



Bargaining new rights

Safeguards, welfare and opportunities for LGBTQI workers in Italy

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Following WWII, the inclusion of new rights and social opportunities in the European agenda of collective bargaining was dynamically linked to broader social and cultural changes. The figure of the male breadwinner had shaped Fordist welfare systems, albeit with different (and deep-rooted) national specificities. The changing role of women in society, their voice and social participation, besides boosting their own involvement in the labour market, thus led to the setting-up of policies and interventions aimed at reconciling work and personal life for everybody.

In addition, demographic changes and the resulting higher proportion of the older generations have been reflected in social security policies and bargaining (training, duties, skills, working hours). Bearing in mind also the cultural diversity of European societies resulting in part from migration processes, all this has led to a broadening of the range of rights related to working conditions in terms of quantity and quality: new rights and new articulations of “traditional” rights. The target groups involved in bargaining have thus become more diversified, leading to a diversification of the agenda of industrial relations, with a growing nexus of demands for economic distribution and the recognition of cultural diversity.

One of the major changes in recent years, affecting families in Europe, in addition to legal action promoted by the European Court for Human Rights and by European laws, has been the recognition of same sex families and civil partnerships by many national parliaments, and thus the effects on societies, including trade unions, in terms of representation and their responsibility as social partners.

The European Commission's proposal to launch a Pillar of European Social Rights is also for social partners a unique opportunity to contribute with expertise and knowledge in the field of collective bargaining as an instrument to establish minimum standards of rights at work in certain areas.

Concerning trade union action in Europe for the defence of LGBTQI rights in the workplace, the situation is highly diversified and depends on many factors, among which we might mention the strength and representativeness of trade union organisations, the national and decentralised bargaining systems, the legal advancements in particular regarding work rights and the acknowledgement of family rights through laws on common-law couples or

the extension of marriage to everyone. These are only some of the factors that affect trade union activity in the LGBTQI field, but we could mention others such as the cultural and historical propensity towards the defence of civil rights, relationships with employer associations and politics; the cooperation of LGBTQI people with non-governmental organisations and the level of cooperation between trade unions themselves on specific topics, which are very often not perceived as a priority (rights for women, migrants, disabled persons etc.)

A significant role in this sense to stimulate and map trade union action in the LGBTQI field has been performed by CES/ETUC (European Trade Union Confederation), whose commitment has strengthened since 2007, on the occasion of the Seville congress. In 2008, during the *European Year for equal opportunities for everyone*, CES promoted the *Extending equality project*, financed by the Employment and Equal Opportunities DG of the European Commission. The project was carried out along with ILGA Europe¹ and has produced two specific pieces of research, and a sort of manual with a series of recommendations for national trade unions regarding the defence of LGBTQI workers. This manual contains suggestions for cultural and training events within the trade union, the inclusion of LGBTQI topics and staff within the organisations themselves, and the organisation of joint campaigns between trade unions and LGBTQI associations. There are also points dedicated to LGBTQI rights and bargaining, including through specific policies.

Again CES in its Action Programme 2015-2019 *Stand up in solidarity for quality jobs, workers' rights and a fair society in Europe*, states that “encouraging and assisting affiliates in recognising discrimination on grounds of sexuality and gender identity as workplace and social issues where trade unions should intervene. This commitment covers the fight for equal treatment and non-discrimination, respect and dignity for lesbians, gay men, bisexuals and trans-gender workers (LGBT). A strong message should be sent to trade unions and their members across Europe that LGTB rights are trade union rights”.

The research contains a study on some of the main bargaining experiences on LGBTQI rights in Italian workplaces. The approach of the FDV (Fondazione di Vittorio) and of the CGIL was that of placing together both the experiences relating to specific policies against discrimination and the harmonisation of LGBTQI rights in relation to bargaining and employment, because “LGBT rights are trade union rights”.

Social change, legislation and bargaining

Collective bargaining has always developed in relation to changes in society, by absorbing and re-elaborating in its own specific field of action the collective behaviours, legal norms and debate of civil society. This has happened dynamically, keeping together in a creative way the needs and rights of workers (of work activities and relations in the strictest sense) and

¹ European Region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association.

those of workers as active citizens in different social environments (from family to health and welfare, education and self-fulfilment).

