





2010



*Supporting workers,
families and communities
every day*

This annual report was drafted in compliance with standard parameters adopted in Italy (ONLUS Agency model, Gbs model and National Council of Certified Accountants and Accounting Experts guideline). The report is aimed at highlighting the following:

- Trade union identity and values;
- Main developments in its important history;

- Structure and organisation; activities supporting workers and their families, at national and international levels;
- Recruitment, training and communication initiatives;
- Trade union's finances and management of same;
- Future development strategies.

The Filca-Cisl 2010 Report is the first step in an overall process aimed at bringing about ongoing improvements

and advances, especially in the Federation's relations with its stakeholders. This annual report adheres with the most advanced international standards.

Filca Cisl Nazionale

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National secretariat: Paolo Acciai, Riccardo Gentile, Enzo Pelle and Franco Turri

2010 Report

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FILCA  **CISL**
FEDERAZIONE ITALIANA LAVORATORI COSTRUZIONI E AFFINI

10
REPORT
20 FILCA CISL

Communication as a way to take stock: the first stage of a new journey

Why a Filca Annual Report? This question was answered more than 60 years ago. When Filca was founded, our federal Statute, our 'Constitutional Charter', outlined its distinguishing features, which included a special focus upon ethics, morality and transparency.

The annual report has proven to be one of the most effective tools with which to put into practice our Filca and Cisl founding fathers' vision. This Annual Report is an extremely important tool, as it represents some sort of ethical certification that legitimises the role of this institution in the eyes of the community, in structural and above all moral terms. But there's more: the yearly report is an important communication tool, a fundamental means by which to improve our social relations and boost our public relations. This report allows us to underscore the importance of and give more visibility to our endeavours. The annual report is a way to highlight the identity and values of the trade unions, the main stages of develop-

ment in its important history, the efforts to support workers and their families, the management of the trade unions' financial affairs and future development strategies in Italy and abroad.

This report is a fundamental tool not only for the readership but also for Filca. It allows us to gain a better understanding of the importance of our activities in society; it provides precious information concerning the achievement of our social objectives; it is an important tool to monitor the impact of our social efforts; it provides an important opportunity to reflect upon the work carried out by this association to improve the quality of our trade union efforts, services to members, solidarity and environmental initiatives; it also allows us to plan our future work more effectively.

I am particularly delighted and honoured to present this publication, also because it is the first report of its kind to be published by an important Italian national trade union organisation. It also comes at an important time, namely the 60th anniversary of the establishment of our confederation Cisl.

It should also be pointed out that this 2010 report by Filca outlines our work in 2009, of which we were only able to take stock as from the beginning of 2010.

This publication sets out to underscore the distinguishing features of trade union identity, its special purpose as a service to our members, their families, and all local branches, to which we redistributed some 90% of our 2009 resources. This bears witness to the effectiveness of the Filca system nationwide and its efforts at an international level.

This is the beginning of a new journey during which we aim to improve this publication so that it is perfectly in line with the most advanced international quality standards. The trade union wishes to make this publication an integral part of its communication, as well as its daily planning and political activities conducted throughout Italy. We aim to set an example and become a driving force for all social institutions and workers.

I take this opportunity to express my special thanks to all those involved in this first edition of the annual report. I wish to thank all the members without whom the activities described would have been inconceivable, and our stakeholders, men and women, and the whole of civil society, with whom we work and continue to cross-pollinate. A special word of thanks also goes out to all our operators and officials at all levels.

Secretary General
Domenico Pesenti



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SECTION 1

Identity and values of Filca-Cisl

1.1 An organisation serving workers and their families

1.1.1 Filca-Cisl: solidarity, mutuality and a special focus on people and communities since day one

Filca (Federazione Italiana Lavoratori Costruzioni e Affini) is a professional association belonging to Cisl (Confederazione Italiana Sindacati Lavoratori). It is comprised of building workers, woodworkers, and workers from the cement, brick and quarrying industries. Its structure is made up of branches located throughout Italy in all regional and provincial capitals.

At international level Filca is a member of EFBWW (European Federation of Building and Wood workers) and BWI (Building and Woodworkers' International).

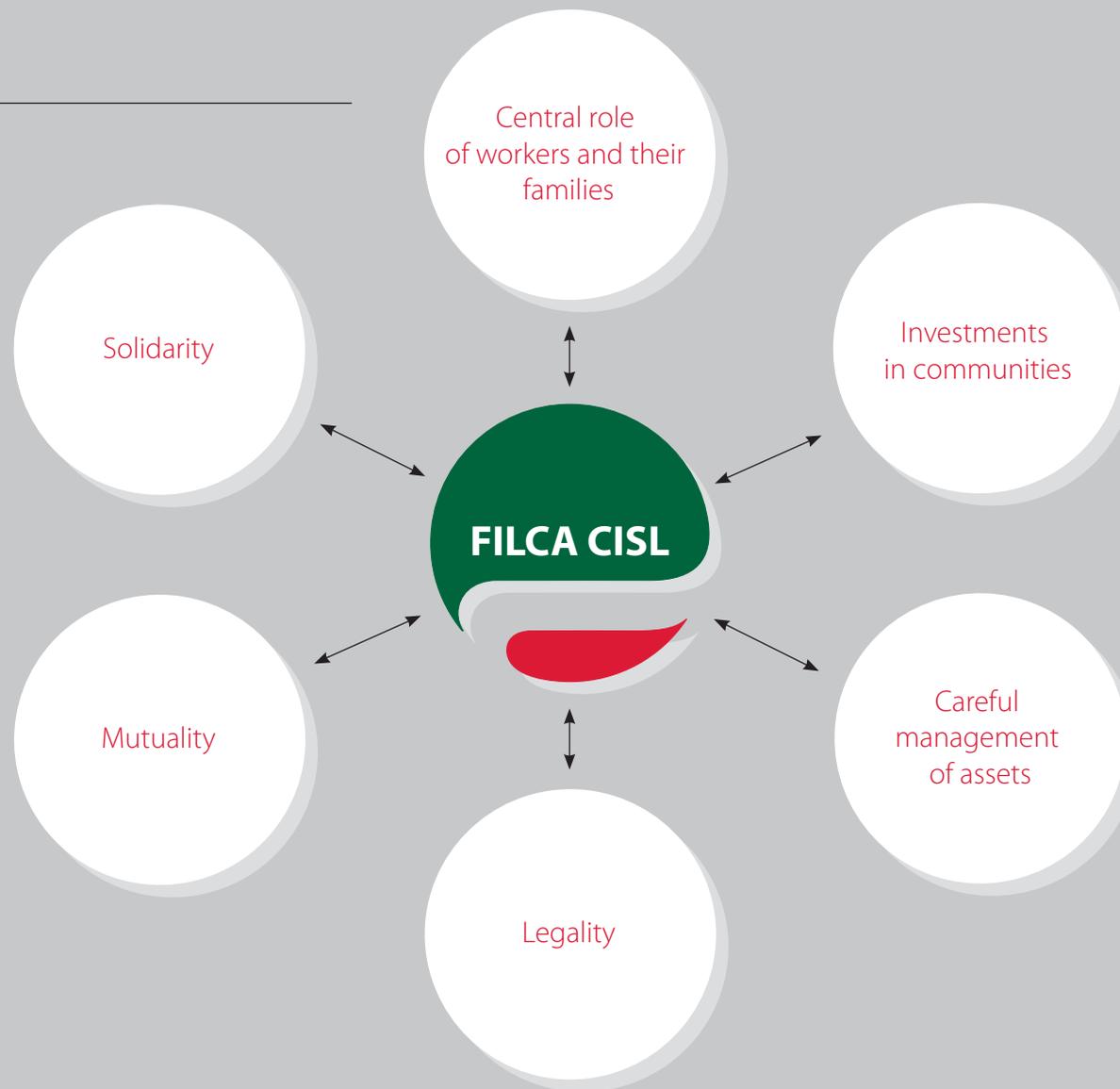
- STONE mining and/or processing firms
- WOODWORKING firms

In 2009, 298,316 workers (blue and white collar) joined Filca-Cisl through some 126 local and regional federations of:

- BUILDING firms
- CEMENT, MORTAR and GYPSUM
- BRICK, CEMENT PRODUCTS, FIBRE CEMENT firms
- SAND and GRAVEL mining firms



1.1.2 Our values



1.1.3 Serving workers for more than 60 years

“Members first. Always!” Filca’s work may be summarised thus. Our federation has always given top priority to the wellbeing and safeguarding of the workers, in an industry that often sees exploitation, illegal work and a lack of safety.

It was in 1948 that our efforts began. In 1955 the organisation took on its current name, while 1959 saw the first congress in Salerno.

Our history is even longer: Filca is rooted in the first workers’ mutual support groups that emerged in the 1800s.

The new organisation created in 1959 brought together Fullav (woodworkers’ federation), Federedili (building workers’ federation), Filie (quarry workers), which shared in the creation of the free trade union movement with Cisl, following the end of trade union unity in the summer of 1948.

Hence, Filca’s may rightly claim to have played a major part in the challenging endeavours that paved the way

for a new trade union experience in the building and woodworking industries, following on from the work of Giulio Pastore and Mario Romani.

1.1.4 Main developments in Filca history





S. Ravizza



1948 - 1949

Breakup of Cgil spawns birth of Fullav, Federedili, Federazione dei Cementieri and Lfilie: the federations of building, wood and quarry workers, respectively.

1950 - 1959

Hailed as the 'new trade union', Cisl is founded on **30th April 1950**. On **15th March 1955** an agreement is signed uniting Filde, Fullav and Flava to create Filca that is entrusted with the responsibility of coordinating the activities by the three unions, providing expertise on contracts and trade union support. Stelvio Ravizza is named Secretary General. The first national Filca congress takes place in Salerno on **20 - 22 February 1959** Salerno. At the end of the long foundation phase, the building workers and woodworkers unions are the only organisations to follow through on their commitment to join forces. Ravizza is confirmed as Secretary General.

1960 - 1979

In **1960** the first Special Building Workers' Funds are inaugurated. In the same year, 10 national agreements are renewed with increases averaging 12%. Important agreements are signed with a number of cement manufacturers. On **2 - 4 March 1962** the second Filca congress takes place in Padua. In **1963** a new agreement is signed for building workers, with increases averaging 23%. Working hours are cut to 45 per week and trade union rights are recognised. **February 1965**: workers in the building industry and related sectors call a strike to safeguard jobs, calling for government

measures aimed at solving the very serious crisis in the building industry. The third Filca congress takes place in Bari on **18 - 21 March 1965**. **November**. Following a series of strikes, and despite the intransigence of the counterparty, a new national agreement is signed for building workers, envisaging 15% wage increases, and also introducing job-related indemnities, technical committees at provincial level to deal with disputes and workloads. In **July 1968** a general strike is called in the building sector to speak out against job cuts and increasing number of accidents. The fourth congress takes place

on **25-27 April 1969**, in Montecatini. **September 1969**: all building workers go on strike to call for the renewal of their contract, the signing of which takes place in November 1969. The new agreement envisages a reduction of working hours to 40 per week, as well as average wage increase of 20%, local technical committees for accident prevention and the recognition of assemblies and trade union rights. On **25-27 July 1972**, an extraordinary national congress takes place in Salsomaggiore to pass the trade union federation agreement. In August 1972 Filca, Feneal and Fillea set up the Federation of building workers (Flc).



N. Pagani



G. Pelachini



C. Mitra



N. Forlani



R. Bonanni

All agreements, except the woodworkers' agreement (signed in November 1973) are renewed between the end of 1972 and the beginning of 1973.

On 15 April 1973 one hundred thousand construction workers take to the streets in a rally organised by the Flc to mark the end of the national conference on residential buildings.

Quarry workers join Filca during the fifth national congress in Rimini on 31 May - 3 June (while the miners join the chemical workers' federation).

17 May 1974: preceded by hundreds of assemblies at the sites, building workers call a strike against increasing unemployment in the building sector.

On 24 November 1975 building workers throughout Italy go on strike calling a boost to the building industry and in order to voice their protest against increasing unemployment. The following day some three hundred thousand building workers take part in a rally in Rome.

15 April 1976: after 5 months of struggles and difficult negotiations building workers put their signatures to the new collective agreement, which envisages wage increases, as well as new laws on the right to education, broader trade union rights, improvements in health conditions and new regulations concerning holidays.

5 February 1977: Nino Pagani is elected Secretary General.

16 - 20 May: the sixth national Congress is held in Udine.

27 June 1978: building workers call a nationwide strike to call for a ten-year housing plan, fair rent and a stimulus plan involving the building of new infrastructure in southern Italy.

23 May 1979: Giancarlo Pelachini is elected Secretary General.

21 July 1979: the building workers' agreement is renewed after a struggle lasting four months during which several strikes are called by the building workers.

1980 - 1999

January 1981: Carlo Mitra replaces Pelachini as Secretary General.

23-26 September 1981: seventh national congress in Termoli.

6 July 1983: a difficult negotiation for the renewal of the building workers' agreement comes to an end.

14 February 1984: the 'St. Valentine's Pact' is signed by the Italian government, Italian Confederation of Industry, Cisl and Uil, marking the end of the unity among Italy's largest trade unions Cgil-Cisl-Uil, and therefore also among the sector-specific organisations including Flc.

21-23 May 1985: eighth national congress in Bellaria.

14 October 1987, Natale Forlani is elected Filca Secretary General.

July-November 1987, national agreements are signed for the building sector.

3 May 1988, Filca executive committee endorses the setting up of an 'Inter-company welfare fund'.

30 May - 2 June 1989: ninth national Congress in Sanremo.

September 1991. Filca general council elects Raffaele Bonanni as its new leader.

26-28 May 1993. tenth national congress in Jesolo. Raffaele Bonanni is re-elected Secretary General.

13-16 May 1997. eleventh national congress in Maiori. Raffaele Bonanni is re-elected Secretary General.

In the tragic aftermath of the Umbria earthquake, and follow-



C. Regenzi



D. Pesenti



2000 - 2009

ing a proposal by Filca, a single paper of pension and social security contributions is endorsed. This new document (known as Durc), comprises certifications issued by Inps, Inail and Casse Edili.

18 December 1998. Filca, Fillea, Feneal, Ance and various associations belonging to the building industry sign the 'St. Clemen's Agreement', envisaging a new series of bodies for complementary welfare for building workers.
21 January 1999. Raffaele Bonanni moves to the confederation. Cesare Regenzi is elected Filca secretary general.

28-31 May 2001: twelfth national congress in Riccione. In 2002 Filca represents approximately 40% of all building workers, while Fillea stands at 42.7%; Filca has the highest number of local branches (42 out of 97) in 9 regions out of 21.

9 January 2003: Regenzi moves to confederation and replaces Domenico Pesenti as the new secretary general.

16 December 2003. All building sector associations join forces in fighting against illegal work and call upon the Ministry of Labour to adopt the Durc certification as a tool to fight the evasion of welfare contributions (Inps), insurance (Inail) and other payments required by contract

(Building Workers' Funds).

13-14 September 2004. The Filca-Cisl trade union training institute is established

14-17 June 2005. thirteenth national congress held in Trieste. 14 March 2006. Building workers take to the street to protect against ANCE's refusal to take part in negotiations.

6 December 2007. Luxembourg, the EFBWW assembly votes unanimously to elect Domenico Pesenti as its president. It is the first time an Italian is elected to this prestigious post.

24 April 2008. Building workers call an 8-hour general strike. Three months after the expiry of the collective agreement demonstrations take place in protest

against ANCE's refusal to negotiate with unions. Agreement is signed on June 20 2008.

10 October 2008. Filca deputy secretary general Pino Virgilio dies suddenly, just days before his fiftieth birthday.

1 January 2009. An initiative named '16 Hours Ahead' is launched to provide training for newly-hired building workers. This initiative stems from the building sector agreement signed in 2008.

27-30 April 2009. Fourteenth national congress takes place in Castellaneta Marina.

14 May 2009. Filca is one of the promoters of the Building Sector General Conference, organised by 23 associations as a response

to the crisis in the building industry supply chain.

1.2 Organisation and strategies

1.2.1 A democratic organisation safeguarding workers' rights

From art. 4 of the Federal Statute

"All Filca members shall have the right to contribute to Federation guidelines and policies, to elect their representatives in the workplace and their delegates to congress. Members will receive a membership card. Members' contractual rights will be safeguarded. Members will be able to avail of the Federation's services, taking precedence over non-members. Members have the right to be informed and involved in all decisions concerning them."

1.2.2 National federation's statutory bodies

National Congress

The National Congress is Filca's main decision-making body. It is convened every four years. Extraordinary congresses may also be called. The National Congress established the Federation's overall policies and direction, and is required to cast a vote on the Secretary's policy paper. It also conducts the following elections:

- elected members of the Federation's General Council;
- delegates to the Confederation's Congress;
- National Committee of Auditors;
- Committee of Wise Men.

General Council

The General Council acts as the Federation's decision-making body between a Congresses. The General Council is convened at least three times a year. Its task is to define the Federation's main policies, activities and organisation, in the light of resolutions passed by Congress. The General Council examines and adopts the ethics and policy report presented to Congress by the National Secretariat.

National executive committee

- Implements General Council resolutions;
- Supports National Secretariat in handling Federation's political and organisational matters;
- Decides on any special management needs for Federation activities at various levels;
- Calls General Council meetings with a simple majority vote;
- Appoints Federation representatives to other national and international bodies.



National Secretariat

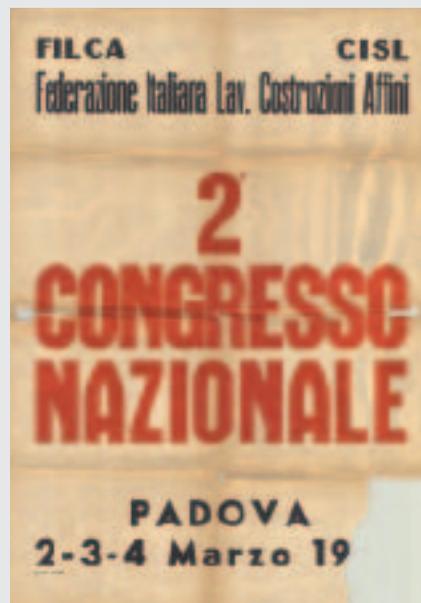
The National Secretariat represents the Federation before any third parties and public bodies. It adopts all measures necessary to ensure the smooth functioning of the Federation itself by implementing decisions passed by the Federation's decision-making bodies. Its collective responsibilities include the Federation's financial affairs, as well as drafting budgets and reports that are presented to the national General Council for approval.

Responsibilities for the Federation's various activities are also assigned to and distributed within the Federation.

The National Secretariat is comprised of the following members:

- Secretary General;
- national Secretaries.

The Secretary General is the Federation's legal representative.

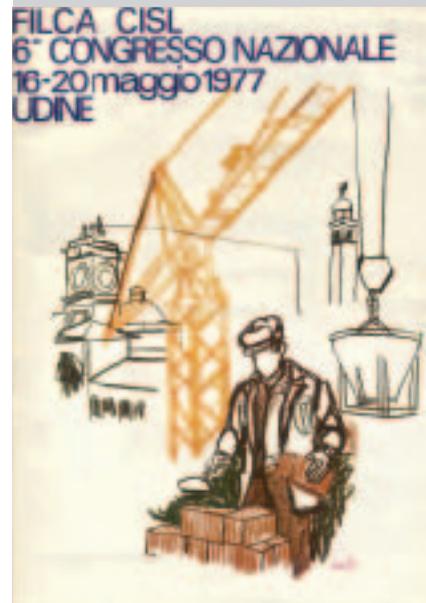


Committee of Auditors

The Committee of Auditors is entrusted with administrative control and carries out its tasks in compliance with the Federation's Statute and regulations.

The Chairman of the Committee of Auditors reports to the national Executive Committee and the national General Council on administration matters and also delivers a full report to Congress.

The Committee of Auditors is comprised of three permanent members and two substitute members elected by Congress.



Committee of Wise Men

The national Federation's Committee of Wise Men is a statutory guarantee body.

Its purpose is to examine, following all necessary investigations any disputes relating to alleged infringements of the Statue, Regulations and any electoral disputes. Furthermore it is also entrusted with issuing rulings disputes between members and Federation bodies at various levels, as well as between bodies on the same level.

The Committee of Wise Men is comprised of five members elected by Congress.



1.2.3 14th National Congress

At the beginning of 2009 preparations for Congress began with local assemblies in order to elect delegates representing at least 70% of delegates at the Local Congresses.

Locals Congresses proceeded to elect (deadline: end of February):

- Local general council
- Executive committee – where required on account of size and complexity of organisation
- Delegates to regional Congress
- Delegates to UST Congress.

During its first meeting the local general council elected the local Secretary General and Secretariat.

Regional Congresses (deadline: end of March) proceeded to elect the following:

- Regional general Council
- Delegates to national Congress
- Delegates to USR Congress
- Members of Committee of Auditors.

During its first meeting the regional general Council proceeded to elect the following :

- Regional executive committee
- Regional Secretary General and Secretariat.

The fourteenth national Congress took place in **Castellana Marina on 27 - 30 April**, registering some 700 attendees:

- 568 delegates
- 20 foreign delegations representing trade unions from France, Belgium, Germany, Netherlands, Spain, Romania, Czech Republic, Slovakia, Usa;

- 100 guests from Filca, Cisl, Feneal and Fillea, confederation Secretariat, local authorities.

The national Council elected the following:

- Filca national general Council (87 members), as well as 31 designated members and 21 honorary members (139 in total)
- National Committee of Auditors (3 permanent members and 2 substitutes) and Chairman of same
- National Committee of Wise Men (5 permanent members) and Chairman of same
- 45 delegates to Confederation Congress.

During its first meeting the national general Council proceeded to elect:

- The executive Committee (41 members plus the national Secretariat)
- Secretary General (Domenico Pesenti), who presented a 5-member secretariat comprising Paolo Acciai, Riccardo Gentile, Enzo Pelle and Franco Turri.

At the end of the proceedings a Final Document was endorsed to include the various regional motions presented and discussed during the Congress. Topics included rebuilding of earthquake-stricken Abruzzo, which Filca considers to be a model of positive building work, compliance, safety and product quality; the financial crisis, which can only be overcome by means of solidarity and boosting existing tools, such as active social dampers; development in the building sector, with a new wave of anti-cyclical in-



vestments in large and small infrastructure; environmental sustainability, with project positively impacting local communities; economic democracy and tools for greater involvement of workers in job creation and governing the economy; fight against tax evasion and illegal work; new contract models, with two different bargaining levels and greater scope for bilateral bodies; fostering corporate social responsibility, through worker-shareholder schemes, monitoring committees and active 2nd level bargaining; fight against organised crime exploitation of workers, the gangmaster system, denial of fundamental rights; the urgent need to ensure quality building work by reviewing contracting processes; eliminating any abuse of flexibility, tools to fight illegal work, prevent accidents, lack of safety and making more use of cooperation.

Awards were presented to some 24 Filca members. Since 2005 **Members' Day celebrations** have become an important yearly event.





National Filca-Cisl Secretariat: Franco Turri, Riccardo Gentile, Domenico Pesenti (Secretary General), Paolo Acciai, Enzo Pelle

1.2.4 National Secretariat

Domenico Pesenti **Secretary General**

The Secretary General is the Federation's political and legal representative, overseeing a broad range of policies and activities, the Secretariat and other federation bodies, as well as issues relating to bargaining and policy, organisation and administration. He also is in charge of international affairs and policies for white-collar workers.

Email: domenico_pesenti@cisl.it

Paolo Acciai **National Secretary**

Paolo Acciai is responsible for organisation policies, recruitment and managing the membership. He is also in charge of digital communication, ensuring confidentiality of local and regional works council databases. He coordinates policies and negotiations relating to the wood/furniture industry and deals with any issues relating to sustainable development and corporate social responsibility. He is in charge of policies pertaining to crafts and flanks Franco Turri in his work on contract innovation, enhancing bilateral bodies and worker engagement.

Email: paolo.acciai@cisl.it

From the Federal statute:

"In order to foster a turnover in high-ranking officials, secretaries general and secretariats at all levels, which is a major factor in trade union democracy, a position may be held for no more than three terms (12 years).

Reaching the age of 65 shall constitute grounds for the termination of service as a secretariat member at all levels.

Secretariat members of professional organisations may keep their position until the age of 65 provided they

do not draw a pension, irrespective of whether or not the benefit itself is actually paid out as a result of any gainful employment." (article 7)

Riccardo Gentile **National Secretary**

Riccardo Gentile is responsible for contracts regarding building materials industries (cement, bricks, tiles, stone, etc.). He coordinates welfare policies and handles relations with the Confederation, as well as relations between Filca representatives and pension funds. He also follows housing policies, focusing on the rebuilding effort in earthquake-stricken Abruzzo. His tasks also include working with the building industry on topics such as employment, safety, appraisal of firms and contracts. He is also engaged in issues such as immigration, coordination of immigrants and relations with Iscos and Anolf.

