

ACC 10000/146/450 091.4131 ORGANIZATION LABOR OFFICE - GENERAL

Feb. Dec 1944

ANIZATION LABOR OFFICE - GENERAL

Feb - Dec 1944

716
30 December 1944MEMORANDUM BY MAJOR ALBERT.

In the establishment of Provincial and Regional Labor Offices in AMG territory, the AMG Labor Officer established a budget as a part of the Regional payroll, secured the approval of the AMG Regional Finance Officer, who authorized payment through the Intendenza di Finanza.

When territory passed to the Italian Government, the Ministry of Industry, Commerce and Labor assumed the payment of the Offices, usually through temporary budget on a three month's basis.

In connection with the establishment of Labor Offices in Toscana Region, the Finance Sub-Commission ruled, in letters of 30 October and 6 November, that the statement in the Gazzetta Ufficiale, 25 March 1944, was insufficient to give these Labor Offices legal status under Italian law, and until such time as an Italian law should be passed, establishing these Offices, all payments for Offices and salaries must be made in the same manner as for other AMG installations.

The effect of this ruling is that in Toscana and in all other Regions in which Regional and Provincial Labor Offices have already been established, they may be staffed with civilians employed as assistants to the AMG Labor Officer and not as Italian Offices operating as a part of the Italian Government. The ruling of the Finance Sub-Commission not only constituted the change in the established policy (recognized by the Italian Ministry of Industry, Commerce and Labor by numerous circulars addressed to the Regional Labor Offices and numerous actions in connection therewith, including the assumption of salary payments) but changes the character of these Labor Offices, making them less acceptable to local Government and therefore less useful both to military and civilian purposes.

FILE COPY

HEADQUARTERS ALLIED COMMI. IN

APO 394

LABOR SUB-COMMISSION

JRS/raw

TEL : 476904

15 December 1944

REF : 091.4131

SUBJECT: Circular No. 12 of the Italian Ministry of Industry, Commerce and Labor, regarding Regional and Provincial Labor Office Personnel.

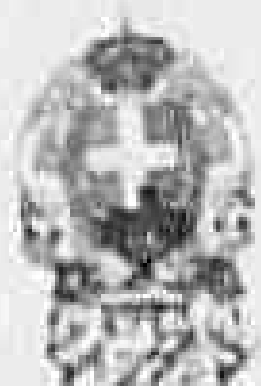
TO : Economic Section

1. With further reference to Circular No. 12 of the Ministry, which orders the dismissal of all personnel in Regional and Provincial Labor Offices as of 31 December 1944, the attention of the Ministry should be called to the fact that the Provincial Labor Office of the Province of Naples services the City and Port of Naples, which latter is by far the most important section of the Province, and that the City and Port of Naples is AMG territory.

2. Under the circumstances it is debatable whether the Ministry would have a right to take action under Circular No. 12 with respect to the Labor Office in the Province of Naples.

JUNIUS R. SMITH
Colonel, GMC
Acting Director
Labor Sub-Commission

3091



Ministero dell'Industria, del Commercio e del Lavoro
Dir. Gen. del Lav. Div. II Serv.
Centr. Off. Lav.

Rel. 1. 531/PA/3 Allegati

4131/0004 4108415

Roma 14 dicembre 1944

Dir. Enrico La Loggia
Direttore dell'Ufficio
Regionale di - PALERMO -

Per conoscenza:
Commissione Alleata

Oggetto: Riorganizzazione degli Uffici.

Con riferimento alle circolari in data 25 novembre u.s. e 5 dicembre corr., si conferma l'incarico alla S.V. di voler provvedere, ai sensi delle disposizioni ministeriali, alla riduzione del personale di codesto Ufficio Regionale e di quello degli Uffici provinciali della regione, nonché alla riorganizzazione degli uffici stessi.

Si informa che il Direttore Capo Divisione Dr. Rosario Furpara, è stato incaricato di recarsi con V.S. nel luogo per concordare il modo più opportuno per attuare le predette disposizioni.

Si prega V.S. di voler interessare la Commissione Alleata di autorizzare il viaggio in aereo.

IL MINISTRO

Dr/Sa.

[Handwritten signature]
100

Translation Baldazzi

/33

MINISTRY OF INDUSTRY, COMMERCE
AND LABOR - Prot. 531 - PA3

Rome, 14 December 1944

TO: Attorney Enrico La Loggia
Director of the Regional Office.
PALERMO

for information

TO: The Allied Commission
R O M E

OBJECT: Reorganization of Offices.

With reference to the circulars dated 28 November and 5 December last, we confirm the charge entrusted to you, in accordance with the directions given by this Ministry, to proceed to a reduction of the personnel of this Regional Office as well as of the Provincial Offices of the region, and to the reorganization of the same Offices.

We inform you also that Dr. Rosario Pappalardo, Division Chief Director has been charged to go in your company on the place, in order to define in agreement with you, the most convenient manner for bringing the above directions into realization.

You are invited to ask the Allied Commission the authorization for the voyage in aeroplane.

THE MINISTER

*Reviewed & approved
By Mr. La Loggia
12/14/44 Capt. L...*

*Sec. 18/44
Approved
12/14/44
12/14/44
12/14/44*

7th Labor Sub-Com

RESTRICTED

HEADQUARTERS
ALLIED COMMISSION
APO 394

19 December 1944

Adj: 300.4

SUBJECT: Travel Orders

TO : All Concerned

1. Dott. Rosario Marpara, Italian civilian, attached to Labor Sub-Commission, this Headquarters, will proceed to Naples, Italy Catania, Palermo, and such other points in Sicily as his duties may direct, on or about 26 December 1944 on temporary duty for a period of approximately ten (10) days in connection with activities of the above-mentioned Sub-Commission and upon completion thereof will return to this station.

2. Travel by military aircraft and/or any other available transport is authorized.

By command of Rear Admiral STONE:

Nicholas Pionbino
NICHOLAS PIONBINO
CWO, USA
Asst Adjutant

DISTRIBUTION:

2 - Civilian coned
1 - Dispatch (APO)
1 - Labor Sub-Com
2 - Files

RESTRICTED

3088

HEADQUARTERS ALLIED COMMISSION
APO 594
LABOR SUB COMMISSION

JRS/ac

REF: (091-412) 4131

13 December 1944

SUBJECT: Removal of Labor Office Employees
appointed by AMG.

TO : Economic Section.

1. Further reference is made to Circular No. 12 of the Ministry of Industry, Commerce and Labor, dated 28 November 1944, dismissing all employees of the Labor Offices as of 31 December 1944.

2. It is known that policy as to what level of public officials in Italian Government territory would be of major interest to A.C., is now being considered. In advance of any final determination, however, this Sub-Commission feels it important to examine into the grounds upon which cause might be had to approach the Italian Government as to the application of Circular No. 12 to top officials in the Regional and Provincial Labor Offices appointed directly by AMG, or with the approval of A.C. The Legal Sub-Commission has been consulted, and the following pertinent points are cited:

(a) Legislative Decree No. 162 of 20 July, 1944, which replaced Royal Decree Law No. 31 of 11 February, 1944, provides in Article 1 as follows:

"Art. 1

"In every case of cessation of Allied Military Government the following rules will be applied.

"With the cessation of Allied Military Administration, all the proclamations and ordinances emanating up to then from the Military Governor or from his delegates will no longer have force in Italian territories formerly subject to it (i.e., to such Allied Military Administration).

"There remains unaltered (firma) the efficacy of the acts or deeds performed by the Allied Military Authorities referred to in the preceding paragraph, by virtue

-2-

of the aforesaid proclamations and ordinances, including the appointments and dismissals from public or private offices, the full validity of which from a legal standpoint will be recognized, in every case, as though performed by the Italian Government.

"The juridical and economic status of those who may have been placed in public offices by the Allied Military Government will be regulated according to Italian laws."

No law has as yet been passed by the Italian Government affecting these Offices.

(b) Letters were exchanged last February 1944, between the then President of the Council Marshal Badoglio, and the Chief Commissioner of A.C.C., providing for A.C.C. approval of appointments of key officials replacing those adopted by AMG. The Legal Sub-Commission is of the opinion that these letters imply the right of A.C. to be consulted regarding removals.

3. From the foregoing, this Sub-Commission is definitely of the opinion that communication should be sent to the Ministry of Industry, Commerce and Labor expressing our concern regarding the Labor Offices and our desire to carry on legitimate minimum functions after the first of the year; that the Ministry issue a supplementary Circular at once providing for the continuation in office of the present Directors (unless the Ministry has sound reason for removal and substitution in special cases) and placing on the Director the responsibility to reappoint personnel for necessary positions on a strictly merit, non-partisan and apolitical basis.

JUNIUS R. SMITH
Colonel, MC
Acting Director,
Labor Sub-Commission.

3586

INTER-ALLIED COMMISSION
AND
LABOR SUB-COMMISSION

REF (091.419) 4137 15 December 1944

SUBJECT: Circular No. 12 from Ministry of Industry,
Commerce and Labor, dated 28 November,
dismissing all employees of the Labor Offices
31 December.

TO : Economic Section.

1. The action of the Ministry in dismissing all employees of the Provincial and Regional Labor Offices with the intimation that a reduced number will continue in their positions January 1, 1945, brings up a problem which should be brought to the attention of the Ministry.

2. In the case of Umbria-Lazio and Marche-Abruzzi e Molise Regions, the Regional Office has jurisdiction over Provincial Offices some of which are still in AMG territory. It is, therefore, pertinent to point out to the Ministry that this Circular cannot apply to the employees of such Provincial Offices that are without the jurisdiction of the Italian Government. In such instances, the Regional Director would, therefore, have to be instructed to retain the full personnel and make no reduction in the budget for the offices mentioned. It would, however, be opportune to confer with the Ministry or the Regional Directors as to what changes might be beneficial for such AMG Provincial Offices as are under his general supervision.

JUNIOR E. SMITH
Colonel, MC
Acting Director,
Labor Sub-Commission.

3085

E 221

TRANSLATION

CIRCULAR No. 14MINISTRY OF INDUSTRY
COMMERCE AND LABOR

Prot. No. 488/ACL-3

Rome, 5 December 1944
TO: REGIONAL LABOR OFFICES
and for information:
PROVINCIAL LABOR OFFICESSUBJECT: Reorganization of Offices.

1. Following Circular 443 ACL 3, dated 28 November 1944, the attention of the Directors of Labor Offices is called to the fact that the present measure is established only by the extreme necessity to maintain expenses within limits established by the well known serious situation of Public Finance. If this situation were to be overcome, it would be to the damage of the Labor Offices themselves.

2. The above mentioned offices will arrange a personal scheme as speedily as possible, thereby reducing the total expense to the lowest level compatible with the efficiency of the principal services.

3. There will be no interruption in the employment of personnel, who will continue to be employed. This personnel was nominated by Allied Military Authorities before the territory was handed over to the Italian Government, and this Ministry will arrange that suitable notice be given to all personnel before 31 December 1944.

4. Analogous procedure will be followed towards personnel not employed by Allied Military Authorities, which is desired to be maintained in employment without any change.

5. If any dismissal or change of personnel employed by Allied Military Authority was contemplated, the respective enquiries should be submitted to this Ministry so that decisions can be made beforehand by the Allied Commission because, as is well known, according to present regulations, nominations made by the Allied Military Authorities are recognized by the Italian Government.

6. This Ministry has authorized certain officials, to whom more particular instructions will be given, to undertake the necessary reduction of personnel in agreement with the Office Director.

THE MINISTER

Gronchi

3084

HEADQUARTERS ALLIED COMMISSION
APO 394
LABOR SUB-COMMISSION

file

TEL. 489081

REF. 091.4131

3 December 1944

SUBJECT : Ministerial Circular providing for wholesale discharge and part re-engagement of personnel in Labour Offices.

TO : Acting Director A.C. Labor Sub-Commission

FROM : Maj. E.J. Scieluna A.C. Labor Sub-Commission.

Ref above subject

1. The Ministry has issued a circular, dated 28th Nov. 44, to all Provincial and Regional Labor Directors in the territories under Italian Government jurisdiction, whereby ALL personnel is informed of

- (a) dismissal from service with effect from 31 December 1944;
- (b) re-engagement with effect from 1 January 1945 and of such as are considered essential for the efficient running of the respective Labor Offices.

Commendatore Gra, Head of the Labour Section of the Ministry, brought this circular to my notice this morning and, at my request has placed the attached copy at the disposal of the Sub-Commission.

2. Commendatore Gra justified the general circulation of these instructions as having been motivated solely by the urgent necessity of curtailing the expenditure of the Regional and Provincial Labour Offices at Naples - explaining that as it was not desired to issue a discriminatory directive to Naples, the present general circular had been forwarded to all Labour Offices under the Italian Ministry.

3. The Directives contained in this circular and the resulting consequences involve an infringement of high level policy and of accepted principles since the decisions therein contained are in direct contrast with the provisions of the Badoglio Ordinance of 11 Feb. 44, which protected Italian Government

employees appointed by AMG against dismissal by the Italian Government without previous approval being sought from the Allied Authorities.

Comendatore Gra further expounded the view that the Labour Ministry had, in fact, no intention of discharging any employee appointed by AMG except with previous approval of A.C. and that, therefore, only "formal" exception could be taken - if at all - by A.C. to the provisions of the circular in question.

