



Meeting on Quality Check & Roundtable

19 April 2023 (09.00 am – 17.30 pm)

University of Seville - Faculty of Work/Labour Sciences - Enramadilla 18-20 Seville

PART ONE:

MEETING ON QUALITY CHECK *(see Agenda on Virtual Agora, link:*

Below are the most significant speeches that took place in the course of the proceedings, referring you to the complete documents in the Virtual Agora (link: <https://agora.firstcisl.it/> - password:

Luciano Malvolti opens by greeting everyone and also welcomes the participants connected remotely.

The floor passes to Mimmo Iodice, Project Manager, for an introductory greeting.

"I will make a brief conceptual introduction to today's work. Today the Quality Committee is here, which seems to be a technical fact, in reality it is a value-based part of the project and its objectives.

The project is ambitious, the role of green finance is crucial, and so is the role of the social partners and therefore the trade unions in accompanying the green transition,

The banks have a fundamental role in this process because banks do not sell products like any other, banks sell a product called credit that has the function of accompanying the Green transition processes of companies assisted by credit.

Therefore, banks play a function that is a flywheel, of social transformation, banks have a non-marginal role in this project, they have a central role. If credit does not arrive exactly where it is needed, the transformation process does not take place. Therefore, credit is what enables the Green transformation to take place, and businesses and territories are not left behind in this important process.

Therefore, being aware of this central role of banks means being actors - we trade unions - in this social transformation, and banks have the task of accompanying the Green transition not only by

guaranteeing assistance to companies and families in the territories, but they have the duty to transform themselves in a Green way, that is, in a socially sustainable way.

To do this, banks need the active role of the trade unions to help them in the process of training a new bank management that is sensitive and prepared for the 'green transition'.

We are talking about transition of roles, we are talking about transformation of the employment relationship, we are talking about a new way of understanding banking work.

And what is the key point of the epochal transition that concerns banks internally? It is to make bank management figures aware that they are not simply workers in the private sector. It is to become aware that each banking actor is a social functionary, i.e. he or she has a legal, economic and ethical responsibility towards business, and it is a personal and direct responsibility.

These steps from the regulatory point of view have already been taken by the European regulator: we have the Mifid regulations, anti-money laundering, transparency regulations, regulations and capital requirements for banks, these are all responsibilities of the banks that are transferred to the bank operators.

What is still missing is an awareness on the part of bank operators, i.e. bank employees, of the need to take on this dual role: the role of legal responsibility but also the role of social responsibility with respect to the Green transition.

We need to take steps that are first of all cultural, then regulatory, and to do this we also need a project funded by the European Commission like this one. Because in this project we participate not only as trade unionists, we also participate as partners of social institutions - European and others - we also participate as workers, and therefore becoming aware of all this is the prerequisite to be able to regulate the matter of the Green transition through collective agreements.

And given that we are in a European context, the collective agreements that we are called upon to enter into are agreements that primarily affect the European Works Councils, i.e. the transnational negotiating forums where these processes can find a synthesis through agreements. Think of the banks that are involved here, Unicredit and the other European players.

I just had to say hello and went over, I apologise to all participants.

I wish you good work, in the afternoon there will be a very interesting session of discussion with the university world, both on the teaching side and on the student side I now entrust the further illustrative developments of the project to Paola Vinciguerra'.

The floor is then passed to Paola Vinciguerra who illustrates the project with the aid of slides (you can see the complete document at the following link on the Virtual Agora):

<https://agora.firstcisl.it/mod/resource/view.php?id=177>

The floor is passed to Justina Wiktorowicz of the University of Lodz, who reports with the help of slides (you can see the full document at the following link on the Virtual Agora):

https://agora.firstcisl.it/pluginfile.php/484/mod_resource/content/1/Eu-Green-Transition-Sociological-implications_Univ%20Lodz_Wiktorowicz.pdf

The objectives of the University of Lodz research are essentially these:

- Frame Just Transition in the broader European cultural debate
- Deepen the sociological aspects concerning the possible resistance to change on the part of workers and their trade union representatives and their perceived risk of loss of identity
- Describe the polarisation process in the labour market between new skills related to the green economy and traditional skills
- Identify and describe the problems related to the implementation of the just transition: The case of Poland.

Describe the role of finance in supporting SMEs in the implementation of green economy initiatives on the territory

Deepen the sociological aspects.

