

# Introduction to Collective Agreement database National Council for Economics and Labour (CNEL) Italy

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**COLBAR EUROPE MID-TERM MEETING**

26-27 March 2020  
University of Amsterdam

# Outline

1. CNEL History
2. Questions on CNEL database
3. Recent agreement CNEL - INPS
4. Possible extensions on Codebook

- **The art. 99 of the Italian Constitution (1947)** establishes the creation of CNEL, and defines it as the advisory board of Chambers and Government, performing the functions assigned to it by the law.
- The CNEL is funded on the **5th January 1957** in Rome.



*Villa Lubin entrance, Rome (source: CNEL)*

## Law n.936 30/12/1986: setting the rules of CNEL.

Building a database on national agreements is one of the main tasks of CNEL, as defined the art. 10bis and, more in details, by art. 17 of the law n.936/1986.

Art. 17 states that:

- 1) collective agreements have to be deposited by parties at CNEL within 30 days of their conclusion;
- 2) archive should be made public;
- 3) a database on labour market indicators should be built by CNEL;
- 4) a report on collective agreements should be drawn by CNEL and made available to all the institutions and actors involved.



*Parlamentino (source: CNEL)*

# CNEL Database (1)

What does the database contain?

- **CCNL** - National collective bargaining (public and private sector)
- **CCQL** (Public Sector) and National public sector bargaining
- Agreements between Government and Social Parties
- Inter-confederal agreements
- Sample collection on second level bargaining
- Solidarity contracts

# CNEL Database (1)

What does the database contain?

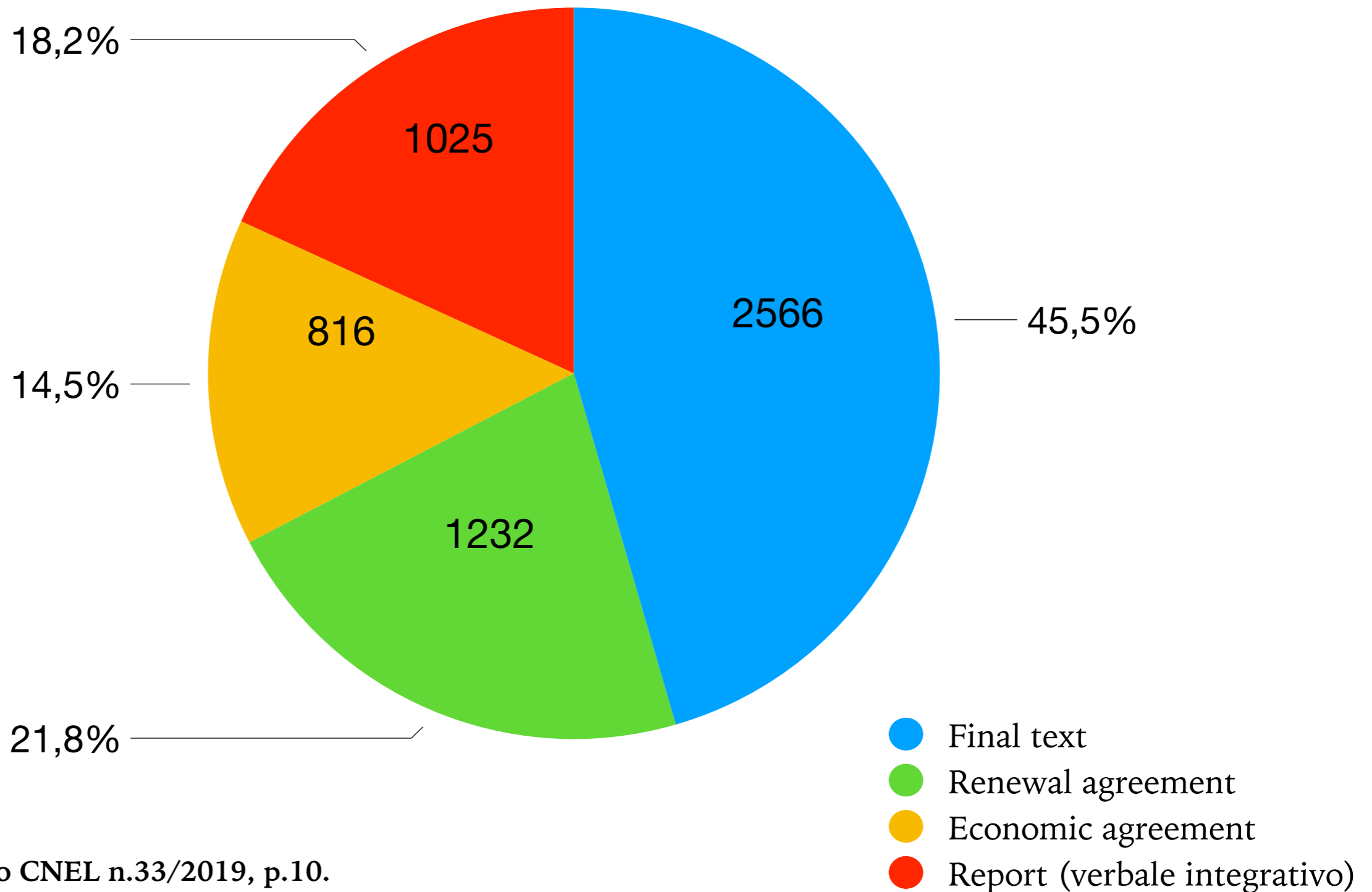
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We will focus on this