4. I wish to submit for your careful consideration the following observations:

a) The present circular can only cause greater anxiety and more confusion amongst the personnel of the Labour Offices with regard to the question of their tenure of office, especially in view of the equivocal situation resulting from the Ministerial Circular "defining" the legal status of such employees. This unfortunate situation was forecasted in my letter in this subject and has since been amply confirmed as an actuality in the monthly report submitted by the Regional Labour Officer for the Southern Region.

b) The circular under review appears to be no less than a natural sequel and a practical application of the Ministerial Circular mentioned above which, we are now informed, was prepared by the same Comendatore Gra by deleting from the Bonomi text the various references to safeguards against discharge of AMG nominees.

c) If this Circular is allowed to stand, the re-engaged personnel would forfeit the "legal status" which it now enjoys by virtue of the 11 Feb. Ordinance and it would then be solely at the pleasure of the Italian Ministry when to discharge any or all the personnel of Labour Offices without even notifying Allied Commission.

5. At the end of a very cordial discussion on this matter, Comendatore Gra expressed the intention of drafting a further circular "to rectify the situation". He hoped to be able to let Labour Sub-Commission have a copy on Monday 4 Dec. 44. I submit that a decision should be sought from Economic Section to request the Ministry to rescind the Circular aforementioned, issuing in its stead a new directive which would merely cover

the question of reduction of expenditure and reorganization of personnel establishments.

EDWARD J. SCIOLUNA,
Major,
Labor Relations Officer

3681

/tr

CIRCULAR -
N.12

MINISTRY OF INDUSTRY
COMMERCE AND LABOR

Gen. Lab. Dir. Div. II

Prot. n. 443/AGL/3

Rome, November 28, 1944

TO: REGIONAL LABOR OFFICES

TO: PROVINCIAL LABOR OFFICES

SUBJECT: Reorganization of Offices.

This Ministry, after having examined the notes concerning the various Labor Offices has noted that the actual expenses to maintain the Offices functioning are extremely high and, in fact, are such as cannot be borne by the State.

Some Offices are particularly overstaffed and have a number of employees which is superior to the necessity that the services requires.

This Ministry must, therefore, dismiss immediately all surplus personnel with a view to reducing expenses to more reasonable amounts.

In order to meet as far as possible however the personnel requirements of these Offices, pending legislative measures in course of preparation for the reorganization and Government of Labour Offices as well as for the provision of the requisite "table of organization" as dictated by experience, the Ministry invites all Offices under its jurisdiction to give formal notice to all employees, irrespective of the post they occupy, that they shall cease to discharge their duties with effect from 31 December 1944, it being understood that with effect from 1 January 1945 only that part of the personnel which shall be deemed strictly essential to the running of these Offices shall be re-engaged in such capacity as the Ministry shall decide.

Awaiting confirmation of action taken.

THE MINISTER

0803

maintain the Offices functioning are extremely high and, in fact, are such as cannot be borne by the State.

Some Offices are particularly overstuffed and have a number of employees which is superior to the necessity that the service requires.

This Ministry must, therefore, dismiss immediately all surplus personnel with a view to reducing expenses to more reasonable amounts.

In order to meet as far as possible however the personnel requirements of these Offices, pending legislative measures in course of preparation for the reorganisation and Government of Labour Offices as well as for the provision of the requisite "table of organisation" as dictated by experience, the Ministry invites all Offices under its jurisdiction to give formal notice to all employees, irrespective of the post they occupy, that they shall cease to discharge their duties with effect from 31 December 1944, it being understood that with effect from 1 January 1945 only that part of the personnel which shall be deemed strictly essential to the running of these Offices shall be re-engaged in such capacity as the Ministry shall decide.

Awaiting confirmation of action taken.

THE MINISTER

Signed: GRONCHI

ACTING INSPECTOR GENERAL
GENERAL DIRECTORATE OF LABOUR

MINISTERO DELL'INDUSTRIA
E DEL COMMERCIO
N° 12

Roma, 23 Novembre 1944

MINISTERO DELL'INDUSTRIA
E DEL COMMERCIO E DEL LAVORO

AGLI UFFICI REGIONALI DEL
LAVORO

Direz. Gen. del Lavoro Div. II

AGLI UFFICI PROVINCIALI
DEL LAVORO

Serv. Centr. Uff. Lav.

Prot. n. 443/AGL/3

OCCORRENZA: Riorganizzazione degli Uffici.

Dall'esame degli atti concernenti i vari uffici del lavoro questo Ministero ha rilevato che l'attuale spesa complessiva per il funzionamento degli Uffici stessi è di notevole rilevanza e tale, anzi, da non essere sostenibile dall'erario dello Stato.

Alcuni Uffici, in particolare, mostrano un'attrezzatura spro-
porzionata, con una massa di personale superiore alle necessità
funzionali del servizio.

Questo Ministero, pertanto, dovrebbe disporre l'immediata
cessazione delle funzioni del personale esuberante, allo scopo di
ricostituire le spese in più giusti e tollerabili limiti.

Tuttavia, allo scopo di venire incontro nei limiti del pos-
sibile, nonostante la gravità dell'onere, ai bisogni del personale,
questo Ministero, in attesa del provvedimento legislativo in corso
di preparazione per il riordinamento e la disciplina degli Uffici
del Lavoro, che darà loro un'attrezzatura rispondente ai risultati
dell'esperienza finora fatta, invita i dipendenti Uffici a dare
formale preavviso a tutto il personale, qualunque sia la relativa
qualifica, che dovrà cessare dalle proprie funzioni con il 31 dicem-
bre p.v., con l'intesa che col 1° Gennaio successivo sarà riassunto,
con la qualifica stabilita da questo Ministero, soltanto il persona-

Dall'esame degli atti concernenti i vari uffici del lavoro questo Ministero ha rilevato che l'attuale spesa complessiva per il funzionamento degli Uffici stessi è di notevole rilevanza e tale, anzi, da non essere sostenibile dall'erario dello Stato.

Alcuni Uffici, in particolare, mostrano un'attrezzatura sproorzionata, con una massa di personale superiore alle necessità funzionali del servizio.

Questo Ministero, pertanto, dovrebbe disporre l'immediata cessazione delle funzioni del personale esuberante, allo scopo di ricondurre le spese in più giusti e tollerabili limiti.

Tuttavia, allo scopo di venire incontro nei limiti del possibile, nonostante la gravessa dell'opera, ai bisogni del personale, questo Ministero, in attesa del provvedimento legislativo in corso di preparazione per il riordinamento e la disciplina degli Uffici del Lavoro, che darà loro un'attrezzatura rispondente ai risultati dell'esperienza finora fatta, invita i dipendenti Uffici a dare il formale preavviso a tutto il personale, qualunque sia la relativa qualifica, che dovrà cessare dalle proprie funzioni con il 31 dicembre p.v., con l'intesa che col 1° Gennaio successivo sarà riassunto, con la qualifica stabilita da questo Ministero, soltanto il personale che sarà ritenuto strettamente necessario per il funzionamento degli Uffici.

Si resta in attesa di assicurazione.

IL MINISTRO

F.to CRONCHI

L'INTEFETTORA GENERALE REGGENTE

LA DIREZIONE GEN. DEL LAVORO

HEADQUARTERS ALLIED COMMISSION

APO 894

LABOR SUB-COMMISSION

JRS/raw

TEL : 478904 2 December 1944

REF : 091.4131

SUBJECT: Press conference, P.W.B., 27 November, 1944.

TO : Economic Section
Attention: Colonel L. D. Densmore

1. With reference to your memorandum (14.02/ES) of 29 November, regarding press meeting held by P.W.B. on Monday, 27 November, 1944, please be advised that Lt. Col. Munroe, head of the News Service of that organization, invited the undersigned and Major Scicluna to attend their regular weekly press conference on that day, inasmuch as one of the items on the agenda was "Labor Offices".

2. Being called upon by Col. Munroe for a statement, I covered the following points extempore:

(a) "In the United States and Great Britain the freedom of the press has a special significance since this is the best medium by which real facts can be given to the public. This places a great responsibility on the press, and it is our hope that a free press can always be maintained in Italy. The Labor Sub-Commission has never had anything to hide and the press is always welcome to get the facts or to discuss policy.

(b) "The whole labor field is an important factor in the social life of a Nation, and in a crisis such as we are going through here, probably the most important. It has been our responsibility to foster the expeditious return to democratic methods in Italy. As an example, (you have seen our AMG ordinances whereby labor has been given the right to organize democratically, freely and independently; free from any interference in their internal organization by the State or by individual pressure groups; independent of party politics and without racial and religious prejudices; democratic in its expression, and with a leadership coming from below and not imposed from above. The Trade Union movement has been allowed to express itself spontaneously and unhampered. Unfortunately, the foregoing ideas have not always been observed by certain political or other groups, or by certain individuals, and often partisan or personal interests have transcended the more general interests of the labor organizations themselves.

3078

- 2 -

(c) "The AMG ordinances referred to set up Labor Offices initially and these have been continued in Italian Government territory. These offices are the machinery through which the State can study and solve labor problems, and through which a free and independent Trade Union movement can obtain services.) Major Scicluna will be able to give you a more intimate picture of these offices."

3. I then called upon Major Scicluna to give, in Italian, a more intimate picture of the Labor Offices. Attached herewith is a copy of the remarks made by Major Scicluna at the conference in Italian (Exhibit "B") with the English translation (Exhibit "A").

Junius R. Smith
JUNIUS R. SMITH
Colonel, (MC)
Acting Director
Labor Sub-Commission

Enclosures (2)

3077

EXHIBIT C

Remarks of
Major Scicluna at Press Conference at PWB
on 27 November, 1944

UFFICI DEL LAVORO

In uno Stato democratico gli interventi dello Stato nell'interno delle associazioni sindacali non sono ammessi. Invece i regimi totalitari non solo intervengono ma addirittura fanno delle associazioni sindacali degli organi dello Stato.

Proprio perché lo Stato democratico si mantiene estraneo alle organizzazioni sindacali e ne rispetta l'autonomia, ha bisogno di avere un proprio organo specifico, avente le finalità:

- 1) Seguire le manifestazioni del fenomeno sociale del lavoro, di modo che lo Stato sia sempre al corrente del fenomeno stesso.
- 2) Studiare i problemi del lavoro. In questa attività rientra la regolare rilevazione statistica del lavoro.
- 3) Favorire la soluzione pacifica dei conflitti di lavoro a mezzo di conciliazione, mediazione e arbitrato. Offrire quindi alle parti contrastanti il terreno d'incontro e i mezzi legali per la soluzione dei conflitti.
- 4) Esercitare e sorvegliare il collocamento della mano d'opera, che, secondo le decisioni della Conferenza Internazionale del Lavoro, deve essere funzione pubblica e gratuita.
- 5) Sorvegliare il rispetto e l'applicazione della legislazione sociale.

Queste funzioni lo Stato può esercitare soltanto creando degli organi specializzati.

Essi sono gli Uffici del Lavoro.

Esistono sotto diverse denominazioni in tutte le nazioni civili democratiche.

Esistevano anche in Italia prima del Fascismo.

3076

- 2 -

Essi furono in un primo tempo manifestazione spontanea di iniziative pubbliche diverse.

Così si ebbero in un primo tempo Uffici del Lavoro provinciali, comunali, statali di enti pubblici.

In un secondo tempo lo Stato creò gli "Ispettorati del Lavoro" che, contrariamente alla denominazione, avevano anche funzioni di conciliazione e di studio.

Tali organi furono erroneamente impostati dal punto di vista amministrativo.

Comunque il Fascismo atrofizzò tutte quelle loro funzioni che non fossero di "polizia del lavoro", adottando il già detto sistema del sindacato di diritto pubblico.

Oggi, spazzato via questo sistema, risorgono gli Uffici del Lavoro, arricchiti delle esperienze di altri popoli.

Essi sono chiamati a giocare un ruolo di grande importanza sia in questo periodo di guerra, sia nel travaglio ineluttabile del dopoguerra. Essi sono espressione della democrazia e difficilmente una concezione diversa da quella concretata negli Uffici del Lavoro può essere sinceramente democratica.

####

3675

EXHIBIT (A)

Remarks of
Major Scicluna at Press Conference at PWB
on 27 November 1944

LABOR OFFICES.

Under a democratic form of Government the State is not allowed to interfere with the internal organisation of Trade Unions. On the other hand under a totalitarian Regime, the State does not only interfere with the Trade Union movement but it takes over altogether the Trade Unions and controls them as a State organisation.

Because of the fact that a democratic State desists from interfering with Trade Union organisations and respects their autonomous existence, the State would therefore need specific machinery of its own in order to pursue certain aims, namely:

1. To follow the Labor phenomenon in its social aspect with a view of being always informed of developments.
2. To study Labor problems. Regular compilation of Labor statistics would fall under this heading.
3. To favour the peaceful settlement of Labor disputes through conciliation, mediation and arbitration, thus offering, therefore, the contending parties a meeting ground as well as a legal means of composing their differences.
4. To control and supervise a placement of Labor which, according to the decisions of an International Labor Conference, should be a gratuitous State responsibility.
5. To supervise the recognition and enforcement of all social legislation.

The State can only discharge these functions by creating a highly specialised machinery, this machinery takes the shape of Labor Offices.

Under diverse names, Labor Offices exist in all progressive democratic Nations.

They existed also in Italy prior to the advent of Fascism.

In the early stages they were the spontaneous expression of public initiative; thus we find, at these early stages, Provincial, Comunal and State Labor Offices.

