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Factsheet for case IT-2020-11/457

Shared protocol for the regulation of measures to combat and contain the spread of the Covid-19 virus in the workplace

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Country	Italy, applies nationwide
Time period	Open ended, started on 14 March 2020
Type	Social dialogue
Category	Protection of workers at the workplace – Occupational health and safety
Case created	10 April 2020 (updated 21 April 2020)

Background Information

On 14 March 2020 a joint protocol defining measures for the contrast and the containment of the spread of the Covid-19 virus in the workplaces was signed by a wide number of trade unions and employers' associations - including the most important national ones - under the auspices of the Prime Minister, and the Ministers of Economy, Labor, Economic Development and Health. The agreement aims to ensure the protection of workers' health and the necessary safety conditions in all workplaces, in compliance with the indications formulated by the Ministry of Health on risk management of Covid-19 in the workplace.

Content of measure

The joint protocol aims to ensure the protection of workers' health and the necessary safety conditions in all workplaces. In particular, the agreement provides that the continuation of production activities can take place only on condition that adequate levels of protection are guaranteed to workers. To facilitate the containment of the virus, the agreement allows to suspend or temporary reduce the activity, or to adopt the agile work (smart working) mode as much as possible. The agreement also indicates particular containment measures that follow anti-contagion safety protocols (interpersonal distance between workers or adoption of safety devices). Among these measures are:

- the use of smart and remote working schemes for the activities that can be carried out at home or remotely;
- encouraging the use of paid leave also through collective agreements;

- the suspension of the activities of company departments not indispensable for production;
- the adoption of anti-contagion safety protocols, the respect the interpersonal distance of one meter as the main measure of containment, the adoption of individual protection tools (e.g. masks and hand sanitizers);
- the sanitization of workplaces and common areas;
- limiting to the minimum essential the movement of people inside production sites;
- encouraging the negotiation of specific collective agreements for the companies that are still in production;
- the establishment of a company committee with the participation of employees' workplace representatives for monitoring the application of the protocol.

Use of measure

No precise information is available on the extent of application of the protocol, but generalised application can be, since the wide number of organisations that signed it.

Actors, target groups and funding

Actors	Target groups	Funding
Trade unions Employers' organisations Company / Companies	All companies	No special funding required

Social partners

Role of social partners	Agreed (outcome)
Form of involvement	Bi-or tripartite social dialogue bodies

The agreement was signed by the trade unions and the employer associations under the auspices of the Prime Minister, and the Ministers of Economy, Labor, Economic Development and Health.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 14 March 2020: Protocollo condiviso di regolamentazione delle misure per il contrasto e il contenimento della diffusione del virus Covid-19 negli ambienti di lavoro (www.governo.it)