



## For a new era of labour and rights

CGIL, CISL and UIL have decided to launch a phase of joint mobilisation in April and May with the implementation of a **generalised campaign of union meetings** in workplaces and territories and with the calling for three **interregional demonstrations** (in the North, Centre and South of Italy) to be held in **Bologna** (6 May), **Milan** (13 May) and **Naples** (20 May).

The mobilisation intends to support the joint demands put forward by CGIL, CISL and UIL and by the Categories to the Government and the Business System with a view to obtaining a change in **industrial, economic, social and employment policies**, as well as concrete results in the following areas:

- protection of incomes from inflation and increase of the real value of pensions, wages and salaries; renewal of national collective agreements in the public and private sectors;
- tax reform, with a significant reduction of the burden on labour and pensions; higher taxation of extra-profits and financial income;
- employment enhancement and increased funding to the public social and health system to guarantee the universal right to health and to education and training; greater support for non-self-sufficiency;
- an inclusive labour market to oppose precariousness, oriented and guaranteed by investment, by a system of lifelong learning, by active policies, and by social safety nets functional to transition;
- no more deaths and accidents at work, and fight against occupational diseases. Work must be given new value, cascading and uncontrolled subcontracting must be eliminated, and an unrelenting fight against mafias and gang mastering must be waged;
- reform of the social security system;
- industrial and investment policies shared with the labour world to negotiate a sustainable environmental, social and digital transition, implementing a new development model with special attention to the South and aiming at full employment.

We want to combine the change of the country and of Europe with the improvement of the living and working conditions of workers, pensioners, young people and women, which have worsened in recent years both in Italy and in Europe, partly because of the pandemic and the war.

We think that change also means taking the actions necessary to carry out the investment and reforms envisaged in the National Recovery and Resilience Plan (NRRP), strengthening a participatory governance model that sees the joint action of the government, regions, local authorities and social partners, to implement the projects and to encourage the actual and effective spending of the resources envisaged. It also means fighting not to return to pre-pandemic European budgetary constraints; fighting inequalities with a tax reform based on progressivity as enshrined in our Constitution; focusing on stable and quality employment; relaunching a new and extended Welfare State; rising up to the challenges of innovation, green reconversion, enhancement of culture and tourism. Change means that the Economic and Financial Document (DEF), which the government will adopt in the coming weeks, will indicate the choices and resources for renewing public contracts and identifying the tools to overcome precarious employment once and for all, adapting the workforce to a vision of the Public Administration responding to the country's needs.

There must also be investment in health, education, universities and research, as well as resources for a structural reform of pensions, together with adequate tools to foster stable and qualified employment. This implies strong and structured labour relations.

The measures that the government is putting in place this week do not go in this direction either in their substance or in their method: the trade unions are, in fact, excluded from a preliminary exchange of views and are simply informed of the decisions taken from time to time by the Council of Ministers.

We have chosen to dedicate the Labour Day of 1 May 2023 to the 75th anniversary of our Constitution born from the Resistance and the struggle for liberation from Fascism and Nazism, because we want to obtain reforms capable of implementing the values and principles of the Constitution, starting from the centrality of work, social justice and the country's unity.

In more detail, we indicate below the proposals and changes that we intend to support with the mobilisation in the workplaces and in the country.

### **Wages, salaries and contracts**

The explosion of energy and food prices, the rise in mortgage rates, the stagnation of wages over the last 15 years and the increasing difficulties associated with discontinuous or short-time work are creating an extraordinary emergency for the preservation of workers' and pensioners' incomes. The redistribution of productivity is inadequate even in the high-profit enterprises, and wages and salaries are also negatively affected by corporate policies aimed at contractual dumping and at concealing profits by tax dodging and tax evasion. The renewal of the national collective agreements of millions of workers are late to come, including those of civil servants. The irregular and precarious work, extracurricular apprenticeships, fake self-employment, discontinuity of

employment with short-term contracts and involuntary part-time work also make workers poor (the so-called in-work poverty), affecting young people and women, in particular. A general action must be initiated to raise wages and salaries, both by reducing the tax and social security contribution burden on workers and by renewing national public and private contracts with increases to recover purchasing power in relation to inflation and aimed at a growth of the real value of wages and salaries. New rules must immediately be established for renewing contracts punctually, including penalties for those responsible for delays.

The reduction of the social security contribution wedge by 5 points up to 35,000 euros of annual income must be achieved immediately to workers' benefit. The spreading of pirate contracts must be stopped and the most representative and applied contracts must be guaranteed universally (*erga omnes*). No more war against the poor people: in Italy, as in the rest of Europe, an adequate and decent citizen's income is needed.

### **Industrial policies and the South of Italy**

Sustainable growth requires industrial policies and public and private investment, including through the full use of the NRRP resources available and of both European and national cohesion funds. It is necessary to govern - in a participatory and shared manner- the digital, green and energy transition based on renewables, in compliance with European goals, together with the social transition, for stable and full employment capable of generating the new skills required.

We need to invest in tangible and intangible infrastructure to support the South of Italy, in particular, fostering the necessary reversal of the trend to avoid the risk of progressive industrial desertification in the South of Italy.