3074

- 2 -

At a later period the Italian Government created the "Ispettorati del Lavoro", which in spite of their denomination, were also saddled with the study of Labor problems and with responsibilities of conciliation.

From an administrative standpoint the "Ispettorati" were set up on mistaken lines.

Fascism, however, suppressed all these functions of the "Ispettorato" except for those connected with "policing" adopted at the same time as the afore-mentioned system of State controlled Syndicates.

Today this system has been swept aside and the Labor Offices, enriched by the experiences of other countries, are once more being brought into being.

The Labor Offices are called to play a prominent part during the period of the war as well as after; they represent the outcome of Democracy and it would be difficult to find a different concrete expression of the Labor Offices which would be equally and sincerely democratic.

#

3073

ALLIED CONTROL COMMISSION

INTER OFFICE MEMO

14,03/ES

From: Col. Denmore, Ec. Sec.

SUBJECT: Press Meeting

FILE No.

Attn:

TO: Col. Smith - Labor S/C

29 November 1944

1. Ref Daily Digest Rome Press RB/PRB, Nov 28, issued by HQ AC, Public Relations Branch.

2. Para 3 of above provides:

"At the last Press meeting Col. Smith expressed the Allies' opinion on the 'Uffici del Lavoro' which, in a democratic State, preserve their autonomy."

3. The Chief Commissioner will doubtless ask Mr. Antolini what Press Meeting is referred to and something about the statement made by Col. Smith. May we have a short explanation in order that we may be able to answer the Chief Commissioner.

L. D. Denmore
L. D. DENSMORE
Col, FA, CSO
Economic Section

3072

COPY

File
091.4131FROM: The Ministry of Industry,
Commerce and Labor

Rome, 28 November 1944

TO : The Regional and Provincial
Labor Offices.

FILE: M. 443/A.G.L./3

SUBJECT: Rearrangement of the Offices.

CIRCULAR No. 12

This Ministry has remarked that the present expenses for the maintaining and functioning of the Labor Offices are too burdensome.

Some Labor Offices, in particular, have a staff too numerous for the present necessities.

Therefore this Ministry ought to order the immediate dismissal of the employees who are superfluous, with the view of reducing the expenses.

Nevertheless, this Ministry wishes to respect the necessities of the employees, and waiting that the bill for the rearrangement of the labor offices be passed by the executive powers, invites the dependent offices to inform the employees that, whatever their qualification may be, they must be considered as dismissed within the 31 of December 1944. But it is agreed that on January 1st, 1945, this Ministry will appoint only those employees who are considered strictly indispensable for the functioning of the offices.

THE MINISTER

Gronchi.

3571

SUGGESTED DRAFT LETTER TO MINISTER GRENCHI, U TO MAJOR SULLIVAN'S
SUGGESTIONS OF 28 NOVEMBER, 1944.

SUBJECT: STATUS OF REGIONAL AND PROVINCIAL LABOR OFFICES

My Dear Minister Grenchi:

Acknowledgement is made of your Excellency's letter 306/AGL-2, dated 16 November 1944, addressed to the Labor Sub-Commission. Analysis of your comments emphasizes the need of:

- (a) Initiating a prompt investigation of the Labor Offices in Naples, Benevento and Avellino to determine specific reductions that may be made in operational costs and personnel. Your findings could be the basis of affecting operational economies in other Labor Offices and set the pattern for staffing them.
- (b) Surveying of budgetary requirements of all Labor Offices with a view of curtailing, wherever practicable, the operational expenses.
- (c) Establishing a more definitive policy on appointments to the Labor Offices. There is a need for competent personnel and technicians who have the capacity to screen prospective employees on the basis of criteria set up for the proper functioning of your Labor Offices. It has been suggested that the Italian Government extend the Civil Service system of examinations and minimum qualifications to future employees of the Labor Offices. This merit system would not only provide job security for present and future employees and improve their effectiveness in great measure, but would prevent the misuse of appointments for political reasons. The efficiency of many of your employees at present is impaired by the uncertainty that surrounds their work.

If the principal of State sponsored and operated Labor Offices, as an essential public service, is approved, that principal should now be implemented by well defined policies and procedures. Fuller cooperation from the public and other agencies of Government would thus be assured in providing recognition to the Labor Offices.

Your eagerness to affect the necessary legislative discipline in the conduct of the Labor Offices and any practical plan for revising and insuring a higher quality of directive personnel in the Labor Offices will have our fullest cooperation. There is no service being rendered by the Italian Government today where the impartial character and high qualification of the public servant is more vitally needed.

3070

- 2 -

It is our belief that a competent committee within Your Ministry, in collaboration with representatives from A.C., should make a full analysis of the costs, the personnel requirements, and the policies and procedures that will guide Labor Offices in the future. The results of such a survey would serve to tighten the current operations and create public confidence in the usefulness of the Labor Offices. We will welcome your expression on this suggestion at your earliest convenience.

Yours very truly,

A. G. ANTOLINI
Acting Deputy Chief of Staff
Economic Section

H.E. Giovanni Gronchi
Minister of Industry, Commerce and Labor
Italian Government
Rome

Approved by Labor Sub-Commission

to: Julius R. Smith
Colonel Q.M.C.
Acting Director.

28 Nov 44

3069

Draft

November 21, 1944

2131 Aug 14 1944
File 615-

HEADQUARTERS ALLIED CENTRAL MEDITERRANEAN FORCES

ALLIED MILITARY GOVERNMENT

RULES AND REGULATIONS WITH REGARD TO LABOR ISSUED PURSUANT
TO GENERAL ORDER NO. 48

ARTICLE I - ESTABLISHMENT
OF LABOR OFFICES

1. For each Province and Region there shall be established at such place as the Provincial or Regional Commissioner may respectively direct a Provincial or Regional Labor Office as the case may be.

Such Labor Office shall be in charge of an Italian civilian to be known as the Regional or Provincial Director of Labor and to be appointed by the Regional or Provincial Commissioner as the case may be.

Directors of Labor may, subject to the approval of the Regional or Provincial Commissioner concerned, appoint an appropriate and adequate staff for their respective offices.

2. Communal, special Port and Farm Labor Offices will be established in such places and with such Italian civilian staffs as the Provincial Commissioner may direct.

3. All appointments of Italian Personnel in Labor Offices shall be non-political and temporary.

ARTICLE II - POWERS AND DUTIES
OF LABOR OFFICES

1. Regional Labor Offices have the primary responsibility of supervising and coordinating the functions and activities of

1. For each Province and Region there shall be established at such place as the Provincial or Regional Commissioner may respectively direct a Provincial or Regional Labor Office as the case may be.

Such Labor Office shall be in charge of an Italian civilian to be known as the Regional or Provincial Director of Labor and to be appointed by the Regional or Provincial Commissioner as the case may be.

Directors of Labor may, subject to the approval of the Regional or Provincial Commissioner concerned, appoint an appropriate and adequate staff for their respective offices.

2. Communal, special Port and Farm Labor Offices will be established in such places and with such Italian civilian staffs as the Provincial Commissioner may direct.

3. All appointments of Italian Personnel in Labor Offices shall be non-political and temporary.

ARTICLE II - POWERS AND DUTIES
OF LABOR OFFICES

1. Regional Labor Offices have the primary responsibility of supervising and coordinating the functions and activities of the Provincial Labor Offices. In addition they will have the following special functions:

- A. To encourage the practice and procedure of collective bargaining, and to protect the exercise by workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and conditions of their employment or other mutual aid or protection. To encourage practices fundamental to the friendly adjustment of labor disputes arising out of differences as to wages, hours and other conditions of employment.
- B. To direct and control the work of the Ispettorato del Lavoro as a labor inspection service only.
- C. To take jurisdiction of such labor disputes as appear to the Regional Director to need Regional rather than Provincial intervention; and to refer to the Regional Commissioner such labor disputes as appear to need National rather than Regional intervention.
- D. To prepare regular and special reports and surveys upon information furnished by Provincial Labor Offices and supplemented by other sources and independent studies.

employment or other mutual aid or protection. To encourage practices fundamental to the friendly adjustment of labor disputes arising out of differences as to wages, hours and other conditions of employment.

B. To direct and control the work of the Ispettorato del Lavoro as a labor inspection service only.

C. To take jurisdiction of such labor disputes as appear to the Regional Director to need Regional rather than Provincial intervention; and to refer to the Regional Commissioner such labor disputes as appear to need National rather than Regional intervention.

D. To prepare regular and special reports and surveys upon information furnished by Provincial Labor Offices and supplemented by other sources and independent studies.

E. To promote the welfare of wage-earning women, and children, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment.

F. To supervise and assist in such migration and other movement of workers as may be necessary and proper and to exercise such manpower controls as may be determined by General Order or by Italian law.

G. To deal with such other matters relating to labor relations or labor problems in the said Region as the Regional Commissioner may direct.

2. Provincial Labor Officers have the responsibility for directing the labor program throughout the provinces, and supervising and coordinating all Communal and special offices under their jurisdiction. In addition they will have the following special functions:

A. To establish and develop a central Employment Service Office as one of the principle divisions within the Provincial Labor Office. To establish, supervise and direct such other employment offices (Uffici di Collocamento) or officers throughout the Provinces as may be necessary.

(1) To register job-seekers and maintain current information on available workers.

(2) To recruit and furnish civilian

labor to the Allied Military Forces

the said Region as the Regional Commissioner may direct.

E. Provincial Labor Offices have the responsibility for directing the labor program throughout the Provinces, and supervising and coordinating all Communal and special offices under their jurisdiction. In addition they will have the following special functions:

A. To establish and develop a central Employment Service Office as one of the principle divisions within the Provincial Labor Office. To establish, supervise and direct such other employment offices (Uffici di Collocaamento) or officers throughout the Provinces as may be necessary.

(1) To register job-seekers and maintain current information on available workers.

(2) To recruit and furnish civilian labor to the Allied Military Forces as requested, giving highest priority to military requirements.

(3) To recruit and furnish civilian labor for civilian employers.

(4) To furnish necessary information and services in connection with the payment of unemployment compensation.

- 4 -

- B. To establish and develop a conciliation and mediation section within the Provincial Labor Office. The Provincial Director of Labor shall also have power to act as mediator or conciliator and to appoint Special Commissioners of Conciliation whenever in his judgment and the interests of social and industrial peace may require it. The jurisdiction of the Provincial Labor Office is extended to all labor disputes concerning work within the Province, provided however, that the Regional Labor Office may take jurisdiction at the discretion of the Regional Director.
- C. To collect and compile statistical information on private and public employment, unemployment, labor disputes, labor turnover, cost of living, safety and industrial accidents, wages, hours and conditions of employment, and no person shall refuse to disclose or supply information requested by a Provincial Labor Office with respect thereto. The source of information ^{306's} secured shall not be disclosed.
- D. To deal with such other matters relating to labor relations or labor problems in the said Province as the Provincial Commis-

- may require it. The jurisdiction of the Provincial Labor Office is extended to all labor disputes concerning work within the Province, provided however, that the Regional Labor Office may take jurisdiction at the discretion of the Regional Director.
- C. To collect and compile statistical information on private and public employment, unemployment, labor disputes, labor turnover, cost of living, safety and industrial accidents, wages, hours and conditions of employment, and no person shall refuse to disclose or supply information requested by a Provincial Labor Office with respect thereto. The source of information secured shall not be disclosed.
- D. To deal with such other matters relating to labor relations or labor problems in the said Province as the Provincial Commissioner, Regional Director of Labor or Regional Commissioner may direct.

ARTICLE IV - ARBITRATION

All collective labor disputes, including those arising under decrees of the Italian Government concerning wages or conditions of work, shall if they fail of settlement through

mediation or conciliation be finally adjudicated by arbitration boards operating under the supervision of a Regional or Provincial Labor Office. Each board shall consist of tripartite representation, with an equal number of representatives for the employers, employees and the public.

Labor members shall be selected by the employees or their representatives; employer members shall be selected by the employers or their representatives; and public representatives shall be selected by the Director of the Labor Office having jurisdiction of the arbitration proceedings: provided, however, that public representatives, wherever possible, should be persons agreed upon by employers and employees, and provided further, that the Labor Office Director may also appoint employees or employer members if, after due notice, such members are not selected by the parties.

Before a case is referred to arbitration by a Provincial Labor Director, it shall be notified to the Regional Director who will determine whether the arbitration shall be under the jurisdiction of the Provincial or the Regional Labor Office.

Such arbitration shall be compulsory and the awards of such boards shall be final and binding upon the parties thereto, when filed with and approved by the Regional Commission³ ~~and~~

In the case of claims or labor disputes between individual employees and employers, the parties may voluntarily agree to submit to arbitration through the Provincial Labor Offices, or they may resort to courts of law, according to the code of

shall be selected by the Director of the Labor Office having jurisdiction of the arbitration proceedings; provided, however, that public representatives, wherever possible, should be persons agreed upon by employers and employees, and provided further, that the Labor Office Director may also appoint employees or employer members if, after due notice, such members are not selected by the parties.

Before a case is referred to arbitration by a Provincial Labor Director, it shall be notified to the Regional Director who will determine whether the arbitration shall be under the jurisdiction of the Provincial or the Regional Labor Office.

