

ENGLISH ABSTRACT

SECTION 1: Analyses the history of the negotiation of wages and salaries, formerly the most important activity of the trade unions.

Article 36 of the Italian Constitution states that a worker must receive payment commensurate with the quantity and quality of his/her work. Furthermore, this payment must be adequate for the worker and his/her family to live with dignity and freedom from poverty. There is an explanation of how these principles are put into practice at the present time.

SECTION 2: deals with a short history of the laws relating to paid employment in the public services from 1865 to the present day and the reasons for changes in the regulations.

An important date is 1993, when changes in collective procedures in most areas of the public services were introduced.

SECTION 3: analyses how salaries in the public sector are composed: one part of the salary is fixed and the other is variable. The variable element is an innovation from 1993, and may be likened to "payment by results".

Not every sector of the public services is analysed; mainly governments ministries, local authorities, the civile service, etc., and discrepancies between payments for similar work in different sectors are noted.

The system does not appear to work, and there are widespread complaints about inefficiency in its administration.

SECTION 4: analyses why this continues to happen, the kind of problems which occur, and the probability of future changes. These may involve a return to regulation by law and a reduction of the variable element of payment, thus reducing the power of the Trade Unions.

The question is whether further changes in legislation will bring about improvements, or whether a change of mentality and culture on the part of the administration and the workers is the key factor.