

***THE ROLE OF SOCIAL PARTNERS IN THE DEVELOPMENT AND IMPLEMENTATION OF
FLEXIBILITY AND SECURITY IN CONTEMPORARY LABOUR MARKETS***

**CLUSTER 1 SEMINAR
WARSAW, 22 & 23 NOVEMBER 2010**

Case study: Italy

“FONDIMPRESA”

**Presentation by
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Director**

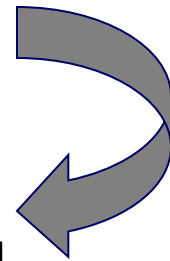
**Industrial Relations, Health and Safety at Work and Social Affairs
Confindustria – Confederation of Italian Industries**



**JOINT
INTER-PROFESSIONAL
FUNDS
FOR CONTINUOUS
VOCATIONAL TRAINING**

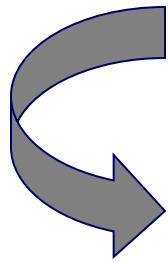


**financed by
0,30%
of the salary of the worker
(social security contribution)**

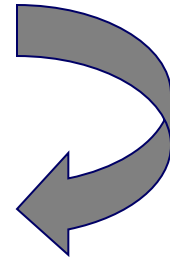


**constituted
by social partners**

**JOINT
INTER-PROFESSIONAL
FUNDS
FOR CONTINUOUS
VOCATIONAL TRAINING**



18
in Italy
(different sectors)



more than 60%
of the
resources made available
by “0,30% contributions”

“FONDIMPRESA”

**Joint inter-professional fund
for continuous vocational training**

**constituted by
CONFINDUSTRIA**

and

CGIL, CISL and UIL

(Interprofessional collective agreement)

“FONDIMPRESA”

financed by

0,30%

**of the salary of the worker
(social security contribution)**

“FONDIMPRESA”

Each company can be financed under two different schemes:

- **“Conto Formazione”**
(individual account, financed by 70% of “0,30% contribution”)
- **“Conto di Sistema”**
(collective account, financed by 26% of “0,30% contribution”)

“FONDIMPRESA”

Main training programmes on:

- health and safety at work
- informatics and computing
- languages
- production
- administration

“FONDIMPRESA”



73.000 companies
3.400.000 workers



40% of the resources made available
for the interprofessional funds
(about EUR 200 million every year)

“FONDIMPRESA”

Since 2007:

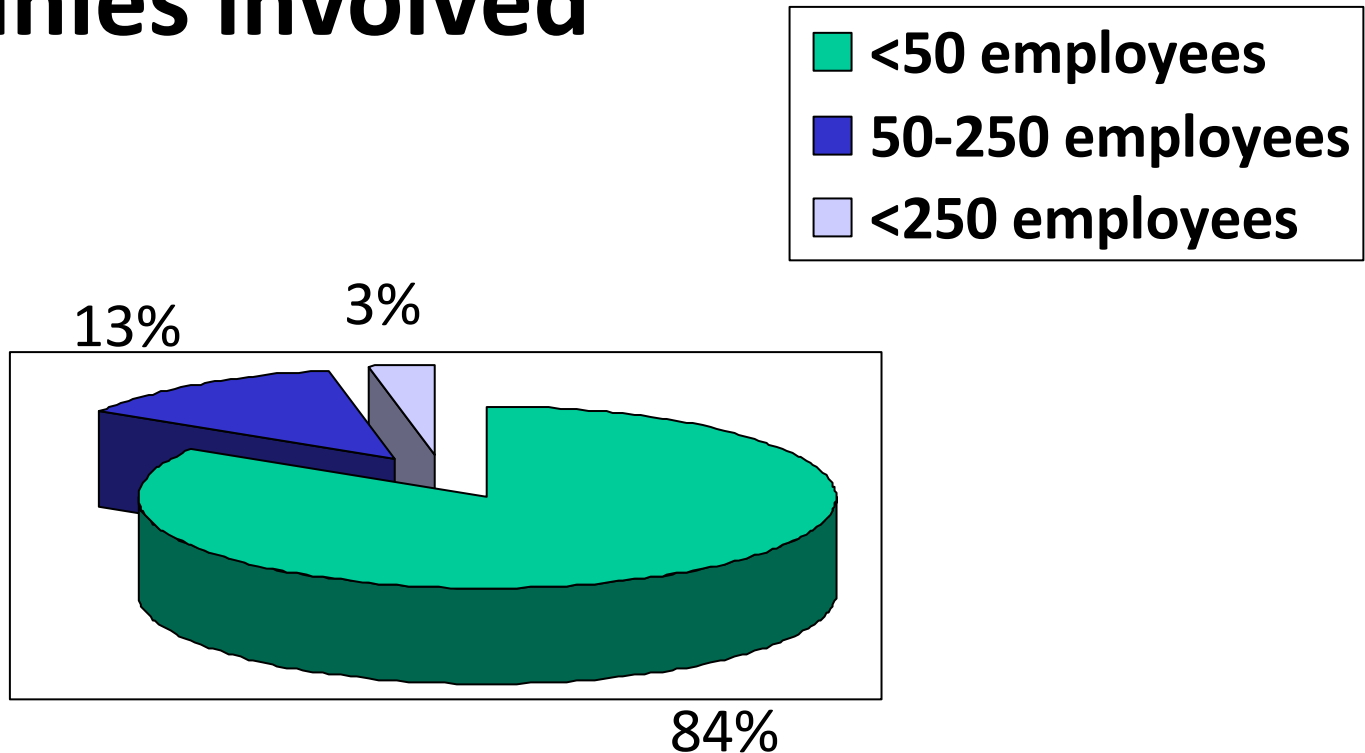
 **10.000** training programmes

 **EUR 570 million** of financing

 **980.000** workers involved in training

“FONDIMPRESA”

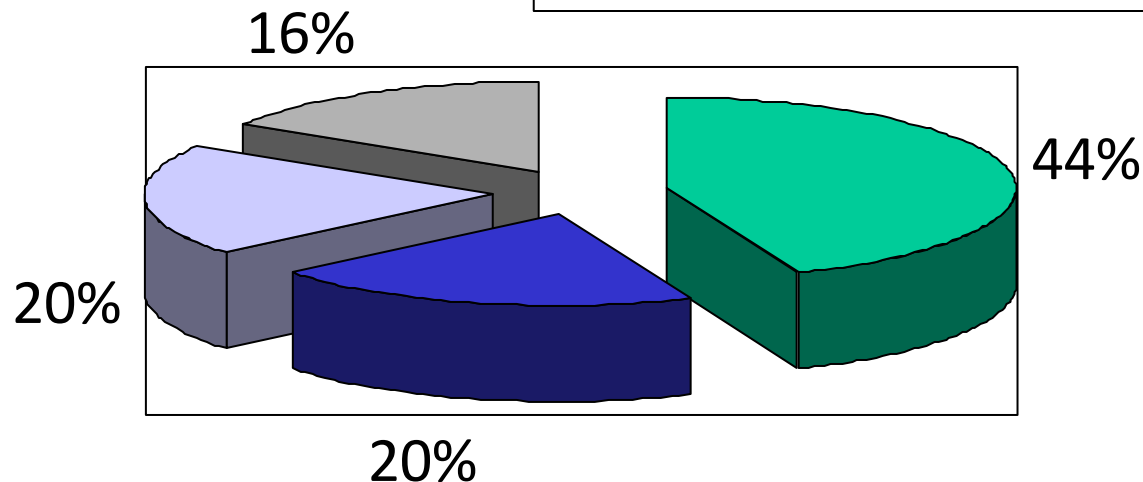
companies involved



“FONDIMPRESA”

sectors of the companies involved

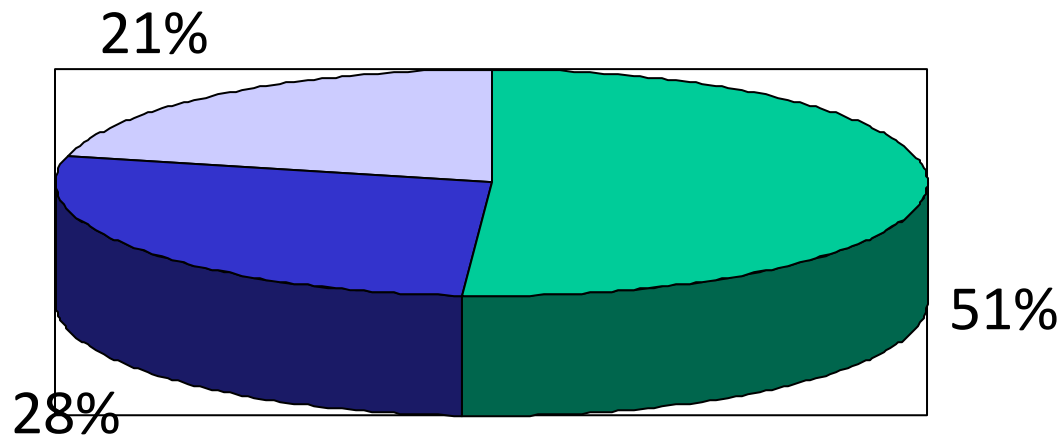
- Manufacturing (60% of the workers involved)
- Constructions (6% of the workers involved)
- Services
- Others