Such arbitration shall be compulsory and the awards of such boards shall be final and binding upon the parties thereto, when filed with and approved by the Regional Commission ^{3388A}

In the case of claims or labor disputes between individual employees and employers, the parties may voluntarily agree to submit to arbitration through the Provincial Labor Offices; or they may resort to courts of law, according to the code of civil procedure.

In the arbitration of both individual and collective disputes, arbitration boards will not be bound by any special procedural forms or limitations, and all awards shall be made in equity.

ARTICLE V - REPRESENTATIVES
AND ELECTIONS

Whenever a question arises concerning the representation of employees, the Regional Director of Labor, or person designated by him, may investigate such controversy and certify to the parties, in writing, the name or names of the representatives that have been designated or selected. In such cases he may also determine whether the unit appropriate for the purposes of the collective bargaining, shall be the industry unit, employee unit, craft unit, plant unit or subdivision thereof. The representatives so designated or selected for such unit shall be the exclusive representatives of all the employees in such unit for the purpose of collective bargaining in respect to rate of pay, wages, hours of employment, or other conditions of employment; provided, that any individual employee or group of employees shall have the right at any time to present grievances to their employer.

In any such investigation the Regional Director of Labor, or person designated by him, shall provide for an appropriate hearing upon due notice, and may take a secret ballot of employees, or utilize any other suitable method of ascertaining such representatives.

ARTICLE VI - UNFAIR LABOR
PRACTICES

No employer shall:

- (1) interfere with, restrain or coerce employees

in the exercise of the rights guaranteed in

the purposes of the collective bargaining, shall be the industry unit, employee unit, craft unit, plant unit or sub-division thereof. The representatives so designated or selected for such unit shall be the exclusive representatives of all the employees in such unit for the purpose of collective bargaining in respect to rate of pay, wages, hours of employment, or other conditions of employment; provided, that any individual employee or group of employees shall have the right at any time to present grievances to their employer.

In any such investigation the Regional Director of Labor, or person designated by him, shall provide for an appropriate hearing upon due notice, and may take a secret ballot of employees, or utilize any other suitable method of ascertaining such representatives.

ARTICLE VI - UNFAIR LABOR
PRACTICES

3063

No employer shall:

(1) interfere with, restrain or coerce employees

in the exercise of the rights guaranteed in

General Order No. 23 or in these Rules and

Regulations;

(2) dominate or interfere with the formation or

administration of any labor organization, or

contribute financial or other support thereto,

but nothing herein contained shall preclude

conferences between employers and employees

during working hours without loss of time or

pay;

(3) discriminate in regard to hire or tenure of employment or in regard to any term or condition of employment by reason of membership in any labor organization, or discourage such membership;

(4) penalize or otherwise discriminate against any employee because he has made complaint, filed charges or given testimony against the employer in any labor matter or controversy.

ARTICLE VII - TAX EXEMPTIONS FOR LABOR PROCEEDINGS

All the acts relating to the arbitration procedures are exempt from stamp and registration taxes.

All other tax exemptions and other privileges granted under existing law in favor of labor proceedings shall attach and apply to any and all acts and documents relative or incident to conciliation, mediation and arbitration of labor disputes.

ARTICLE VIII - RECORDS OF DISSOLVED INSTITUTIONS

Records and files of the institutions dissolved by Art. I of General Order No. 28 shall be delivered to the Provincial Director of Labor or as he shall direct.

3062

ARTICLE IX - VALIDITY OF CONTRACTS

1. No group contract between employer and employees shall be valid unless:

any employee because he has made complaint,
filed charges or given testimony against
the employer in any labor matter or controversy.

ARTICLE VII - TAX EXEMPTIONS FOR LABOR PROCEEDINGS

All the acts relating to the arbitration procedures are
exempt from stamp and registration taxes.

All other tax exemptions and other privileges granted
under existing law in favor of labor proceedings shall attach
and apply to any and all acts and documents relative or incident
to conciliation, mediation and arbitration of labor disputes.

ARTICLE VIII - RECORDS OF DISSOLVED INSTITUTIONS

Records and files of the institutions dissolved by Art. I
of General Order No. 28 shall be delivered to the Provincial
Director of Labor or as he shall direct.

3062

ARTICLE IX - VALIDITY OF CONTRACTS

1. No group contract between employer and employees
shall be valid unless:

(A) it is in writing;

(B) a copy thereof is filed in the Regional

Labor Office having jurisdiction of the area
within which the same was executed;

(C) it conforms to the wage stabilization policy,

AMC General Orders, Ordinances, Rules and
Regulations, and Italian laws not in conflict
with the foregoing.

8. The conditions, regulations and wage scales contained in collective contracts in economic agreements, in sentences delivered by the Special Labor Magistracy and in corporative ordinance in conformity with Art. X and Art. XIII of the law of 5th February 1934 No. 163, and Art. IV and Art. V of the Royal Decree of 8 August 1943 No. 621 shall continue to be binding until otherwise revised or ordered by Allied Military Government decree, arbitration awards, or new executed group contracts between employers and employees.

M. S. LUSH,
Brigadier,
Chief of Staff

Translation BaldacciTHE PROBLEM OF LABOR OFFICES COST

30-Nov-64

In order to reach a conclusion concerning the estimate cost of Labor Offices, in comparison with the utility of their functions, it is necessary to undertake an objective analysis.

1. In the first place it is advisable to know the cost of other offices, with which a comparison can be usefully made. I believe that it is most advisable to make a comparison with the Provincial Boards of Economy, for the following reasons: a) with regard to employers they are performing functions very similar to certain functions carried out by Labor Offices; b) they are carrying on services of collecting statistical data, just like the Labor Offices do. In making such a comparison, it should be kept in mind, however: a) that the Labor Offices functions are more important - for instance: the placement of personnel - and they have features of fineness and of particular social interest - for instance, the conciliation of collective controversies; b) that the expenses of Provincial Boards are partly on charge of the state and for the remainder they are weighing on an autonomous budget.

2. One must consider that Labor Offices are performing services which were carried out before by other agencies, and that these services, even if the Labor Offices did not exist, should be likewise performed.

This can be said - not to say of other services - of the statistical services, as well as of services which during the past were entrusted to the Inspectorates - formerly corporatives "corporativi" - even if not always performed by the latter, on account of their lack of organization and of capable officials.

3. Furthermore one must consider that a good many expenses of Labor Offices may be easily reduced. It is a notorious fact that Labor Offices have been set up with different criterions in the single provinces. The choice of the personnel was often made according to personal or political criterions, so that the efficiency of the same personnel is not such as it should be. At last, central authorities failed to impart directions, so that it has been impossible to reach conclusive experiences in matters of office organization and of the need of personnel.

A reduction of expenses could be obtained as follows: by centralizing a number of functions in the Regional Offices. For instance, a favourable result has been obtained in Sicily, by centralizing in the Regional Office the elaboration of statistical data and by leaving to the Provincial Offices the easier work of ascertaining and collecting the same data. But other centralizations of services are possible; according to my personal experience.

3. By giving the Labor Offices an organization less bureaucratic as possible. For instance: to apply, for the conciliation service, the system of employing honorary "conciliation commissaries".

4. Finally, one should keep in mind that a part of Labor Offices expenses are borne by agencies other than the State and by their contributions.

For instance, a) the premises expenses, at least for the Employment Offices, may be on charge of the communes; b) the contribution that the Institutes of Social Insurance were formerly paying to the Provincial Boards of Corporations, and which probably are continuing now to pay to the new Boards, in a measure equal to 0.25% of the total amount of premiums collected, should be turned over to Labor Offices. The same should be of the contributions that the various agencies used to pay to the Employment Offices.

Avv. E.J. La Loggia

Translation: ITALIANARBITRATION AND LABOR OFFICES

1 - In the decree law, by virtue of which the high-cost-of-living indemnity had been set up and the wage increases granted in accordance with the Royal Decree Law 7 December 1943 were made compulsory, it is said that the collective and arbitral labor controversies, if any, must be submitted to the judgment of arbitral boards. The latter shall be set up freely by the interested parties. However, in default of an agreement, the appointment of arbitrators shall be made by the Labor Offices.

Arbitral decisions must always be deposited at the Labor Offices.

✓✓ The importance of the above mentioned provisions is self-evident. For the first time the Labor Offices are recognized by an Italian law and entrusted with delicate functions. These results are due to Dr. Ciccio, Secretary to His Excellency Costa, who in accordance with the undersigned, has introduced in the draft law a number of provisions concerning arbitrations at the Labor Offices.

2 - Following the publication of the Decree Law on the high-cost-of-living indemnity, two immediate problems arise for the A.C. :

A) Extension of the provisions in question even to the territories under Allied Administration.

B) Issuing of directions concerning the carrying out of arbitrations and the operation of services connected with arbitrations, in the territories under Allied Administration.

Owing to the strictly legal character of the directions set forth in letter (B), and in order to avoid the inconvenience of delays due to a divergence of opinion on the part of the Legal Sub-Commission, I take the liberty to submit the proposition that the "directions" should be prepared in full accordance with the said Legal Sub-Commission.

I convey the urgency of taking an action on this matter.

Avv. Enrico La Loggia

3058

10 mar 44

ARBITRATI E UFFICI DEL LAVORO

1. Il Decreto Legge che ha istituito l'indennità carovita ed ha reso obbligatori gli aumenti concessi con il R.D.L. 7 dicembre 1943, stabilisce che le eventuali controversie di lavoro collettive ed arbitrali, saranno sottoposte al giudizio di speciali collegi arbitrali. Questi saranno costituiti liberamente dalle parti. In mancanza di accordo però la nomina degli arbitri sarà fatta dagli Uffici del Lavoro.

Le decisioni arbitrali dovranno sempre essere depositate presso gli Uffici del Lavoro.

L'importanza delle sopracitate disposizioni è evidente. Per la prima volta gli Uffici del Lavoro sono riconosciuti da una legge italiana e si affidano loro delicate funzioni. Questo risultato è dovuto al Dott. Ciccio, Segretario di S.E. Costa, che d'accordo col sottoscritto, ha introdotto nel progetto di legge alcune disposizioni relative agli arbitrati presso gli Uffici del Lavoro. All'ultimo momento il testo del progetto è stato modificato; ma è comunque rimasto il riferimento agli Uffici del Lavoro.

3021
2. Dopo la pubblicazione del D.R. sulla indennità di carovita sorgono due problemi immediati per l'A.C.

(a) - Estensione delle disposizioni anche ai territori sotto amministrazione alleata.

(b) - Emanazione di istruzioni per lo svolgimento degli

poste al giudizio di speciali collegi arbitrali. Questi saranno costituiti liberamente dalle parti. In mancanza di accordo però la nomina degli arbitri sarà fatta dagli Uffici del Lavoro.

Le decisioni arbitrali dovranno sempre essere depositate presso gli Uffici del Lavoro.

L'importanza delle sopracitate disposizioni è evidente. Per la prima volta gli Uffici del Lavoro sono riconosciuti da una legge italiana e si affidano loro delicate funzioni. Questo risultato è dovuto al Dott. Ciaccio, Segretario di S.E. Costa, che d'accordo col sottoscritto, ha introdotto nel progetto di legge alcune disposizioni relative agli arbitri presso gli Uffici del Lavoro. All'ultimo momento il testo del progetto è stato modificato; ma è comunque rimasto il riferimento agli Uffici del Lavoro.

3021

2. Dopo la pubblicazione del D.R. sulla indennità di carovita sorgono due problemi immediati per l'A.C.

(a) = Estensione delle disposizioni anche ai territori sotto amministrazione alleata.

(b) = Emanazione di istruzioni per lo svolgimento degli arbitri e dei servizi relativi agli arbitri, nei territori sottoposti all'amministrazione alleata.

Data la natura strettamente legale delle istruzioni di cui alla lettera (b) e ad evitare che si ripeta l'inconveniente di ritardi dovuti a diversità di opinione della Legal

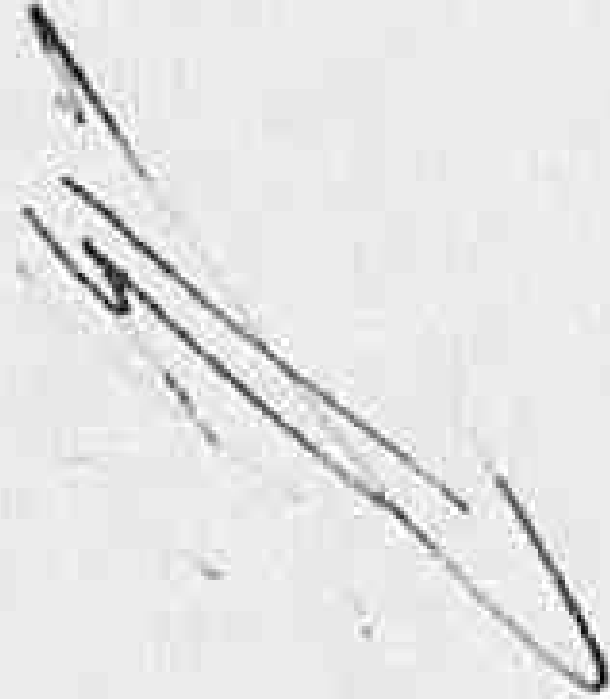
- 2 -

Sub-Commission, mi permetto proporre che le "istruzioni" vengano preparate d'accordo con la suddetta Legal Sub-Commission.

Segnalo l'urgenza di provvedere al riguardo.

