



Welcome

Regional Workshop: Strengthening Social Dialogue

Rome, 15 novembre 2019

www.aranagenzia.it

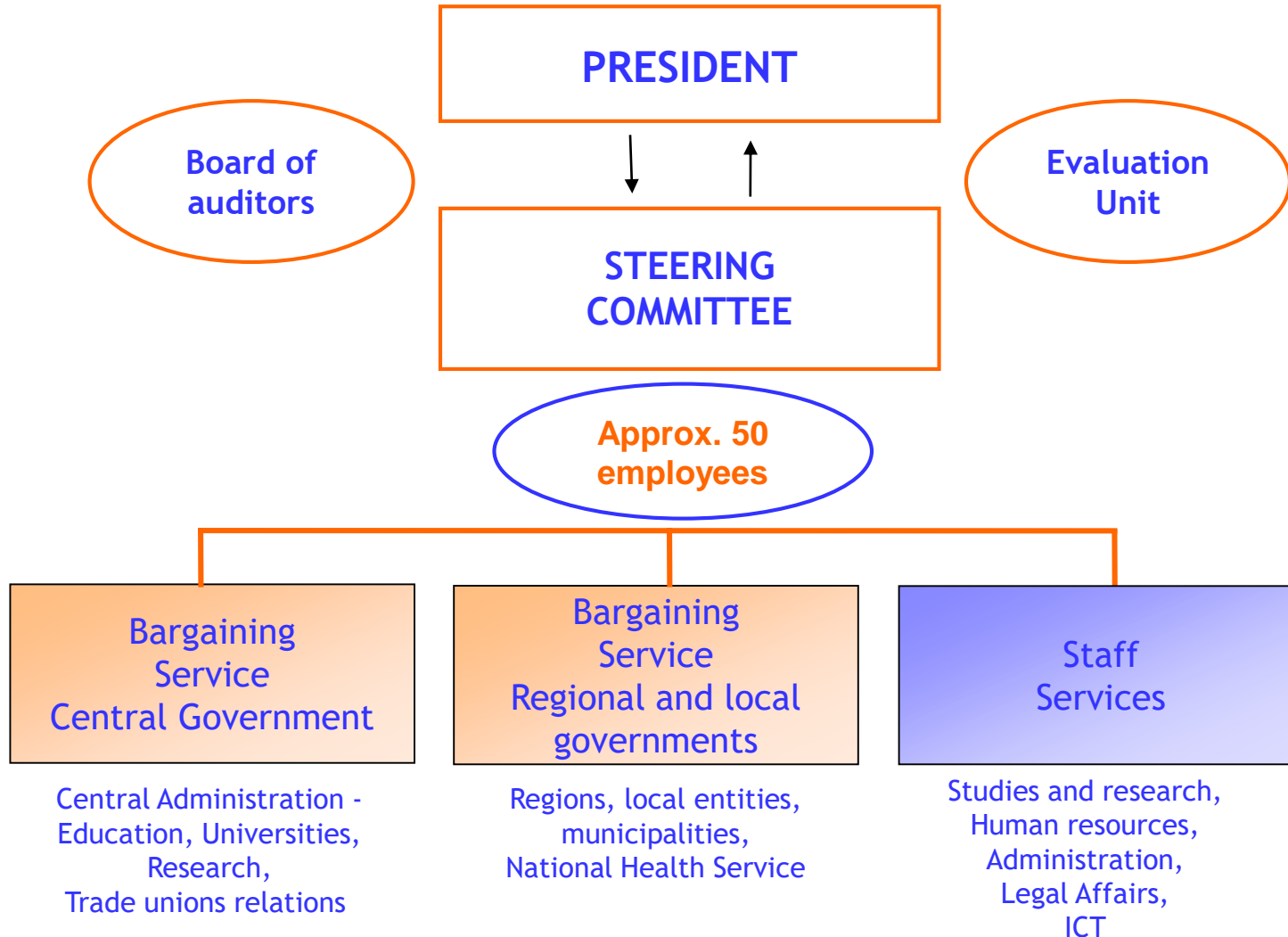
Aran

- was set up in 1993 under the public service reform
- is a Government Agency and represents all public administrations (central and local) in the national collective bargaining with the trade unions
- has about 50 employees

Aran: mission

- **To represent the public administration** in national collective bargaining with trade unions
- **To support the public administration** in the application of the national contracts
- **To support public administration** in bargaining at the local level.
- **To collect data about trade union representation** and to certificate the “representative trade unions”
- **To draw up many reports** and, in particular, the six-monthly report on changes in public wages compared to the private sector
- **To monitor the application of the national bargaining** at the local level and present a report to the Department of Public Administration

ARAN: organization



Some data about Aran

Public administrations represented (2017)	about 20,000
Public employees applying contracts stipulated by Aran (2016)	2,619,344
Cost per employee due from the represented administrations to Aran (euro)	3.1
Guidelines on the application of the national contracts provided to the represented administrations (2017)	1,311

