



Training Course

4th-5th July 2023

Vico Equense – Hotel Aequa

July 4

9:00 am. Opens the meeting Paola Vinciguerra, First CISL National Trainer, who greets everyone and welcomes everyone.

She then presents the project with the help of slides..

([PPT 1](#))

(https://agora.firstcisl.it/pluginfile.php/499/mod_resource/content/1/1%20VINCIGUERRA%20-%20PROJECT%20PRESENTATION.pdf)

He also presents the partners and tasks of the scientific research, the coordination of which is the responsibility of **Francesco Discanno**, First CISL National Trainer.

The title of Discanno's paper is: "[Scientific partners and research tasks presentation](#)".

(https://agora.firstcisl.it/pluginfile.php/503/mod_resource/content/1/2%20DISCANNO%20-%20Scientific%20partners%20and%20research%20tasks%20presentation.pdf):

Premise

The green economy transition is a critical global priority, and financing plays a crucial role in driving this transformation. Transnational collective bargaining and the involvement of European Works Councils (EWCs) can contribute significantly to supporting European banks' shift towards environmental and social responsibility. In particular, they can address the challenges related to new job profiles and the need for reskilling in the banking sector.

The transnational collective bargaining is primarily involved in the green finance transition. This transnational interaction concerns negotiations that take place between employers and employee representatives across different countries. It enables workers to have a voice in decisions that affect their work, including the transition to green banking practices. By engaging in transnational collective bargaining, bank employees can advocate for environmental and social responsibility measures, such as sustainable investment practices, climate risk financial assessment, and financing towards the reduction of carbon footprints and -at the same time -safeguarding the quantity and

quality of labour, which means protecting employment and guaranteeing just conditions also in the workplace.

As you know, EWCs are representative bodies that bring together employee representatives from different European Union (EU) memberstates in multinational companies. EWCs can play a crucial role in facilitating dialogue, cooperation, and decision-making processes related to the green transition of finance within European banks. They provide a platform for employees to voice their concerns, offer suggestions, and participate in shaping the bank's environmental and social responsibility strategies. EWCs can collaborate with management to ensure that the transition to a sustainable banking sector is inclusive, socially just, and considers the interests of both workers and the environment.

The green transition in the banking sector will likely create a demand for new job profiles. These profiles may include roles related to sustainable finance, environmental risk

assessment, renewable energy investment, and green technology research and development. Transnational collective bargaining can be used to ensure that workers are adequately prepared for these new job profiles. It can facilitate discussions on training programs, upskilling initiatives, and career development opportunities to support employees in acquiring the necessary skills and knowledge for the green economy. All these measures have also the aim of preserving employment and ensuring both safe and fair working conditions at the workplace.

The shift towards environmental and social responsibility in banking requires a re-skilling of professionals in key positions, such as portfolio managers (P&Ms). P&Ms need to acquire expertise in sustainable finance, ESG (environmental, social, and governance) criteria, impact investing, and green portfolio management. European banks can collaborate with EWCs to design training programs and provide resources for P&Ms to develop the necessary skills and competencies. This collaboration ensures that the green transition is effectively integrated into the banking sector, and P&Ms are equipped to make informed decisions aligned with environmental and social goals, with the parallel objective to maintain and update their relevant job position in the companies.

The University of Lodz and ADAPT: the role of the scientific partners

The project takes shape in the Community framework for the protection and strengthening of information, participation and consultation of workers in companies on a Community "scale", as per the EWC directive.

This type of EWC project receives a specific line of financial support from the EC and normally does not require the participation of scientific partners. First Cisl's choice to involve researchers in a project concerning the EWC derives from the need for an in-depth exploratory and descriptive approach to the topics of interest, aimed at integrating trade union knowledge. This approach aims at an optimal finalization of the project results in terms of depth of analysis, systematicity of investigation and effectiveness of application.

The scientific partners taking part in the project are the University of Lodz (Poland) and ADAPT (Italy).

The research activities in relation to the project objectives are the following:

a) collect basic information and conduct both desk and field research to create the knowledge bases on which to develop the first training session relating to the new cultural approach and the acquisition of awareness on environmental and social sustainability;

b) collect and analyze European and national laws and regulations on Green Economy and Green Finance;

c) collect and analyze the European/national/company collective bargaining and agreements on the project topics;

d) conduct desk and field research aimed at identifying the new professional profiles -and related skills -needed by the European financial sector to move towards a credit model based on ESG, in order to create the knowledge base on which to develop the second training session.

