



With EU Contribution



Związek Zawodowy UniCredit Bank



Credit Agricole EWC UniCredit Group



Generali European Works Council Generali Group
Comitato Aziendale Europea Gruppo Generali



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

PROJECT STATE OF ART THE TRAINING COURSE

Paola Vinciguerra

FIRST , National Training Officer

The project ambitious goals



- To ensure in multinational companies **full integration** of workers with **disability and chronic diseases** by establishing the role of the **EWC DISABILITY MANAGER**
- To transform the vision of disability **from an obligation to an opportunity** both for the companies and the employees

The EWC Disability Manager



A FACILITATOR

- with the task of **building** networks, services and **solutions to support the disabled workers** in everyday working life
- with **a global vision** to improve the quality of **multinational company's inclusive policies starting from the needs** of the person with disabilities and chronic diseases

The project ambitious goals special focus on



Professional and career paths

to remove the disabled workers from the **“ghetto”** which almost always sees them confined to **marginal roles** (clerks, porters, switchboard operators...) using advanced technologies and digitization



“fragile” workers

who do not have the recognition of disability but who have, to all intents and purposes, a gap to be filled in relation to other workers and therefore need special **protection and attention.**

The project general aims

To strengthen the effectiveness of the EWC actions

by developing information (which also include info on diversity), consultation, and participation rights

By EWC DM to ensure better integration of workers with disabilities

in the working contexts, in the still largely unfulfilled perspective of their full inclusion

The project objectives



To strengthen the role of transnational bargaining and the European Social Dialogue principles in new member and candidate states

To develop & spread an innovative cooperation method Btw EWCs, TUs and EU Federations

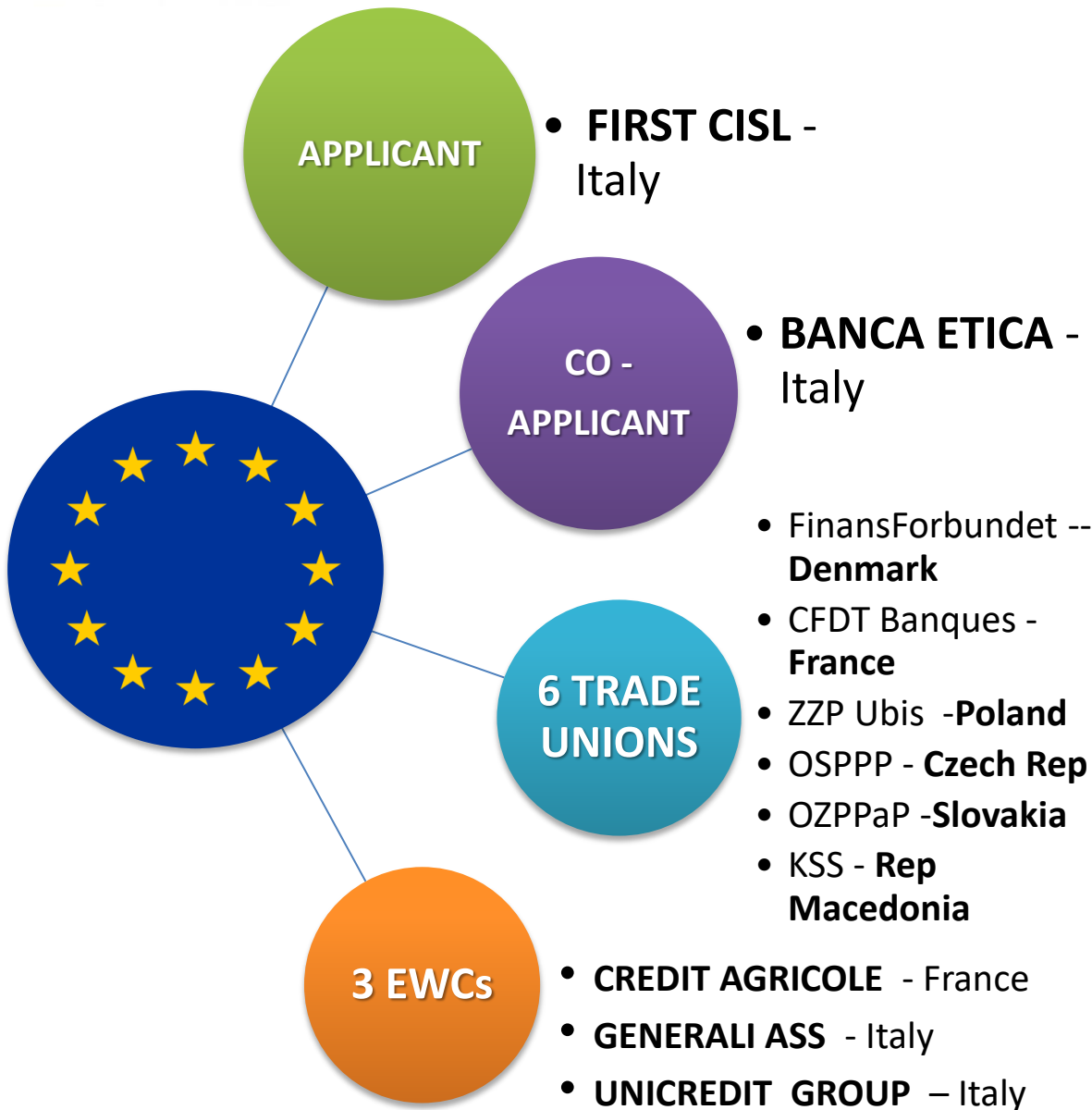
To Compare and disseminate different experiences and practices of policies on disability

