

**Industrial relations.** The European Works Council is launched

# EU-wide trades unions for UniCredit

**Translated by UniCredit**

**Rita Fatiguso**

TURIN From our correspondent

<p>Creating a corporate identity from a Babel of languages and trades union cultures. The challenge of the UniCredit Group is launched in the Turin training centre, the venue for the first meeting of the European Works Council that was set up a year ago by this banking giant (180 thousand people in 23 countries) representing 27 different countries, the latest newcomer being Kazakhstan. Three days to get to know one another that are required to be able to construct a new company ethos. Also by comparing notes with representatives of committees of other European groups that are already well-established but are also in the throes of merger processes, such as the Air France - KLM and Generali merger. Suspicion, mistrust and excessive prudence: all understandable reactions from the human point of view, reactions that were noted during the meetings but may even be useful UniCredit, operating as it now does in multinational context. In addition, the meeting was also open to the front line of human resources managers, which is not something that happens as a matter of course. "UniCredit Group, the future group,</p>	<p>is being born here, comments Rino Piazzolla, the head of Human Resources, who was headhunted by the CEO, Alessandro Profumo, from General Electric when Hvb was recently acquired. It was no coincidence that Piazzolla, who had already set up two committees, was so keen to convene this little trades union parliament. "I never thought of the European Works Council as an obligatory step to be taken only because it was commanded by a higher authority. The training meetings over the last few days are the proof that governance is dependent on what is sown here. Continues Piazzolla, who had been anxious to take part in the work: "Despite differences, is fundamental for people who have differing roles to look at one another, almost to smell one another. Corporate identity will start there. From the sessions being held in these completely refurbished premises to encourage learning techniques, starting with the physical spaces, which can be broken down if necessary." Physical space, in fact. And the language. Or rather the languages. "As UniCredit's scope had grown so much it was becoming increasingly difficult to find a common language, a shared social base," adds Piazzolla.</p>	<p>"Today we need to form a managerial class that is a key player in industrial relations that have become broader and have extended beyond Italy without unnecessary unilateral departures." This is confirmed by Angelo Carletta, the new Head of Industrial Relations: "At the national level each country will retain sovereignty regarding the matters that concern it. We are really only interested in creating a path that everyone can follow. Replies Silvia Cassano: "We will certainly need to make things happen sometimes, especially when we see that diffidence or doubts arise during work. But it's worth it." Cassano is the Head of International Relations and has overseen the introduction of the training into the European development programmes of the committees. UniCredit would, however, like to go beyond Europe and its directives. "All the decisions that affect employees will be communicated to the seven members of the Select Committee of the European Works Council in compliance with stock market communications", Piazzolla announces. "We are just beginning our dialogues", replies Angelo Di Cristo, a trades unionist and member of the select committee. These are useful opportunities but trades unionists like us also have to cast our nets throughout Europe. We are already working on it".</p>
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[Rita.fatiguso@ilsola24ore.com](mailto:Rita.fatiguso@ilsola24ore.com)

## THE BABEL OF LABOUR

The Italian banking giant is committed to safeguarding the communication rights of all its 180 thousand employees found in 27 countries.

**Human resources.** Rino Piazzolla (UniCredit)

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