

“Tandem” Project



***How the social dialogue can influence the EWC activities
in a positive way: the point of view of the employer's
associations***

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How the social dialogue can influence the EWC activities in a positive way: the point of view of the employer's associations

BCESA

The activities of the BCESA are based on Statutes that were approved on 20 September 2004

Main Statutory roles

- FORMULATE THE GENERAL LABOUR MARKET POLICY IN THE EUROPEAN BANKING INDUSTRY
- RESPOND TO HEARINGS FROM THE EUROPEAN COMMISSION AND THE EUROPEAN PARLIAMENT
- PARTICIPATE IN THE SOCIAL DIALOGUE
- KEEP CONTACT AND COORDINATION WITH OTHER EMPLOYERS' ORGANIZATIONS

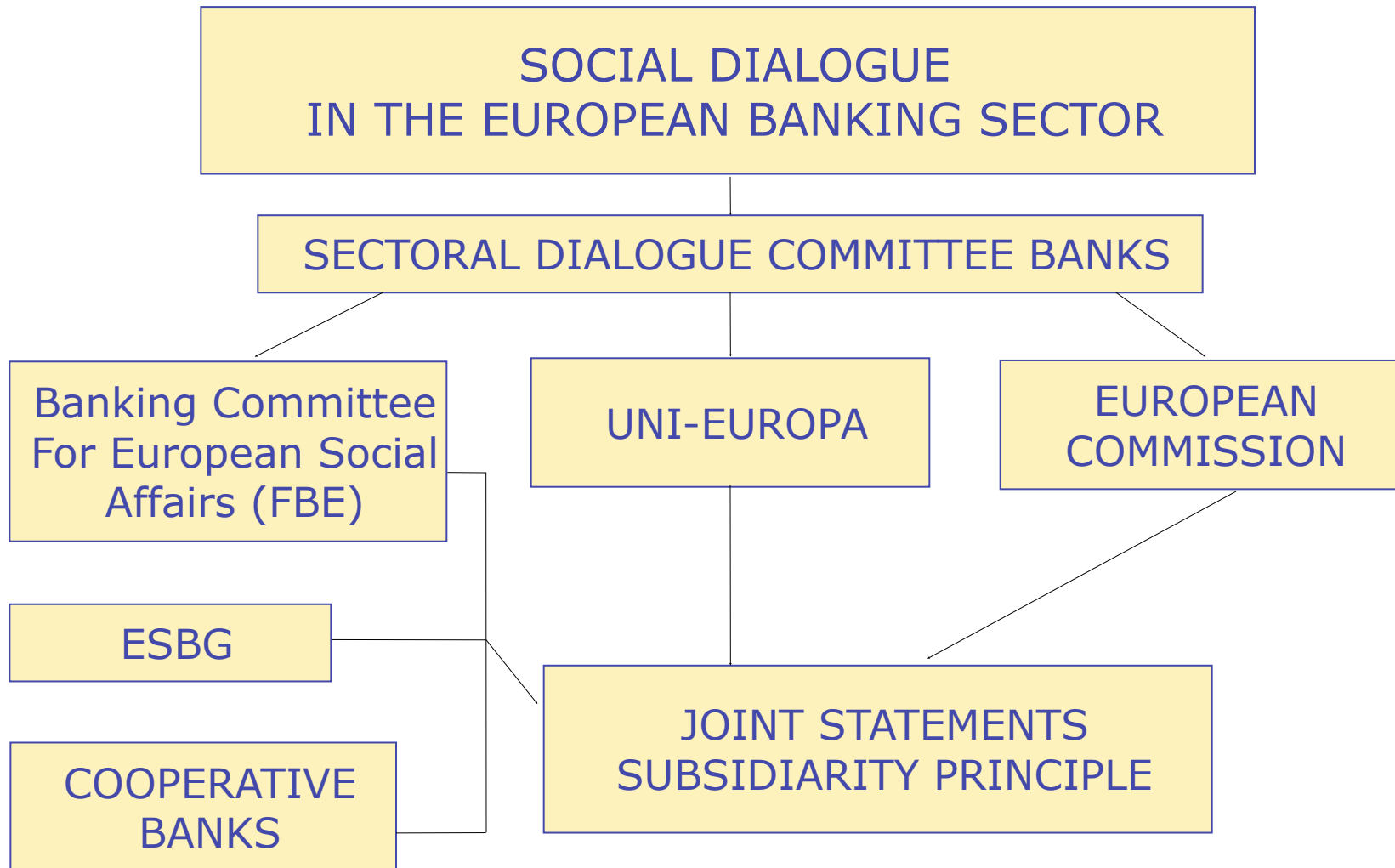
How the social dialogue can influence the EWC activities in a positive way: the point of view of the employer's associations

