



Industrial relations and social dialogue

**Italy: Metadata for the Eurofound
database of collective agreements
for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

National collective bargaining agreements) were identified and listed thanks to the public open-access archive of the Italian Council for Economics and Labour (CNEL), a detailed and exhaustive register providing the text of each renewal and information about the NACE-2 sector of every sectoral collective agreement in Italy. This archive also provides basic information regarding signatory parties, period of validity date. As for coverage, it is generally available by cross-referencing data from the Ministry of Labour and from the National Social Security Institute (INPS/UNIEMENS system) which is collected by means of compulsory declarations by companies. Coverage is not available for only two sectors – agriculture and domestic work – as companies in these two sectors are not subject to the general compulsory declaration on applies collective bargaining.

As the sectoral level is the main level of bargaining in Italy, the CNEL register proved to be a valuable instrument for the purposes of this research project. Despite being a complete register, in most cases it provides the official texts of the renewal of collective agreements, meaning that only the articles that changed as a result of the social partners' negotiation are included in the available texts. The complete, integrated text of each agreement, however, is often not provided. This makes it difficult to have a complete overview of the full agreement and its evolution over time, but it is not – apart from some exceptions – an issue for the purposes of this specific research project, mainly focused on basic minimum wages.

Company-level bargaining also exists, but it normally only integrates sectoral bargaining, and collectively agreed minimum wages are primarily provided for by sectoral collective bargaining.

National-level cross-sectoral agreements are often wide framework agreements establishing the rules of collective bargaining, and do not include minimum wages. They are therefore not within the scope of this research project.

1 - Agriculture

Background information

The main actors of collective bargaining in the agricultural sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labour), which operates in the sector through its member FLAI-CGIL (Federation of Agro-Industry Workers).
- CISL (Italian Confederation of Workers' Unions), which operates in the sector through its member FAI-CISL (Italian Agricultural, Food, Environmental and Industrial Federation).
- UIL (Italian Labor Union), which operates in the sector through its member UILA-UIL (Italian Union of Agri-food Works).

On the employers' organisations side, we can mention:

- Confagricoltura.
- Coldiretti.
- CIA (Confederazione Italiana Agricoltori).
- Confcooperative (Confederation of Italian Cooperatives), which operates in the sector through its member Federagripesca (Federation of Agriculture and Fisheries) and through its section 'Work and Services'.
- Legacoop (National League of Cooperatives and Mutuels), which operates in the sector through its section Legacoop Agroalimentare (National Association of Agro-forestry Cooperatives for Rural and Coastal Development).
- AGCI (General Association of Italian Cooperatives), which operates in the sector through its section AGRITAL (Agri-fishing-food section).
- ASSOCAP (National Association of Agricultural Consortia).
- AIA (Italian Livestock Breeders Association).

Existing bargaining levels are: national level, provincial level, and company level.

National level agreements set minimum economic and regulatory rights, which collective agreements at other levels may modify or specify depending on the context in which they are negotiated.

National collective agreements in force in the agricultural sector are 58 (source: XXIV CNEL Report December 2022).

While in the majority of sectors employers have the obligation to declare the national collective agreement applying to each of their workers through a system called UNIEMENS run by INPS (National Institute for Social Security), agricultural employers are not bound by such obligation: as a result, figures of collective bargaining coverage in this sector are unavailable, and even rough estimates result impossible.

Sampling information

Sector related coverage figures of workers for each national collective agreement are not available in the agricultural sector, as explained in the Background section. However, the largest agreements have been identified due to the predominant role of the social partners who negotiated/concluded/signed them. These social partners are comparatively more representative at national level.

Additionally, the listed agreements, apart from being signed by the most representative actors, are also those which have existed for longer time, shaping the system of industrial relations in the sector.

Despite the impossibility of reliably assessing the coverage of collective agreements in agriculture, it can be assumed, given the methodology we have implemented in selecting the nine listed agreements (see above), that:

- No major collective agreement is missing from the sample.
- The nine listed agreements provide, together, a very large coverage of NACE-2 workers potentially covered by collective bargaining. The coverage is estimated between 50 and 89% (in the Listed agreement tab), and there are reasons to believe that the precise percentage is extremely likely to be in the highest end of this range.

Table 1: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|------|----|-----------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | | | ISTAT data n.a. |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | | | CNEL data n.a. |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 9 collective agreements were listed, and out of these 9 were approved for coding and fully included in the database.

Agriculture - Blue-collar workers

| Eurofound identifier | CA-IT-1370 |
|---|--|
| Title (native language) | CCNL Operai agricoli e florovivaisti |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Agriculture - White-collar workers

| Eurofound identifier | CA-IT-1371 |
|---|--|
| Title (native language) | CCNL Quadri e impiegati agricoli |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Agriculture: Third-party contractors

| Eurofound identifier | CA-IT-2588 |
|---|--|
| Title (native language) | CCNL Agricoltura: Aziende in conto terzi |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |

| | |
|---|---------------------------------------|
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Agriculture: cooperatives and consortia

| | |
|---|--|
| Eurofound identifier | CA-IT-2589 |
| Title (native language) | CCNL per i dipendenti di cooperative e consorzi agricoli |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Land Reclamation Consortia

| | |
|---|--|
| Eurofound identifier | CA-IT-2590 |
| Title (native language) | CCNL Consorzi di Bonifica |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Agricultural Consortia

| | |
|---|--|
| Eurofound identifier | CA-IT-2591 |
| Title (native language) | CCNL Consorzi Agrari |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |

| | |
|--|---------------------------------------|
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Hydraulic-forestry and hydraulic-agricultural sector

| | |
|--|--|
| Eurofound identifier | CA-IT-2592 |
| Title (native language) | CCNL addetti lavori sistemazione idraulico-forestale e idraulico-agraria |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Agriculture - Blue-collar workers (UGL)

| | |
|--|--|
| Eurofound identifier | CA-IT-2597 |
| Title (native language) | CCNL Agricoltura - operati (UGL) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Zootechnics

| | |
|--|--|
| Eurofound identifier | CA-IT-2598 |
| Title (native language) | CCNL Zootechnia |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |

| | |
|--|---------------------------------------|
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 1 - Agriculture (as defined in the project)
- Most (more than 50% to 89%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

The main actors of collective bargaining in the manufacturing sector in Italy are, on the trade union side, the Italian General Confederation of Labour (CGIL), the Italian Confederation of Trade Unions (CISL), and The Italian Labour Union (UIL). Depending on the production sub-sector, different federations of the above-mentioned confederations come into play.

Given the very high number of sub-sectors in the manufacturing industries, we focus on the NACE-2 sectors of interest for the purposes of the database in highlighting the main actors:

In manufacture of food and beverage products, the following trade unions represent the main actors:

- CGIL (Italian General Confederation of Labour), which operates in the sector through its member FLAI-CGIL (Federation of Agro-Industry Workers).
- CISL (Italian Confederation of Workers' Unions), which operates in the sector through its member FAI-CISL (Italian Agricultural, Food, Environmental and Industrial Federation).
- UIL (Italian Labor Union) which operates in the sector through its member UILA-UIL (Italian Union of Agri-Food Works).

