



VS/ 2014/0356 - Project **To.Be.E. EWC** - *Towards a better employee involvement in undertakings: roles and tasks of the main actors in establishing and improving European Works Councils.*
- phase WP4 Local workshops

Rome, 9 July - Stockholm, 23 Sep - Amsterdam, 05 Oct - La
Valletta, 30 Oct - **Bucuresti, 10 Nov. 2015**

At Crystal Palace Hotel
18, Alexandru Serbanescu St.
Bucharest, 014292 - Romania

REPORT

At 8:00 am began the Seminar of the Project To.Be.E. EWC in Bucharest with a speech of the President FSAB, Mr. Constantin Paraschiv. At the beginning he addressed a welcome word to all the UNI Europa Finance experts, to all the participants from Bucharest and other parts of Romania. Then he introduced the agenda and participants. He made a brief presentation of the EWC's where are representatives members of FSAB.

It continued with Angelo Di Cristo (Fabi Working Group): *Survey results from Romanian respondents, presentation and comments.* He presented in detail the situation and the responses to the questions in the survey completed by some employees in Romania. The participants wanted to know how to improve the perception of the employees in Romania and on ways in which we could raise awareness of employees about the importance EWC.

The next presentation was held by Lucia Elsa Peveri - UNI Expert E.W.C. UniCredit: *The role played by the UNI expert; the Unicredit experience.* She presented the role of UNI experts within UniCredit EWC and the moments in which is offering support to the EWC members. The participants were very interested in learning about the role of UNI among the SNB and the good practice that UNI applied within UniCredit EWC. It was illustrated how UNI can take an active role in the EWC and it was highlighted the importance of the experts.

Mario Ongaro (Organizational Expert): *An organizational route for the European Works Councils*. There was held a complex presentation about the stages that should be completed for establish an EWC, the importance and the roles of the representatives, the difficulties encountered in the efforts made to answer to information and consultation needs of employees. More questions were raised, and there was highlighted the urgent need to be consulted and not just informed.

In the next stage were asked questions on the books presented, and the participants debated underlining the differences between the various EWC they belong to.

prof. Giorgio Verrecchia (legal - regulation Expert): *Themes of local regulation* -he expressed a global perspective on Romanian local legislation and the opportunity of founding EWCs in Romania. Unfortunately, there is no company headquartered in Romania to have an EWC.

The participants were divided into two working groups and tried to identify strong and weak points in the national and European legislation about EWC.

Adrian Soare: *good practices, examples of EWC from UniCredit* - he focused on the three agreements (Joint Declarations) that were signed in the last eight years, as follows: Training, Learning and Professional Development, Equal Opportunity and Responsible Sale. It was underlined UNI's role in negotiating and signing those agreements. Questions were raised about the implementation of these agreements at national level, emphasizing the role of monitoring their subsequent implementation.

Angelo Di Cristo: *Inclusion of contents by Anna Maria Romano, Business Accounting Expert, "To read and discuss accounting data provided by the Employers"* - he spoke about how to read and interpret the multitude of accounting data that the company presents to the EWC members.

We divided again into two groups and tried to find the most effective method to prepare an agenda for an ordinary meeting of EWC.

Ciprian Iliescu: *The role of coordinators TUA* - Starting from TUA Unicredit example (it was possible to establish TUA thanks to UNI), other companies have made such alliances.

And all of these because of the need of all the unions present in a company to be united, to have, if possible common actions, to demonstrate to the top management their unity and solidarity.

Participants were divided into two working groups and tried to identify the difficulties they could face if they were members of a SNB. The conclusions were obvious to all the participants, and surely they would need support and advice from UNI.

Angelo Di Cristo: *ToBeEEwc on Social Media*: the Twitter profile @tobeeewc1 - we discussed on the role and the importance of the dissemination of information of European projects. We concluded that the social networks can be a useful and direct way to communicate part of the activities to a wider audience.

In conclusion, the experts showed the need to know the role and importance of EWC among multinationals and the need to use them for the reason they were created, for information and consultation.

At 2:40 p.m. the workshop ended.



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