



UEWC activity: A view from employer's experience

Emanuele Recchia

Head of Labour Policies, Industrial Relations & Welfare

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Welcome to
UniCredit

THE SCENARIO

The evolution of the International Social Dialogue



Due to the increase of the global topics, **the EWC is always more a strategic partner** to manage the change and the organisational complexity.



The market **scenario is fast changing** and the banking business is evolving accordingly. The **role of Industrial Relations** has become crucial to build a sustainable company in which the **communication** plays an even more strategic role.



Local Trade Unions are developing a **new negotiating approach** in order to obtain guarantees at transnational level leveraging local agreements.

***A MORE COORDINATED APPROACH IN THE INTERNATIONAL SOCIAL DIALOGUE
IS THE STRATEGIC CHALLENGE.***

THE ROLE OF THE EWC IS EXPECTED TO BECOME MORE AND MORE CENTRAL.

EUROPEAN WORKS COUNCILS

At a glance



1.105 EWCs
active

More than **60**
in the **Financial Sector**



40 EWCs
Headquarters in Italy

2 in the **Financial Sector**



EUROPEAN WORKS COUNCILS

Statistics

AN OVERVIEW



EWC bodies ever created	1433
EWC bodies still active	1105
EWC bodies dissolved	328

GEOGRAPHICAL ORIGIN OF THE HOLDING



EU

1° Germany
2° France
3° UK

Not EU

1° USA
2° Switzerland
3° Japan

COUNTRIES REPRESENTED BY THE EWC



- 18% < of 5
- **42% 5-10**
- 10% > of 10
- 30% n.a.

EMPLOYEES REPRESENTED BY THE EWC



- 35% < of 5.000
- 15% 5.000-10.000
- **32% > of 10.000**
- 18% n.a.



UNICREDIT EUROPEAN WORKS COUNCIL

Where do we come from?



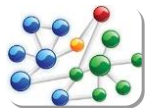
WHAT IT IS...

Founded in 2007, UniCredit European Works Council (UEWC) is an **international board** composed by the **Employees' Representatives of all the Countries** where the Group is present, EU Member States and not.

THE PURPOSE...



Improve the **right of information and consultation** for employees with regard to transnational Group related matters



Strengthening the role of UniCredit as a **Global Social Player**



Improvement of **our Employees' understanding of Management decisions**



Give a **Global Strategic Overview** to facilitate the social dialogue at **local level**



UNICREDIT EUROPEAN WORKS COUNCIL

A snapshot



39 Employees' Representatives



9 Select Committee Members

(Italy, Germany, Austria, Romania, Czech Republic)



17 Countries represented



2 Ordinary Meetings a year

(17 Meetings with Top Management participation*)



43 Select Committee Meeting

of which 27 with Top Management' presence

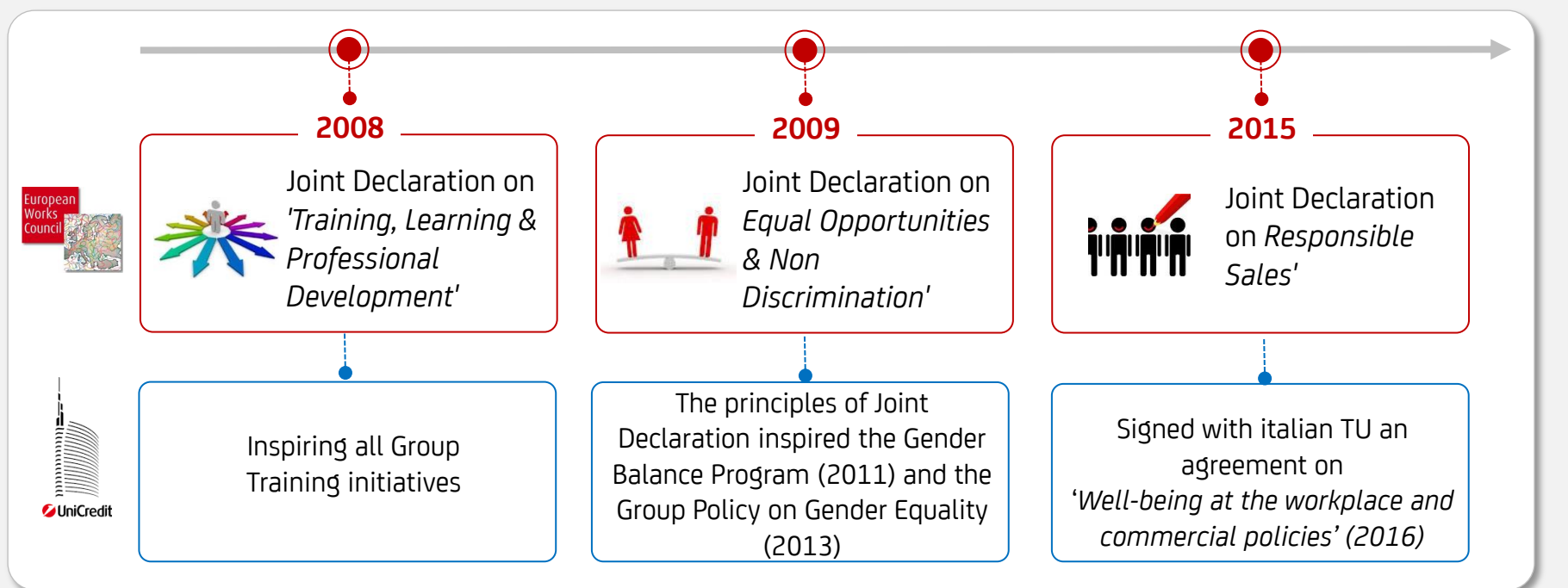


More than 350 official communications
to the Select Committee



UNICREDIT EUROPEAN WORKS COUNCIL

What have been achieved so far...



- **Information and consultation** rights have been fully respected
- **Empowerment of the relation** between employees' representatives and the Company for all transnational issues
- **Consistency** with Group strategic guidelines



INTERNATIONAL SOCIAL DIALOGUE

Strategic challenges for the future