In the textile, leather products and wearing apparel sectors the following trade unions represent the main actors:

- CGIL (Italian General Confederation of Labour), which operates in the sector through its member FILCTEM-CGIL (Italian Federation of Chemical Textile Energy Manufacturing Workers).
- CISL (Italian Confederation of Workers' Unions), which operates in the sector through its member FEMCA-CISL (Federation of Energy, Fashion, Chemistry and related activities).
- UIL (Italian Labor Union), which operates in the sector through its member UILTEC-UIL (Italian Union of Textile, Energy and Chemical Workers).
- UGL (General Labour Union), chemicals and textiles section.

As for employers' organisations, we can mention, for all NACE-2 sectors of interest in Manufacturing:

- Confindustria (General confederation of Italian industry), operating in the food and beverage sector through several associations of employers: Federalimentare (Italian Federation of the Food Industry), ANCIT (National Association of Fish Canneries), ANICAV (National Association of Vegetable Canned Food Industries), ASSALZOO (National Association of Zootechnical Feed Producers), ASSICA (Industrial Association of Meats and Cured Meats), ASSITOL (Italian Association of the Oil Industry), ASSOIBIBE (Italian Association of Non-Alcoholic Beverage Manufacturers), ASSOIBIRRA (Association of Brewers and Malsters), ASSOCARNI (National Association of Meat and Livestock Industry and Commerce), ASSOLATTE (Italian Dairy Association), ASSOVINI (Italian Federation of Industrial Producers, Exporters and Importers of Wines, Spirits, Liqueurs, Syrups, Vinegars and Similar Products), ITALMOPA (Industrial

Association of Millers of Italy), MINERACQUA (Italian Federation of Natural Mineral Water and Spring Water Industries), and UNIONE ITALIANA FOOD (ITALIAN FOOD UNION); and in the textile sector through its federation 'Confindustria Moda', operating through sectoral associations such as Assocalzaturifici (National association of Italian shoe manufacturers), AIP (Italian fur coating association), Assopellettieri (Italian leather goods association), SMI (Italian Fashion System), and UNIC (National union of the tanning industry).

- Confapi (Italian confederation of small and medium private industry), operating in the food sector through the sectoral association Unionalimentari (National union of small and medium-sized food industries) and in the textile sector through the sectoral association Uniontessile (National union of small and medium-sized textile-clothing industries).
- Confartigianato.
- Casartigiani (Autonomous Confederation of Craftsmen's Unions).
- CNA (Italian Confederation of Craft Trades and Small- and Medium-Sized Enterprises), which operates in the food industry sector through several member federations.
- CLAAI (Confederation of Free Italian Craft Associations).
- Confcooperative (Confederation of Italian Cooperatives), which operates in the sector through its member Federagripesca (Federation of Agriculture and Fisheries).
- Legacoop (National League of Cooperatives and Mutuals), which operates in the sector through its section Legacoop Agroalimentare (National Association of Agro-forestry Cooperatives for Rural and Coastal Development).
- AGCI (General Association of Italian Cooperatives), which operates in the sector through its section AGRITAL (Agri-fishing-food section).

Existing bargaining levels are: national, territorial, and company-level.

National level agreements set minimum economic and regulatory rights, which collective agreements at other levels may modify or specify depending on the context in which they are negotiated.

Regarding collective agreements in force in the manufacturing sector and the sectoral collective bargaining coverage, data are not precise due to the fact that there is a partial overlap with other economic sectors. Therefore, an approximate estimate of the figures is offered: there are around 200 national collective agreements in the manufacturing sector.

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), sector related coverage figures of workers for each national collective agreement are available in the manufacturing sector.

The collective agreements included into the sample are the ones negotiated/signed by the comparatively more representative social partners at national level and with higher coverage figures. In this sector, collective agreements with these characteristics are numerous, and the most important ones in terms coverage have been listed and coded.

Despite the relatively low number of listed collective agreements (ten out of the over 200 existing in the whole NACE-1 manufacturing sector), administrative data confirms that the listed agreements cover, together, the large majority of employees in the NACE-2 sectors of interest (C-10, C-13, C-14 and C-15) covered by collective bargaining.

No major agreement is missing from the sample and overlaps of covered employees within the sector is not an issue since no company-level agreements have been listed.

Table 2: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|-----------|-----------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 3,500,000 | 4,000,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 3,500,000 | 3,900,000 | Estimation based on 2022 CNEL data |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 10 collective agreements were listed, and out of these 10 were approved for coding and fully included in the database.

Textile-Clothing-Fashion

| Eurofound identifier | CA-IT-1884 |
|--|---|
| Title (native language) | CCNL Tessile-Abbigliamento-Moda |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 150,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Food & Beverage (Industry)

| | |
|--|---|
| Eurofound identifier | CA-IT-1885 |
| Title (native language) | CCNL Industria Alimentare |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 200,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Metalworkers (industry)

| | |
|--|---|
| Eurofound identifier | CA-IT-2097 |
| Title (native language) | CCNL metalmeccanici (industria) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 1,500,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Textile-Clothing-Fashion SMEs

| | |
|--|---|
| Eurofound identifier | CA-IT-2568 |
| Title (native language) | CCNL Tessile-Abbigliamento-Moda PMI |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 50,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Footwear (Industry)

| | |
|-----------------------------|-------------------|
| Eurofound identifier | CA-IT-2569 |
|-----------------------------|-------------------|

| | |
|--|---|
| Title (native language) | CCNL Calzature (Industria) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 40,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Food-Baking (craft)

| Eurofound identifier | CA-IT-2570 |
|--|--|
| Title (native language) | CCNL Alimentazione-Panificazione (imprese artigiane) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 115,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Textile-Fashion Chemical-Ceramic Area (crafts)

| Eurofound identifier | CA-IT-2576 |
|--|---|
| Title (native language) | CCNL Area Tessile-Moda Chimica-Ceramica (Artigianato) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 143,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Leather and umbrella manufacturing industries

| Eurofound identifier | CA-IT-2577 |
|-----------------------------|-------------------|
|-----------------------------|-------------------|

| | |
|--|--|
| Title (native language) | CCNL industrie manifatturiere delle pelli e succedanei e ombrelli e ombrelloni |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 29,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Food industry SMEs

| Eurofound identifier | CA-IT-2579 |
|--|---|
| Title (native language) | CCNL Alimentaristi PMI |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 30,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Agricultural-livestock-food processing (cooperatives)

| Eurofound identifier | CA-IT-2583 |
|--|--|
| Title (native language) | CCNL aziende cooperative di trasformazione di prodotti agricoli e zootecnici e lavorazione prodotti alimentari |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 15,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Nearly all (90% to 100%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

Main actors of collective bargaining in the construction sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labor), which operates in the sector through its member FILLEA-CGIL (Italian Federation of Workers in Wood, Construction, Related and Extractive Industries).
- CISL (Italian Confederation of Workers' Unions) which operates in the sector through its member FILCA-CISL (Italian Federation of Construction and Related Workers).
- UIL (Italian Labour Union), which operates in the sector through its member FENEAL-UIL (Italian Federation of Related Construction and Wood Workers).