What is more, together with the transformation of productive processes, and consequent pressures on the organisation of work, bargaining has mirrored the profound changes in the characteristics of the workforce: starting from a wider female participation in the job market, to growing levels of education and the presence of foreigners, and changing importance of older workers. All of this has contributed to the creation of the agenda of needs that have been transposed into bargaining, together with unifying elements in relation, for example, to salary and work organisation. In this sense, conflict regulated through industrial relations and bargaining still have at their core *distributive* issues; but these intertwine with issues related to *acknowledgement* (lifestyles, personal conditions, cultural elements, sexual choices, etc.). This is the reason why workers appreciate all interventions related to work-life balance, organisational wellbeing and company welfare.

Nevertheless, if all these operations correspond to a real agenda of growing subjective needs, its positive implementation depends on complex factors, starting from the participation of workers in the evaluation of their needs, and arriving to the integration of new rights in an “environment” that is both physical and relational as well as the contract rules relating to working activity that ought to be consistent with people’s expectations. One of the risks to be avoided in both bargaining and social policies is the “targeting” of the different initiatives and policies without any true integration between them and harmonisation with the work organisation.

Within a wider reality, linked to laws and social and civil rights, the function of collective bargaining has not only reacted to new legal orientations (from top to bottom), but has also fostered various different times an innovation in rights, only later implemented in norms. In Italy, the recent legislative proceedings relating to the so-called civil unions, together with the public debate and the social consensus for an extension of rights to different sorts of relationships, had important precedents in collective bargaining, in particular at company level: think about the themes of territorial welfare, health and safety in the workplace, training and the right to education.

In recent years, many cases of company-level bargaining have been reported which have introduced – thanks to the influence of the trade union and to advanced company and managerial cultures – the acknowledgement in various forms of this new dimension of rights: matrimonial leave for same-sex couples, or unmarried heterosexual couples; equal access to the leave system according to Law 53 of 2000²; leave to assist partners in cases of serious illness for “de facto couples” as well, etc. Basically, the innovation of the existing laws was anticipated – in spirit at least, if not to the letter – by collective bargaining. It has been able to go beyond its own norms, including those pending approval that limit themselves to certain civil or social-security aspects, without a complete revision of family and couple rights, because of the implications these have *in* the relation and *in* the work activity.

² Norms in support of maternity and paternity, for the right to treatment and training, and for the coordination of the times of the city.

This will once again be a task for bargaining, which based on early experiences in some sectors (especially insurance and banking) has gradually extended to the big energy and communication groups, to achieve a significant presence in industry, commerce and services. Naturally, measures obtained through bargaining (at company level) are in many cases experimental and still uneven, and tied to the bargaining and cultural resources brought to the table by the workers, trade union and company in specific situations. Second-level bargaining therefore pushes the other bargaining levels as well (national- and confederation-level bargaining, but also social bargaining) to implement in a more extended and organic way the initiatives in favour of the acknowledgement of different forms of civil partnerships, testing and favouring the extension of the legal tools now being discussed (norms on “civil unions”) together with the updating of laws regulating rights and conciliation opportunities, assistance, childcare and parenthood support (“Equal opportunities code”) and, finally, considering those norms that define the indemnities for paternity and maternity leave and parental leave.

Bargaining for new rights – good practices

The following analysis is based on the examination and comparison of about twenty company-level contracts and agreements on specific issues. The sectors are varied: commerce, distribution, services, transportation, metalwork, banks and insurance companies. We will present the support measures and the acknowledgment of rights and opportunities for the various forms of relationships, highlighting the most advanced practices and the most critical aspects, and maintaining their relationship with the whole system of contracts that regulate the relation and performance of work.

In general, these interventions are characterised by a certain variety and specificity, also due to their experimental nature in the sector and context of reference in the company, without being able (up to now) to draw upon on the national collective labour contracts (CCNL) or provisions of laws. In any case, these are important changes because of the cultural orientation they express, even though individual company-level contracts are focused on different specific topics, and not always provide an integrated system of interventions. Nevertheless, the whole framework could undoubtedly prefigure an extension of some benefits deriving from heterosexual marriage to other forms of union.

While not exhaustive way, the field of interventions may be summarised in the following typologies:

1. *Matrimonial and family sphere*: with the extension of marriage leave or benefits associated to it, or of bereavement leave, to “de facto” couples thanks to their inclusion in the municipal registry, or simply by their shared residence, or married couples whose unions are only recognised only (condition for the inclusion of same-sex marriages).

