

THE EMPLOYMENT CONTRACT



All employees have an employment contract with their employer..

A contract is an agreement that sets out an employee's:

- employment conditions
- rights
- responsibilities
- duties



These are called the 'terms' of the contract.

Employees and employers must stick to a contract until it ends (eg by an employer or employee giving notice or an employee being dismissed) or until the terms are changed (usually by agreement between the employee and employer). If a person has an agreement to do some work for someone (like paint their house), this isn't an employment contract but a 'contract to provide services'.

IMPLIED TERMS



If there's nothing clearly agreed between you and your employer about a particular issue, it may be covered by implied terms, as for example:

- employees not stealing from their employer
- your employer providing a safe and secure working environment
- a legal requirement like the right to a minimum of 5.6 weeks' paid holidays.

COLLECTIVE AGREEMENT



A collective agreement or collective bargaining agreement (**CBA**) is a special type of commercial agreement, usually as one negotiated "collectively" between management (on behalf of the company) and trades unions (on behalf of employees). The collective agreement regulates the terms and conditions of employees in their workplace, their duties and the duties of the employer. It is usually the result of a process of [collective bargaining](#) between an employer (or a number of employers) and a [trade union](#) representing worker.



THERE ARE DIFFERENT TYPES OF EMPLOYMENT CONTRACTS:



FIXED-TERM WORK

It is the employment contract which provides for a final date, a fixed term. It may be concluded between an employer and a worker to carry out any type of task, for a maximum duration of 36 months.

PERMANENT JOB

It is a contract by which a person (the employee) agrees, without a binding time - on payment of remuneration - to lend his work by submitting to management power, organization and discipline of his employer of work. The most common type of employment contract is the permanent one, which is written and contains details about the wage, the activities that the employee must perform, the working hours, holidays and any other detail.



APPRENTICESHIP CONTRACTS FOR YOUNG PEOPLE

Besides regular employment contracts, there are apprenticeship contracts, which are specially created for hiring young people who will benefit from professional training at the job and will obtain a qualification. The main advantage for employers is the fact that they will pay low wages and benefit from the incentives offered by the Italian authorities.

The employer is required to maintain at least half of the apprentices after they finish their period of training and to offer them employment contracts, such as those of the rest of the employees. If the employer doesn't respect this provision of the law, he will not be allowed to hire apprentices anymore.

PART-TIME CONTRACT

It is an employment contract, temporary or permanent, characterized by less working hours and, of course, lower wages.