10 novembre 44

Avv. ENRICO LA LOGGIA



5000

Secret

File

HEADQUARTERS ALLIED LIAISON OFFICE
APR 394
LONDON AND WASHINGTON

214/00

10 November 1944

Ref: 091.44

SUBJECT: Circular on status
of Labour Office employees

TO : Acting Director

FROM : Labour Relations Officer

1. According to the terms of armistice, personnel appointed to Civil Service posts by AMG is safeguarded against arbitrary discharge.

2. R. S. Gromi issued a circular dated 17 August 1944 defining the powers vested in the Italian Government as a result of the transference of territory to Italian jurisdiction. In this circular, specific reference is made to the status of AMG nominees to Civil Service posts such as would therefore apply to personnel in the Labour Offices. It should be understood that this Presidential circular to the Ministers is marked 'Top Secret', and the greatest discretion should be used in making any reference to the text of this circular.

3. R. S. Gromi issued a circular to the Regional and Provincial Labour Offices in which he ostensibly reproduced that part of the text which applied to personnel in these offices. In point of fact, a number of very relevant omissions were made - omissions which were intended to pass over the fact that it was necessary to obtain AMG permission before any employee would be discharged.

4. The most important omissions or alterations are as follows: 3053

(a) The whole of para 2. has been omitted. As this subject matter does not apply to personnel, the omission is indicated.

(b) In para 4. the following words are omitted:

"e per vero che, in revoca di tali incarichi sono per sempre necessario il consenso della storia, il che e che ai nominati dovranno essere corrisposti"

(Translation: "it is also true that for the suppression of any of these posts it would always be necessary to obtain the approval of the Allied authorities, and that the occupant of the post would have to be paid such emoluments...")

This is a serious omission and could not have been accidental since the original text that follows has been altered in order to render the remainder of the text grammatical.

-2-

fully correct. More specifically:-

The words "che si nominati dovranno essere corrisposti" have been altered to read:- "pur corrispondendosi..."

- (c) In the same para 4. the following words are omitted:
"previo consenso il consenso degli Alleati" (Translation: "the previous approval of the Allies being understood")
- (d) In para 5. the following text has been altered:-
The words: "raccolti i necessari elementi facciamo le dovute richieste per l'allontanamento dal servizio, con cortese ma deciso atteggiamento" (Translation: "having collected the relevant evidence, shall submit due request for discharge from service, assuming a courteous but firm attitude").
Have been substituted by the words: "provvederanno il loro allontanamento dal servizio" (Translation: "shall provide for the discharge from service").
- (e) In para 7. the text has been altered: The words: "con una diverso atteggiamento dovrà essere provveduto alla salvaguardia degli interessi italiani, pur continuando naturalmente a prestare..." (Translation: "with the same attitude it shall be necessary to provide a safeguard for Italian interests, continuing naturally to lend...") have been substituted by the words: "Si dovrà naturalmente continuare a prestare" (Translation: "It shall naturally be necessary to continue to lend...") This alteration was necessary owing to the reference made to the "courteous but firm attitude" omitted in para 6.
- (f) The second half of para 7. has been omitted as it does not apply to question of personnel.

5. I am attaching herewith the 2 circulars in question as they originally appear in Italian. The omissions of the Presidential ~~orders~~ ³⁰⁵⁴ have been ~~outlined~~ ^{outlined}. As a great deal of opposition exists ~~in these~~ ³⁰⁵⁴ Labour Offices, ~~and opposition of which~~ ^{of which} personnel is fully aware, the circular issued by Gronchi is likely to have very far reaching effects on the existing personnel. In point of fact, from their point of view, their tenure of office has been put to serious doubt, and there is every likelihood that a number of officials will look out for some other occupation in which they are likely to get greater security.

Barbara Major
A. J. Scicluna
Major,
Labour Relations Officer.

COPIA

MINISTERO INDUSTRIA, COMMERCIO
E LAVORO - DIREZIONE GEN. DEL
LAVORO - Div. II - Serv. Centr.
Uffici Lavoro.

Roma, 7 Ottobre 1944

Prot. N° 155/A.G.L./3.

OCCORRENZA: Traspasso dei poteri nelle
province restituite alle Ammi-
nistrazione del Governo Italiano.

AGLI UFFICI REGIONALI E
PROVINCIALI DEL LAVORO

Per opportuna conoscenza e norma si comunica il seguente
estratto delle disposizioni impartite dalla Presidenza del
Consiglio dei Ministri, in merito al traspasso dei poteri nel-
le province restituite alla Amministrazione del Governo Ita-
liano.

- 1) - A decorrere dalla data - di volta in volta resa nota -
per il traspasso, gli Organi di Governo delle Autorità Milli-
tari Alleate (A.M.G.) si trasformano in organi di controllo
della Commissione Alleata di Controllo (A.C.G.). Da ciò de-
riva che:
 - a) tutti gli uffici e i funzionari italiani, en-
corchè istituiti e nominati dalle Autorità Alleate, dipendono
esclusivamente dalle Autorità italiane;
 - b) esercitando la Commissione Alleata di Controllo
le sue funzioni presso il Governo italiano, gli interventi
degli Alleati si svolgono di regola per il tramite delle
Autorità centrali.
- 2) - Dalle date del traspasso cessano di aver vigore i provve-
dimenti di contenuto normativo emanati dalle Autorità Militari
Alleate, direttamente o per delega. Detti provvedimenti devono
però considerarsi validi ed efficaci per il periodo in cui
hanno avuto vigore e perciò restano fermi gli atti compiuti
sulle basi di essi.

E' ovvio che le singole amministrazioni dovranno ec-
corrare se è necessario proporre oltre norme in sostituzione
di quelle che cessano di avere vigore e in caso affermativo
provvederanno immediatamente, per evitare una "vacatio legis"
che può essere fonte di effetti pregiudizievoli.

Per opportune conoscenze e norme si comunica il seguente estralcio delle disposizioni impartite dalla Presidenza del Consiglio dei Ministri, in merito al trapasso dei poteri nelle provincie restituite alla Amministrazione del Governo Italiano.

- 1) - A decorrere dalla data - di volta in volta resa nota - per il trapasso, gli Organi di Governo delle Autorità Militari Alleste (A.M.G.) si trasformano in organi di controllo della Commissione Alleste di Controllo (A.C.G.). Da ciò deriva che:
 - a) tutti gli uffici e i funzionari italiani, ancorchè istituiti e nominati dalle Autorità Alleste, dipendono esclusivamente dalle Autorità italiane;
 - b) esercitando la Commissione Alleste di Controllo le sue funzioni presso il Governo italiano, gli interventi degli Allesti si svolgono di regola per il tramite delle Autorità centrali.

2) - Dalla data del trapasso cessano di aver vigore i provvedimenti di contenuto normativo emanati dalle Autorità Militari Alleste, direttamente o per delega. Detti provvedimenti devono però considerarsi validi ed efficaci per il periodo in cui hanno avuto vigore e perciò restano fermi gli atti compiuti sulla base di essi.

E' ovvio che le singole amministrazioni dovranno accertare se è necessario proporre altre norme in sostituzione di quelle che cessano di avere vigore e in caso affermativo provvederanno immediatamente, per evitare una "vacatio legis" che può essere fonte di effetti pregiudizievoli.

3) - Per quanto più particolarmente riguarda i pubblici dipendenti è da avvertire che, giusta intesa con le Autorità Alleste, il conferimento dei posti in favore di chi già non rivestisse, in base al nostro ordinamento, il relativo grado, non importa una definitiva nomina ai posti stessi, bensì un incarico di natura temporanea. (Part of the Text has been here omitted). Pur correggendo le retribuzioni inerenti al grado rivestito, la posizione giuridica che ne deriva è assai diversa che se si trattasse di nomine definitive.

- 2 -

Le persone in tal modo nominate, infatti:

- a) non entrano a far parte dei ruoli dello Stato;
- b) non sono presiedute dalle garanzie concernenti i dipendenti statali, onde il loro allontanamento dal servizio può attuarsi mediante revoca dell'incarico;
- c) ogni qualvolta, per qualsiasi motivo, cessino dall'incarico, è definitivamente risolto ogni rapporto con la pubblica amministrazione.

4) - Anche le promozioni conferite degli Alleati si risolvono in rapporti meramente temporanei, per esse valgono quindi le considerazioni sopra esposte a proposito delle nomine.

5) - Nei casi in cui si riscontrasse che la persona nominata dagli Alleati non disno affidamento di poter svolgere proficuamente la loro opera, le Amministrazioni Centrali provvederanno al loro allontanamento dal servizio.

6) - Si dovrà naturalmente continuare a prestare alle Autorità Alleate tutte le possibili facilitazioni, in quello spirito di piena e leale collaborazione cui il Governo informa la sua condotta.

In relazione a quanto sopra, si pregano gli uffici del lavoro di far pervenire a questo Ministero le loro eventuali proposte in merito ai punti 2) e 3).

IL MINISTRO
P.to Gronchi

P.C.C.

L'ISPETTORE GENERALE
Reggente la Direz. Gen. del Lavoro
P.to Simeone

3052

- C O P I A -

/tr

PRESIDENZA DEL CONSIGLIO DEI MINISTRI
GABINETTO- RISERVATA -

N. 12273/10951/1.1.26

Roma 17 Agosto 1944

- A S.E. IL MINISTRO PER L'INDUSTRIA
COMMERCIO E LAVORO.R O M A

OGGETTO: Assunzione dei poteri da parte delle Autorità Italiane nelle provincie restituite dall'Alleanza Alleata.

E' stata segnalata l'opportunità di impartire alle Autorità locali alcune direttive, relativamente al trapasso dei poteri nelle provincie restituite all'Amministrazione del Governo Italiano.

Appare quindi necessario che ciascun Ministero dirami al riguardo disposizioni, particolareggiate ed esaurienti, sui dipendenti organi locali nelle predette provincie.

All'uopo dovranno tenersi presenti i criteri che seguono:

1 - A decorrere dalle date stabilite per il trapasso, gli organi di Governo delle Autorità Militari Alleate (AMG) si trasformeranno in organi di controllo della Commissione Alleata di Controllo (A.C.C.).

Derive da ciò che:

a) - tutti gli uffici e i funzionari italiani, ancorché istituiti o nominati dalle Autorità Alleate, dipendono esclusivamente dalle Autorità Italiane;

ROMA

OGGETTO: Assunzione dei poteri da parte delle Autorità Italiane nelle provincie restituite dell'Alleanza Alleata.

E' stata segnalata l'opportunità di impartire alle Autorità locali alcune direttive, relativamente al trapasso dei poteri nelle provincie restituite all'Amministrazione del Governo Italiano.

Appare quindi necessario che ciascun Ministero diramasse al riguardo disposizioni, particolarizzate ed esaurienti, ai dipendenti organi locali nelle predette provincie.

All'uopo dovranno tenersi presenti i criteri che seguono:

1 - A decorrere dalla data stabilita per il trapasso, gli organi di Governo delle Autorità Militari Alleate (AMG) si trasformeranno in organi di controllo della Commissione Alleata di Controllo (A.C.C.).

Derive da ciò che:

- a) - tutti gli uffici e i funzionari italiani, ancorchè istituiti o nominati dalle Autorità Alleate, dipendono esclusivamente dalle Autorità Italiane;
- b) - poichè la Commissione Alleata di Controllo eserciterà le sue funzioni presso il Governo Italiano, gli interventi degli Alleati si svolgono di regola per tramite delle Autorità Centrali.

2 - Avvenuto il trapasso, le Autorità locali Italiane, dovranno, ove occorra, prendere subito contatto con le Auto-

Om. 11

- 2 -

rità locali Alleste e chiedere l'effettivo passaggio del poter; il passo deve essere compiuto con cortese fermezza, senza malintesi timori. Ogni diverso atteggiamento non verrebbe che a compromettere il prestigio italiano.

3 - Delle date del trapasso cessano di avere vigore i provvedimenti di contenuto normativo emanati dalle Autorità Militari Alleste, direttamente o per delega. Detti provvedimenti però debbono considerarsi validi ed efficaci per il periodo in cui hanno avuto vigore e perciò restano fermi gli atti compiuti sulla base di essi.

E' ovvio che le singole amministrazioni dovranno accertare se è necessario porre altre norme in sostituzione di quelle che cessano di avere vigore ed in caso affermativo provvederanno immediatamente per evitare una vacatio legis che può essere fonte di effetti pregiudizievoli.

4 - Per quanto più particolarmente riguarda i pubblici dipendenti è da avvertire che sia le nomine, sia i licenziamenti disposti dagli Alleati debbono restar fermi, ma lo stato giuridico ed economico di coloro che sono stati assunti in pubblici uffici del Governo Militare Alleste è regolato dalle leggi italiane.

Relativamente alle nomine è da avvertire che, giunte intesa con le Autorità Alleste, il conferimento dei posti in favore di chi già non rivestisse in base al nostro ordinamento il relativo grado, non importa una definitiva nomina ai posti stessi, bensì un incarico di natura temporanea. E' pare vero che per la revoca di tali incarichi sarà pur sempre necessario il consenso delle Autorità Alleste e che ai nominati dovranno essere corrisposte le retribuzioni inerenti al grado

For
united
united
united

periodo in cui hanno avuto vigore e perciò restano fermi gli atti compiuti sulla base di essi.

E' ovvio che le singole amministrazioni dovranno accertare se è necessario porre altre norme in sostituzione di quelle che cessano di avere vigore ed in caso affermativo provvederanno immediatamente per evitare una vacatio legis che può essere fonte di effetti pregiudizievoli.

