In Italy, new collective agreement ensures a participatory approach for a Just Transition.

Edited by industriAll Europe.

May 2025

Italian trade unions Filctem Cgil, Femca Cisl, and Uiltec have successfully negotiated two major sectoral collective agreements covering a total of 220,000 workers. One agreement applies to 180,000 employees in the chemicals and pharmaceuticals sectors, while the other affects 40,000 workers in the oil and energy sector, including employees of energy giant ENI. Both agreements will be in effect from 2025 to 2028.

The deals mark a significant step in addressing the challenges of the ongoing energy transition. The new contracts aim to foster a "balanced energy transition," supporting companies in adopting diversified technologies while ensuring workers' rights and their active participation in **company decision-making processes.**

Among the key innovations is the establishment of a **joint national body on training**, which will promote best practices across the sector and provide updates on topics such as digitalisation, new technologies, environmental sustainability, and the energy transition. Recognizing the growing need for continuous learning, the agreement also introduces a **skills booklet** to certify workers' professional development.

In addition to this, the agreements prioritize enhanced vocational training, particularly in **health and safety**, and aim to strengthen a **culture of diversity and inclusion** in the workplace.

A **sectoral committee** will be formed to monitor evolving job requirements and salary structures. Furthermore, an **annual forum**—involving unions, companies, and public institutions—will be held to review the restructuring of companies and production sites. These initiatives build on the work of the existing joint observatory for the sector.

The chemicals and pharmaceuticals industries, among the most energy-intensive in the country, are at the forefront of the green transition. The upstream chemical supply chain—where ENI plays a prominent role—has faced mounting challenges due to soaring energy costs and underinvestment in infrastructure. These pressures have triggered delocalization trends and the closure of upstream production, with repercussions throughout the entire supply chain.

With these agreements, Italy's unions are setting a precedent for collaborative and forward-looking responses to industrial transformation.