On the employers' organisations side the following actors should be mentioned:

- Confindustria (General Confederation of Italian Industry), which operates in the sector through its member ANCE (National Association of Builders).
- Confapi (Italian confederation of small and medium-sized private industry), which operates in the sector through its member ANIEM (National union of manufacturing construction companies and related sectors).
- CNA Costruzioni (National Confederation of Crafts - Construction).
- Confartigianato (Italian General Confederation of Crafts - Construction), which operates in the sector through its member ANAEPA (National Association of Construction Craftsmen of Decorators, Painters and Related Activities).
- Casartigiani (Autonomous Confederation of Craftsmen's Unions), which operates in the sector through its member FIAE (Italian Federation of Building Craftsmen).
- CLAAI Edilizia (Free Confederation of Italian Artisan Associations - Construction).
- AGCI - Produzione e Lavoro (General Association of Italian Cooperatives - Production and Work).
- Legacoop - Produzione e Servizi (National League of Cooperatives and Mutuals - Production and Services).
- Confcooperative - Lavoro e Servizi (Confederation of Italian Cooperatives - Work and Services).

All above-mentioned actors (both trade unions and employers' organisations) are members of CNCE (Commissione Nazionale Paritetica per le Casse Edili - National Joint Committee for Building Funds), the national-level bilateral body composed of the social partners who have signed the most representative national collective agreements for the construction industry in terms of workers coverage. Its mission is that of addressing, controlling, and coordinating the system of the around 120 'casse edili' existent on the Italian territory, which are exclusive organizations in the construction sector, which arose in relation to the peculiarity of employment relationships, characterized by a significant inter-company mobility of workers. The function of the 'casse edili' is that of ensuring the welfare-related institutes provided by law and by collective agreements to construction workers.

Existing bargaining levels are: national, regional, provincial, company-level.

National level agreements set minimum economic and regulatory rights, which collective agreements at other levels may modify or specify depending on the context in which they are negotiated.

National collective agreements in force in the construction sector are around 20 (source: XXIV CNEL Report December 2022), but only the agreements shown in this sampling are deemed to be representative. Estimated sectoral collective bargaining coverage of these agreements: around 450.000 employees (2021 INPS/UNIEMENS data as elaborated by CNEL).

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), sector-related coverage figures of workers for each agreement are available in the construction sector.

The collective agreements to be included into the sample are the ones negotiated/signed by the comparatively more representative social partners at national level and with higher coverage figures:

- Construction workers (enterprises and cooperatives).
- Construction workers (crafts).
- Construction (SMEs).

No major collective agreements are missing from the sample.

Estimates of sector related coverage of the listed agreements in total (in the meaning of the percentage of workers covered by these agreements who are working in the NACE-2 sectors of interest and are not in principle excluded from collective bargaining): more than 90%, based on administrative data (INPS/UNIEMENS).

Table 11: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|-----------|-----------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 1,300,000 | 1,400,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 500,000 | 600,000 | Estimation based on 2022 CNEL data |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Construction workers (enterprises and cooperatives)

| Eurofound identifier | CA-IT-1888 |
|--|---|
| Title (native language) | Imprese edili e affini e cooperative (ANCE) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 270,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | 270,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |

Construction workers (crafts)

| Eurofound identifier | CA-IT-1889 |
|--|--|
| Title (native language) | CCNL Imprese edili artigiane e PMI edilizia e affini |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 130,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Construction (SMEs)

| Eurofound identifier | CA-IT-1937 |
|--|---|
| Title (native language) | CCNL Piccole e medie industrie edili e affini (Confapi) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 44,000 |

| | |
|--|---|
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Nearly all (90% to 100%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

Main actors of collective bargaining in the wholesale and retail trade sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labor), which operates in the sector through its member FILCAMS-CGIL (Italian Federation of Commerce, Hotel and Service Workers).
- CISL (Italian Confederation of Workers' Unions), which operates in the sector through its member FISASCAT-CISL (Italian Federation of Commercial and Related Services and Tourism).
- UIL (Italian Labour Union), which operates in the sector through its member UILTUCS-UIL (Italian Union of Tourism, Commerce and Service Workers).
- UGL Terziario (General Labour Union – Tertiary sector).
- CISAL (Italian Confederation of Autonomous Workers' Unions) should be mentioned since it is one of the signatories of one of the listed collective agreements.

On the employers' organisations side the following actors should be mentioned:

- Confcommercio (Italian General Confederation of Enterprises, Professional Activities and Self-Employment).
- Federdistribuzione.
- ANCC Coop (National Association of Consumer Cooperatives-COOP).
- Confcooperative (Confederation of Italian Cooperatives).
- AGCI (General Association of Italian Cooperatives).
- Confesercenti (Italian Confederation of Commercial, Tourist and Servant Activities).
- ANPIT (National Association for Industry and the Tertiary Sector), UNICA (Italian National Union of Micro and Small Enterprises of Commerce, Services and Handicrafts), CONFIMPRENDITORI (National Association of Entrepreneurs and Freelancers), and CIDEC (Italian Confederation of Traders) should also be mentioned as signatories of one of the listed collective agreements.

Existing bargaining levels are: national level, territorial level, company level.

National level agreements set minimum economic and regulatory rights, which collective agreements at other levels may modify or specify depending on the context in which they are negotiated.

Precise figures regarding number and coverage of national collective labour agreements in the wholesale and retail trade sector are difficult to detect, because the overall macro-sector figures in Italy, defined at national level as "Tertiary Sector, Distribution, and Services", include many work activities not falling under sector this NACE-1 sector according to the NACE system. In particular, the macro sector "Tertiary Sector, Distribution, and Services" also includes national collective

agreements applied to the tourism sector, professional firms, private security, and many other services other than commerce.

Moreover, it should be emphasised as well that the agreements included in the sampling, although referring in their title to (wholesale and retail) commercial activities, are in practice also applied by many private businesses operating in a completely different kind of activity, in accordance to the principle of free-choice of the collective agreement by the employer, who has no obligation in its choice unless member of an employers' organisation which is a signatory of a national collective agreement.

With that due premise, we can state that national collective agreement in force in the "Tertiary Sector, Distribution, Services" are 235 (source: XXIV CNEL Report December 2022), covering 4,323,842 workers (2021 INPS/UNIEMENS data as elaborated by CNEL). Please note again that this figure represents a variety of collective agreements/sectors/workers exceeding the NACE-1 Sector (G). It should be noted as well that the first agreement in this sampling covers more than half of these workers, being the most widely applied national collective agreement in Italy.

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), sector-related coverage figures of workers for each agreement are available in the wholesale and retail trade sector.

National collective agreements to be included into the sample are the ones signed by the comparatively more representative social partners at national level and with higher coverage figures:

- Commerce (Confcommercio).
- Modern Organized Distribution (Federdistribuzione).
- Commerce (consumer cooperatives).
- Commerce (Confesercenti).
- Commerce (CISAL).