Email: riccardo.gentile@cisl.it

Enzo Pelle **National Secretary**

Enzo Pelle is in charge of the Federation's administration and budget policies, as well as relations with bilateral bodies. Together with Franco Turri he deals with issues such as general and contract-related policies in the building industry. His areas of expertise include relations with Italy's main trade unions and policies ensuing therefrom, public spending, managing investment schemes, regional and local disputes involving large companies, awarding of contracts, appraisal of firms and labour market policies.

Email: enzo.pelle@cisl.it

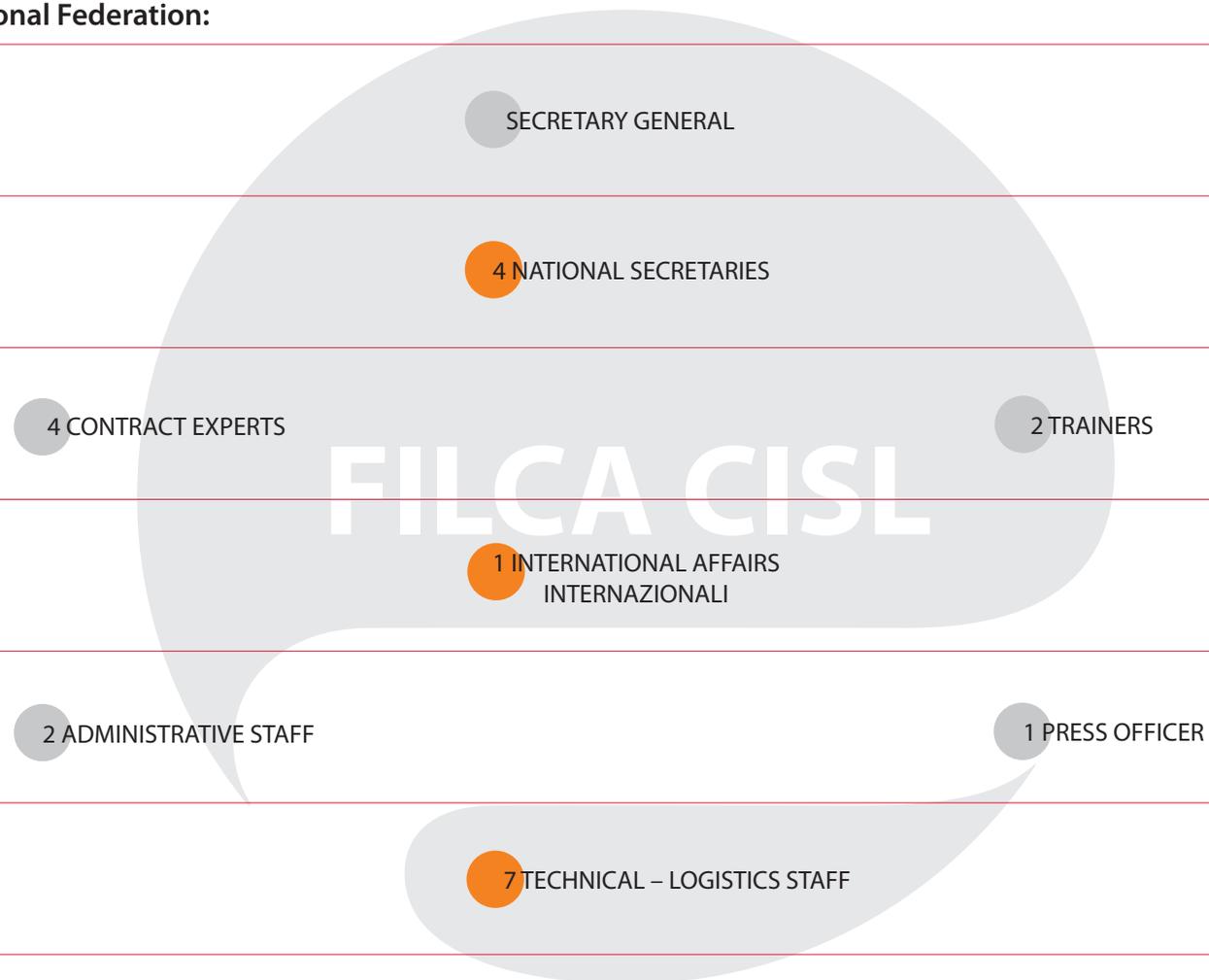
Franco Turri **National Secretary**

Together with Enzo Pelle, he is responsible for drafting general and contract-related policies for the building industry. He is also in charge of contract policies and development of bilateral bodies within the building industry, relations with national joint committees, training trade union officials and local works councils. He handles information policies and relations with the press, as well as safety policies in conjunction with the relevant departments. He works alongside Paolo Acciai in the field of contract innovation, enhancing bilateral bodies and worker engagement.

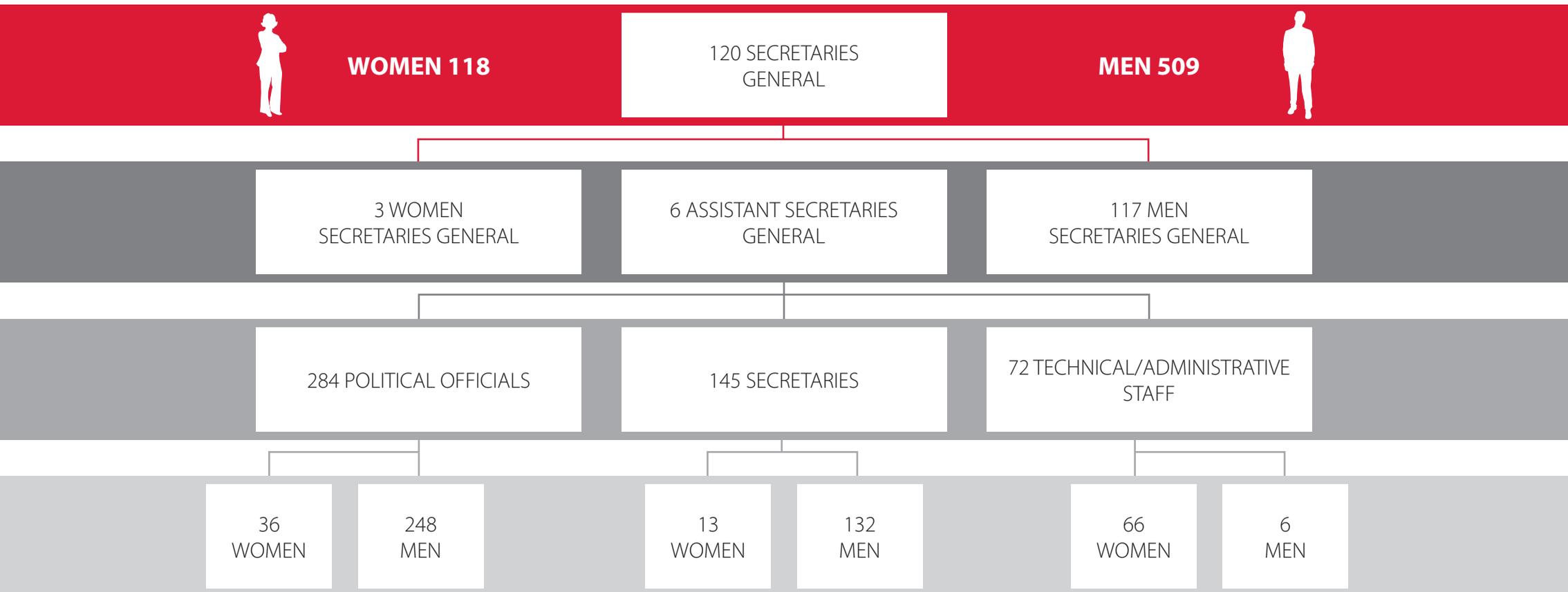
Email: franco.turri@cisl.it

1.2.5 Our staff: serving all workers

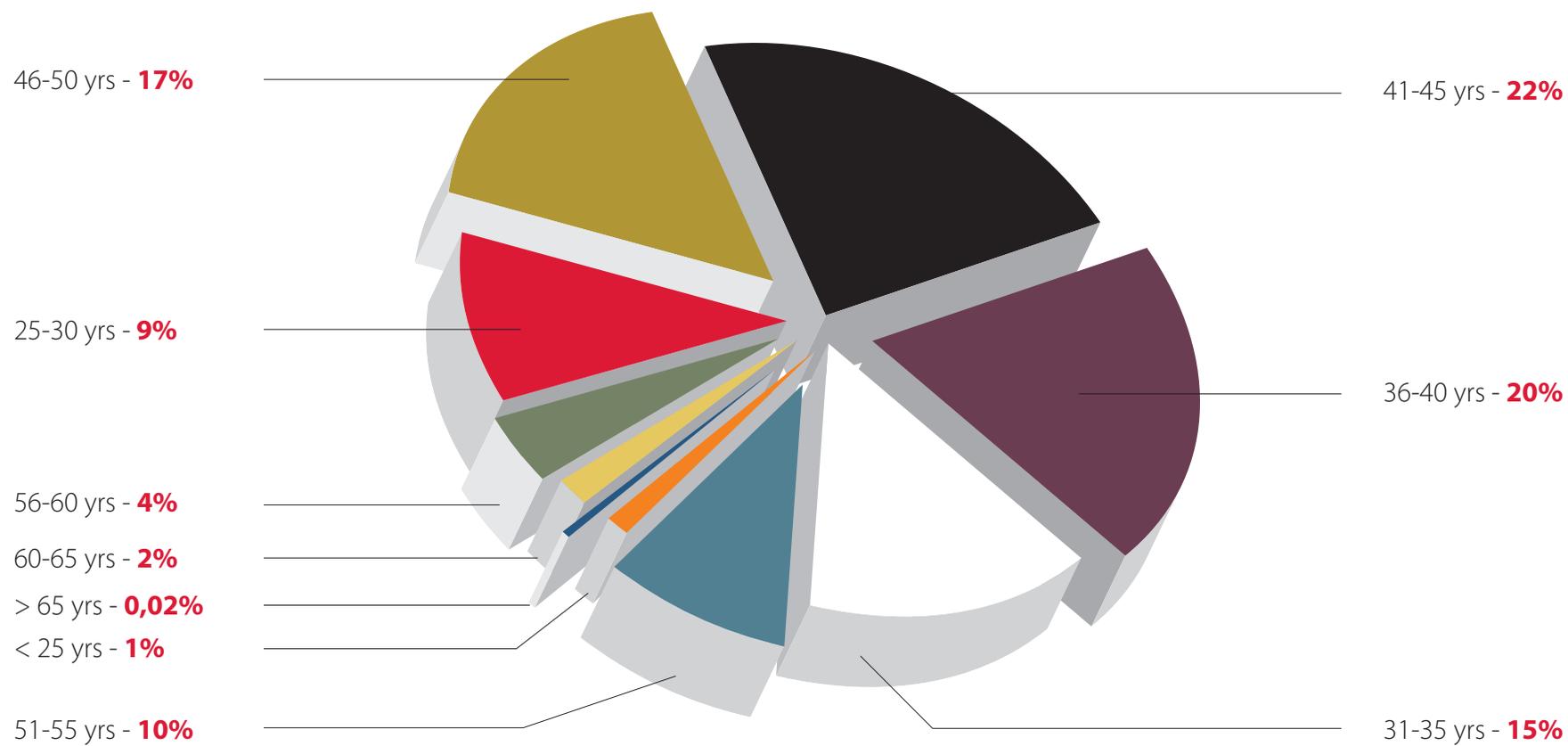
Composition of national Federation:



Filca national operational set-up:

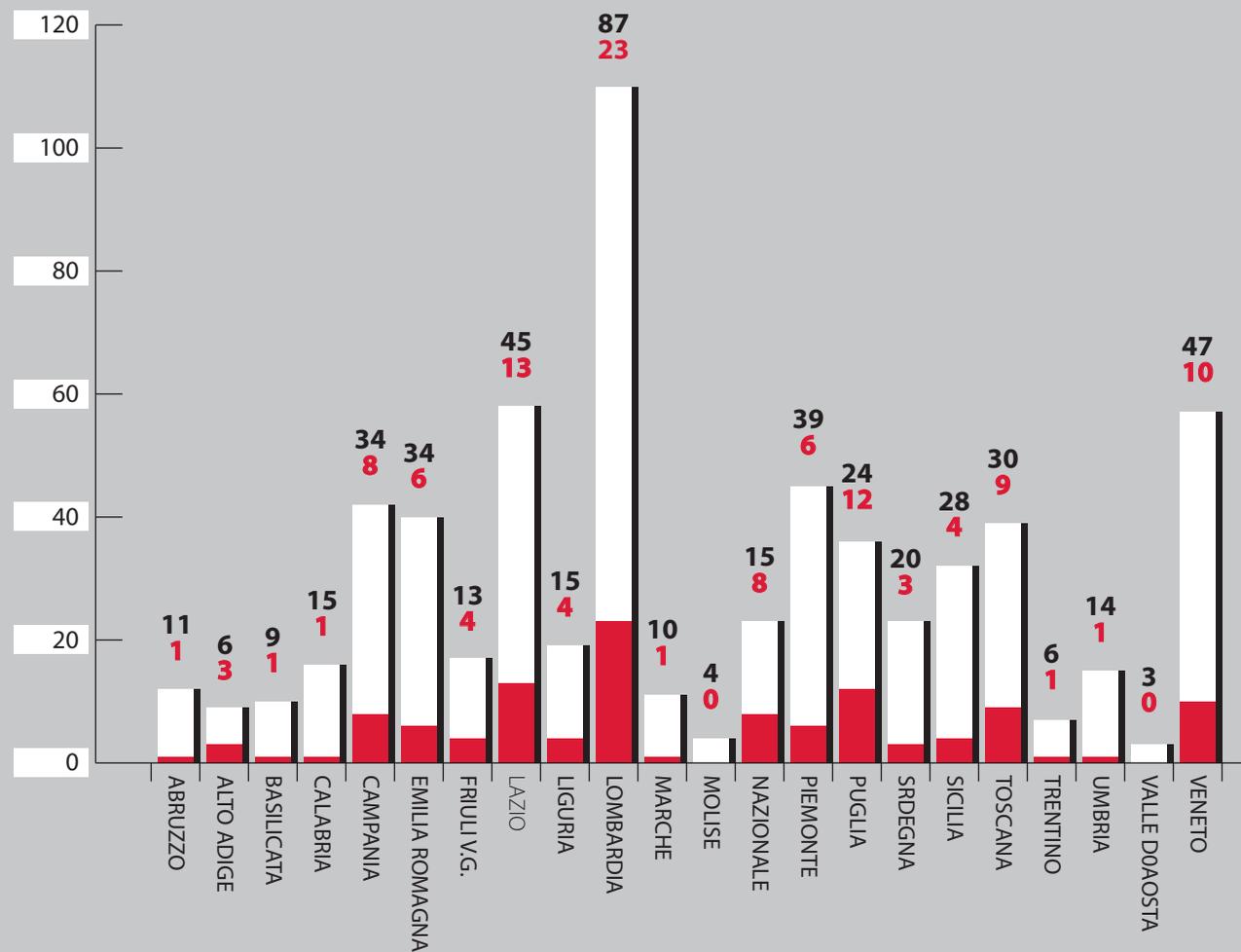


Officials by age bracket



Women's presence in the regions

■ WOMEN
 MEN



1.2.6 A pool of assets serving members and communities

From the federal Statute

“The Federations’ assets consist of members’ contributions and any fixed or non-fixed assets bequeathed to the Federation for any reason and from any location.

There shall be no direct or in direct distribution of profits, surplus, funds, provisions or capital during the lifetime of the association, except for any payment or distribution of funds required by law.

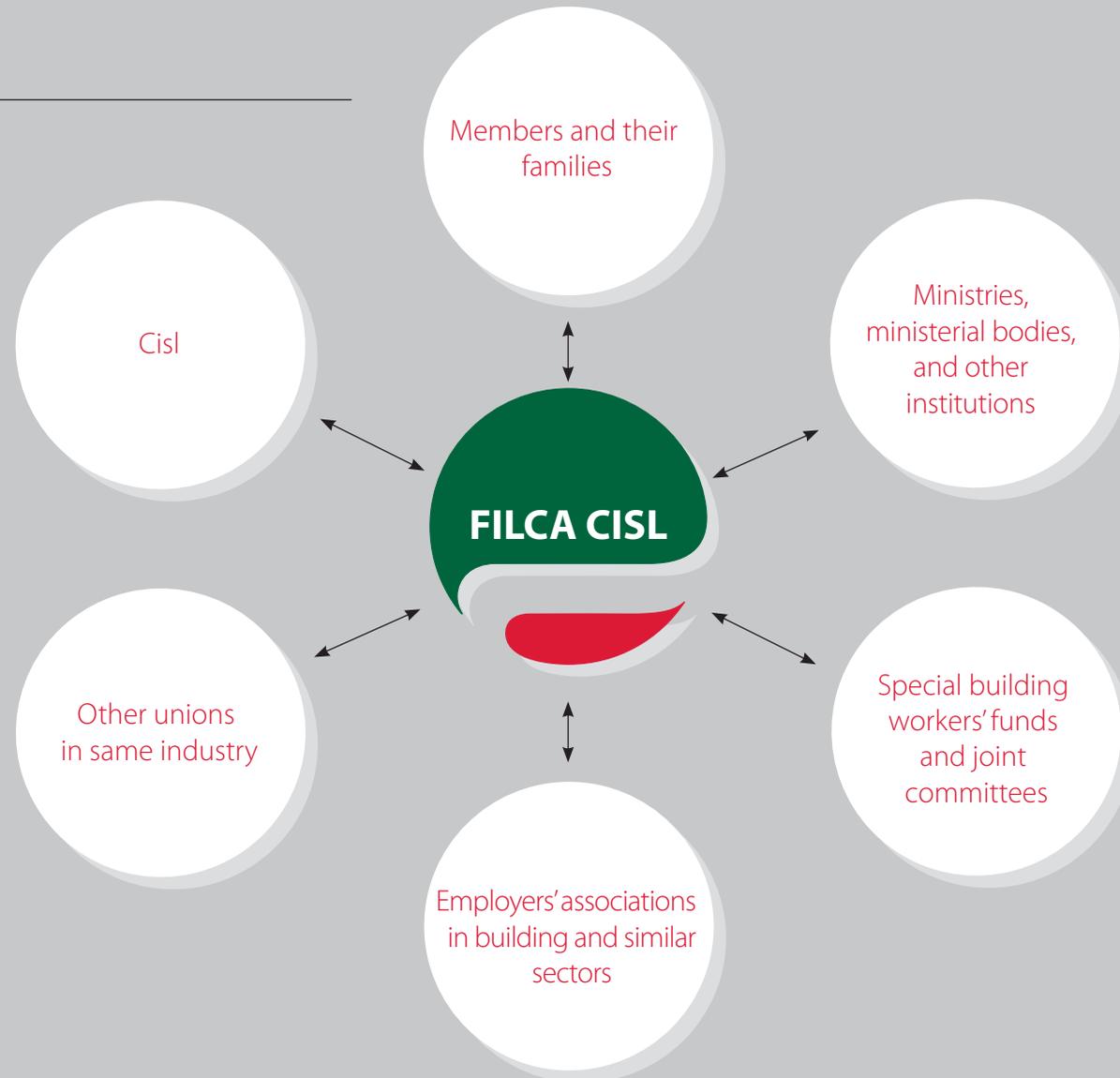
Moreover, a yearly economic and financial report shall be drafted and approved in accordance with the Federation’s statute.

As long as the Federation is operational, no division of assets may be made by individual members, groups of members or member associations; in the event of members leaving the federation no past fees shall be payable. [...]” (article 13).

In the event of the dissolution of the Federation for any reason, the Federations assets shall be transferred to another association with similar objectives, except for any mandatory transfers required by law. [...]” (article 18)



1.2.7 Main stakeholders



1.3 A european and international network

Filca-Cisl is a member of the main union Federations representing the building industry, building materials, woodworkers, and forestry industry at European and international levels. Moreover, Filca-Cisl is a member of:

European Federation of Building and Woodworkers (EFBWW) is the European industry federation for the building industry, the building materials industry the wood and furniture industry, and the forestry industry. EFBWW is a member of the **European Trade Union Confederation (Etuc)**. Current Filca Secretary General Domenico Pesenti is also President of EFBWW.

Building and Woodworkers' International (Bwi) is the international federation representing workers from building industry, the building materials industry, the wood and furniture industry and the forestry industry. Bwi is a member of the **Global Union Federation (Guf)**.

European Trade Union Confederation (Etuc) The ETUC is comprised of 88 trade union organisations from 35 European countries, representing some 60 million members. Cooperation is organised through 39 **International Trade Union Confederations**.

Filca-Cisl is engaged actively in promoting the role played by **European Works Councils (EWC)** at company level.





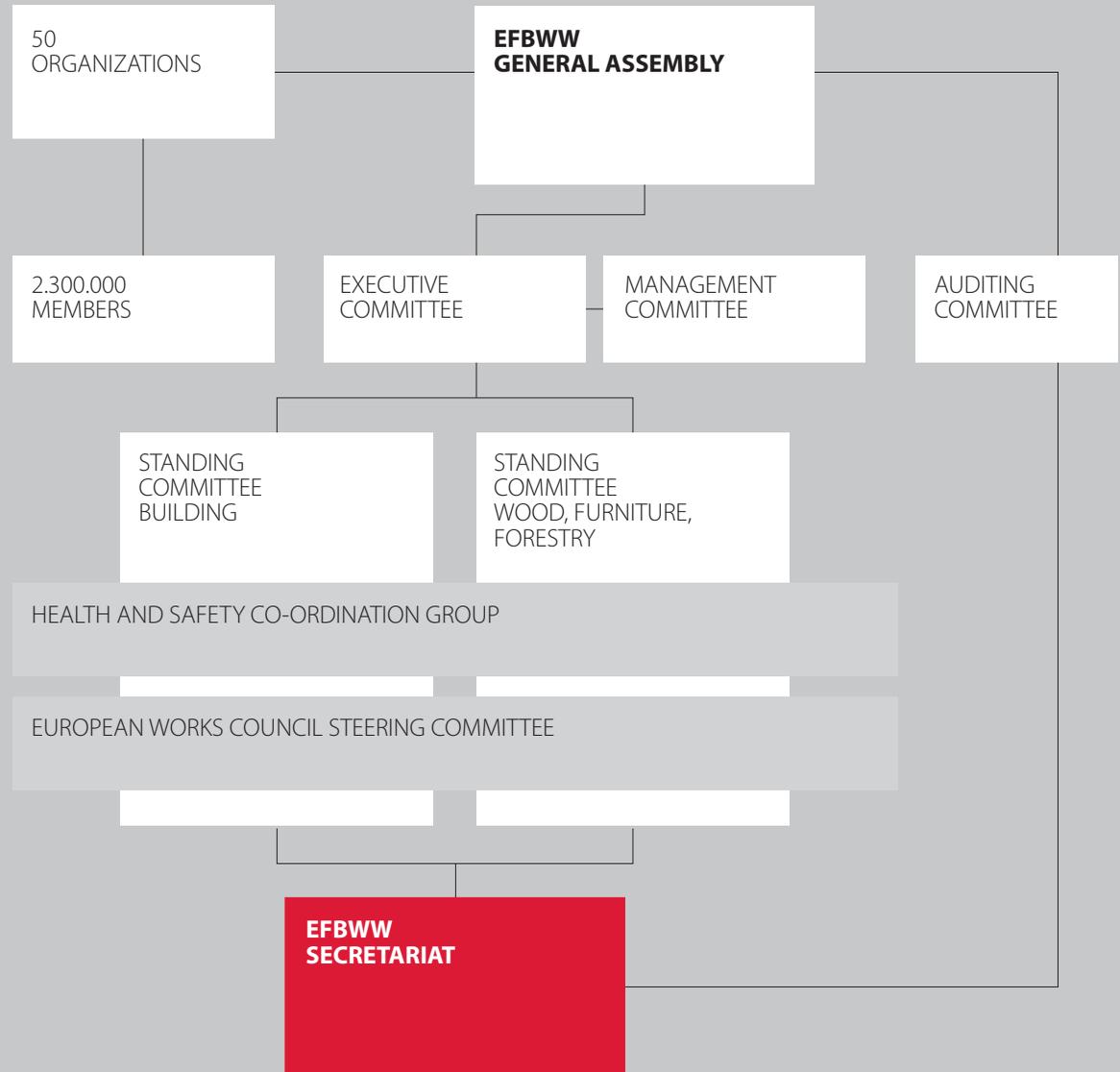
BLOCKING
WORKERS
RIGHTS

ITALIA
NOI SIAMO NOI!!
L'EUROPE C'EST NOUS!