To expand knowledge on European Joint Declarations Directives and programs on Disability

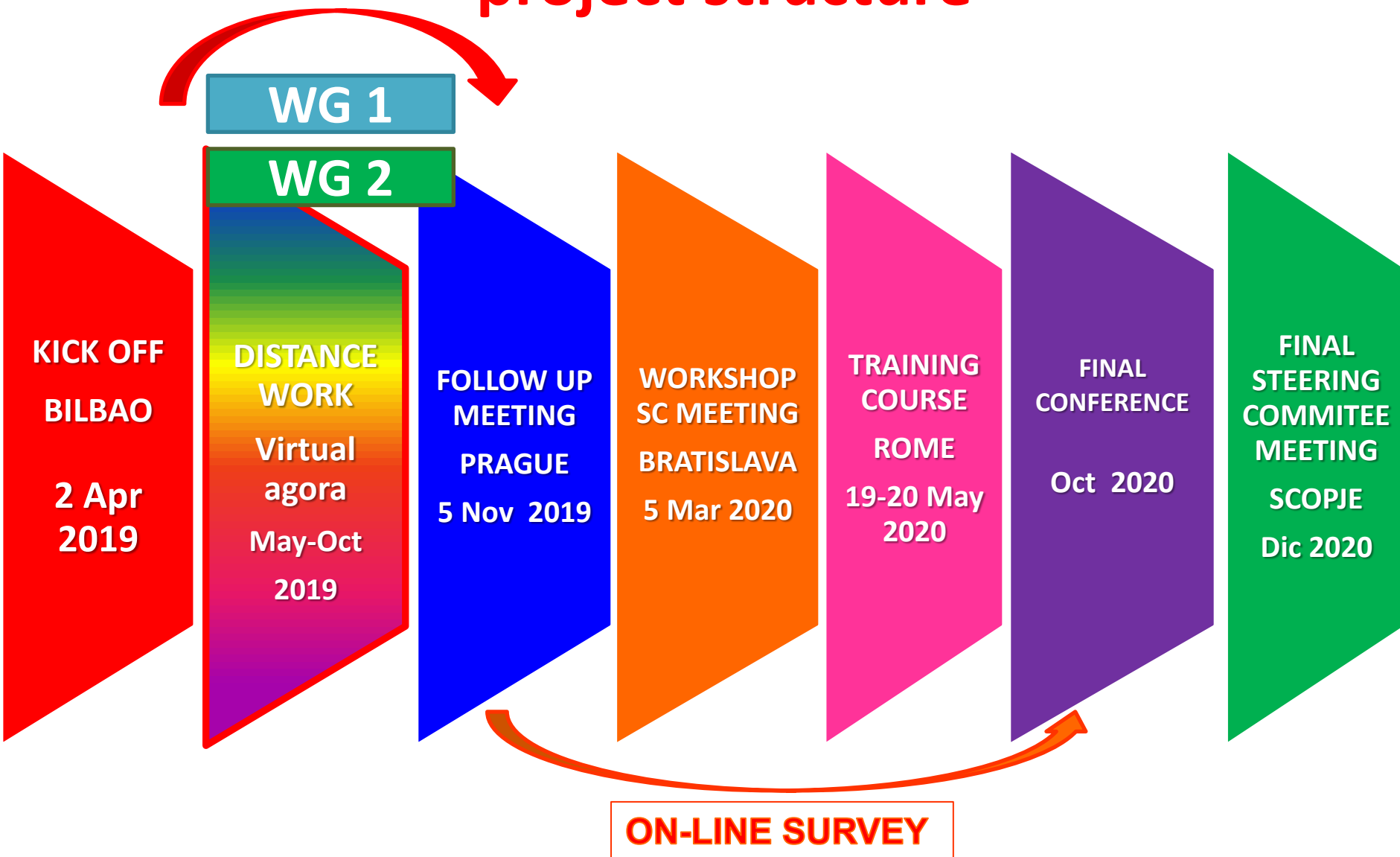


To provide training to build a network of trade unionists expert on disability policies negotiation and inclusive approach