2. *Healthcare*: extension of leave (paid and unpaid) for sickness, serious reasons or specific circumstances, especially in relation to Law 104 of 1992³,

³ Framework law for the assistance, social integration and rights of disabled persons

or the safeguards offered by the implementation of specific norms, for example Law 53 of 2000 to new subjects as well (regarding “de facto couples”, see Eataly 2015).

3. *Work-life balance and childhood*: this is one of the fields bargaining has explored least until now. The few cases that exist also refer to the different types of relationships for being granted a part-time contract or, on the other hand, for the exemption from flexibility in increasing hours foreseen by the same part-time contract (elastic and flexible clauses). Even rarer is the explicit reference to the right and leave for child assistance or parental leave (or other benefits connected to the condition of being a “de facto” parent, that is, in relation to the children of a partner). This extension, in the absence of any binding law or contract, is supported occasionally in company-level contracts with equating definitions such as “all rights recognised to spouses and similar of first level, are also recognised to stable partners, or de facto couples” (Coop Adriatica 2013), or foresee the “extension of family rights” to same-sex couples (marriage leave, parental leave, etc.) (employees of embassies, consulates, legations, cultural institutions and international organisations in Italy 2016);

4. *Company welfare*: this is still a topic that has only been marginally affected by innovation on new rights, but the need for an extension of the notion of “family”, “partner” and “dependents” is starting to make itself felt, especially in relation to life insurance, private-health policies, integrated pension and income-support systems (assistance to families). More in general, bargaining will be called upon to coordinate and harmonise the structure of company welfare with the new needs and expectations deriving from a plurality of types of relationships and family bonds which will characterise the new models of partnerships;

5. *Extensive and transverse interventions*: inclusion of the new rights in the area of equal opportunities/conciliation commissions especially where there is greater consideration of diversity (see Cia Metro 2016 in relation to the company inclusion, diversity and active-aging projects), or, as has already been observed, in the articles of the company-level contract which instead of revisiting a number of definitions in a marginal way, provides an extensive interpretation of the expression “family” to include, through agreement among the parties, different forms – recognised in different ways – of de facto families (Cardif vita 2015).

Within this diversified framework, however, the lack of a unifying contract or legal framework can be perceived, one capable of providing a direction to bargaining and a certain normative base. For example, the theme of the administrative condition considered to certify the relationship and cohabitation is still represented in various ways in company-level contracts. The recognition of marriages celebrated abroad (especially of same-sex couples) or the inclusion of a non-legally married couple in the municipal registry of civil unions or similar, although it has great symbolic value, restricts the applicability of the law to only a few cases, excluding all partnerships identifiable only by joint residence. This last element, however, is in any case among the conditions appearing more and more in company-level contracts, a sign of the substantial and not only formal intent of the innovations in contracts on this issue.

Another diversified dimension, as mentioned earlier, is that which refers to central institutions that support parenthood, which in addition to having a normative source in law (e.g. Law 53 of 2000), see the involvement of INPS (National Institute for Social Welfare) regarding the definition and payment of indemnities for leave related to birth and assistance of a child. It is clear that without an intervention that legislates to equate responsibilities regarding children it will not be possible for a same-sex partner to benefit (within the limits and conditions already foreseen for heterosexual couples) from parental leave or rest periods for breastfeeding.

Another problematic aspect of the extension of rights to the various forms of relationships is that of contracts which, although based on a legal source, are applied with greater contractual autonomy: part-time, flexible hours, etc. Cases where conditions linked to family needs are extended to de facto couples or to different forms of relationship are rare, for example through the extension of the reasons for the concession of a part-time contract.(Billig 2015, Cardif 2015) or, on the contrary, withdrawing from flexible clauses of the part-time contract (including a serious illness of partners even when not legally married, see Farmacie comunali Trento 2015).

In addition to the normative part of collective contracts, there is another potentially profitable field of intervention for the acknowledgement of new rights and new forms of relationship: company and contract welfare. There are cases, albeit still rare, where the extension of the definition of family has an effect on new sorts of relationship, for example through economic company support for families extended to de facto couples as well (therefore considering the children of the workers' partners, see Intesa San Paolo). More in general, for the most widespread measures in the field of company welfare, it is possible to imagine inclusive interventions in relations to advanced payment of severance pay (in the most favourable terms for the worker, considering conditions linked to new forms of partnership) or economic assistance childhood (reimbursement of or contribution to nursery fees, school expenses, etc.).