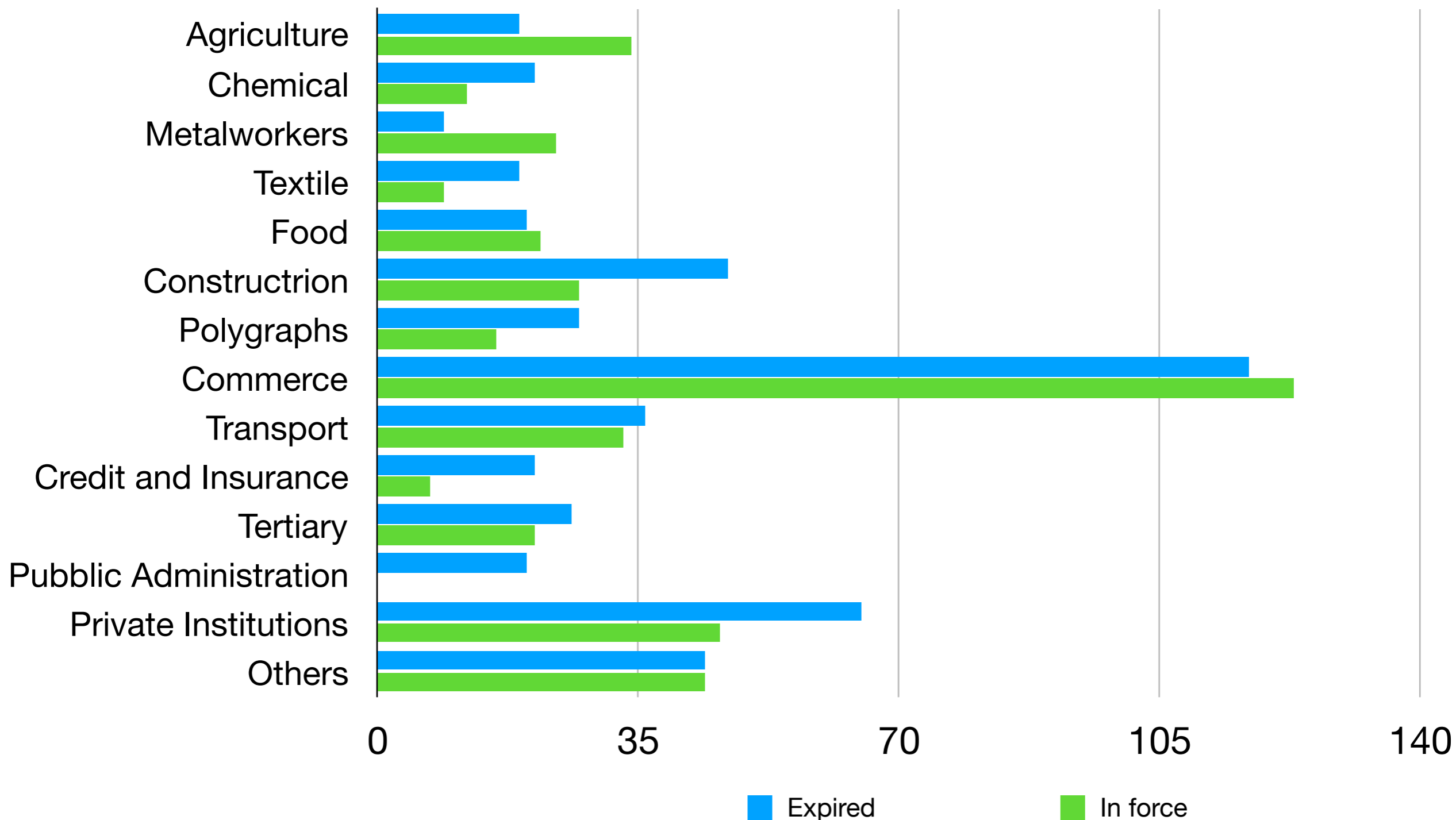
# CCNL Database composition

(September 2019)