1.3.1 International activities by Filca-Cisl in 2009

In the last decade or so, Filca-Cisl has worked increasingly within the European and international bodies of the two industry Federations, namely EFBWW (for Europe) and BWI (at international level)). Filca-Cisl's ongoing, fruitful presence was given a substantial boost as a result of the election of Domenico Pesenti as EFBWW President in December 2007, marking the first presidency to be held by an Italian since the inception of EFBWW in 1958.

The structure of the EFBWW is composed of an Executive Committee, a Management Committee, a Standing Committee for the building industry, a Standing Committee for the wood and furniture industry, a Health and Safety coordination group, a European Works Council steering committee.



1.3.2 Activities concerning European Works Councils (EWC)

In its capacity as national EWC coordinator, Filca took part in four Management group meetings aimed at preparing seminars, training projects, as well as two Multiproject Coordinators Group (MCG) meetings that usually take place in October and April.

In 2009 Filca also attended in a number of seminars promoted by the Social Development Agency (Sda) and ETUC conferences in Brussels on the recast EWC directive.

Moreover, also representing EFWBB, Filca attended, the yearly steering committee meetings of the Italcementi and Buzzi Unicem European Works Councils during which the information phase was followed by consultation with the workers in relation to the economic and financial situation, as well as future strategies. Filca also took part in an extraordinary Italcementi EWC meeting, during which management informed workers' representatives about a possible merger with Ciment Français. Filca was involved in drafting a paper on negotiations within EWCs.

Filca was invited by the European Builders Confederation (EBC) to attend a series of seminars aimed at improving health and safety conditions at SMEs by means of a joint approach shared by the social partners.

1.3.3 Other international activities

At international level, the Department of International relations attended the annual Presidium meeting of the three industry federations (EFBWW, BWI and Nordic Federation of Building and Wood Workers) in order to discuss cooperation and union strategies in relation to shared topics/projects within the European Union.

Filca also took part in five Southern Europe Group meetings (Italy, France, Spain and Belgium). This group was set up 4 years ago to coordinate work on a number of topics handled jointly by the above countries in order to contribute to the decision-making process of the European and international federations. In 2009 the Group's efforts were carried mainly with a view to the BWI congress in December. The Group presented four resolutions relating to the following topics: migrants, shared responsibilities, functioning of BWI and improvement of international

framework agreements on corporate social responsibility. Two annual EFBWW Bureau meetings in Luxembourg (October - May) and Executive Committee meetings (November - June). Each meeting was preceded by a EFBWW Presidium meeting (attended by the President, 2 Vice-Presidents and Secretary General).

During these meetings several common issues were discussed by the delegates in relation to their industries. In 2009, discussions focused on the posting of workers (also in the light of the Laval, Rüffert, Luxembourg and Viking rulings), bogus self employment, shared responsibilities in subcontracting, biomass and Co2 emissions.

An extraordinary meeting of the EFBWW Presidium was called in September to discuss the topic of increases in membership fees for further discussion at the subsequent Bureau and Executive Committee meetings.



1.3.4 The BWI Regional Committee for Europe: summary of address by Filca-Cisl Secretary General and EFBWW President

The worldwide economic and financial crisis has continued to cause an alarming loss of jobs across several industries, including the building industry where employment has dropped by 12-15%. The crisis came about at a time already marked by considerable difficulties stemming from events often seen in the building industry, such as illegal work that may come in many different guises: bogus self employment and part time work, devices used by employers to pay fewer social security and pension contributions.

As often occurs at times of crisis, a heavy price is paid by the weaker members of society, such as immigrant workers from non-EU countries that find themselves in particularly precarious conditions since loss of employment translates into a change in their immigration status which, in turn, may prevent them from being able to renew their residence and work permits. This has a serious impact on social stability and forces these individuals to make a living on the borders of legality. Economists and politicians continue to tell us that the worst of the crisis is behind us. Indeed, the crisis has ended for those who set it off in the first place, while the situation is getting much worse in terms of employment. The percentage of workers who have been laid off continues to increase. Especially in Europe, the crisis has been handled differently from country to country, but mainly through the adoption of stimulus packages to kick start the economy. Sadly, this approach has not yielded consistent solutions to

the crisis at national or European levels. In Italy increasing use is being made of social dampers. Unfortunately, from this point of view workers in the building industry have fewer safeguards. We are now working to extend redundancy pay to 12 months, despite a struggling economy. This measure would bring the building industry in line with other industries. In May 2008 an industry-wide conference was held to discuss the current situation in the building sector. The purpose of the conference was to identify policies to boost the industry as a whole. During last year's conference proposals to government representatives included increasing investments in infrastructure, incentives for refurbishings, less red tape for the approval of large public works and increased compliance with laws and regulations in the contracting process.

The above requests were considered to be priorities by the government representatives. However, very little has been done so far.

At the beginning of the latest negotiations it is important to reiterate the importance of offsetting the impact of inflation on wage increases, increasing net salaries, also by means of tax breaks, implementing policies to support consumption levels and providing new stimulus to economic development.

It is equally important to ensure the possibility of second-level bargaining for all workers to safeguard wages, as well as more vocational training for the redeployment of workers on the job market.

Fiscal fairness is crucial if we wish to wipe out all forms of social injustice, such as workers and pensioners having to pay the largest share of income tax. Only through greater respect for the law and workers can there be fair competition among companies to kick start the Italian

economy and emerge from a crisis that has left behind deep wounds. European and international trade unions will have to become stronger if we wish to be more effective, launching new joint initiatives and lobbying European and worldwide institutions so that new rules and regulations are put in place and complied with by the world's economic and financial players.

Domenico Pesenti

7th December 2009

ESO FUNDADOR
Federation of Trade Unions of
Industry
of "Makedonijapat"
Skopje - Skopje
Road Maintenance



IBG • CM • BHI • BTI • BWI



SECTION 2

Annual report

2.1 Activities and services supporting workers and their families

From article 2 of the federal Statute:

All Filca activities are inspired by the principles and objectives of CISL (Confederazione Italiana Sindacati Lavoratori), of which Filca is a member.

The tasks of the national Federation include, but are not limited to:

- national labour agreements for industries represented by the Federation;
- fostering initiatives aimed at uniting Italian workers;
- fostering at all levels any reforms that may bring about improvements to the conditions of the workers represented by the Federation[...]

- fostering and supporting, also through new forms of participation, the creation and development of any bilateral bodies safeguarding workers in their social and economic relations outside the workplace.



2.2 Bargaining in the interests of building industry workers

By setting up bargaining platforms with its counterparties, Filca-Cisl is involved in the national collective agreement for workers in the building industry, the wood and furniture industry, the quarry industry, brick and concrete product industry and concrete-cement-gypsum industry.

Collective bargaining occurs on two levels in the industries relevant to Filca Cisl:

- National collective labour agreement;
- Second-level bargaining, that is:
 - Area-specific agreements in the building industry (mainly at provincial level);

- In-company or in-group agreements for the concrete, cement and gypsum, brick, quarry, wood and furniture industries.

The current bargaining model stems from the framework agreement aimed at reforming the bargaining model, signed on 22nd January 2009 by the Italian Government and social partners (replacing a previous agreement signed in 1993).

This new framework was implemented thanks to an agreement signed by Cisl, Uil and Confindustria (Italian Employers' association) on April 15th 2009.

The main features of the agreement are as follows:

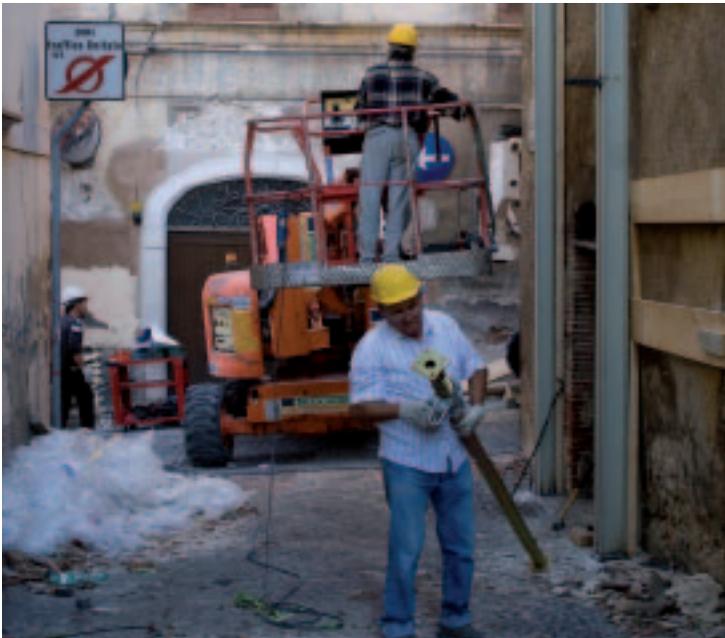
- Three-year duration of agreement, encompassing economic and regulatory matters on two different levels, national and in-company or area-specific;
- Introduction of a new harmonised consumer price index, a three-year inflation indicator, at higher and more realistic levels than the planned inflation determined by the Italian government in order to safeguard purchasing power
- Recognition of legitimacy of second-level bargaining, in-company or area-specific, in order to distribute benefits of productivity increases also to workers, with additional wage increases, for which fiscal incentives such as tax breaks will be provided;
- including in future national collective labour agreements a wage safeguard mechanism wherever second-level bargaining does not take place;

• developing bilateral relations in order to improve safeguards for workers by means of future negotiations.

In 2009 Filca presented new platforms for the renewal of collective bargaining agreements in various industries, following on from the new bargaining model. This was a long and challenging process that saw the participation of tens of thousands of people from all over Italy.

This is a very special topic since it calls upon everyone to take part: officials, operators, delegates, works councils and members.

In order to view the texts described above, go to the "Settori e contratti" section on our website www.filca.cisl.it



2.2.1 Building industry

In 2009 the Building industry department focused mainly upon dispute resolution, preventive negotiation and social dampers.

- Preventive negotiation: 2009 saw negotiations concerning the Pavimental and Spea agreements, as well as the implementation of the national contractual provision on information meetings with large companies (including Impregilo, Pizzarotti, Toto, Astaldi and Condotte). The Department was also involved in the signing of agreements concerning Progetto Empedocle, the Asti–Cuneo motorway, Ospedali Toscani, Dal Molin air base with the respective General Contractors and Motorway Authority



(Aspi). It also audited a number of agreements signed in previous years (including those signed with Anas and Società Quadrilatero).

- Dispute resolution: in-depth work was carried out in order to safeguard the rights of ‘conservation workers’, also by means of nationwide initiatives.
- Social dampers: 2009 saw extensive work on redundancy pay agreements. These were signed at the Italian Ministry of Labour (following trade union consultations required by law). Among these agreements, one that deserves a special mention is the agreement regarding 600 workers at Consorzio Scilla. For the very first time the implementation of a plan was managed actively with the Formedil Joint Committee. Concerning another strategy commonly used to handle disputes – sale or lease of business units – the Department worked on the implementation of article 47 of law 428/90. Extensive training was carried out on the same topic at national and local levels. The Department continues to monitor redundancy pay applications by companies to the Ministries of Labour and Social Policies.

2.2.2 General Conference of the Building Industry

In 2009 Filca joined forces with other trade unions and employers’ associations to promote the General Conference of the Building Industry. In March 2009 the above parties signed a memorandum of understanding calling for clear rules and a culture of legality and quality building in Italy.

Thanks to the ‘certification of pension and social security contributions’ (commonly known as ‘Durc’) trade unions dealt a severe blow to unfaithful employers. The process needs to be completed with further compliance papers, which will mark an unprecedented victory over illegal work in Italy. Thanks to these new rules, more than 200,000 more jobs are now fully compliant with the law, which exceeds the results achieved by labour inspectors. The traceability of payments in the building industry is essential as it would bring about a two-fold advantage: for the State’s finances and the compliance of companies and their employees. The fight against the evasion of fiscal and contractual contributions will bring about a culture of legality and safety to the industry, as well as a fairer society.

Another problem lies in bogus self-employment: many employees appear to be self-employed while, in actual fact, they continue to work for the same employer. These bogus self employed workers are forced to change their status by their employers so that the employers save on social security and pension contributions. Also, fewer constraints and tax evasion opportunities arise. This ‘trick’ is made possible by the ease with which it is possible to register a building company. In the memorandum Filca calls for more selective criteria to regulate access to this industry and more thorough qualification systems for companies awarded with public works contracts.

The Memorandum of Understanding contains the following proposals:

1. Improvements in local communities, implementation of select development plans and building of small and medium infrastructure. The purpose is to safeguard the



STATI GENERALI DELLE COSTITUIZIONI
14 MAGGIO 2009



environment while integrating the benefits of large infrastructure, with guarantees as to the availability of the funds and use of innovative financial tools.

2. Implementation of the national Piano Casa, as well as a special social housing plan catering to current demand levels.
3. Boosting the housing industry by means of fiscal incentives, restructuring and energy saving plans.
4. Replacement of obsolete, low quality buildings with new buildings erected in accordance with the latest safety and energy saving criteria, extra building volume and tax breaks.
5. A qualifying system for companies wishing to enter the private market and changes to the rules to access to the public sector, taking into account a company's history, background and current structure. It is therefore stated that in any bidding process the most advantageous offer should prevail over the lowest offer.
6. Traceability of funds to contribute to fight against organised crime.
7. Stepping up checks especially concerning a building's statics and safety features, as well as absence of any illegal work.
8. Changes to social dampers for the building industry and especially increasing duration of redundancy pay and unemployment benefits by using surplus funds from the INPS social security institute in order to build new quality buildings safely.
9. Intensifying use of a certificate of pension and social security contributions (Durc) issued to prove the consistency of the incidence of labour costs on overall project value.

Following the April 2009 earthquake in Abruzzo, representatives from the entire industry supply chain met in Rome to present the Manifesto of the General Conference of the Building Industry. The manifesto was entitled **'Rebuilding Abruzzo to rebuild Italy'**. It stresses the need to rebuild the earthquake-stricken areas quickly, while keeping a close eye on quality, which can be monitored by assessing the degree of legality, quality, company qualification, speed and safety. The social partners behind the General conference urged the Government, Parliament, Local Authorities and the entire country to establish a common path leading to these goals.



2.2.3 A point-based operating license for the building industry

On 31st July 2009, the Italian Council of Ministers passed a decree law that modified and integrated decree law 81/2008. The law goes under the name of 'Single paper on health and safety in the workplace'. This new law aims to usher in 'a new system to qualify companies and independent contractors in sectors marked by a high risk of accidents and injuries'. The purpose is to make sure that only companies and independent contractors complying with health and safety regulations are given access to the workplace in accordance with a **point-based system**.



Alongside the DURC certification, the idea for setting up this system came from Filca, which has always believed it to be necessary in order to increase safety in the workplace. According to this new system, all those intending to work in the building industry will be issued with an operating license that certifies their technical and professional skills as companies or independent contractors. The score takes into account a number of factors, such as vocational training.

This operating license is simple, yet effective as companies are selected 'upstream', while non-compliant companies are ruled out, rewarding those with a history of compliance. The system awards points to building companies and independent contractors. Points are then deducted in the event of any violations of health and safety

regulations. If the total reaches zero, the company is no longer allowed to do business. Filca has worked hard towards the earliest implementation of this system. In this regard bilateral bodies play a vital part in making health and safety regulations truly effective.

The new point-based operating license is expected to benefit everyone involved: no more unfair competition for companies that play by the rules, more rights and increased safety for workers, and better quality for the citizens who will no longer have to witness tragedies such as the one in Abruzzo. This is a groundbreaking lesson in fairness, providing a much-needed boost to an industry in which traditional company structures are changing, new forms of employment emerging and accidents are increasing at twice the European average.

2.2.4 Components and building materials

In 2009, one of the main objectives for the components and building materials department was the renewal of a series of important agreements in the cement and brick industries. As regards the latter, the Monier agreement was renewed. In the light of the current crisis, decisions were made to extend existing agreements. Once approved, information was sent out to several groups including Italcementi, Buzzi Unicem, Cementir, Sacci, Cementizillo and Cementi Rossi.

The implementation of the new negotiation model began in the second half of the year. Important contributions to define the negotiating platforms were made by expert groups with a view to the renewal of the national



agreements for the concrete, cement and gypsum, brick and quarrying industries. The negotiating platforms were sent to the counterparties by the agreed deadlines.

As regards initiatives aimed at dealing with the crisis, substantial efforts were made in relation to redeployment, early retirement incentives and other social dampers including redundancy pay by Italcementi, Buzzi Unicem and Cementir.

At international level, Filca attended an extraordinary Italcementi European Works Council that took place in February as part of negotiations concerning a merger by incorporation with Ciments Francais. During the autumn, several Filca representatives also took part in EWC meeting at Buzzi, Unicem and Italcementi.

As regards bricks and similar products, in order to avoid the redeployment of 178 workers at Industrie Pica, agreements were reached to extend extraordinary redundancy pay. The same solution was adopted at RDB Spa in order to avoid the laying off of 160 blue and white collar workers.

Equally important were the negotiations at department no. 8 of the Italian Ministry of Labour and Social Policies. The outcome of these negotiations was a series of agreements signed with Profer System, Marcatre, Industrie Pica, Rdb - Cividini - Di Paolo, Cementir, Cemencal, Estel, Spe, Saccomandi and Salviato.

2.2.5 Wood and furniture

In 2009 a Bilateral Wood and Furniture Industry body was set up by Federlegno/Arredo, Filca, Feneal and Fillea. Its objectives stem from the national collective agreement. The presidency is currently held by Filca.

The Federation also joined the InnoTrans II project, which includes trade union federations from Denmark, Bulgaria and the Czech Republic. The project aims to facilitate the exchange of information on working conditions in each participating country in an attempt to find a common strategies for topics such as training and competitiveness.

In 2009 changes were introduced to agreements and negotiation platforms in the wood, furniture and quarrying industries, which now fall under a single agreement. In the case of agreements signed by Cisl and Uil only, new platforms were set up and presented separately.



2.3 Special focus on corporate social responsibility

Corporate social responsibility constitutes a fundamental part of Filca's everyday strategies and efforts. Each year an ad-hoc workshop is held during the **Legnago Meeting**. For a number of years now, the workshop has presented the ideal opportunity to draft new guidelines for negotiations concerning corporate social responsibility. During these workshops broad-based discussions are held on all aspects of corporate social responsibility relating to the legal origin of raw materials, environmental concerns and the use of wood supplied by certified companies, the use of formaldehyde and environmentally-friendly products.

Filca took part in two important nationwide initiatives: **M'illumino di Meno**, promoted by the Rai Radio Due show **'Caterpillar'** and **Stand Up, Take Action-Stop alla Povertà** promoted by a group of volunteer associations, United Nations, Cisl, and other associations.



2.4 Safeguarding the rights of workers and their families

Filca is at the forefront in safeguarding workers' rights as it continues to promote initiatives aimed at improving labour conditions: wages, social security and pension contributions, safety, dignity.

As regards the issue of **safety**, the building department published the periodical *Lo Scandaglio* and *Immersioni* supplement, while also taking part in meetings called by the Confederation and National Committee for the Prevention of Accidents.

More specifically, Filca made substantial contributions to appointing Local Worker Safety Representatives as a result of two national meetings during which discussions

were held in relation to the purposes of said representatives. New developments introduced by the latest legislation (especially the Single Paper) were also discussed. Particularly intense efforts were seen in relation to safeguarding workers' rights. These came as a result of the frequent requests and claims from several local and regional offices in relation to problems that could only be tackled and solved by working with the Ministries of Labour and Social Policies, Infrastructure, Environment, as well as bilateral bodies, INPS and INAIL.



2.5 Filca's contribution to the fight against occupational diseases: Inas-Filca memorandum of understanding

On 25 November 2009, a Memorandum of Understanding was signed by Filca and Inas to launch new initiatives in the fight against occupational diseases and injuries. The Memorandum spawned several agreements at regional level, which yielded positive results for Filca in terms of recruitment, as well as new support initiatives by Inas. The Memorandum was examined by national and regional Filca offices, as well as Inas Regional offices to prepare for and monitor the actual implementation phase. The Memorandum assigns some 32 Filca local

technical operators to Inas offices so that workers may receive up to date information concerning their pension contributions.



2.6 Bilateral relations: a tool to safeguard vulnerable workers

Bilateral relations are becoming an increasingly important tool for the safeguarding workers without continuous contracts.

The setting up of bilateral bodies arises out of the building industry's national collective agreements. They deal with issues including holidays, Christmas bonus, seniority increments, as well as the implementation of regulations and tasks in accident prevention, vocational training, checks on social security and pension contributions and compliance with signed agreements. These bilateral bodies are also known as 'joint committees' as they include management teams with equal numbers of trade union representatives, workers representatives and employers' associations.

The building industry's main joint committees:

2.6.1 Building workers' funds

These funds are exclusive to building industry workers. They operate in each Italian province under the coordination of the National Joint Committee for Building workers' funds. With more than 80 years of experience, the funds provide income support to building workers, as well as a host of other services. Building workers' funds supply a significant amount of the holiday pay and Christmas bonuses, as well as yearly seniority bonuses and financial support in case of illness or injury (through the em-

ployer). Building workers' funds provide other services as established by second-level bargaining (stipends and scholarships, work clothes, summer holidays, healthcare services, etc.). Costs are therefore shared with the employers, making employment relations more transparent. Membership in these funds grants access to services offered by vocational training institutes and joint training activities concerning safety in the workplace.

2.6.2 Accident prevention, health and safety

The Local Joint Committees for the Prevention of Accidents, Health and Safety are non-profit making bodies set up by the Association of Building Employers (Ance), Professional Associations (Cna-Assoedili-Anse, Casa and Unione Artigiana) and Building Workers' Trade Unions. National coordination is entrusted to the Local Joint Committees (Cncpt). Funding is established under relevant agreements, as well as contributions from companies registered in the Building Workers' Funds (0.5% of total salaries). Training courses are organised for site



technicians, safety officials, small business owners and site managers employed in the public sector, as well as courses on specific topics for technicians and site managers (e.g. safety plans, noise levels and asbestos, electrical wiring, etc. in compliance with the Single Paper on Safety). These courses feature tuition on all theoretical and practical aspects concerning prevention. These joint committees publish and update information literature and training manuals on health and safety as related to the Single Paper on Safety. Also, inspections are carried at building sites to provide advice on any necessary safety measures.

2.6.3 Formedil and vocational training for builders

The Italian national authority for vocational training in the building industry was set up in 1980. In compliance with relevant collective agreements, it provides vocational training for the national association of employers in the building industry and the federation of building industry trade unions. The overall system is coordinated at central level by Formedil and its regional offices. Vocational training institutes are located nationwide.

Formedil's mission is to foster, implement and coordinate training, qualification and re-qualification courses at the industry's training institutes. The building industry's vocational training system may count on its own funds, which are allocated under the relevant collective agreements: 0.008 of total salaries at national level goes towards funding Formedil at national level.

Vocational training courses are held at local training institutes as warranted by the local labour market situation. All training institutes are coordinated by Formedil, although each institute enjoys its own financial and organisational independence.

National and regional Formedil facilities, as well as the training institutes, are under the joint management of the relevant employers' and workers' associations. Training institutes are allocated their own funds as required under the relevant collective agreements. Resources total 1% of total salaries at provincial level.



2.7 Pension and healthcare funds

2.7.1 Setting up of funds and start-up phase

Towards the end of the 1990s Filca and a number of other trade union organisations decided to set up closed pension funds providing additional coverage for workers in the industries covered by the unions.

Arco, based in Milan, was the first fund. It was addressed to workers in the wood, furniture, quarrying and brick industries. The overall number of potential members totals over 400,000, mainly from small and medium enterprises. Some 20,000 workers joined in the startup phase. This number rose to approximately 40,000 in 2007.

Following the financial crisis in 2008 increases in membership lost momentum and the amount of members leaving due to redundancies or early retirement is higher than the overall amount of new members.

The second pension fund was **Concreto**, addressed to workers in the concrete, cement and gypsum industries. Despite the overall number of potential members totalled only 10,000 workers, the Fund was quick to reach 8,500 members as it clearly appealed to the workers.

The third fund was **Prevedi**, addressed to the many sectors of the building industry. Although the fund was set up to cater to a fragmented sector, where redeployment is high, a very important role was played by the special building workers' funds (which handle recruitment and contributions paid in to the fund) and the bodies set up in accordance with collective agreements. To date this fund has 50,000 members and is based in Rome.

Filca also set up a healthcare fund called **Arcobaleno**.

The purpose of the fund is to provide affordable healthcare services integrating those provided by the national health service. Members are coordinated by Filca in compliance with company-specific agreements, mainly in the Treviso area. At present, this fund has some 3,000 members and is based in Mestre.

2.7.2 Governance

Italian pension funds are regulated by strict, ad-hoc legislation and monitored by the Pension Fund Watchdog (Covip).

Members are represented at pension fund board meetings by trade unions and employers' associations. In handling the affairs of members all representatives are required to fulfil strict criteria in terms of their professional skills and ethics.