Tax breaks and benefits, as well as transfers/incentives to companies must be made conditional upon the maintenance and growth of employment, especially for young people and women.

### **Health and safety**

No more deaths, occupational diseases and accidents at work. We need to restore value to work and to health and safety in all work contexts, as well as eliminate cascading and uncontrolled subcontracting, precariousness and contractual irregularity. We also need to combat advanced age in heavy and arduous work, the lack of or inadequate health surveillance at work and the health effects of climate change, as well as intervene on the poor - when non-existent - protection of workers in the gig economy.

There is a need to invest in training, also starting from schools, and in audits and controls, by increasing the number of inspectors throughout the country, as well as the number of technicians working in the Local Health units (ASL). We also need to invest in networking and connecting public databases, in preventive medicine and in ensuring the presence and exercise of the role of workers' safety representatives (RLS/RLST). It is also necessary to impose penalties on the employers who do not comply with laws and contracts, and to link incentives to companies to investment in health and

safety.

## **Taxation**

The recently adopted act enabling tax reform does not meet the demands of the CGIL, CISL and UIL joint platform. It is unrealistic in its coverage goals. It is dangerous because of the risk that financial gaps will be bridged through a reduction in social spending, and unfair because of the objective of reducing progressivity. Taxation is the basis of the citizenship pact and social cohesion, which is the reason why the resources needed to support welfare, health, education and public investment must not be jeopardised. Based on constitutional provisions, we call for a redistributive tax reform that meets the criteria of fairness, solidarity and progressivity. We are decisively against any flat tax and the reduction of the number of tax rates since these choices mainly benefit high and very high incomes. We call for redefining and broadening the tax base of the personal income tax (IRPEF) by removing the privileges established in favour of people earning incomes other than those from employment and pensions, and for continuing the operation of revising rates, brackets and deductions to the benefit of medium and low income-earners. It is also necessary to give back to workers the fiscal drag that further penalises the already insufficient wage adjustments to inflation. We need a turnaround in the fight against tax evasion and tax avoidance by using all available tools in a coordinated manner, starting with digital databases and the thorough and full extension of e-invoicing, leading to greater transparency and complete traceability. No new amnesties or amnesties in disguise; no more yielding and ambiguity on the fight against tax evasion; no more unfair taxation that always benefits the richest people and tax evaders!

We need to fight economic inequality with measures that raise taxation on unproductive incomes, great wealth and extra-profits to be used - as a priority - to lower the tax burden and to welfare.

Corporate taxation must be harmonised at European level and the taxation of high-frequency financial transactions must be fully implemented.

## **Health**

Healthcare is in full emergency. If we do not change direction immediately, the public system runs the risk of collapsing. The pandemic has exposed the effects of the cuts that have been made steadily over the last 20 years, and - with the hiring freeze - even the NRRP funds will not be able to ensure the relaunch of public healthcare. The situation of doctors, nurses, operators and of the citizens who need them is no longer sustainable. An increase in the level of funding of the National Health Fund is necessary. An extraordinary recruitment and stabilisation plan for precarious staff can no longer be postponed, just as the strengthening of territorial healthcare and of prevention and hospital services must be guaranteed, as well as the bridging of territorial gaps, starting with the South of Italy.

The law on non-self-sufficiency must be supported resolutely with adequate resources, including through a national public fund of a universal nature.

## **Pensions**

The Monti/Fornero Law must be cancelled. The social security system must be reformed to make it socially sustainable, and to deepen the separation between the welfare and the social security components so that a correct representation of the Italian spending on pensions can be achieved in international comparisons. The platform of CGIL, CISL and UIL suggests to extend retirement flexibility, thus enabling workers to choose when to retire, without penalties for those who have social security contributions before 1996, starting at 62 years of age or with 41 years of social security contributions, regardless of age. We need to enhance- from the social security viewpoint - women's work, care work, and the conditions of the most vulnerable groups (unemployed, disabled people, caregivers). It is essential to reaffirm the principle that "not all jobs are the same" by recognising arduous work and broadening the range of arduous jobs. For young workers and for poor and discontinuous working paths we call for the introduction of the guarantee contributory pension. The full protection of the purchasing power of pensions must be ensured. We also need to promote and support supplementary pensions in order to increase membership in negotiated pension funds.

## **Housing policies**

There is an urgent need to relaunch housing policies in Italy and to address the new emergency phase, particularly in metropolitan areas and areas with greater housing tension, caused by rising housing costs and the general resumption of evictions.

A real public housing plan is, therefore, needed. The public stock of unused houses must be made available and we need to refinance the funds for rents and rent arrears for those who are unable to pay rent owing to a substantial reduction in the household's income.

**CGIL, CISL AND UIL THEREFORE URGE WORKERS, PENSIONERS, YOUNG PEOPLE, AND ALL CITIZENS TO TAKE PART IN THE UNION MEETINGS HELD AT THE WORKPLACES AND IN THE TERRITORIES AND TO PARTICIPATE IN THE THREE DEMONSTRATIONS THAT WILL BE HELD IN**

**BOLOGNA (ON 6 MAY), MILAN (ON 13 MAY) AND NAPLES (ON 20 MAY)**