The specific role run so far by the University of LODZ is the investigation of the sociological and cultural aspects of work in the transition to green finance.

The University of Lodz has completed a desk research based on a minimum of 30 sources.

The secondary research report produced by the University of Lodz has been published in May, 2023.

The results of the desk research of the University of Lodz form the basis of this first course for EWC members and employee representatives.

The specific role run so far by ADAPT is the exploration of the regulatory profile of the transition and the contractual perspective of new jobs. ADAPT's desk research is based on a minimum of 30 sources.

The desk research report produced by ADAPT is going to be published soon. The results of the desk research conducted by ADAPT will form the basis of the second training course for EWC members and workers' representatives who bargain at company level.

The University of Lodz and ADAPT are also working together on a field research based on qualitative interviews and a quantitative survey.

The floor passes to **Anna Masiello**, First CISL National Trainer, who explains the objectives and methodologies of the Training Course with the help of slides ([PPT 3](#))

https://agora.firstcisl.it/pluginfile.php/512/mod_resource/content/1/3%20MASIELLO%20-%20TRAINING%20GreenFin%20-%20VICO%20EQ%20eng.pdf .

Then we move on to socialization ([ICEBREAKER](#)), which is done outside. 6 photos are placed on 6 tables, one photo per table, the participants, after viewing the photos chose one, positioning themselves near the relevant table

https://agora.firstcisl.it/pluginfile.php/505/mod_resource/content/1/WS%201.%20ICEBREAKER.pdf

Afterwards each participant introduced himself or herself, explaining the reason for the choice.

After the coffee break we resumed with work in groups, again outdoors ([MIND MAP: THE GREEN ECONOMY](#))

https://agora.firstcisl.it/pluginfile.php/506/mod_resource/content/1/WS%202.%20MIND%20MAP%20HE%20GREEN%20ECONOMY.pdf .

Participants, divided into 4 groups work following the instructions on the worksheet.

1. write on the post-its (1 for each) as many as possible associations concern the green economy
2. On a flipchart put the words 'green economy' in the center and create with the written post-its some CLOUDS of logical connected words
3. Give the clouds a name and get ready to present you mind map with the help of a spokesperson



Back in the classroom, each spokesperson illustrates the poster prepared (see photo Work 1 - Photo Poster - Concept Map Work 1).

The floor is then turned over to Iwa Kuchciak of the University of Lodz, who presents the first part of her paper: "Framing the European Strategy for a Green Economy". ([PPT 4](#))

https://agora.firstcisl.it/pluginfile.php/504/mod_resource/content/1/4%20IWA%20-%20GreenFin_Training_Module1_platform.pdf

It's off to lunch

Work resumes at 2:30 p.m. with a short exercise, done outside, to reactivate the classroom. THE activity also aims to have **participants memorize their names**: in turn, you pass a ball to each other calling out the name of the participant to whom you throw it; if you do not remember the name, you ask. On the second round, the balls become 2, then 3 and then 4. The activity lasts 7-8 minutes and reaches the goal, activated participants, return to the classroom.

Then **Iwa Kuchciak** from the University of Lodz relates and presents the **second part** of his report 'The impact on the work market and the sociological and cultural aspects of the green revolution affecting workers and trade union representatives' ([PPT 4](#))

https://agora.firstcisl.it/pluginfile.php/504/mod_resource/content/1/4%20IWA%20-%20GreenFin_Training_Module1_platform.pdf

