

ITALY

“Adaptheat – Adaptation to heat and climate change at work”

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climate change at work.
ADAPTHEAT

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Regulatory framework

HEALTH AND SAFETY

- **Health and Safety at Work Main National Decree** (Legislative Decree 81/2008) regarding all work environments: Annex IV *Workplace Requirements* with regard to microclimatic conditions (1.9) that may affect the health and safety of workers.

Elements such as **ventilation in enclosed workplaces** (1.9.1), **room temperature** (1.9.2) and **humidity** (1.9.3) are considered as fundamental requirements, but specific thresholds related to the hotwaves are not present.

 Adaptation to heat and
climate change at work.
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National strategy

The long road from an emergency to a structural perspective on extreme heat related risks in Italy:

- Since the **summer of 2003**, Italy has adopted a **Heat Wave Response Plan**, activating a collaboration between the Ministry of Health and the Civil Defence, and created an integrated warning system that provides for the activation of prevention and public health protection measures. A **Heat Wave Portal** has also been created:

<https://www.salute.gov.it/portale/caldo/homeCaldo.jsp>

Monitoring - Main reference tab:

- From mid-May to mid-September, heat wave **bulletins** are published on the site from Monday to Friday, provided by the Lazio Region SSR Epidemiology Department, as part of the *National operational system for forecasting and preventing the effects of heat on health*, coordinated by the Ministry of Health.

The target of the Italian national strategy was the protection of the overall population, with a focus on the most vulnerable groups (children, elderly people, people with diseases, etc.) → **Heat was conceived as a general risk without problematizing specific impacts on the health and safety of the workforce (role of the scientific community).**



Regulatory framework: related issues

UNEMPLOYMENT BENEFITS

- Circular no. 139/2016-1856/2017-2999/2022. This circular provides for the possibility of the employer applying for **unemployment benefits** (ordinary redundancy fund) for events related to severe hot temperatures (> 35°)

MONITORING AND INFORMATION CAMPAIGNS

- In addition to the aforementioned regulations, the National Labour Inspectorate as long ago as 2 July 2021 with its **protocol note no. 4639** reiterated the need to intensify checks at territorial level on the presence of appropriate measures to counter heat wave risks. It also promoted the adoption of awareness-raising campaigns (see the press release of 25/6/22)

MEDICAL REFERENCES

Heat Index

[Relations between laws / institutions and scientific community]

Temperatura	27 °C	28 °C	29 °C	30 °C	31 °C	32 °C	33 °C	34 °C	36 °C	37 °C	38 °C	39 °C	40 °C	41 °C	42 °C	43 °C
40,00%	27 °C	27 °C	28 °C	29 °C	31 °C	33 °C	34 °C	36 °C	38 °C	41 °C	43 °C	46 °C	48 °C	51 °C	54 °C	58 °C
45,00%	27 °C	28 °C	29 °C	31 °C	32 °C	34 °C	36 °C	38 °C	40 °C	43 °C	46 °C	48 °C	51 °C	54 °C	58 °C	
50,00%	27 °C	28 °C	29 °C	31 °C	33 °C	35 °C	37 °C	39 °C	42 °C	45 °C	48 °C	51 °C	55 °C	58 °C		
55,00%	27 °C	29 °C	30 °C	32 °C	34 °C	36 °C	38 °C	41 °C	44 °C	47 °C	51 °C	54 °C	58 °C			
60,00%	28 °C	29 °C	31 °C	33 °C	35 °C	38 °C	41 °C	43 °C	47 °C	51 °C	54 °C	58 °C				
65,00%	28 °C	29 °C	32 °C	34 °C	37 °C	39 °C	42 °C	46 °C	49 °C	53 °C	58 °C					
70,00%	28 °C	30 °C	32 °C	35 °C	38 °C	41 °C	44 °C	48 °C	52 °C	57 °C						
75,00%	29 °C	31 °C	33 °C	36 °C	39 °C	43 °C	47 °C	51 °C	56 °C							
80,00%	29 °C	32 °C	34 °C	38 °C	41 °C	45 °C	49 °C	54 °C								
85,00%	29 °C	32 °C	36 °C	39 °C	43 °C	47 °C	52 °C	57 °C								
90,00%	30 °C	33 °C	37 °C	41 °C	45 °C	50 °C	55 °C									
95,00%	30 °C	34 °C	38 °C	42 °C	47 °C	53 °C										
100,00%	31 °C	35 °C	39 °C	44 °C	49 °C	56 °C										