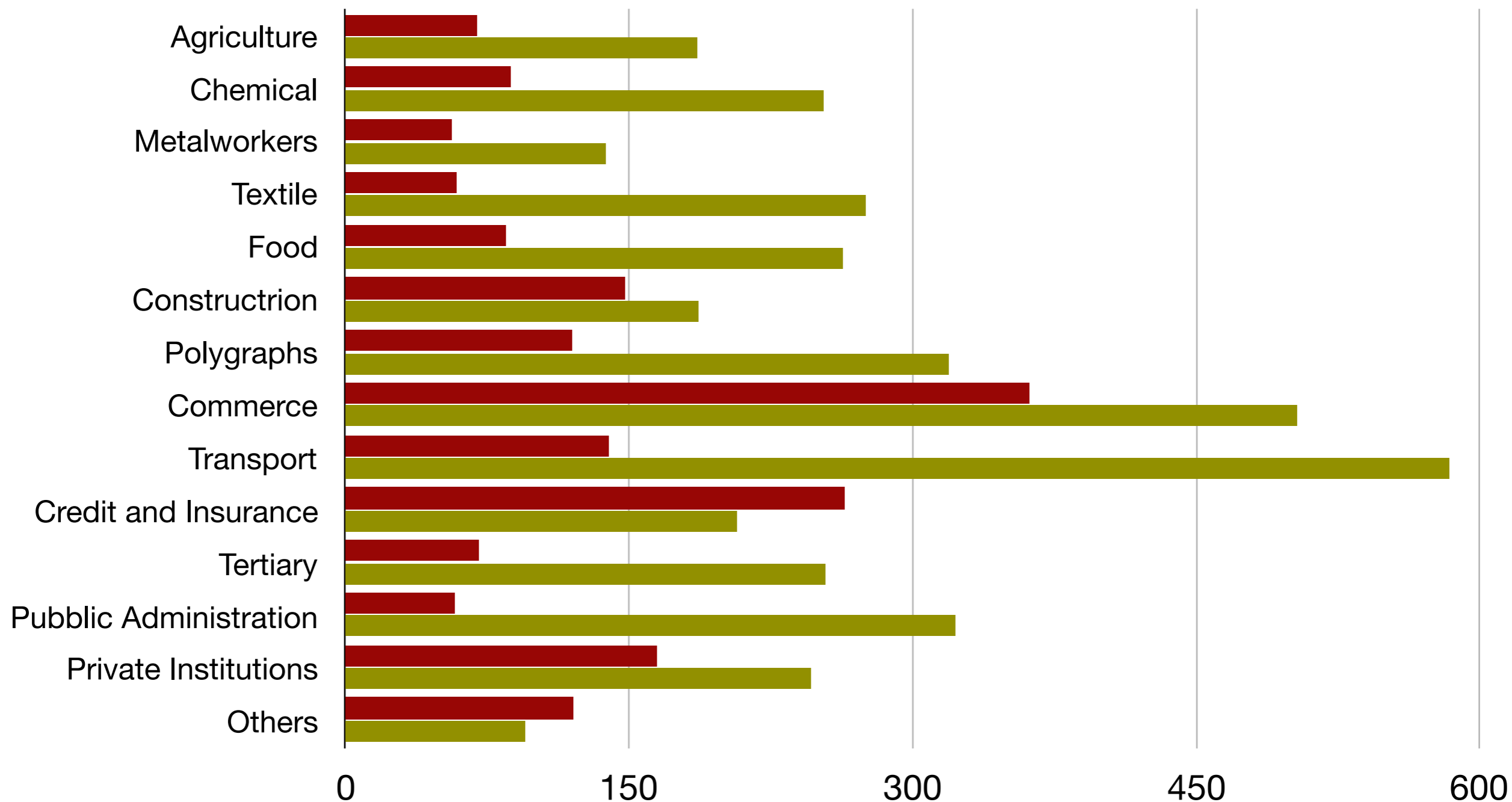
# CCNL coverage by sectors (in force or just expired)