Possible resistance to change on the part of workers - sociological aspects:

Resistance to change is higher in these sectors, which changes on the labour market caused by green transition will be stronger – as we pointed earlier, it will be especially high **in energy sector**, first of all – **in coal mining**.

- The high resistance for change in mining sector is related to the scale of job transition, expected retraining, mobility etc. in the context of their current high remuneration and social.
- In many countries, for example in Germany and Poland, coal mining has a central place in the cultural histories and identities of the labour movement so that we may speak of a ‘coal heritage’. Coal workers have strong collective identities and take pride in being coal miners (Lewin, 2019; Sobiesiak-Penszko et al., 2022).

- Possible resistance to change of workers – sociological aspects

- **Resistance to change of workers stay in line with general public opinion on climate change and green transition.**
- In countries with high share of coal in energy mix, with high coal mining meaning, opinions on climate change and green transitions are low optimistic than in others.
- In the Eurobarometer 2022 climate change is perceived as the threat by 72% of Poles, 64% of Bulgarians, 53% Czechs, 62% Romanians and 63% Germans. For comparison, in Mediterranean countries and Sweden this percentage is much higher – over 80%.
- Although 88% of EU citizens support the goal of having a green transition that leaves no one behind, only 46% of Europeans are currently confident that by 2050, sustainable energy, products and services will be affordable for everyone. Furthermore, 43% think that private companies and businesses are not doing enough.
- In “coal mining” countries opinions regarding current jobs are lower than UE-27 average in Czech Republic, Bulgaria, Greece and Germany.

- Possible resistance to change of workers – sociological aspects

- Considerations regarding green transition is related to the culture of a country (for example, Hofstede country-level culture measures (2010)).

- Individualism, uncertainty avoidance, and long-term orientation positively influences green economy. By contrast, power distance, masculinity, and indulgence have negative and robust impact on all measures of a green economy.
- Legislating environmental regulations or focusing on green technologies can be harmful for a green economy in countries with high levels of individualism, power distance, and indulgence.
- In more masculine countries, green economies can be promoted through technology rather than regulation.
- The level of economic and financial development influences the relationship between national culture and the green economy (Chien-ChiangLee et al., 2022).

Then Justyna goes on to describe the polarisation process in the labour market between new skills related to the green economy and traditional skills

- Skills polarization on the labour market

- Implementing the European Green Deal (EGD) tends to ease rather than exacerbate job polarisation (Cedefop, 2011; Cedefop, 2012).
- Greening the EU economy will not rely solely on high-skilled workers. The employment benefits of the EGD will be diffused across almost all occupational categories (Cedefop, 2021).
- In the line of green transition **the employment gains are slightly more pronounced for some of the medium- and low-skilled occupations**. Some occupations (e.g. in coal mining) will face employment decline while others (e.g. emerging occupations in hydrogen production) will see growth (EC, DG ENER, 2021).
- One of the impacts of the EGD is 400,000 medium-level jobs not being lost because of increased labour market needs spearheaded by EGD policies. These additional jobs may concern assembling new technology (such as electric vehicle engines) or its implementation (building renovation and installing clean energy-based heating systems) (Cedefop, 2021).
- The analysis of changes on the occupational level points towards the importance of highly skilled non-manual occupations in driving (as with scientists) and supporting (public officials and managers) EGD implementation → prognosed significant employment increases for science and engineering (associate) professionals, business and administration professionals, chief executives, senior officials and legislators, administrative and commercial managers, and information and communications technology professionals.
- The **EUROPEAN GREEN DEAL** -driven employment trends are likely to benefit a broad range of medium-skill occupations. In relative terms, the highest impact is expected for refuse workers, building and related trades workers, electrical and electronic trades workers and drivers as well as for customer service clerks and assemblers (Cedefop, 2021).
- In the energy sector on each level of skills high decreasing is expected.
- For the coke and refined petroleum products because of EGD the decreasing of the highly skilled non-manual occupations will be lower by -62.7 thousands, for skilled non-manual: -14.5 thousands, for elementary occupations – by 13.7 thousands, but the highest will be for skilled manual occupations: -76.8 thousands in the EU-27.
- In gas, steam and air conditioning the highest decreasing is expected for highly skilled non-manual occupation (36,000 from 60,300 loss jobs).

- It the mining and quarrying decreasing scale is similar (-58,200), especially for skilled manual occupations (-31,400) (Cedefop, 2021).