Attenzione Estrema attenzione Pericolo Estremo pericolo



Projects – Relations between Laws/Institutions/Scientific community

WORKCLIMATE PROJECTS

- Guidelines issued by the Ministry of Health **refers to the evidence of the Workclimate project**, which sees the co-participation of multiple institutional subjects and is an example of virtuous partnerships for the protection of workers' health. Link to the project: <https://www.workclimate.it/en/home-english/>

Results and outcomes:

- Survey and analysis: Between 2006 and 2010 about **5211 (formally denounced) work accidents** have occurred due to severe hot or cold temperatures (Marinaccio et al. 2019), mostly male workers (age 15-34) employed in micro, small and medium enterprises (less/no trade union representatives)→ **Heat is a "silent killer" due to the underestimation of the risk on the part of workers, employers and institutions. The risk is higher where there are no/less Workers' Health and Safety Representatives.**
- Operative platform: platform is based on the previously mentioned WBGT indicator and a **deterministic weather model (BOLAM)** with a spatial resolution of 7 km and a forecasting capacity of up to 120 hours. The platform made it possible to activate a prevention network that led to the issuing of a series of anti-hot weather ordinances to protect workers during the summer months of 2021 by the regional administrations of Puglia, Basilicata, Molise and Calabria, coordinated with the National Labour Inspectorate and the Technical Coordination of the Regions for OSH.
- In progress: **toolkit at company level** for the prevention of hotwaves (Workclimate 2.0).



Social dialogue, collective bargaining and social partners' initiatives AGREEMENTS AND PROTOCOLS

Agreements and protocols are signed especially at **territorial and company level**, in the **building, agriculture and transport** sector (*outdoor* workers) and **industry** (*indoor* workers).

- **Territorial level: wide diffusion during the recent years**

e.g. Puglia, Friuli Venezia Giulia, Calabria, Sicilia, Genova, etc.

- **Actually under discussion:** National protocol (some tensions between government and trade unions)



Social dialogue, collective bargaining and social partners' initiatives TRADE UNIONS' AND EMPLOYERS' ASSOCIATIONS

In July 2023, the three main trade union organization **CGIL, CISL and UIL** proposed a joint request addressed to the Ministry of Labour and Social Policies in order to:

- a) promote an information campaign;
- b) provide indications to the companies with the aim to strengthen the risk assessment in collaboration with the OSH Representative, the distribution of personal protective equipment, the use of redundancy fund hours.

Alongside this national unitary initiative, there are **many experiences at sectoral and local level**, as:

- **campaigns** to provide information and toolkit, as the one by FILLEA CGIL (Construction sector trade union), summer 2023, in several languages (Italian, Albanian, Arabic, French, English, Romanian) with informative flyers and online video;
- **handbook**, as the "vademecum" by FIM-CISL Trentino (metalworker sector trade union);
- **online website** with indications and recommendations, as the website by FENEAL-UIL (wood workers trade union);
- **communications addressed to local institutions**, as a joint communication for the suspension of work in agriculture during the hottest hours of the day in Campania region proposed by FLAI-CGIL, FAI-CISL, UILA-UIL (agriculture).

Also the **employers' associations** supported several information campaign during the recent years, as the information provided by Confagricoltura (agriculture sector) and CAN CNA, Confederazione nazionale dell'artigianato e della piccola e media impresa (craft sector) propensity to favour indications that refer to formal laws and institutional and policies.



CASE STUDY 1: AGRICULTURE (PUGLIA)

First anti-heat ordinance No. 320 was issued in 2016 by Mayor Mellone of Nardò, a city in Apulia, which prohibited work in the fields between 12.30 p.m. and 4 p.m. on days when the national bulletin reports extreme heat situations.

An antecedent to this ordinance was **Regional Law No. 8 of 10 March 2014**.

2022, the first regional ordinance (no. 258/2022) was issued by the governor of the Apulia region, Michele Emiliano, concerning 'Work activities in the agricultural sector in conditions of prolonged exposure to the sun'.

This ordinance, as the previous ordinance of Nardò (no. 32), **stops work in the fields in the time slot between 12.30 and 4 p.m.**, but it is based on the new national maps by the Workclimate project (Inail-CNR).

This ordinance structured a system of vertical subsidiarity for the protection of workers in which a central role is entrusted to local authorities and involves labor inspectorates, public administrations, trade unions and companies.

