

**“Sectoral collective bargaining and
competitiveness of sectors:
experience of social partners organisations in Europe”
Riga, 6 December 2018**

Reforming Industrial Relations and Collective Bargaining in Italy

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THE CONTEXT

ITALY'S COLLECTIVE BARGAINING SYSTEM: THE MAIN FEATURES



- ➔ high level of social partners autonomy
- ➔ extensive coverage and comprehensive national standards
- ➔ sectoral collective bargaining agreements at the national level
- ➔ decentralized supplementary agreements, usually signed at company level (although in some sectors they are signed at territorial level)

Tripartite Agreement of 23 July 1993

the first effort to create a framework for collective bargaining and workplace-level representation, responding to the main challenges of that period:



high inflation rate

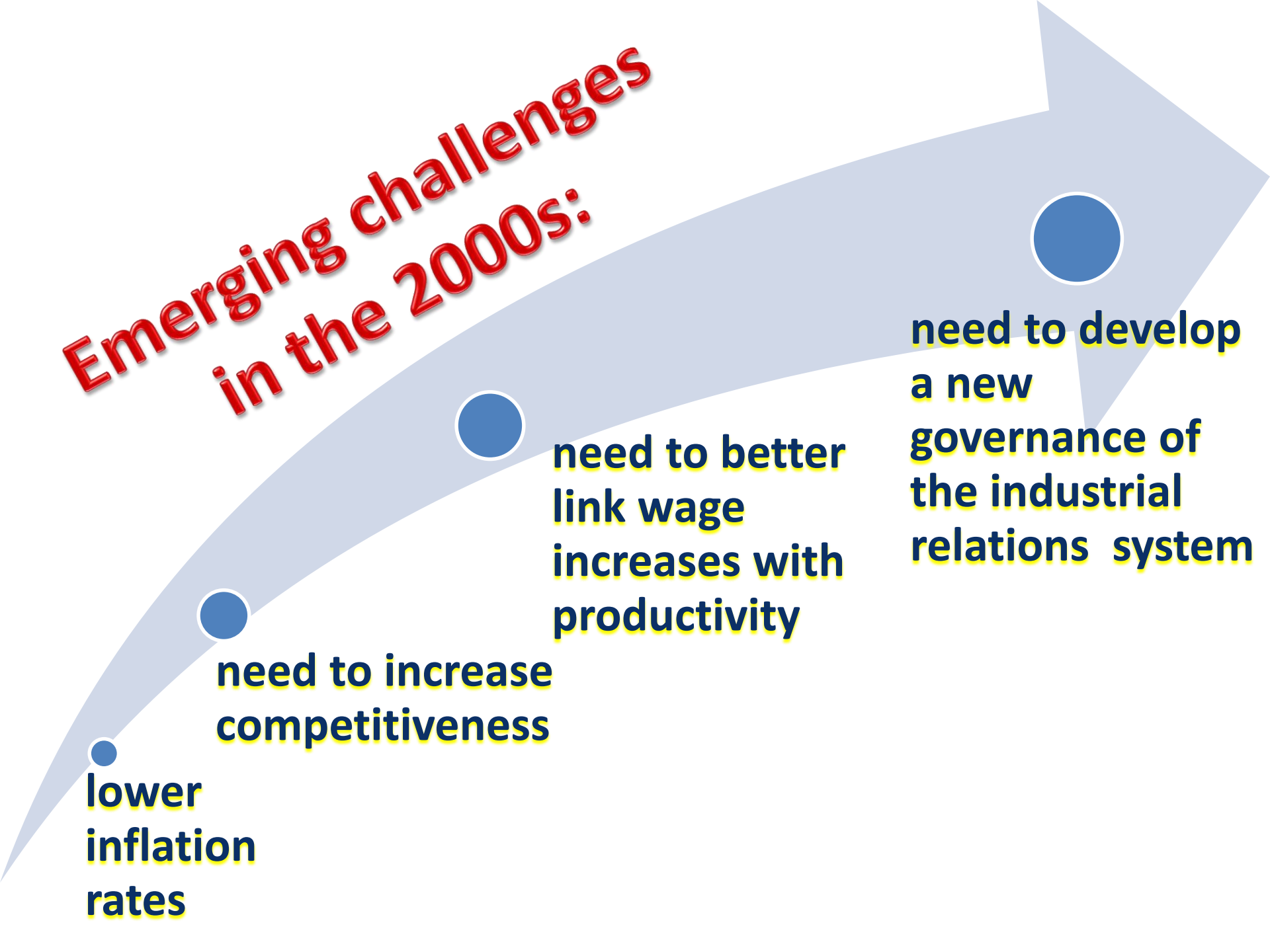
integration into the EU



a new
institutional
framework for
income policy,
also based on
“planned
inflation”