Skills polarization on the labour market

Skills for the green transition' include skills and competences but also knowledge, abilities, values and attitudes needed to live, work and act in resource-efficient and sustainable economies and societies.

They are:

- technical: required to adapt or implement standards, processes, services, products and technologies to protect ecosystems and biodiversity, and to reduce energy, materials and water consumption. Technical skills can be occupation-specific or cross-sectoral;
- transversal: linked to sustainable thinking and acting, relevant to work (in all economic sectors and occupations) and life. Alternatively referred to as 'sustainability competences', 'life skills', 'soft skills' or 'core skills'.

In addition,

- A total of 571 ESCO skills and knowledge concepts are labelled as green. This includes: 381 skills, 185 knowledge concepts, and 5 transversal skills.
- The green concepts aim to cover the activities of the European labour market. As such, skills range within different economic sectors, from energy production and distribution to manufacturing processes, from waste management and pollution standards to auditing and impact assessment, from research to education (ESCO, 2022).
- 4 skills are related to finance, banking and insurance.

Social partners' approaches for green transition

Green transition should be also put in the context of broader trends such as globalisation, liberalisation, labour market flexibilisation, the Covid crisis, the war in Ukraine, etc

- Unions neither naturally oppose nor enthusiastically support green transitions but adopt a range of different strategies.
- Some of them try to protect existing jobs in fossil fuel industries and fend off the closure of carbon-emitting plants for climate reasons. They see green transitions as zero-sum games of jobs-versus-environment in which their role is to protect their members' job interests in threatened industries, and they are rather silent on climate **change and sceptical of the need for green transitions** (Kalt, 2022).
- **In contrast, some of unions are adopting reactive strategies** – don't deny the need for phasing out fossil fuels, advocate for slow and gradual phase-outs accompanied by just transition plans for affected members, communities and regions (Thomas, Doerflinger, 2020).

Justyna then goes on to analyse the attitude of the social partners to the 'green transition': Within internal conditions of these choice, sectoral interests, organisational identities, internal structures and coalition partners should be noted (Clarke, Lipsig-Mummé, 2020). As high-carbon sectors decline and low-carbon sectors expand through green transitions, unions tied to high-carbon sectors are likely less supportive of green transitions than those in low-carbon sectors.

- The unions with a stake in politics beyond the workplace more likely become transition agents because it is in their ideology that the renewal of union power hinges on broader social change. In

contrast, unions with a business union ideology and a mandate limited to collective bargaining about wages and working conditions see their power interests best served by protecting existing member interests (Kalt, 2022).

- Unions with social movement identities, in contrast, are more likely to pursue more transformative strategies to increase their societal power resources (Barca, Leonardi, 2018).
- Unions' internal structures matter as well – unions with strong internal democracy, abundant resources and collective identities not tied to coal to more likely support transitions (Kalt, 2022).
- Furthermore, the degree to which coal is a central component of union members' culture and identity matters as well (Lewin, 2019).
- Inter-union exchanges and involvements in just transition initiatives of global union federations may also influence union strategies (Felli, 2014).

Finally, Wiktorowitz presented a summary of the work carried out [LINK VIRTUAL](#): The Desk research on the European strategy to the Green Economy transition and sociological implication (D2.1) is the main ULO contribution in WP2. This report contains results of the literature review, with usage of different sources, including scientific articles and books, documentation, as well as thematic reports (bibliography includes over 100 items).

University of Lodz team study concentrated on social aspects (especially sociological and cultural) of Green Transition.

The framework for presenting the core thematic issues has highlighted the reasons for developing the European Green Transition Strategy. In addition, the first part of the report highlighted its key documents, main goals, and determinants of just transition. Such major socio-economic challenges require significant structural changes and will result in many changes in the labour market. The greatest attention was paid to job losses and job creation, employment transitions, reskilling and upskilling of the workforce. The specifics of green, brown and white jobs were presented. Employment impact of the European Green Deal in the EU-27 by sector forecast completes the picture of this situation. The case of Poland on the problems related to the implementation of Just Transition was also included in the report. Two issues related to the project theme - the role of culture in greening of banking sector and SMEs in green transition process, are also included.