“FONDIMPRESA”

**workers involved
in training**

- in large companies
- in medium companies
- in small companies



“FONDIMPRESA”

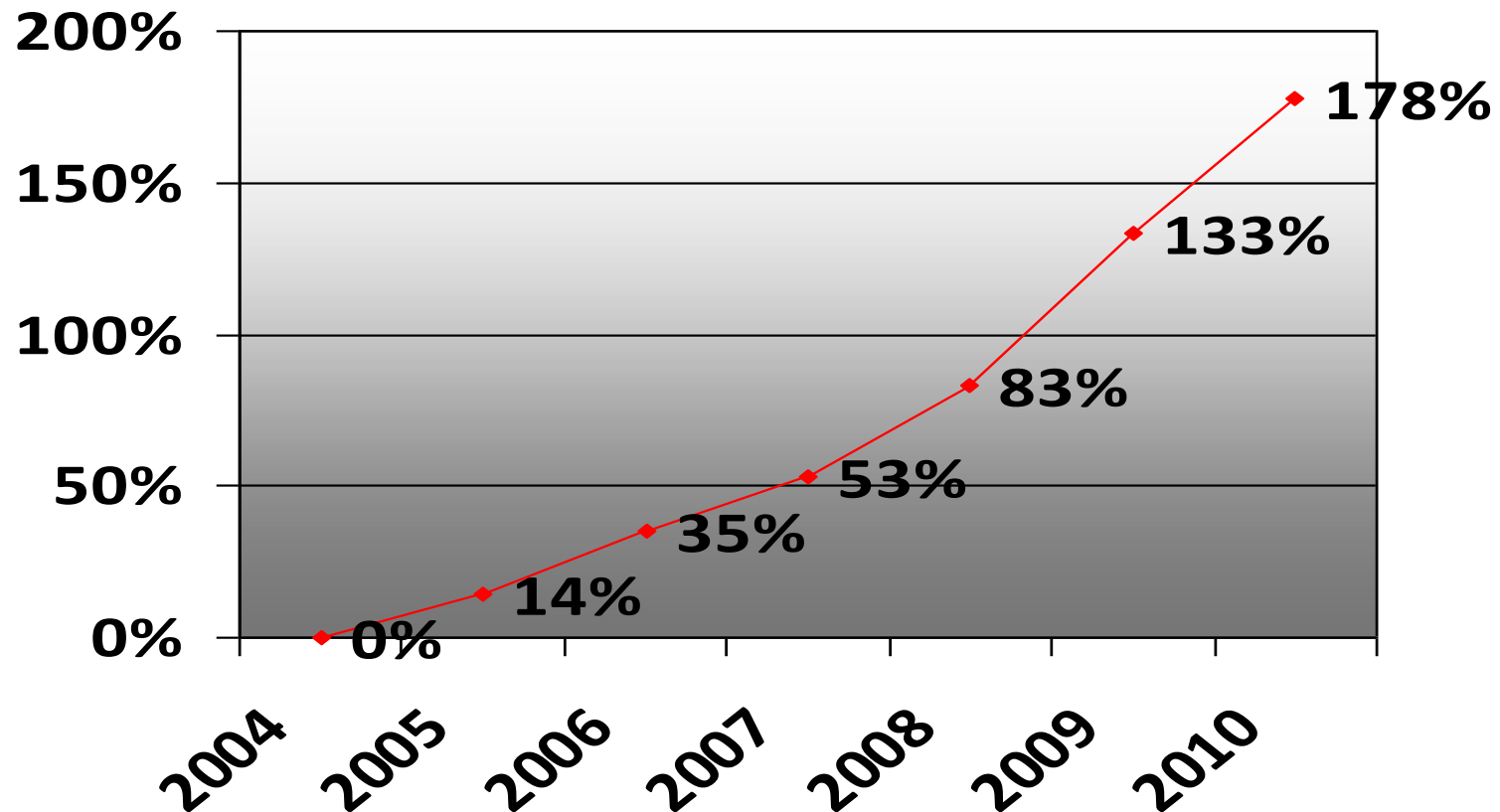


More than 30% of the workers involved in training are over 45

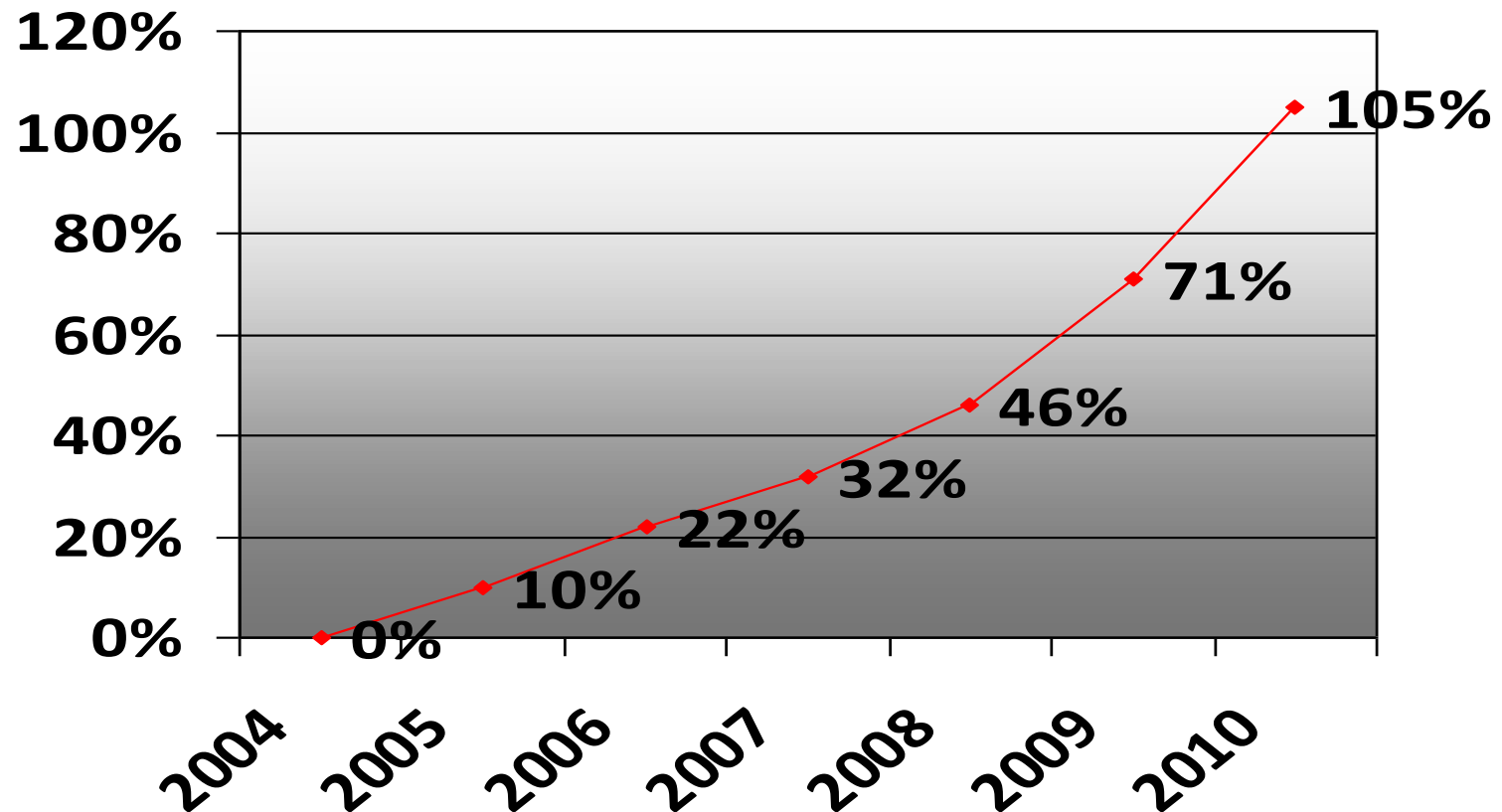


About 23% of the workers involved in training are over 34

A growing trend of companies joining “FONDIMPRESA”



A growing trend of workers involved in training through “FONDIMPRESA”



THANK YOU !



Giorgio Usai
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