



UniCredit European Works Council: Improving Cooperation to Strengthen Social Dialogue

Second Main Event

Industrial Relations - Focus on (UniCredit Bank Czech Republic)

Project co-financed by EUROPEAN COMMISSION
Employment, Social Affairs and Equal Opportunities DG



Milan, 14 - 16 May 2008

Let's start  UniCredit Group

Index

- Collective Agreements and Individual Contracts within the Country/Company
- Employee Representation in the local Group/Company
- Major Topics of Information, Consultation and Bargaining within the Company
- Focus on ...
- Company restructurings
Collective dismissals/redundancies
- A contribute to the Joint Declarations:
Training, Learning and Professional Development
- A contribute to the Joint Declarations:
Equal Opportunities and Non-Discrimination

Collective Agreements and Individual Contracts within the Country/Company

In the Country system:

- Employee's contracts must be sign individually
- Collective agreement is defined on company level.
Higher bank sector agreement is on national level (valid only for members).
- UCB Czech Republic has higher collective agreement and collective agreement too.

Employee Representation in the local Group/Company

- UCB Czech Republic has Trade Unions delegates as entitled by Law as well as employee ballot to represent the employees
- Trade Unions representatives are elected by trade union members.
- UCB Czech Republic has established Trade Unions delegates.
- Trade Unions delegates and UCB Czech Republic meet on quarterly basis, additional meeting is organized when needed.

Major Topics of Information, Consultation and Bargaining within the Company

■ Informing:

- Quarterly regarding business result and current financial status
- Ecological aspects connected to UCB business
- In case of employee's internal changes (organizational changes, Top management changes...)
- Business forecast
- FYE forecast in case of restructuring
- Employee's statistics
- Safety at work related topics
- Salary forecast
- Elimination of discrimination
- Present vacancies to employees

■ Consultation:

- Economical situation a business forecast
- In case of employee's internal changes (organizational changes, Top management changes...)
- Employee's statistics
- Safety at work related topics
- Salary and bonus schemes
- Training and development programs
- Employee's work related conditions
- Informing regarding non-adult employees, handicap employees, discriminated employees, organization of social and culture events and so on

■ Bargaining:

- salary increase
- employee's benefits
- work conditions

Focus on ... (part 1)

TOPIC	LEVEL OF NEGOTIATION – IF PROVIDED	NEGOTIATION NOT PROVIDED
BASIC SALARY	<i>X (company level)</i>	
WORKING HOURS		X
HOLIDAYS	<i>X (company level)</i>	
JOB CLASSIFICATIONS		X
PROFESSIONAL DEVELOPMENT		X
WELFARE: PENSION SCHEMES	<i>X (company level)</i>	
WELFARE: HEALTH INSURANCES		X
ANY OTHER WELFARE “BENEFIT”	<i>X (company level)</i>	

Focus on ... (part 2)

TOPIC	LEVEL OF NEGOTIATION – IF PROVIDED	NEGOTIATION NOT PROVIDED
ILLNESS		X
MATERNITY LEAVES		X
INDIVIDUAL DISMISSALS	<i>X (company level) only for organizational reason</i>	
SAFETY AT WORKPLACE		
Any other issue		
Any other issue		
Any other issue		