4 - Per quanto più particolarmente riguarda i pubblici dipendenti è da avvertire che sia le nomine, sia i licenziamenti disposti dagli Alleati debbono rester fermi, ma lo stato giuridico ed economico di coloro che sono stati assunti in pubblici uffici del Governo Militare Alleato è regolato dalle leggi italiane.

3030
Relativamente alle nomine è da avvertire che, giusta intesa con le Autorità Alleate, il conferimento dei posti in favore di chi già non rivestisse in base al nostro ordinamento il relativo grado, non importa una definitiva nomina ai posti stessi, bensì un incarico di natura temporanea. E' pure vero che per la revoca di tali incarichi sarà pur sempre necessario il consenso delle Autorità Alleate e che ai nominati dovranno essere corrisposte le retribuzioni inerenti al grado rivestito; tuttavia, la posizione giuridica che ne deriva è assai diversa che se si trattasse di norme definitive.

Le persone in tal modo nominate infatti:

- a) - non entrano a far parte dei ruoli dello Stato;
- b) - non sono presidiati dalle garanzie concernenti i dipendenti statali, onde il loro allontanamento dal servizio, previo beninteso il consenso degli Alleati,

Omita

- 3 -

può attuarsi mediante semplice revoca dell'incasario; o - ogni qualvolta, per qualsiasi motivo, cessino dello incasario, è definitivamente risolto ogni rapporto con la pubblica amministrazione.

5 - Anche le promozioni conferite agli Alleati si risolvono in rapporti meramente temporanei; per esse valgono quindi le considerazioni sopra esposte a proposito delle nomine.

6 - Nei casi in cui si riscontrasse che le persone nominate dagli Alleati non diano affidamento di poter svolgere proficuamente le loro opere, le amministrazioni centrali, raccolti i necessari elementi facciano le dovute richieste per l'allontanamento del servizio, con cortese ma deciso atteggiamento.

7 - Con non diverso atteggiamento dovrà essere provveduto alla salvaguardia degli interessi italiani, pur contando naturalmente a prestare alle Autorità Alleate tutte le possibili facilitazioni in quello spirito di piena e leale collaborazione cui il Governo informa la sua condotta.

I criteri su elencati fissano sommarissimamente *regole* caratteristiche della nuova situazione delle provincie e la linea di condotta che ne deriva per le nostre Autorità.

Per una più completa informazione al riguardo, le LL. EE., potranno consultare la copia del documento A "segreto", contenente le condizioni della retrocessione pattuite con gli Alleati. Tale copia fu inviata in allegato alla circolare 1710 Pese. Cons. dell'11 marzo 1944.

Dato il carattere del documento, dovrà essere però evi-

Tor
all'ind

Tor
comitato
aut. per
all'ind

Comitato

quindi le considerazioni sopra esposte a proposito delle nomine.

6 - Nei casi in cui si riscontrasse che le persone nominate dagli Alleati non diano affidamento di poter svolgere proficuamente la loro opera, le amministrazioni centrali, raccolti i necessari elementi facciano le dovute richieste per l'allontanamento dal servizio, con cortese ma deciso atteggiamento.

7 - Con non diverso atteggiamento dovrà essere provveduto alle salvaguardie degli interessi italiani, pur continuando naturalmente a prestare alle Autorità Alleate tutte le possibili facilitazioni in quello spirito di piena e leale collaborazione cui il Governo informa la sua condotta.

I criteri su elencati fissano nominatamente *regolamento* le condizioni della nuova situazione delle provincie e la linea di condotta che ne deriva per le nostre Autorità.

Per una più completa informazione al riguardo, le LL. EE., potranno consultare la copia del documento A "segreto", contenente le condizioni della retrocessione pattuite con gli Alleati. Tale copia fu inviata in allegato alla circolare 1710 Pess. Conn. dell'11 marzo 1944.

Dato il carattere del documento, dovrà essere però evitato ogni riferimento, che possa compromettere le riserve della. In ogni caso si tengano presenti le disposizioni dei decreti legislativi 20 luglio scorso N° 161 e 162; il primo dei quali è stato interpretato autenticamente dal decreto legislativo 6 agosto N° 168.

Gradirò ricevere per conoscenza, copia delle istruzioni che, in ottemperanza della presente circolare, saranno diramate da ogni Ministro alle rispettive autorità periferiche.

IL PRESIDENTE DEL CONSIGLIO DEI MINISTRI
F. to Bonomi

HEADQUARTERS ALLIED COMMISSION

APO 234

ECONOMIC SECTION

JRE/rmw

Tel : 550

REF : Lab. 091.415

10 November 1944

SUBJECT: Ministerial Circular of 7 October 1944 to Regional and Provincial Labor Offices.

TO : All Regional Commissioners
Attention: Regional Labor Officer.

1. Following inquiries received concerning A/M circular and its effect on Regional and Provincial Labor Offices in both Italian Government and Military Government territory, the Labor Sub-Commission has obtained the following information from the Italian Ministry of Industry, Commerce and Labor:

- (a) The Circular is a re-statement of provisions issued by Council of Ministers on 17 August 1944.
- (b) It applies to all Italian institutions and personnel and was not intended solely for the Regional and Provincial Labor Offices.
- (c) It does not purport to change the effect of General Orders or Rules and Regulations or other labor provisions established while the territory was under Allied Military Government.
- (d) The personnel do not have permanent status as State employees, but have the same status as any other temporary employees appointed to Italian Government positions by Allied Military authorities.
- (e) Labor Office employees will be paid by special allotment until such time as legal provision is made.

2. The Minister of Industry, Commerce and Labor has again assured the Labor Sub-Commission that the Decree Law establishing Labor Offices will be presented to the Council of Ministers in the very near future.

A. G. ANTOLINI
Acting Deputy Chief of Staff
Economic Section

3048

and Provincial Labor Offices.

TO : All Regional Commissioners
Attention: Regional Labor Officer.

1. Following inquiries received concerning A/M circular and its effect on Regional and Provincial Labor Offices in both Italian Government and Military Government territory, the Labor Sub-Commission has obtained the following information from the Italian Ministry of Industry, Commerce and Labor:

- (a) The Circular is a re-statement of provisions issued by Council of Ministers on 17 August 1944.
- (b) It applies to all Italian institutions and personnel and was not intended solely for the Regional and Provincial Labor Offices.
- (c) It does not purport to change the effect of General Orders or Rules and Regulations or other labor provisions established while the territory was under Allied Military Government.
- (d) The personnel do not have permanent status as State employees, but have the same status as any other temporary employees appointed to Italian Government positions by Allied Military authorities.
- (e) Labor Office employees will be paid by special allotment until such time as legal provision is made.

2. The Minister of Industry, Commerce and Labor has again assured the Labor Sub-Commission that the Decree Law establishing Labor Offices will be presented to the Council of Ministers in the very near future.

A. C. ANTOLINI
Acting Deputy Chief of Staff
Economic Section

3048

TO : Director Labor Sub-Commission A.C.C. ✓
FROM : HQ AMG/ADC Abruzzi-Marche Region
SUBJECT : Transfer of Province to Italins
REF : R5/519/4
DATE : 28 October 1944

1. The attached has been generally circulated through our Region.
2. It is doing great harm to the labor officer for two reasons
 - (a) It creates fear on the part of labor office staff.
 - (b) It creates doubt and suspicion in the minds of the general population, as to how important and how long the labor offices will remain.

FOR REGIONAL COMMISSIONER:

T.R. Fisher
T.R. FISHER
Major,
Labor Officer.

3017

8595

TRANSLATION

Ministry of Industry
Commerce and Work

Rome, October 7, 1944

To the Regional and
Provincial Labor Offices

Subject : Transfer of power in the provinces turned to the Administration
of the Italian Government.

Hereby we send the following part of the regulations given out by the
Office of the President of the Ministries, in relation to the powers in the
Provinces turned to the Administration of the Italian Government.

1. As from the date which will be communicated in time- for the transfer the
Offices of the A.M.G. authorities will become organisms of the C.G. It
means that :
 - a) all the offices and the Officers appointed by the Authorities of the Allies
will be under the control of the Italian authorities;
 - b) as the A.C.C. exerts powers at the offices of the Italian Government, the
intervention of the Allies will be carried out through the Central
authorities.
2. From the date of the transfer the provisions of the A.M.G., authorities, given
out directly or by delegation, will have no longer content of law, but said
provisions are to be considered effective for the period in which they were
in force and therefore they will have full execution. It is obvious that
the Administration shall ascertain if it is necessary to propose other rules
in place of those which will stop having force to avoid a vacatio legis,
which would be a source of prejudicial effects.
3. As to the public subordinates, we want to inform you that, by the terms of
our agreements with the Allied Authorities, the bestowal of positions on
behalf of those who, in conformity with our laws, hadn't the relative proper
qualification, it is not necessary a definite appointment to the same, but
an appointment of temporary nature instead.
Though they continue to get salaries inhering to the grade they received,
their legal status is very different from the one we grant to employees
permanent status. In this case:
 - a) they will never become state Officers;
 - b) they have no right to the guarantees enjoyed by the state employees, so
that their dismissal can be obtained by a means of a mere revocation of the
employment;
 - c) whenever - and no matter what the reason - they are dismissed, all legal
relations with public administration will come to an end.

4. The promotions also bestowed by the Allies are relations merely temporary, and for the same must be enforced the above mentioned rules.
5. In the cases in which the person appointed by the Allies cannot be relied upon, the Central Administration will provide to their dismissal from the service.
6. Everybody shall of course continue to offer to the Allies all the possible facilities in the spirit of complete and loyal cooperation which is the general rule of the Government.

In reply to the content of this circular, the Labor Offices must inform the Ministry every proposal relative to numbers 2 and 5.

(Signed) GRONCHI

Minister of Industry, Commerce and Work

3045

MINISTERO INDUSTRIA, COMMERCIO
E LAVORO - DIREZIONE GEN. DEL
LAVORO-Div. II-Serv. Centr. Uf-
fici lavoro.

Prot. N° 155/A.3.1./3.

OCCORRENZA: Traspasso dei poteri nelle
province restituite alla Ammi-
nistrazione del Governo Italiano.

COPIA

Roma, 7 ottobre 1944

AGLI UFFICI REGIONALI E
PROVINCIALI DEL LAVORO

Per opportuna conoscenza e norma si comunica il
seguente stralcio delle disposizioni impartite dalla Pre-
sidenza del Consiglio dei Ministri, in merito al traspasso
dei poteri nelle province restituite alla Amministrazione
del Governo Italiano.

1) - A decorrere dalla data - di volta in volta resa nota -
per il traspasso, gli Organi di Governo delle Autorità Al-
liate (A.M.C.) si trasferiranno in organi di control-
lo della Commissione Alleata di Controllo (A.O.C.). In ciò
deriva che:

a) tutti gli uffici e i funzionari italiani, an-
corché istituiti o nominati dalle Autorità Alleate, dipen-
dono esclusivamente dalle Autorità italiane;
b) esercitando la Commissione Alleata di Control-
lo le sue funzioni presso il Governo italiano, gli interven-
ti degli Alleati si svolgono di regola per il tramite del-
le Autorità centrali;

2) - Dalla data del traspasso cessano di aver vigore i prov-
vedimenti di contenuto normativo emanati dalle Autorità Al-
liate Alleate, direttamente o per delega. Detti provvedi-
menti devono però considerarsi validi ed efficaci per il
periodo in cui hanno avuto vigore e perciò restano fermi
gli atti compiuti sulla base di essi.

È ovvio che le singole amministrazioni dovranno
accertare se è necessario proporre altre norme in sosti-
tuzione di quelle che cessano di aver vigore e in caso af-

AGLI UFFICI REGIONALI E
PROVINCIALI DEL LAVORO

Per opportuna conoscenza e norma si comunica il seguente stralcio delle disposizioni impartite dalla Presidenza del Consiglio dei Ministri, in merito al trapasso dei poteri nelle provincie restituite alla Amministrazione del Governo Italiano.

1) - A decorrere dalla data - di volta in volta resa nota - per il trapasso, gli Organi di Governo delle Autorità Alie-
tari Alleate (A.M.C.) si trasformano in organi di control-
lo della Commissione Alleata di Controllo (A.C.C.). Da ciò
deriva che:

a) tutti gli uffici e i funzionari italiani, an-
corché istituiti o nominati dalle Autorità Alleate, si-
sono esclusivamente dalle Autorità Italiane;
b) esercitando la Commissione Alleata di Control-
lo le sue funzioni presso il Governo Italiano, gli interven-
ti degli Alleati si svolgono di regola per il tramite del-
le Autorità centrali;

301A

2) - Dalla data del trapasso cessano di aver vigore i prov-
vedimenti di contenuto normativo emanati dalle Autorità Alie-
tari Alleate, direttamente o per delega. Tutti provvedi-
menti devono però considerarsi validi ed efficaci per il
periodo in cui hanno avuto vigore e perciò restano fermi
gli atti compiuti sulla base di essi.

E' ovvio che le singole amministrazioni dovranno
accertare se è necessario proporre altre norme in sosti-
tuzione di quelle che cessano di aver vigore e in caso af-
fermativo provvederanno immediatamente, per evitare una
vacatio legis che può essere fonte di effetti pregiudiz-
i.