In substance, the extension of rights is more widespread and less problematic when provisions are limited and occasional, even when individually expensive for a company (the case of marriage leave), or relating to the implications of the relationship in the strictest sense (leave for assistance and care of sick partners). It seems instead that the approach is more uneven and cautious when equating families and new forms of relationship that see the involvement of minors; this condition necessarily influences aspects related to the organisation of work, hours and benefits for the majority of workers with children: care and assistance leave, the regulation of part-time quotas working, contract and company welfare, flexible working, “absence” indicators for determining productivity bonuses, etc.

New rights and “contract environment”

The field of contracts negotiated in relation to new rights has seen some promising and advanced moments, that were also an inspiration for lawmakers, and public debate; but there have also been incoherence and

shortcomings, especially where a legal intervention would make negotiations less cautious and more legitimate (in particular for rights and opportunities deriving from the condition of de facto parent of the partner's children). While we await a legal norm that might favour this process, a key framework could be represented by national collective bargaining, which would allow better conditions for leave, permits, time off, indemnities, etc. For example, during the negotiations for the renewal of the current metalworkers' national labour contract, Fiom-Cgil, Fim-Cisl and Uilm-Uil proposed to the association that represents companies in the metalworking sector, Federmeccanica, to extend the integrative healthcare offered by employers to workers' families in the "welfare package", to de facto homosexual and heterosexual couples (including the increase in the company contributions to integrated pension and healthcare funds). In this case the position of Federmeccanica, which rejected the union proposal, focused on formal motivations and normative impediments (the law still being discussed) and on the lack of a technical pretext related to the definition of "dependent" (family member fiscally dependent on another). Here they probably also took into account the increased costs for the company.

Together with the ongoing dialectic between company-level bargaining, national bargaining and legal norms, at a company level the link between interventions recognising new rights and the extension of opportunities for everyone is not always linear. Beyond the timely recognition of rights and opportunities for different types of relationships, it is clear that the "contract environment", meaning all those rules and institutions that determine work performance, may have significant influences on the full benefit of interventions that may be very advanced from a civil point of view.

For example, in the normative chapters it is possible to highlight quite different cases, even if they go along the same line from a situation of maximum presence and coherence of norms that are better than those defined in the CCNL (types of paid and unpaid leave, unpaid temporary absence, etc.) to situations where less attention is paid to workers' conditions starting with rigidity in terms of hours and intensity of the work, but also respect for health, maternity and paternity, that influence salaries directly, for example the criteria for determining productivity bonuses (inclusion or not of absences for parental leave, leave for child assistance, etc.). In this sense, the mere presence of an innovative norm on the recognition of the rights of new relationships does not in itself lead to a general and harmonic advancement of the working relationship and performance.

What are the prevalent combinations of the interventions on new rights with the plurality of topics regulated by collective contracts? The negotiations we have examined do not allow us to propose a single answer; it is possible though to express some considerations.

New rights and union relations: in general, good union relations are the best precondition for the safeguarding of workers' rights and conditions. Regarding new rights, this is also connected to more developed systems of equal standing, through commissions and work groups, especially on the topic of equal opportunities and life-work balance, but also in relation to advanced systems of information, consultation and experimentation, on a broader set of topics, also linked to work organisation.

New rights, flexibility and work organisation: interventions aimed at innovating productive processes and quality of work, also through the participation of workers in training groups and a less hierarchical organisational structure, are generally linked not only to an increase in efficiency and productivity, but sometimes co-exist with interventions capable of offering increased autonomy in terms of time *per se* (time bank, supplementary leave) and in terms of work time (customised work schedules, etc.)

New rights and company welfare: it is not rare for innovations connected to the rights and opportunities of the new relationships to be included together with plans or chapters of the company-level dedicated to company welfare, especially where the normative soul prevails significantly (leave, permits, etc.) over the salary-related one (all services, direct or indirect monetary support in accordance with articles 51 and 100 of the “Testo unico imposte sui redditi” which allow companies to detract significant sums from taxes and workers to exclude such benefits from taxable income). These are contracts that make ample use of the best condition in terms of the normative aspects of the CCNL as well: from the amount and extension of paid and unpaid leave to the conditions for accessing an advance payment of severance pay, and so on.