Estimate of sector related coverage of the listed agreements in total (i.e., the percentage of workers covered by these agreements who are working in the specific sector): more than 90%, as confirmed by administrative data (UNIEMENS, as explained above).

No major collective agreement is missing from the sample.

Table 3: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|-----------|-----------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not | 3,300,000 | 3,400,000 | Estimation based on 2020 ISTAT data |

| | | | |
|--|-----------|-----------|------------------------------------|
| excluded from collective bargaining | | | |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 2,500,000 | 2,700,000 | Estimation based on 2022 CNEL data |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 5 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Commerce (Confcommercio)

| Eurofound identifier | CA-IT-1890 |
|--|--|
| Title (native language) | CCNL per i dipendenti da aziende del Terziario della Distribuzione e dei Servizi |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 2,140,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Modern Organized Distribution

| Eurofound identifier | CA-IT-2054 |
|--|---|
| Title (native language) | CCNL Distribuzione Moderna Organizzata |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 160,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |

| | |
|-----------------------|---------------------------------------|
| Quality of the figure | No estimates can be made at all (N/A) |
|-----------------------|---------------------------------------|

Commerce (consumer cooperatives)

| Eurofound identifier | CA-IT-2055 |
|---|---|
| Title (native language) | CCNL Commercio (cooperative di consumo) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 77,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Commercio (Confesercenti)

| Eurofound identifier | CA-IT-2057 |
|---|---|
| Title (native language) | CCNL Commercio (Confesercenti) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 58,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Commerce (CISAL)

| Eurofound identifier | CA-IT-2594 |
|---|---|
| Title (native language) | CCNL Commercio (CISAL) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 28,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 4 - Retail (as defined in the project)
- Nearly all (90% to 100%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

Main actors of collective bargaining in the transportation and storage sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labour), which operates in the sector through its members FILT-CGIL (Italian Federation of Transport Workers) and SLC-CGIL (Communication Workers Union).
- CISL (Italian Confederation of Workers' Unions), which operates in the sector through its members FIT-CISL (Italian Transport Federations) and SLP CISL (Postal Workers' Union).
- UIL (Italian Labour Union), which operates in the sector through its sections UILTrasporti (Transport division) and UILPoste (Italian Union of Postal Workers).
- UGL (General Labour Union), which operates in the sector through its sections UGL-FNA (General Labor Union – Autorailway Drivers) and FNC-UGL Comunicazioni (National Communications Workers Federation).
- CISAL (Italian Confederation of Autonomous Workers' Unions), which operates in the sector through its members FAISA-CISAL (Autonomous Italian Federation of Rail and Tranway Operators, Internavigators and Traffic Auxiliaries) and FAILP-CISAL (Autonomous Italian Post and Telegraph Federation).
- CONFSAL (General Confederation of Autonomous Workers' Unions), which operates in the sector through its members FAST-CONFSAL (Autonomous Federation of Transport Unions) and CONFSALCOM (Federation of Communication Workers).
- Or.s.a-Ferrovie (Organization of grassroots autonomous trade unions – Railways section).

The landscape is even more varied on the employers organisations side, but the following actors shall be mentioned since they are all signatories of the five listed collective agreements:

- Confindustria, (General Confederation of Italian Industry), operating in the sector through several sectoral member federations in the transport sector such as Assologistica (Italian Association of Logistics Companies, General Warehouses, Port, Interport and Airport Terminal Operators), Agens (Confederal Agency for Transport and Services), ANITA (National Association of Automotive Transport Companies), ANIASA (National Association of the Car Rental, Sharing Mobility and Automotive Digital Industry), and ANAV (National Association of Passenger Road Transport).
- Confcommercio-Imprese per l'Italia (Italian General Confederation of Enterprises, Professional Activities and Self-Employment), operating in the sector through its member Conftrasporto, which is in turn a further confederation which count 14 federation in the transport sector.
- Confetra (Italian General Confederation of Transport and Logistics), operating in the sector through several sub-sectoral organisations in the transport sector.
- CNA Fita (National Confederation of Crafts and Small and Medium Enterprises) – Fita.
- Confartigianato Trasporti (Confartigianato - Transport section).

- Federtraslochi (Italian Association of Professional Movers).
- AITE (Italian Association of Exceptional Transport).
- Casartigiani (Autonomous Confederation of Artisans Unions), operating in the sector through its member SNA (National Union of Road Hauliers).
- AGCI Servizi (General Association of Italian Cooperatives – Services).
- Confcooperative Lavoro e Servizi (Confederation of Italian Cooperatives - Work and Services).
- Legacoop Produzione e Servizi (National League of Cooperatives and Mutuals - Production and Services).
- Confservizi, operating in the sector of local transport through its member federation ASSTRA (Transport Association).

These organisations were selected, among many others, on the basis of their bargaining capacity with the above-mentioned trade unions.

Existing bargaining levels are: national level, territorial level, company level.

National level agreements set minimum economic and regulatory rights, which collective agreements at other levels may modify or specify depending on the context in which they are negotiated.

National collective agreements in force in the NACE-1 transportation and storage sector are 77 in total (source: XXIV CNEL Report December 2022).

Sectoral collective bargaining coverage: 875,324 workers (2021 INPS/UNIEMENS data as elaborated by CNEL).

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), sector-related coverage figures of workers for each agreement are available in the transportation and storage sector.

National collective agreements to be included into the sample are the ones negotiated/signed by the comparatively more representative social partners at national level and with higher coverage figures, i.e.:

- Logistics, Transport and Shipping.
- Mobility and Local Public Transport.
- Railways.
- Poste Italiane.
- Garages, Car Rentals and Related.

Estimate of sector related coverage of the listed agreements in total (i.e., the percentage of workers covered by these agreements who are working in the specific sector): approximately 700,000 workers, i.e. about the 80%.

No major collective agreement is missing from the sample.

There is no risk of overlap, since no company-level agreements or territorial agreements (local agreements) have been listed. Note that despite the Poste Italiane collective agreement is only applicable to employees of the public company 'Poste Italiane', this is not considered as a company-level agreement. This means that in the hierarchy of collective bargaining agreements, this is to be considered at the same level of national collective bargaining agreements: it is at all effect a first-level agreement, meaning that employees of Poste Italiane are not subject to higher-level collective agreements.