The partnership

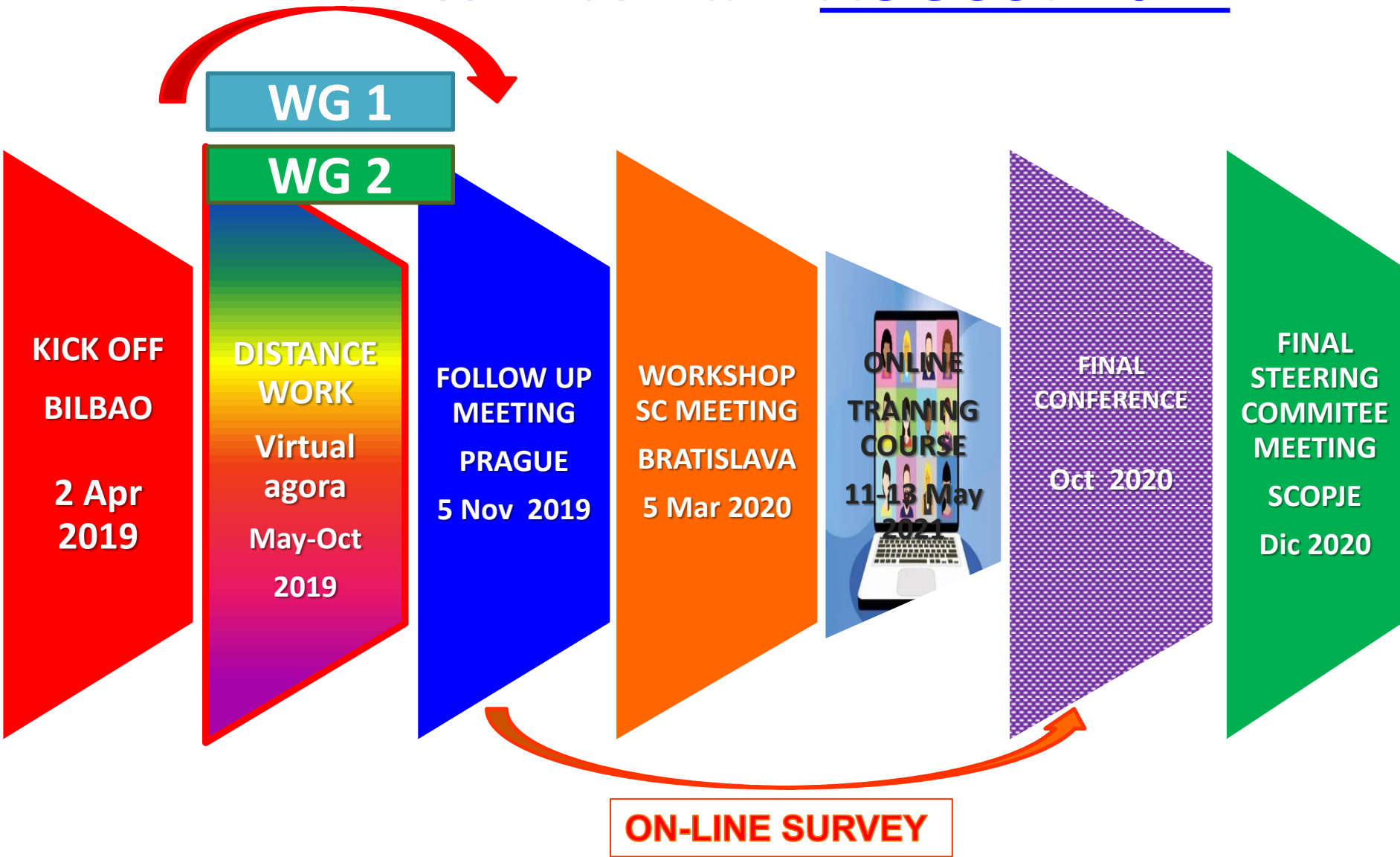


The ORIGINAL project structure



The NEW structure

NEW DEADLINE AUGUST 2021



The NEW structure

NEW DEADLINE AUGUST 2021



WG 1

WG 2

**KICK OFF
BILBAO**

**2 Apr
2019**

**DISTANCE
WORK**

**Virtual
agora
May-Oct
2019**

**FOLLOW UP
MEETING
PRAGUE
5 Nov 2019**

**WORKSHOP
SC MEETING
BRATISLAVA
5 Mar 2020**

**TRAINING
COURSE
