The European Works Councils (EWC)

The European Works Councils are transnational representative bodies for workers, as foreseen by European Directive 94/95/EC and following amendments, with the purpose of informing and consulting employees of Community-scale establishments or undertakings.

Overview of EWC in Italy

EWC of Companies with Headquarters based in Italy

In the financial sector: UniCredit and Generali

Source: European Trade Union Institute

UniCredit EWC

The EWC of UniCredit is an international body composed by Workers' Representatives of all countries where the Group is present, within and outside the boundaries of the European Union. Founded in 2007, it has provided a significant contribution in respect to economy and productivity, and by promoting the organic growth, the competitiveness and the occupational quality of UniCredit Group.

Composition





Countries



30

Representatives



of the Select Committee

Components



Experts chosen by EWC



Members in the Secretariat

Twice a year the EWC members have the possibility to meet the Group Top Management, in order to be informed and consulted about all main transnational topics, in particular about those that can have an impact on workers.

Learn more:

PDF I UEWC 2007 Founding Agreement

PDF | UEWC 2011 Amendment

PDF | UEWC 2015 Amendment

PDF | UEWC 2019 Amendment

Objectives



Increase the level of information and consultation right towards employees, through the Works Council Representatives



Enhance the role of UniCredit as a Global Player within the Social dialogue



Facilitate stakeholders in understanding decisions made by the Management



Provide a global strategic view in order to facilitate the social dialogue at a local level

Conquests over the time: the Joint Declarations

Click on the blue boxes to learn more









Training, Learning and Professional Development

Equal Opportunities and Non Discrimination

Responsible Sales

Joint Declaration on Work-Life balance

Has inspired HR strategies and initiatives in the whole Group

Program at a Group level has been activated, by fostering concrete actions in favour of the professional valorisation of female colleagues

• In 2011 a Gender Balance

• In 2013 a Group Policy on Gender Equality has been issued.

In 2016 in Italy the Trade Unions have signed with the Company an agreement over 'Well-being at the workplace and commercial policies'.

signed with the social partners at a European level. Inspired by key principles of respect, non discrimination and people's quality of life, it defines a Group approach:

First Declaration on the topic

• identifying guidelines and principles aimed at inspiring

the local social dialogue. • promoting a set of specific, concrete actions to support work-life balance across the

Group.