Table 4: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|-----------|-----------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 1,100,000 | 1,200,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 875,324 | 875,324 | 2022 CNEL data |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 5 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Logistics, Transport and Shipping

| Eurofound identifier | CA-IT-1893 |
|--|---|
| Title (native language) | CCNL Logistica, Trasporto e Spedizione merci (Confetra) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 470,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Mobility - Local Public Transport

| Eurofound identifier | CA-IT-2031 |
|--|--|
| Title (native language) | CCNL Autoferrotranvieri-Internavigatori (Mobilità TPL-Trasporto Pubblico Locale) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 114,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Mobility-Railways

| Eurofound identifier | CA-IT-2032 |
|--------------------------------|--|
| Title (native language) | CCNL Mobilità-Attività Ferroviarie |
| Bargaining level | National industry/sector level agreement |

| | |
|--|---|
| Number of workers covered by the agreement in total | 55,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Poste Italiane (non-managerial staff)

| | |
|--|---|
| Eurofound identifier | CA-IT-2574 |
| Title (native language) | CCNL Poste Italiane (personale non dirigente) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 100,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Garage, Car Rentals and Related

| | |
|--|---|
| Eurofound identifier | CA-IT-2587 |
| Title (native language) | CCNL Autorimesse Autonoleggi e affini |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 25,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)

- Most (more than 50% to 89%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

Main actors of collective bargaining in the accommodation and food service sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labor), which operates in the sector through its member FILCAMS-CGIL (Italian Federation of Commerce, Hotel and Service Workers).
- CISL (Italian Confederation of Workers' Unions), which operates in the sector through its member FISASCAT-CISL (Italian Federation of Commercial and Related Services and Tourism).
- UIL (Italian Labour Union), which operates in the sector through its member UILTUCS-UIL (Italian Union of Tourism, Commerce and Service Workers).
- UGL Terziario (General Labour Union – Tertiary sector).

As for the main employers' organisations:

- Confcommercio (Italian General Confederation of Enterprises, Professional Activities and Self-Employed Work), operating in the sector through its member federations Federalberghi (Federation of Italian Hotel and Tourism Associations) and FAITA Federcamping (Federation of Italian associations of open-air tourist accommodation complexes).
- Confindustria, operating in the sector through its member federation Federturismo (National Federation of the Travel and Tourism Industry).
- Confesercenti (Italian Confederation of Commercial, Tourist and Service Activities), operating in the sector through several sub-sectoral member federations, namely Assoturismo (Italian Federation of Tourism), Assohotel (National Association of Hotel Entrepreneurs), Assocamping (National Association of Open Air Tourist Accommodation Companies), Assoviaggi (Italian Association of Travel and Tourism Agencies), FIBA (Italian Federation of Seaside Enterprises), and FIEPET (Italian Federation of Public and Tourist Operators).
- Confcooperative (Confederation of Italian Cooperatives), through its member Federlavoro e Servizi (National Federation of Production, Work and Services Cooperatives).
- Legacoop (National League of Cooperatives and Mutuals), through its section Produzione e Servizi (National Association of Production, Work and Services Cooperatives).
- AGCI (General Association of Italian Cooperatives).

Existing bargaining levels are: national, territorial, company-level.

National level agreements set minimum economic and regulatory rights, which collective agreements at other levels may modify or specify depending on the context in which they are negotiated.

Precise figures regarding number and coverage of national collective agreements in the accommodation and food service sector are difficult to detect, because the overall macro-sector figures in Italy, defined at national level as "Tertiary Sector, Distribution, Services", include many work activities not falling under the (I) NACE code. In particular, the collective bargaining macro-

sector "Tertiary Sector, Distribution, Services" also includes national collective agreements applied to the wholesale/retail sector, professional firms, private security, and many other services other than accommodation and food service.

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), sector related coverage figures of workers for each agreement are available in the accommodation and food service sector.

National collective agreements to be included into the sample are the ones negotiated/signed by the comparatively more representative trade unions at national level and with higher coverage figures.

Estimate of sector related coverage of the agreements to be in this section (i.e., the percentage of workers covered by these agreements who are working in the sector): over 80%, since administrative data (UNIEMENS) confirm that the four listed agreements cover, in total, the large majority of employees in the sectors of interest.

Table 5: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|-----------|-----------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 1,400,000 | 1,450,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 940,000 | 960,000 | Estimation based on 2022 CNEL data |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Tourism (cooperatives)

| Eurofound identifier | CA-IT-2060 |
|-------------------------|---|
| Title (native language) | CCNL Pubblici Esercizi, Turismo, Ristorazione |

| | |
|--|---|
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 500,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Tourism (Confcommercio)

| | |
|--|---|
| Eurofound identifier | CA-IT-2372 |
| Title (native language) | CCNL Turismo (Confcommercio) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 720,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Tourism (Confesercenti)

| | |
|--|---|
| Eurofound identifier | CA-IT-2373 |
| Title (native language) | CCNL Turismo – sez. Pubblici esercizi (Confesercenti) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 29,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Tourism (Industry)

| | |
|--------------------------------|---|
| Eurofound identifier | CA-IT-2374 |
| Title (native language) | CCNL Industria turistica (Federturismo - Confindustria) |

| | |
|--|---|
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 16,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 6 - Hospitality (as defined in the project)
- Most (more than 50% to 89%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

Main actors of collective bargaining in NACE-2 sectors of interest N-78 (employment activities), N-80 (security and investigation activities), N-81 (services to buildings and landscape activities) and N-82 (office administrative, office support and other business support activities) in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labour), operating in the sector through its sectoral federations FILCAMS-CGIL (Italian Federation of Commerce, Hotel and Service Workers), SLC-CGIL (Communication Workers Union), or NidiL CGIL (New Identities of Labour).
- CISL (Italian Confederation of Workers' Unions), operating in the sector through its sectoral federations FISASCAT-CISL (Italian Federation of Commercial and Related Services and Tourism), FISTEL-CISL (Federation of Information, Entertainment and Telecommunications), or FELSA-CISL (Federation of Autonomous and Atypical Temporary Workers).
- UIL (Italian Union of Labour), operating in the sector through its sectoral federations UILTUCS-UIL (Italian Union of Tourism, Commerce and Service Workers), UILCOM-UIL (UIL Communication), or UILTEMP (National Category of Temporary Workers: autonomous, non-standard, and VAT workers).
- UGL (General Union of Labour), operating in the sector also through its section UGL Civil Security.

On the employers' organisations side, the following actors should be mentioned as signatories of the listed collective agreements:

- Assolavoro (National Association of Employment Agencies).
- Confprofessioni (Italian Confederation of Independent Professionals).
- Confindustria, active in the sector through its member federation ASSTEL (Assotelecomunicazioni).
- Confesercenti (Italian Confederation of Commercial, Tourist and Service Activities), through its member Assicurezza (National Association of Vigilance and Security Services Companies).
- CONFIMEA Imprese ((Confederation of Italian Confederations of Enterprise and Craftsmen).
- Federterziario (Italian Federation of the Tertiary, Services, Professional Self-Employed, Small Industrial, Commercial, Tourist and Artisan Enterprises).
- Assocontact (National Association of Business Process Outsourcers).
- Assiv (Italian Vigilance Association).
- A.N.I.V.P. (National Association of Private Security Companies).
- Assvigilanza (National Vigilance Association).
- UNIV (National Union of Vigilance Institutes).
- AISS (Italian Subsidiary Security Association).

- Confcooperative (Confederation of Italian Cooperatives), through its member Federlavoro e Servizi (National Federation of Production, Work and Services Cooperatives).
- Legacoop (National League of Cooperatives and Mutuals), through its section Produzione e Servizi (National Association of Production, Work and Services Cooperatives).
- AGCI Servizi (General Association of Italian Cooperatives - Services Section).