Regardless of the specific content, the connection between new rights and innovative aspects of work organisation and structure of company welfare can be achieved through two approaches:

The first is based on recognising the effort, the work performance *per se*, the willingness to change of the company, and therefore to the achievement of the expected results; in some way the definition of a broader set of rights and opportunities (leave, permits, temporary replacements, positive flexibility, etc.) corresponds to and goes to support the innovative commitment in terms of work organisation and flexibility, using a classic negotiation method. This kind of relation is generally established where significant changes are introduced in working hours (with systems and hours that are more fragmented, advantageous for the company, but also partially implementing workers' preferences: Ikea and Eataly 2015) and more rarely they are present in places where the organisation of work is more based on participation (improvement teams, see Ducati 2015).

The second approach links interventions related to new rights with a more or less rich provision of opportunities linked to resolutions, permits, leave, the possibility of care for oneself and one's family members, in a *functional* way in relation to the organisation of work and shifts. This means considering the innovation of rights and opportunities as an *input* factor in a general improvement of working conditions, and the base for better productivity, and not only as an *output* factor for the recognition of awards for results achieved.

Bargaining practice and representation of new rights

Most if not all agreements that bring innovations in rights and opportunities are concentrated in medium-large companies. The capillary articulation of interventions grows together with the size of the company, as does the diffusion and concentration of company-level bargaining. This, on the one

hand, is related to do with the different organisation of larger companies, where along with ownership, a very important role is played, also in terms of vision development and cultural acknowledgement of the company itself, by management and human resources.

As regards the trade union, medium-large companies mean higher rates of unionisation and a decisive presence during negotiations of the coordinating, harmonising and directing function performed by territorial officers together with the workers' representatives. In some cases, the presence of bilateral commissions dedicated to equal opportunities and work-life balance may make it easier to articulate issues related to new rights, and at the same time give the union representations an increased operative and planning responsibility.

Although cases and experiments in recent years have been concentrated at the company level, to help achieve the diffusion of rights and contract opportunities related to new forms of relationships, the results of this research suggest promoting trade union action at various levels:

1. At company level, to include the topic in joint commissions dedicated to equal opportunities, diversity, life-work balance;
2. Again at company level, harmonising the various contracts with the recognition of new forms of civil partnerships (e.g. company welfare, maternity/paternity leave, family assistance etc.)
3. At a national bargaining level, equalising the various forms of cohabitation with the extension of the interpretation of "family", with a consequent effect on company-level bargaining related to key bargaining topics (organisation of work and hours);
4. Through a bilateral system and that of contract welfare, regarding the extension of services for family members, intended in a more pluralistic and extensive way;
5. At the confederation bargaining level with the Government, through legal innovation (together with INPS) to extend the indemnities foreseen for maternity/paternity to new forms of relationships.
6. Through regional social bargaining carried out by the union with local administrations, through cultural, informative and anti-discriminatory events for the entire population (schools, education for adults, access to services, etc.) and at the edges of the active policies of work and the regulation of relationships with suppliers of services to the public administration itself (rules for public tenders, social clauses, social balance sheets, corporate social responsibility, etc.)

Summary of bargaining practices on new rights and opportunities

Company and sector	Category	Extension of new rights	“Contract environment” <i>(leave, permits, hours and organisation of work)</i>
Eataly (Distribution, catering)	Filcams	A section of the company-level contract of 2015 concerns family, welfare and rights. A specific article refers to de facto couples. The company extends marriage leaves to all types of unions including same-sex ones. Leave, according to law 53/2000, regarding assistance required for serious and demonstrable reasons or bereavement are extended to the partner. In case of civil marriage or union, Eataly grants a gift token for purchases in its own shops for a total of two-hundred euros	Introduction of hourly parental leave. Unpaid temporary replacement up to 12 months after parental leave. Availability of assistance for children up to 12 years of age, 16 hours of paid leave for the introduction of a child to nursery. Availability for overtime and modifications to working hours, and structural gathering of the needs in terms of shifts of workers and their preferences. Planning of shifts of 4 weeks. Shifts are compatible with attending classes for worker-students. National joint committee to define assignments and skill profiles (cooperation between retail and food services)
Ikea (Furniture)	Filcams	In the minutes of the 2015 meeting, in the section “welfare” there is a chapter titled “de facto couples” (,,,) Ikea has defined a policy aimed at recognising couples (including same-sex couples) who marry in Italy or abroad, who are included in the municipal registry of civil unions or who start a <i>more uxorio</i> cohabitation, a period of special leave for marriage Unpaid leave of up to 6 months in cases of stalking	2 days of paid leave for father at birth of child. Unpaid leave for 2 weeks in case of serious family matters. 5 days unpaid leave for sickness of child aged 0-12. Unpaid leave of 1 day for birth of a grandchild. Post-maternity leave of 12 months, extended to fathers as well (reinsertion and training) 1 day paid leave for foreign workers. TIME system (Find a better balance together) Defining of cyclical one year part-time