(September 2019)



# CCNL coverage by sectors (total)

(September 2019)



# CNEL Database (2)

## How does it look like?

The database collects original agreements signed by the social parties, often available in pdf and word. To each agreement is assigned a code that can now be linked to the Inps archive. Moreover, each section of each collective bargaining agreement is labelled with a specific code used to codify a selected list of topics.

## How long does it date back?

First contracts are dated 1950, but the time coverage is not homogeneous. However, for many sectors (for instance metalworkers) it is possible to track the entire evolution of bargaining over time.

## How many countries does it contain? Language?

Italy. Italian.

# CNEL Database <sup>(2)</sup>

**How many collective agreements does your database contain\*?**

CCNL online : **5774**

- Historical archive: 3876

- Current archive: 1898

CCNL online and already codified (Analisi avanzata): **4450**

**Are you using machine learning in the coding process?**

Expert textual-manual analysis and codification of agreements

**To what extent is the data publicly available?**

All the contracts can be easily downloaded from CNEL website (<https://www.cnel.it/Archivio-Contratti>)

Notice that the oldest ones might be available as image version, usually more difficult to convert in txt/word/odt.

# Selection of topics

Which topics are covered?

AA	OTHER SUBJECTS
AL	HEALTH AND SAFETY WORKPLACE POLICY
CC	COLLECTIVE BARGAINING
CR	END OF THE EMPLOYMENT CONTRACT
CS	START OF THE EMPLOYMENT CONTRACT
GE	PRODUCTION REDUCTION AND WORKFORCE MANAGEMENT
LL	WORKPLACE
MQ	TASKS AND QUALIFICATION
ND	DISCIPLINARY RULES
OD	WORK ORGANIZATION
OR	WORKING HOURS
SR	INDUSTRIAL RELATIONS AND TRADE UNIONS RIGHTS
SR	SUSPENSION OF THE JOB ACTIVITY (TEMPORARY LEAVE)
TE	WAGE

Is it possible to add topics (and is backward coding possible)?

Yes, it is possible to enlarge the list of topics.

# Selection of topics (in details)

AA OTHER SUBJECTS	
AA1	Women's work
AA2	The work of minors
AA3	Vocational training and updating
AA4	Safety at work
AA5	Worker's inventions
AA6	Protection of particular categories (persons with handicap)
AA7	Patronage
AA8	Services for workers (housing, Cral, clothing)
AAX	Content not elsewhere classifiable

AL HEALTH AND SAFETY WORKPLACE POLICY	
ALO	Workplace and health (general)
AL1	Indoor workplace: information (investigation, prevention, remediation)
AL2	External workplace: investigation, prevention, remediation
AL3	Work accident prevention, occupation illness and hygiene (booklets, visits, rotation system, etc.)