Over the years Filca has organised specific training courses for its representatives involved in Pension Fund management.

Registered members have direct control and representation, which is direct, not mediated, and exercised with general assemblies, board meetings and within the various pension fund bodies



2.7.3 Pension fund performance

Pension funds are run by accredited fund managers, selected by competition. Pension funds are governed in accordance with rules and regulations approved by the board of directors.

The board of directors and financial committees closely monitor the fund managers, who are evaluated by means of special indicators aimed at maximising performance while keeping risk under tight control. Reports are drawn up on fund performance on a weekly basis.

Filca pension funds registered excellent performance, claiming the top positions among Italy's closed pension funds. For example, Concreto's balanced portfolio (a cau-

tious investment line comprised of 75% bonds and 25% stock), registered a net yearly return of 4.5%, despite the fund being rather small and with limited resources.

The costs of these pension funds also deserve a special mention. More often than not, other pension funds (open funds and individual pension plans) fail to provide the necessary information regarding costs (administrative costs and management costs). The Italian pension fund watchdog introduced new measures to make publishing cost indices compulsory. On average, the cost index of open funds totals 0.60 % for the first five years (costs decrease as assets, member and duration of membership grow), while costs incurred by open funds are twice as high and those incurred by personal pension plans are four to five times higher.

Markedly different was the performance of healthcare funds as there is a direct relation between services provided to members and costs incurred to do so, either directly or through insurance coverage.

Clearly, more members join the fund, the more negotiations can bring down prices without affecting quality. The Arcobaleno fund, which is still small and in the process of stabilisation, is characterised by an excellent quality/price ratio.



2.8 Training

“Our training model is based upon a fundamental principle: designing processes around people. I believe training can act as a tool to investigate further into topics, to keep asking questions, develop critical thinking and motivate people to uphold their ideas.

This is why it is absolutely crucial for training to become a space where freedom of expression and dialogue can prosper, where we can all play a leading role in the ongoing process of social change.”

Domenico Pesenti

Training operators, officials and delegates is one of the core activities carried out by Filca. It is an integral part of our union endeavours, enhancing the input from all the Federation’s men and women.

2.8.1 The ‘Pino Virgilio’ National Trade Union Training Institute

“At Filca training draws on several branches of adult education. It is not designed merely to transfer knowledge, but sets out to combine knowledge and skills.”

Pino Virgilio

Bologna 3rd June 2008

Since 2007 training courses have taken place at the ‘**Pino Virgilio’ National Trade Union Training Institute**. In 2008 the institute was named after Filca official Pino Virgilio, who passed away that year aged 49. During his career at Filca, he demonstrated a genuine passion for union training.

Now operating at nationwide level, the institute provides permanent support to the Federation’s political activities, through ongoing training addressed to the various political figures within the organisation.



2.8.2 Objectives

The training institute was set up to provide services to members and officials, in the light of their position and responsibilities within the organisation, catering to the rights and obligation to ongoing training, developing and implementing the professional, union and social skills required by the union and the personal development of the attendees.

The rationale underlying training activities at the institute attaches the greatest importance to cultural training of members and workers, starting from the crucial topic of labour.

2.8.3 Training models and methods

With the wealth of knowledge and experience they convey, training activities at the Pino Virgilio institute are designed around people. In this regard, training continues to play a vital role in boosting personal and interpersonal skills. Knowledge is not simply handed down to participants, but 'assembled' collectively with technicians and experts.

From a methodological point of view, group dynamics facilitate free and open exchanges of opinions and information.

2.8.4 Didactic content

At Filca Union training is constantly aimed at bringing together more specialised technical content and more practical material:

- *Tools for union activities*: in-depth tuition aimed at technical and specialised content, as well as interpersonal skills
- *Tools for analysing reality and its complexities*: social macrodevelopments and Filcas strategic guidelines and policies
- *Identity training*: motivational training and fundamental trade union values

2.8.5 Structure

In order to ensure that training reaches grassroots level, resources are optimised to tailor training activities to the needs of all communities. The national training institute is divided into three levels.

These levels are not alternative to one another, instead they are integrated. Trainers continue to work together in order to plan and design new training courses and materials.

• National level:

Training is addressed mainly to the Federation's full-time officials, operators and delegates.

Main areas of expertise:

1. entry-level training for newly-recruited operators and officials
2. specialised training (technical, legal and contractual)



3. research

Flanked by five regional directors, the Director of the National Trade Union Training Institute is responsible for planning training curricula, designing didactic content and organising training courses.

• Macroareas:

For the purposes of the institute, Italy is divided into five different areas according to a principle of homogeneity and training requirements.

- *North West*: Valle d'Aosta, Piedmont, Liguria, Emilia Romagna e Tuscany
 - *Lombardy*: Lombardy
 - *North East*: Veneto, Trentino Alto Adige e Friuli Venezia Giulia
 - *Centre*: Marche, Umbria, Lazio, Abruzzo, Molise and Sardinia
 - *South*: Puglia, Campania, Basilicata, Calabria and Sicily
- Each area is managed by a director, who is also a full-time trainer and member of the National Training Office. Training activities are addressed mainly to regional delegates, union representatives and works councils.

• **Regional level:** training at regional level is addressed to local delegates, union representatives and works councils in order to cater to the needs of local delegations. Each Italian region has a teaching support specialist.

2.8.6 Activities at the National Trade Union Trade Institute

2009 Data*

NATIONAL LEVEL

Courses held in 2009

ANNO FORMATIVO 2009

Month	Course	Location	Title	Duration	Participants
July	Filca Trainers	Rome	Politics - Communities- Employment	2	15
August	Training School 2009	Locri (RC)	Meridians	6	34
September	Filca Officials	Legnago	Corporate social responsibility	3	118
September	Filca Officials	Firenze	Social dampers	3	31
September	New Officials 2009 - 2010	Firenze	1 – Introduction / Task analysis	5	26
October	Filca Officials	Riccione	1 Safety and compliance in workplace	3	18
October	New Officials 2009 – 2010	Fiascherino	2 History and values	5	-
November	Filca Officials	Riccione	2 Safety and compliance in workplace	3	-
November	New Officials 2009 - 2010	Florence	3 Communication	5	-
				35	242

* It is important to remember that training was below average levels in 2009 as this was also congress year, especially for training at national level.

Area

Training courses in 2009 – overview

2009

AREA	Duration	Participants
NORTH-WEST	23	370
LOMBARDY	61	598
NORTH-EAST	39	669
CENTRE	16	192
SOUTH	30	391
	169	2220

Overview of activities at 'Pino Virgilio' National Training Institute

2009

LEVEL	Duration	Participants
NATIONAL	35	242
MACROAREA	169	2220
	204	2462



2.9 'Meridians' summer camp

Filca organises yearly summer camps to provide training, knowledge and opportunities to exchange views and opinions. Labour is the common thread that brings people together, creating new hopes and offering a new beginning to the outcast living in pain. The summer camps are attended by young trade union representatives and students. Their purpose is to enable participants to learn more about complex, difficult situations.

For many years now, through the 'Pino Virgilio' National Training Institute, Filca has designed and organised training courses where trade union history comes together with the multi-faceted nature of social reality.

The first summer camp took place in Bosnia, where participants gained first-hand experience of how difficult it is to rebuild a social fabric that has been torn apart. Decisions to fund the building of an elementary school in Srebrenica, where the notorious genocide was perpetrated, stemmed from the will to give young people the hope of a better future. In recent years, summer camps have been held in the south of Italy to draw participants' attention to the issues of law abidance and social development.

In Palermo and Locride, in Calabria, no less than 34 participants witnessed the difficulties of a land suffocated by organised crime. They marched alongside the families of the victims of Mafia violence and listened to those who live and work in those areas. The 2009 summer camp took place in Locride. Filca gave the title 'Meridians' to the 2009 gathering and continued in its efforts to follow on from the initiatives launched throughout the building industry.

One of the most important events was the visit to the 'Valle del Marro' social cooperative in Polistena, the only farming company of its kind in Calabria to work the land confiscated from organised crime gangs. Also noteworthy were the meetings with Francesco Rigitano, head of Libera Locride, Stefania Grasso, whose father was killed by the 'ndrangheta, Don Bruno Cirillo and Felice Di Lernia, and the participation in the 'Memory March' in the Aspromonte hills.





2.10 Fulfilling our mission with solidarity and legality

One of Filca's priorities is to wipe out illegality, the influence of organised crime, exploitation of workers, gang-master systems and the denial of fundamental rights. This is a fundamental prerequisite for future development and job creation, and ultimately freedom. This explains why Filca has always identified education and training as the first step to combat crime, illegal work and lack of safety in the workplace.

Every year legality constitutes one of the main topics of Filca's national summer camp. Filca also promoted **Progetto San Francesco**, which aims to foster a culture of legality and justice through dialogue, knowledge and training with the participation of trade unions, institutions, law enforcement bodies, Spresal, Inps and Inail. This project offers an important opportunity for dialogue among trade unions throughout Italy. The large infrastructures built in northern Italy, especially in Lombardy, have attracted criminal organisations to the north of Italy, where they have prospered over the last few decades, sometimes in silence.

In 2009 the Project organised local meetings with Prefects, Chief Inspectors, Military Police and Fiscal Police, during which proposals were made to reform the Italian law on public tenders.

Filca's efforts went much further. Filca funded the setting up of a computer room at the Istituto Don Pino Puglisi in Palermo and a playground in Gioiosa Ionica, which are part of a series of legality and solidarity initiatives. This was by no means coincidental as it is Filca's belief that

it is up to the young generations to determine a much-needed change in mindset in order to free the south of Italy from organised crime and Mafia culture.





2.11 A nationwide organisation serving the entire country

At local level Filca is divided into Regional Union Federations, which, in turn and where necessary, are divided into local branches that carry out the same tasks as the national federation, sending representatives to congress and representing the workplace.

The Filca-Cisl system was designed to spread best practices from communities to the national level and vice versa. By underscoring the importance of local experiences, the system moves forward, fostering important synergies and virtuous bilateral development.

The resulting network benefits local communities nationwide, creating a virtuous system that serves workers more effectively.

FILCA at REGIONAL and LOCAL LEVEL

Regional branches: 21

Local branches: 114



Filca-Cisl's regional network

VALLE D'AOSTA

FILCA CISL Regionale

Loc. Grand Chemin, 22

tel. 0165/279643

fax. 0165/363355

11020 SAINT CHRISTOPHE (AO)

N.1 Recapito Zonale.

a: Verres (AO)

PIEMONTE

FILCA CISL Regionale

Via Sant' Anselmo, 11

tel. 011/6548294 fax. 011/6599147

10133 TORINO

Via Madama Cristina, 50

10125 TORINO

tel. 011/6520441 - fax 011/6520579

N.18 Recapiti Zonali

con apertura giornaliera a: Ivrea
con due/tre presenze settimanali a:

Torino Mirafiori, Torino Vallette,
Carmagnola, Chieri, Chivasso, Ciriè,
Moncalieri, Orbassano, Pinerolo
Rivoli, Susa, Settimo Torinese, Venaria,
Cuorgné, Rivarolo

Via Paggi, 1

13100 VERCELLI

tel. 0161/255400 - 255239

fax. 0161/215105

N.4 Recapiti Zonali

con una presenza settimanale a:
Borgosesia, Santhià, Trino, Crescentino

Via Gramsci, 19

13900 BIELLA (BI)

tel. 015/0973005 - fax. 015/8977649

N.4 Recapiti Zonali

con una presenza settimanale a: Cossato

su appuntamento telefonico a:

Candelo, Cavaglià, Vallemosso

Via Farinelli, 6/a

28921 VERBANIA (NO)

tel. 0323/402495/404193

fax. 0323/405107

N. 4 Recapiti zonali

con una/due presenze settimanali a:

Cannobbio, Domodossola, Gravellona

Toce, Omegna

Via dei Caccia, 7

28100 NOVARA

tel. e fax. 0321/6751043

N.11 Recapiti zonali

con una/due presenze settimanali a:

Arona, Borgomanero, Galliate, Oleggio,

Romagnano Sesia, Trecate

su appuntamento a:

Biandrate, Castelletto Ticino, Gozzano,

San Maurizio D'Opaglio

Via Parma,36

15100 ALESSANDRIA

tel. 0131/204754 - fax. 0131/204757

N.6 Recapiti Zonali

con una/due presenze settimanali a:

Acqui Terme, Casale M.to, Novi Ligure,

Ovada, Tortona, Valenza

Via XX Settembre, 10

14100 ASTI

tel. 0141/595923 /530266

fax. 0141/593290

N.4 Recapiti Zonali

con una/due presenze settimanali a:

Canelli, Nizza Monferrato, San Damiano

su appuntamento a: Villanova

Via Cascina Colombaro, 33

12100 CUNEO

tel. 0171/321071/2 - fax. 0171/321075

N.7 Recapiti Zonali

con una/due presenze settimanali a:

Alba, Bra, Fossano, Mondovi, Saluzzo,

Savigliano

con 1 presenza mensile a: Ceva

LIGURIA

FILCA CISL Regionale

Pizza Campetto 10 – int. 40 IV p

tel. 010/2759432 - fax. 010/2478566

16123 GENOVA

Pizza Campetto, 4

16123 GENOVA

tel. 010/2474315 - fax. 010/2476165

N.5 Recapiti Zonali

a: 2 sedi a Genova , Chiavari, Rapallo,

Busalla

Via Martiri, 15

18038 SANREMO (IM)

tel. 0184/574531 - fax. 0184/502161

N.4 Recapiti Zonali

con 1/2 presenze settimanali a:

Imperia, Arma di Taggia, Ventimiglia,

Vallecrosia

Via del Carmine, 7

19100 LA SPEZIA

tel. 0187/2531 - fax. 0187/253253

Galleria Aschero, 3

17100 SAVONA

tel. 019/840041/2/3 - fax. 019/809494

N.4 Recapiti Zonali

con apertura giornaliera a: Albenga

con 1 presenza settimanale a:

Cairo Montenotte, Finale Ligure, Loano

LOMBARDIA

FILCA CISL Regionale

Via Fulvio Testi n° 42

tel. 02/24426235 - fax. 02/24426233

20099 SESTO S. GIOVANNI (MI)

Via Carnovali, 88 - 24100 BERGAMO

tel. 035/324360 - fax. 035/324365

Via Altipiano d'Asiago 3

25128 BRESCIA

tel. 030/3844540 - fax. 030/3844541

N.20 Recapiti Zonali

con 1/2 presenze settimanali a:

Bagnolo Melia, Chiari, Comezzano

C., Desenzano, Gardone V.T., Gavardo,

Iseo, Manerbio , Montichiari, Nuvolera,

Orzinuovi, Palazzolo S.O., Rovato, Salò,

Toscolano M., Verolanuova, Vobarno

su appuntamento a:

Gheddi, Pontevico, Calvisano

Via Dante 17/A

20052 MONZA BRIANZA

tel. 039/2399250

fax. 039/2450080

N.9 Recapiti Zonali

con una presenza settimanale a:

Besana Brianza, Carate B., Cesano

Maderno, Desio, Giussano, Mesa,

Seregno, Trezzo

con 2 presenze settimanali a: Vimercate

Via XXIX Maggio, 54

20025 LEGNANO - MAGENTA (MI)

Tel. 0331/926907

fax.: 0331/926941

Via Rezzonico, 20

22100 COMO

tel. 031/302380/302412

fax. 031/300322

V.le Trento e Trieste, 54/a

26100 CREMONA

tel. 0372/596811 . fax. 0372/596850

N.7 Recapiti Zonali

a: Crema, Casalmaggiore, Soresina,

Soncino, Pandino, Piadena, Gussola

Piazzale Giovanni Forni n.1

26900 LODI

tel. 0371/5910204 - 59101

fax. 0371/5910263

N.6 Recapiti Zonali

a: Casalpusterlengo, Lodi Vecchio,

San Colombiano al Lambro

1 o 2 presenze settimanali a :

Sant'Angelo Lod., Cordogno

con 2 presenze al mese:

Zelo Buon Persico

Via Besonda Superiore, 11

23900 LECCO

tel. 0341/275683

fax. 0341/275668

Via Torelli 10
46100 MANTOVA
tel. 0376/352211 - fax. 0376/362856
Via Benedetto Marcello, 18
20124 MILANO
tel. 02/29404566 - fax. 02/29522643

Via Rolla, 3
27100 PAVIA
tel. 0382/538180 - fax. 0382/538706
N.4 Recapiti Zonali
con una presenza giornaliera a:
Voghera, Vigevano, Broni
con una 1/2 presenze settimanali a:
Mede

Via Bnfandini, 1
23100 SONDRIO
tel. 0342/527811 - Fax. 0342/527891

Via Ghislandi, 12
25047 DARFO (BS)
tel. 0364/533461 - fax. 0364/529137

Via Bernardino Luini, 5
21100 VARESE
tel. 0332/231257 - fax. 0332/231257

FRIULI V.G.

FILCA CISL Regionale

Via T.Ciconi 16
33100 UDINE
tel. 0432/246441 - fax. 0432/246420

Via T.Ciconi, 16
33100 UDINE
tel. 0432/246441 - fax. 0432/246420
N.9 Recapiti Zonali

con presenza giornaliera a: Manzano
con 1 presenza settimanale a:
Tricesimo, Cervignano del F., Cividale
del F., Codroipo, Latisana, Palmanova,
S. Giorgio di Nogaro, Mortegliaro

Pizza Dalmazia, 1
34132 TRIESTE
tel. 040/6791363/4 - fax. 040/6791365

V.le Roma, 148
33013 GEMONA (UD)
tel. 0432/981219 - fax. 0432/971912

N.3 Recapiti Zonali
a: Tolmezzo, San Daniele del Fr., Tarcento

Via S.Valentino, 30
33170 PORDENONE
tel. 0434/549910 - fax. 0434/549944

N.7 Recapiti Zonali
a: Maniago, Sacile, Spilimbergo, Azzano
Decimo, Pravisdomini, Prata di
Pordenone, San Vito al Tagliamento

Via Manzoni, 5/C
34170 GORIZIA
tel. 0481/531666 - 533321
fax. 0481/34615

N.3 Recapiti Zonali
con 1 presenza settimanale a:
Monfalcone, Grado, Cormons

TRENTINO

FILCA CISL Regionale

Via S.Croce, 61
38100 TRENTO
tel. 0461/215210 - fax. 0461/231547

N.7 Recapiti Zonali

a: Rovereto, Riva del Garda, Pergine
Valsugana, Lases, Cavalese, Cles, Tione

ALTO ADIGE

FILCA CISL Regionale

Via Siemens, 23
39100 BOLZANO
tel. 0471/568454-55
fax 0471/568456

N.3 Recapiti Zonali
a: Egna, Vipiteno
con apertura giornaliera a: Laives

VENETO

FILCA CISL Regionale

Via Piave, 7
tel. 041/5330895
fax. 041/5330887
30170 MESTRE (VE)

Via Cà Marcello, 10
30172 MESTRE (VE)
tel. 041/2905942 - fax. 041/2905933

N.15 Recapiti Zonali
con apertura giornaliera a: San Donà
e a: Camponogara, Carole, Caverzere,
Chioggia, Dolo, Jesolo, Marcon, Mirano,
Noale, Portogruaro, Santa Maria di Sala,
Santo Stino di Livenza, Scorzé, Venezia
Santa Croce

Via Feltre, 25
32100 BELLUNO
tel. 0437/212811 - fax. 0437/940968

N.4 Recapiti Zonali

a: Feltre, Agordo, Pieve di Cadore,
Farra d'Alpago

Via Cacciatori del Sile, 23
31100 TREVISO
tel. 0422/585880
fax. 0422/410653

N.12 Recapiti Zonali
con apertura giornaliera a:
Oderzo, Conegliano, Montebelluna,
Pieve di Soligo
con 1/2 presenze settimanali a:
Motta di Livenza, Spresiano, Paese,
Castelfranco, Vittorio Veneto,
Valdobbiadene, Oné di Fonte
su appuntamento a: Gaiarine

Via del Carmine, 1/a
35100 PADOVA
tel. 049/ - 8220660
fax. 049/ 8220662
N.14 Recapiti Zonali
a: Cittadella, Monselice, Camposampiero,
Este, Rubano, Trebaseleghe,
Albignasego, Vigonza, Abano T.,
Conselve, Montagnana, Piazzola,
Pieve di Sacco

V.le Tre Martiri, 87/a
45100 ROVIGO
tel. 0425/399217- fax. 0425/399205

N.8 Recapiti Zonali
a: Badia Polesine, Lendinara, Adria, Porto
Tolle, Taglio di Po, Porto di Viro, Rosolina,
Santa Maria Maddalena

Via Carducci, 23
36100 VICENZA
tel. 0444/228755
fax. 0444/547361

N.15 Recapiti Zonali

a: Bassano del Grappa, Thiene, Asiago,
Marostica, Tezze sul Brenta, Schio
Valdagno, Sandrigo, Creazzo, Arzignano,
Camisano, Montecchio Maggiore,
Barbarano Vicentino, Lonigo,
Novanta Vicentina

Lungadige Galtarossa, 22
37100 VERONA
tel. 045/8096940 - fax. 045/8004977

N.12 Recapiti Zonali

a: Legnano, San Bonifacio, Domegliara,
Caprino, Grezzana, Bussolengo, Cerea,
Bovolone, Nogara, Cologna Veneta,
Zevio, Peschiera

EMILIA ROMAGNA

FILCA CISL Regionale

Via Milazzo, 16
40122 BOLOGNA
tel. 051/256846 - 256670
fax. 051/256844

Via P.Cella, 11/a
29100 PIACENZA
tel. 0523/458757 - 453963
fax. 0523/453964

Via Cornelio Ghiretti, 2
43100 PARMA
tel. 0521/987178
fax. 0521/987344

Via Turri, 69
42100 REGGIO EMILIA
tel. 0522/357411 - 357420 - 21
fax. 0522/357401

Via Rainusso, 58/60
41100 MODENA
tel. 059/890855/2/919
fax. 059/335716

Via Milazzo, 16
40126 BOLOGNA
tel. 051/256616 - fax. 051/255896

N.4 Recapiti Zonali

a: San Lazzaro di Savena, Casalecchio di Reno, Sasso Marconi, Porretta Terme

Corso Piave, 60
44122 FERRARA
tel. 0532/777611/777613/777614
fax. 0532/771644

N.4 Recapiti Zonali

con 1 presenza settimanale a:
Cento, Comacchio, Codigoro, Copparo

Via Vulcano, 78/80
48100 RAVENNA
tel. 0544/261811 - fax. 0544/261911

Pizza del Carmine, 20
47100 FORLÌ - CESENA
tel. 0543/454511 - fax. 0543/454541

N.8 Recapiti Zonali

a: Forlimpopoli, Castrocaro Terme, Predappio, Galeata, Cesenatico, Savignano sul R., Mercato Saraceno, S.Piero in Bagno

Via Caduti di Marzabotto, 30
47922 RIMINI
tel. 0541/799824 - fax. 0541/774109

N.5 Recapiti Zonali

a: Santarcangelo, Riccione, Bellaria, Cattolica, Morciano

TOSCANA

FILCA CISL Regionale

Via Benedetto Dei, 2/a
50147 FIRENZE
tel. 055/4392243
fax. 055/4392242

Via A. Ceci, 11
54033 CARRARA (MS)
tel. 0585/779485 - fax. 0585/74037

N.3 Recapiti Zonali

su appuntamento a:
Aulla, Pontremoli, Massa

Viale Puccini, 1780
55100 LUCCA
tel. 0583/508818 - fax. 0583/508888

N.4 Recapiti Zonali

con 3 presenze settimanali a:

Pietrasanta
su appuntamento a:
Viareggio, Castelnuovo Garfagnana, Fornaci di Barga

V.le G. Matteotti, 37
51100 PISTOIA
tel. 0573/20000-97011 (cisl)
fax. 0573/20000

N.8 Recapiti Zonali

con 1/2 presenze settimanali a:
Montecatini, Pescia, Monsummano Terme, Quarata, Bottegone
con 3 presenze settimanali a:
Agliaiana, S. Marcello Pistoiese
su appuntamento a: Casalguidi

Via Carlo Del Prete, 137
50147 FIRENZE
tel. 055/3269031 - fax. 055/3269032

N.12 Recapiti Zonali

con 1/2 presenze settimanali a:
Empoli, Certaldo, Borgo San Lorenzo, Figline Valdarno, Signa, Campi Bisenzio, Scandicci, Sesto F.
con 1/2 presenze al mese a:
Barberino di Mugello, Firenzuola, Pontassieve
su appuntamento a:
Castelfiorentino

