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New Forms of Labour Relations and Labour Standards as Social Challenge in an Enlarged Europe

PROTECTION OF THE WORKERS CONDITION IN ITALY: A COMPARISON BETWEEN ACLI PROJECT'S AND ITALIAN FINANCIAL PLAN 2007

Alessandro Colombo
Resp. Commissione Internazionale

Nicola Fiorin
Resp. Commissione Lavoro

Stuttgard 2007

COMMISSIONE EUROPA , INTERNAZIONALE E PACE



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WHO ACLI ARE ?

Associazioni **C**ristiane **L**avoratori **I**taliani

THREE ACLI PRINCIPLES

THE ROOTS OF OUR WORK TILL 1945



YESTERDAY

GOSPEL
WORK
DEMOCRACY

ECUMENISM
GLOBAL RIGHT
EUROPE FOR PEOPLE



TODAY

TODAY OUR PRINCIPLES ARE APPLICABLE
ALSO IN A NEW EUROPE



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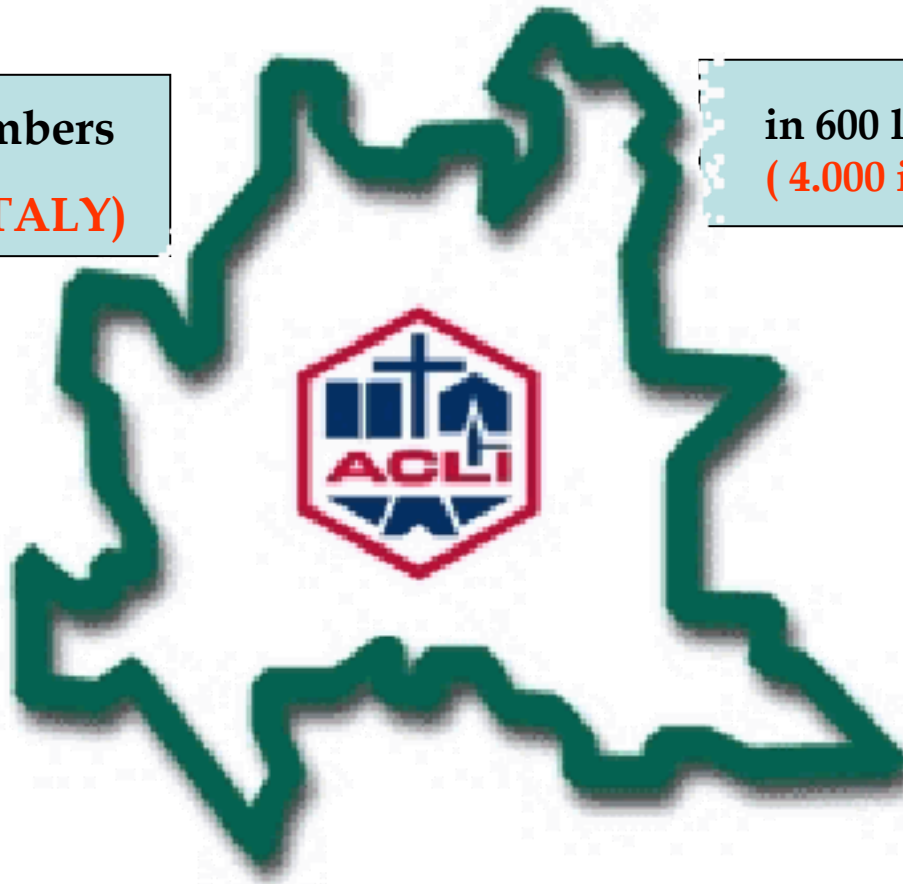


ACLI IN LOMBARDIA



70.000 members
(950.000 in ITALY)

in 600 local structure
(4.000 in ITALY)



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OUR COMMISSION : A GOOD WAY TODAY TO WORK FOR PEACE
AT INTERNATIONAL LEVEL IS TRY TO BUILD A NEW EUROPE
15 YEARS AT WORK TO BUILD "BRIDGES"



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THE REFORM OF THE SYSTEM OF WORK



The reform of the work system in Italy, following the law n. 30/2003, has produced deep changes in the whole Italian work market as well as within society too.

Six years after entry into force of this law Italy has reached the best employment level since 1992, but it doesn't mean the condition of workers has improved.

The work system in Italy is quite flexible one, which is good for the production system. Yet this reform has caused several problems to workers as far as working conditions are concerned



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THE MAIN PROBLEMS



First of all now one runs the risk to loose their job; so a number of people might remain unemployed for a long time

Second the new system doesn't provide for all the warrantieof the previous system: for example some kinds of contracts don't include social security previsions (pension scheme, holiday, parental leave etc.).

Another problem related to the reform of work system is the lack of changes for workers to get adequately trained in a sector because of a frequent re-employment.



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THE REAL SITUATION



SO,... in Italy
is not difficult
to find a job

BUT

it's difficult
to find a good job....

