The new agreement with the trade unions to manage surplus personnel

TIM Group pays great attention to the involvement and listening of workers’ representatives, with the intention of establishing a relationship based on constant dialogue, and on a constructive and dynamic confrontation. Over time, important understandings were shared between the social partners, aimed at balancing both the business needs and those of the people who work in the Company.

The acceleration of the technological transformation in the ICT industry, in which TIM operates, has determined the need to face, at the Company level, integrated interventions of organizational review, digitalization of processes and adjustment of the skills and abilities of all personnel.

In this context, as part of the negotiations for the renewal of the second-level contract (July 2019), among the agreements aimed at combining the pursuit of the objectives set in the 2019-2021 Business Plan with the safeguarding of workers' needs, a so-called “Expansion Contract” (hereinafter the Contract) was signed (duration period: 18 months). This kind of institute was introduced by law n. 58/2019 with the aim of favoring the technological development processes of companies.

The Contract signed between TIM S.p.A., the Ministry of Labor and Economic Development and the trade union representatives, in an attempt to balance efficiency and development, provides for a commitment by TIM to:

• no. 600 hirings (permanent contracts), to meet the need for new skills required by the ongoing industrial transformation, mainly due to the 5G revolution;
• a large investment, for the training and retraining of personnel already employed in the Company, with the aim of enhancing and updating existing skills, replacing obsolete ones, developing new ones and converting part of the staff.

The instrument also provides for the reduction of working hours with two distinct percentages divided by organizational area (6% and 1.9%) - with payment of the extraordinary salary integration.