Existing bargaining level is mainly the national one.

An estimation of the number of sectoral national collective agreements and collective bargaining coverage is not possible, because of the fragmentation of the sector and the difficulty of identifying its boundaries.

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), sector related coverage figures of workers for each national collective agreement are available for the administrative and support service activities, although it is complex to identify precisely the collective agreements relating to this sector, given its fragmentation.

The collective agreements to be included into the sample are the ones negotiated/signed by the comparatively more representative trade unions at national level and with higher coverage figures according to administrative (UNIEMENS) data.

Considered that this section includes a variety of activities that support general business operations, agreements are numerous, and a sample of these have been codified in the dedicated section.

Despite the difficulties in identifying the applicable collective agreements and the boundaries of the activities in the NACE-2 sectors of interest of this NACE-1 sector, we believe - on the basis of administrative data (UNIEMENS) - that thanks to the methodology adopted in selecting the seven listed agreements most employees (over 50%) of those working in the NACE-2 sectors of interest and covered by collective bargaining have been captured by the sample.

Table 6: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|-----------|-----------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 1,300,000 | 1,400,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | | | N.a. |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 7 collective agreements were listed, and out of these 7 were approved for coding and fully included in the database.

Employment agencies (Assolavoro)

| Eurofound identifier | CA-IT-2170 |
|--|---|
| Title (native language) | CCNL Agenzie di somministrazione di lavoro (Assolavoro) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 300,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Employees of professional firms

| Eurofound identifier | CA-IT-2171 |
|--|--|
| Title (native language) | CCNL Dipendenti di studi professionali (Consilp) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 280,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Telecommunications

| Eurofound identifier | CA-IT-2572 |
|--|--|
| Title (native language) | CCNL Telecomunicazioni |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 130,000 |

| | |
|---|---|
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Private Security and Trust Services

| | |
|---|---|
| Eurofound identifier | CA-IT-2573 |
| Title (native language) | CCNL Vigilanza Privata e Servizi Fiduciari |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 55,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Employment agencies (Assosomm)

| | |
|---|---|
| Eurofound identifier | CA-IT-2582 |
| Title (native language) | CCNL Agenzie di somministrazione di lavoro (Assosomm) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 50,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Subsidiary security and investigative agencies

| | |
|---|--|
| Eurofound identifier | CA-IT-2595 |
| Title (native language) | CCNL Agenzie sicurezza sussidiaria e istituti investigativi (security) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 7,000 |

| | |
|--|---|
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Private Security and Trust Services (CONFESERCENTI)

| Eurofound identifier | CA-IT-2596 |
|--|--|
| Title (native language) | CCNL Vigilanza Privata e Servizi Fiduciari (ASSICUREZZA CONFESERCENTI) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 2,800 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 7 - Business support services (as defined in the project)
- Most (more than 50% to 89%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

The main actors of collective bargaining in the (private) human health and social work sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labor), active in the Sector through its section FP CGIL ('Public Function').
- CISL (Italian Confederation of Workers' Unions), active in the Sector through its section FPS CISL ('Public Function') and through its member federation FISASCAT-CISL (Italian Federation of Commercial and Related Services and Tourism).
- UIL (Italian Labor Union), active in the Sector through its section UIL FPL ('Local Public Function') and through its member federation UILTUCS-UIL (Italian Union of Tourism, Commerce and Service Workers).
- UGL (General Labor Union), active in the Sector through its section UGL Sanità (Health Section).

On the employers' side, we should mention at least the signatories of the three listed agreements:

- UNEBA (National Union of Social Assistance Institutions and Initiatives).
- Confindustria (General Confederation of Italian Industry), active in the sector through its member federation AIOP (Italian Association of Private Hospitals).
- ARIS (Religious Association of Social and Healthcare Institutes).
- Confcooperative (Confederation of Italian Cooperatives), operating in the sector through its member federation Federsolidarietà.
- AGCI (General Association of Italian Cooperatives) Social Enterprises Section.
- Legacoop (National League of Cooperatives and Mutuels) Social Cooperatives Section.

Existing bargaining levels are: national, territorial, company-level.

National level agreements set minimum economic and regulatory rights, which collective agreements at other levels may modify or specify depending on the context in which they are negotiated.

Collective bargaining in NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work without accommodation) is extremely fragmented, with a very high number of national collective agreements applicable to these sectors.

Additionally, sectoral collective bargaining coverage is difficult to measure because workers in this sector in Italy are recorded and accounted for together with other workers in the macro-sector of 'Education, Health, Culture, Entities' (private sector).

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of

their employees), sector related coverage figures of workers for each agreement are available in the human health and social work sector.

Agreements to be included into the sample are those negotiated/signed by comparatively more representative trade unions at national level and with higher coverage figures. These have already been listed in the Background section. No major collective agreements are missing from the sample.

Estimates of sector related coverage of the listed agreements in total is not easily measurable, given the extreme fragmentation of collective bargaining in the sector.

Table 7: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|---------|-----------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 900,000 | 1,000,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 650,000 | 700,000 | Estimation based on 2022 CNEL data |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 8 - Residential and social care 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Social and care services (Social cooperatives)

| Eurofound identifier | CA-IT-1894 |
|--|--|
| Title (native language) | CCNL Servizi socio-assistenziali (cooperative sociali) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 315,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

| | |
|-----------------------|---------------------------------------|
| Quality of the figure | No estimates can be made at all (N/A) |
|-----------------------|---------------------------------------|

Social and welfare institutions (Uneba)

| Eurofound identifier | CA-IT-1895 |
|---|---|
| Title (native language) | CCNL Istituzioni socio-assistenziali (Uneba) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 155,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Healthcare (non-medical staff - private sector)

| Eurofound identifier | CA-IT-1896 |
|---|---|
| Title (native language) | CCNL Sanità (Personale non medico area privata) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 150,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Public Health Sector (non-managerial staff)

| Eurofound identifier | CA-IT-2609 |
|---|--|
| Title (native language) | CCNL Comparto Sanità (personale non dirigente) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

Main actors of collective bargaining in the arts, entertainment and recreation sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labor), active in the Sector through its member federation SLC-CGIL (Communication Workers' Union), in turn a confederation of several sub-sectoral federations.
- CISL (Italian Confederation of Workers' Unions), active in the Sector through its member federation FISTEL-CISL (Federation of Information, Entertainment and Telecommunications).
- UIL (Italian Labor Union), active in the Sector through its member federation UILCOM-UIL (UIL Communication).
- UGL (General Labor Union) - Chemists, Paper, Press division.

