



The Independent Trade Union of UniCredit Bulbank employees

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НЕЗАВИСИМ СИНДИКАТ НА СЛУЖИТЕЛИТЕ





- The Trade Union of UniCredit Bulbank has been **created as a result from the merger of three former trade union organizations** of Bulbank, HVB Bank Biochim and Hebros Bank, respectively. In 2008, according to the free will of their members, the three trade unions merged into one new trade union organization – **The Independent Trade Union of UniCredit Bulbank employees;**
- The Trade Union of UCB is **independent of any sectoral or national trade unions;**
- **The representatives** of the Trade Union are selected by the General Meeting;
- The Trade Union has a **two-tier structure** – Management Board and regional trade union organizations in the various divisions and units of the Bank;
- The representatives of the trade union members in UniCredit Bulbank take part in the negotiations for **signing a Collective Labour Agreement;**
- The Trade Union and the company representatives have regular meetings on a quarterly basis;

Professional training, education and career development

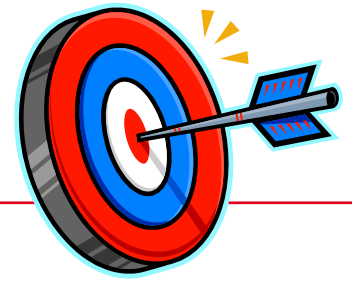
DECLARATION



Pursuant to the Articles of Agreement from 2008, the members of the European Works Council of UniCredit and representatives of Human Resources of the Group have founded a Joint Committee aiming to create a declaration on "Professional training, education and career development".

This declaration is implied by the culture and the principles related to the corporate social responsibility, as well as the values represented in the Integrity Charter of UniCredit Group.

Objectives



Developing the skills of the employees is an investment of high priority!

- ✓ **Qualified and skilled work force** – a key and crucial factor for a competitive advantage
- ✓ **Constant training and development** – long-term sustainability of economic results and permanent development of the people
- ✓ **High level of service** – guaranteed competitiveness of the company
- ✓ **Acquiring new competences** – new opportunities for greater flexibility

MAIN PRINCIPLES

- Training at UniCredit Bulbank is a constant, long and effective process.
- Professional training has to be planned in due time and be carried out in such a way so as to provide a possibility and resources to all employees to develop their professional skills and qualification.
- Fostering the belief that the strength of the Group lies in its international/ cross-border scale as well as in the various cultures it encompasses, diversity is perceived as one of the pillars of our sustainable growth, relying on the support to innovation and sharing of knowledge and good practices.
- A special focus must be put on training for **managerial positions**.
- Equal opportunities for all.
- Fostering all necessary actions that could help the employees to avail themselves of the initiatives related to training.



Ways to accomplish the objectives



- Professional training and education is provided through all available means, including such that complement the means offered by the traditional methodologies of standard education – on-line training.
- "On the job training" is perceived as an efficient means of development.
- Activities related to education and professional training should be carried out mostly during working hours.
- Our internal experts on training are considered "heralds of knowledge" due to their acquired competences and gained experience as well as for the fact that they are familiar with the values and the development of the Group.

Mutual commitments and control

- The employer is responsible for providing opportunities for professional training and education.
- Awareness of the employees of all activities related to professional training and education.
- The mutual commitment and responsibility of UniCredit Group and the employees is perceived as a win-win strategy.



- The joint declaration is subject to periodic review of its main components.
 - The analysis and the joint discussion aim also to establish and/or reinforce full cooperation on a local level, facilitating an open discussion between the participants on issues related to professional training and education, based on the principles of a social dialogue.
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THANK YOU FOR YOUR ATTENTION!