		<p>or domestic violence (regardless of gender) integrated with what was introduced by Article 24 of Legislative Decree no. 80 of 15 June 2015 (<i>Measures for balancing needs of assistance, life and work, implementing Article 1, chapters 8 and 9 of Law no. 183 of 10 December 2014</i>, the so-called <i>Jobs Act</i>) that foresees measures for the safeguarding of public and private workers, excluding domestic workers, who may benefit from paid leave of three months to perform the certified protection procedures</p>	<p>Minimum limit of part-time 20 hours/week. Defining of elastic and flexible clauses, “interchangeability” and “mixed gender tasks”, related to the same contract status</p>
DHL (Logistics, deliveries)	Filt	<p>In the agreement of 2014, Article 25 is dedicated to “Diversity and inclusion”. As a company operating in a global sector, diversity of gender, race, religion, age, disabilities and sexual preferences and nationalities represent a strength. (...) The parties agree that the right to marriage leave has to be extended to de facto unions (at least one year’s cohabitation.) Paid leave for marriage leave extended to same-sex couples and de facto couples</p>	<p>Post-maternity part-time Part-time flexibility (flexible and elastic clauses) in relation to production peaks Law 104/92: planning of leave, except for unavoidable emergencies Luncheon vouchers rising to 6,5 euros Bonus system: “goods” equivalent to 30/50 euros for operators on the basis of “definite bookings” by clients. Flexibility in/out of 15/30 minutes that must be recovered at the end of the day, up to 80/150 minutes a month. 39 working hours, with possibility of cumulative reduction (over 4 or 8 weeks), planned by the company</p>
Ducati (Metalworkers)	Fiom	<p>The contract foresees 24 hours of paid leave in case of death or serious illness of spouse or <i>more</i></p>	<p>Progress towards the work relations <i>Charta</i> of the Volkswagen group</p>

		<i>uxorio</i> partner or relative up to the second degree	Synergy between: information/consultation system bonus system (multitasking, team, etc.) formal participation (bilateral commissions) organisational innovation (improvement groups) Wide series of corporate social responsibility interventions, environmental sustainability, conciliation and company welfare contributions (in relation to services and criteria of territorial welfare, see contributions for nursery and use of Isee – Indicator of equivalent economic situation)
Metro (Large-scale distribution)	Filcams	The 2016 Agreement establishes three joint commissions, one on Positive Actions (starting from the inclusion, diversity and active-ageing project), and for the extension of safeguards and rights to de facto couples by May 2016. Actions for inclusion and the empowerment of diversities	100% integration of INPS sickness indemnities and INAIL work accidents indemnities (National insurance Institute for Work-Related Accidents). Integration of 40% of economic treatment paid by INPS for parental leave. Reduction of working hours for new staff, progressively to 38 hours, with meal out of working hours. Hour bank with planning of utilisation periods in blocks of hours/days up to one month (in this case to be planned a year in advance) and giving preference to periods with low intensity of production (January-April)
Unicredit (Banking)	Fisac	In the company welfare section there is an article dedicated to new models of family. (...) The parties agree that the transformation of social models, macro-economic changes, normative evolutions and the related evolution of needs, make it appropriate to evaluate the possibility,	The agreement foresees a complete revision of the group's welfare system, adopting policies and solutions, which – also based on a joint evaluation of demographic trends – will allow the continuation of appropriate levels of protection for all employees, guaranteeing the necessary sustainability in time

