



#GreenFin

Financing the Green Transition

THE TRAINING COURSE OUTCOMES

MODULE 1 – VICO EQUENSE, 4-5 JULY 2023

Paola Vinciguerra

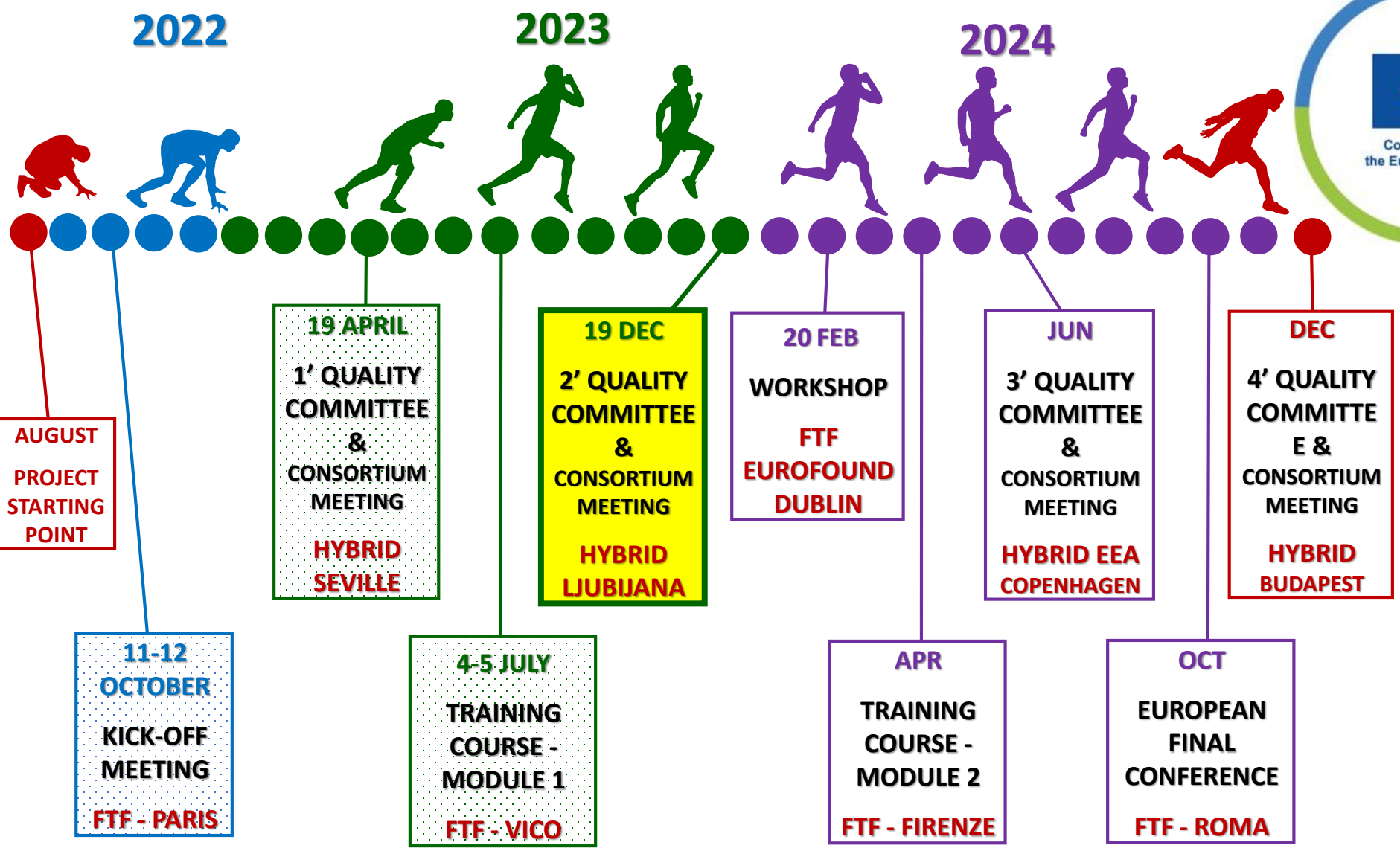
FIRST CISL National Training Officer

Grant Agreement - 101052465



WHERE WE ARE NOW?