The scale and comprehensiveness of the projected changes may arouse resistance among many stakeholders. Resistance to change of workers is based on expected retraining, mobility and decrease of remuneration. These attitudes go hand in hand in line with declared support and general public opinion on climate change or green transition. The general "climate" and perceptions of the necessity or urgency of change are conditioned by evaluations of policies (policies to tackle climate change) and self-assessments of one's own skills, as well as have their background in the culture of a country. The polarization of skills on the labour market is also expected (the prognosis of changes in this area are also presented).

In the report the preliminary analysis related to further WP2 products is also included. In line with ESCO, 'skills for the green transition' in finance, banking and insurance, and financial advisory were preliminary described (preliminary impact in D2.5). Taking into consideration sociological context of green transition and expected resistance of the workers engaged in the green transition (especially in brown jobs), social partners seems to be an important stakeholder. Their role, activities, potential attitudes, pro- and reactive strategies, the examples of their activities related to green transition were preliminary described in the report (preliminary impact in D2.2). Results of ULO desk research could be also used as the starting point of other

further project's actions (preparations of the methodology of the questionnaire survey and interviews, as well as trainings).

Margherita Roiatti of Adapt Illustrates the role played by ADAPT and the tasks assigned within the project ([LINK VIRTUAL](#)).

The contribution aims to provide an overview of the main results of the qualitative research phase developed through the literature review methodology corresponding to the first phase in the implementation of D2.3, i.e. the Report on the Desk research on the European regulatory framework to identify the role of finance sector in the green economy.

In accordance with the project proposal, the desk research, carried out by Adapt and Fondazione ADAPT, focused on the analysis of the principles and declarations on sustainable finance of the various institutions in the international financial arena, the European regulatory framework (notably the Green Deal, Just Transition and the EC Sustainable Finance Action Plan) and the various national legislations with the aim of identifying the role attributed to the European financial sector to foster the green transition and highlighting the gap in terms of adherence of the sector to the role it is called to play.

As far as task monitoring metrics are concerned, as of 12 April 2023, 36 resources had been analysed and catalogued (the minimum was 32). The resources were catalogued according to the following labels:

- Author(s)/Signatories
- Organisation
- Type
- Title
- Date
- Link/Reference
- Main topic(s)
- Elements of relevance to the GreenFIN project

With a view to the realisation of research exploitable by as many users as possible and to adhere to the policy of open access, priority was given to resources available in widely accessible databases or indexes (such as through 'open access' or 'open data' portals or similar repositories, free of charge).

To summarise, and also looking ahead to the training activities to be carried out in the continuation of the project, the main objective of this first phase of the research was to reconstruct the -complex and multifaceted- definitional framework of the concept of "green & sustainable finance", considering both its historical evolution (it was possible to identify similar terms as early as the 1980s) and its qualifying features (e.g. as included in the latest proposed taxonomy of European emanation).

In addition, based on the resources analysed, the issue of the link between sustainability reporting tools (including the recent European directive and proposal for a directive and OECD RBC tools) and green/sustainable finance was addressed”.

On the basis of a specific definition of what is green in the financial market, specific policy measures could eventually be taken to encourage the environmentally friendly investment, such as lower capital requirements for financial intermediaries that hold green securities or ad hoc fiscal incentives. This would again result in specific benefits for some sectors or activities, in particular in terms of higher amount of resources available or lower cost of financing.

Developing Sustainable Finance Definitions and Taxonomies (2020) This OECD report maps sustainable finance definitions and taxonomies in five jurisdictions: the European Union, People’s Republic of China, Japan, France and the Netherlands. The report lays out preliminary considerations for good design of taxonomies, which can support policy makers to develop and grow sustainable finance markets to help achieve environmental and sustainable development goals. It also identifies differences among the taxonomies in scope as well as commonalities.

Within the paragraph devoted to the European context, the Author points out that "Most studies on green finance in Europe are policy reports. There are very few academic studies."

In addition, based on the resources analysed, **the issue of the link between sustainability reporting tools** (including the recent European directive and proposal for a directive and OECD RBC tools) **and green/sustainable finance was addressed** as illustrated by the next table:

