the European strategy regarding the Green Economy and its financing with an in-depth analysis of the effects on work in a sociological and cultural key



primary research on the financial and advisory needs - therefore on new professional figures - felt by SMEs belonging to the most sensitive economic sectors in terms of impact from the transition (together with Adapt and the trade unions)



DESK RESEARCH: KEYS FOR THE UNIVERSITY OF LODZ (I)

- i) framing the strategy of EU for the transition to the Green Economy in a broad international and European cultural debate**
- ii) highlighting the central role of culture in the “Just Transition” program on the new European Bauhaus**
- iii) identifying and describing the potential identity resistance of workers engaged in the transition and the "culture shock" from giving-up old patterns of work**
- iv) focusing on the sociological profiles of the potential resistance to change by workers and their unionists and the perceived risk of identity loss by workers**



DESK RESEARCH: KEYS FOR THE UNIVERSITY OF LODZ (II)

(v) describing the process of polarization of the labor market between new skills linked to the Green Economy and traditional skills

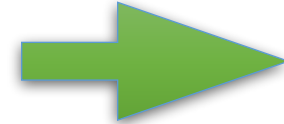
(vi) identifying and describing the problems associated with the implementation of the Just Transition: The case of Poland

(vii) describing the role of Green Finance in the development of SMEs consistent with the Green Economy initiatives in the “economic areas” involved in the Just Transition



SPECS CONCERNING SECONDARY RESEARCH BY LODZ

Desk research by the University of Lodz sources



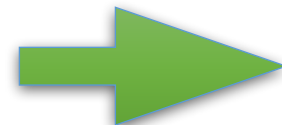
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The secondary research report produced by the University of Lodz will be released no later than 30 April 2023.

2023

January							February							March							
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Desk research by the University of Lodz course for EWC members and employee representatives



1° training



SOME SUGGESTIONS FOR FURTHER EXPLORATION





THE IMPACT ON WORK QUALITY AND EMPLOYMENT

The investigation on the socio-cultural effects of the transition underway will have to extend beyond the "identity" problems towards qualitative and quantitative issues of work, in particular:



- the psychological dimension of work-related stress deriving from the change, which will lead to a desire for anticipated "escape" from work and a sense of inadequacy

