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

Approx. 50 employees

Bargaining Service Central Government
Central Administration - Education, Universities, Research, Trade unions relations

Bargaining Service Regional and local governments
Regions, local entities, municipalities, National Health Service

Staff Services
Studies and research, Human resources, Administration, Legal Affairs, ICT
## Some data about Aran

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
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<tbody>
<tr>
<td>Public administrations represented (2017)</td>
<td>about 20,000</td>
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<tr>
<td>Public employees applying contracts stipulated by Aran (2016)</td>
<td>2,619,344</td>
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<td>Cost per employee due from the represented administrations to Aran (euro)</td>
<td>3.1</td>
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<td>Guidelines on the application of the national contracts provided to the represented administrations (2017)</td>
<td>1,311</td>
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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

- 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

Before starting the negotiation
Bargaining levels

NATIONAL level (or Level 1) ➔ Takes place in ARAN

LOCAL level (or Level 2) ➔ Takes place in every public body
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

DRAFT AGREEMENT is sent

SECTOR COMMITTEE
(to check the compliance of the contract with the Directive)

GOVERNMENT
(to check the compliance of the contract with the law and the economic conditions)

AUDIT COURT
(to check the contract costs and verify that these are in line with the general economic policies).

FINAL SIGNING
between Aran and Trade Unions
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

After bargaining, social partners sign a DRAFT AGREEMENT that is sent

BOARD OF AUDITORS
(to check the compliance of the local contract with the law and the national contract)

FINAL SIGNING between the administration and Trade Unions