



MANAGERITALIA

FEDERAZIONE NAZIONALE DIRIGENTI, QUADRI, EXECUTIVE PROFESSIONAL
DEL COMMERCIO, TRASPORTI, TURISMO, SERVIZI, TERZIARIO AVANZATO

***The ideal partner
for today's
and tomorrow's
managers***

Manageritalia - the organisation of executive and managerial staff in the service industries in Italy – and the role of representing managers and the collective employment contract as factors to change the employment market by fully grasping the advantages of innovation.

WHO WE ARE?

Manageritalia - National Federation of executive managers, middle managers and professionals of trade, transport, tourism, services, and advanced service industries - represents managers in the private service industries at a contractual level from 1945 and also associates middle managers and executive professionals from 2003. Manageritalia provides managers with: institutional and contractual representation, enhancement and protection in relation to politics, institutions and society, services for the profession and the family, and a professional and cultural network. Manageritalia promotes and enhances the role and contribution made by management to economic and social development. Today, Manageritalia has more than 36.000 associate managers.

The Federation is present in Italy with 13 Associations which offer a complete system of services: training, professional consulting, supplementary insurance and social security systems, health care for managers and their family, and organises cultural and leisure time initiatives.

The employment contract for executive and managerial staff in the service industries and the role played by Manageritalia

The employment contract for executive and managerial staff in the service industries managed by Manageritalia is a contract that companies appreciate because it is modern, simple, innovative, streamlined, flexible and enables relationships of trust to be established quickly by offering companies a basis with a high added value. The employment contract offers a welfare solution that is rewarding and is not available on the market in relation to a contractual minimum of 55 thousand Euro, while leaving ample space for individual bargaining between the companies and managers to establish a variable remuneration based on results.

The contract also ensures quality training provided by Cfmt, a training centre for the service industries management that promotes professional growth and a virtuous cultural exchange and exchange of experiences with managers from different backgrounds to contaminate and help everyone to grow, above all, in terms of the skills and competitiveness of the SMEs.

Facilities also exist as evidence of the employment contract's flexibility and in specific cases these facilities permit the transition from a middle management position to an executive manager position at the same cost so as to facilitate all the companies, above all the SMEs, to retain and/or introduce valid managers in the company. This is one way to encourage the too many Italian family

businesses which do not include managers from outside the entrepreneur's family to be open to new and essential skills and expertise, offering them a work regulation system that is simple, clear and enhanced by an efficient welfare system that also includes the worker's family. A contract that also envisages the fixed term formula and the open-ended contract also offers solid and shared bases to terminate the employment relationship when necessary and desired by one of the two parties. Over the last few decades, and as proof of its acknowledged soundness and validity, also outside the national borders, the contract has also been maintained or used when an Italian manager is transferred abroad for several years or permanently. The soundness of the contract for executive and managerial staff in the service industries is also demonstrated by its success on the domestic market during the recent years of crisis followed by the slight recovery. One only needs to consider that from 2008 to August 2019 (the most recent data available from Inps (National Social Security Institute), while private managers in Italy decreased by 5%, the private managers subject to the contract managed by Manageritalia increased by 8.2% and the increase is significant and is still on-going (+1.2% during the first 8 months of 2019) in relation to flat forecasts for all private management.

The role of Manageritalia as the Italian organisation of service industry managers finds its focus in the contract, but its mission does not end there. The many professional, personal and advisory services we provide are able to give the necessary support to managers who today must practice a profession, the managerial profession, which is increasingly attractive and challenging, but where the do-it-yourself approach or leaving the company to deal with matters on its own runs the risk of putting them out of business. It is no coincidence that in a recent survey (AstraRicerche) a large majority (81.4%) of the more than 1,000 managers interviewed said that "managing professional development that was once supported by the companies, is today increasingly left to the individual who needs organisations which provide support for this activity".

And Manageritalia adds to this the ability to represent managers regarding all aspects which refer to politics, institutions, the business community and society in order to provide an adequate response to their request to enhance their role and give their contribution, even outside the companies at an institutional, economic level and always, but for some years even more so, in society. Because managers ask, want and must be able to contribute to outlining the guidelines for growth and development.

