



#GreenFin

Financing the Green Transition

**THE ROLE IN THE PROJECT OF
THE TRAINING PATHWAY**

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Grant Agreement - 101052465





PROJECT GENERAL AIMS



Disseminate a culture of social and environmental sustainability

among trade unionists at all levels

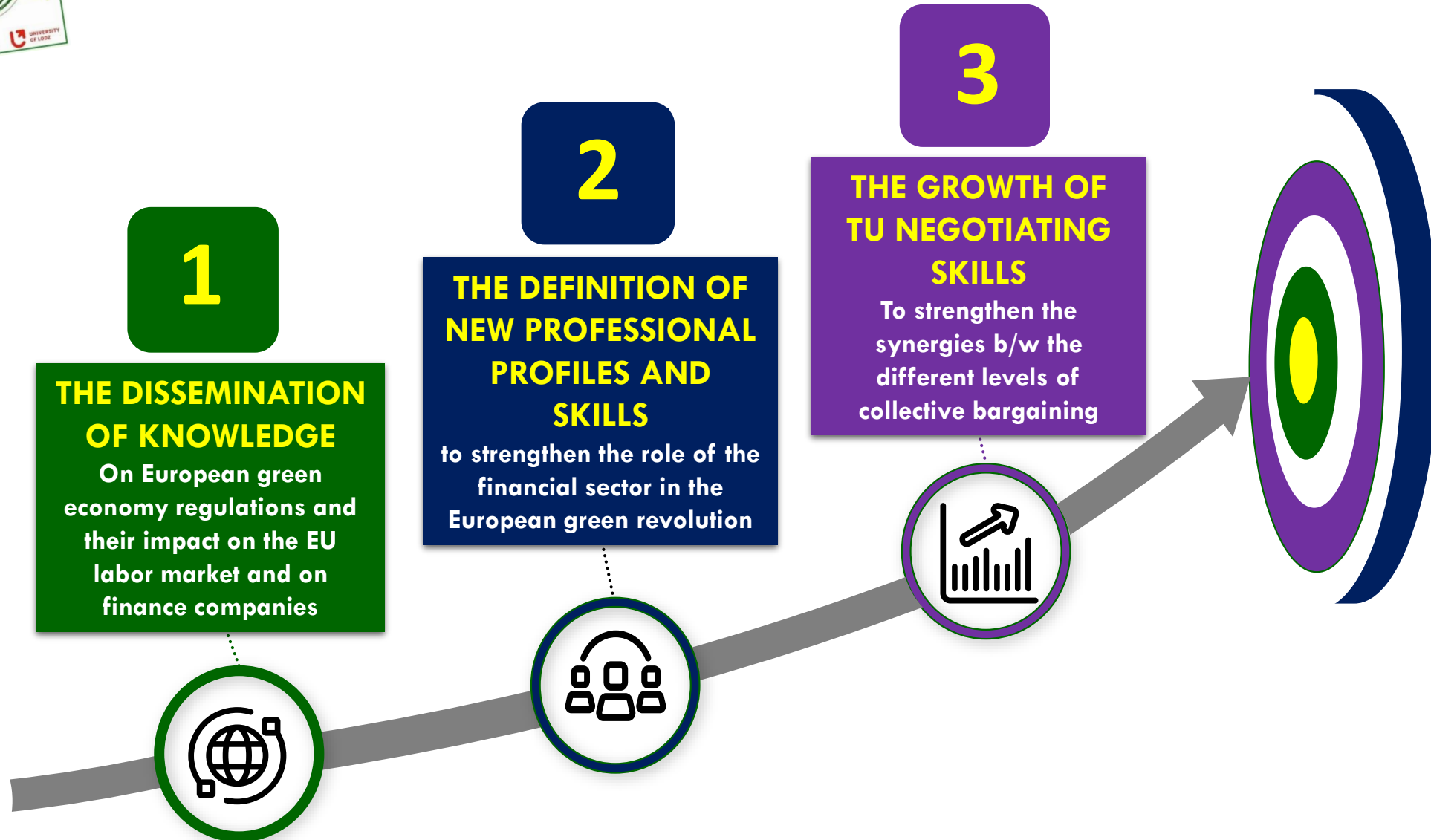
and in particular to representatives of the P&Ms

