

Italy: Progressive agreements signed in the energy sector

Trade unions Filctem-Cgil, Flaei-Cisl and Uiltec have recently signed a couple of new agreements with the employers in Italy's electricity sector. One agreement recognises new professional profiles linked to renewable energy and digitalisation, boost employability and facilitate recruitment of young people. They apply to some 60,000 workers, including those of giants such as ENEL, the country's leading electricity company.

This text will be integrated into the sectoral national collective bargaining agreement 2025-2027 without the need for further review.

The electricity sector has undergone profound changes in recent years, such as:

- Energy transition
- Increasing integration of renewable energy
- Digitalisation
- Greater flexibility in working practices.

These transformations require a variety of new skills. A joint committee has highlighted a wide diversity of practices, such as the same job not being classified in the same way from one company to another. This work resulted in a table of 70 new professions, for instance data analyst, data scientist and cyber security manager and the updating of some professions that have already faced transformation processes related to digitalisation. In addition, there will be specific profiles related to renewable energy. Later, there will be a total overhaul of the salary grid.

All workers in the sector will have a digital training booklet which will summarise skills acquired, and training courses taken. Initiatives will be put in place to attract more young workers, for example through apprenticeships. The skills and professions attested in this digital booklet will be recognised by all companies in the electrical sector.

A previous agreement signed between the unions and ENEL company in April this year marked a great and historic victory for the involved trade unions after three months of extraordinary mobilisation within the company. The strength and determination of the workers bore fruit as the ENEL management was forced to make concessions.

The industrial action was necessary in a company which has taken a positive approach to social dialogue in former times, for example by signing the "Charter of the Person" ("Statuto della Persona") in 2022. After the change of government in Italy later that year, when they used their authority as the main shareholder in ENEL to replace key executives, things became more challenging for the workers.

The agreements in question will inspire sister unions throughout Europe in their efforts for a just transition in the energy sector.

Edited by industriAll Europe