reviewed
collective bargaining
procedures, providing
“universal” coverage
through sectoral
collective bargaining

new forms of
workplace union
representation



A pathway for reforms of industrial relations and collective bargaining: important developments in recent years

2009

Agreement on
the reform of
the bargaining
structure
("IPCA" index
as a reference
for wage
increases)

2011

Agreement on
trade unions
representativeness
and derogations
for the company
level on working
conditions

2012


"Protocol on
Productivity"
(first attempt
to introduce
derogations for
the company
level on wage
increases)

2014

Code on
trade union
representativeness

A LONG ROAD TO A NEW AGREEMENT...

January 2016: the trade unions present a joint proposal on industrial relations that is rejected by Confindustria



December 2016: Confindustria re-opens negotiations with the trade unions



2017: in-depth consultations of respective members to ensure “ownership” of the Agreement

9 March 2018

**A MILESTONE agreement
on industrial relations
and collective bargaining**

**signed by
CONFINDUSTRIA
and
the trade union organisations
CGIL, CISL and UIL**

THREE MAIN OBJECTIVES:



industrial relations have a role to play to support competitiveness



social partners are committed to re-orient labour market policies towards companies and employability



a new collective bargaining system to:

- reinforce the link between wages and productivity
- fight against “collective bargaining dumping”

THREE MAIN CHAPTERS:

1 industrial relations

2 collective bargaining levels

3

shared priorities for concrete actions
in the field of:

- Education and training
- Health and safety at work
- Active labour market policies
- Workers involvement

CHAPTER ONE: INDUSTRIAL RELATIONS

**Autonomy and representativeness
of the social partners**

Strategic objective:

Clearly identify which is the collective bargaining agreement to be taken as a reference in a given sector, in consideration of the fact that it is signed by the employer and trade union organisations that represent the majority of the companies and the workers.

Actions:

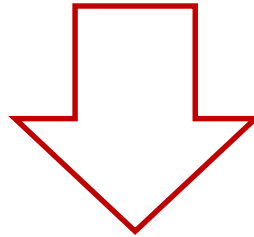
Social partners will:

- **complete the implementation of the 2014 Code on trade union representativeness;**
- **define the criteria to measure employer representativeness**
- **map all the existing collective bargaining agreements**

***Once the agreement is implemented,
the social partners
could ask its transposition into legislation.***

Expected outcomes:

The “reference” collective bargaining agreement will be recognised by legislation to grant tax and social security contributions exemptions, other forms of benefits, access to public procurement, etc.



**Address unfair competition
and
fight against “collective bargaining dumping”**

CHAPTER TWO: COLLECTIVE BARGAINING LEVELS

New guiding principles for collective bargaining:

collective bargaining must develop in the framework of the reforms for competitiveness

a two-level bargaining structure is confirmed (national + company/territorial level), avoiding overlaps

promotion of “virtuous” second level bargaining

TEM (minimum wage level)

TEC (“comprehensive” wage level)

“TEM” – Minimum wage level

national collective bargaining agreements set the minimum wage levels, for a duration that the signatory parties are free to determine

minimum wage levels are defined “TEM”

TEMs will vary according to registered changes in the “IPCA” index

in the future, the TEM (of the reference collective agreement) could become the minimum wage to be taken as a reference if a legal minimum wage is introduced in Italy

“TEC” – Comprehensive wage level

national collective bargaining agreements set also the TEC, defining allocations and durations of all its components

TEC is composed by the TEM + all other elements that are valid for all the workers

TEC can include also welfare benefits and provide the possibility for second level agreements to determine further elements of the comprehensive wage levels

TEC shall in any case avoid overlaps of costs in the two collective bargaining levels

Decentralisation of collective bargaining

a two-level bargaining structure is confirmed: national + company level (the territorial level remains limited)

national collective bargaining agreements will encourage “virtuous” company level bargaining, highlighting the link with company performance, in particular with productivity