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

1
MODULE 1
ON
AWARENESS
4-5 July 2023

2
MODULE 2
ON
EMPOWERMENT
3-4 April 2024



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



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the European Union



KNOWLEDGE

MODULE 1 - METHOD & TARGET GROUP

METHODOLOGY

inductive and participatory

Experts lectures

Group and plenary activities

Open exchange with the experts



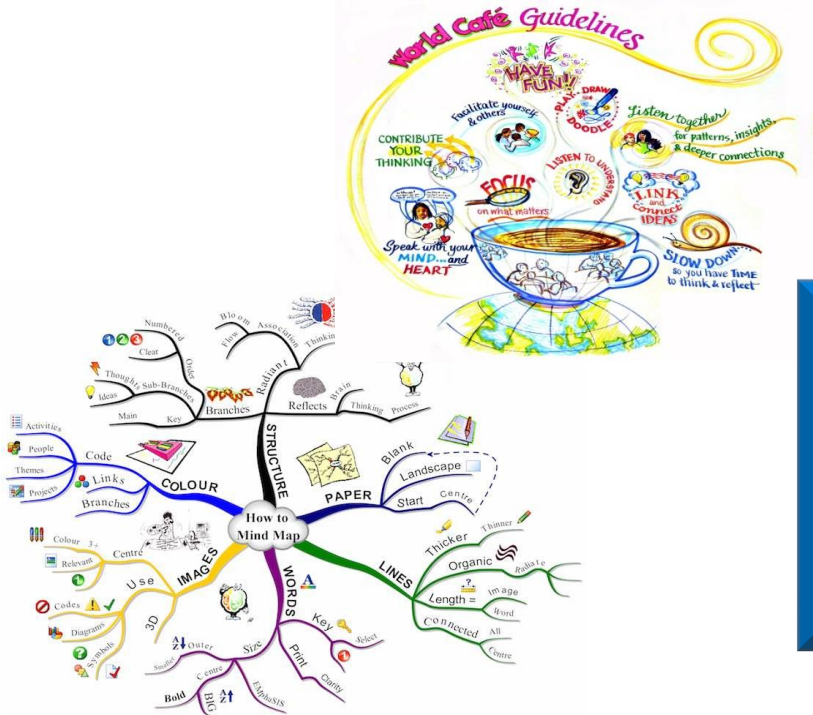
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TARGET GROUP

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

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2 MODULE 2 ON EMPOWERMENT

TRAINING AIMS

- To strengthen participants' **awareness of their role as agents of change** through the acquisition of innovative bargaining approach & 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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THE ONLINE SURVEY OUTCOMES AS MODULE 2 CONCEPTUAL BASIS

2 MODULE 2 ON EMPOWERMENT

**Perception of
the financial
sector **ROLE****
in the green
transition

**Financial &
advisory **NEEDS****
in the sectors most
affected by the green
transition

**Professional
**POSITIONS
& SKILLS****
needed for the
finance to support
the transition

**CAPACITY
BUILDING**



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MODULE 2 - METHOD & TARGET GROUP

METHODOLOGY

inductive and participatory

with the help of case studies in **3 STEPS**:

1. Analyze the survey outcomes
2. Identify workers' **TRAINING NEEDS**
3. build a **TU PLATFORM** (at company national & EWC transnational level)



TARGET GROUP

Trade unionists experts in company bargaining coming from the finance sectors of the project partners countries

THE TRAINING PATHWAY EVALUATION SYSTEM

1.
reaction

- On line training evaluation questionnaires



2.
learning

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



3.
behaviour

- Participants' intentions and initiatives
- Participants' dissemination activity



4. results

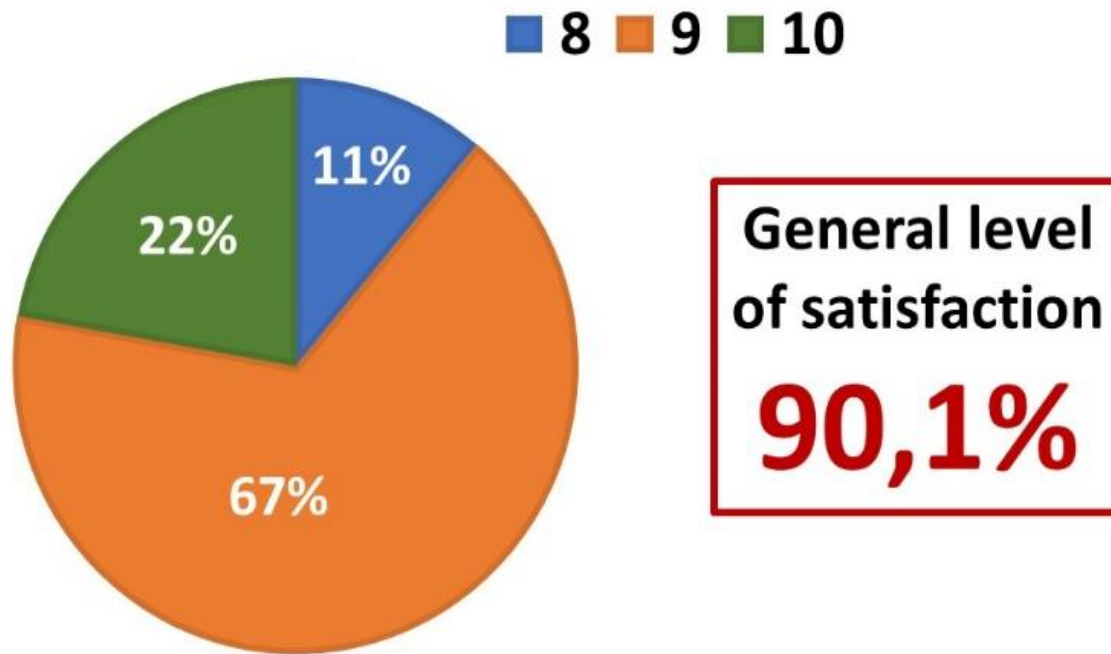
- Work methods implementation
- Negotiation initiatives on the issue



