

**European Committee of Social Rights – 2022 Conclusions on employment, skills development and equal opportunities in Italy**

<b>Provision</b>	<b>Topic</b>	<b>Decision</b>	<b>Remarks</b>
Article 2.1	Reasonable daily and weekly working time	Deferred	Insufficient information on working time limits and enforcement, particularly for seafarers
Article 2.2	Public holidays with pay	Nonconformity	Compensation for work on holidays not adequate; no systematic compensatory leave
Article 2.3	Annual paid leaves	Conformity	Legal framework ensures entitlement to paid holidays
Article 2.4	Dangerous/unhealthy work	Nonconformity	Measures to reduce risk insufficient; not all workers receive compensatory benefits
Article 2.5	Weekly rest period	Conformity	Adequate legal provisions for weekly rest
Article 2.6	Written information on employment contract	Conformity	Workers are informed in writing about essential contract elements
Article 2.7	Regulation of night work	Nonconformity	Lack of regular consultation between employers and workers' representatives on night work
Article 4.1	Fair remuneration	Nonconformity	No statutory minimum wage; collective agreements not universally applied; many workers underpaid
Article 4.2	Overtime pay	Conformity	Increased remuneration ensured; healthcare workers compensated during COVID-19

Article 4.3	Gender pay equality	Nonconformity	Lack of pay transparency mechanisms; women cannot assert pay equality rights effectively
Article 4.4	Reasonable notice period	Nonconformity	In some sectors, notice periods (6-12 days) are unreasonably short
Article 4.5	Wage deductions	Deferred	Lack of clarity on whether deductions preserve subsistence level
Article 5	Right to organize	Nonconformity	Guardia di Finanza banned from forming/joining trade unions (deemed excessive restriction)
Article 6.1	Joint consultation	Deferred	No information on joint consultation at national/sectoral levels
Article 6.2	Collective bargaining	Nonconformity	Restrictions for Guardia di Finanza undermine bargaining rights
Article 6.3	Conciliation and arbitration	Nonconformity	Inadequate dispute resolution mechanisms in essential services
Article 6.4	Right to strike	Conformity	Strike rights respected
Article 21	Right to workplace information	Conformity	Right to be informed upheld
Article 22	Consultation in the workplace	Conformity	Consultative rights protected
Article 25	Protection in termination	Conformity	Mentioned generally; not detailed in non-/conformity findings

Articles 26.1 e 26.2	Protection against harassment at work	Conformity	Legal framework protects workers from both moral and sexual harassment
Article 28	Protection of workers' representatives	Conformity	Adequate protections in place
Article 29	Collective redundancies	Conformity	Complies with consultation requirements during collective dismissals