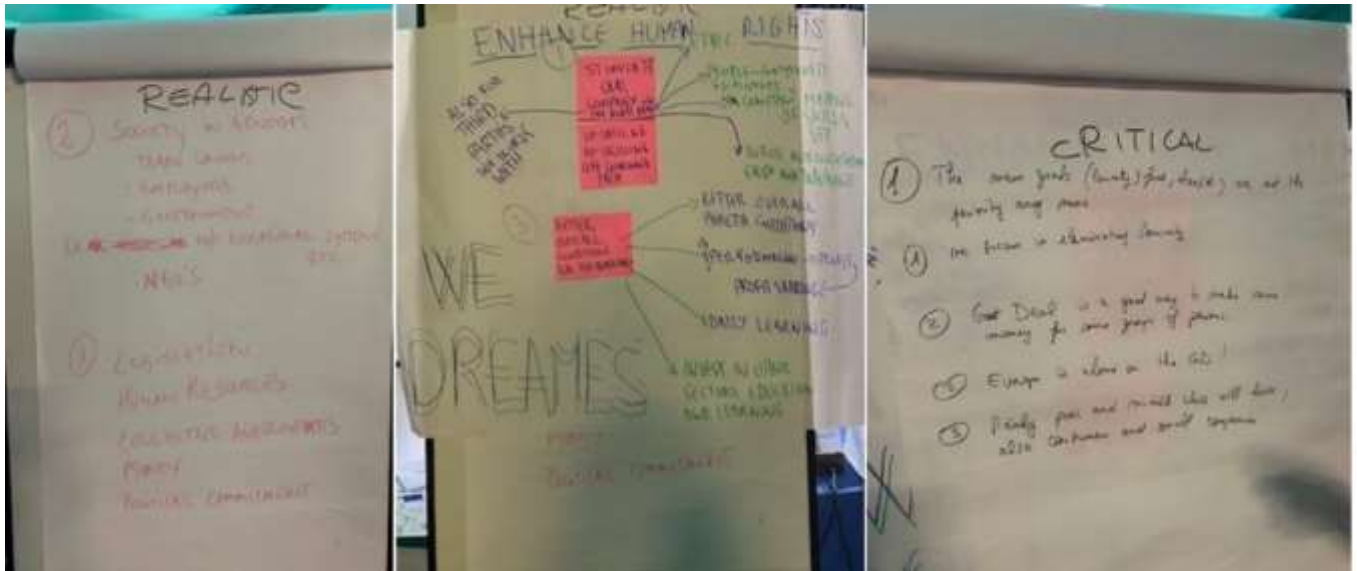
At 3:20 p.m. we go to the groups for the exercise "[The Unionist Papers.](#)"

https://agora.firstcisl.it/pluginfile.php/507/mod_resource/content/1/WS%203.%20TRADE%20UNION%20CARDS.pdf

The exercise aims to exercise critical thinking by taking different perspectives on the topic of green transition.

The exercise goes like this: in plenary, each participant chooses a card based on the perspective/role he/she wants to play: **Dreamer**, **Realist** or **Critic**. There are 8 cards for each role. Groups are formed according to the chosen/assigned card.

Once the groups are created, we proceed to the task:



"From your perspective as dreamy, realistic and critical unionists, answer (some) questions and, if you wish, integrate other considerations.

Prepare a poster and be prepared to present your group activity with the help of a spokesperson." (Photo in File - Photo Posters "TUnionist Cards").

After 30 minutes, we return to plenary for debriefing: In turn, each group spokesperson presents the poster with the answers to the questions. The speaker makes some remarks.

After that, lecturer **Iwa Kuchciak** proceeds with the **third part** of the report. "*The labour market polarisation between new green skills and traditional competences*" ([PPT 4](#))

https://agora.firstcisl.it/pluginfile.php/504/mod_resource/content/1/4%20IWA%20-%20GreenFin_Training_Module1_platform.pdf

After a brief discussion at 5:30 p.m., the day concludes.

July 5

Work resumes at 9:00 a.m. The first activity is the [WORLD CAFE](#).

https://agora.firstcisl.it/pluginfile.php/508/mod_resource/content/1/WS%204%20WORLD%20CAFE%20ON%20SOSTAINABLE%20FINANCE.pdf, This is a dynamic activity involving group work.

Objective of the activity: **to have participants reflect in a participatory and creative way on 4 aspects** inherent in the topics covered by the course, and prepare/activate participants for the next unit.

In plenary there are 4 tables, participants divided into 4 groups, take turns addressing one question/table at a time, moving between tables. 10 minutes per question/table to explode ideas. Only 1 participant per table never moves, the table host, who welcomes the participants and then at the end will report on his table's issue board.

The 4 themes:

1. What are the goals of sustainable finance?
2. How can the financial system support businesses in the green transition?
3. How can the financial system direct savings toward green investments?
4. What skills do financial players need to meet market needs toward green transition?