PROJECT EVENTS TIMELINE – 5 MONTH DELAY





PROJECT GENERAL AIMS



Disseminate a culture of social and environmental sustainability

among trade unionists
at all levels

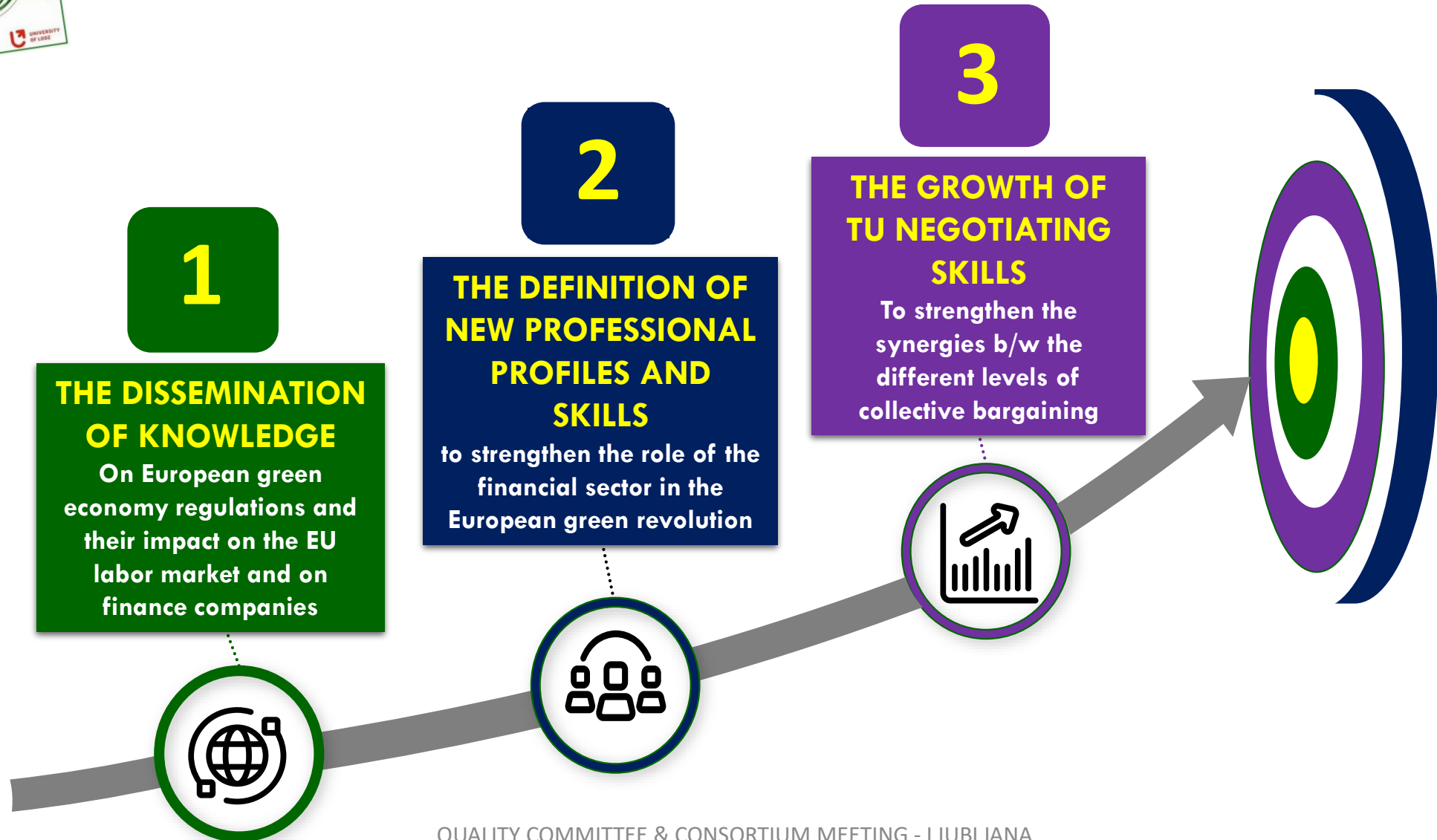
and in particular to representatives of the P&Ms

Build and spread Transnational collective bargaining tools

to promote new professional positions, homogeneous at EU, through the joint action of European, national company TUs and EWCs



PROJECT MACRO OBJECTIVES



THE TRAINING PATHWAY - GENERAL GOAL

The focal point of the action is the **EDUCATION OF EWC MEMBERS AND TRADE UNIONISTS** belonging to the partner organizations

in order to build a **network of trade unionists**:

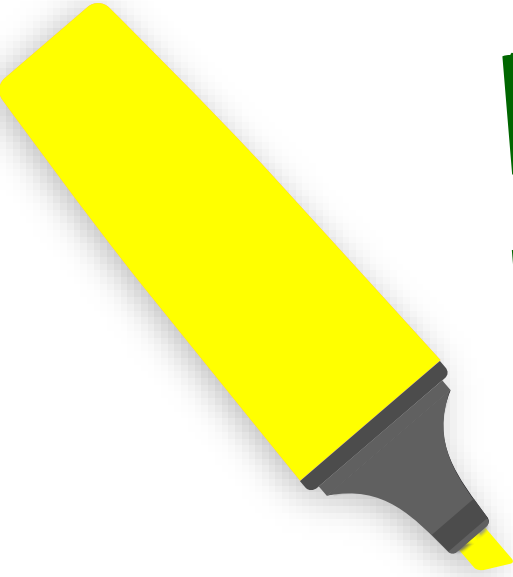


1

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

2

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



THE TRAINING PATHWAY - EXPECTED RESULTS

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

Understand the European legislative framework and the **implications** (economical, sociological and cultural) of the EU green transition

Identify paths of contractual action starting from the scenario data, and the **needs** of companies & workers

Build a **Negotiation action protocol**, identifying the most appropriate tools for a business/sector/group context

Exercise and disseminate a **trade union culture based on participation** and bilateralism

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THE TRAINING PATHWAY - MODULES



MODULE 1 ON AWARENESS

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 and workers representatives'** skills in the finance sector



Co-funded by
the European Union



KNOWLEDGE

2 MODULE 2 ON EMPOWERMENT

TRAINING AIMS

- 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

CAPACITY
BUILDING



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MODULE 1 - CONTENT

The transition to Green Economy
SOCIOLOGICAL/CULTURAL ASPECTS & workers possible resistance to change

UNIVERSITY OF LODZ



the **ROLE** of **THE EUROPEAN FINANCIAL SECTOR** in just transition as stated by international/EU/national financial institutions,

ADAPT



The **ROLE OF TRADE UNIONS** in the green and just transition : SWOT via Mentimeter

SWOT ANALYSIS



MODULE 1 - METHOD & TARGET GROUP

Methodology

inductive and participatory

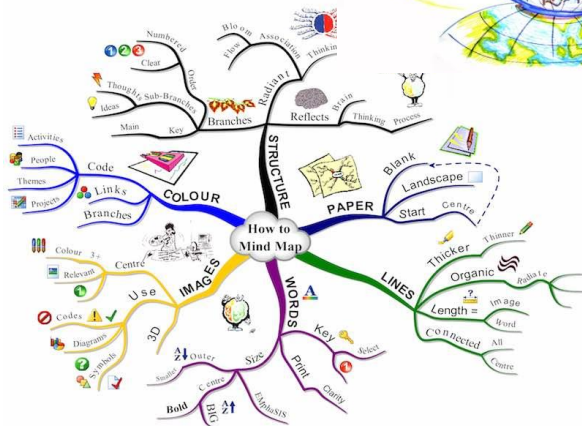
Experts lectures

Group and plenary activities

Open exchange with the experts



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Target Group

Trade unionists experts in bargaining coming from not only the finance sectors of the project partners countries

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SOME PICTURES OF MODULE 1 IN ACTION



THE TRAINING EVALUATION SYSTEM

1.
reaction

- On line training evaluation questionnaires

The image shows a screenshot of a training evaluation questionnaire. At the top, it says '#GreenFin Financing the green transition' and 'Grant Agreement - 101052465'. Below that, it says 'TRAINING EVALUATION QUESTIONNAIRE*'. The questionnaire includes instructions in English and Italian, asking participants to provide feedback on the course. It also includes a 'Thank you for your contribution!' message and a 'Feedback required question' section.