		<p>within the programme foreseen in this agreement, to coordinate the structure of company welfare treatments to new needs and expectations deriving from the plurality of emotional and family bonds that characterise the new model of today's family</p>	<p>and fairness. Among the company welfare interventions: supplemental pension system; healthcare, recreational activities and services to the person (“Progetto UnInsieme”)</p>
<p>Intesa San Paolo (Banking)</p>	<p>Fisac</p>	<p>The framework protocol on inclusion and equal opportunities of 2016 refers to the relevant norm on life-work balance.</p> <p><i>Contents:</i> to prevent favouritism, abuse and discrimination based gender, age, ethnic, religious, political and trade union beliefs, sexual preference, language or diverse ability.</p> <p>Respect diversity and intervene to eliminate discrimination and guarantee equal opportunities in the workplace and in relations among people in the company.</p> <p><i>Rights and services</i> also for same-sex couples: special leave for marriage; unpaid leave for assistance to sick relative (up to 5 days); leave for serious illness (3 days per year); time bank; bereavement leave; support for workers with disabled relatives; economic support for families (de facto families); supplemental health fund; favourable conditions; proximity to death or total incapability of employee (same-sex unions)</p>	<p>Ample availability in favour of life-work balance.</p> <p>Assistance of sick relatives (5 days unpaid leave)</p> <p>Leave for serious illness (3 days paid leave per year)</p> <p>Time Bank (a yearly amount of paid absence which may be used by people who, for serious personal and/or family reasons, need paid leave in addition to the normal individual leave and permits)</p> <p>Leave for serious family reasons (right to an unpaid temporary substitution of 2 years in the course of the whole working life in case of serious reasons)</p> <p>Support for workers with disabled family members (amounting to 2,300 euros before tax yearly to married employees, with children or equivalent who are seriously disabled and depend fiscally on the employee).</p> <p><i>Favourable conditions:</i> possibility of joint bank account at better conditions, better rates for mortgages)</p>
<p>State Streetbank (Banking)</p>	<p>Fisac</p>	<p>As a premise to the agreement of 2014:”All leave and benefits allowed to heterosexual couples are extended to homosexual couples based on the</p>	<p>Ample availability of part-time requests (up to 25% of employed staff)</p> <p>5 hours of paid leave for childbirth training courses</p>

		<p>criteria defined in this document”. Other safeguards regard leave and company welfare. Concerning marriage leave: “15 days in case of marriage – as foreseen in the CCNL currently in use – usable within 6 months from the date of the legally relevant function.</p> <p>The marriage leave is extended to LGBT civil unions included in the municipal registry or LGBT marriages celebrated abroad”.</p> <p>Concerning company welfare, the additional definition of “dependent” is added for access to the health fund: “Spouse or partner, also of the same sex, as indicated by family status or included in the municipal registry or if they have celebrated an LGBT marriage abroad”</p>	<p>(for male and female workers)</p> <p>Wide availability of paid leave: both included in the contract and additional or as a better treatment (for introduction of children to nursery/school).</p> <p>Paid leave for voluntary service, civil protection, educational reasons (exams, university classes)</p>
Cardif vita (Insurance)	Fisac	<p>In the 2015 agreement a limit on part-time working is included, at 8% of total employees. Criteria and rankings: assistance to spouse or “more uxorio cohabitant”, for around half of the available points, according to listed criteria. Leave for family bereavement: also for de facto partners.</p> <p>Article 17, de facto family: “By family, in relation to the dispositions included in this collective company-level agreement, is also meant de facto families. By de facto family what is meant is that which is constituted through the more uxorio cohabitation of a couple, and any children,</p>	<p>Preventive and diagnostic healthcare paid by company.</p> <p>Equal opportunities commission on diversity, and family condition.</p> <p>Flexibility in/out, hour recovery mechanism (“hour count flexibility”).</p> <p>3 days’ paid leave for the introduction of children in school.</p> <p>Advance payment of severance pay also for reasons related to spouse/partner assistance.</p> <p>Company production bonus paid in part through company welfare plan, focused on three areas: healthcare, integrated pension funds, training and</p>