Pre-conditions:

- Long term role of **protests and trade unions** (Nardò strike: 2011 / FLAI CGIL – Campaigns against gangmaster)
- Role / Intervention of the institutions / **Relations between institutions and trade unions**

Critical points:

- Implementation of these ordinances has sometimes been obstructed by **some employers' organizations**, even if they have been declared legitimate in all competent administrative and legal forums.
- **Structure of workforce and of the working process:** Irregular work / Seasonal work / Migrant workers
- **Structure of the companies:** small companies / fragmentations / lack of resources
- **Structure of national bargaining system** based on a strong role of the "local bargaining" (specialized but fragmented system).
- **Lack of the number of the inspection service** (trade unions support also this kind of activities – role of the "street unionism")



CASE STUDY 2: TRANSPORT SECTOR

- **Riders**, who are completely outdoor workers who, cycling during daytime delivery times, perform a high physical intensity activity in the presence of the scorching temperatures of urban asphalt, often without the possibility of shelter. Recently, Filt Cgil di Bologna, Modena, Parma e Rimini and the company Just Eat signed an agreement in 2022. This agreement provides for two paid breaks of up to 10 minutes for the months of July and August; the responsibility of the company to send a manager to check the worker's state of health if the two breaks are exceeded; the willingness to adopt work shifts of a maximum of two hours in the hottest daily time hours; supply of water and mineral salts to be paid by the employer; a commitment to evaluate the paid suspension from service in the event of a red alert for health waves proclaimed by the civil protection.
- **Drivers** were considered in the analysis, i.e. logistics workers who deliver goods to homes or offices and who perform part of their labor activity in their van (with the possibility of air conditioning) and part outdoor activity during the delivery phase. This type of activity is, therefore, exposed to temperature fluctuations between the inside and the outside of the cabin that occur constantly throughout the day and that can represent risks to the worker's health.
- **Logistics warehouse workers** who perform almost all indoor tasks, usually moving or loading parcels.



CASE STUDY 2: LOGISTIC SECTOR

Logistics warehouse: differences / specificities between outdoor/indoor cases

Pre-conditions:

- Big company
- Strong industrial relation systems

Critical points:

- Specificities of the warehouse: **closed space** (no windows; only automatized internal ventilation) where it is difficult to manage the temperature (too hot in summer).
- **Warehouses buildings are outdated** in front of the present challenges and prevention needs (considering technologies and energy efficiency of the buildings).
- Temperature differences between the **various internal spaces**.
- Difficulties to reorganize the working shifts and interruptions to cope with the **continuous working flow**.



Relations between institutions, trade unions and the scientific community. Bottom-up and top-down processes to affirm collaborative prevention systems

General pre-conditions for the affirmation of the prevention for heat-waves:

- a) increase in temperatures and related pathologies and accidents at work;
- b) pressure from the unions in terms of mobilizations and proposals;
- c) role of the scientific community in providing evidence and contributing to the functioning of prevention systems;
- d) pro-active role of the institutions in trying to build national and territorial forms of coordination for the prevention of heat wave risks.



Social dialogue, collective bargaining and social partners' initiatives AGREEMENTS AND PROTOCOLS

Main bargaining topics / main institutional recommendations to prevent accidents and diseases:

- **Formal risk evaluation at "Law" level** (D.Lgs. 81/08) and in the National Collective Agreements (Sectors) with an implementation at Territorial and Company level.
- **Rescheduling of working time** to manage/avoid hottest hours (in particular between 12.00 am and 04.00 pm) without a negative economical impacts on workers.
- Increase number and length of the **working breaks**;
- Use of adequate **personal protective equipment (PPE)** (work uniforms, boots, hats, etc.);
- Availability of **water** and places to **rest** in the **shade**;
- **Reorganizing and innovation of the workplaces: logistics** (shade; spaces), **technology** (fan); relations with **energy efficiency** in buildings.
- **Information and training**
- Joint and continuous **monitoring of temperatures** between workers' repr., managers and local institutions, considering:
 - a) meteorological temperature; b) humidity / heat index; c) specific activities (e.g. professions/ tasks, etc.)
- **Monitoring of preventive actions and concrete diseases**



Social dialogue, collective bargaining and social partners' initiatives AGREEMENTS AND PROTOCOLS

At a national level, the main proposals of the Italian trade unions to the Ministry of Labor and Social Policies on the protection of workers during heat waves are:

- Raise awareness among employers and workers through **information campaigns** on the risks and organizational practices to prevent them.
- Develop, together with the Ministry of Health, clear **guidelines to strengthen the risk assessment** related to high temperatures for the workforce.
- **Strengthen the role of trade unions and social dialogue.**
- **Monitor the use of adequate PPE** by workers based on the different sector, work activity and individual characteristics (National Labour Inspections)
- **Extend and strengthen mutual schemes** (redundancy fund) for employers to protect workers during heat waves, reducing the economic costs for workers and employers.
- Create **specific committees with unions and OHS representatives at organizational, territorial and sectoral levels together with other actors of the prevention system** to implement and monitor the health and safety of workers from heat waves.

