

Awareness campaigns on the advantages of regular employment relationships

Italy

	<p>Summary</p> <p>Italian law requires that awareness campaigns are conducted to tackle the problem of undeclared, irregular, and unsafe work and to promote the advantages of establishing regular (i.e., declared) employment relationships. These activities are carried out throughout the year by labour inspectors in every region of Italy.</p>
<p>Title of the practice in original language</p>	<p><i>Campagne di sensibilizzazione sui vantaggi dell'instaurazione di regolari rapporti di lavoro</i></p>
<p>Name(s) of authorities/bodies/organisations involved</p>	<ul style="list-style-type: none"> ▶ Italian Labour Inspectorates at local level (<i>Ispettorati territoriali</i>) ▶ Central Directorate of Protection, Surveillance and Safety at Work (<i>Direzione centrale tutela, sicurezza e vigilanza del lavoro</i>).
<p>Sectors</p>	<p>All</p>
<p>Target groups</p>	<ul style="list-style-type: none"> ▶ Companies and employers' associationsⁱ (directly targeted); ▶ Associations combating undeclared, irregular, and unsafe workⁱⁱ (directly targeted); ▶ Educators and studentsⁱⁱⁱ (directly targeted); ▶ Workers involved in undeclared, irregular and unsafe work (directly targeted).
<p>Purpose of measure</p>	<p>Changing attitudes: awareness raising</p>
	<p>Aims and objectives</p> <p>Italian awareness campaigns include capacity building activities where labour inspectors engage with stakeholders in discussing proposals at a grassroots level to tackle undeclared, irregular, and unsafe work. Changing the acceptability of engaging in such type of work is an important objective of these initiatives, particularly among educators and students.</p>

<p>Background context</p>	<ul style="list-style-type: none"> ▶ Undeclared work is a serious concern in Italy. In 2018 the shadow economy was estimated at 11.9% of GDP, accounting for roughly 3.7 million irregular job positions (down 1.3% compared to 2017), with critical sectors including agriculture, construction, trade, transport, personal services, housing, and food services.^{iv} ▶ Since 2004 Italian law has established that the Labour Inspectorate must seek to work with employers and stakeholders to raise awareness in order to tackle the problem of undeclared, irregular, and unsafe work.^v Since then, these activities have been carried out in every region of Italy. ▶ These initiatives complement deterrence measures^{vi} and they are part of a more general strategy to establish a National Plan to tackle undeclared work in 2022. Full implementation of the National Plan is envisaged to be in place by 2024.^{vii} ▶ Moreover, 2 580 civil servants are expected to be hired in the coming months^{viii}, out of which 2 074 will be new labour inspectors. This implies a significant increase. In December 2021 the Inspectorate's staff comprised 4 020 civil servants of which 3 850 were labour inspectors, officials of the <i>Carabinieri</i> for the Protection of Labour, or inspectors of the National Institute for Insurance Against Accidents at Work.^{ix}
<p>Key objectives of the measure</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ To raise awareness about the advantages of establishing regular employment relationships and improving cooperation between enforcement authorities and stakeholders. <p>Specific Objectives:</p> <ul style="list-style-type: none"> ▶ To educate businesses and stakeholders and communicate important messages about the benefits of declared work and the costs of undeclared, irregular, and unsafe work; ▶ To change the culture and acceptability of engaging in undeclared work, particularly among educators and students; ▶ To develop proposals at a grassroots level to amend the legislation or propose new measures to tackle undeclared, irregular, and unsafe work.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ Local labour inspectorates are piloting activities on capacity building and awareness to increase public understanding of the costs and risks associated with undeclared work;

	<ul style="list-style-type: none"> ▶ Participants include workers' representatives, members of associations combating undeclared, irregular, and unsafe work, employers and their representatives, students and educators;^x ▶ Such activities include workshops, conventions, and informal events where participants can get hands-on experience at developing strategies to tackle undeclared work and the chance to ask questions, connect with labour inspectors, and acquire information and knowledge on relevant labour legislation. ▶ The inspectors engage with the participants in discussing and studying labour legislation in depth and the difficulties of enforcing it in relation to the black economy.^{xi} For instance, local labour inspectors participate in specialised seminars at Law Faculties to discuss new pieces of legislation. They also hold meetings with trade unions and employers' representatives to forge working alliances to tackle undeclared work; ▶ In addition, to improve awareness among the general public, the Italian Labour Inspectorate invited stakeholders to fill out an online questionnaire, "Your opinion is important to the National Labour Inspectorate", to gather informed opinions concerning undeclared work.^{xii}
<p>Funding/organisational resources</p>	<ul style="list-style-type: none"> ▶ The Italian Labour Inspectorate provides the financial, human, and technical resources to develop the activities; ▶ The project under which the questionnaire "Your opinion is important to the National Labour Inspectorate" was financed by the European Commission (DG Reform).
	<p>Outcomes</p> <p>Many awareness raising campaign initiatives took place during 2020 and 2021 where the benefits of declared work and the costs of undeclared, irregular, and unsafe work were thoroughly discussed. These initiatives were aimed at schools and other stakeholders. Forming working alliances between enforcement authorities and stakeholders is an important aspect of this trust-based approach, making it possible to improve vertical trust within the state in order to promote voluntary compliance with existing formal rules.</p>
<p>Achievement of objectives</p>	<ul style="list-style-type: none"> ▶ Prevention and promotion activities are evaluated annually by the Central Directorate of Protection, Surveillance and Safety at Work (<i>Direzione centrale per la tutela, la vigilanza e la</i>