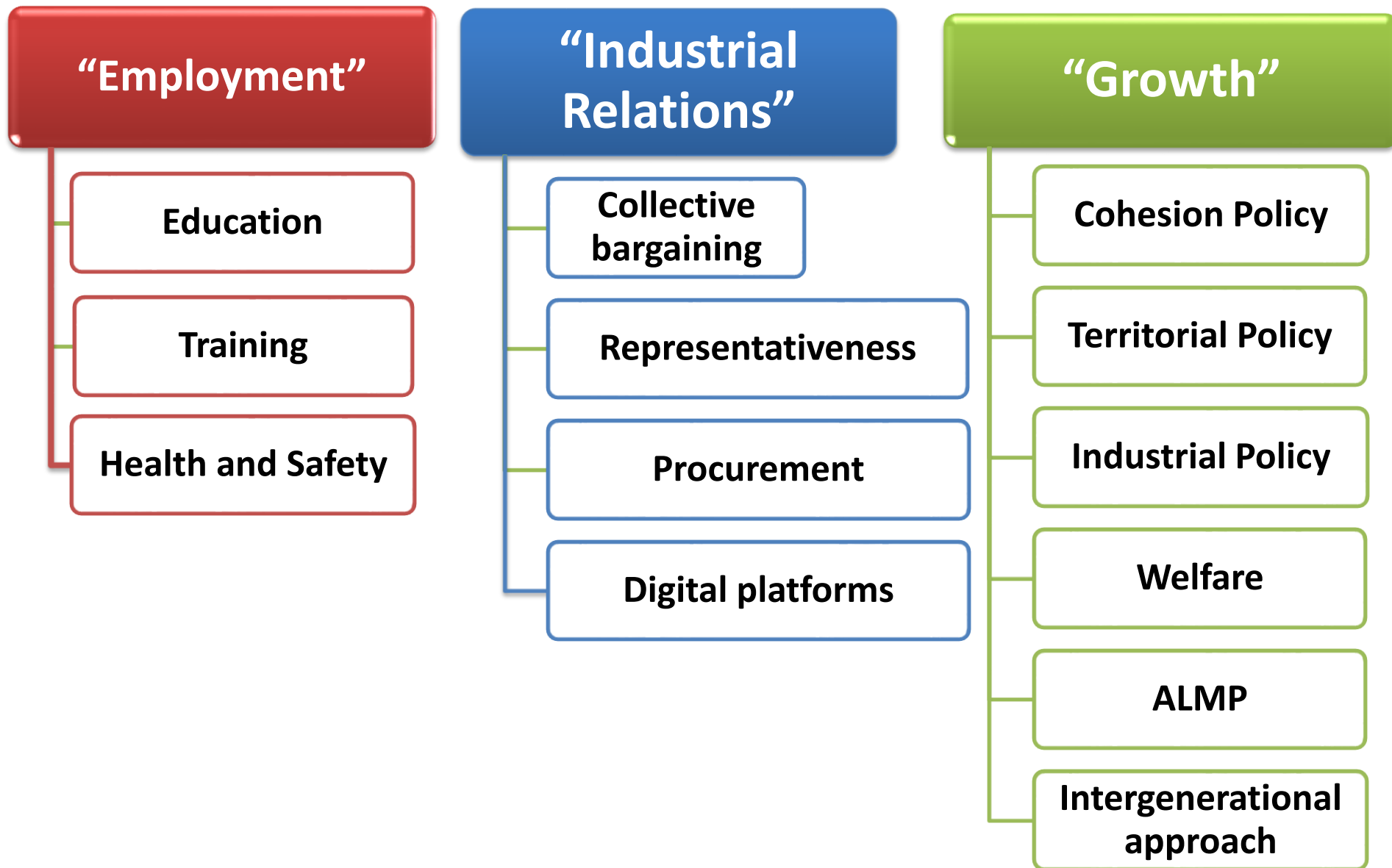
company level bargaining could take place even in companies where there is no trade union presence

Autonomy and certainty

National collective agreements shall establish rules and procedures to ensure respect of the agreements, also at the company level.

**CHAPTER THREE:
SHARED PRIORITIES
FOR CONCRETE ACTIONS**

Specific agreements to be negotiated on:



Paldies!

Thank you!

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