



Italy: Banca Intesa San Paolo – national collective agreement

Presented by: Sapienza University of Rome (IT)

Key words: banking sector; trade unions; wage integration; care work; disabled persons

Main target group: employees of Banca Intesa San Paolo with care duties for disabled persons

Part. 1: General description of the measure

Country and title of the measure	ITALY – Banca Intesa San Paolo – national collective agreement
Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	The measure is a policy inside the <u>bank national collective agreement</u> . In Italy, the contracts in the labour market are done at enterprise level, but within the main lines and limits of a national collective agreement concerning economic sectors and sub-sectors. The collective agreements are negotiated between employers and trade unions. The agreement we are referring to concerns timetable, wages, benefits and so on. At the beginning, the measure started within an agreement with Trade Unions, only for Banca Intesa San Paolo. Later, other banks signed the same agreement.
Who started the Measure: if possible, please give the name and/or function of the person or department.	Human Resource Department in agreement with Trade Unions
Who is implementing the Measure? If it is a company, please specify the size and sector.	Banca Intesa San Paolo – Human Resources Department
Partnership. Who are the partners and/or others actors involved? Which role do they have?	Trade Unions
Short Description of the measure. Please mention content, objectives, target groups, beneficiaries; time frame or duration and the	In a specific part of the agreement, it is stated that women and men (mostly women as they are employed in care for disabled people more than men) receive a wage integration if they take care of

activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for noncompliance with the measure	disabled people (certified by Italian Law 104/1992). A wage integration consists of an amount of money that the beneficiaries, in this case women and men taking care of disabled persons, receive once a year.
Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones?	The direct purpose is that of facilitating the professional life of people, mostly women, involved in care activities outside the workplace.
Funds. Which are the funding sources for the Measure?	The Direction of the Bank.

Part. 2: Qualifying aspects of the measure relative to OGPG

Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.	Women often receive a lower wage due to the fact that being involved in care giving activities, they are to a lesser extent gainfully employed. The Law 104 permits to use 3 days a month to take care of disabled persons, but permits are unpaid. The integration of wage applied in this agreement at Banca Intesa San Paolo, improves life conditions and wage for employees (mostly women) taking care of disabled.
How did the Measure manage to reduce Gender Pay Gap?	Women are more involved in care work than men and often their income is lower as days off for care are unpaid.
Does the Measure involve other stakeholders and different actors (e.g. Local Government)	Beside the Bank, the trade Unions
Monitoring. Does the Measure provide internal assessment and monitoring of the results?	Every year the Human Resources Department checks the number of workers that have the right to receive benefits
Has the Measure foreseen an analysis of the satisfaction of the women's needs?	N.A.
Innovation. Has the Measure produced new working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new ways of working as smart-working?)	N.A.
Reproducibility. Can the Measure easily be reproduced in other contexts?	Yes, the measure can be easily reproduced in other contexts.
Comment (own evaluation or experts'	It was a fruitful result of a negotiation allowing the

opinion). If possible, please specify what facilitates the success and where are the obstacles	improvement of life and wage conditions for care giving employees, mostly women.
Further Information	A reference can be found at the following URL: http://www.fisac.net/wpgisp/wp-content/uploads/2015/08/20150805.pdf