New national contract sectors

- **In July 2016** a new agreement was signed by ARAN and the trade unions about the new bargaining sectors, reduced **from 10 to 4**
- This is a big change because it leads to streamlining the bargaining process with less contracts and standardizing the working conditions in some big sectors
- The new 4 sectors are:
 - **Central Government bodies** (*Ministries, Fiscal Agencies, Public Entities, etc.*)
 - **Regions, Local Entities and Municipalities**
 - **Education and Research** (*Schools, Universities and Research Institutes*)
 - **National Health Service**

New national collective contracts 2016-2018

During 2018 Aran and trade unions signed 4 national collective contracts:

- **Central Government bodies** - 12 February 2018 - applies to 240,000 public employees
- **Education and Research** - 19 April 2018 - applies to about 1.2 million public employees
- **Regions, Local Entities and Municipalities** - 21 May 2018 - applies to about 467,000 public employees
- **National Health Service** - 21 May 2018 - applies to about 543,400 public employees

The social dialogue model

Social dialogue in the Italian system

The social dialogue system in Italian PA has two levels:

National level → only negotiations between ARAN and trade unions

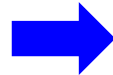
Local level → [negotiations on some specific issues linked to each administration
other forms of labor relations involving local employee representatives

Main features of the public bargaining system

- Aran bargains at a national level with the national trade unions
- Collective contracts are defined for each sector of public administration
- The collective contracts last 3 years

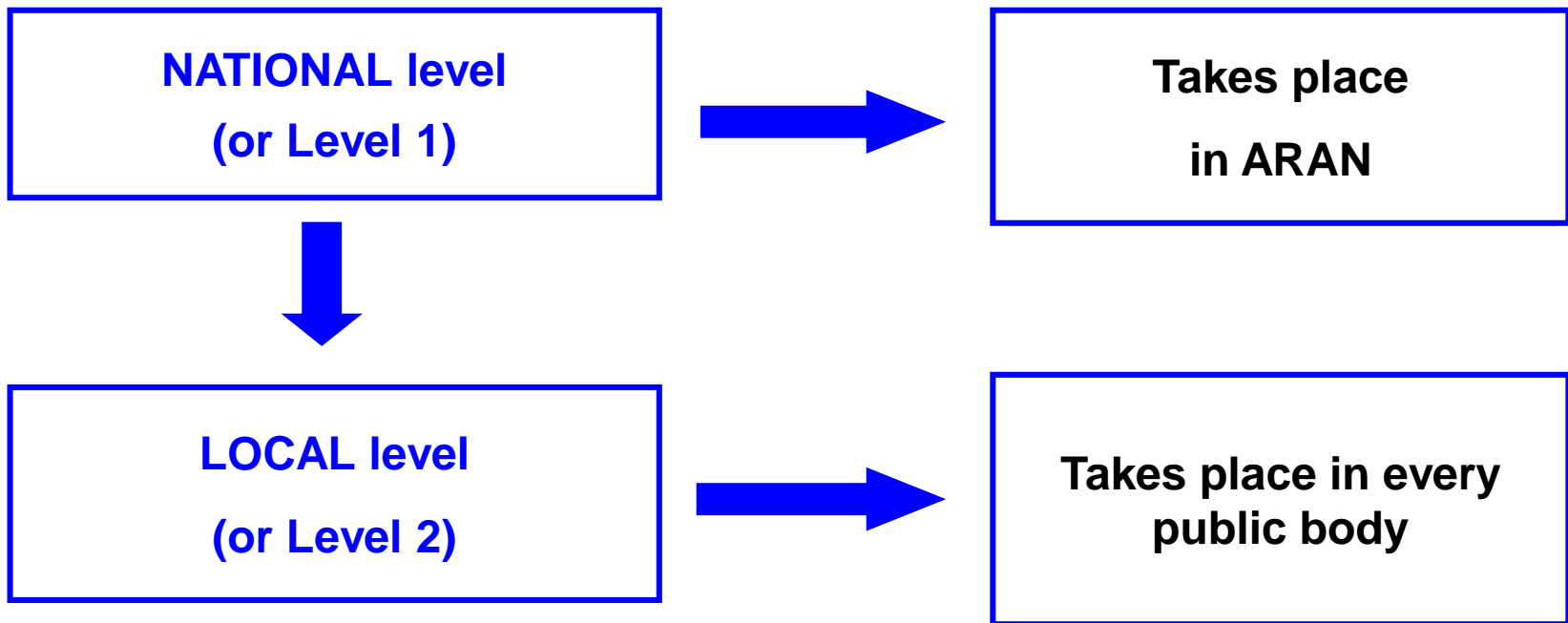
Main features of the public bargaining system

**Before
starting the
negotiation**



- ARAN receives specific directives from the “sector committee”, the body representing the public administration of each sector
- These directives are approved by the Government
- The directives set the objectives to achieve through bargaining and also fix the resources and the guidelines to rule on working conditions

