

Italy– construction sector

(Last update of the information: December 2014)

Mandatory declarations on posting

Working in the Italian building industry is regulated by a national collective agreement, CCNL, valid for 4 years for the normative part and 2 years in respect of wages and by a supplementary, territorial agreement which is signed by each region and/or province.

The national agreement stipulates the basic wage and the regulations valid for the entire national territory; the territorial agreement stipulates a variable and supplementary part of the wages and other matters different from and not contained in the national agreement that are determined by the specific needs of a particular territorial area.

Minimum wages

Basic hourly pay rates

The hourly pay rate for building workers consists of a basic minimum pay rate determined by C.C.N.L., see table below, and varies according to the wage scale level, plus a wage component stipulated at local area level. Wages must be paid out weekly, every two weeks, every fifteen days or monthly.

1. foreman: € 10,39/h
2. specialist: € 9,85/h
3. qualified worker: € 9,16/h
4. communal worker: € 8,26/h
5. ordinary worker: € 7,14/h
6. guardian, porter: € 6,70/h

Accidents at work or occupational diseases

In the case of occupational diseases, the worker not under probation is entitled to keep his job for a period of 9 consecutive months (equivalent to 270 calendar days) without losing his seniority.

In the case of accidents at work, workers not under probation are entitled to keep their jobs until the end of the temporary period in which the worker concerned is, in fact, totally prevented from attending work and, in any case, not beyond the date indicated on the final certificate of ability to recommence work issued by the competent office of the Italian Workers' Compensation Authority (INAIL).

Maximum working time and minimum rest

Overtime work, night work, holiday work

Extra hours worked over and above the normal working hours are considered as overtime work and entitle you to extra pay, the amount depending on whether it is daytime or night work. Overtime work is permissible, with the consent of the worker, up to the limit of 250 hours per year. The employer may request the worker to work overtime but only after a period of notice of 72 hours, except in cases of urgent necessity.

Night work is considered to be during the period between 22.00 hrs and 06.00 hrs.

Holiday work is regarded as work performed on days that are recognised as public or religious holidays.

Working hours

The normal contractual working time is 40 hours per week on an annual average with a maximum of 10 working hours per day. Time worked over and above the ordinary working hours, calculated on the basis of the annual average, entitles the worker to receive additional pay for overtime work.

Minimum paid annual holiday

Holidays

The annual holiday period is fixed at four calendar weeks, equivalent to 160 working hours, excluding public and religious holidays and sick days.

The holiday dates are determined by common agreement according to the work requirements at the respective building site, for each construction team or individually.

Accidents at work or occupational diseases

In the case of illness your employer has to pay your average wage up to 6 weeks per year. You have to notify your employer immediately. You also have to see a medical doctor on the first day of your illness to get a "Arbeitsunfaehigkeitsbescheinigung" (certificate) which you have to present to the employer as soon as possible (but no later than the third day of your illness).

In the case of work-place accidents the employer has to see that you get immediate medical treatment. It is important that you insist that the incident is properly documented by the employer and/or the site manager – even if it seems to be a minor injury – to secure your rights against the workplace accident insurance ("Berufsgenossenschaft BG-Bau") and to see a doctor immediately if necessary.

Information points

FILCA CISL

www.filca.cisl.it

English speaking person: Claudio Sottile

claudio.sottile@cisl.it

FILLEA CGIL

www.fillea@cgil.it

English speaking person: Mercedes Landolfi

m.landolfi@filleacgil.it

FENEAL UIL

www.feneal-uil.it

French speaking person:

Massimo Trinci

massimo.trinci@feneal-uil.it

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Last update of the information: December 2014.

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