		demonstrated by legal documents (inclusion in registry of civil unions of the municipalities where this is foreseen or a certification of residency or equivalent affidavit) that the employee must, under their own responsibility, send to the company. By children we must always mean also equivalent ones (adoptive, affiliated, legally recognised natural children or judicially declared, born from a previous marriage of the partner, entrusted by relevant institutions according to law), fiscally dependent on the employee, according to the criteria used for IRPEF fiscal deductions for dependent children”	education (from nursery to post grad, for employee's family members)
Farmacie comunali Trento (Health services)		As a premise in the 2014 agreement: “The parties agree that the present company-level collective agreement seeks to be a tool for innovative welfare, recognising the civil rights of its workers, in families or de facto couples, regardless of the heterosexuality or otherwise of the latter. Withdrawal from elastic part time clauses: “With reference to chapter 16 Article 8 we agree that withdrawing from the elastic clauses may also take place in case of partial permanent inability of over 70% of first-degree relatives or of the de facto partner”	Attention to organisation of work and work-life balance. Weekly rest Hour bank Absences and leave Night shifts
Billig (Distribution)	Filcams	Part-time also for serious health issues of spouse, according to municipal records. Unpaid leave for serious incidents or special causes, extended also for reasons connected to partners	Parental leave Unpaid temporary substitution post-parental leave between two-and-a-half and six months Leave for child sickness

SKF (Metalworkers)	Fiom	The company-level contract of 2015 includes leave for de facto couples	The agreement foresees various improvements at a normative level, such as the implementation of specific declarations to facilitate the achievement of superior levels for employees, English training courses, solidarity passing on of holidays to colleagues with family difficulties, company loans, possibility of advance severance pay without penalties and leave for de facto couples.
Coop Adriatica (Large-scale distribution)	Filcams	The solidarity protocol for male and female workers of the cooperative undertaking of 2013 foresees that all recognised rights for spouses and first-degree relatives are recognised to stable cohabitants, meaning de facto couples as well	Specific attention to care and family assistance (75% of workers are women). (...) many instruments available to the worker relating to the care of elderly and disabled people, other supports for workers if they are faced with serious family problems.
Elettrogruppo ZeroUno (Distribution and services)	Filcams	The text of the welfare agreement of 2016 foresees leave for de facto couples (...) the request will have to be accompanied by a family certificate and residency certificate attesting cohabitation.	Contribution for disabled child (500 euros) One day of paid leave (out of five unpaid foreseen by Legislative Decree no. 151/2001, " <i>Laws in support of maternity and paternity</i> ", according to article 15 of Law 8, March 2000, no. 53) for sickness of child
Telematica informatica (Business services)	Filcams	In the welfare agreement, leave for de facto couples is included (...) paid leave for one week	100% coverage of sickness indemnities New hiring based on the Workers' Statute and Law 92/2012 (<i>Provisions for the reform of the labour market from a perspective of growth</i>)
Agreement for the renewal of working rules for employees of	Cgil Cisl and Uil confederal	The text includes the extension of "family" rights to same-sex couples (marriage leave, parental leave, etc.)	Interventions regarding organisation of work: salary increase (over three-year period) reduction of working hours (to 36), revision of career

embassies, consulates, legations, cultural institutes and international organisations in Italy.		In the agreement of 2016, Article 17 is related to marriage leave; (...) such leave will be granted also in the case of the celebration of marriage among two people of the same sex (or civil unions) if celebrated in states where this is allowed. The worker must demonstrate to his employer official documentation of the marriage or civil union, to obtain the leave.	advancements, increase of luncheon vouchers. The normative part introduces some novelties in the labour market (increase in time of respite for workers affected by oncological and chronic illness, extension of rights for same-sex marriage couples, or civil unions, and implementation of norms regarding apprenticeships).
Logitek (Logistics and transportation)	Filt	In the 2016 trade union agreement, paid leave for marriage, illness, death of a close relative, is extended to de facto couples, heterosexual, gay, or belonging to the LGBT community	
Synlab (Private healthcare)		De facto couples included in the municipal registry of civil unions may benefit from leave for death or serious illness of partner, for temporary substitution for serious family issues and for marriage leave of fifteen days.	
Telecom (Communications)		Since 2013, the company has extended rights to all LGBT employees: marriage leave for couples who marry or celebrate a civil union abroad, acknowledgement of healthcare and supplemental insurance to partner, access for children to services such as nursery, summer camps or study trips.	
Gucci (Textile, fashion)		The new company-level contract of 2016 extends marriage leave to same-sex couples as well who celebrate their wedding abroad	

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