



***Non-financial reporting directive (2014/95/EU): an opportunity to develop the participation and inclusion rights of people with disabilities and prevent the risk of social dumping. The crucial role of EWCs and Trade Unions***

VS/2019/0048

# The Partners' contribution to the activities of the Project: the Working Groups

Antonio Masciale

FIRST , National Training Officer

Antonio Masciale - Bilbao - VS/2019/0048

## Working groups

The partners will be divided in 2 **working groups**

**WG1** **WG2**

they will have two distinct areas of investigation



# Working groups



**WG1**

## **Area of investigation:**

**good practices and national and corporate collective agreements in the European banking sector concerning disability management**



# Working groups



## Area of investigation:

good practices and transnational European collective agreements concerning disability management (banking companies or banking groups); good "disability" practices in cooperative companies outside the banking sphere and in European ethical banks, good practices within the associations

# The WGs' task

## The work at distance



## Working tools

### 1. The Analysis Form

A **questionnaire**, will be prepared by the facilitators of each group, to guide the research and extract the **key features** of the analyzed issues and materials, with a special focus on **good practices**, discover or highlight the involvement of companies in a process of improvement of working conditions and active promotion of the maintenance of the place of the workers with disabilities in an inclusive perspective, in relation to the health condition of the person in various moments of life, etc.



# The WGs' task

## The work at distance



### Working tools

## 2. The SWOT Analysis

through which the groups will evaluate:

- **S**trengths and **W**eaknesses of the materials collected and their levels of innovation and effectiveness in a logic of good inclusion policies
- **O**pportunities and **T**hreats **O**pportunities and threats of existing joint agreements
- **H**ow to minimize weakness and switch threats to opportunities

This technique is attributed to Albert Humphrey, who led a research project at Stanford University between the 1960s and the 1970s



# The WGs' task

## The work at distance



### Methodology

The facilitator of each group will coordinate the research and the group debate on the web using **Virtual Agora**, a virtual square where the group :



- will **share information** and will **gather material** about the subject.
- will **debate** and exchange opinions about the work outputs.

# The WG1 composition



**Area of investigation:  
good practices and national and corporate collective agreements in  
the European banking sector concerning disability management**

**The working group 1 consists of trade unionists coming from:**

**Finans Forbundet (Denmark),**

**CFDT Banques (France),**

**ZZP Ubis (Poland),**

**OSPPP (Czech Republic),**

**OZPPaP (Slovakia),**

**KSS (Republic of Macedonia)**

**facilitator**

**Antonio Masciale – First Cisl**



# The WG2 composition



## Area of investigation:

good practices and transnational European collective agreements concerning disability management (banking companies or banking groups); good practices in cooperative companies outside the banking sphere and in European ethical banks, good practices within the associations

## The working group 2 consists of trade unionists coming from:

EWCs (Unicredit, Generali, Credit Agricole) + Banca Etica + First Social Life + Abili Oltre

**Unicredit, Generali, Credit Agricole** *good practices and transnational European collective agreements concerning disability management (banking companies or banking groups);*

**Banca Etica:** *good practices in cooperative companies outside the banking sphere and in European ethical banks*

**First Social Life and Abili Oltre:** *good practices within the associations*

## facilitator

**Francesco Discanno – First Cisl**



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**Thanks  
Gracias  
Grazie**

**Antonio Masciale**

**FIRST , National Training Officer**

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