| #GreenFIN D2.3 - References | | | | |
|--|--|---|---|--|
| Standard | Focus | Why Report | Scoring | Who reports |
| CDP | Primarily GHG emissions but has grown to address water and forestry issues as well. | CDP holds the largest repository of corporate GHG emissions and energy use data in the world and is backed by nearly 800 institutional investors representing more than USD 90 trillion in assets. Its transparent scoring methodology helps respondents understand the steps expected from them. | Companies receive two separate scores for disclosure and performance using 100-point scale. CDP recognizes top scoring companies in the Carbon Disclosure Leadership Index (CDLI). | Public and private companies, cities, government agencies, NGOs, supply chains. |
| Sustainability Accounting Standards Board (SASB) | Public companies only. Industry- specific issues deemed material to investors. | SASB standards enable comparison of peer performance and benchmarking within an industry. | No scoring system. Instead SASB is a standardized methodology for reporting sustainability performance through the form 10-K. | Corporations and companies. |
| ISO | Systemization and improvement of institutions' environmental management practices. | Quality assurance purposes. | No scoring system. | Public and private companies, and NGOs. |
| Integrated reporting (IR) | The IR framework provides guiding principles and content elements to assist companies (and other organizations) in the preparation and presentation of integrated reports. | Unlike the 3BL, integrating reporting focuses on the interaction between the economic, social, and environmental pillars. | No scoring system. | Public and private institutions. |
| Global reporting initiative (GRI) | Corporate social responsibility (CSR) with an equal weight on environmental, social and governance factors. Heavy on stakeholder engagement to determine materiality. | GRI is the most renowned reporting platform. With the launch of the standards in 2018, GRI continues to be the oldest and widely respected reporting methodology globally. | Focus on economic, environmental, social, governance aspects of corporate performance. | Public and private companies, cities, government agencies, and NGOs. |
| Corporate Sustainability Reporting Directive | EU law requires all large companies and all listed companies (except listed micro-enterprises) to disclose information on their risks and opportunities arising from social and environmental issues, and on the impacts of their activities on people and the environment. It also makes it mandatory for companies to have an audit of the sustainability information that they report. In addition, it provides for the digitalisation of sustainability information. | This helps investors, civil society organisations, consumers and other stakeholders to evaluate the sustainability performance of companies, as part of the European green deal | Focus on economic, environmental, social, governance aspects of corporate performance. | These reporting rules apply to large public-interest companies with more than 500 employees. This covers approximately 11 700 large companies and groups across the EU, including: listed companies, banks, insurance companies, other companies designated by national authorities as public-interest entities |
| Proposal for a Directive on Corporate Sustainability due diligence | The aim of this Directive is to foster sustainable and responsible corporate behaviour and to anchor human rights and environmental considerations in companies' operations and corporate governance. | The new rules will ensure that businesses address adverse impacts of their actions, including in their value chains inside and outside Europe. | Focus on economic, environmental, social, governance aspects of corporate performance. | Large EU limited liability companies: Group 1: +/- 9,400 companies - 500+ employees and net EUR 150 million+ turnover worldwide. Group 2: +/- 3,400 companies in high-impact sectors - 250+ employees and net EUR 40+ million turnover worldwide, and operating in defined high impact sectors, e.g. textiles, agriculture, extraction of minerals. For this group, the rules start to apply two years later than for group 1. Non-EU companies: +/- 2,600 companies in Group 1 and +/- 1,400 in Group 2 Third country companies active in the EU with turnover threshold aligned with Group 1 and 2, generated in the EU. |
| Responsible Business Conduct (OECD) | RBC sets out an expectation that all businesses – regardless of their legal status, size, ownership or sector – avoid and address negative impacts of their operations, while contributing to sustainable development in the countries where they operate. They cover all key areas of business responsibility, including human rights, labour rights, environment, bribery, consumer interests, as well as information disclosure, science and technology, competition, and taxation. | Avoiding and addressing negative impacts of their operations, while contributing to sustainable development in the countries where they operate. | It underscores shared values and commitment to RBC standards as a baseline for a global level playing field and as a cornerstone of the international rules-based trading and investment system | All businesses – regardless of their legal status, size, ownership or sector, of the countries involved |

After Roiatti's report, the debate opened with the participation of trade union representatives who spoke remotely.