Via Pallacorda, 5
53900 PRATO
tel. 0574/691110/11 - fax. 0574/21076

N.2 Recapiti Zonali

con 1/2 presenze settimanali a:
San Paolo, Montemurlo

Via Filippo Corridoni, 36
56100 PISA
tel. 050/518223 - fax. 050/29467

N.6 Recapiti Zonali

con 3 presenze settimanali a: Ponsacco
con 1 presenza settimanale a:
S. Croce sull'Arno, Cascina
su appuntamento a:
Pontedera, Volterra, Castelfranco di Sotto

Via Goldoni, 67
57100 LIVORNO
tel. 0586/899381 - fax. 0586/899381

N.5 Recapiti Zonali

con apertura giornaliera a: Piombino
con 1/2 presenze settimanali a:
Isola D'Elba, Rosignano, Cecina, San Vincenzo

V.le Toselli, 14/a
53100 SIENA
tel. 0577/289206
fax. 0577/43411

N.5 Recapiti Zonali

con 2 presenze settimanali a:

Poggibonsi, Colle Val D'Elsa, Chianciano T., Chiusi, Sinalunga

Via Mameli, 13
58100 GROSSETO
tel. 0564/422328 - fax. 0564/422328

N.5 Recapiti Zonali

con 1/2 presenze settimanali a:
Orbetello, Follonica, Castel del Piano, Manciano
con 2 presenze al mese a: Corano

Via Michelangelo, 116
52100 AREZZO
tel. 0575/26947 - fax. 0575/24867

N.7 Recapiti Zonali

con 1/2 presenze settimanali a:
Castiglionfiorentino, Camucia, Foiano della Chiana, San Selpolcro, Casentino Bibbiena, San Giovanni V., Montevarchi

MARCHE

FILCA CISL Regionale

Via dell'Industria, 17
60127 ANCONA
tel. 071/505215 fax. 071/505207

Via Porta Rimini, 10
61100 PESARO
tel. 0721/67078 - 380504
fax. 0721/34853

N.11 Recapiti Zonali

a: Fano, Fermignano, Urbania, Cagli, Calcinelli, Fossombrone, Macerata F., Pergola, Mondolfo, Marotta
con apertura giornaliera a: Montecchio

Via G.Valenti, 27/M
62100 MACERATA

tel. 0733/4075221 - fax. 0733/4075222

N.9 Recapiti Zonali

a: Civitanova M., Matelica, Tolentino, Camerino, Porto Recanati, San Severino M., Treia, Cingoli, Muccia
Via Ragnini, 4
60110 ANCONA
tel. 071/2822216
fax. 071/2822225

N.9 Recapiti Zonali

a: Falconara, Osimo, Jesi, Fabriano, Senigallia, Filottrano, Ostra Cerreto D'Esi, Sassoferrato, Castelfidardo

C.so Vittorio Emanuele, 37
63100 ASCOLI P.
tel. 0736/254086 - centr. 24951
fax. 0736/249526

N.10 Recapiti Zonali

a: San Benedetto del Tronto, Fermo, Comunanza, Offida, Piane di Montegiorgio, Porto S. Epidio, Montegrano, Monteurano, Porto S. Giorgio, Centobuchi

UMBRIA

FILCA CISL Regionale

Via Campo di Marte, 4 n.5
06100 PERUGIA
tel. 075/5057723
fax. 075/5016315

N.32 Recapiti Zonali

a: Acquasparta, Amelia, Bastia Umbra, Castiglione del Lago, Corciano, Città di Castello, Deruta, Fabro Scalo, Gualdo Tadino, Gubbio, Magione, Marsciano, Massa Martana, Acquasparta, Narni scalo, Nocera Umbra, Norcia, Orvieto Scalo, Passignano sul T., Pietralunga,

Ponte San Giovanni, Pontefelcino, San Terenziano, Sigillo, Spoleto, Todi, Tavernelle, Umbertide, Colfiorito
apertura giornaliera a: Terni

LAZIO

FILCA CISL Regionale

Via Gioberti 54
00185 ROMA
tel. 06/44361277 – 44361521
fax. 06/44704032

Via Lega dei Dodici Popoli, 7 Pal.C int.1
01100 VITERBO
tel. 0761/251797/271643
fax. 0761/251800

N.14 Recapiti Zonali

a: Soriano del Cimino, Montalto di Castro, Canino, Ronciglione, Vetralla, Blera, Civitacastellana, Bagnoregio, Orte, Montefiascone, Tarquinia, Bolsena, Toscana, Castiglione in T.

V.le Fassini, 20
02100 RIETI
tel. 0746/491700
fax. 0746/202784

N.3 Recapiti Zonali

a: Poggio Mirteto, Passo Corese, Antrodoco

Via Farini, 62
00185 ROMA
tel. 06/4817140/4825797
fax. 06/4874473

N.47 Recapiti Zonali

di cui 19 a Roma
e a: Marino, Civitavecchia, Ladispoli, Palestrina, Albano L., Ostia, Pomezia, Fiumicino, Grottaferrata, Ardea,

Ciampino, Cave, Valmontone, Bracciano, Marcellina, Villanova di G., Guidonia, Tivoli, Fiano Romano, Velletri, Artena, Lariano, Aclia, Colleferro, Nettuno, Monterotondo, Mentana, Subiaco
Via Cairoli, 10
04100 LATINA
tel. 0773/693133 - fax. 0773/664136

N.14 Recapiti Zonali

a: Terracina, Fondi, Aprilia, Priverno, Formia, Cisterna di L., Sezze, Minturno, Gaeta, Scauri, Pontinia, Itri, Sabaudia, Sonnino

Via M.Mastroianni, 357 Pal.B
03100 FROSINONE
tel. 0775/872247 - fax. 0775/1695837

N.13 Recapiti Zonali

a: Alatri, Sora, Monte San G., Veroli, Anagni, Pontecorvo, Atina, Ceccano, Fiuggi, Ceprano, Strangolagalli, Ferentino
con apertura giornaliera a: Cassino

ABRUZZO

FILCA CISL Regionale

Via dei Sanniti, 18
65100 PESCARA
tel. 085/62115 fax 085 62115

Via Monte Velino, 63
67051 AVEZZANO (AQ)
tel. 0863/26600 - fax. 0863/413890

N.4 Recapiti Zonali

con 1 presenza settimanale a:
Celano, Trasacco, Carsoli, Pescara

Via C. De Lollis, 10
66100 CHIETI

tel. 0871/344748 - fax. 0871/330852
N.11 Recapiti Zonali
con 1 presenza settimanale a:
Chieti Scalo, Sambuceto, Francavilla, Ortona, Guardagliele, Tollo, Lanciano, San Salvo, Atessa, Vasto
con 2 presenze al mese a: Bucchianico

Via G.Gronchi, 16
67100 L'AQUILA
tel. 0862/314869 - fax. 0862/314869

N.4 Recapiti Zonali

con 1 presenza settimanale a:
Paganica, Sulmona
con 1 presenza mensile a:
Castel di Sangro
con 3 presenze mensili a:
Pratola Peligna

C.so Vitt. Emanuele, 50
65100 PESCARA
tel. 085/298162 - 4211627
fax. 085/298162

N.7 Recapiti Zonali

con 1 presenza settimanale a:
Montesilvano, Spoliofe, Scafa, Popoli, Penne, Collecorvino, Città S. Angelo

Via F. Crispi, 44
64100 TERAMO
tel. 0861/449230 - fax. 0861/449228

N.15 Recapiti Zonali

con 1 presenza settimanale a:
Isola G. Sasso, Montorio, Castiglione M.R., Atri Fontanelle, Castelnuovo, Roseto A., Penna S. Andrea, Motaresco, Silvi Marina, Pineto, Giulianova, Mosciano S., Martinsicuro, S.Egidio V., Nereto

MOLISE

FILCA CISL Regionale

Via Ziccardi 10
86100 CAMPOBASSO
tel. 0874/418189 fax. 0874/418189

N.5 Recapiti Zonali

con apertura giornaliera: Termoli
e a: Larino, Casacalenda, Santa Croce di Magliano, Venafro, Frosolone

CAMPANIA

FILCA CISL Regionale

Strettola S. Anna alle Paludi, 128
80142 NAPOLI
tel. 081/5540571
fax. 081/5631035

P.zza d'Armi, 1/c
83100 AVELLINO
tel. 0825/23593
fax. 0825/26515

N.22 Recapiti Zonali

con apertura giornaliera a:
Grottaminarda, Montella, Sturmo, Calabritto, Gesualdo
e a: Atripalda, S. Angelo dei Lombardi, Ariano Irpino, Calitri, Bisaccia, Montoro, Lauro, Forino, Lioni, Vallata, Caposele, Cervinara, Montefalcione, Montemiletto, Calabritto, Avella, Senerchia, Altavilla

Viale Principe di Napoli, 38
82100 BENEVENTO
tel. 0824/28792 - fax. 0824/28792

N.6 Recapiti Zonali

a: Montesarchio, San Bartolomeo in

Galdo, Telese Terme, San Marco dei Cavoti, Foglianise, Airola

Via Ferrarecche, 18
81100 CASERTA
tel. 0823/329467 - 355525
fax. 0823/354867

N.8 Recapiti Zonali

con apertura giornaliera a:
Aversa, Casal di Principe, *e a:* Maddaloni, Vairano Scalo, Piedimonte Matese, Marcanise, Mondragone, Capua,

Strettola S. Anna alle Paludi, 128
80142 NAPOLI
tel. 081/5541716/269601
fax. 081/5543911

N.18 Recapiti Zonali

con apertura giornaliera a:
Afragola, Quarto T
e a: Pozzuoli, Castellammare, Trinchese, Bagnoli, Casoria, Giugliano, Somma Vesuviana, Pomigliano D'Arco, Napoli, Torre Annunziata, Ischia, Marano, Ponticelli, Vico Equense, Bacoli

Via Zara, 6
84100 SALERNO
tel. 089/251749 - fax. 089/241985

N.10 Recapiti Zonali

con apertura giornaliera a: Battipaglia
e a: Nocera I., Cava dei Tirreni, Mercato S. Sev., Maiori, Vallo della L., Agropoli, Sala Consilina, Sapri, Olivetrot

PUGLIA

FILCA CISL Regionale

Via Carulli, 68

tel. 080/5247207 fax. 080/5247207
70121 BARI

Via Carulli, 74
70121 BARI

tel. 080/5504001 - fax. 080/5417930

N.9 Recapiti Zonali

a: Carbonari, Corato, Ruvo di Puglia,
Grumo Appula, Triggiano, Binetto,
Altamura, Santeramo in Colle

Via Trento, 42
71100 FOGGIA

tel. 0881/776838

fax. 0881/776838

N.13 Recapiti Zonali

a: Apricena, S. Severo, Torremaggiore,
Lucera, Manfredonia, Carapelle,
Ortanova, Cerignola, San Fernando,
Trinitapoli, Margherita Di S.,
San Marco In L.

Viale della Libertà 79
73100 LECCE

tel. 0832/392339

fax. 0832/317849

N.10 Recapiti Zonali

apertura giornaliera a: Casarano
e a: Borgagne, Vernole, Salentina,
Copertino, Galatina, Maglie, Martano,
Nardò, Tricase

Via Regina Elena, 48
74100 TARANTO

tel. 099/4533506

fax. 099/4525920

N.2 Recapiti Zonali

a: Manduria, Grottaglie

V.le P. Togliatti, 78
72100 BRINDISI

tel. 0831/542758 - fax. 0831/542758

N.10 Recapiti Zonali

a: Torre S.S., Mesagne, S. Pietro V.co,
S. Pancrazio, Francavilla F.na, Oria,
Fasano, Ostuni, S. Vito dei Normanni,
Latiano

BASILICATA

FILCA CISL Regionale

Via degli Olmi 5/a
85100 POTENZA

tel. 0971/471417/8 fax. 0971/471417

N.9 Recapiti Zonali

con apertura giornaliera a:
Policoro, Avigliano, Genzano, Senise
e a: Lagonegro, Melfi, Lavello, Matera,
Villa d'Agri

CALABRIA

FILCA CISL Regionale

Via del Mare 34
88046 LAMEZIA TERME (CZ)
tel. 0968/419361 fax. 0968/411160

Via Caloprese, 23
87100 COSENZA
tel. 0984/74133 - fax. 0984/71017

N.8 Recapiti Zonali

a: Acri, Castrovillari, Corigliano scalo,
Rossano, Rogliano, Amantea, San Marco
Argentano, Paola

Via dei Correttori, 6
89100 REGGIO CALABRIA

tel. 0965/892895

fax. 0965/331820-892895

N.5 Recapiti Zonali

a: Marina di Gioiosa, Locri, Bovalino,
Cauloni

apertura giornaliera a: Gioria Tauro

Via Indipendenza, 6
88100 CATANZARO
tel. 0961/746587 - fax. 0961/746581

N.5 Recapiti Zonali

a: Soverato, Sellia Marina, Taverna,
Lamezia T., Borgia

Via F. Protetti, 32
89900 VIBO VALENTIA
tel. 0963/45756 - fax. 0963/43325

Via Firenze, 68
88900 CROTONE
tel. 0962/22190 - fax.: 0962/21140

SICILIA

FILCA CISL Regionale

Via Cerda, 19
tel. 091/324627 fax. 091/580103
90139 PALERMO

Via Cerda 19
90139 PALERMO
tel. 091/331098 - fax. 091/587698

N.5 Recapiti Zonali

con 1 presenza settimanale a:
Bagheria, Termini Imerese, Petralia
Soprana, Monreale, Partinico

V.le Europa, 58 is.68
98123 MESSINA
tel. 090/2927582 - fax. 090/695208

N.8 Recapiti Zonali

a: Mistretta

con apertura giornaliera a:

Milazzo, Barcellona, Patti, Brolo, Capo
d'Orlando, S. Agata Militello, S. Stefano di
Camastra

Pizza Pirandello n.18
92100 AGRIGENTO
tel. 0922/594893 - fax. 0922/660331

N.6 Recapiti Zonali

a: Canicatti, Licata,
con apertura giornaliera a:
Favera, Sciacca, Ribera, Siculiana

Via Canonico Pulci 9/B
93100 CALTANISSETTA
tel. 0934/21916 - tel. 0934/20177

N.4 Recapiti Zonali

a: San Cataldo, Mussomeli,
Niscemi
Apertura giornaliera a: Gela

Via Crociferi, 51
95124 CATANIA
tel. 095/7158794 - fax. 095/322671

N.13 Recapiti Zonali

con 1 presenza settimanale a:
Aci S. Antonio, Acicatena, Acireale,
Adrano, Belpasso, Bronte, Caltagirone,
Giarre, Misterbianco, Paternò,
S.G. La Punta, Venerina, Scordia

Via Donna Nuova, 11
94100 ENNA
tel. 0935/22470/501261
fax. 0935/26550

N.4 Recapiti Zonali

a: Barrafranca, Leonforte, Nicosia,
Piazza Armerina

Via Vincenzo Picardi 16
97100 RAGUSA
tel. 0932/248915 - fax. 0932/248915

N.11 Recapiti Zonali

a: Comiso, Ispica, Pozzallo, Scicli, Santa
Croce Camerina, Modica Bassa, Modica
Sorda, Chiaramonte Gulfi, Monterosso
Alma, Giarratana, Vittoria
Via Arsenale, 40
96100 SIRACUSA
tel. 0931/61544 - fax. 0931/67243

N.5 Recapiti Zonali

con 1 presenza settimanale a:
Lentini, Florida, Sortino, Augusta, Noto

Pizza G.C. Montalto, 10
91100 TRAPANI
tel. 0923/21895 - fax. 0923/21182

N.7 Recapiti Zonali

a: Alcamo
con apertura giornaliera a: Marsala,
Castelvetrano
con 1 presenza settimanale a:
Pachino, Avola
con 1 presenza mensile a: Rosolini
con 2 presenze al mese a: Palazzolo

SARDEGNA

FILCA CISL Regionale

Via Ancona, 9/11/13
09125 CAGLIARI
tel. 070/3490221 fax. 070/3490205

Via IV Novembre, 53
07100 SASSARI
tel. 079/273371 - fax. 079/271940

N.5 Recapiti Zonali

con 1 presenza settimanale a:
Alghero, Ozieri, Castelsardo, Sorso,
Porto Torres

Via Cimabue, 40/b
07026 OLBIA
tel. 0789/23755 - fax. 0789/26078

N.2 Recapiti Zonali
a: Tempio Pausania, Arzachena

Pzza Vitt. Emanuele, 34
08100 NUORO
tel. 0784/33588 - fax. 0784/230008

N.4 Recapiti Zonali
con 1 presenza settimanale a: Siniscola,
Oliena, Orosei, Macomer

Pzza Roma - Pal. SO.TI.CO
09170 ORISTANO
tel. 0783/73364/71198 - fax. 0783/71907

Via Mazzini, 41
09013 CARBONIA (CA)
tel. 0781/674710 - fax. 0781/674710

N.3 Recapiti Zonali
a: Sant'Antioco, Iglesias, Santadi

Via Ancona, 11
09125 CAGLIARI
tel. 070/3490236 - fax. 070/3490207

N.5 Recapiti Zonali
a: Assemini, Quartu Sant'Elena, Senorbì,
Pula, Sinnai

Via Carlo Felice, 194
09025 SANLURI (CA)
Tel. 070/9370281 - fax.: 070/9370281

N.3 Recapiti Zonali
con 1 presenza settimanale a:
Arbus, Villacidro, Guspini

Via G.Deledda, snc
08048 TORTOLÌ (NU)
tel. 0782/626099 - fax. 0782/622191

N.2 Recapiti Zonali
a: Lanusei, Jerzu



2.12 Recruitment in 2009

The 2009 recruitment campaign set a new record in overall membership: **298.656** (+1,99% compared with the previous year). Over the last five years, members have increased by 20.2%. Lombardy is the region with the highest number of members (52,089), followed by Veneto (30,022) and Sicily (27,619).

The majority of the Federation's members work in the building industry (87%), followed by the wood and furniture industry (8%). The other industries each account for approximately 1% of the overall members (quarrying, brick, concrete and other services).

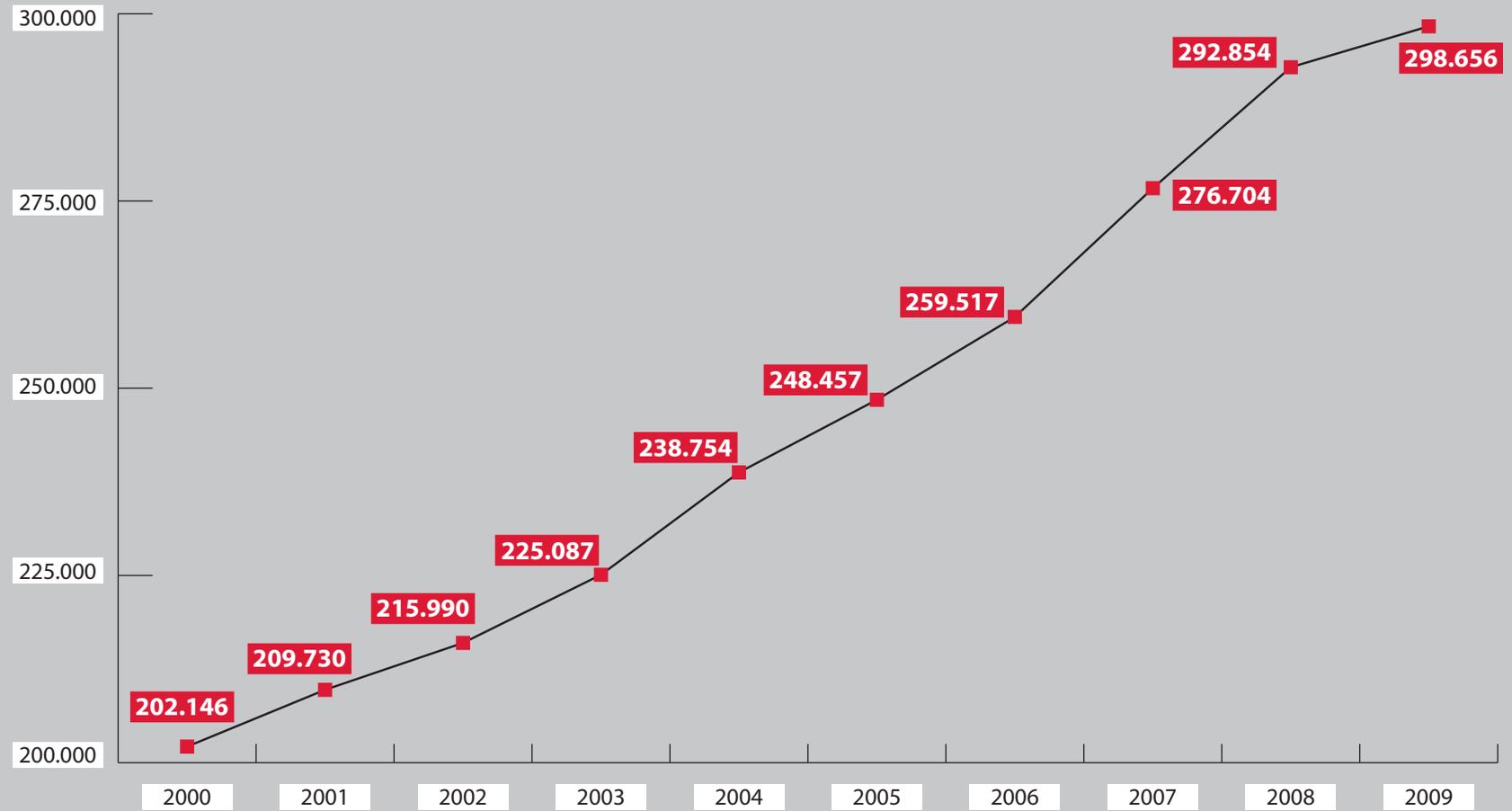
With some 300,000 members, Filca constitutes the second

largest CISL federation in terms of registered members. The federation representing public sector employees takes first place, with 325,686 members. Filca accounts for 13.13% of the 2,276,191 CISL members (2009). This confirms the growth trends registered in recent years, which saw Filca increasing its share of overall membership.

As regards the Special Building Industry Funds, Filca-Cisl moved into first place with 39.56% of registered members, followed by Fillea-Cgil (39.04%) and Feneal-Uil (21.49%).



