# **Appendix. Social and labour market policy reforms in Italy in different phases, 1995-2023**

**Appendix I.1 Social and labour market policy reforms between 1995 and 2008**

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| **Cabinet** | **Main reforms** | **Reference** | **Field** | **Character** |
| Dini  (17/1/95-18/05/96)  Centre-left and Lega (PDS, PPI, LN, FL, SI, FdV, La Rete, Segni, AD) | Transition to a Notional Defined Contribution (NDC) pension system; tightening of eligibility conditions; introduction of tax incentives in case of enrolment in supplementary funded pension schemes | Legislative decree 335/1995 | Pensions | *Cost-containment and privatization* |
| Prodi I (18/05/96 – 21/10/1998)  Centre-left (PDS, Verdi, PPI, RI) | Increase in contribution rates for self-employed and parasubordinate workers;  Harmonization of eligibility conditions for public sector employees | Legislative Decree 449/1997 | Pensions | *Cost-containment* |
| Incentives to the use of part-time work, internships, and apprenticeships;  End of public monopoly on employment services, private companies allowed to operate in matching labour supply and demand; introduction of temporary work agencies | Legislative Decree 196/1997 | Labour market policy | *Labour market flexibilisation (at the margin)* |
| Deregulation of hiring procedures | Legislative Decree 608/1996 | Labour market policy | *Labour market flexibilisation (at the margin)* |
| Decentralisation of ALMPs | Legislative Decree 469/1997 | Labour market policy | *Labour market liberalisation* |
| Introduction of a National Fund for Children and Adolescent | Law n. 285/1997 | Social Investment | *(Limited) expansion of child care* |
| Introduction of the Minimum Insertion Income: a pilot minimum income available in 39 municipalities for the period 1998-1999, later extended to 306 municipalities for 2000-2002. | Law n. 237/1998 | Social assistance | *(Limited) expansion of anti-poverty benefits* |
| D’Alema I (21-10-1998 – 18/12/199) & D’Alema II (22/12/199 – 26/4/2000) Centre-Left (DS, DEM, Verdi, PPI, PDCI, UDEUR) | Introduction of a means-tested maternity allowance and a benefit to families with three or more children | Legislative Decree 448/1998 | Social Assistance | *(Limited) expansion of family benefits* |
| Tax incentives to promote enrolment in supplementary funded pension schemes | Legislative Decree 47/2000 | Pension | *Privatization* |
| Berlusconi II (11/06/2001 – 12/04/2005) & III (12/04/2005 – 17/05/2006  Centre right (FI, LN, AN, CCD-CDU) | Retrenchment parametric measures affecting eligibility conditions for early retirement and old-age pensions ('scalone Maroni’) | Law n. 243/2004 | Pensions | *Cost-containment* |
| Revision of the regulatory framework for supplementary pensions; introduction of the “silent consent” (silenzio-assenso) mechanism for the transfer of workers’ severance pay to supplementary funded pension schemes | Decree-Law 252/2005 | Pensions | *Privatization* |
| ‘Legge Biagi’ revises and increases the number of ‘atypical’ employment relationships available in the private sector | Law n.30/2003 | Labour market policy | *Labour market flexibilisation* |
| Decision not to refinance and extend the Minimum Insertion Income to the whole country | Pact for Italy | Social Assistance | *Cost-containment* |
| Prodi II 17/05/2006 – 08/05/2008 Centre-left (DS, DL, RC, PDCI, Verdi, IDV, RNP, UDEUR) | Revision of the the “silent consent” (silenzio-assenso) mechanism for the transfer of workers’ severance pay to supplementary funded pension schemes | Law n. 296/2006 | Pensions | *Privatization* |
| Limited relaxation of eligibility conditions for early retirement pensions; revision (reduction) of transformation coefficients for calculating NDC pensions | Law n. 247/2007 | Pensions | *Combination of cost-containment and (limited) expansion* |
| Abolishment of the staff-leasing and limitation of the maximum duration of consecutive fixed term contracts to 36 months with the same employer | Law n. 247/2007 | Labour market policy | *(Limited and partial) re-regulation of the labour market* |
| Introduction of the Childcare National Plan 2007-2009 | Law n. 247/2007 | Social investment | *(Limited) expansion* |