.....forever



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THE MAIN STEPS



- **Legge 196/97** (“Pacchetto Treu”) introduced “**interinal job**” (now substituted by “**somministrazione di lavoro**”)
- **D.Lgs 61/2000** (modified by D.Lgs 100/2001 e 276/2003)
Make **new rules for part-time jobs**
- **D.Lgs 368/2001** enlarge opportunity to use jobs “**a tempo determinato**” (short-term job)

- **D.Lgs 10 settembre 2003, n. 276**
(GU n. 235 del 9-10-2003 - Suppl. Ord. n. 159)
Application rules concerning **occupation**
and **job marker**, as indicated in :

Legge 14/02/2003, n. 30
Legge Biagi.
This law is active by
october 24, 2003.





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LAW 30/2003 (LEGGE BIAGI)



Law 30/2003 have two different main focuses :

- 1) Introduce a lot of different (new) type of contract for job salaried (try to make not convenience job NOT subordinate)
- 2) Modify and put on market the public structure deputate to help worker to find a job



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HOW THE JOB MARKET IS CHANGED



COME CAMBIA IL MERCATO DEL LAVORO

Tipologie	Contratti di lavoro
Prestazioni in affitto	<ul style="list-style-type: none"> • contratto di somministrazione di lavoro (a tempo determinato e indeterminato c. d. staff leasing)
A orario ridotto, modulato o flessibile	<ul style="list-style-type: none"> • contratto di lavoro intermittente • contratto di lavoro ripartito • contratto di lavoro a tempo parziale
A contenuto formativo	<ul style="list-style-type: none"> • contratto di apprendistato (3 tipologie) • Contratto di inserimento
Contrattuali a progetto ed occasionali	<ul style="list-style-type: none"> • lavoro a progetto • lavoro occasionale di tipo accessorio



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OLD + NEW EUROPE

LAW 30/2003 – SOME MORE CONTRACT



- **Season job • Summer job • Week end Job**
- **Stage e/o tirocinio lavorativo**
- **Contratti di solidarietà**
- **Lavori socialmente utili**
- **Lavori di pubblica utilità**





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“AGENDA DEL LAVORO”



six points for change and developing Italian worker conditions.

AGENDA DEL LAVORO is a platform proposed by ACLI to our government in order to develop worker conditions.

LEGGE FINANZIARIA This year, for the first time since the reform of job has been introduced, Italian government has try to change the workers condition using the most important financial instrument, “legge finanziaria”, that contains the economic program for each year.

As we can see “legge finanziaria” for 2007 contains some of the Acli suggestions



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six points for change and developing Italian worker conditions.

1) Creating new jobs as a countermeasure to unemployment

Accli argues to need to reduce work taxation, especially in the Southern regions of Italy

- The government :**
- has introduced deductions on national insurance and social security contributions above 5000 euros.
 - has also introduced some measures to tackle the problem of moonlighting job through big sanctions against illegal work.

2) Eliminating/reducing 2nd class work

Accli's proposal is a reform of the welfare system for a new and more complete form of protection of all the workers that haven't got a regular job (social shock absorber)

- The government :**
- has put forward temporary measures, waiting for a complete system reform: so , many precarious workers have finally stabilized their working position.
 - In the next three years almost 20,000 persons will be employed in the public area.
 - has introduced a new form of parental leave for women working on call contracts as well as new health insurance benefits for workers.
 - changed the previously extremely precarious contracts in new and more secure relations between employers and employees.
 - has financed new projects for increase safety standards on work places.
 - A new task force for coordinating all this projects has been created .



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3) Protection of immigrant workers

Acli's proposal is an easier procedure of regularization of foering workers changing the current system, because according to the current system immigrants have to get a contract before getting a residence permitt.

The govement - has already allocates 50 milions of euros to a special social fund for immigrates and their families.

4) Conciliate work time with family life

Acli's proposal is a new global strategy to combine both through a new work scheme:

- part time job on request
- A better use of the measure about the parental licence
- A new global combination within the organization of a social system.
- Increasing the offer of places kindergarten. (300,000 additional places) in public nurseries.
Currently the offer only covers 1/5 of the demand.

The government 's budget for nursery services amounts to 300 milion Euros for the next two years. A special fund people with physical disability has also been set up, with a 50 milion euros budget for the period 2007-2009.



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5) Protecting the right to knowledge

- Acli considers** protection of the right to knowledge as a modern form of work, through the creation of a “long life learning” system
- Introducing of certification of the skills a worker develops through every work experience
 - Creating a 18-hour permit that a worker should be entitled to take every year for his/her personal re-training
 - Creating a special fund to help young inexperienced people to start their careers.

- The government** - will spend 100 millions of euros in training projects for workers.
- Further, there’s a special program for researchers: 20,000 new researchers will be employed.
 - Italy will spend in research 20/40/80 millions of euros in 2007/8/9

6) Qualify the work through saving

Acli proposes new deals between producers and consumers, promotion of ethic finance, orienting and controlling of the pension funds.

The government has agreed upon the creation of a special body in charge for reorganizing the national pension fund.



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YOU....