



## UniCredit EWC 2007-2011: 4 important years

In January 2007, an agreement was signed to establish the UniCredit Group EWC thanks to availability of the Top Management availability and a motivated, competent Special Negotiating Body, strongly supported by the Trade Unions organizations of the main countries where the Group is operating, and by UNI Finanza experts.

Ever since the beginning, UEWC has been made up of members by trade unions and local works councils representatives who have always considered social dialogue as one of the main items on their agenda. With this approach in mind, during the first year, the EWC in agreement with the Group's Top Management organized an European project to train EWC members by inviting University Professors, International labor law experts, SDA (ETUC) and UNI Finanza tutors.

The enhancement of Social Dialogue in the different countries allowed the EWC members on the one hand to have an overall understanding of the state of art and on the other hand to disseminate the best practices to be used to improve the social dialogue in countries where it appeared to be weaker and to strengthen the role of workers' or trade unions' representatives. A number of interesting data emerged from this analysis: in Romania, for example, a company-level collective agreement was signed for the first time within UniCredit Bank which implied economic and regulatory improvements for all employees; in many other countries, the EWC members' efforts contributed to increasing local trade union membership and to enhancing conditions and rules that promote corporate social dialogue.

The European Joint Declarations drafted and signed between social partners in the banking industry prompted UniCredit EWC to launch a process that led to the signature of two Joint Declarations between the Top management and the EWC: one on *life long learning* and the other on *Equal opportunities and non discrimination*. The implementation of the above mentioned joint declarations in individual countries has been regularly and systematically monitored and assessed by the UEWC with the support of the local

Trade Unions Organizations/Works Councils and the local HR functions.

A lot still remains to be done and a lot is being done: for example the Top Management of the Group was recently asked to set up a committee to draft a joint declaration on commercial pressures, in line with UNI Finanza "Sales vs. Advice" initiative.

Thanks to the EWC commitment, working in collaboration with UNI, UniCredit Top Management was asked to sign a Global Framework Agreement. Negotiations had already started but the change of the Top Management team brought the process to a halt.

The new Management Team has once again stated the Group's willingness to continue to pursue the same approach to industrial relations and to comply with the commitments already undertaken, including the signing of the Global Framework Agreement.

Despite its short life, UniCredit EWC is considered a benchmark in the finance industry and in the EU. The recent renegotiation of the agreement establishing the EWC, which takes into account the new distribution of the group's employees, will make the EWC even more representative of the group workforce. This will be the basis to achieve new major goals.