BCESA

Tools

- LOBBYING ACTIVITIES
- PARTICIPATION IN THE SOCIAL DIALOGUE
- COOPERATION WITH OTHER EMPLOYERS' ORGANIZATIONS

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**SOCIAL DIALOGUE IS
A FREE CHOICE OF THE SOCIAL
PARTNERS TO START A DISCUSSION
ON ANY POSSIBLE ISSUE JOINTLY AGREED**

Vilnius, June 9-10, 2011

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**IN THE BANKING SECTOR SOCIAL DIALOGUE
IS CARRIED OUT THROUGH
JOINT STATEMENTS
WITH NO BINDING EFFECTS**

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SOCIAL DIALOGUE CAN RANGE FROM:
JOINT STATEMENTS
TO FRAMEWORK AGREEMENTS,
GUIDELINES, CODE OF CONDUCT, ETC.

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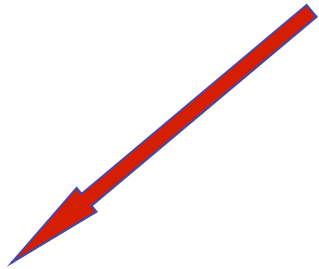
SOCIAL DIALOGUE IS A WIN-WIN SITUATION

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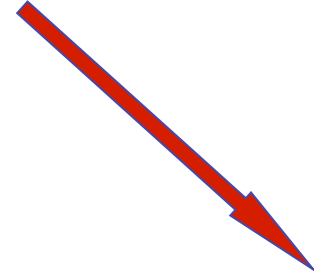
IN THE PAST COMPANIES HAD TO



PAY TAX



ABIDE BY
THE LAWS



CREATE
PROFIT

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NOW COMPANIES HAVE TO



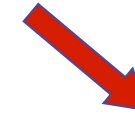
CREATE SOCIAL VALUE



Investing in
Human Capital



Environment
Responsability



Relations with the
Stakeholders

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Joint declarations in the European Banking Sector

- 1999: IT-EMPLOYABILITY
- 2001: NON BANKS COMPETITION
- 2003: LIFELONG LEARNING
- 2005: EMPLOYMENT AND SOCIAL ASPECTS OF CSR

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LLL = VOLUNTARY BASIS

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European social dialogue agreement on LLL

- JOINT STATEMENT ON LLL IN 2003
- BCESA (EBF)/UNIEUROPA

How the social dialogue can influence the EWC activities in a positive way: the point of view of the employer's associations

- VOCATIONAL TRAINING
- CORE LABOUR STANDARDS
- WORKLIFE BALANCE
- EQUAL OPPORTUNITY
- INTERNAL COMMUNICATION

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**AGREEMENTS BETWEEN SOCIAL PARTNERS
AT EUROPEAN LEVEL,
AS A TOOL TO MANAGE LLL POLICIES**

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- NO SINGLE SECTOR BENCHMARKS OR STANDARDS
- VOLUNTARY APPROACH
- SHARED GUIDELINES
- ROLE OF NATIONAL SOCIAL PARTNERS IN THE DECISION-MAKING PROCESS

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EMPLOYEES ARE TO BE CONSIDERED THE MAJOR AND "NEAREST" STAKEHOLDERS AND "INTERNAL CLIENTS"

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COMMITMENT TO:

- WORK ORGANIZATION
- PERSONNEL TRAINING
- EQUAL OPPORTUNITY
- EMPLOYMENT POLICIES
- WORKPLACE ENVIRONMENT
- SAFETY IN THE WORKPLACE

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INTERNAL DIMENSIONS



**DIALOGUE BETWEEN
MANAGEMENT AND TRADE UNIONS**



DISSEMINATION OF THE LLL JOINT STATEMENT

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LLL follow-up in 2010-11

- IMPLEMENTATION AND DISSEMINATION AT NATIONAL LEVEL
- SETTING UP A JOINT QUESTIONNAIRE AND THE PUBLISHING OF A BOOKLET
- THE LLL FOLLOW-UP COULD BE A PART OF A NEW PROJECT IN THE SECTORAL SOCIAL DIALOGUE