2.
learning

- during the training (group activities & observations and debate)



3.
behaviour

- Participants' intentions and initiatives
- Participants' dissemination activity

4. results

- Work methods implementation
- Negotiation initiatives on the issue

KIRKPATRICK
MODEL

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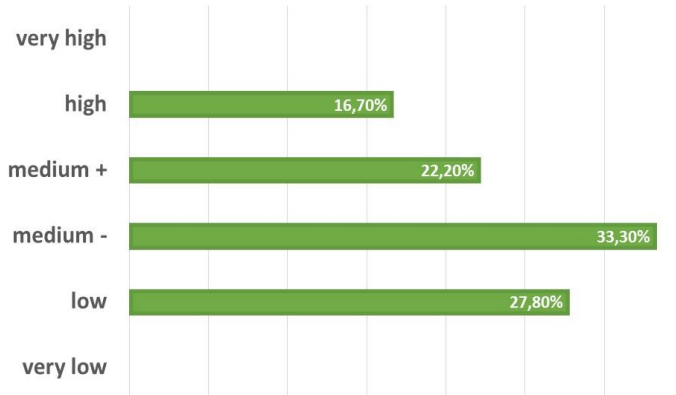


MODULE 1 - EVALUATION

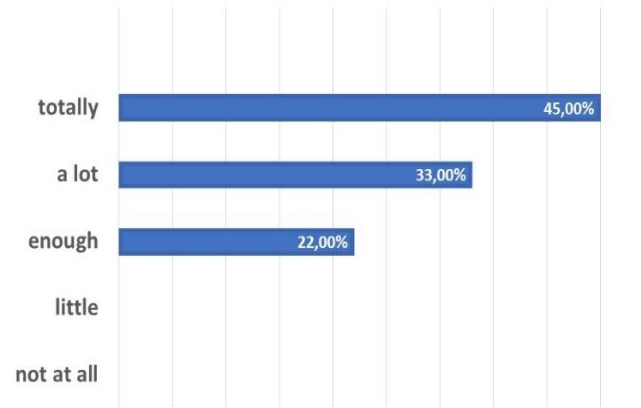


1. reaction

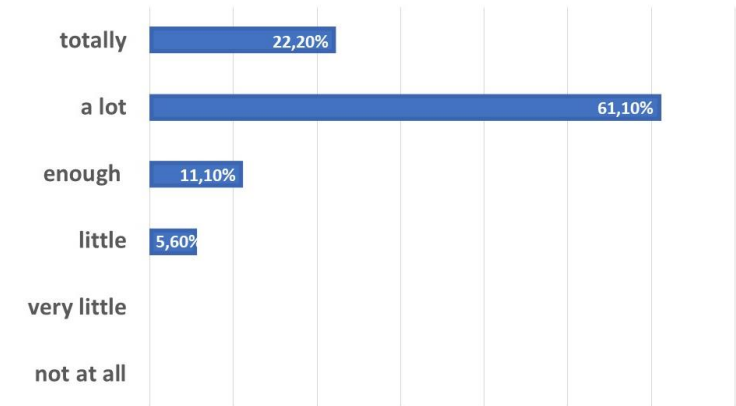
1. What level of knowledge on the topics did you have before the training?



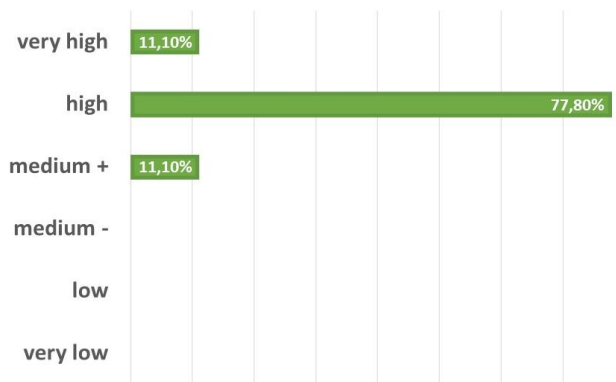
3. The course has achieved its objectives?



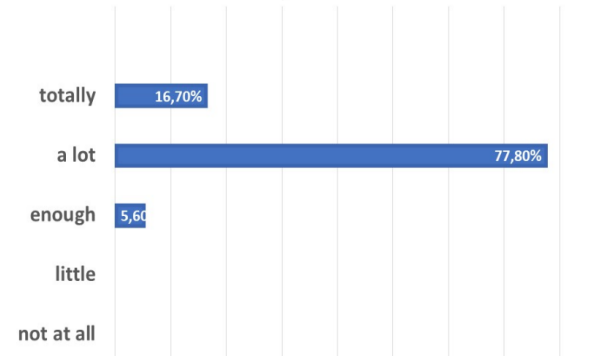
5. Do you think that the topics are useful to your role in the trade union?