The work of the Quality Committee with Paola Vinciguerra's presentation of the objectives and characteristics of the training intervention ([LINK VIRTUAL AGORA](#))

“The focal point of the action is the education of EWC members and trade unionist belonging to the partner organizations in order to build a network of trade unionists:

trained in terms of knowledge and sensitivity on the issues of Green Economy and Responsible Finance

Able to carry on negotiations on the issues at company/national EWC/EU level with new operational method & tools

Training in two steps: awareness and empowerment **MODULE 1 ON AWARENESS - KNOWLEDGE**

TRAINING AIMS

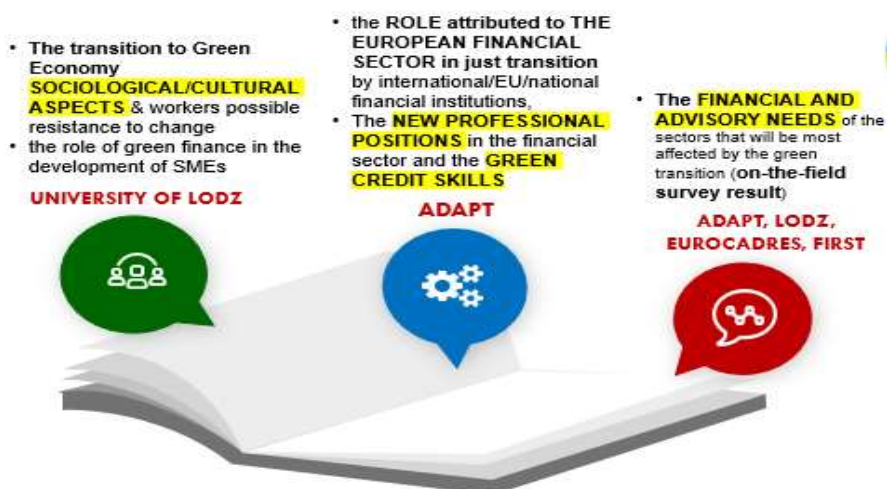
Improve participants' knowledge on:

- the European legislative framework on green economy and just transition
- the scenario and possible future development in the EU financial sector due to the impact of green transition in the economy and labor market
- the implications of the green revolution on workers' profession and skills in the finance sector, with special focus on P&Ms and middle management

MODULE 2 ON EMPOWERMENT – on change - CAPACITY BUILDING

- To strengthen participants' awareness of their role as agents of change through the acquisition of innovative negotiating tools
- to improve their negotiation skills to impact on companies' organizational structures and HR with a wide plan of "upskilling" and "reskilling" of employees and P&Ms in the finance sector

THE TRAINING CONTENT



Methodology

inductive and participatory following

3 CONCEPTUAL STEPS:

1. exchange knowledge with the experts (mod. 1)
2. pinpoint the key concepts (mod. 1-2)
3. identify the uncovered negotiation areas and the negotiating objectives of a TU platform (mod. 2)

Target Group

Trade unionists experts in bargaining coming from leading companies (in the finance sectors) of the project partners countries

THE TRAINING EXPECTED RESULTS

At the end of the training pathway, participants will be able to:



Vinciguerra's report concludes by leaving room for the partners to comment on the training aspects.

The unanimous verdict that emerges from the debate is that the course's priority objective is to raise participants' awareness of green transition issues and at the same time the awareness of being, each according to his or her role, agents of change in the workplace and society in general. The Quality Committee approved the training programme lines presented by Vinciguerra.

Lastly, Project Manager Domenico Iodice, summarising the morning's work and summarising the opinions expressed, gives a positive assessment of the quality of the work carried out so far in line with the future commitments of the project.

Finally, Iodice gives everyone an appointment in the afternoon for the round table that has been organised in collaboration with the University of Seville, Faculty of Labour Sciences and which will be attended by a large number of students from the Faculty ([link Manifesto](#)). Iodice underlines the importance of the students' presence because it is a moment of confrontation with the new generations and a reason to draw important indications on the way forward.

SECOND PART:

ROUND TABLE: GREEN FINANCE AS A TOOL TO ACHIEVE ENVIRONMENTAL AND SOCIAL SUSTAINABILITY

From an organisational point of view and in order to give students the opportunity to actively participate in the debate, the French language interpreting activities provided for in the budget were replaced by Spanish, without increasing the budget set. La tavola rotonda è aperta dalla professoressa Maria Teresa Igartua Mirò dell'Università di Siviglia che ne ricopre anche il ruolo di coordinatore dei lavori. In view of the large number of students present, Ms Igartua explained that the round table was part of the project financed by the European Commission and led by the Italian banking workers' union. He also mentioned the funding that the European Commission allocates to deserving projects concerning the development of the European Social Dialogue, which is a fundamental component of the European social model, aimed at bringing together the social partners (employers' and workers' representatives) to contribute actively, avoiding social conflicts, to the definition of European social and employment policy. In particular, the chairman specifies that the project concerns the topic of Green Finance in support of the 'Just Transition' and involves not only academics from European universities but also trade union representatives and members of works councils from more than 10 European countries.