Bargaining levels

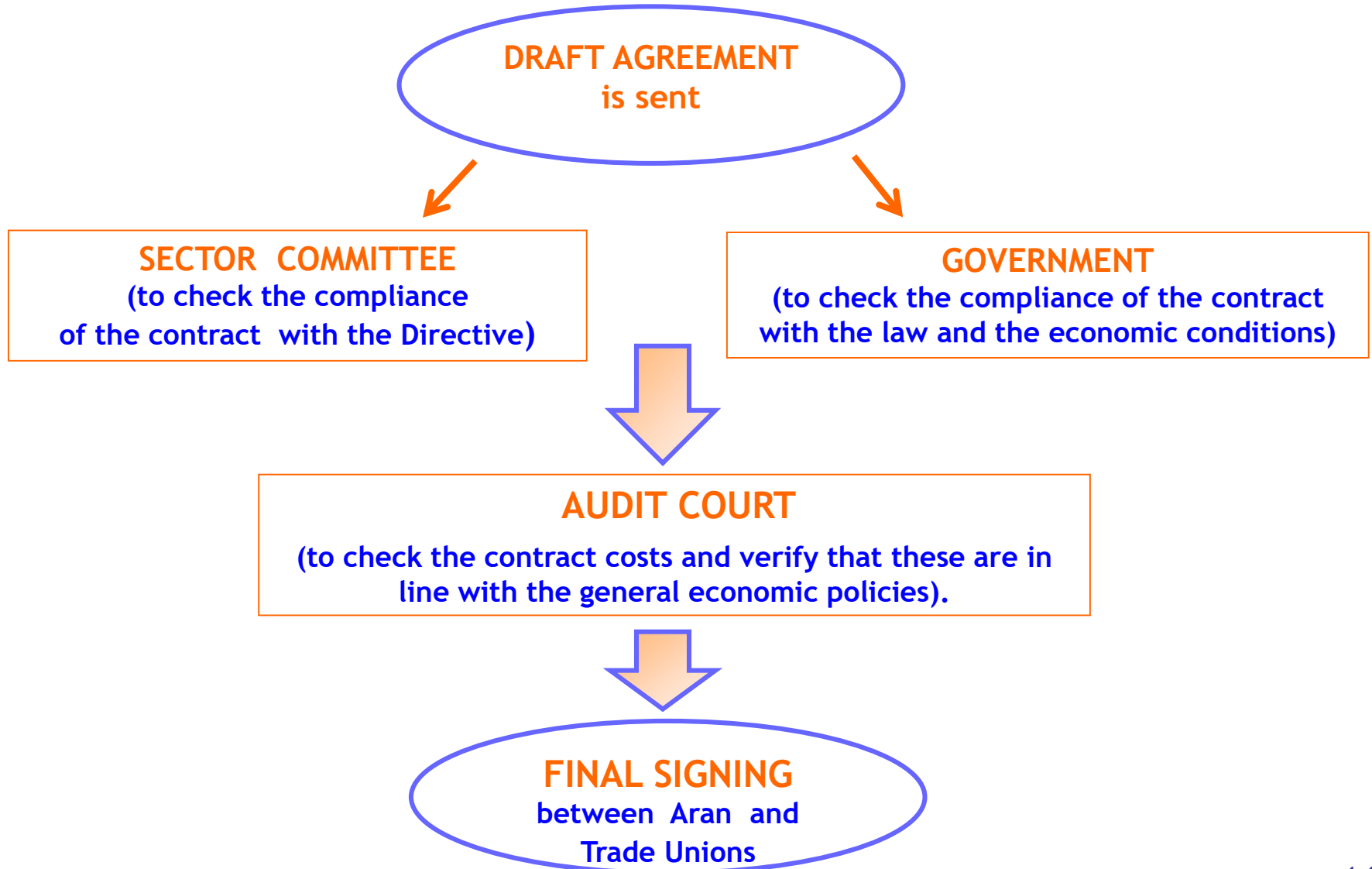


The national collective contract issues

The **national collective contracts** rule on most aspects of civil servant work relations from the beginning to the end of their working life in the public services and specifically:

- **Rights and duties** (individual contracts, working hours, shifts, annual leave, sickness leave, mobility, disciplinary actions, etc.)
- **Salaries and bonus systems**, also linked to promotion and productivity
- **Other specific working conditions**

National bargaining procedures



Social dialogue system at local level

In Italy, the public administration system is very open to Trade Unions relations.

Fostering social dialogue within public administrations **is considered the key to promote change, innovation and to develop new forms of work organisation.**

In each public administration, the social dialogue system acts in different ways so to involve trade unions:

- **Negotiation**
- **Participation**
 - **information**
 - **comparison**
 - **joint bodies of participation in decision-making**

Local collective bargaining issues

- ▶ Each administration bargains with **local trade unions**
- ▶ **The local bargaining deals with:**
 - economic conditions related to work and the evaluation system (productivity, indemnity, etc.)
 - workplace safety and security
 - economic career requirements

In the past, many other issues were decided in the local negotiations, as working hours, juridical career, training courses, gender equality, etc.

Local bargaining procedures