2. What is it now?



4. Have the subjects been treated in a clear and detailed way?



5. Do you think that the topics are useful to your role in the trade union? which topics and why?

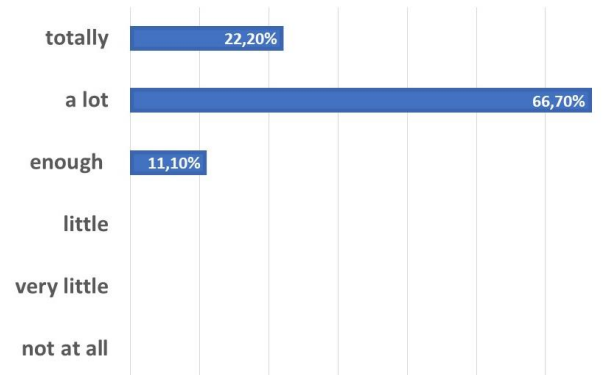
- The way how to approach the energy transition in relation to jobs
- Green economy because we all have to contribute at this.
- Clarification regarding green jobs, the legal basis involved and especially the exchange of experience regarding the updating of collective labor contracts.
- I have a greater insight into the requirements of the Trade unions to assist workers in the green transition. Especially just transition.
- How to encourage green jobs and business.
- The role of finance in the green and just transition
- Encourage the union to get more active instigating the company in its efforts to further decrease its ecological footprint.
- climate change and results
- The impact on the work market and the sociological and cultural aspects of the green revolution affecting workers and trade union representatives/The role of finance in the green and just transition - it is what we do

MODULE 1 - EVALUATION

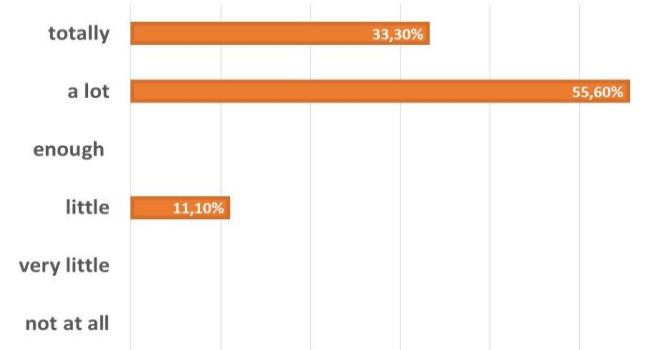


1. reaction

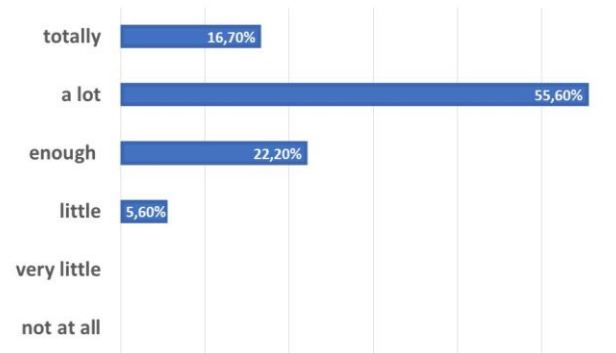
6. The training allowed you to expand knowledge on theoretical topics



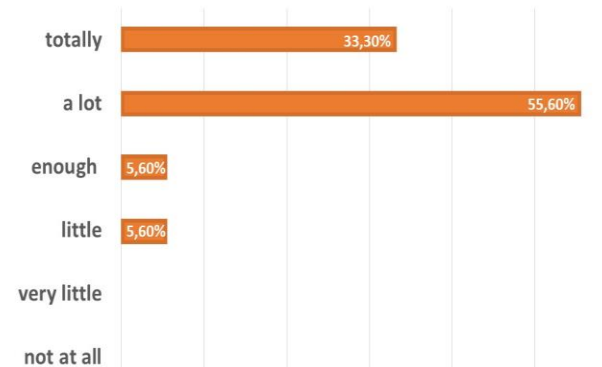
8. The training has called you in further training needs with respect to theoretic knowledge



7. The training allowed you to acquire greater capacity of analysis



9. The training has called you in further training needs with respect to the development of skills



Which skills/topics?