**Appendix I.2 Social and labour market policy reforms between 2008 and 2015**

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| **Cabinet** | **Main reforms** | **Reference** | **Field** | **Character** |
| Berlusconi IV  (08/05/2008-16/11/2011)  PD, Civic Choice, New Centre Right | Gradual harmonization of the pensionable age between males and females in the public sector implying an increase in the pensionable age for women from 60 to 65 years by 2018; “linking”, i.e. automatic adjustment of eligibility conditions for old-age pensions, early retirement, and social allowance based on changes in life expectancy (starting from 2015) | Legislative decree 102/2009 | Pension | *Cost-containment* |
| Increase of the pensionable age for women employed in the public sector from 61 to 65 years in 2012 | Legislative decree 122/2010 | Pension | *Cost-containment* |
| Reintroduction of the staff leasing and further liberalisation of fixed-term contracts | Law No 191/2009 | Labour market policy | *Labour market flexibilisation* |
| Introduction of the “social card”: a very meagre and residual anti-poverty benefit (40 euros per month) targeted exclusively to poor households with children below 3 or with a member above 65 years | Legislative Decree No 133/2008 | Social Assistance | *Very limited expansion of anti-poverty benefits* |
| Monti (16/11/2011 – 28/04/2013)  ‘Technical government’ (External support of Centre-right & centre-left parties) | Increase of the pensionable age for males (66 years in 2012) and drastic increase for women employed in the private sector from 60 years to 67 by 2019. All pensionable ages for men/women, all sectors harmonized at 67 years in 2019. NDC calculation formula extended to all workers pro rata after 2012 | Legislative Decree 214/2011 | Pensions | *Cost containment* |
| Relaxation of the individual dismissal procedures; liberalisation of the hiring procedures for fixed-term contracts and in the usage of vouchers; limitation of maximum length of fixed-term contract; introduction of new unemployment benefits (ASPI and mini-ASPI) aiming to increase coverage among atypical workers | Law No 92/2012 | Labour Market | *Labour market flexibilisation*  *Expansion of unemployment benefits* |
| Introduction of a pilot ‘new social card’ – low generosity, low coverage of poor population, only in 12 cities. | Law n. 5/2012 | Social Assistance | *Very limited expansion of anti-poverty benefits* |
| Freezing of the various national funds for social assistance and social services | Stability Law for 2012 & 2013 | Social Investment Services | *Cost-containment* |
| Renzi  (22/2/14-16/12/16)  Center-Left (PD, Civic Choice, New Centre Right | Further relaxation of individual dismissal procedures: new open-ended contract with predetermined monetary compensation in case of unfair dismissal (no more reinstatement) | Legislative decree 23/2015 | Labour Market | *Labour Market Flexibilisation* |
| Full liberalisation of fixed-term contracts (no motive, even for the whole 36 months) | Legislative decree 81/2015 | Labour Market | *Labour Market Flexibilisation* |
| Extension of coverage and generosity of unemployment benefit system (NASPI, Nuova prestazione di Assicurazione Sociale per l’Impiego); reform of short-time work compensation schemes to limit duration and extend eligibility | Legislative decree 148/2015 | Labour Market | *Expansion of unemployment benefits* |
| Creation of the National agency for active labour market policies (ANPAL Agenzia Nazionale per le Politiche Attive del Lavoro). | Legislative Decree No 150/2015 | Labour Market | *(Limited) expansion of ALMPs* |