CR ENDING THE EMPLOYMENT CONTRACT	
CR0	General
CR1	Individual dismissal
CR2	Resignation
CR3	Other reasons for ending the employment contract
CR4	Notice of dismissal or resignation
CR5	Severance pay
CR6	Pension fund (pensions and/or insurance)

CC COLLECTIVE BARGAINING	
CC1	Foreword
CC2	Job categories, signatories, stipulation date
CC3	Operative start and operative end date
CC4	Bargaining level
CC5	Dispute settlement: individual and collective conciliations, arbitration procedures

# Selection of topics (in details)

LL	WORKPLACE
LL1	Place of work
LL2	Transfer: regulations and remuneration
LL3	Travel and missions: regulations and allowance
LL4	Workers' relocation and control
LL5	Working abroad: regulations and remuneration
LL6	Company relocation: Transfer, Transformation
LL7	Outsourcing: regulations, remuneration and cost
LL8	Staff mobility: internal/external

GE	PRODUCTION REDUCTION AND WORKFORCE MANAGEMENT
GE1	Extraordinary layoff fund
GE2	Solidarity contracts
GE3	Early Retirement
GE4	Mobility (external)
GE5	Collective redundancies

MQ	TASKS AND QUALIFICATION
MQ1	Classification
MQ2	Horizontal mobility
MQ3	Vertical mobility and automatic qualification steps
MQ4	Provisional assignments, automatic promotion
MQ5	Competitions and professional evaluation criteria
MQ6	Middle managers: regulations and additional remuneration
MQ7	Particular occupations: regulation and wage.

CS	START OF THE EMPLOYMENT CONTRACT
CS1	Hiring
CS2	Rights and obligations of the parties
CS3	Trial period
CS4	Details of employment contracts

# Selection of topics (in details)

ND	DISCIPLINARY RULES
ND1	Rules infringements and disciplinary measures
ND2	Disciplinary procedure
ND3	Disciplinary dismissal

OD	WORK ORGANIZATION
OD1	Organisational change
OD2	Technological innovations
OD3	Relationship with users, customers, etc.
OD4	Staff management

OR	WORKING HOURS
OR1	Working hours
OR2	Additional and overtime daytime work: compensation and limits
OR3	Shift work, team work, continuous cycles: compensation and limits
OR4	Overtime at night, on sundays and bank holidays: compensation and limits
OR5	Weekly rest, bank holidays, compensatory rest, working hours reduction
OR6	Holidays and leaves
OR7	Flexibility: regulation and economic effects
OR8	Suspension of work and recovery: modalities
OR9	Discontinuous work: regulations and payment

RS	INDUSTRIAL RELATIONS AND TRADE UNIONS RIGHTS
RS1	Trade union relations
RS2	Right to strike
RS3	Company trade union representatives, RSU, other representative structures.
RS4	Trade union contributions
RS5	Assembly and referendum
RS6	RSA space and billposting rights
RS7	Paid leave for trade union and public offices
RS8	Joint and bilateral bodies

# Selection of topics (in details)

SR	SUSPENSION OF THE JOB ACTIVITY (TEMPORARY LEAVE)
SR1	Sickness and sick leave pay: regulations and pay
SR2	Work accidents: regulations and pay
SR3	Leave: regulations and pay
SR4	Maternity: regulations and pay
SR5	CIG
SR6	Military Service
SR7	Right to study

TE	WAGE
TE1	Basic salary (contractual minimum wage)
TE2	Automatic adjustments: Contingency - "Scala Mobile"
TE3	Seniority allowance
TE4	Additional monthly payments: Christmas bonus, 14th etc.
TE5	Additional pay elements
TE6	Hourly and daily wage determination
TE7	Wage composition and payment
TE8	Economic level of realignment

# CNEL - INPS

A recent agreement (June 2018) between CNEL and INPS allows to link, for each national collective bargaining agreement, the CNEL code to the INPS code (UniEmens).

In this way, important additional information can be gathered, particularly on:

- number of firms adopting each CCNL;
- number of workers covered by the collective agreement;
- wages.

# Possible extensions

The codebook is a very powerful tool and it is already very rich.

Nevertheless, it might be interesting to integrate further questions on the following topics:

- Technological change and in general adoption of new technologies, need of re-skilling (not simply training), risk of deskilling.
- Right to study (hours of paid job leave to attend classes and exams at school and university);
- Quota on the amount of temporary workers;
- Participatory mechanisms, team work, job rotation schemes, etc.
- Specific benefits for management and executive workers (in Italy for instance, “indennità di quadro”).

Thank you!

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