Recruitment trend 2000 - 2009



Recruitment 2009 - Divided by sectors

WOOD 8%

MANUFACTURED PRODUCTS 1%

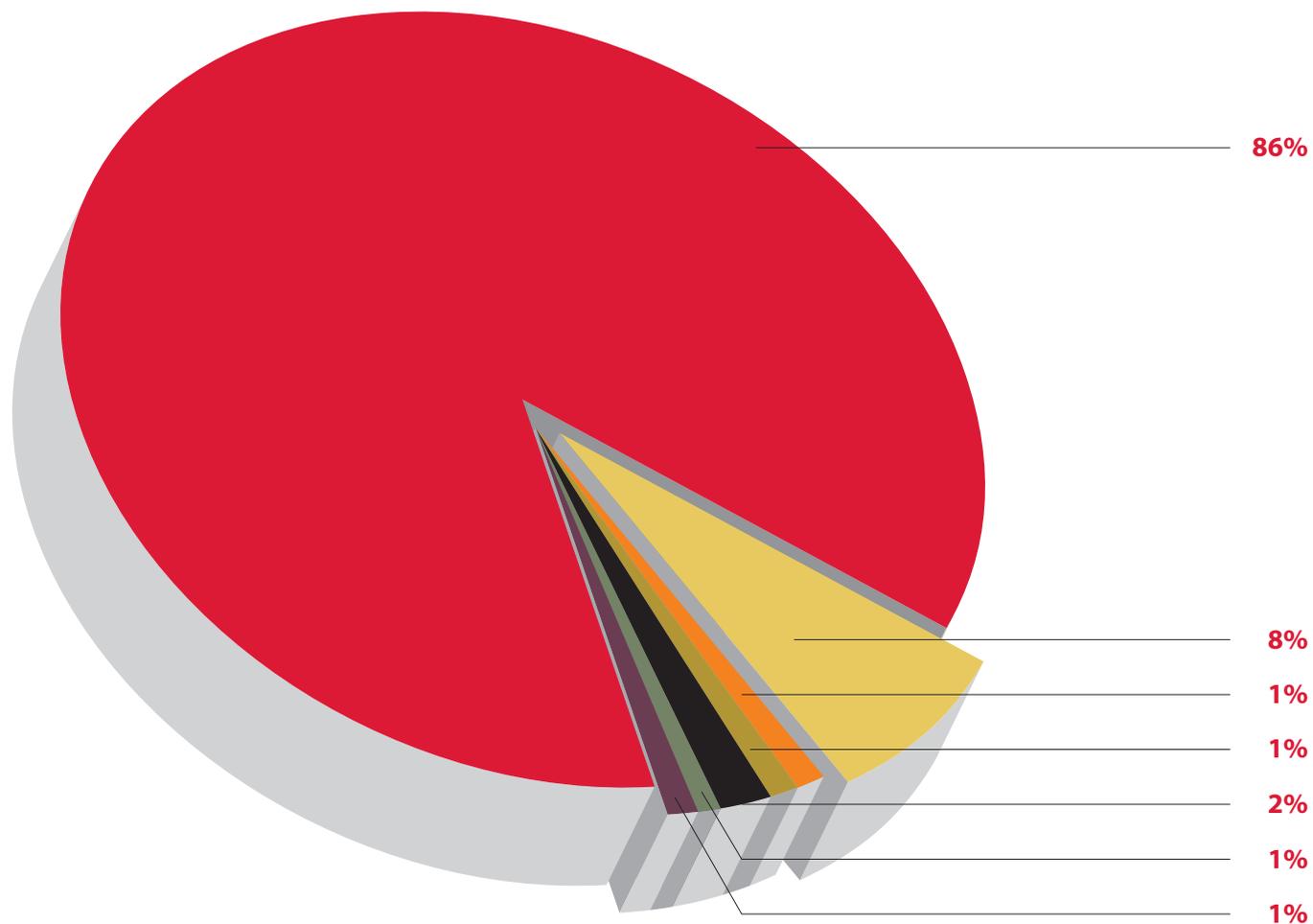
BRICK 1%

STONE 2%

CEMENT 1%

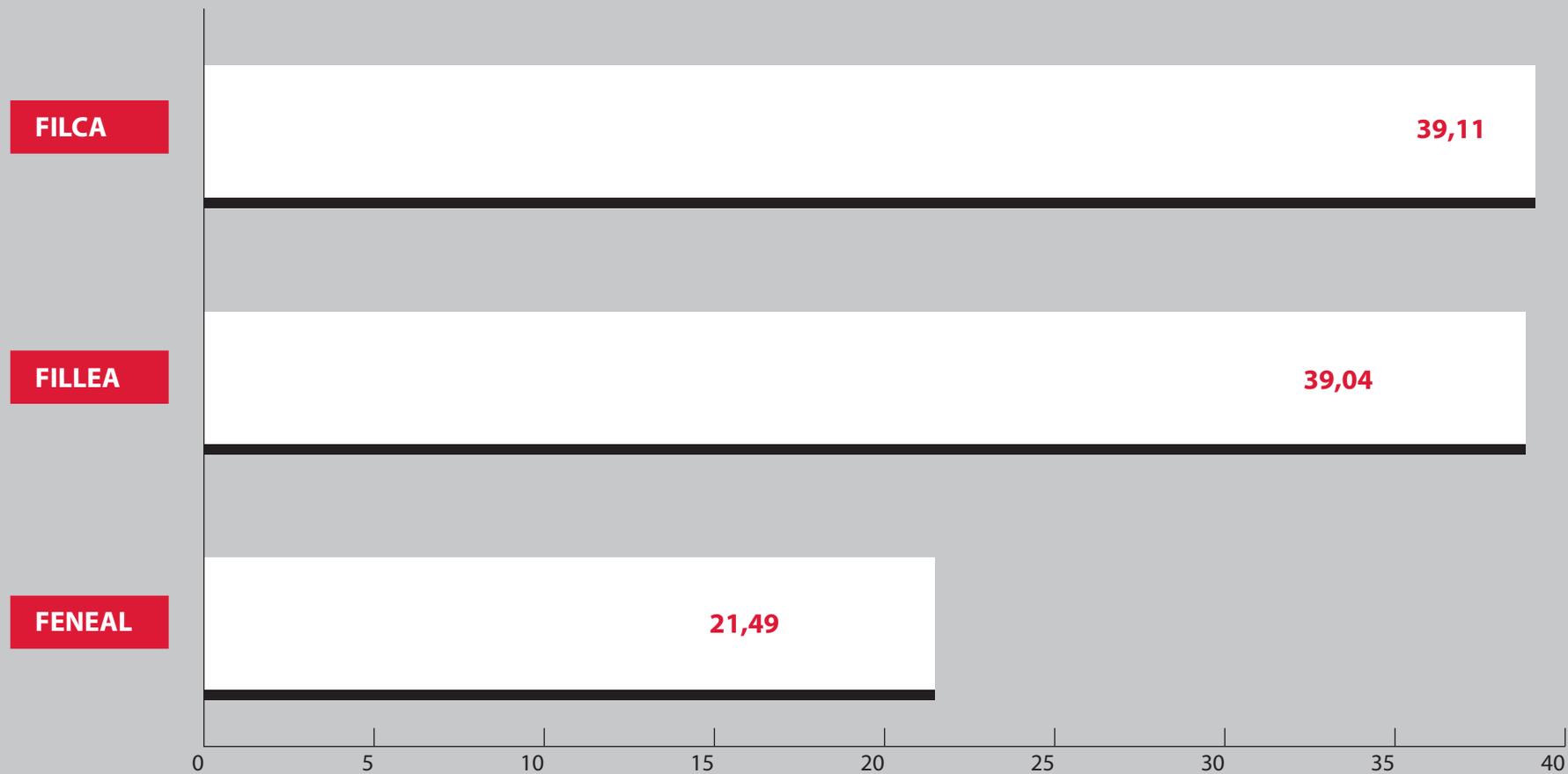
BUILDING 86%

VARIOUS 1%



Number of affiliates by region:

% Representativeness FENEAL - FILCA - FILLEA in welfare funds (Six-month period april 2009 - september 2009)



2.13 Communication

At national level communication is one of Filca-Cisl's most important objectives. Communication requires ongoing commitment. Page after page, it allows us to disseminate our ideas, to make our mark as opinion leaders, and to push forward our political agenda. This is made possible by dozens of contributors spreading the word about Filca's ideas, staff, achievements, agreements and struggles. It is thanks to their work that our industry has grown and written (the use of this verb is by no means coincidental) new pages in history.

In January 2008, Filca set up its own press office under the supervision of a professional journalist. The Filca press office was reviewed in 'Agenda del giornalista'.

Filca communication is both internal (i.e. addressed to members) and external.

Mondo CISL

MONDO CISL offers the latest news and press releases from the Filca-Cisl press office. Many news items were also featured on Cisl main website and the 'Conquiste del Lavoro' website (Cisl's main information medium), as well as the confederation's press review.

"Conquiste del lavoro"

Every year 300 issues of CISL daily 'Conquiste del Lavoro'

are published. Filca is featured virtually every day, thanks to the constant flow of news from the regional and local branches. On several occasions Filca-related news items have been featured on the front page.

FILCA Website

In 2009 the national Filca website underwent a thorough restyling effort. Visits to the website increased by 75%, compared with 2008. On average the website registered more than 8,800 visits per month (approximately 105,000 contacts per year, as certified by Google Analytics). A dedicated channel was set up on YouTube, with videos produced by the press office. See the videos for yourself. Go to www.youtube.com/ufficiostampafilca.

Major newspapers and websites

Filca news enjoys a considerable degree of visibility on Italy's main news websites (AdnKronos, Diario del Lavoro, Il Sole 24Ore, ecc.) and press agencies (**Asca, Agi, Ansa, Radiocor-Il Sole 24Ore, AdnKronos**, and many others), that continue to publish Filca-related news.

In 2009, considerable visibility was given to Filca news in Italy's main daily newspapers (including **Sole 24Ore, Italia Oggi, L'Unità, Avvenire, Il Riformista, Il Giorno, La Stampa, Il Messaggero, Il Resto del Carlino, La Nazione, City, Il Giornale**). Many news items and data from Filca sources were published in the Sole 24Ore 'Edilizia e Territorio' supplement.



I'Unità



**PARLANDO DI...
Regolarità ed evasione**

«Il Durc resta uno strumento indispensabile in edilizia: garantisce la regolarità del lavoro, tutela i lavoratori, favorisce l'emersione. Eliminarlo vorrebbe dire fare un pericoloso passo indietro». Così Domenico Pesenti (Filca-Cisl) commenta l'emendamento Pdl alla manovra per eliminare l'obbligo di trasmettere il Documento unico di regolarità contributiva.

Crisi: Filca-Cisl, in un anno -88 mila addetti iscritti a Casse edili

Il Sole **24 ORE** Radiocor

<< Indietro

Articoli correlati

MARTEDI' 9 FEBBRAIO 2010

Pesenti: superata la Cgil nelle iscrizioni, "e' un evento" (Il Sole 24 Ore Radiocor) - **Roma**, 09 feb - Prosegue la crisi nel settore delle costruzioni: nel 2009 si registra un calo del 9,4% (-88.538 iscritti) nelle **Casse edili** rispetto al 2008. "Dobbiamo purtroppo constatare - osserva il **segretario generale** della **Cisl Raffaele Bonanni**, intervenuto al **Consiglio generale** di Filca-Cisl - che il settore non e' stato utilizzato come strumento anticidico per stimolare l'economia. In Italia accanto alla **politica industriale** manca anche quella **infrastrutturale**". Nel corso dei lavori e' stato annunciato il sorpasso degli iscritti a Filca-Cisl rispetto a Filca-Cgil nell'edilizia: "Si tratta di un vero evento", ha commentato il segretario generale **Domenico Pesenti**. bab (RADIOCOR) 09-02-10 16:00:43 (0261)IMM 5 NNNN

Our website (www.filca.cisl.it): a precious information tool supporting our workers

The screenshot shows the Filca-Cisl website interface. At the top, there is a navigation menu with items like 'CHI SIAMO', 'COSA FACCIAMO', 'IL SETTORE', 'FORMAZIONE', 'SETTORI E SUBSETTORI', and 'DOCUMENTI'. Below the menu is the Filca-Cisl logo and a large image of construction workers. A search bar is visible with the text 'Ricerca' and 'Cerca'. Below the search bar is a calendar for January 2010. The main content area features several news articles with headlines such as 'Attualità: APPROVATA LA LEGGE SULLA MEMORIA', 'ModoFilca: LAVORATORI APPASSIONATI, RAGGIUNTO L'ACCORDO PER LA FIRMA DEL CTA', and 'Filca - Del territorio: VERBAVA DDP: PRESIDENTE LA LINEA DELLA FILCA'. There is also a sidebar on the right with a list of links: 'Home', 'Chi siamo', 'Cassa edili', 'Formazione', 'Settori e subsettori', 'CISL e sindacato collegato', and 'Previdenza e pensioni'.

CONQUISTE
del
LAVORO

IN PRIMO PIANO

15 maggio 2009

3

COSTRUZIONI, PATTO IMPRESE-SINDACATI

*Ieri a Roma
gli Stati generali.
Le parti sociali
chiedono tutte assieme
l'apertura
di un tavolo interministeriale
a Palazzo Chigi
sugli interventi per il settore,
dalle misure di agevolazione fiscale
ad un piano di rilancio per l'edilizia.
Intanto oggi
il Piano Casa
del Governo approda
sul tavolo
del Consiglio dei ministri*

Vanni Petrelli

Il mondo dell'edilizia si è riunito ieri a Roma per celebrare gli Stati generali delle costruzioni, evento programmato prima del terremoto che ha devastato l'Abruzzo ma che ha assunto proprio per questo un significato maggiore. Su un punto tutti, sindacati, costruttori, artigiani, esponenti politici, si sono detti d'accordo: in Abruzzo bisogna ricostruire subito e bene, tanto da creare un modello per "ricostruire il Paese". Ai lavori ha partecipato il presidente del Consiglio, Silvio Berlusconi: "Entro dieci giorni - sarà firmato - sarà attivato il tavolo interministeriale richiesto nel Manifesto degli Stati generali. L'edilizia è caratterizzata da un sistema obsoleto per appalti, verifiche, controlli. Lo dico da vecchio collega delle costruzioni - ha sottolineato riferendosi ai suoi trascorsi da imprenditore edile - ma è un settore che tiene su l'economia, e come tale va incentivato". Il presidente del Consiglio ha inoltre auspicato l'approvazione del Piano casa. "Gli aumenti di cubatura ipotizzati - ha detto - muovono nel giro di 18 mesi ma

lo prezioso per dare consistenza alla crescita e allo sviluppo economico". Nel corso dei lavori spazio anche all'opposizione: Pierferdinando Casini (Udc), Antonio Di Pietro (Italia dei Valori) e Pierluigi Bersani (Pd) hanno criticato l'operato del Governo. Il responsabile economico del Partito Democratico ha lanciato l'allarme occupazionale: "Senza interventi se-

zioni regolarizzate con questo provvedimento sono più di 200mila". Tra le proposte forti lanciate dal numero uno della Filca ci sono anche la rassicurabilità dei flussi finanziari, contro l'avanzata fiscalità ed il lavoro nero, la diffusione di accordi tra imprese, sindacato e istituzioni per la gestione ed il controllo dei lavori, e le pensioni: "Bisogna costruire una copertu-

ra previdenziale - ha detto Pesenti - che tenga conto del mercato del lavoro, delle condizioni di lavoro, dello stato di salute delle persone. L'età pensionabile non può essere norma uniforme per tutti i lavoratori ma deve essere legata al lavoro che le persone svolgono".



L'opinionista
Lettere



MENO INCIDENTI
NEI CANTIERI EDILI
SOLO PERCHE' E' IN CALO
ANCHE L'OCCUPAZIONE

Domenico Pesenti
Segretario generale Filca-Cisl

EGREGIO DIRETTORE,

secondo i dati diffusi dall'Inail e relativi agli infortuni e agli incidenti mortali sul lavoro, nei primi sei mesi del 2009 gli infortuni mortali nei cantieri sono stati 98, il 3,9 per cento in meno dello stesso periodo del 2008. Prendiamo atto del calo registrato ma non possiamo non notare che è di gran lunga inferiore al calo degli addetti, dovuto alla profonda crisi del settore. La riduzione degli infortuni e dei casi mortali è certamente da attribuirsi alla buona azione dell'iter formativo per gli addetti dell'edilizia. Dal primo gennaio del 2009 sono obbligate le cosiddette 16 ore prima, introdotte dal contratto del 2008. Ma riteniamo che il calo degli incidenti mortali sia dovuto anche alla fortissima contrazione del numero degli occupati. Insomma, si lavora molto meno ma si continua a morire, a dimostrazione che i periodi di crisi si registra sempre una minore attenzione a tutte le misure relative all'antibiotetizzazione, ritenuta spesso solo un costo. La nostra valutazione, inoltre, è che la forte riduzione di occupati regolari nasconde un aumento dell'occupazione irregolare o del lavoro nero. Ora più che mai sono opportuni l'impegno di tutti ed iniziative forti a sostegno delle imprese che rispettano le normative sulla sicurezza, e l'espulsione dal mercato delle imprese irregolari.



dibattito

Sindacato edili: integrazione e convivenza

di **DOMENICO PESENTI***

Giovanni, Ali, Basa, Mohamed, Alem: il lavoro annulla le distanze e le frontiere. Italiani, albanesi, marocchini, rumeni, senegalesi. Cristiani e musulmani, bianchi e neri. Come sindacalisti delle costruzioni viviamo quotidianamente la realtà difficile ma al contempo appassionante dei cantieri edili. È lì che tocchiamo con mano le diversità ma anche l'integrazione, la solidarietà, la fratellanza. La Filca-

Cisl è un'associazione che nel 2009 ha superato i 290mila soci. Oltre 60mila di questi sono lavoratori immigrati, una percentuale del 20%. Un dato che dimostra come il sindacato costituisca un esempio e un primo concreto elemento di integrazione e convivenza, intreccio e somma di diverse culture che aiutano a costruire una nuova società più ampia, umanamente e culturalmente più ricca. E anche per questo motivo che seguiamo con estrema attenzione le vicende legate al tema dell'immigrazione. Le

manifestazioni dello scorso ottobre a Roma (quando sfilarono insieme forze dell'ordine e stranieri) e di ieri a Reggio Calabria, dimostrano quanto il sindacato, e in particolare la Cisl, abbiano a cuore le sorti dei 4 milioni e mezzo di stranieri che vivono e lavorano nel nostro Paese: un patrimonio umano vasto e qualificato che nella maggior parte dei casi si è già integrato e dà un apporto indispensabile al funzionamento di cantieri, fabbriche, scuole, uffici, ospedali, cioè dell'intera società italiana. Ma

guai a ghetizzarli. È sbagliato considerarli un segmento isolato della società, un blocco a se stante. In questo modo si fa il gioco di chi vuole il muro contro muro. È per questo motivo che guardiamo con diffidenza all'iniziativa, pur nata spontaneamente su internet, di una giornata di sciopero degli immigrati il 1° marzo prossimo. Non è così, senza un coordinamento generale, una progettualità di integrazione, proposte serie, che possiamo sentireci tutti abitanti e cittadini di questo Paese. Si rischia di dare

ragione a chi considera gli immigrati oggetti utili a scadenza ed espellibili a richiesta. Solo una convinta e piena integrazione, invece, fondata sul rispetto, la fratellanza, la solidarietà, potrà assicurare la convivenza, la legalità, la sicurezza e lo sviluppo dell'Italia. È l'unico modo, in sintonia con lo slogan della manifestazione di Reggio Calabria, per avere una comunità unita. E per questo che la Cisl e la Filca si battono da sempre.

* segretario generale Filca-Cisl (Sindacato edili)

LA NAZIONE



RABBIA Domenico Pesenti segretario nazionale Filca Cisl

LE RISPOSTE DURA CONDANNA DELLE SEGRETERIA GENERALE DELLA FILCA

Annulate le iniziative unitarie

«L'EPISODIO di Livorno è ancora più grave perché è un attacco ai lavoratori e perché gli autori del gesto sono stati capaci di colpire una donna, che evidentemente ha l'unica colpa di lavorare nella Cisl. Si tratta di un gesto vile da condannare senza riserve». Lo ha detto il segretario nazionale della Filca Cisl, **Domenico Pesenti**, commentando l'assalto alla sede della Cisl durante il quale è stata colpita da uova lanciate dai manifestanti anche una operatrice della Filca. «Qui non si tratta più di contestazioni ma di intimidazioni vere e proprie. È una vera vergogna, perché in questo scontro che mette di fronte i lavoratori, la società e la democrazia ne escono sconfitte. È assolutamente neces-

sario abbassare i toni e far prevalere il buon senso e la dialettica. Gli ultimi episodi sono un campanello d'allarme da non sottovalutare», ha concluso il leader della Filca «se linguaggi violenti che ci ri-

LA VERGOGNA

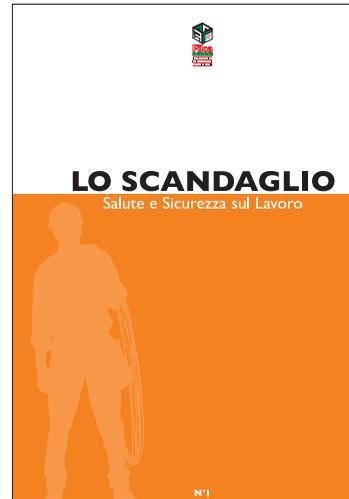
«In questo scontro tra lavoratori, la democrazia ne esce sconfitta»

cordano gli anni peggiori della nostra storia». Anche la Cisl Toscana esprime solidarietà alla Cisl di Livorno ed ai suoi dipendenti. «L'assalto di oggi nella nostra sede di Livorno da parte di attivisti Fiom-Cgil è l'ennesimo atto di

violenza contro le nostre sedi ed i nostri delegati e dirigenti — scrive il segretario regionale **Riccardo Cerza** —. Nessuno deve sottovalutare questi atti incivili e questa campagna di odio verso la Cisl. Alla Fiom e a tutti quelli che alimentano questo clima rispondiamo che tutta la Cisl Toscana continuerà nella sua libera strada di sindacato autonomo e riformatore nell'interesse unico e solo di lavoratori e pensionati. «Alla Cgil Toscana — aggiunge — chiediamo di rompere in maniera definitiva e chiara ogni rapporto con questi loro attivisti che alimentano lo scontro e la divisione del mondo del lavoro. In attesa di chiarimenti la Cisl Toscana valuterà l'annullamento di tutte le iniziative unitarie in corso».

2.14 Filca publications

In 2009 Filca continued to focus upon its publishing activities, with a series of theme-specific volumes about our industry. Here are some examples:



LO SCANDAGLIO. SALUTE E SICUREZZA SUL LAVORO

Published by the Health and Safety research department, this volume presents an in-depth analysis of Inail data concerning workers from the industries handled by Filca, as well as statistics on accidents (divided by industry and severity).



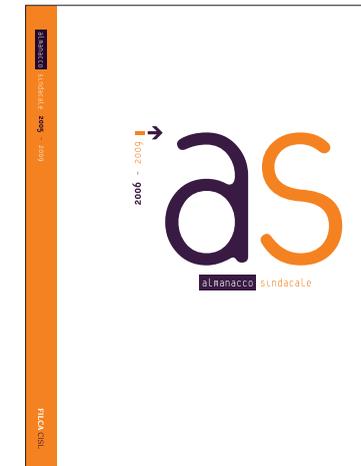
IMMERSIONI

This supplement delves into specific topics of interest to Filca operators: safety in the workplace, trade union representation, bargaining.



TRAINING AT 'PINO VIRGILIO' NATIONAL TRADE UNION TRAINING INSTITUTE

This booklet was distributed to mark the 14th Congress. It presents a comprehensive range of information and data on 2008 training activities at this institute.



ALMANACCO SINDACALE

The second edition of 'Almanacco Sindacale' presented a collection of Filca-related news published in 'Conquiste del Lavoro' from all over the country. This edition also included a selection of articles (divided by year and region of origin) published between June 2005 and March 2009 in the Cisl daily.



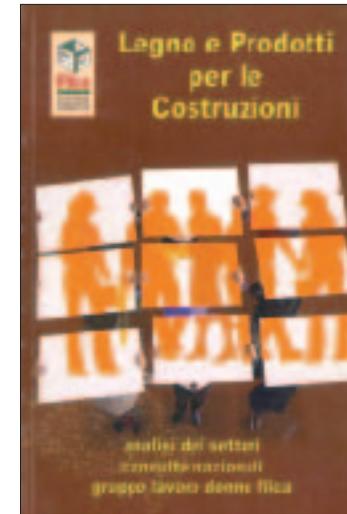
SGUARDI MERIDIANI.
The 2009 filca summer camp.
 This booklet is a report on the 2009 Filca summer camp in Locride that focused upon legality, local communities and employment.



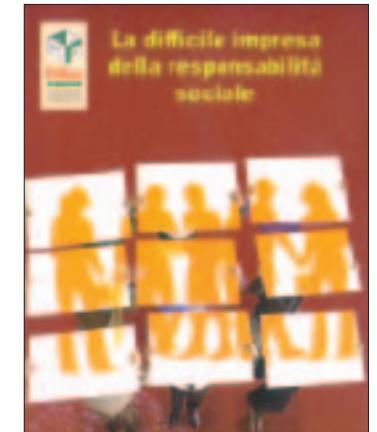
CNCE-FORMEDIL-CNCPT 2005/2008. Joint committees fostering the implementation of collective agreements in the building sector.
 This publication presents an overview of activities in the 2005/2008 plan, highlighting the importance of bilateral relations in the building industry and how they developed over that four-year period. The articles underscore the pivotal role played by joint committees, as well as the benefits of this bargaining system for workers at national and local level.



COSTRUZIONI IN CIFRE
 This booklet was published and circulated on the occasion of the national congress. It provides an overview of innovations in the building industry, such as the Durc certification system, apprenticeships funding, special ID cards, as well as activities carried out at the regional branches, activities to support immigrant workers and the Prevedi integrative pension scheme.



LEGNO E PRODOTTI PER LE COSTRUZIONI. Analisi dei settori – consulte nazionali gruppo lavoro donne Filca
 This publication presents a summary of wood and furniture in the building industry. The data presented here point to difficulties in manufacturing and implementing innovation and R&D at Italian firms.



LA DIFFICILE IMPRESA DELLA RESPONSABILITA' SOCIALE. Percorso di formazione e ricerca realizzato con le delegate Filca-Cisl
 This booklet outlines the findings of a research effort by a number of female delegates at Filca-Cisl, showing the need for new relations between society, the economic system, markets and communities, especially in terms of sustainable development.

SECTION 3

Serving workers and communities

Economic report

3.1 A solid asset base

From article 13 of the Federal Statute

"[...] The Federation bears responsibilities towards third parties and legal authorities solely in relation to obligations undertaken by the Secretary General for any economic and financial matters, and the Federal Secretary for administrative matters.

Regional and local federations, or representatives thereof, bear the responsibility of any commitments undertaken directly towards any third parties. Under no circumstances may they request that the national Federation relieve them of said responsibilities on account of their being branches of the national federation.

Any administrative checks or financial intervention by the National Federation for the benefit of any regional and local Federations, or their associates, shall be deemed part of the National Federation's standard activities that do not entail any shared responsibility."

Filca's financial situation shows a solid asset base. The Federation's debt ratio (considering severance pay) totals a mere 14%. Overall capital levels stand at 76%, bearing witness to the considerable balance and solidity of the Federation's financial situation.