At the end we return to the classroom and in turn the 'hosts' report on the 4 posters. (Photo in File - Photo Posters WORLD CAFE'- work 3)

The floor was turned over to **Margherita Roiatti** and **Sara Prosdocimi** from Adapt who reported with the help of slides. [PPT 5](#)

https://agora.firstcisl.it/pluginfile.php/509/mod_resource/content/1/5%20ADAPT%20-%20GreenFin_D3.1_ADAPT.pdf

We reproduce below the abstract provided by the authors:

https://agora.firstcisl.it/pluginfile.php/515/mod_resource/content/1/5%20ADAPT%20-%20ABSTRACT%20INTERVENTO%20%20VICO.pdf

“Work Package 3: Training activities

Duration: M11 – M18 Lead Beneficiary: FIRST CISL

Objectives

The focal point of the action is the EDUCATION OF EWC MEMBERS AND TRADE UNIONISTS belonging to the organizations of the participating countries, in order to build a network of trade unionists:

- *trained in terms of knowledge and sensitivity to the issues of Green Economy and Responsible Finance*
- *able of carrying on negotiations at company/national/EWC/European level with a new operational method, contributing effectively to the European Social Dialogue progress on the issue*

All the training activities will be divided in TWO MACRO STEPS:

MODULE 1 (AWARENESS - KNOWLEDGE) of the training path open to both the financial sector and other sectors of trade union representation and developed in blended mode, alternating online and face-to-face activities.

AGENDA

ADAPT – THE ROLE OF FINANCE IN THE GREEN AND JUST TRANSITION

(45 minutes)

Introduction: the role of finance in the green and just transition: a focus on definitions and main available open-access resources (Margherita Roiatti) – 10 min

The European framework on green finance: insights from the Taxonomy regulation and the Right of information -15 min (Margherita Roiatti)

What's new? The Directive on Corporate sustainability due diligence – 5 min (Sara Prosdocimi)

Good practices of the finance sector in the green transition - some insights from the Virtual Agorà – 15 min (Sara Prosdocimi)

Discussion”.

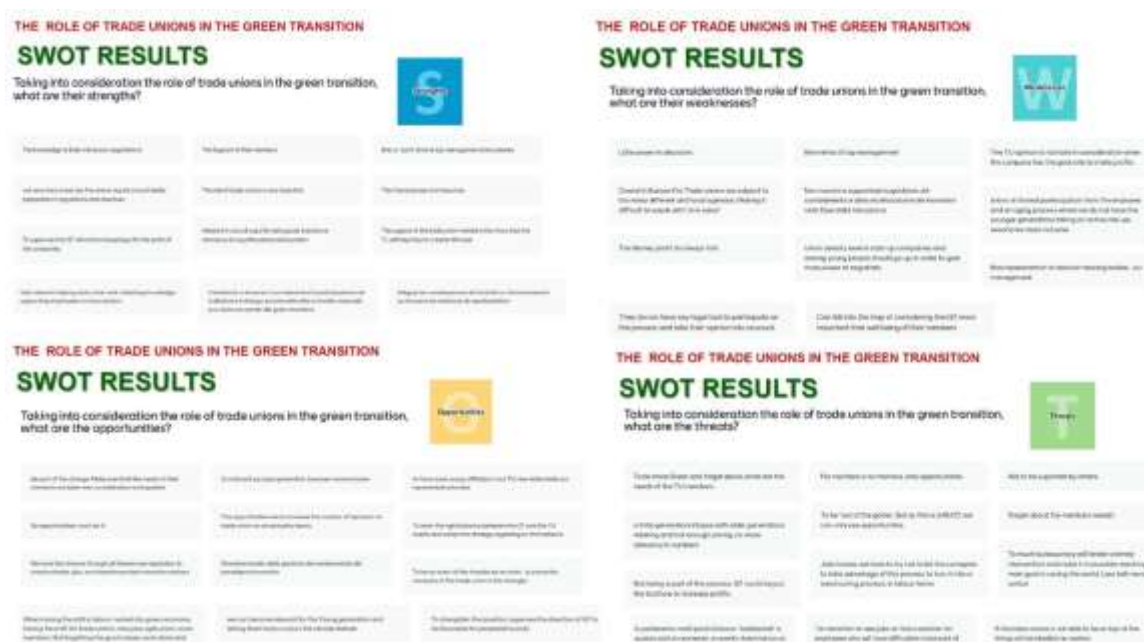
After the coffee break, we proceed with an individual and plenary exercise: the [SWOT ANALYSIS](https://agora.firstcisil.it/pluginfile.php/511/mod_resource/content/1/WS%205%20SWOT%20ANALYSIS%20VIA%20MENTIMETER.pdf) made with the help of a Mentimeter. https://agora.firstcisil.it/pluginfile.php/511/mod_resource/content/1/WS%205%20SWOT%20ANALYSIS%20VIA%20MENTIMETER.pdf

Goal of the teaching unit: at the conclusion of the day's didactic sessions, **foster reflection** on the role of the union in the green transition using the SWOT matrix.

