

Italy: ENI agreement on up-skilling and generational renewal

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Filctem-Cgil, Femca-Cisl and UILTEC have signed an agreement with oil group ENI, which combines early retirement and new hiring. As many as 900 workers may take voluntary retirement, whereas 500 new staff will be hired in order to facilitate the transformation to low carbon emissions by introducing new skills. The project will be accompanied by a training plan for some 20,000 workers.

The training plan provides for 1 million hours of training per year, on subjects related to the circular economy, energy transition, digitalisation, and sustainable development. Plans will be formulated, both individually and by groups. Alongside this, ENI will encourage voluntary training.

The procedure of ENI is part of the Italian 2021 finance law that aims to foster generational renewal in large companies. Two agreements have been signed, one with the Ministry of Labour, the other between the company and the unions to manage the process. The generational and skills renewal program is also part of ENI's redefinition of industrial relations and guide to energy transition and digitalisation.

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