At 31st December 2009, overall assets (including depreciation) at historic value (therefore lower than market value) were worth over 8.1 million Euro, while debts totalled approximately 1 million euro.

The risk and liability fund is a valuable provision for the purchase of real estate.

At 31st December 2009, Filca's net equity (including the real estate purchase fund that is regarded as a provision) totalled 3.3 million Euro out of total assets (after depreciation) worth 4.362 million, indicating a debt/own assets ratio of 1:3. Over the years, Filca's net assets have accrued thanks to surpluses, indicating ongoing effective asset management.

Liabilities/net equity: 1:3
total gross assets = 8.1 million euro



Filca Nazionale patrimonial soundness ratios

- SEVERANCE PAY DEBT INCIDENCE
- RUNNING DEBT INCIDENCE
- OWN MEANS INCIDENCE



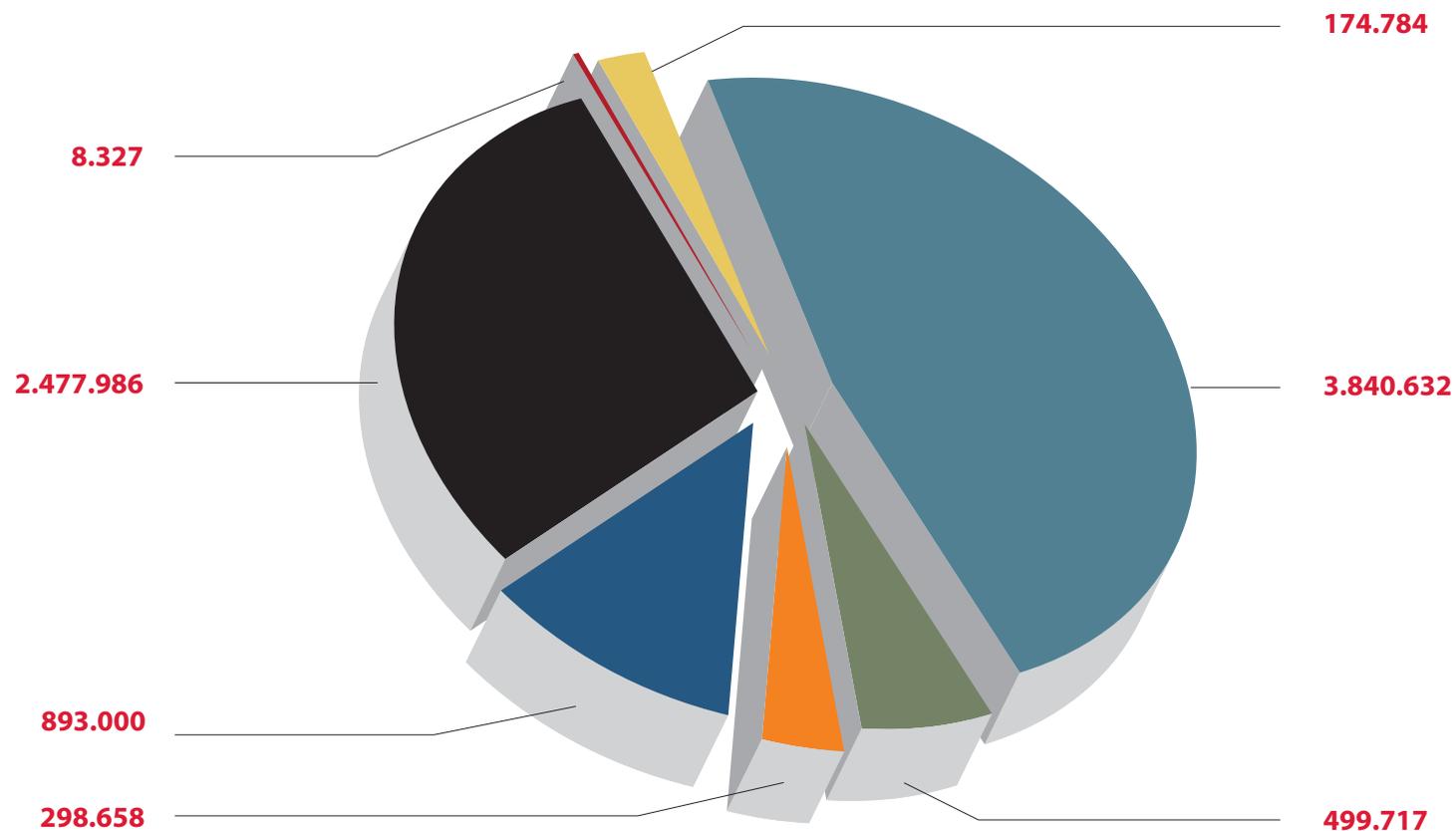
Filca Nazionale patrimonial soundness: activities

At 31st December 2009 Filca assets were comprised of the following items:

- INTANGIBLE ASSETS
- FINANCIAL ASSETS
- SHORT TERM SECURITIES
- OUTSTANDING BILLS
- FIXED ASSETS (before sinking fund)
- CREDITS
- LIQUID ASSETS

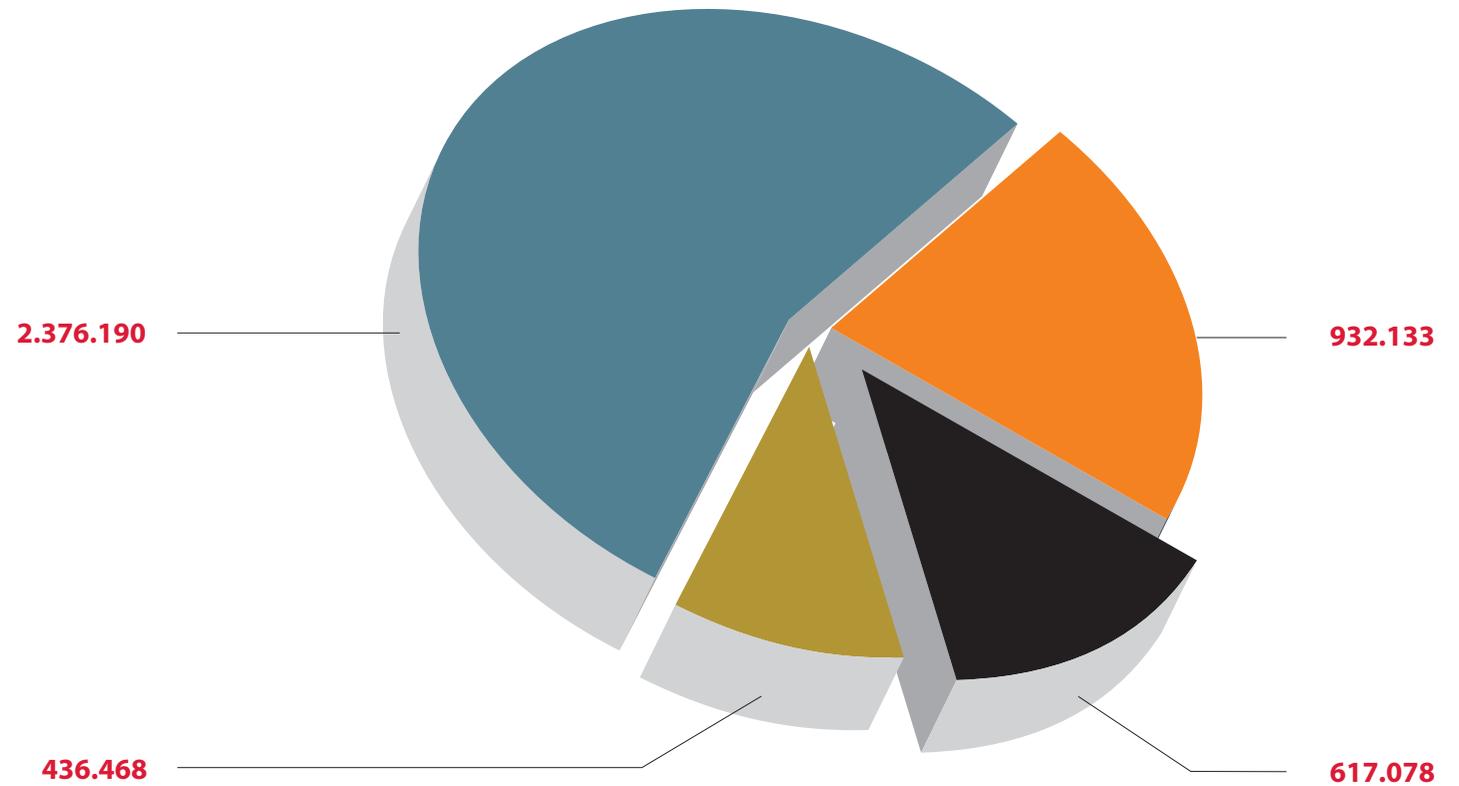
Fixed assets are exclusive of the depreciation fund and indicate the Filca head office.

Short term securities consist of government securities purchased by the Federation to show its trust in the Italian State, despite the low returns.



Filca Nazionale patrimonial soundness: composition of sources of finance

- EQUITY
- RESERVE FOR PURCHASING OFFICE
- OPERATING DEBTS
- SEVERANCE PAY DEBTS



3.2 Reliable financial management aimed at balance and growth

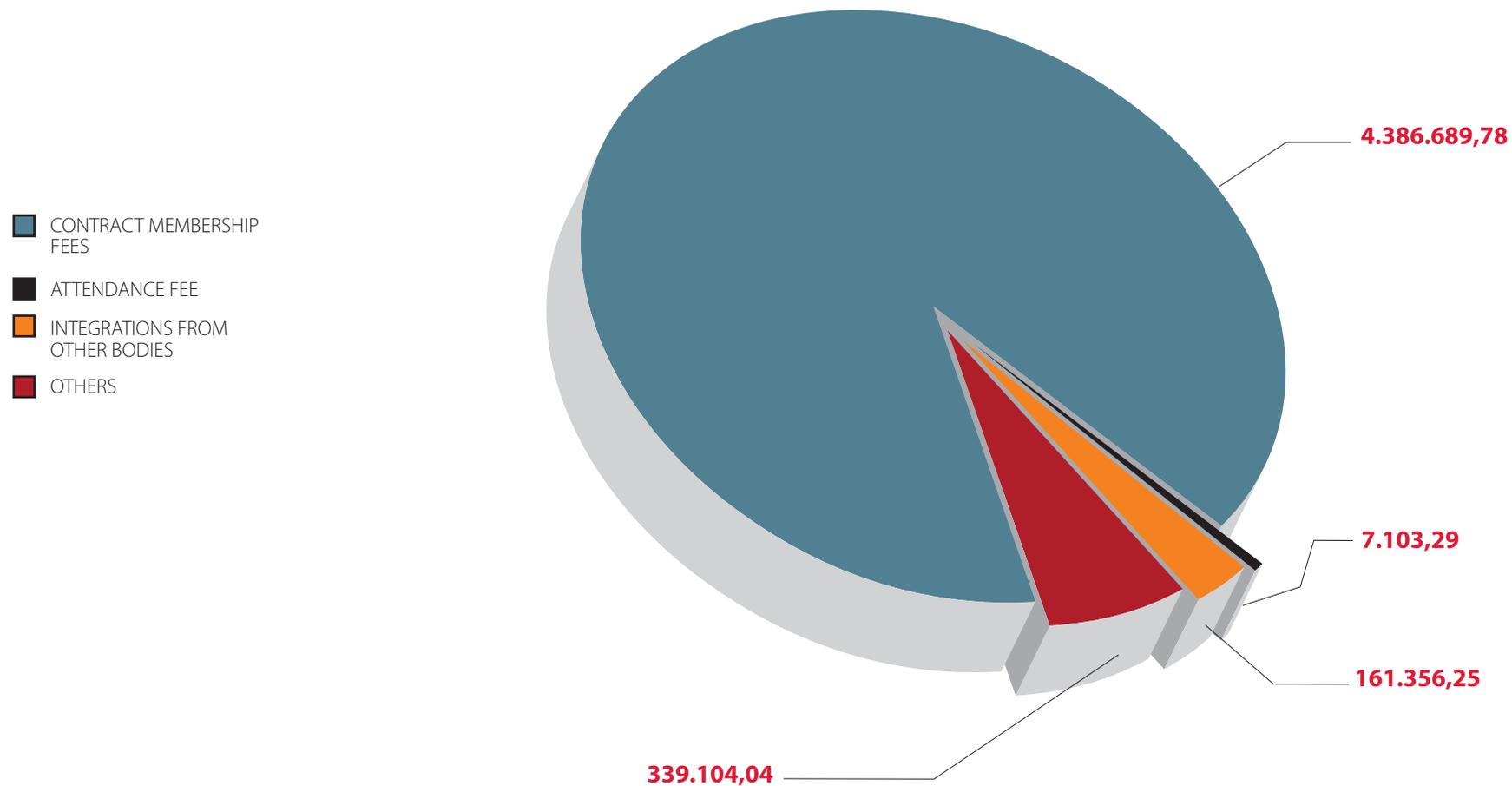
Financial year 2009 ended with a 5,000 euro surplus, after a 100,000 provision for the purchase of head office real estate.

The management of Filca's financial affairs appears reliable and balanced. Admittedly, the 2009 result was slightly lower than 2007 and 2008, owing to the economic crisis that impacted the economy as a whole. More specifically, the building industry saw revenues decrease and some costs increase.



3.3 Revenues: a sign of trust from industry operators

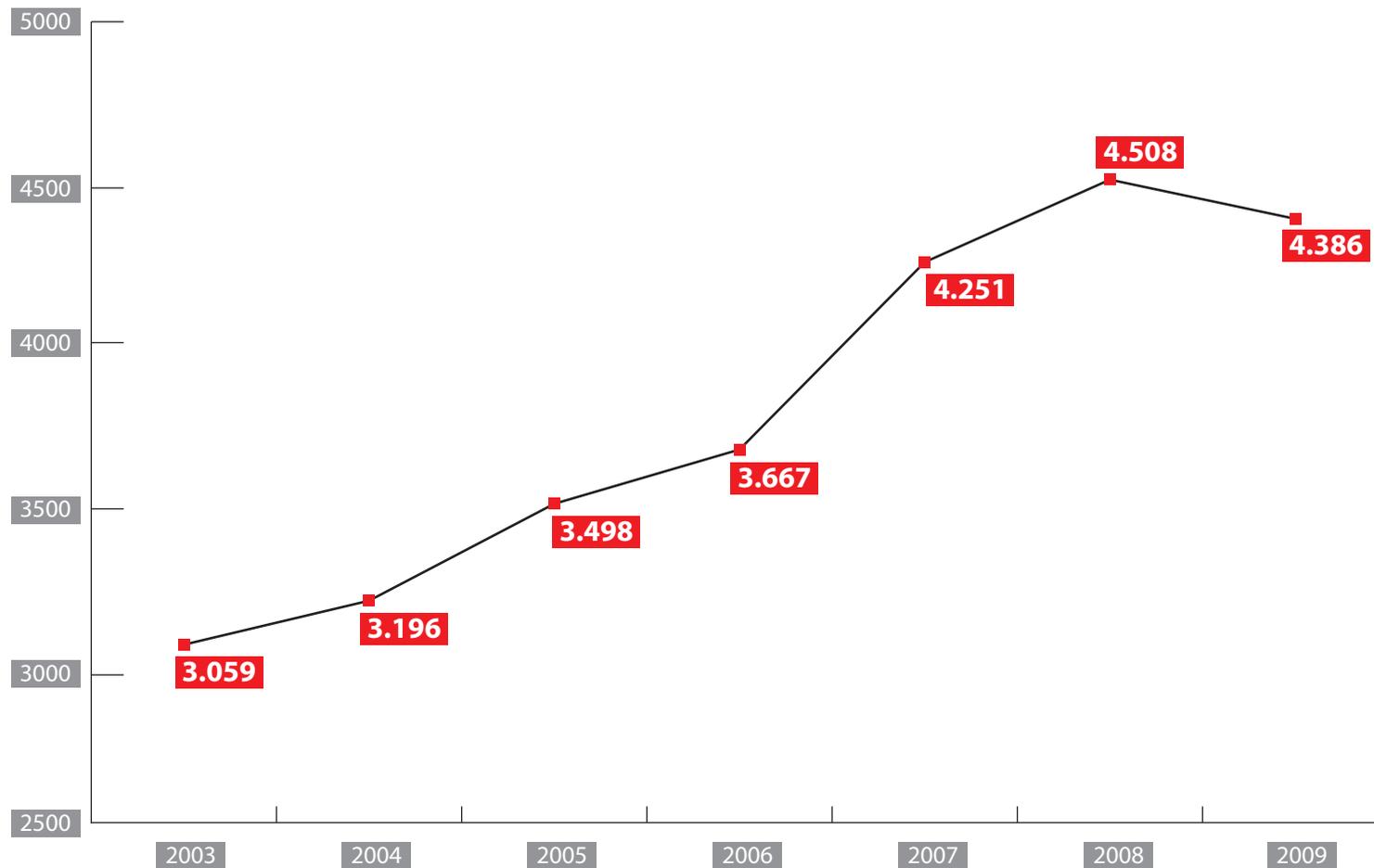
In 2009 revenues totalled 4.8 million euro, divided as follows:



The national membership fees constituted one of the largest, if not the largest, revenue items. In 2009, this item decreased in value by approximately 140,000 euro owing to the economic crisis that hit the industry. Some of the impact from the crisis is expected to affect 2010 results.

Trend of Filca main source of finance: income for contract membership fees (expressed in thousand of euros)

☐ INCOME FOR CONTRACT MEMBERSHIP FEES



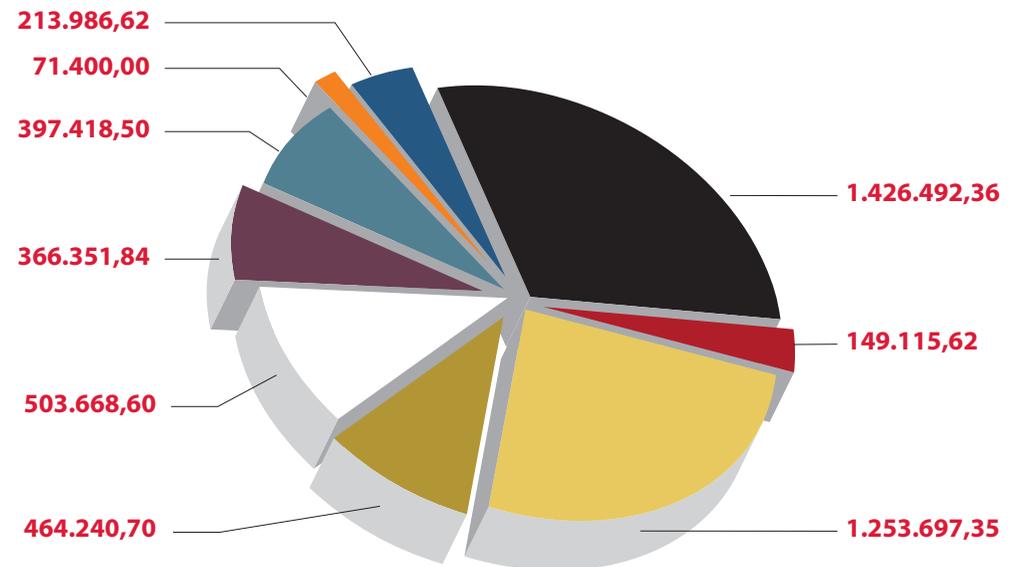
3.4 Expenses: efficiency and ongoing investments in people and local facilities

Expenses in 2009 confirmed Filca's investments in people and promoting activities at local level. The national Federation allocated 30% of its budget to strengthening its regional and local branches. This item was flanked by considerable investments in training, which account for 8% of the Federation's budget.

The national Federation funded some 22 projects from the local and regional branches. In 2009, Filca became the leading trade union federation in the building industry, thanks to the continuous strengthening of regional and local branches and an approach based on subsidiarity.

Expenditure composition in 2009

- PERSONNEL COSTS
- ORGANIZATIONAL COSTS
- TRAINING COSTS
- PRESS COSTS
- VARIOUS COSTS
- OPERATING COSTS
- TRAVELLING AND DAILY ALLOWANCES EXPENSES
- STUDIES AND RESEARCHES
- CONTRIBUTIONS AND GRANTS LOCAL STRUCTURES



3.5 Giving back to the community. Filca-Cisl supporting workers, their families and communities

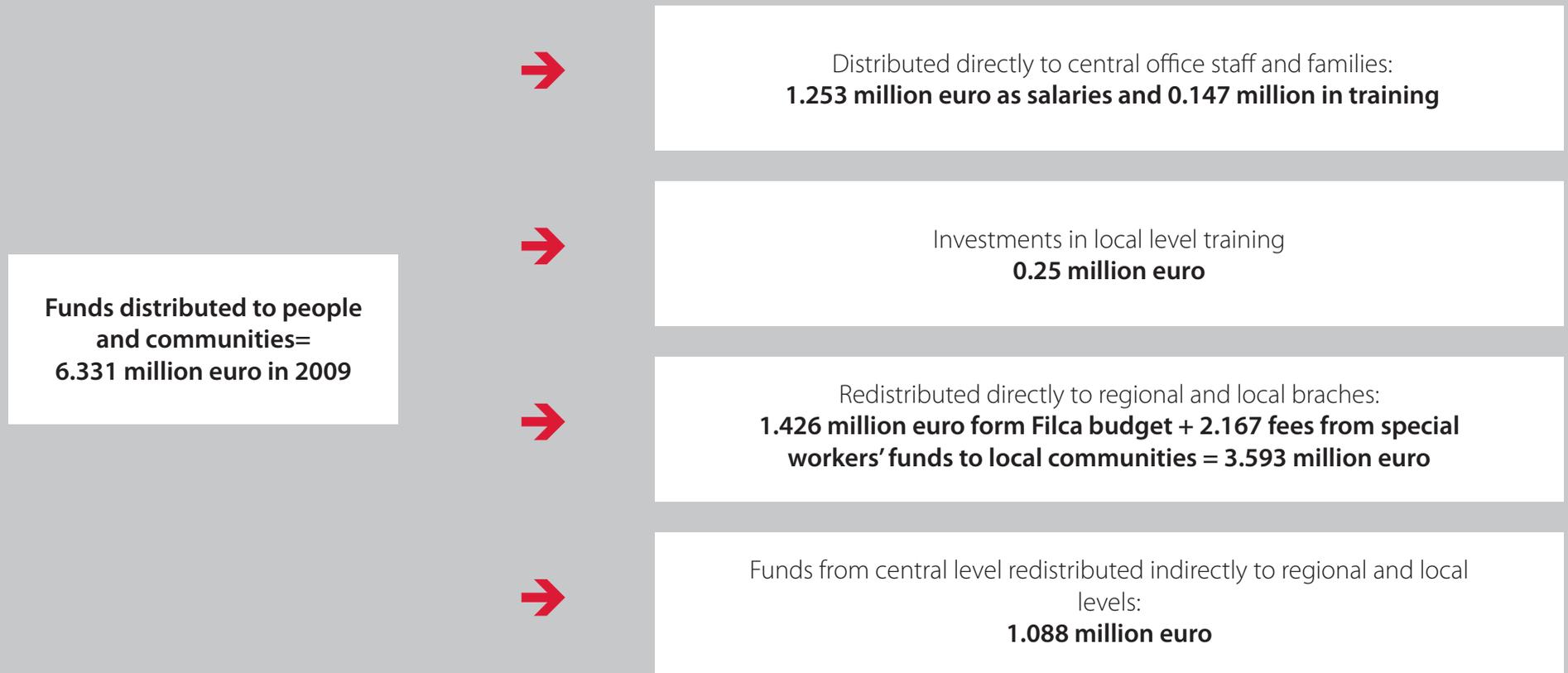
Every year Filca-Cisl conducts an important wealth redistribution effort to benefit the staff and families of both central and regional/local offices. Financial support is provided for training courses, organisation projects, investments in new technologies, solidarity projects, communication and placing staff from the central office at the service of local branches.

It is estimated that 60% of costs relating to the central office actually benefit the regional and local levels. At times

of crisis, redistribution is not only maintained, but actually boosted.