On the employers' side, we should mention at least the signatories of the listed collective agreements:

- AGIS Italian General Entertainment Association, which associates many associations and federations active in all sub-sectors of entertainment.
- AIE (Italian Publishers Association).
- Confcommercio (Italian General Confederation of Enterprises, Professional Activities and Self-Employment) active in the sector through its member federations Confederazione Italiana dello Sport (Italian Confederation of Sport) and FIPE (Italian Federation of Public Establishments), which in turn associates several associations and federations active, among other sectors, in the sub-sectors of entertainment.
- ANES (National Sectoral Publishing Association).
- CNA (National Confederation of Craftsmen) - Communication and Advanced Tertiary Sector.
- Confartigianato - Communication Division.
- Casartigiani (Autonomous Confederation of Craftsmen's Unions).
- Confcooperative (Confederation of Italian Cooperatives), operating in the sector through its member FederCultura Turismo Sport.
- Legacoop (National League of Cooperatives and Mutuals), operating in the sector through its member Culturmedia.
- AGCI (General Association of Italian Cooperatives) operating in the sector through its member Culturalia.

Existing bargaining levels are: national and company-level.

National level agreements set minimum economic and regulatory rights, which collective agreements at company level may modify or specify depending on the context in which they are negotiated.

National collective agreements in force in the arts, entertainment and recreation sector are around 45 (source: XXIV CNEL Report December 2022). This estimation is based on the figures of the "Polygraphs and Entertainment" contractual macro-sector as identified by the CNEL, from which the few contracts related to the paper industry were subtracted. Sectoral collective bargaining coverage (NACE-1): around 230.000 (2021 INPS/UNIEMENS data as elaborated by CNEL).

It is not possible to estimate the total number of workers in the NACE-2 sectors of interest covered by collective bargaining, as no category/cluster used by the CNEL Archive corresponds precisely to the NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities) and R-93 (sports activities and amusement and recreation activities).

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), sector related coverage figures of workers for each agreement are available in NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities) and R-93 (sports activities and amusement and recreation activities).

The agreements to be included into the sample are those negotiated/signed by comparatively more representative social partners at national level and with higher coverage figures. In this case, it is difficult to identify collective agreements with these characteristics due to the fragmentation of the sector.

Table 8: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|---------|---------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 150,000 | 200,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | | | N.a. |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 8 collective agreements were listed, and out of these 8 were approved for coding and fully included in the database.

Graphics & Editors (Industry)

| Eurofound identifier | CA-IT-2120 |
|--|---|
| Title (native language) | CCNL Grafici & Editori (Industria) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 64,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Communication area - Graphics, publishing (crafts)

| Eurofound identifier | CA-IT-2121 |
|--|---|
| Title (native language) | CCNL Area Comunicazione - Grafici, editoriali (artigianato) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 25,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Sports Facilities and Activities

| Eurofound identifier | CA-IT-2580 |
|--|--|
| Title (native language) | CCNL degli impianti e delle attività sportive profit e no profit |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 20,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Theatre Employees and Technicians

| Eurofound identifier | CA-IT-2581 |
|---|--|
| Title (native language) | CCNL per gli impiegati e i tecnici dipendenti dai Teatri |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 8,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Entertainment - Temporary Artists

| Eurofound identifier | CA-IT-2584 |
|---|---|
| Title (native language) | CCNL Spettacolo (Esercizi Pubblici - Artisti a tempo determinato) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 8,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Culture & Entertainment - Cooperatives and Social Enterprises

| Eurofound identifier | CA-IT-2585 |
|---|---|
| Title (native language) | CCNL: Produzione Culturale e Spettacolo (Cooperative e Imprese Sociali) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 7,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Lyric Symphonic Foundations

| Eurofound identifier | CA-IT-2586 |
|---|---|
| Title (native language) | CCNL Fondazioni Lirico Sinfoniche |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 7,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Theatres

| Eurofound identifier | CA-IT-2593 |
|---|---|
| Title (native language) | CCNL Teatri |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 3,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 9 - Arts, gambling and sports (as defined in the project)
- Most (more than 50% to 89%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

Main actors of collective bargaining in the agricultural sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labor), active in the Sector through its member federations FILCAMS-CGIL (Italian Federation of Commerce, Hotel and Service Workers) and FILCTEM CGIL (Italian Federation of Chemical Textile Energy Manufacturing Workers).
- CISL (Italian Confederation of Workers' Unions), active in the Sector through its member federations FISASCAT-CISL (Italian Federation of Commercial and Related Services and Tourism) and FEMCA-CISL (Federation of Energy, Fashion, Chemistry, and related activities).
- UIL (Italian Labor Union), active in the Sector through its member federations UILTUCS-UIL (Italian Union of Tourism, Commerce and Service Workers) and UILTEC-UIL (Italian Union of Textile, Energy and Chemical Workers).

As for the relevant employers' organisations, it is difficult to identify reference actors given the heterogeneity of the 'other services activities' sector, but at least the signatories of the listed agreements should be mentioned:

- Confindustria (General Confederation of Italian Industry), which operates in the sector of industrial laundry through its member federation Assosistema.
- CNA (National Confederation of Craftsmen) which operates in the sector of hairdressing, beauty and well-being through its division Unione benessere e sanità.
- Confartigianato Benessere Acconciatori/Eстетica, which operates in the sector of hairdressing, beauty, and well-being through its division Benessere Acconciatori Estetica.
- CLAAI (Confederation of Free Italian Artisan Associations) Federnas-Unamem, signatory of the hairdressing, beauty and well-being national collective agreement.
- Casartigiani, signatory of the hairdressing, beauty and well-being national collective agreement.

Existing bargaining level is mainly the national one.

An estimation of the number of the national agreements and collective bargaining coverage is not possible, because of the fragmentation of the sector and the difficulty of identifying its boundaries. Taking into account the classification adopted in Italy by the CNEL, some or all collective agreements categorised in the macro-sectors "service companies" and "plurisectorial, microsectorial and other contracts" could be included in this section.

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), coverage figures of workers for each national collective agreement are available for the "other service activities" sector, although it is complex to precisely identify the number of workers in the NACE-2 sectors of interest.

Moreover, it is not possible to estimate the number of agreements relating to this sector, given its fragmentation.

The agreements to be included in the sample are the ones negotiated/signed by the comparatively more representative trade unions at national level, and with higher coverage figures according to administrative data (UNIEMENS).

Considered that this section includes a variety of activities that do not belong to a single industry, related Italian national collective agreements are numerous and diverse. The sample provided here only covers the NACE-2 sector of interest S-96 (other personal activities).

Table 9: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|---------|---------|-------------------------------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 400,000 | 500,000 | Estimation based on 2020 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | | | N.a. |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 10 - Personal services 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Hairdressing, beauty & wellness centres

| Eurofound identifier | CA-IT-1892 |
|--|--|
| Title (native language) | CCNL Acconciatura, Estetica, Tricologia non curativa, Tatuaggio, Piercing e Centri Benessere |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 120,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |

| | |
|--|---------------------------------------|
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Industrial laundries and dry cleaners

| Eurofound identifier | CA-IT-2578 |
|--|--|
| Title (native language) | CCNL Lavanderie e tintorie industriali (Assosistema) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 13,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A small fraction of all agreements related to 10 - Personal services (as defined in the project)
- A small sample (less than 20%) of those workers in 10 - Personal services (as defined in the project), which are covered by a collective agreement.