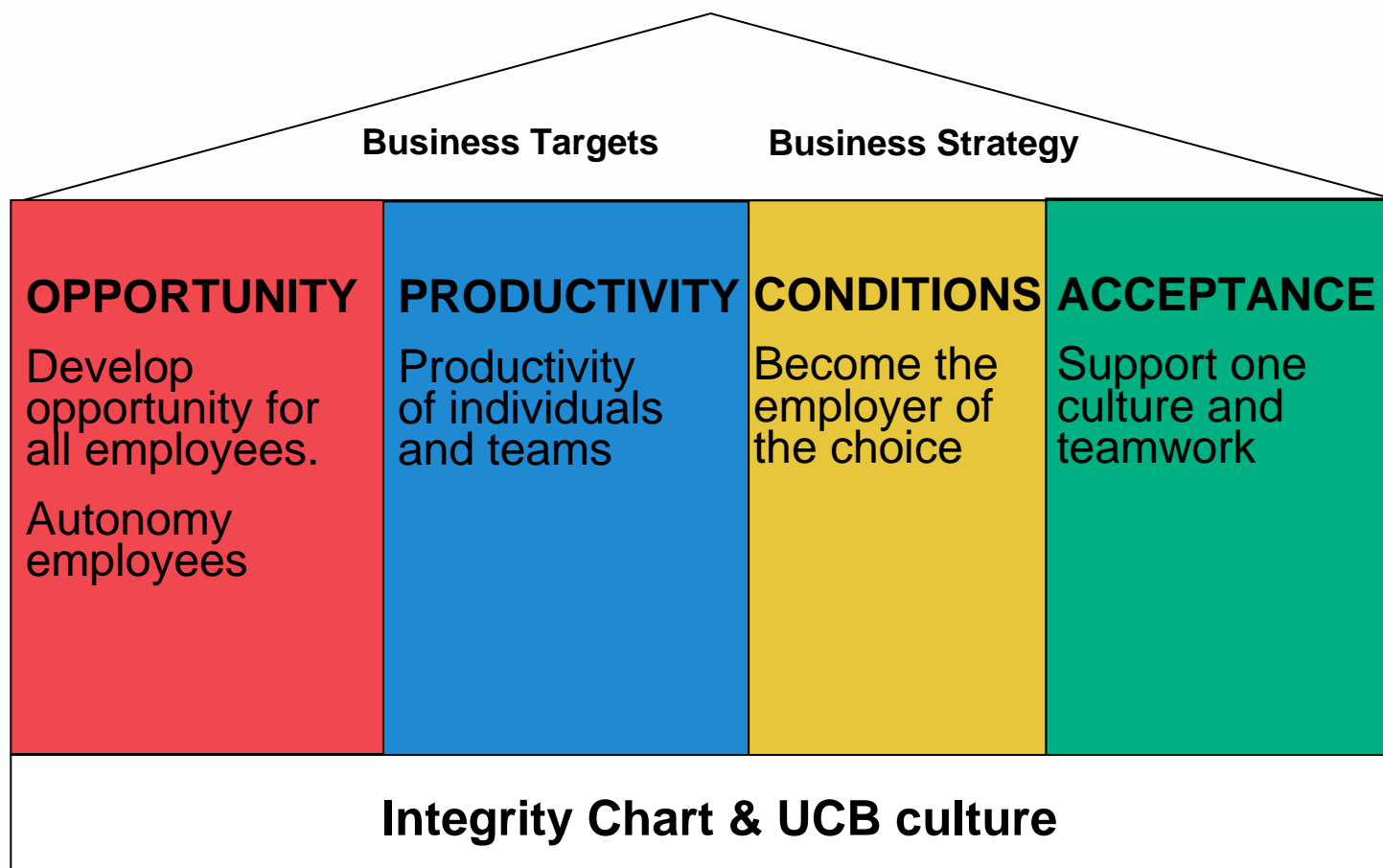
Company restructurings

Collective dismissals/redundancies

- All dismissals due to restructuring are consulted with Trade Unions.
- Consultation/confrontation is required by Law and is specified in Labour Agreements.
- Employee has protection if he/ she is 5 years before pension.
- UCB Czech Republic tries to place dismissed employee within the UC Group.
- UCB Czech Republic could support employee by transfer between different cities in case of business need.

A contribute to the Joint Declarations: Training, Learning and Professional Development

UCB supports employees by training and professional development build on 4 base pillars.



Equal Opportunities and Non- Discrimination

Implemented specific initiatives regarding women:

- Flexible working hours
- Home Office
- Part-time jobs
- „Maternity Leaves“ extranet portal: <http://maminky.ucb.cz>
- UniFlex points for women on maternity leave

Actions to ensure diverse candidates in slates for succession planning:

- Women focus groups
- Discussion with successful manager - woman, HR Conference.

Any initiatives aiming at creating a favorable cultural environment for women (workplace policies and related training, womens' networks...)

- nursery school
- integration training for mothers after maternity leave
- (to be negotiated with Trade Union)
- outplacement program

Internet portals

- <http://www.genderstudies.cz/publikace/>
- <http://www.en.genderstudies.cz/activities/?x=810654>

Diverse (women) candidates – UCB CZ overview

Significant data on Women population:

- 964 women in UCB (59,1% of total HC)
- 5 women on managerial position (34,1% of managerial population)
- 0 of women in successors' pool

(Data to 31.12.2007)

Statistics:

30,3% women on managerial position in Czech Republic

32,1% women on managerial position in EU

(Source: Czech Statistical Office, 2nd Q 2005)

UCB CZ graphical overview

