

ENI

Non official translation

Agreement report

On 4 July 2002, at the annual meeting of the European Works Council, the activities and initiatives related to continuous education for ENI Group workers were addressed and debated.

Given that:

- the European Union considers continuous education as a fundamental pillar to improve competitiveness and to harmoniously develop an economic and social system in the face of the changes imposed by globalisation, technological evolution and the dynamics of organisations;
- on 28 February 2002, the ETUC, UNICE, CEEP and UEAPME signed a joint document on lifelong learning which points out, among other things, that at company level, defining and meeting skills needs requires a joint commitment from the social partners and that creating an atmosphere encouraging learning is a major success factor;
- within the framework of the Industrial Relations Protocol signed by ENI and the Italian trade union organisations, commitments concerning vocational and continuous training are key aspects;
- during a recent meeting, the Industrial Relations Committee agreed to establish a working group in charge of defining a training program for the employees of some of ENI's business units in Italy;
- ENI wants to extend its own commitment in the field of training to the unit of productions of the Group located abroad, including through an experimental program valuing social dialogue within the company.

It was agreed that:

1. an EMCEF representative and three representatives appointed by the select committee of the EWC would take part in the special meetings of the working group mentioned above. The first meeting shall take place before October 2002;
2. these meetings should serve to define an experimental program of European training for the employees of ENI Group working in Europe, in particular the objectives, the recipients, the contents and the training methods;
3. the extended working group mentioned above (1) would also be entitled to develop training activities at transnational level for the management and employee representatives, addressing themes with a European scope;
4. the training activities developed should be monitored and evaluated by the extended working group once they are over;
5. the extended working group should provide information about the progress made with the experimental training program to the EWC and to the select committee of the EWC;
6. after implementing the experimental program, the extended working group should write a document containing a full evaluation of the experience as well as proposals about the forms and modalities to adopt in order for ENI Group to continue launching initiatives in the area of training at European level with the social partners actively involved.