



**The job of the future: what will
Europe recover and restart?**

**Ferrero Joint Training - ON LINE
16-17 May 2023**

AXA EWC

Established: June 26, 1996 (94/45/EC of 22 September 1994)
2009/38/EC of 6 May 2009, which will be used as a reference in case of difficulties in interpretation.

50 full members and 50 alternates.

1 <150 to 1,000 employees.

+1 for each group of 2,000 employees up to 15,000 employees.

>15,000 employees proportionally among the countries.

Period of 4 years

Meetings:

Monthly (2 days, except July, August and December):

Secretariat, one day without management.

Bureau, the following day (Secretariat + HR Management).

2 Annual (3 days, June, out of France, and November, Paris):

Plenary Session with the President of AXA (50 members)

Preparatory (the day before).

Debriefing (last day)

Special Meetings (as needed).

Training Sessions (2 days, normally every 2 years).



AXA EWC

Agreements:

- Agreement constituting the European Works Council of the AXA Group
- Agreement on anticipation of change
- Charters of European Works Council of the AXA Group

Working Groups:

- Treasurer
- Assistance Network
- Communication
- CEEC and Social Dialogue
- Non-represented countries
- Extra European Relations
- UNI Europa Finance Expert



Austria

75



Denmark

9



Finland

100



Netherlands

87



Sweden

68



Norway*

11

Workforce by country as of April 2021 - * Norway: EEA member



Switzerland



Mexico



Japan



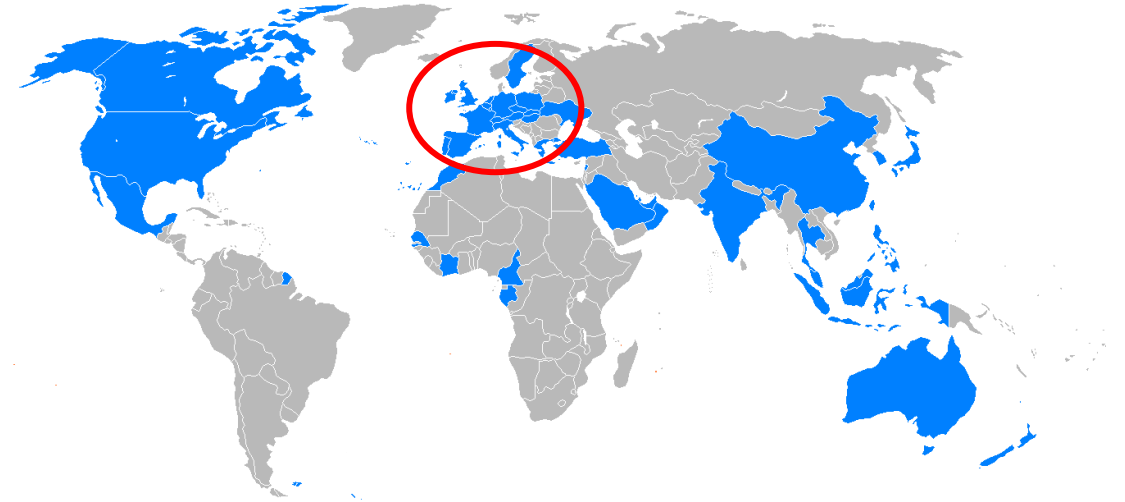
Committees:

- Treasury
- Organisation
- Communication
- Training
- Salaries and Employment
- New committees set up according to the projects and work

European Agreement on Anticipation of Change

23 November 2011 : European framework agreement.

Defines the principles for anticipating change within the AXA Group's European companies.



An international context of constant change:

The AXA Group must adapt to the constant changes taking place and anticipate and respond to the needs of its customers, as well as ensure the development and motivation of its employees, who are the key element in creating value for its shareholders and its customers.

Special attention to the management of changes affecting employment:

- reflection prior to decisions (general guidelines),
- drawing up an action plan,
- agreement on its implementation and its local implications,
- implementation and follow-up.

Digital Transformation

2013 ...

The AXA EWC joined the AXA strategy: collaboration in the implementation of this Digital Transformation and in finding agreed solutions to the problems caused.

AXA EWC Digitalisation Commission:

- Staff Adaptation
- Teleworking
- Privacy/Data protection
- IT Security
- Customer experience
- Digital Disconnect
- Artificial Intelligence
- Robotisation
- ...



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Information about:::

- The AXA EWC»»
 - About AXA EWC
 - Press releases
 - Meetings Calendar
- Documents»»
 - Bureaus and Plenaries Reports
 - Joint meetings minutes
 - European Directive 2009/38/CE
 - Roadmaps, budgets & accounts
 - AXA EWC agreements and charters
 - European Works Council rules of procedure
 - Country reports
- All news»»
- All events»»
- Members directory»»

Pandemic Situation

AXA Commitment

- 1. Ensure the safety and well-being of AXA employees.
- 2. Maintaining critical processes and services for customers
- 3. Protecting AXA's brand and reputation
- 4. Protect AXA's financial and business interests
- 5. Maintain compliance with all legal and regulatory requirements.

CEG AXA Survey: COVID 19 and Social Dialogue (May 2020)

Return to offices: Graduated and depending on local health situation / government recommendations

Phase 1 - Voluntary return

Phase 2 - Transitional collective return

Phase 3 - "Return to the new normal".

AXA Country Coordination

Smart Working AXA

2020 - Meetings

Calendar for April 2020. Days are color-coded: red for Extraordinary Meetings, black for EWC Regulatory Meetings, and blue for other days. A green checkmark is on Friday, April 17th.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

Calendar for May 2020. Days are color-coded: red for Extraordinary Meetings, black for EWC Regulatory Meetings, and blue for other days.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Extraordinary Meetings
 EWC Regulatory Meetings