At this point, Professor Igartua gave the floor to Domenico Iodice, entrusting him with the task of outlining the context in which the topics of the Round Table developed. Iodice begins by stating that so-called 'green finance' plays an essential strategic role in accompanying the 'green transition' (Green Deal). Indeed, green finance can virtuously steer the transformation of the European production system towards objectives of environmental and social sustainability, through suitable credit policies and appropriate policies for channelling private savings to companies. Banks must fulfil their social function by facilitating access to credit and channelling private savings to companies that need to transform. If banks play their role correctly, the green transformation will take place with fewer negative impacts and will appear as a gradual transition without social rifts and with 'social peace'. In our Project we mainly talk about the activities of credit and savings 'ad extra', i.e. towards enterprises, as a driver of green change. The work of the round table focuses mainly on 'ab infra' activities, i.e. on how the green change is reflected in the labour law and industrial relations system of employees in the banking sector. At this stage of the digitisation process, employees in the banking system are experiencing early dismissals from work and are not sufficiently integrated into smooth transition policies that respect people's physiological life cycle. People are considered 'obsolete products', almost 'waste': it is considered uneconomic to invest in training to facilitate their professional transitions. Or people become weak workers, whose digitised, 'remote' work appears disconnected from the physical location (as branches close and physical and collective work locations are lost). Legal certainties linked to the physical place of work and to working hours (asynchronous work) are also lost, the right to disconnect is no longer effective, and the legal insidiousness of the obligation of result (i.e. work for objectives, recognised on the basis of results) is introduced. European and national laws renounce strong protection measures and are reduced to establishing minimum individual rights, often only of an informative nature, and neglect the importance of collective rights to information and collective bargaining, in fact separating people from one another. Direct bargaining between employee and employer (of wages, working hours, performance, Rights) is rampant to the detriment of collective bargaining, and the individualisation

of the employment relationship (the 'psychological contract') is weakening the objective certainties of labour law. Why should labour law and collective bargaining still be necessary if it is now possible to bargain rights more flexibly on an individual basis? To answer this insidious question, new legislative instruments offered by the new European legislation need to be explored in the round table. It would be useful to take an in-depth look at the situation in the various European countries, starting with Spain (I will speak on the Italian situation). We can start with the Transparency Directive, we can talk about the Right to Privacy (GDPR) and the Proposal for a Directive on Due Diligence, which expands the right to whistleblowing because it recognises the trade union's function of agreeing with the company on so-called 'chronoprograms', i.e. plans to correct the problems in work organisation reported by workers. We can thus build a debate on the recognition of the 'right to collectively bargain over personnel management algorithms'. Databases containing workers' personal data are the new weapon of trade union action, so the rights of information and consultation rights of trade unions must be strengthened.

Afterwards, Irgartua focuses its speech on health and safety aspects in the workplace, focusing on the most important new organisational processes resulting from the digital transformation. The next talk was by Professor Antonio Ojeda Avilés from the International University of Andalusia, who dealt with the issue of working on digital platforms and the risk of human subordination to algorithmic management inherent in the new directions being taken in work organisation. This is a very topical issue that attracted the attention of the young people, as demonstrated by the follow-up questions.

Ms. Roiatti of ADAPT described the priority objectives of this first phase of the research, which was basically to build a defining framework - complex and multifaceted - of the concept of 'green and sustainable finance', considering both its historical evolution, starting from the 1980s) and its qualifying traits such as, for example, those included in the latest proposed taxonomy of European emanation.

Prof. Irgartua then passes the floor to Justyna Wiktorowitz who, after a brief summary of the discussion in the morning session, and with the (successful) aim of getting young students more involved, asks them a series of sociological questions about the "Green Transition". To do this, he uses the results of the Eurobarometer survey in the year 2022. The students express their agreement or disagreement with a series of judgements contained in the Eurobarometer survey:

1. Climate change policies will create more new jobs than they will eliminate
2. Climate change policies will create good quality jobs (in terms of pay, job security and quality of the working environment).
3. Your current skills enable you to contribute to the green transition
4. Doing work that contributes to advancing the green transition is important to you personally.
5. Your work contributes to advancing the green transition

A debate ensues, involving most of the students who took part.