



CONTINUING TRAINING NEGOTIATION EXPERIENCES IN ITALY

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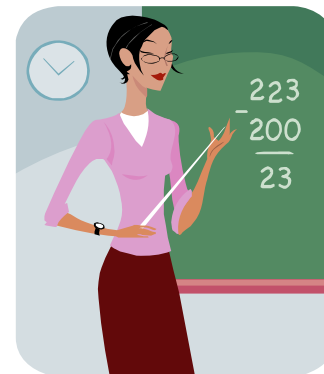
THE CONTINUOUS TRAINING SYSTEM IN ITALY

1. **National laws** (l. 236/93 and l. 53/2000) allot Regions resources to finance training projects, in accordance with social partners (0,30% of the salary mass, around 100 million euros a year);
2. **Inter-professional Funds.** They are regulated by joint agreements among the most representative social partners and are aimed at promoting CVT (Continuous Vocational Training). Funds come from enterprises paying compulsory contribution (0.30% of the salary mass, around 400 million euros a year).

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THE CONTINUOUS TRAINING SYSTEM IN ITALY (2)

3. The European Social Fund (Esf) finances projects, even if there is no agreement among social partners (around 1 billion euros a year);
4. Collective bargaining, both at national and local/sector level.



AGREEMENTS AMONG SOCIALPARTNERS

A national agreement was signed in July 2007 among the Labour Ministry, the Regions and the social partners. It aimed at coordinating different resources (national, european and Interprofessional Funds).

Main aspects:

- Agreements in every region;
- Decision on Priorities and targets;
- Accreditation of training agencies ;
- Certification of skills



NATIONAL COLLECTIVE CONTRACTS

Many national collective contracts agree:

- To set up observatories, whose aim is at singling out a scenery of continuous training, consistent with the industrial and local development;
- To set up sectoral bilateral bodies, aimed at giving an opinion or at proposing projects to be financed by the Inter-professional Funds;
- Training leaves for workers (for instance, 150 hours during the working time, plus 150 hours after the work);
- Training aimed at the development of skills

SOME EXPERIENCES IN NATIONAL COLLECTIVE CONTRACTS ON TRAINING DURING WORKING TIME (*BEYOND THE RIGHT TO STUDY*)

1. **Building sector.** Every new employee hired must attend a 16-hours course (including 8 on basic skills and 8 on health and safety), organised by building schools, joint managed by employees and employers. Workers can also attend 48-hours courses beyond the working time, if she/he wants to.
2. **Chemical and pharmaceuticals sector.** Employees who work during holidays can choose to use each year 1,5 days of compensatory rest for training, rather than to be paid for overtime work. In case of training, companies finance 1,5 days more for training.

SOME EXPERIENCES IN NATIONAL COLLECTIVE CONTRACTS ON TRAINING DURING WORKING TIME (*BEYOND THE RIGHT TO STUDY*) (2)

3. **Banking sector.**

- Banks and trade unions must negotiate on training in case of corporate restructuring. There are also two funds, set up by the national contract. The first one aims at supporting workers' incomes and retraining and is financed by the 0,325% from banks and by 0,125% from workers. The second Fund is an inter-professional one and is financed by 0,30% from banks. Every worker must attend 50 hours of training each year (including 32 hours during working time): programmes, criteria and time schedule are jointly decided by social partners.

SOME EXPERIENCES IN NATIONAL COLLECTIVE CONTRACTS ON TRAINING AND CAREERS DEVELOPMENT

1. **Chemical and energy sector.** The national collective contract provides a grid for the assessment of skills, based on:

- *work complexity;*
- *responsibility;*
- *experience;*
- *autonomy.*

Training plans are set up and every other year trade unions and employers jointly assess skills and decide increases of wages.

SOME EXPERIENCES IN NATIONAL COLLECTIVE CONTRACTS ON TRAINING AND CAREERS DEVELOPMENT (2)

- 2. Industrial laundries.** There is a new system of framing skills in the national contract, based on 4 areas and 49 professionals. Requirements are knowledge, skill, organizational behaviours and polyvalence. After training, based on programmes jointly decided by social partners, a National joint Committee on training assesses the professional area in which workers should be included.

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ITALIAN TRADE UNIONS' STRATEGIES

- Strengthening the role of continuous training in national and company contracts;
- Bargaining with every Region the priorities of training, consistent with development policies, through a coordination between regional financing and resources from the Funds managed by social partners;
- Linking always passive policies (income support to unemployed and atypical workers) to active policies (guidance, support to employment, training).

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