

POST-MEET

Insert subtitle

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CNCE
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Post-Meet Project Seminar
Sofia – 2 September 2025

- ✓ Posting of workers in the Italian construction sector
- ✓ The Italian Post-Meet Guide



Regulatory Framework & Definitions



- ✓ EU Directives 2014/67 and 2018/957
- ✓ Implemented in Italy: Legislative Decrees 136/2016, 122/2020
- ✓ Posting = workers temporarily in Italy, keeping contract with sending company



Features & Obligations of Posting



- ✓ Temporary duration, employment link remains with sending company
- ✓ Prior electronic notification to Ministry of Labour
- ✓ Contract in Italian, appointment of representative



Legislative Changes & Worki Conditions

- ✓ Directive 2018/957: stronger protections
- ✓ Full remuneration as per collective agreements (CCNL)
- ✓ Rules on hours, leave, equal treatment, travel & accommodation expenses



Social Security & Taxation



- ✓ Coverage via A1 certificate (or host country system)
- ✓ Taxation in country of residence if <183 days in host country
- ✓ No permanent establishment in Italy = no host taxation



Health & Safety



- ✓ Legislative Decree 81/2008 applies to foreign companies
- ✓ Proof of technical suitability for site activities
- ✓ Mandatory risk assessments and safety protocols



CNCE & Construction Funds



- ✓ CNCE coordinates 112 Construction Funds (Casse Edili)
- ✓ Manage holidays, bonuses, allowances
- ✓ Ensure compliance with labour contracts & rights



Workers' Rights



- ✓ 40h/week (max 48 with overtime), daily & weekly rest
- ✓ 4 weeks paid leave + public holidays
- ✓ Equal treatment, no discrimination
- ✓ Protection for pregnant women & young workers



Presentation of the italian Post-Meet guide for construction sector



Italian guide – Part 1

- ✓ Posting duration: 12 months (+6 extension)
- ✓ Remuneration = base salary + allowances + 13th month
- ✓ Construction Funds: holidays, APE, training (Formedil), healthcare (Sanedil), pensions



Italian guide – Part 2



- ✓ Health & safety: 16h initial course + updates, PPE, medical checks
- ✓ Administrative duties: ClicLavoro declaration, A1 certificate
- ✓ Sanctions for omissions; client & subcontractors jointly liable
- ✓ Non-EU posting: work & residence permit, max 2 years



Conclusions & Contact



- ✓ Practical guide for companies & workers
- ✓ Glossary + contacts (INPS, INAIL, Inspectorate, CNCE, Formedil, Sanedil)
- ✓ EU and national portals for updates



THANK YOU

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