3) - Per quanto più particolarmente riguarda i pubblici di-
pendenti è da avvertire che, giusta intese con le Autorità
Alleate, il conferimento dei posti in favore di chi già non
rivesse, in base al nostro ordinamento, il relativo gra-
do, non importa una definitiva nomina ai posti stessi, ben-
sì un incarico di natura temporanea. Pur corrispondendosi
le retribuzioni inerenti al grado rivestito, la posizione

-2-

giuridica che ne deriva è assai diversa che se si trattasse di nomine definitive. Le persone in tal modo nominate, infatti:

- a) non entrano a far parte dei ruoli dello Stato;
- b) non sono presidiate dalle garanzie concernenti i dipendenti statali, onde il loro allontanamento dal servizio può attuarsi mediante revoca dell'incarico;
- c) ogni qualvolta, per qualsiasi motivo, cessino dall'incarico, è definitivamente risolto ogni rapporto con la pubblica Amministrazione.
- 4) - Anche le promozioni conferite dagli Alleati ai rimasti in rapporti meramente temporanei, per esse valgono quindi le considerazioni sopra esposte a proposito delle nomine.
- 5) - Nei casi in cui si riscontrasse che le persone nominate dagli Alleati non danno affidamento di potere svolgendo proficuamente la loro opera, le Amministrazioni Centrali provvederanno al loro allontanamento dal servizio.
- 6) - Si dovrà naturalmente continuare a prestare alle Autorità Alleate tutte le possibili facilitazioni, in quello spirito di piena e leale collaborazione cui il Governo informa la sua condotta.

In relazione a quanto sopra, si pregano gli uffici del lavoro di far pervenire a questo Ministero le loro eventuali proposte in merito ai punti 2) e 5).

P.C.C.

L'ISPETTORE GENERALE

Reggente la Dires. Gen. del Lavoro

P. to Simone

IL MINISTRO

P. to Gronchi

/js

3013

MINISTRY OF INDUSTRY, COMMERCE AND LABOR
GENERAL LABOR DIRECTION - DIV. II

/tr

File No 155/A.G.L./3

Rome, 7 October 1944

SUBJECT: Passing of powers in the provinces handed back to the Italian Government.

TO : Regional and Provincial Offices.

Hereunder are provisions issued by the Council of Ministers regarding the passing of powers in the provinces handed back to the Italian Government.

1. Starting from the date of the passing of powers - which is to be communicated from time to time - the Allied Military Authorities (A.M.G.) are changed into controlling organs (A.C.C.). Therefore:
 - a) all Italian offices and functionaries, even if established and appointed by the Allied Authorities, depend exclusively on the Italian Authorities;
 - b) the Allied Control Commission performs its duties in connection with the Italian Government and the Allied interventions are carried on usually through the Central Authorities.

2. From the date of the passing of powers to the Italian Authorities, provisions of legal contents issued by the Allied Military Authorities cease to be effective directly or by representation. Such provisions must be considered legal and effective for the period they were in force, therefore all acts made on their basis will remain.

It is obvious that each administration will have to propose - if necessary - other provisions to replace those that cease to be effective and this case the administrations will provide immediately in order to avoid prejudicial effects.

3. In regards to public employees it must be remembered that according to agreements made with the Allied Authorities, the assignment of positions for those who do not occupy the respective grade, according to our regulations, does not require a definite appointment for the same positions, but only a temporary position is sufficient. Although these

Ministers regarding the passing of powers in the provinces handed back to the Italian Government.

1. Starting from the date of the passing of powers - which is to be communicated from time to time - the Allied Military Authorities (A.M.C.) are changed into controlling organs (A.C.C.). Therefore:
 - a) all Italian offices and functionaries, even if established and appointed by the Allied Authorities, depend exclusively on the Italian Authorities;
 - b) the Allied Control Commission performs its duties in connection with the Italian Government and the Allied interventions are carried on usually through the Central Authorities.

2. From the date of the passing of powers to the Italian Authorities, provisions of legal contents issued by the Allied Military Authorities cease to be effective directly or by representation. Such provisions must be considered legal and effective for the period they were in force, therefore all acts made on their basis will remain.

It is obvious that each administration will have to propose - if necessary - other provisions to replace those that cease to be effective and this case the administrations will provide immediately in order to avoid prejudicial effects.

3. In regards to public employees it must be remembered that according to agreements made with the Allied Authorities, the assignment of positions for those who do not occupy the respective grade, according to our regulations, does not require a definite appointment for the same positions, but only a temporary position is sufficient. Although these employees are paid according to their grade the juridical position is very different than in the case of definite appointment, in fact:
 - a) such employees do not belong to the Permanent State Employees' category;
 - b) they do not enjoy the guarantees given to State Employees, whereby their removal from the service may be effected by revocation of the position;
 - c) whenever for any reason they leave their position every employment connection with the Public

Administration is definitely discontinued.

4. Even promotions given by the Allies give place only to temporary employment connections mentioned above in reference to the appointments.

5. In cases in which it is deemed that individuals appointed by the Allies are not fit to perform their duties with profit, the Central Administrations will provide for their removal.

6. Naturally all possible facilities must be given to the Allied Authorities in order to maintain a loyal spirit of collaboration to which the Government inspires its own policy.

In relation to the above, we beg the Labor Offices to submit to this Ministry eventual proposals regarding paragraph 2 and 5.

The Minister
GRONCHI

3041

HEADQUARTERS ALLIED COMMISSION
APO 334
LABOR SUB-COMMISSION

JAL/rce

(414)

0144 415

20 October 1944

SUBJECT: Status of Italian Labor Offices.

TO : Economic Section

1. This is written with reference to letter of 10 October, 1944 (reference 12041/P) from the Finance Sub-Commission to the Economic Section, copy of which was sent to the Labor Sub-Commission.

2. Regional and Provincial Labor Offices were established by ARS/ASC with knowledge of the Italian Government and the agreement of the Ministry of Industry, Commerce and Labor to continue the offices when territory was transferred to the Italian Government control, and to recognize their establishment by Royal Decree. The Gazzetta Ufficiale No. 17 of 24 March carried the following announcement:

"The Chief of Government announces that new legislation is being prepared which regulates the field of labor relations in accordance with Orders previously issued by the Allied authorities. Until the time of enactment of this legislation the Provincial and Regional Labor Office shall continue to work."

3. The Italian Government has provided for the payment of the salaries of officials in the Regional and Provincial Labor Offices in the past, and there is apparently no reason why continued payment cannot be made pending the enactment of further legislation.

4. On 30 October, 1944 the Minister of Industry, Commerce and Labor assured the Labor Sub-Commission, as he has frequently stated previously, that a Decree establishing Labor Offices is ready and will be presented within the next few days.

JUNIOR H. SMITH
Colonel, AMC
Acting Director
Labor Sub-Commission

2040

SECRET

QUARTERS ALLIED COMMISSION
 CEF
 FINANCE SUB-COMMISSION

SECRET

4-74-0000-415

Ref : 13065/7

29 October 1944

SUBJECT: Regional and Provincial Labor Offices.

TO : Finance Section.

1. It has been the policy of Labor Sub-Commission to establish Provincial and Regional Labor offices in Allied Military Government territory.

2. These offices are not State Offices and they have therefore no legal standing in Italian Government territory.

3. If the Italian Government considers that these offices perform a necessary and useful function, and that they should be retained, it will be necessary to establish them by special enactment.

4. Until such enactment is passed these labor offices have no legal existence in Italian Government territory; and there is no provision for the payment of the salaries and wages of the employees.

5. It is necessary, therefore, that the Italian Government should be requested to define their attitude toward the Labor offices already established in OM Territory; so that when territory is transferred from Allied to Italian Government, these offices will either be discontinued or be established on a proper legal basis.

6. The failure to secure a decision in this matter has given rise to situations like that described in attached copy of telegram from Northern Region.

24-10-44 1000000
 1000000

Joint Director,
Finance Sub-Commission.

Copy to: Labor Sub-Commission.

JRE/SHE/304

3039

SECRET

Incoming Cable

IN ADD FOR FINANCE DG

9310

IN ROUTING CENTER ADD FOR DG
IN/470

84/27

PRIORITY

Oct 271514Z

CITE:

SECRET. Failure of Ministry of Industry Labor and Commerce to authorize credits requested by Ufficio Regionale del Lavoro RIVOLI on 3rd Oct leaves this organization without funds to pay two million lire wages due today. Your 13065/P of 18 Oct refers. 600 families involved. Please instruct Ministry funds must be available tomorrow 28 Oct at latest. Otherwise serious social consequences possibly including strikes and demonstrations.

List

Action - Finance DG (2)
Info - 4/35
303
Econ Sec
File (2)
Float

SECRET

3038

File

GUIDE FOR REGIONAL LABOR OFFICERS

This Guide is intended for the Labor Officers operating in Military Government Territory in Italy. Additional material should be added, as received, to the appendices.

By "Regional Labor Officers" is meant the Military personnel on the staff of the Regional Commissioner who supervise Labor Matters.

By "Regional (or Provincial) Labor Offices" is meant the Italian civilian labor offices established under General Orders and operated under Authority of the Regional and Provincial Commissioners until such time as the territory is transferred to the Italian Government at which time the Labor Offices will be responsible to the Italian Ministry of Industry, Commerce and Labor.

By "Regional Labor Director" is meant the Italian Civilian in charge of the Regional Labor Office.

By "Provincial Labor Director" is meant the Italian Civilian in charge of a Provincial Labor Office.

"Ufficio di Collocamento" means literally "Office of Placement" or Employment Office. The term is used in reference to both the placement offices existing under the Fascist Syndicates and to the new Employment Service established as a part of the Provincial Labor Offices.

Similarly "Collocatore" means a placement officer.

1. The regional Labor Officer -

The Labor Sub-Commission, AOC, will nominate for each

nel on the staff of the Regional Commissioner who supervises Labor matters.

By "Regional (or Provincial) Labor Offices" is meant the Italian civilian labor offices established under General Orders and operated under Authority of the Regional and Provincial Commissioners until such time as the territory is transferred to the Italian Government at which time the Labor Offices will be responsible to the Italian Ministry of Industry, Commerce and Labor.

By "Regional Labor Director" is meant the Italian Civilian in charge of the Regional Labor Office.

By "Provincial Labor Director" is meant the Italian Civilian in charge of a Provincial Labor Office.

"Ufficio di Collocamento" means literally "Office of Placement" or Employment Office. The term is used in reference to both the placement offices existing under the Fascist Syndicates and to the new Employment Service established as a part of the Provincial Labor Offices.

Similarly "collocatore" means a placement officer.

1. The Regional Labor Officer -

The Labor Sub-Commission, ASC, will nominate for each Region, a Regional Labor Officer to serve on the Regional Headquarters Staff and to advise and assist the Regional Commissioner in all Labor matters within the Region. Depending on need and availability, one or more Assistant Labor Officers may be appointed in a Region. The chief functions of the Regional Labor Offices are:

- G. To assure an adequate labor supply for the Armed Services and other military needs.

- b. To effect through personal action, and by assistance to Provincial Officers, all Labor policy and programs determined by General Orders and by directives of the A.C.C. Hq.
- c. To direct the reorganization and assist in the development of Italian Labor Offices and Social Insurance Institutions in accord with policy agreed upon between the A.C.C. and the Italian Ministry of Industry, Commerce and Labor in order to assure present services and to facilitate the later transfer to the Italian Government.

II. - Staff Relationship -

A. With Regional Commissioner -

The Regional Labor Officer is a Staff Officer under direct control of the Regional Commissioner.

B. With Provincial Commissioners -

As a Staff Officer of the R.C. the Regional Labor Officer should inform, advise and assist Provincial Commissioners in all Labor programs, and, in so far as is possible, personally act on behalf of the R.C. in Labor Administration. However, since there are not Labor specialists in each Province, the Provincial Commissioner or some member of his Provincial Staff must be prepared to act in Labor matters when the Regional Labor Officer is not present or until such time as he can be summoned.

Final local authority and responsibility rests with the Provincial Commissioner in Labor matters as with other matters within the Province.

C. With Labor Sub-Commission -

2036

of industry, commerce and labor in order to ensure present services and to facilitate the later transfer to the Italian Government.

II. - Staff Relationship -

A. With Regional Commissioner -

The Regional Labor Officer is a Staff Officer under direct control of the Regional Commissioner.

B. With Provincial Commissioners -

As a Staff Officer of the R.C. the Regional Labor Officer should inform, advise and assist Provincial Commissioners in all Labor programs, and, in so far as is possible, personally act on behalf of the R.C. in Labor Administration. However, since there are not Labor specialists in each Province, the Provincial Commissioner or some member of his Provincial Staff must be prepared to act in Labor matters when the Regional Labor Officer is not present or until such time as he can be summoned.

3036

Final local authority and responsibility rests with the Provincial Commissioner in Labor matters as with other matters within the Province.

C. With Labor Sub-Commission -

Technical assistance and policy direction in Labor matters will issue from the Sub-Commission to Regional Labor Officers through the Regional Commissioner. Informational materials may be sent directly from the Sub-Commission to the Regional Labor Officer. Monthly labor reports will be made to the Sub-Commission. (See App. II A.)

"any enactment of labor policy affecting hours of work or collective bargaining or changing substantially conditions of work will be submitted to

ACC Hq before it is published.