- To deep the real finance role
- The energy transition
- the subject of the future professions that will emerge from this green transition in our finance sector. This allows you to have a positive aspect to dig
- Future green development
- green transition
- To improve the qualitive of skills.
- to develop new skills about the environment
- The role of trade union representative in the green and just transition
- To better understand the climate changes and what kind of measures could really improve environment

MODULE 1 - EVALUATION

1. reaction

What progress this course allows you to do?

- To integrate my knowledge about Green economy
- The challenges of finance in relation to new energies
- It familiarized me with the issue of green jobs and the current situation, including notable experiences from different EU countries. The contact with the participants and the possibilities of collaboration for the exchange of experience should not be omitted either.
- networking updates on Europe state of the art in various countries
- be able to put "green" in all company negotiations, at all levels and in all matters dealt with by TU
- Awareness and in-depth approach to a green future in all areas
- access to info and regulation as well as other new approaches towards the companies
- To understand better the difference between knowledge and sensibility.
- To be more interested in this topic because without involvement of as much people as possible green deal could be misused by some group of multinational business groups.

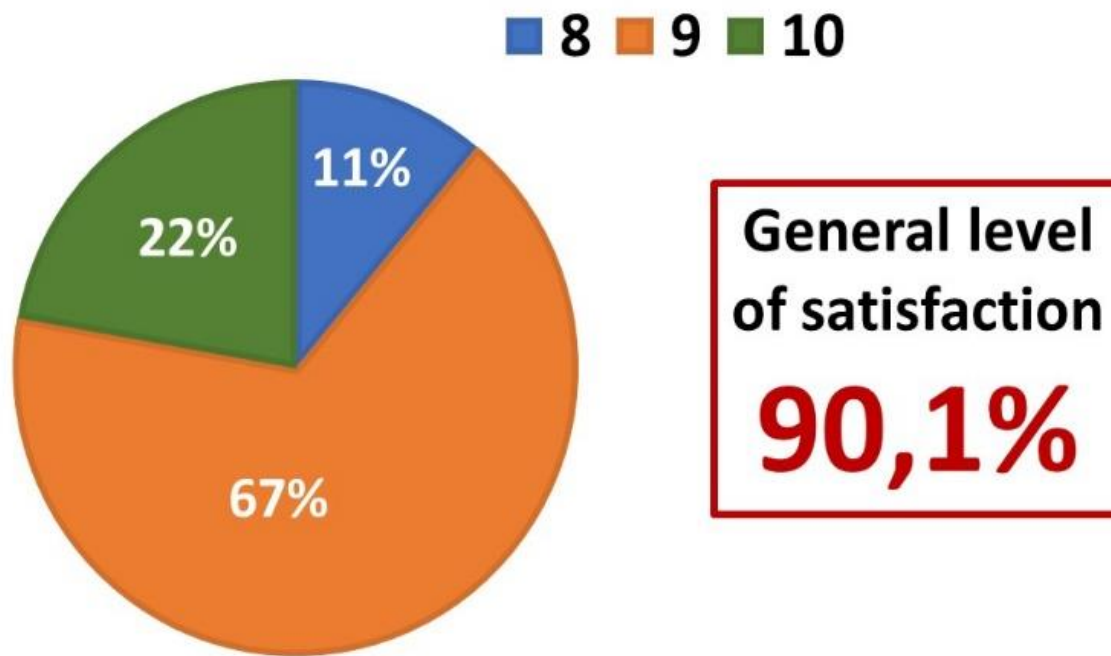
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MODULE 1 - EVALUATION

1. reaction

Your level of general satisfaction from 1
(very low) to 10 (very high)



MODULE 1 - EVALUATION

3. BEHAVIOUR

Taking into consideration the role of trade unions in the green transition, what are their strengths?
Waiting for answers

Taking into consideration the role of trade unions in the green transition, what are their weaknesses?
Waiting for answers

Taking into consideration the role of trade unions in the green transition, what are the opportunities?
Waiting for answers

Taking into consideration the role of trade unions in the green transition, what are the threats?
Waiting for answers

THE ROLE OF TRADE UNIONS IN THE GREEN TRANSITION

SWOT RESULTS

Taking into consideration the role of trade unions in the green transition, what are their strengths?

