



# #GreenFin

## Financing the Green Transition

VIRTUAL AGORA'

Social Partners' remote deliverables

Grant Agreement - 101052465



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## Virtual Agorà: What and Why

**Web-based tool**, with restricted access, through which participants will exchange documents, information, opinions, ideas, etc.

**Two Working Groups:** Trade Union partners (1) and EWCs (2) will take care of the collection of documents and their analysis.

**At the end** of the empirical and academic research, the Virtual Agorà will become a (dissemination) website open to external visitors.



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## **REMOTE PARTNERS (WGs)**

### **EU Confederations/Federations:**

Uni Europa, Eurocadres, NFU (Nordic countries),

### **National Confederations/Federations:**

Cisl (Italy), Cfdt-Cadres (France), FSLCPR (Romania),  
Fesmc-Ugt (Spain), Bbdsz (Ungheria finanza),  
SBS-SBU (Slovenia finanza), OZBP (Slovacchia finanza),  
Sindicatul Upa (Romania finanza), SSCG (Montenegro)

**EWCs:** Unicredit, Generali, Crédit Agricole, BNP Paribas





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## Documents to collect

National **laws** on green transition and initiatives to implement them.

**Good practices** on the defence and development of employment levels in the areas affected by the conversion to the green industry.

**Collective agreements** at European, EWC, national, company level on **social and environmental responsibility**.

Collective agreements (or unilateral initiatives) on **remote work, restructuring, reorganizations, business plans, new job roles, redundancies/hirings, training/retraining**.

Collective agreements (or unilateral initiatives) on sustainable territorial or professional **mobility, mobility manager, diversity manager**.



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## WG1 TRADE UNIONS

**46 Documents (of which 18 Summary and 6 SWOT forms)**

- 9 Europe
- 13 France
- 14 NFU (8 Denmark, 6 Sweden)
- 3 Italy
- 3 Slovakia
- 1 Spain
- 1 Belgium
- 1 Montenegro
- 1 Hungary



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## EUROPE

**European Social Partners framework agreement (2020):**  
on digitalization (cross-sectoral), on teleworking by June 2023

**European Insurance sector social dialogue Joint Declaration:**  
on teleworking (2015), social effects of digitalization (2016, 2019), diversity and inclusion (2022)

**European Bank sector social dialogue Joint Declaration:**  
on teleworking (2017), digitalization (2018), remote work and new technologies (2021)





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## FRANCE

- **Law 1104/2021:** on environment protection
- **3 collective agreements insurance sector:** on teleworking (2021), equal opportunities and inclusion of diversities (2020), quality of life (2022)
- **3 company collective agreements (Generali France):** on sustainable development (2021), teleworking, working time (2021), mobility (2022)



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## SWEDEN

- **FSU position paper (2022):** on sustainable finance, role of banks, social aspects of the sustainable transition, bank internal social responsibility and sustainability, bank contribution to a sustainable economy
- **Bank sector collective agreement (2015):** on telework, working time





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## DENMARK

**Finance sector collective agreement (2021):** on promotion of remote work for more flexibility (< March 2023)

**FH Association position paper (2022):** on how to engage employees in the green transition (through knowledge, innovation, networks)

**National law and Recovery/Resilience Plan (2021):** on climate to reduce greenhouse gas emissions and reach climate-neutrality (guiding principles). National climate target updated every 5 years

**Finance sector code of conduct (2020):** on good outplacement through life long learning and sustainable development



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## ITALY

**Bank sector collective agreement (2019):** on remote work and right to disconnect

**Insurance sector collective agreement:** on remote work and right to disconnect

**Generali Italy company collective agreement (2021):** on remote work and right to disconnect (with clear ref to official working time)

## BELGIUM

**Bank sector collective agreement (2023):** on remote work, right to disconnect (with clear ref to official working time).



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## SLOVAKIA

**Unicredit Bank policies:** on sustainable products, remuneration schemes and initiatives.

**Bank sector:** summary of main banking groups' policies on ESG

## SPAIN

**Bank sector collective agreement (2019-2023):** provisions on digital rights.





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## WG2 EWCs

**10 Documents (of which 2 Summary and 3 SWOT forms)**

**4 Generali:** joint declarations on equal opportunities and inclusion (2019) and on remote work (2023),

**3 Unicredit:** joint declaration on remote work and right to disconnect (2020), Global Framework Agreement (2019)

**2 BNP:** Global Framework Agreement on human and collective rights and environment protection (2017)

**1 Credit Agricole:** Global Framework Agreement (2018) on human and collective rights and digitalization, diversity, inclusion, sustainable travels





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## INTERIM CONCLUSIONS

**Trade Union social parts** have historically been very active on the management of a Just Transition, in terms of sustainability, corporate social responsibility, impact of new technologies, work-life balance, diversity, mobility, quality of working conditions.

**European and national institutions** have more recently and laboriously developed strategies on the Green (and Social) Transition, with some positive exception.

**Employers** are still too often torn between true commitment and 'healthy' greenwashing.

**A Just, Green and Social Transition is still far from being secured.**