3.5.1 Over 6 million euro redistributed in 2009 for the benefit of people and communities



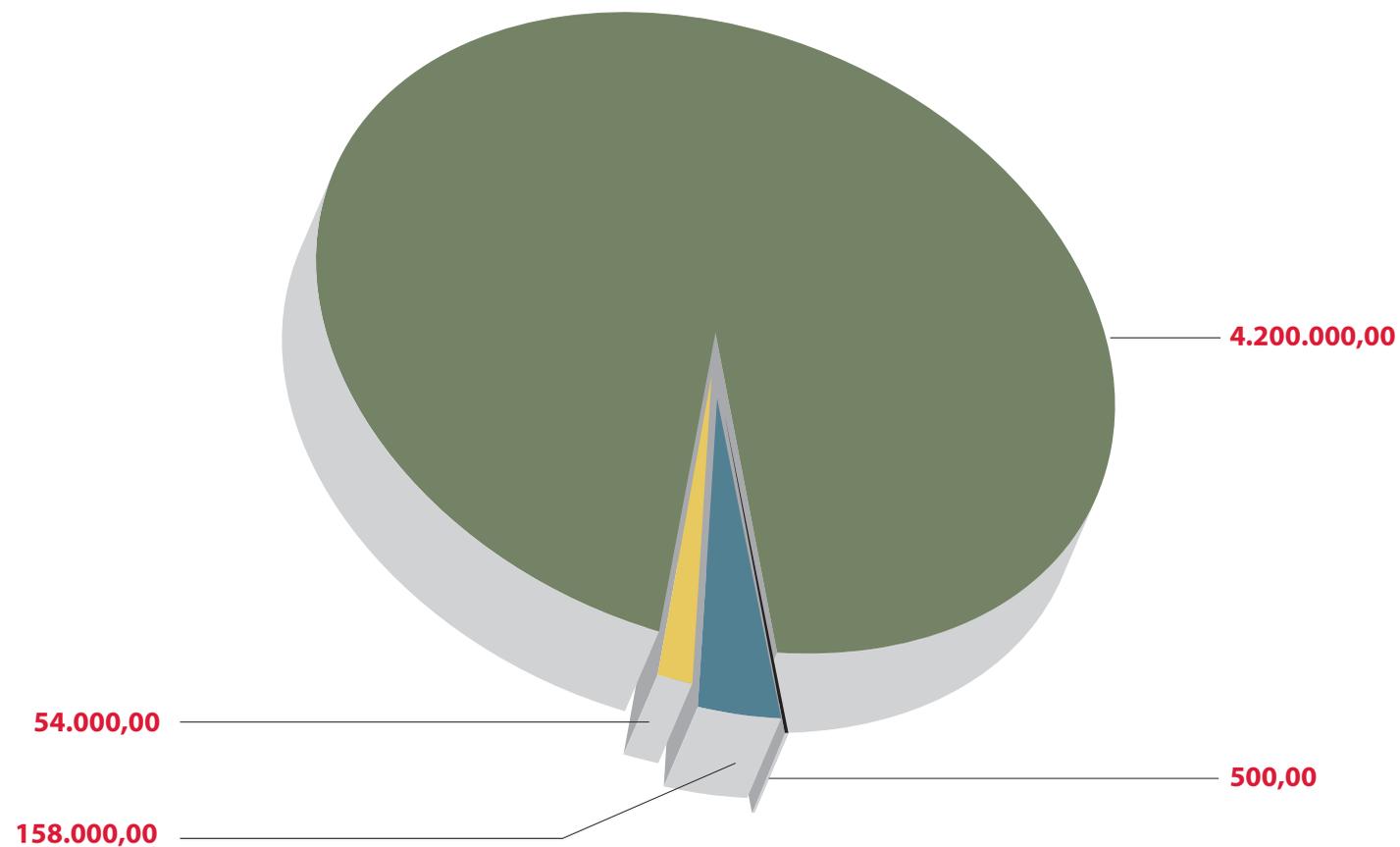
Redistribution of funds to staff and communities in 2009 accounted for 90% of the adjusted annual budget.

3.5.2 Budget 2010: development, solidarity and redistribution at territorial levels

Total revenues forecast for 2010: 4.4 million euro, divided as follows:

Revenue budget 2010

- CONTRACT MEMBERSHIP FEES
- ATTENDANCE FEES
- INTEGRATIONS FROM OTHER BODIES
- OTHERS

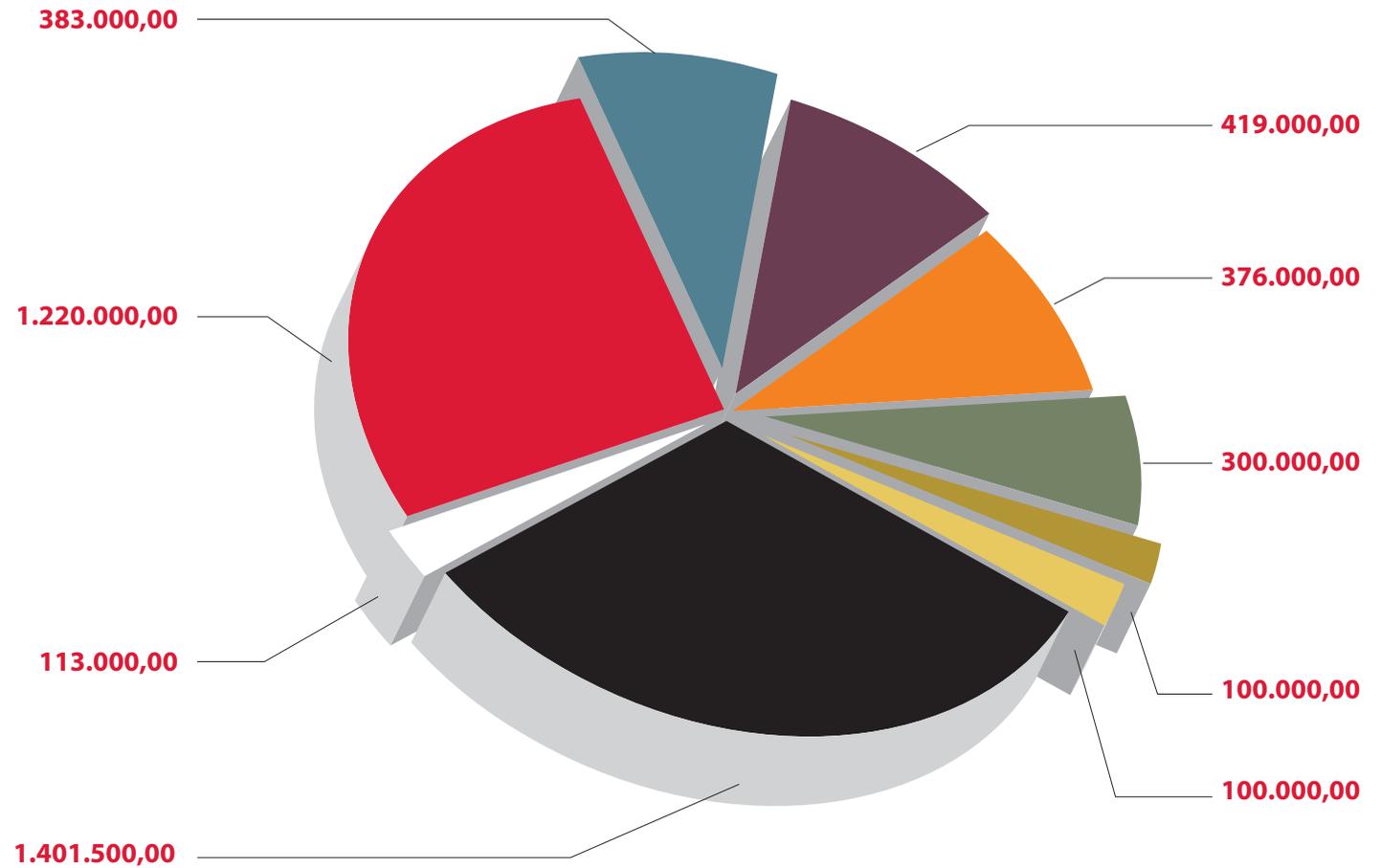


The year 2010 is expected to see further decreases in membership fees owing to a drop the overall number workers in the industry as a result of the crisis. Expenses in 2010 are expected to reach 4.4 million euro.

Breakdown of budgeted expenses in 2010 :

Expenditure budget in 2010

- PERSONNEL COSTS
- ORGANIZATIONAL COSTS
- TRAINING COSTS
- PRESS COSTS
- VARIOUS COSTS
- OPERATING COSTS
- TRAVELLING EXPENSES
- STUDIES AND RESEARCHES
- CONTRIBUTIONS AND GRANTS TO LOCAL STRUCTURES



3.5.3 Continued commitment towards local branches: the Solidarity Fund

Expense items for 2010 include 'Contributions and funds allocated to local branches'

With a view to offsetting the inevitable impact of the crisis on local accounts, Filca-Cisl set up a new Solidarity Fund to its organisational projects. Thanks to the allocation of funds from a number of regional and local branches, the fund will have the means to support struggling regional and local branches, as well as new policies and investments for the continued growth of the Federation as a whole.



3.6 2009 consolidated accounts: Filca-Cisl nationwide

In 2009 the aggregate balance sheet of all Filca-Cisl organisations showed revenues totalling 55,366,975.63 euro, that is a 1,236,975.54 euro decrease (-2.19%) and expenses totalling 55,784,582.83 euro, a 5.23%, increase compared with the previous year.

Decreases were registered under the following items:
- membership fees fell by 718.905,13 euro, or -2.90% compared with 2008;

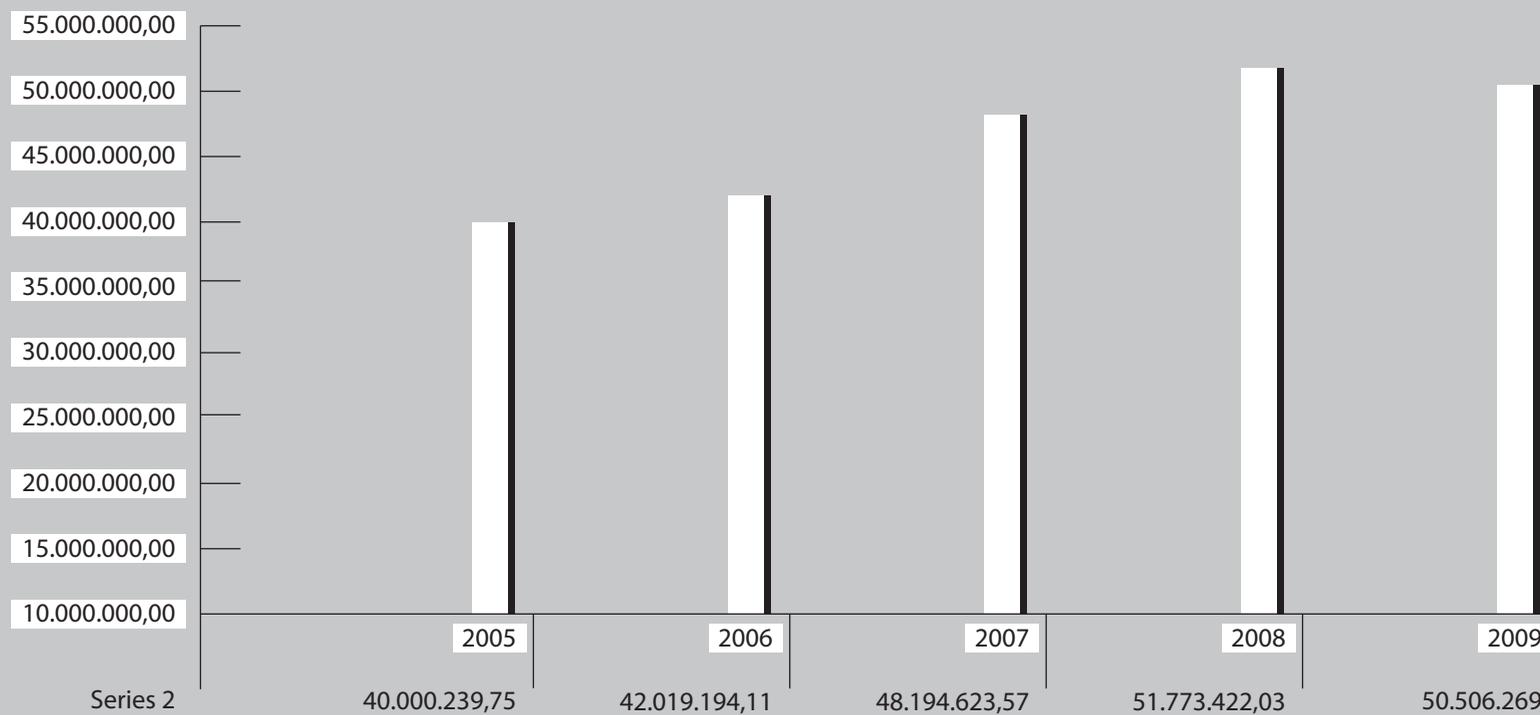
- contributions fell by 351,387.37 euro, or -1,87% compared with 2008.

The Filca-Cisl balance sheets indicate that the overall system proved capable of withstanding the impact of the crisis, irrespective of decreasing contributions and membership fees. Despite difficulties in the building industry, the increasing amount of precarious jobs, Filca-Cisl members are increasing and consolidating their ties with the organisation.

Overview of aggregate (local, regional and national) balance sheet for Filca-Cisl

Year	Totale revenues	Totale expenses	Fixed assets	Current assets	Total assets	Total liabilities	Year's financial result	Overall financial result
2008 Grand total	56.603.786,17	52.997.009,30	24.567.283,61	39.575.671,54	64.278.709,41	60.671.931,38	3.606.776,87	35.189.038,30
2009 Grand total	55.400.540,65	55.804.573,34	25.264.524,41	40.319.809,09	65.746.933,49	66.150.966,18	-404.030,64	34.704.567,26
Var.	-1.203.245,52	2.807.564,04	697.240,80	744.137,55	1.468.224,08	5.479.034,80	-4.010.807,51	-484.471,04

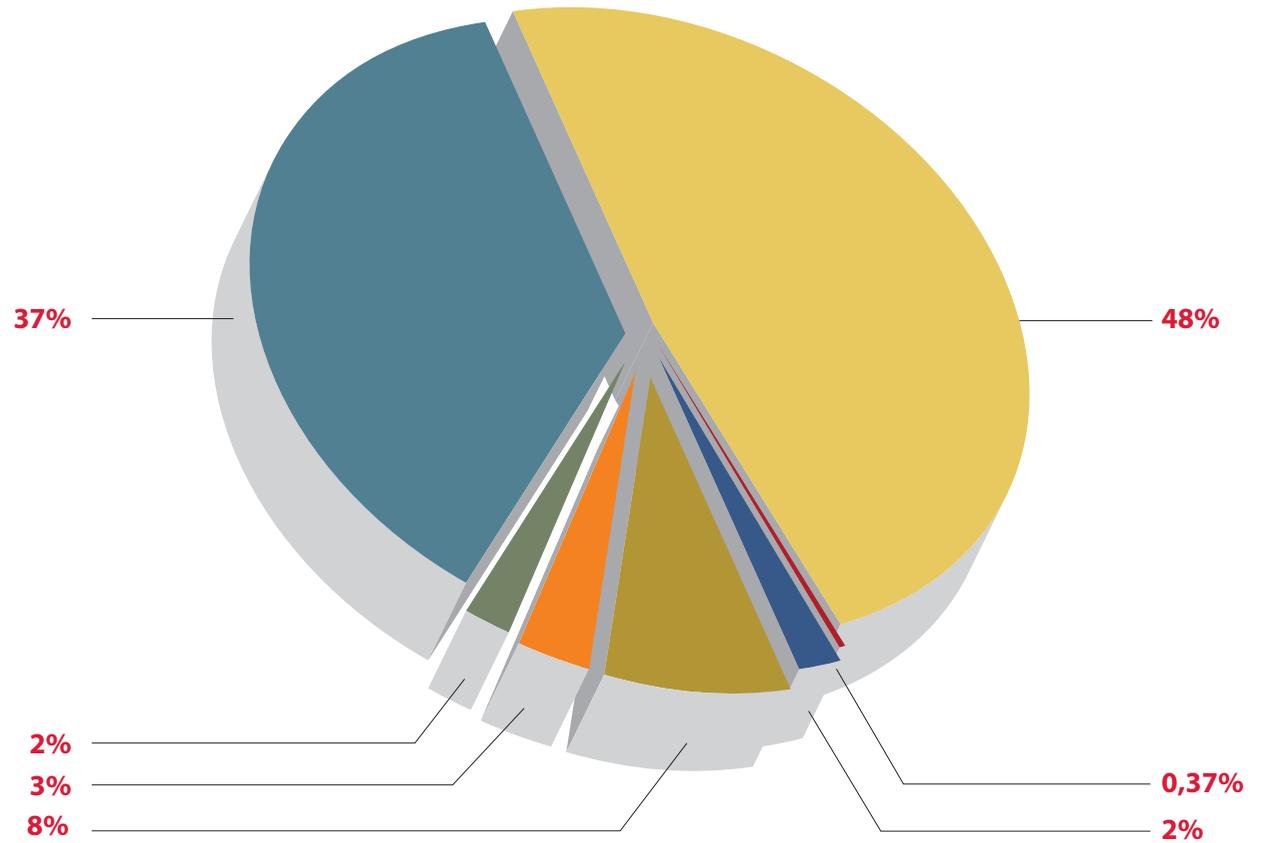
Trend of income regional and territorial Filca from 2005 to 2009



Breakdown of revenues

Breakdown of revenues from balance sheet

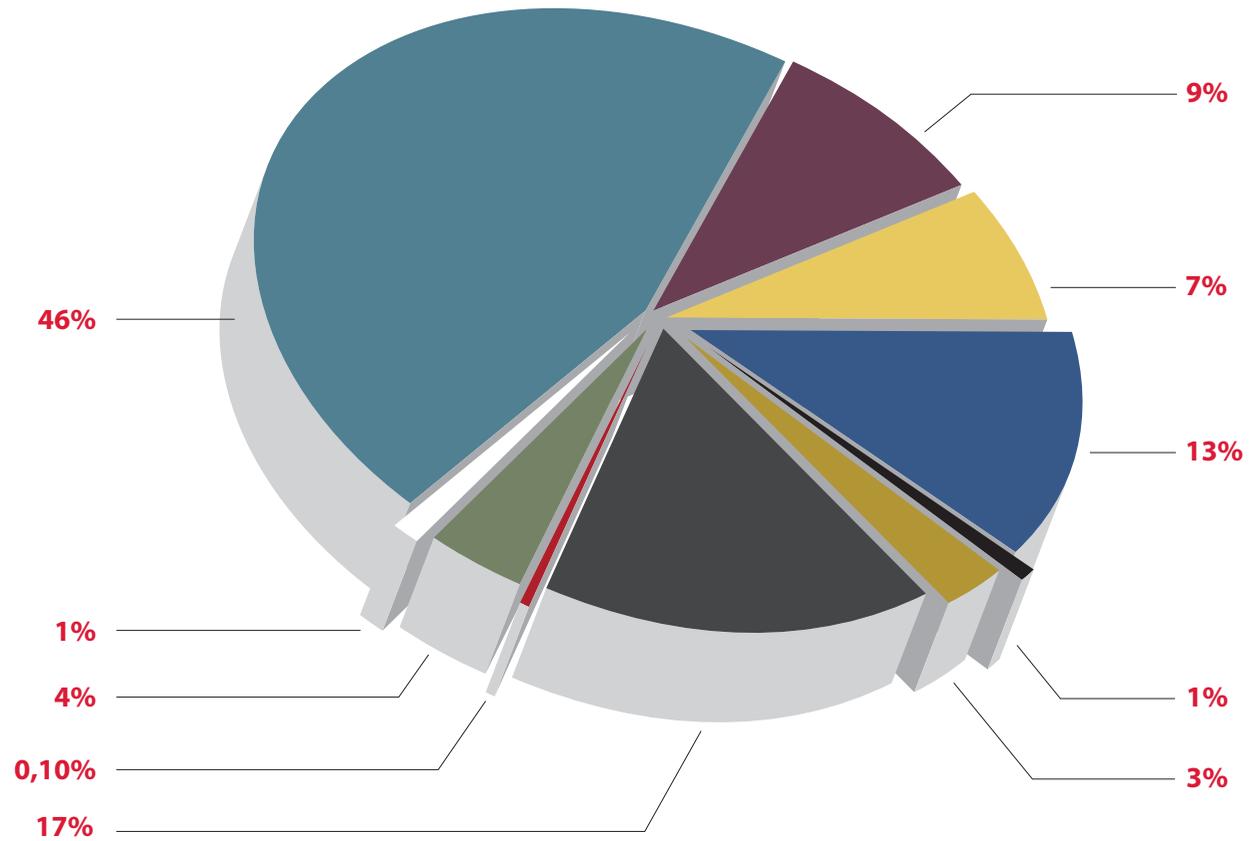
- CONTRACT MEMBERSHIP FEES
- TRADE UNION AFFILIATION CONTRIBUTIONS
- SERVICE CONTINGENT ASSETS
- VARIOUS REVENUES
- INTEGRATION FROM OTHER BODIES
- ATTENDANCE FEES
- WORKERS' VOLUNTARY CONTRIBUTIONS



Breakdown of expenses

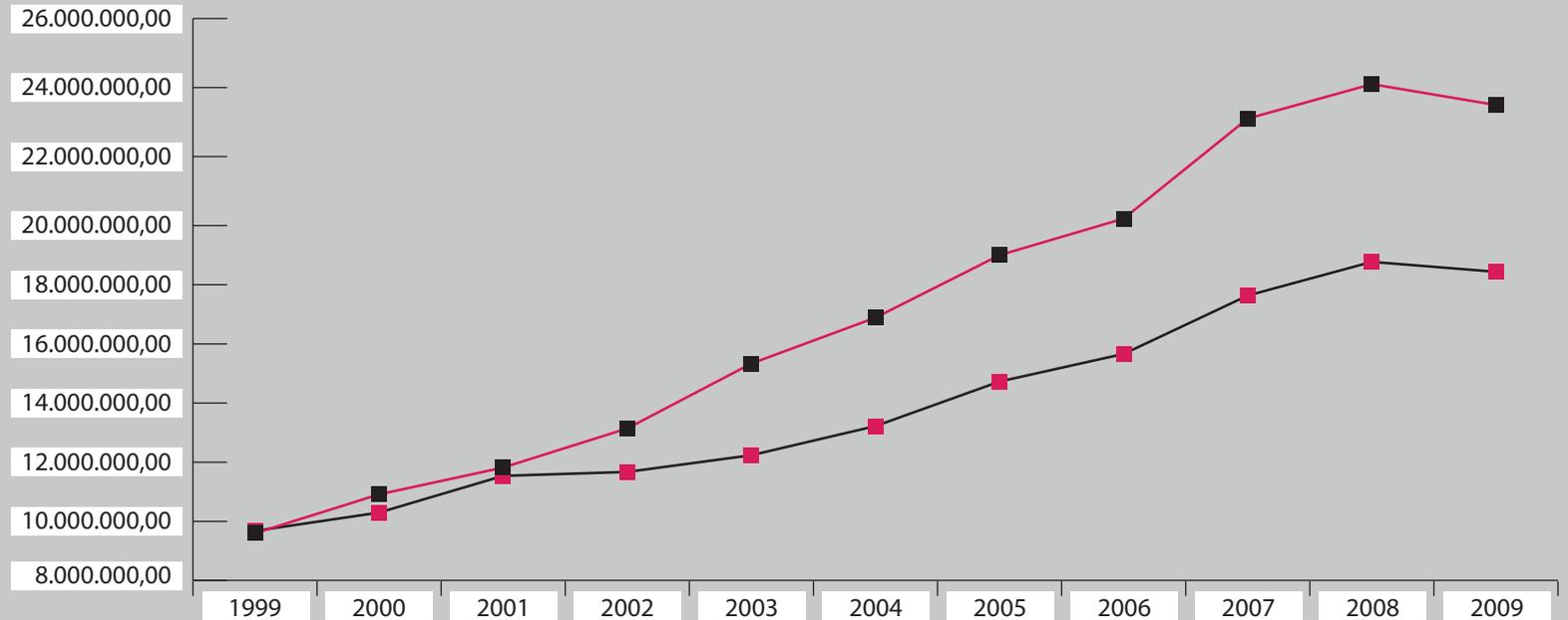
Breakdown of expenses
in aggregate balance sheet

- PERSONNEL COSTS
- CONTINGENT LIABILITIES OF EXERCISE
- VARIOUS COSTS
- STUDY AND RESEARCH ACTIVITIES
- CONTRIBUTION AND GRANTS TO STRUCTURES
- PRESS - PUBLICATIONS AND TRAINING
- TRAINING
- TRAVELLING/DAILY ALLOWANCES/MOTOR VEHICLES
- ORGANIZATIONAL COSTS
- OPERATING COSTS FOR HQ AND OFFICE



Changes in membership fees and contractual membership fees amounts from 1999 to 2009

- CONTRACT MEMBERSHIP FEES
- AFFILIATION CONTRIBUTIONS



REPORT

- **298,316** members paying in membership fees and contributions totalling more than 55 million euro
- **6.33 million euro** redistributed to workers and communities (90% of 2009 budget)
- **39.11%** representation at Special Building Workers' Funds
- **Italy's leading** trade union in the building industry.
- Serving workers for more than **60 years**

FILCA 

FEDERAZIONE
ITALIANA
LAVORATORI
COSTRUZIONI
E AFFINI

CISL

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