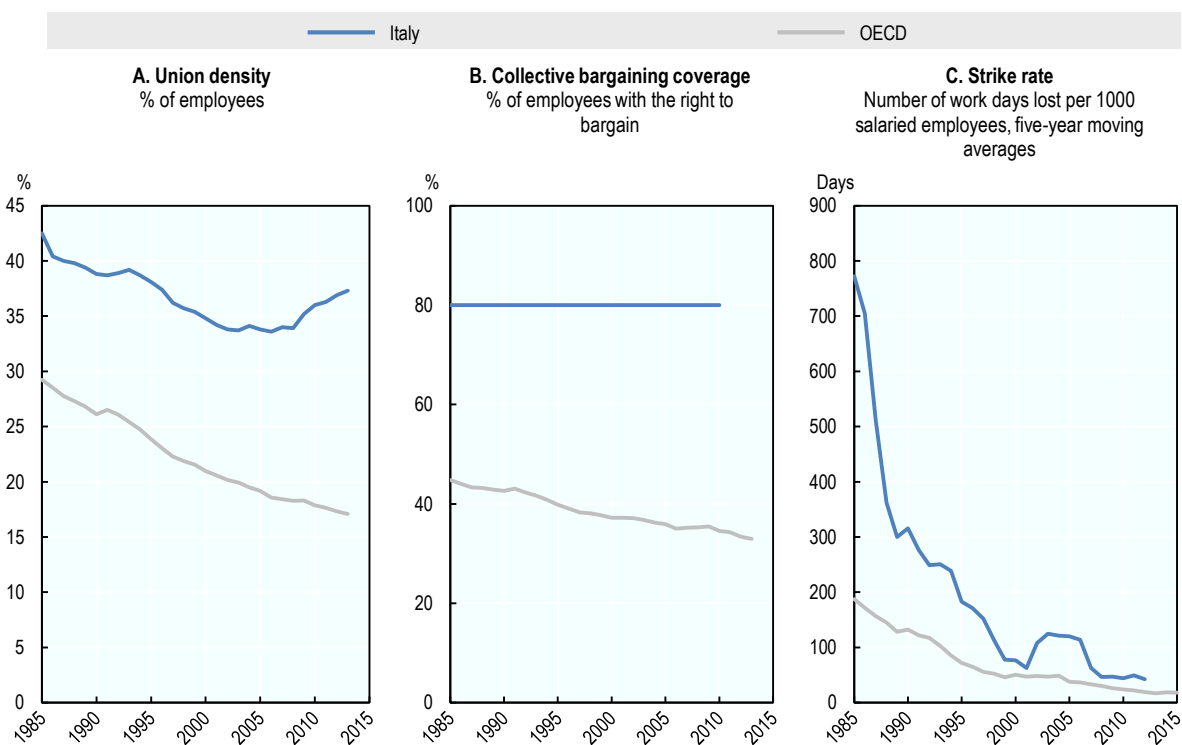


KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Sectoral
Degree of centralisation/decentralisation	Centralised
Co-ordination	Low
Trade union density in the private sector	20-30%
Employer's organisation density	50-60%
Collective bargaining coverage rate	80-90%
Quality of labour relations	Low

TRENDS IN INDUSTRIAL RELATIONS IN ITALY, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions Only members of signing organisations but de facto general effect (all workers and all firms).

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements No, but functional equivalent in place.

Procedure There are no formal extension mechanisms but the Constitutional obligation to pay a "fair wage" is a functional equivalent because judicial practice refers to the reference CA to determine what is the level of a "fair wage".

Representativeness criteria Not relevant

Public interest criteria Not relevant

Exemptions or possibility of appeal Not relevant

Duration of collective agreements

Average duration Information not available

Maximum duration of collective agreements Yes, agreed by social partners, 36 months (at firm and sectoral levels).

Can contracting parties terminate an agreement before its expiry date? No, agreements remain valid until the end.

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? No rule.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? Yes

Does retroactivity apply only to members of signatory parties or does it cover all parties? All firms and workers (also those covered by extensions).

Use of the favourability principle

Favourability principle always applies.

Use and scope of derogations and opt-out

Derogations from the law Not relevant

Derogations from collective agreements

Scope Not relevant

Topics Not relevant

Rationale Not relevant

Criteria Not relevant

Other Not relevant

Forms of co-ordination

Mode of co-ordination Inter/Intra-associational

Degree of co-ordination Limited

Enforcement of collective agreements

	Sector-level agreements	Firm-level agreements
Do agreements typically include a peace clause?	Yes	Yes, common.
Do agreements typically include a mediation/arbitration procedure?	Yes	Yes
Is it compulsory?	Yes	Yes

Worker representation at the workplace

Work council and union or union representatives but work council predominant.

Board-level employee representation

Public sector Not relevant

Private sector Not relevant

Scope Not relevant

Proportion/number of workers' representatives Not relevant

Nomination of candidates Not relevant

Appointment mechanism Not relevant

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