

Digitalisation - the Italian context

**Initiating activities to implement the European Social
Partners Framework Agreement on Digitalisation (EFAD)**

Gdansk, 11 October 2022

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The European Social Partners' Framework Agreement on Digitalisation from June 2020

- Translated but not shared by Confindustria
- Spring 2021, CNEL promotes an implementation framework agreement
- Legislative decree transposing the directive on Transparent Working Conditions
- Past practices in relation to the implementation of the autonomous European social partners' agreements



Italian workplace digitization regulations prior to the implementation of Digitalisation Agreement

- Article 23 of Legislative Decree 151/15: audiovisual equipment and other instruments only take place for specific purposes as well as after trade union agreement
- Law No. 81 of 22 May 2017



Italian regulations on the right to disconnect

- Law No. 81 of 22 May 2017 affirms it as a right without regulating it
- National Protocol on telework (“lavoro agile”), December 2021 expressly refers to the identification (by negotiation) of a disconnection band
- Little application in contracts and in the event of non-application there is no sanctioning system
- Appropriateness of anchoring the right to disconnection to agile work alone



Policy documents on digital competence and improving social skills

- National Digital Competence Strategy, 2020
- National Recovery and Resilience Plan, social partners are involved in the implementation of the NRRP through the Participation Protocol
 - mission 1 on Digitalization, innovation, competitiveness and culture (40 bn €)
 - mission 5 on “Digitalization, inclusion and cohesion” (20 bn €)
- 2 reinforcing measures:
 - the National Programme for the Guaranteed Employability of Workers (GOL)
 - the National New Skills Plan (PNNC)



The framework of facilitation for employees in the area of improving skills and competencies

- All workers are entitled to paid training leave regulated by national and supplementary collective bargaining
- Training in Italy is mostly privately financed
- Interprofessional Funds – 700 mln € annual funds
- Other instruments



Debate on digital transformation and its impact on the world of work

- Technological innovation long since begun to be addressed into national contracts and company bargaining
- Good level of active involvement also of workers' representatives and trade unions but delays from the companies' side



Legal regulations on remote work in Italy

- Law No. 81, Articles 18-23 of 22 May 2017
- National protocol on agile work signed on 7 December 2021



The impact of digitalization on the creation of new jobs and the replacement/disappearance of existing jobs in Italy

- The majority are forecast analyses
- 2 analysis from empirical data
 - CNEL's 21st Report on the Labour Market for 2019 – negative impact on employment in the short-term
 - INAPP, 2022 Working Paper - positive effect on hirings, decreasing separation rate, investments on training, discards labour-displacing effects