ROME**

**FINAL
CONFERENCE**

**FINAL
STEERING
COMMITTEE
MEETING
SCOPIE**



ON-LINE SURVEY

THE ONLINE SURVEY

An **OPEN SURVEY VIA WEB** to be carried out to collect
workers' PERCEPTION, AWARENESS and SENTIMENT on

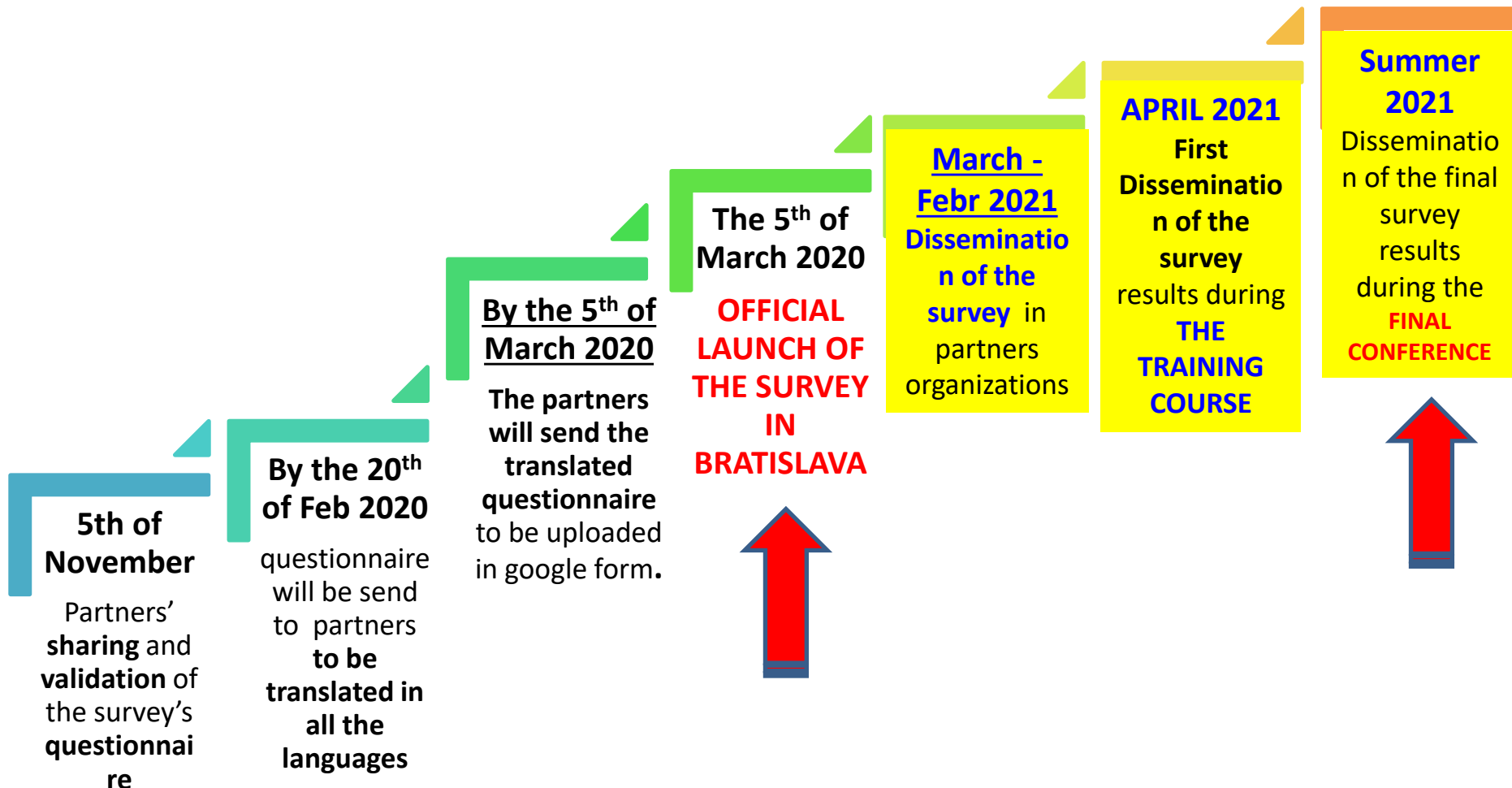
- 1. Disability and chronic diseases at the workplace**
- 2. The POLICIES implemented by their companies on disability**