	<p><i>sicurezza</i>) and the results are published on the Inspectorate website;^{xiii}</p> <ul style="list-style-type: none"> ▶ Despite the pandemic, in 2020, 447 awareness-raising activities took place reaching 11 409 participants, while in 2021 there were 525 awareness-raising activities reaching 33 282 participants;^{xiv} ▶ Analysing the participants' responses to the questionnaire, "Your opinion is important to the National Labour Inspectorate", provided informed opinions on (a) the factors behind undeclared work, (b) the reasons for its increase in Italy, and (c) the measures needed to combat it. This information allows the development of proposals to enforce new measures to tackle undeclared, irregular, and unsafe work.
<p>Lessons learnt and success factors</p>	<ul style="list-style-type: none"> ▶ Citizens engage in undeclared work when there is a lack of trust in government and a lack of understanding of the benefits of compliance; ▶ Educational initiatives and awareness-raising campaigns can play a key role in tackling the underlying behaviours affecting participation in undeclared work.
<p>Transferability</p>	<ul style="list-style-type: none"> ▶ Awareness-raising activities are transferable. Key to success is the formation of working alliances between enforcement authorities and relevant stakeholders. This trust-based approach promotes voluntary compliance with the formal rules.
<p>Further information</p>	
<p>Contact</p>	<p>Roberta Fabrizi, Head of Unit for International Affairs, Italian Labour Inspectorate</p> <p>Email: roberta.fabrizi@ispettorato.gov.it</p> <p>Phone: +39 06 46837207</p>
<p>Useful sources and resources</p>	<p>National Labour Inspectorate Prevention and promotion website</p> <p>https://www.ispettorato.gov.it/it-it/studiestatistiche/Pagine/Prevenzione-e-promozione.aspx</p> <p>'Your opinion is important' questionnaire information</p> <p>https://www.ispettorato.gov.it/it-it/in-evidenza/Pagine/Un-questionario-rivolto-al-mondo-del-lavoro.aspx</p> <p>National Labour Inspectorate Annual reports of labour protection and supervision activities 2020 and 2021</p> <p>https://www.ispettorato.gov.it/it</p>

	it/studiestatistiche/Pagine/Rapporti-annuali-sull-attivita-di-vigilanza.aspx
Keywords	Italy; awareness campaigns; regular employment relationships; capacity building; voluntary compliance; trust-based approach; working alliances

ⁱ Decreto Legislativo 23 aprile 2004, n. 124 (Art. 8.1, *Prevenzione e promozione*).

ⁱⁱ Decreto Legislativo 14 settembre 2015, n. 149 (Art. 2, co. 2, lett. e).

ⁱⁱⁱ *Rapporti annuale delle attività di tutela e vigilanza in materia di lavoro 2020 e 2021*. <https://www.ispettorato.gov.it/it-it/studiestatistiche/Pagine/Rapporti-annuali-sull-attivita-di-vigilanza.aspx>. [Accessed 27/07/2022].

^{iv} European Commission. Analysis of the recovery and resilience plan of Italy. SWD/2021/165 final.

^v Decreto Legislativo 23 aprile 2004, n. 124, *op. cit.* (Art. 8.1, *Prevenzione e promozione*).

^{vi} For example, Plan to combat undeclared work in Agriculture. www.lavoro.gov.it [Accessed 26/07/2022].

^{vii} *Piano Nazionale di Ripresa e Resilienza. #Nextgenerationitalia*.

^{viii} Time of writing - October 2022.

^{ix} *Rapporti annuale delle attività di tutela e vigilanza in materia di lavoro, op.cit.*

^x *Rapporti annuale delle attività di tutela e vigilanza in materia di lavoro, op.cit.*

^{xi} Decreto Legislativo 23 aprile 2004, n. 124 (Art. 8.1, *Prevenzione e promozione*).

^{xii} http://ordineavvocati.padova.it/wp-content/uploads/2020/03/2020-02-28_INL_AllegatoA_v1.2_.pdf.

^{xiii} <https://www.ispettorato.gov.it/it-it/in-evidenza/Pagine/Un-questionario-rivolto-al-mondo-del-lavoro.aspx>. [Accessed 26/07/2022].

^{xiv} *Rapporti annuale delle attività di tutela e vigilanza in materia di lavoro, op.cit.*