The Mentimeter is launched, one question at a time, everyone answers from their smartphone

- 1) Considering the role of unions in the green transition, what are their strengths?
- 2) Considering the role of unions in the green transition, what are their weaknesses?
- 3) Considering the role of trade unions in the green transition, what are their opportunities?
- 4) Considering the role of trade unions in the green transition, what are their threats?

Below is a photo of the results (*Photo Posters - Swot results work 4- complete*)

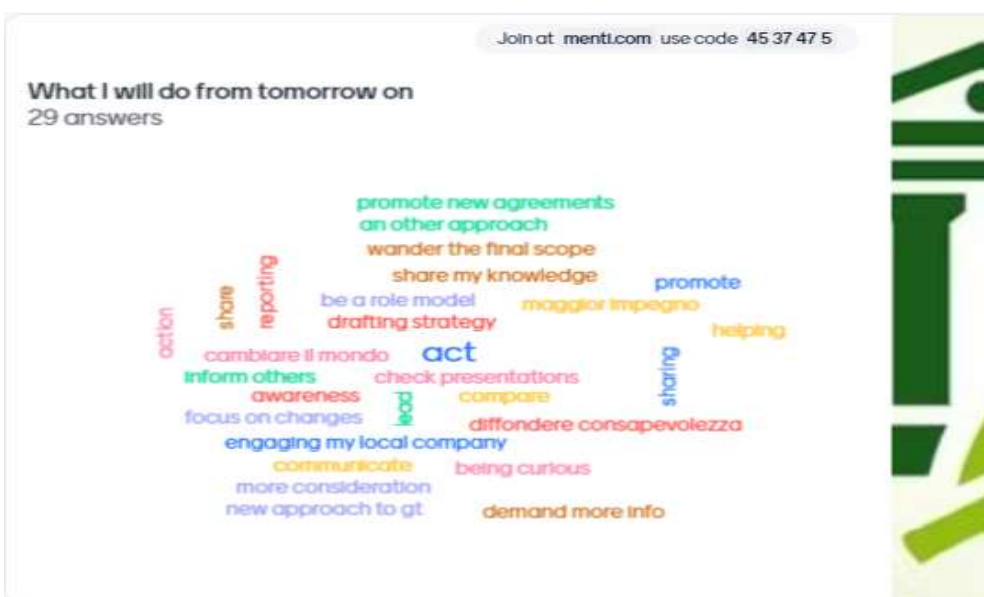


Then in plenary, all the responses are read and the floor is passed to **Cosmo Colonna** - Resp. Dept. of Environment Sustainable Development CISL - who comments on the results and exposes with the help of slides the role of the union and CISL in the green transition. [PPT6](https://agora.firstcisl.it/pluginfile.php/510/mod_resource/content/1/6%20COLONNA%20-%20THE%20TU%20ROLE%20IN%20THE%20GREEN%20TRANSITION%20-%20THE%20EXAMPLE%20OF%20CISL.pdf)
https://agora.firstcisl.it/pluginfile.php/510/mod_resource/content/1/6%20COLONNA%20-%20THE%20TU%20ROLE%20IN%20THE%20GREEN%20TRANSITION%20-%20THE%20EXAMPLE%20OF%20CISL.pdf

It is time for the final verifications, the trainers launch with the help of Mentimeter a survey with the two questions:

1. **What I take home?** <https://agora.firstcisl.it/mod/resource/view.php?id=204>
2. **What I will do from tomorrow?** <https://agora.firstcisl.it/mod/resource/view.php?id=205>

(Photo posters - Mentimeter final work 5)



Then **Paola Vinciguerra** explains the upcoming appointments and, after the last google form of perceived quality verification, we close the day and the first module of the Training course itself.

[PPT 9](#)

https://agora.firstcisl.it/pluginfile.php/514/mod_resource/content/1/9%20VINCIGUERRA%20-%20PROJECT%20NEXT%20STEPS.pdf