



What is CISL Lombardia

CISL, in Lombardia, has 788.321 members

CISL at a regional level is structured in:

- 14 trade union districts (such as Milan, Bergamo etc);
- 19 branch (sector) Federations;
- 12 Entities, Associations and Foundations

Union Federations' main activity is represented by the union bargaining (about 350 collective bargaining agreements in the sectors of private economy and Public Administration).

They promote the workers and retirees organization and "unionization" and they are engaged in workplaces bargaining.

Pensioners' Union, in coordination with the regional and local unions, deals with social bargaining on social aspects.

CISL Lombardia and the territorial Cisl unions deal with the bargaining relating to: labour market, mobility, retraining, training, policies and regional development.

A network of union services develops complementary activities to the union bargaining.

The services system act and deal with individual, collective, family and social protection and they assist workers and pensioners on: fiscal, patronage and welfare, "dispute – legal", consumption, insurance, housing, training and professional, social tourism, social associations, social immigration-integration, cooperation and development.





CISL Lombardia

the organisational structure

• **FEDERATIONS**

- FAI agriculture & food industry
- FELSA atypical, independent
- FEMCA textile, chemical, energy
- FIBA bank, insurance
- FILCA building, wood, allied
- FIM metalworkers
- FISASCAT commerce, service, tourism
- FISTEL, show-business, telecom, information
- FIT railways, navigation, air transport
- FLAEI electricity, energy research
- FLP postal services
- FNP retired workers
- FNS firemen,
- FP territorial utilities, civil services
- Medici physicians and veterinarians
- SCUOLA school
- UGC farmers
- UNIVERSITA' university

• **SERVICES SYSTEM**

- ADICONSUM customers
- ANOLF strangers
- APQ middle managers
- CAAF tax advice
- CENASCA cooperation
- ETSI travel
- IAL professional training
- INAS social support
- ISCOS international cooperation
- SICET tenants
- VERTENZE dispute
– legal assistance





CISL Lombardia and WE work

DEPARTEMENTS

- health and safety
- crafts
- coordination of women
- industry and trading
- local taxation
- trade union education
- labour and vocational training
- organizational
 - international relations
- transport, house

international relations

ANOLF immigrants association

EUROPE

- euronote
- european projects
- trade unions & CEE

ISCOS international cooperation

- news
- projects

IN THE WORLD

- migrations
- europe
- world
- cooperation





Some demographic info

percentuale dei < 15 anni sul totale della popolazione

1950 Italia	26,2%	Europe	26,3
1975 Italia	24,2%	Europe	23,7
2000 Italia	14,3%	Europe	17,5
2025 Italia	10,9%	Europe	13,6%

indice di invecchiamento (rapporto tra >60 y.o. and <15 y.o.)

1950 Italia	46,5%	-	Europe	46,3
1975 Italia	71,8%	-	Europe	69,1%
2000 Italia	168,5%	-	Europe	116% (= 2 > 60 y.o. x 1 < 15 y.o.)
2025 Italia	311%	-	Europe	211,9%

workers 55-64 anni (2007)

ITALIA	33,8%
EU-15	46,5%
EU-27	44,7%

- (fonti Istat, FPI Cisl)





about *elderly* workers

between 3% and 4% of workers who reduce the working time in the preceding years to retirement

about 0.5% have economic benefits (salary > time reduction) obtained by bargaining between unions and company

Why do I want to keep on working?

between 1% and 2% of employees (50-69 years) who received a monetary incentive to extend the working activity

REASONS for the choice

To earn more	62%
To have a great pension	17%
To continue a satisfactory activity	10%
Keeping busy	5%

Employees (50-69 years) in favour of delaying the decision to retire for type of incentive (employed persons who have not received a monetary incentive)

REASONS for the choice

Economic Incentive	32%
Time flexibility	16%
Health and Safety Protection	12%
Professional Training	9%





about “*centrifuged*” workers

I can't work WHY

Withdrawn from work (50-69 years) who receive a pension (2006)

Compulsory withdrawal		46,8%
problems relatad to working conditions		2,5%
loss of job problems		2,5%
Economic Incentives		2,8%
Health Problems		4,6%
care responsibilities	(women 5%)	2,4%
Lack of interest		35,3%
Personal Reasons		3,1%





done

- **Social bargaining**
 - **a more effective social safety nets system**
 - **expansion chance of cassa integrazione**
 - **extension periodo di mobilità**
for > 40 years old (from 2 years to 3 years)
 - **better joint of professional training of redevelopment**
- **Union bargaining**
(just with the company and no national)
 - **reallocation in different jobs**
 - **retraining inside the company**
 - **Paths of sliding to retirement**
 - **anticipation of the retirement**
 - **progressive degretion of the working time**





(right now) *thinking* & (partly) *doing*

- ***Compulsory modalities of mutual saving for businesses and workers to support economically elderly workers without job***
- **unemployment indemnity connected to the obligation of attending training courses or retraining courses**
- **new training system *ad personam* with a specific destination for re-entering on the labour market**
- **social support to workers families that need to care of children or not self-sufficient people**
- **more mobbing prevention and repression**