MODULE 1 - EVALUATION

1. reaction

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



MODULE 1 - EVALUATION



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2. LEARNING

MIND MAP: THE GREEN ECONOMY

Group activity

time: 30'



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 your mind map with the help of a **spokesperson**

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THE TRADE UNIONIST CARDS

Dreamer, Realist, Critical

Group activity

time: 30'

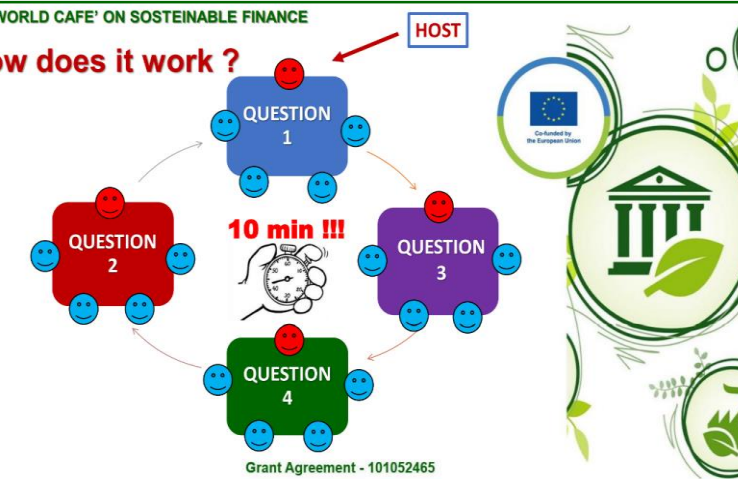


1. Choose one of the cards: Dreamer, Realist or Critical
2. Once the groups are set, from your point of view as **dreamer, realistic and critical trade unionists**, answer (some of) the questions and, if you want, integrate other considerations
3. Prepare a flipchart and get ready to present your group activity with the help of a **spokesperson**

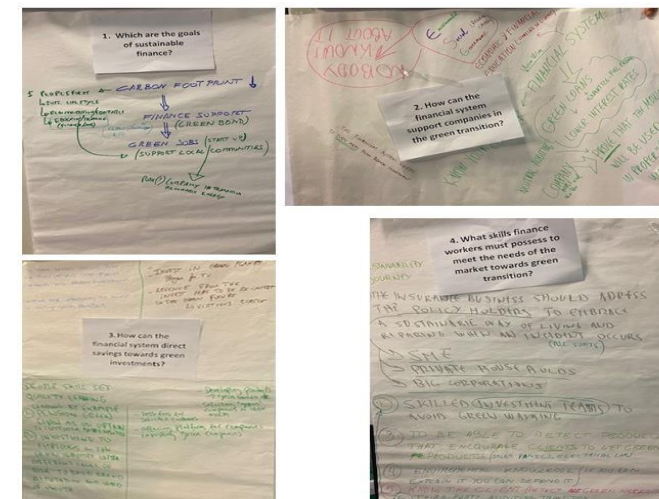
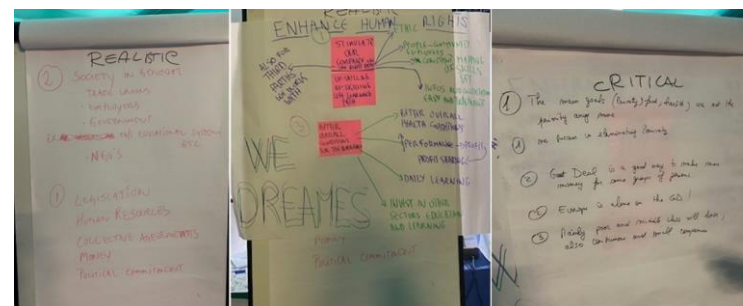
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THE WORLD CAFE' ON SUSTAINABLE FINANCE

How does it work ?



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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, require a much better preparation, negotiation capabilities	The role of trade unions is very important	The financial power and resources
To support that EU will not be imposed for the profit of the companies.	Historical and cultural legacy, mitigate transition obstacles 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 is closed, trade unions can support transition and training a dialogue, occupational safety and health, responsible just transition and green transition	They are considered as the backbone of the environment or because the historical role of 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 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 occupational space	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 EU for trade unions, new jobs, right union, more members, not forgetting the green union, 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 EU 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 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 Trade unions are subject to too many different and local agendas, making it difficult to speak with "one voice"	Non matches a supportive to get better deal components a democratic/economic and financial nella fase della transizione	a lack of shared participation from the employees and an aging 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 EU 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 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 lapse with older generations retiring 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, EU 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/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 irrelevant as useless

What I take home from this training



What I will do from tomorrow on





SOME PICTURES OF MODULE 1 IN ACTION





All the details on module 1 content & evaluation on the Virtual Agora and in Deliverable D3.1 & D3.2

Grazie

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