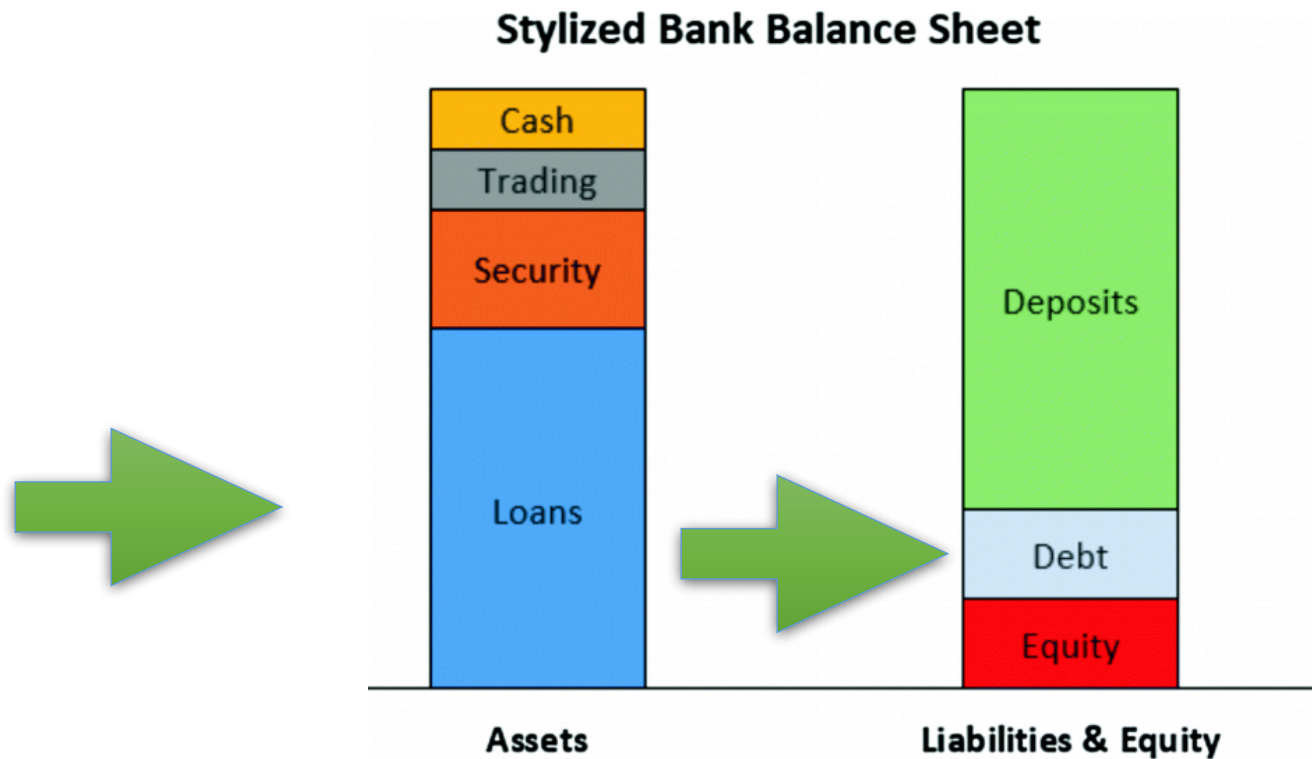


- the employment dimension, with specific references to the forecasts of job losses and therefore the potential closure of bank branches.



WIDENING OF THE VIEWING ANGLE

Not only green loans. Also green bonds, even off-balance-sheet





THE NEED FOR TWO-FACED OBSERVATION

Banks must show attention to external sustainability - through the placement of loans and financial instruments - as well as internal.

For instance, socially sustainable behavior only towards customers and not towards workers would be contradictory.



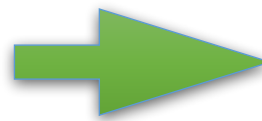
THE POINT OF VIEW OF TRADE UNIONS



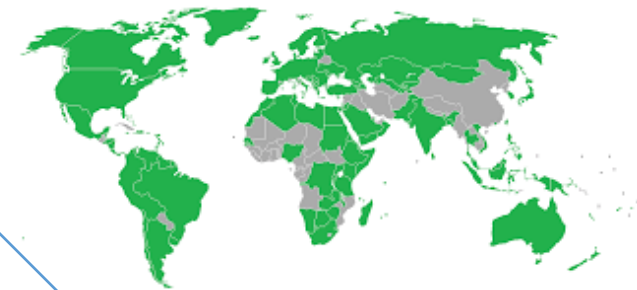
ETUC Position for an EU Social Taxonomy of Sustainable Investments

Adopted at the virtual Executive Committee Meeting of 16-17 March 2022

Do “minimum safeguards” of compliance in the Green Transition fix all social aspects of sustainable finance?



The economic transitions to which the EU economy is subject to are wider than the green one





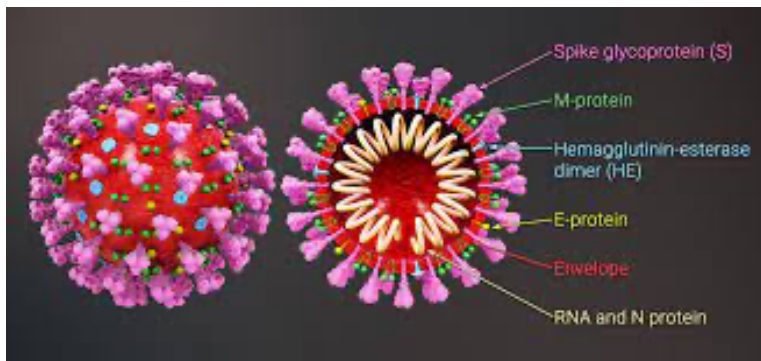
FOR A JUST TRANSITION

The economic transitions to which the EU economy is subject concern the green transition, digital transformation, technological change, demographic challenges and global trade.

In this regard, the *EU Social Taxonomy* should incentivise investments for a Just Transition, in order to transform change into opportunity for regions, local communities and group of populations (also workers) that are particularly exposed or vulnerable in this economic phase.



ADDITIONAL IMPACT OF TWO CRISIS ON THE GREEN TRANSITION



The overlap of the social crisis generated by the recent pandemic and the new energy crisis - caused by war - impact on green transition