The survey's questionnaire has been **translated in each partner's language** and spread throughout Europe included UNI Europa

6 questions on google Form



SURVEY ORIGINAL STEPS AND DEADLINES



WHAT IS THE SURVEY CURRENT STATE OF ART?

THE ONLINE SURVEY

STATE OF ART: THE NUMBERS

This is the situation to date of the **QUESTIONNAIRES' ANSWERS**

Czech	76
Danish	155
Italian	266
Polish	42
English	21
French	168
Slovak	34
<hr/>	
TOTAL	762



THE ONLINE SURVEY

ACTIONS PUT IN PLACE TO PROMOTE THE SURVEY:

- **1 First national internal communication** (n. 66 of 4/5/2020)
- **3 reminders to the project partners** (18 May, 15 July, 30 oct)
- **Involvement of UNI** (UNI Europa Finance sent emails to affiliates with the link to the survey)
- **Involvement of ADAPT** (interviews – video and on writing – in Italian and English - Rubrica *A tu per tu con la rappresentanza + International Bulletin*)
- **Dissemination on social media** (links to surveys in all languages on our Facebook page)

NEXT STEPS

ON-LINE MEETING – 12 NOV 2020



To share the state of art with project partners and organize the next events (training course and final conference)

- Integration, as we anticipated to the EC, of the **COVID-19 IMPACT on the issues** (disability in the workplace)
- **SMARTWORKING IMPACT** as a topic to focus on (disability in the workplace)

NEXT STEPS

THE TRAINING COURSE





THE TRAINING GENERAL GOAL

is to build a network of trade unionists aware and trained on the

inclusive approach potentialities

in order to improve workers' well-being at work through the European social dialogue



TRAINING AIMS ON KNOWLEDGE

Improve participants' knowledge on:

- the **European legislative framework** on disability management in the workplace
- **National regulations and company good practices** on the protection and enhancement of disabled workers and on different **forms of organization and flexibility of work**
- **the scenario and possible future development** in the European financial sector due also to the impact of digitalization in the labor market



TRAINING AIMS ON CAPACITY BUILDING

To strengthen **participants' awareness** of their role as **agents of change** and **develop their competence**:

- To build **NEGOTIATION PROTOCOLS** on disability management, identifying the most appropriate tools and policies for a company/group context.
- to support the conception **a negotiated, inclusive and supportive system** of company services to help disabled employees and **change company cultural approach**



TRAINING AIMS ON CAPACITY BUILDING

- To enable participants to perform **the role of EWC Disability Manager** by providing them with the necessary **skills and knowledge**
- To promote, through **the empowerment of participants, the establishment of bilateral bodies** within the companies of trans-European financial groups.

SCHEDULE:
2 DAYS IN APRIL 2021
MODE: 3 OPTIONS



ON LINE



FACE TO FACE



BLENDED/DECENTRALIZED

METHODOLOGY inductive and participatory IN 3 STEPS



STEP 1

Each group chooses which context to work on and, starting from the scenario data and the company's population composition, **IDENTIFY COMPANY WORKERS' INCLUSIVE NEEDS** taking into account also the **SURVEY ON DISABILITY** results

STEP 2

The working groups define the negotiating platform, **IDENTIFY the objectives and the consistent POLICIES** and tools in consideration of the company context and the needs of workers

STEP 3

DEFINITION OF A STRATEGY AND TOOLS FOR MANAGING, MONITORING AND EVALUATING the application of the agreement