

#GreenFin

Financing the Green Transition

VIRTUAL AGORA'

Social Partners' remote deliverables





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

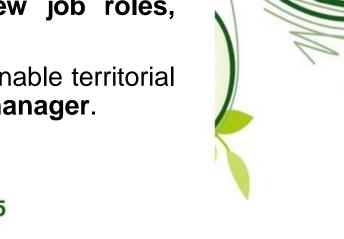
National **laws** on green transition and initiatives to implement them.

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





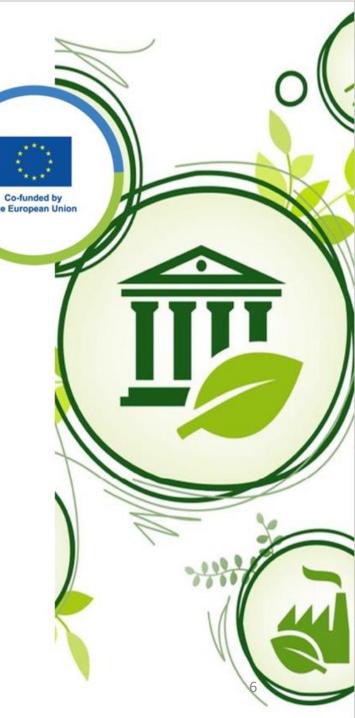
EUROPE

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)





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)





SWEDEN

Co-funded by the European Unit

- 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



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



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 coear ref to official working time).



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.





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)

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- **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



#GreenFin 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.