

Italy – Pay rise and more time off in electrical sector

February 2025

On 11 February, FILCTEM, FLAEl and UILTEC jointly achieved an extraordinary result for the workers in the Italian electrical sector. The bargaining round was over after a few weeks.

The total wage increase will be €312 per month split like this:

- 1) Increased minimum rates: €290
- 2) Performance bonus: €15
- 3) Welfare: €7

This wage increase will recover the effects of inflation in recent years and guarantee workers pay in accordance with their levels of professionalism. It will be paid out in four tranches from 1 April 2025 until 1 October 2027.

Other improvements:

- ✓ Paid leave for examinations is extended to the postgraduate masters and PhDs.
- ✓ Extended rights to sick leave will full pay for workers with disabilities as well as additional hours of individual training
- ✓ Vacation also for newly hired workers.
- ✓ Paid leave on 2 November, 24 December and 31 December
- ✓ The individual right to training increases from 40 to 50 hours from 2027.
- ✓ Post-hospitalisation rehabilitative treatment will be equated with hospitalisation for the purpose of entitlement to job retention.
- ✓ The right of absence from work for victims of gender-based violence will be extended from 6 to 12 paid months. Training initiatives and company-wide communication campaigns are planned on the issue of combating gender-based violence.
- ✓ The effects of the introduction of artificial intelligence with respect to work, work organisation and employment become the subject of discussion and consultation at the company level.
- ✓ The hours of reduced hours for semi-turnstile workers who have a 40-hour week are increased from 76 to 96.
- ✓ Improved rights to occupational pension.
- ✓ No normative backtracking.
- ✓ Discussions on personnel classification and employability will continue.

Edited by industriAll Europe.