| | | |
|--|---|--|
| The knowledge to enter into labor negotiations | The support of their members | the union's role in the management of the strikes |
| Not every country has the unions which require a much better preparatory negotiation and education | The role of trade unions is very important | The financial power and resources |
| To support that EU will not be misused for the profit of the companies | Historical and cultural role in negotiating transition alternatives to qualifications development | The support of the trade union members that know that the TU will help them for a better life |
| Trade unions helping each other and collecting knowledge supporting employees in many sectors | If an industry or company is not interested in a green transition, the trade union can be a useful resource just as a union can be a green transition | Unions are considered as the best way to improve the environment as they have the resources and representation |

THE ROLE OF TRADE UNIONS IN THE GREEN TRANSITION

SWOT RESULTS

Taking into consideration the role of trade unions in the green transition, what are their weaknesses?

| | | |
|--|--|--|
| Little power in decisions | The inertia of top management | The TU opinion is not taken into consideration when the company has the good only to make profits |
| Overall in Europe the TU trade unions are subject to too many different and local agendas. Making it difficult to speak with "one voice" | Non-matching a supportive to get better deal companies a side-by-side discussion and negotiation really base della transizione | a lack of shared participation from the employees and an ongoing process where we do not have the younger generations taking on the role, we need to be more inclusive |
| The money profit is always first | Union density level in start-up companies and among young people should go up in order to gain more power to negotiate | Non-representation in decision making bodies, co-management |
| They do not have any legal tool to participate on the process and take their opinion into account | Can fall into the trap of considering the GT more important that will be of their members | |

THE ROLE OF TRADE UNIONS IN THE GREEN TRANSITION

SWOT RESULTS

Taking into consideration the role of trade unions in the green transition, what are the opportunities?

| | | |
|--|---|--|
| Support of the change: Make sure that the needs of their members are taken into consideration and applied | to onboard younger generation, become more inclusive | to have more young affiliates in our TU, need skills inside our representative bodies |
| No opportunities, must do it | The opportunities are to increase the number of members of trade union in an active way | to learn the right balance between the EU and the TU needs and adapt the strategy regarding to the balance |
| We have the chance through of these new regulation to create better jobs, and therefore protect more the workers | Divertire leader della gestione del cambiamento del paradigma transizione | To be an actor of the process, to provide the resources of the trade union for the changes |
| When having the shift in labour market into green economy having "face off" for trade unions, new jobs, right union, more members, not forgetting the green costs, work done and history | we can become relevant for the Young generation and letting them have a voice in the climate debate | To strengthen the position, supervise the direction of GT to be favourable for perpetual society |

THE ROLE OF TRADE UNIONS IN THE GREEN TRANSITION

SWOT RESULTS

Taking into consideration the role of trade unions in the green transition, what are the threats?

| | | |
|--|---|--|
| To be more Green and forget about what are the needs of the TU members | For me there is no message, only opportunities | Not to be supported by others |
| a full generational gap with older generations existing and not enough joining, no more relevancy in numbers | To be "out of the game". But on this is a MUST, we can only see opportunities | Forget about the members needs! |
| Not being a part of the process, GT could be just the tool how to increase profits | Jobs losses, we have to try not to let the companies to take advantage of this process to turn it into a restructuring process, in labour terms | To much bureaucracy will hinder a timely intervention and make it impossible reaching our main goal in saving the world. Less talk more action |
| Si perdono molti posti di lavoro "tradizionali" e questo non è sempre un evento straordinario se non si è in grado di innovarsi e qualificarsi | The transition to new jobs on that a solution for employees who will have difficulties to be part of the changes | If the trade unions is not able to be on top of the things will be replaced as useless |

What I take home from this training

Key terms in the word cloud include: knowledge, experiences, interaction, engagement, awareness, hope, net working, new ways to face gt, finance potential, information, opportunities, contacts, green jobs, action, discussion, connections, concrete objective, update in regulation, participation, enlightenment, sharing experience, hope for better world, to know different approach, worries for europa, climate, the challenges, collaboration, hope for smarter people, and energy.

What I will do from tomorrow on

Key terms in the word cloud include: communicate, engage my local company, act, share, inform others, demand more info, being curious, promote new agreements, draft strategy, focus on changes, an other approach, new approach to gt, wander the final scope, be a role model, compare, check presentations, share my knowledge, cambiare il mondo, reporting, awareness, promote, action, lead, and maggior impegno.



All the details on the module 1 evaluation
in the Deliverable D3.2

Grazie

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