11 - Domestic personnel

Background information

The main actors of collective bargaining in the domestic work sector in Italy are, on the trade union side:

- CGIL (Italian General Confederation of Labor), which operates in the sector through its member FILCAMS-CGIL (Italian Federation of Commerce, Hotel and Service Workers).
- CISL (Italian Confederation of Workers' Unions), which operates in the sector through its member FISASCAT-CISL (Italian Federation of Commercial and Related Services and Tourism).
- UIL (Italian Labour Union), which operates in the sector through its member UILTUCS-UIL (Italian Union of Tourism, Commerce and Service Workers).
- UGL Terziario (General Labour Union – Tertiary sector).
- Federcolf (Union federation of domestic cleaners).

As for employers' organisations side:

- Fidaldo (Italian Federation of Domestic Workers).
- Domina (National Association of Domestic Work Employer Families).

All above-mentioned actors (trade unions and employers' organisations) are signatories of the first of the three listed agreements, which is considered the leading contract in the sector by industry experts and researchers.

For reason of completeness, and because administrative data is not available (see below and Sampling section), two further agreements have been listed because existing since relatively long time. However, it should be noted that, in one of them, trade unions do not appear to be particularly representative. In the other one, the same confederation acts both as employers' organisation and as trade union through two different member federations. For this reason, actors are not deemed to be 'main actors' and have not been explicitly listed in this section.

Collective bargaining is carried out at national level.

National collective agreements in force in the domestic work sector are between 25 and 30 (source: XXIV CNEL Report December 2022).

While in the majority of sectors employers have the obligation to declare the national collective agreement applies to each of their workers through a system called UNIEMENS run by INPS (National Institute for Social Security), domestic employers are not bound by such obligation: as a result, figures of collective bargaining coverage in this sector are unavailable.

However, data can be drawn from the 2022 'Annual report on domestic work' published by the DOMINA Observatory.

The domestic work sector is one of the most problematic in Italy as far as data collection is concerned, because it is very much plagued by undeclared work. According to the DOMINA Observatory, the collective agreement on domestic work signed by DOMINA involves almost

900,000 regular workers to which, according to DOMINA estimates, based on ISTAT data, more than one million irregular workers should be added.

Sampling information

Sector related coverage figures of workers for each agreement are not available in the domestic work sector, for the reasons highlighted in the Background section (absence of administrative data).

However, what is deemed to be the largest agreement has been identified on the basis the predominant role of the social partners who negotiated/concluded/signed it (Domina/Fidaldo agreement). These social partners are deemed to be comparatively more representative at national level.

Moreover, two further agreements (identified by sticking to the methodology based on how long an agreement has been in force), have been listed and coded to ensure completeness in a sector with non-accessible and certain data.

No major collective agreements are missing from the sample: despite the existence of many collective agreements in the sector (see Background section), it is safe to assume that the three coded - and the Domina/Fidaldo one in particular - cover the large majority of the (regularly employed) domestic workers.

The estimation of coverage of the listed agreements, however, is not available for the lack of administrative data highlighted in the Background section.

Table 10: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|-----------|-----------|---|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | 2,000,000 | 2,000,000 | DOMINA raw estimation elaborated on 2021 ISTAT data |
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 960,000 | 960,000 | CNEL data N.a. DOMINA estimation elaborated on 2021 ISTAT data |

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 11 - Domestic personnel 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Domestic Work

| Eurofound identifier | CA-IT-1947 |
|---|--|
| Title (native language) | CCNL Lavoro Domestico (Fidaldo/Domina) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 900,000 |
| Quality of the figure | Numbers are rough estimates, may be unreliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Domestic workers and caregivers (Confsal - Federproprietà)

| Eurofound identifier | CA-IT-2599 |
|---|--|
| Title (native language) | CCNL Colf e Badanti (Confsal - Federproprietà) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Domestic Work (ESAARCO)

| Eurofound identifier | CA-IT-2600 |
|---|--|
| Title (native language) | CCNL Lavoro Domestico (ESAARCO) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | |
| Quality of the figure | No estimates can be made at all (N/A) |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 11 - Domestic personnel (as defined in the project)
- Nearly all (90% to 100%) of those workers in 11 - Domestic personnel (as defined in the project), which are covered by a collective agreement.

12- Multi-sectoral agreements

Background information

Main actors of collective bargaining in the sector in Italy are, on the trade union side, CGIL, CISL, and UIL. On the employers' organisations side, it is difficult to identify reference actors given the heterogeneity of the sector.

Existing bargaining level is mainly the national one.

An estimation of the number of sectoral collective agreements and collective bargaining coverage is not possible at this stage, because of the fragmentation and heterogeneity of the sector and the difficulty of identifying its boundaries. Taking into account the classification adopted in Italy by the CNEL, some or all national collective agreements categorised in the macro-sectors "service companies" and "plurisectorial, microsectorial and other contracts" could be included in this section.

Sampling information

Thanks to the National Institute for Social Security (INPS) and the UNIEMENS data collection (which entails the obligation to all employers to declare the national collective agreement applies to each of their employees), coverage figures of workers for each national collective agreement are available for multi sectoral agreements, although it is complex to identify precisely the agreements related to this sector, given its fragmentation.

Considered that this section includes a variety of activities that do not belong to a single industry, related Italian national collective agreements are numerous and diverse, and it has not yet been possible to provide a meaningful sample.

Two collective agreements have been identified as covering more than one NACE-2 sectors of interest in different NACE-1 sectors.

The first (multiservice agreement) covers, as the name suggests, several auxiliary/integrative service activities and maintenance, ordinary and extraordinary, performed on a non-exclusive basis at the request of public and private clients. The progressive expansion of global service contracts, based on results and also including design and production management activities of the various services, facility management and integrated or multiservice, has in fact come to cover a plurality of service activities.

The second, despite the title (Bakery) covers not only production of baked products, but also complementary activities, as well as by retail shops selling bread, food, and various products.

Table 12: Estimates on sector related bargaining coverage

| | From | To | Source |
|---|------|----|-----------------|
| A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining | | | ISTAT data n.a. |

| | | | |
|--|---------|---------|------------------------------------|
| B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining | 600,000 | 700,000 | Estimation based on 2022 CNEL data |
|--|---------|---------|------------------------------------|

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 12- Multi-sectoral agreements 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Multiservices/Cleaning

| Eurofound identifier | CA-IT-2172 |
|--|---|
| Title (native language) | CCNL Multiservizi/Pulizie |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 310,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Bakery (artisan and industrial companies)

| Eurofound identifier | CA-IT-2575 |
|--|---|
| Title (native language) | CCNL Panificazione (Aziende artigianali ed industriali - Federpanificatori) |
| Bargaining level | National industry/sector level agreement |
| Number of workers covered by the agreement in total | 43,000 |
| Quality of the figure | Numbers are (relatively) precise and reliable |
| Number of workers covered by the agreement in the low paid sector of interest | |
| Quality of the figure | No estimates can be made at all (N/A) |

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 12- Multi-sectoral agreements (as defined in the project)
- A good fraction (20% to 49%) of those workers in 12- Multi-sectoral agreements (as defined in the project), which are covered by a collective agreement.

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