

Italy – Agreements reached in chemicals and energy

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Filctem Cgil, Femca Cisl, and Uiltec Uil have successfully negotiated a couple of sectoral agreements, one applicable to 180,000 workers in the chemicals and pharmaceuticals and another to 40,000 workers in oil and energy. Both agreements are valid for the three-year period from 2025 to 2028.

The agreement in **chemicals and pharmaceuticals** was renewed prior to its expiration. It guarantees a monthly pay rise of 294 euros for all. This increase aligns with the expected inflation for the next three years (6%) and will, in any case, be verified during the validity period.

In addition to the general wage increase, the agreement includes:

- Enhanced contributions to supplementary pension funds and improved compensation for night shifts
- Guidelines on the skills of the future, including on Artificial Intelligence. Tertiary education pathways will be promoted (Academy degrees, Masters, and PhDs)
- Tools to govern digital and ecological transformations and major processes of change
- Actions to combat gender-based violence
- Commitments to foster a culture of safety at all levels
- Condemnation of pirated contracts, such as instruments of unfair competition.
- Promotion of a culture of inclusion, respect, and social responsibility
- Recommendations for combating harassment and violence as well as diversity and inclusion

The agreement in the **energy and oil sectors** applies to approximately 40,000 workers ensures an overall wage increase will be 330 euros. This raise takes into account both the lost purchasing power of the past and anticipated inflation over the next three years.

This is a major renewal for a sector strongly impacted by the transformations related to the transitions. It undertakes to promote well-being for all those who live and work in companies, paying particular attention to 'fragile' workers and changing 24 and 31 December to whole days off instead of half, for the same salary.

Both agreements will now be voted on in the workplace assemblies.

Edited by industriAll Europe.