**Appendix I.3 Social and labour market policy reforms between 2016 and 2023**

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| **Cabinet** | **Main reforms (excluding temporary measures taken during the COVID-19 pandemic)** | **Reference** | **Field** | **Character** |
| Renzi  (22/2/14-16/12/16)  Center-Left (PD, Civic Choice, New Centre Right) | Introduction of several measures to facilitate early-retirement: so-called APE (social and financial version) and special rules to allow early retirement for workers in arduous or hazardous jobs.  Increase of lower pension benefits | Legislative decree 232/2016 | Pension | *Expansion* |
| Gentiloni (12/12/16 – 01/06/2018)  DP – Civic Choice | Introduction of Inclusion Income (REI) - a residual and meager minimum income anti-poverty benefit | Legislative Decree 147/17 | Social Assistance | *Expansion of anti-poverty benefits* |
| Structural introduction of an unemployment allowance for continuous and coordinated collaborators (so called co.co.co) and project-based contracts (co.co.pro). | Law No 81/2017 | Labour Market policy | *Expansion of unemployment benefits* |
| Creation of a single integrated system of ECEC services for children aged 0-6 | Law N. 65/2017 | Social Investment Services | *(Limited) expansion* |
| Expansion of APE top allow early retirement: increased from 11 to 15 the “demanding job” categories which are entitlement to “social APE”; 2-year period exemption for the same 15 worker categories from the automatic increase of the standard pensionable age | Legislative decree 205/2017 | Pension | *Expansion* |
| Conte I (1/6/18; 5/9/19) (5SM – The League) | Introduction of the “Quota 100 Pension” (Pensione quota 100): a 3-year pilot programme aimed at facilitating early retirement; introduction of the “Citizenship Pension” (Pensione di cittadinanza), a means-tested old age benefit for all those who have been resident in Italy for at least 10 years aimed at tackling old-age poverty | Law No. 4/2019 | Pension | *Expansion* |
| Introduction of the Citizenship Income (replacing the Inclusion Income) a generous means-tested minimum income anti-poverty benefit conditional on participation to programs aiming at social and labour market inclusion | Law No. 4/2019 | Social Assistance | *Expansion of anti-poverty benefits* |
| New constraints on the usage of fixed term contracts with the aim of improving the “quality” of employment relationships (reduced maximum duration of job relationship with single-employers and introducing stricter conditions for renewals). | Legislative decree 186/2018 | Labour market policy | *(Limited) labour market re-regulation* |
| Conte II  (5/9/19 -13/2/21)  DP & 5SM | Introduction of ISCRO (Indennità straordinaria di continuità reddituale e operativa) benefit to protect some self-employed categories (the so-called parasubordinate professionals) suffering from serious reduction in labour income. | Budget Law for 2021 (Law n. 178/2020) | Labour market policy | *Expansion of unemployment benefits* |
| Draghi (13/2/21 22/10/22)  L – GI – LI – DP – 5SM – A1 | Introduction of ‘National Programme for the Guarantee of Workers’ Employability’ a unified system for onboarding, into the ALMP system, all individuals either unemployed or at risk of unemployment. | Law No 5/2021 | Labour market policy | *Expansion of ALMPs* |
| Launch of the Plan for nurseries and preschools and early childhood education and care services aiming to invest €4.6 billion in ECEC services with the goal of creating 228,000 new ECEC places over the 2021–2026 period (practically doubling existing public provision in this policy field) | National Recovery and Resilience Plan | Social Investment Services | *Expansion of child care* |
| Reorganisation of existing income support measures targeted at households with children, by replacing them with a new universal cash benefit for children (*Assegno unico universale per i figli* – AUUF) | Law No 46/2021 | Social Assistance Benefits | *Expansion of family benefits* |
| Social APE refinanced for 1 year and strengthened: increased from 15 to 23 the categories of workers in demanding jobs eligible. Following expiration of Quota 100 pension, introduction of a new early retirement option: Quota 102 pension allowing to retire at 64 and with at least 38 years of contributions.  Increased pension indexation to tackle the inflation crisis | Budget Law for 2022 (Law n. 234/21)  Decree 115/2022 | Pensions | *Expansion* |