No change in the Italian law on the subject of wages, regulations and inspection measures and methods; supply, registration and distribution of manpower; industrial and labor relations; employee and employer organizations; hours of work; or absorption of demobilized soldiers in the economy will be made without the prior approval of ACC Hq." (Executive Memorandum No. 30, 1 Mar. 44)

2. With E.A.P.L. and other Army Labor Services -

The Deputy Assistant Directors of Labor, and other Labor Officers attached directly to Army units have the immediate task of supplying military and civilian Labor to the Armed Forces. It is the responsibility of the Regional Labor Officer to perform this function directly only where no such Army Labor Offices exist; and, where they do exist, to develop local agreements for the coordination of all recruitment programs, between different Army Units and between Army Units and the Provincial Labor Offices.

A typical case is cited: A D.A.D.L. with forward troops, may take over an Ufficio di Collocamento and use its space and records and some of its personnel for Labor recruitment. On the other hand he may close or simply ignore the Ufficio di Collocamento as he opens his own office.

In any case, it is the job of the Regional Labor Officer to see that before the new Provincial Labor Offices are created,

383

ustrial and labor relations; employed and employer organizations; hours of work; or absorption of demobilized soldiers in the economy will be made without the prior approval of AGO Hq." (Executive Memorandum, No. 30, 1 Mar. 44)

2. With D.A.D.L. and other Army Labor Services -

The Deputy Assistant Directors of Labor, and other Labor Officers attached directly to Army units have the immediate task of supplying military and civilian labor to the Armed Forces. It is the responsibility of the Regional Labor Officer to perform this function directly only where no such Army Labor Offices exist; and, where they do exist, to develop local agreements for the coordination of all recruitment programs, between different Army Units and between Army Units and the Provincial Labor Offices.

A typical case is cited: A D.A.D.L. with forward troops, may take over an Ufficio di Collocamento and use its space and records and some of its personnel for labor recruitment. On the other hand he may close or simply ignore the Ufficio di Collocamento as he opens his own office. 3033

In any case, it is the job of the Regional Labor Officer, even before the new Provincial Labor Offices are created, to see that cooperation rather than competition results.

In so far as appears practicable, the recruiting responsibility should be turned over to the Provincial Labor Offices, under supervision, in order to relieve the military and in order to develop the civilian office as a continuing

Governmental agency.

2. With Italian Officials -

The Regional Labor Offices will have no contact with the Ministry of Industry, Commerce and Labor except through the Labor Sub-Commission.

The National Commissioners of Previdência, Infancia and Maternidade are approved by AOC, after nomination by the Ministry of Industry, Commerce and Labor, as directors for Military Government Territory as well as Italian Government Territory. They may, therefore, have direct contact with local officials in Military Government Territory. No procedures or directives will issue to AMG territory, however, except through AOC HQ channels.

All local Social Insurance Officials, like Labor Officials remain under Provincial and Regional AOC/AMG control until such time as the territory is transferred to Italian Government control.

Prefects should be consulted on local appointments of Italian personnel in Labor and Social Insurance offices, but the ultimate responsibility for selection and control of personnel, as well as on policy and program is that of the Regional and Provincial Commissioners, with the advice and assistance of the Regional Labor Officer.

303A
Selections of Italian personnel should be made on the basis of personal qualifications and pertinent or related experience in Labor Administration. Great care should be taken to avoid political appointments and to keep the Labor Offices free from political

Directors for Military Government Territory as well as Italian Government Territory. They may, therefore, have direct contact with local officials in Military Government Territory. No procedures or directives will issue to AMG territory, however, except through AOC Hq channels.

All local Social Insurance Officials, like labor officials remain under Provincial and Regional AOC/AMG control until such time as the territory is transferred to Italian Government control.

Prefects should be consulted on local appointments of Italian personnel in labor and Social Insurance offices, but the ultimate responsibility for selection and control of personnel, as well as on policy and program is that of the Regional and Provincial Commissioners, with the advice and assistance of the Regional Labor Officer.

Selections of Italian personnel should be made on the basis of personal qualifications and pertinent or related experience in labor Administration. Great care should be taken to avoid political appointments and to keep the Labor Offices free from political influence and entanglement.

Person with public service experience (for example in the Inspectorate of the Consiglio) should be considered, provided they are found eligible under rules of purgation.

III. - Scope of Responsibilities -

The following list contains brief information on some of the most important responsibilities of the Regional Labor Officer.

a. Abolition of Fascist Labor Organizations -

See General Order No. 28 Article I - Appendix III B

See list of agencies to be abolished - Appendix III C

See Executive Memo 69 - Appendix III D

See IV (a) for action on Consiglio dell'Economia.

b. Provision of freedom for organization of Labor Unions.

See General Order No. 28 Article II - Appendix III B and III D.

Note: The freedom provided in this case does not mean that individual political parties are to be allowed to establish employment offices, to charge fees for job placements, or to require Party membership as a condition of union membership.

c. The establishment and development of Regional and Provincial Labor Offices.

See General Order No. 28, Articles III - IV - V - VI -

Appendix III B

See Rules and Regulations Pursuant to General Order 28

Appendix III E

Circular No. I Appendix III F

See copy of AND fifth Army Labor memo to CACG - Appendix III G

d. Supervision and coordination of Social Insurance

Agencies.

There are no General Orders in this field since the

immediate problems in one of personnel and administration rather

See IV (a) for action on Consiglio dell'Economia.

- b. Provision of freedom for organization of Labor Unions.
See General Order No. 28 Article II - Appendix III B
and III D.

Note: The freedom provided in this case does not mean that individual political parties are to be allowed to establish employment offices, to charge fees for job placements, or to require Party membership as a condition of union membership.

- g. The establishment and development of Regional and Provincial Labor Offices.

See General Order No. 28, Articles III - IV - V - VI -
Appendix III B

See Rules and Regulations Pursuant to General Order 28

Appendix III E

Appendix III F

Circular No. I

See copy of 1935 fifth Army Labor memo to C402-Append III

- d. Supervision and coordination of Social Security

Agencies.

There are no General Orders in this field since the immediate problems is one of personnel and administration rather than change of policy. The Italian Government has nominated a Commission to study and review the Social Security Program.

The Regional Labor Officer in conjunction with Regional Finance Officer should take immediate steps to eliminate Fascist political personnel, and to fill vacated positions necessary to functioning of programs.

See letter of April 8 concerning Principal Social

Security Agencies - Appendix III H
 See agreement Finance and Labor on division of responsibilities in Social Insurance - Appendix III I
 Special order on Unemployment Insurance - See letter of 29 August - Appendix III J

Social Insurance Rules - General Rules of eligibility, amount, or type of payment may not be changed by local Insurance officials or AIG officers without clearance also with the National Previdenza Offices through the Labor Sub-Commission AIG.

A Commission has been appointed to study and propose changes in present insurance laws. The National Commissioners have been appointed by the Ministry of Industry, Commerce and Labor with the approval of the Allied Control Commission. It is important that their work not be made more difficult by unauthorized local amendments.

Removal of Insurance Officials - Italian Committees of Spurations should take care of removals for political reasons. Where such committees have not been formed or when removal appears necessary for other reasons the Labor Officer AIG may remove subject to conditions prescribed by Provincial and Regional Commissioners. On Hq. level, the Labor and Finance Sub-Commission act jointly in removing or approving appointments of Social Insurance Officials.

X. Supervision of wage regulations -
Rates of pay for civilians directly employed by Allied Forces.

(1) See AFHQ ADV ADM. REGULATION AND INSTR. No. 24 AND AMENDMENT N. 5 Appendix K
 See Adjustment - See GENERAL ORDER N. 5

A Commission has been appointed to study and propose changes in present insurance laws. The National Commissioners have been appointed by the Ministry of Industry, Commerce and Labor with the approval of the Allied Control Commission. It is important that their work not be made more difficult by unauthorized local amendments.

Removal of Insurance Officials - Italian Committee
of Examinations should take care of removals for political reasons. Where such committees have not been formed or when removal appears necessary for other reasons the Labor Officer may remove subject to conditions prescribed by Provincial and Regional Commissioners. On Eq. level, the Labor and Finance Sub-Commission act jointly in removing or approving appointments of Social Insurance Officials.

B. Supervision of wage regulations -

Rates of pay for Civilian Directly Employed Forces.

- (1) See APTQ ADV ADM. SCHEDULE ADM INSTR. No. 24 AND ANNEX -
MERT N. 3 Appendix X
- (2) Temporary Wage Adjustment - See GENERAL ORDER N. 5
. Appendix X
- (3) Uniform interpretation of Temporary Wage Adjustment
Orders as applied to Public Employees - See MEMO
June 30, 1944 Appendix X
- (4) Establishment of individual Wage Rate and Submission
of a proposed Wage Rate Adjustment.
See MEMO June 10, 1944 - Appendix X

F. INDUSTRIAL ORGANIZATION

See GENERAL ORDER 20, Articles V, VI, VIII,

..... Appendix B

See Rules and Regulations issued pursuant General

Order N. 23 Appendix E

See Executive DECREE N. 69 Appendix C

IV. MISCELLANEOUS

A. CONSIGLIO DELLA ECONOMIA

This agency, formerly known as Consiglio della Corporazione was a part of the Fascist Corporative State and had certain functions in the labor field. It was therefore abolished under General Labor Orders as they became applicable in newly Activated Regions.

However, at the present time, the Consiglio dell'Economia should not be abolished (although no labor functions should be allowed to continue through them) since the Commerce and Industry Sub-Commissions have arranged with the Italian Government for the Consiglio to be revised and continued.

Legislation is pending on their reorganization, and as reconstituted they will have no labor functions.

It is the responsibility of Industry and Commerce and not of Labor Officers to supervise these Consiglio or to reconstitute them if already abolished.

3631

B. ISPettorato del Lavoro

The reorganization of the Ispettorato del Lavoro is now under consideration by the Italian Ministry and the Labor Sub-Commission.

Pending new instructions, the Regional Labor Officers

This agency, formerly known as Consiglio dello Stato was a part of the Fascist Corporative State and had certain functions in the labor field. It was therefore abolished under General Labor Orders as they became applicable in newly Activated Regions.

However, at the present time, the Consiglio dello Stato should not be abolished (although no labor functions should be allowed to continue through them) since the Commerce and Industry Sub-Commissions have arranged with the Italian Government for the Consiglio to be revised and continued.

Legislation is pending on their reorganization, and as reconstituted they will have no labor functions.

It is the responsibility of Industry and Commerce and not of Labor Officers to supervise these Consigli or to reconstitute them if already abolished.

1831

B. INTELLIGENZA DEL LAVORO

The reorganization of the Intelligenza del Lavoro is now under consideration by the Italian Ministry and the Labor Sub-Commission.

Pending new instructions, the Regional Labor Officers should continue to coordinate the work of the Intelligenza del Lavoro that of the Regional Labor Office, using it as the inspection branch of the Regional Labor Office.

Former duties in connection with Ufficio di Collocazione, arbitration, collective contracts, or other matters not related to inspection, should be suspended.

C. CAMERA DEL LAVORO

The Camera del Lavoro is not an agency or fraction of State, but a type of central labor organization purporting to provide a Provincial headquarters for various new unions or syndicates of different types of workers.

According to the statement of the General Confederation of Italian Labor these Camere del Lavoro are not to be political in any phase of their activity and are forbidden to meet in Political Party halls, under political party banners, or to display political party signs or insinias.

As labor unions or federations they are entitled to full freedom of activity in appropriate labor union fields including organization, representation and collective bargaining, but they have no official standing as arbitrators, employment offices, social insurance offices, or wage boards.

forbidden to meet in political party halls, under political party banners, or to display political party signs or insignia.

As labor unions or federations they are entitled to full freedom of activity in appropriate labor union fields including organization, representation and collective bargaining, but they have no official standing as arbitrators, employment offices, social insurance offices, or wage boards.

3030

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

SUBJECT : Proposed Guide for Regional Labor Officers.
TO : All Sections of Labor Sub-Commission.

1. There is a great need for Field Instructions for Regional Labor Officers, particularly in view of the new Regions recently activated.

2. It is proposed to send out immediately through each Regional Commissioner to each Regional Labor Officer, a "Guide for Regional Labor Officers" to which will be attached all pertinent General Orders, Rules and Regulations, policy statements and procedural or administrative directions now in effect. Later materials will be forwarded as soon as prepared.

3. The following Draft "Guide" with list of proposed attachments is submitted to each member of the Labor Sub-Commission for two purposes:

a) Remarks concerning corrections or revision of materials included;

b) Suggestions as to additional materials to be included.

4. The deadline set for completion of the "Guide" is Monday, 1 October 1944. Therefore, all comments and all additional materials must be given to Major Albright on or before 4 p.m. Saturday, 30 September.

J.T.R. MAIN
Colonel
Director

3023

PROPOSED LIST OF ATTACHMENTS FOR LABOR GUIDESUBJECTAPPENDIX

- A - Outline for monthly Labor Reports.
- B - General Order № 28, ~~Article 1~~.
- C - Executive Memorandum № 49.
- D - List of Fascist Ager to be abolished.
- E - Rules and Regulations issued pursuant to G.O. № 28.
- F - Circular № 1 - Functions and Organization of Labor Offices.
- G - Letter of AMG - 5th Army to CAO'S.
- H - Letter of 8 April concerning principal Social Security Agencies.
- I - Letter on division of responsibilities of Finance and Labor Sub-Commissions in Social Insurance.
- J - Letter of 29 August on Unemployment Insurance.
- K - AFHQ Adv. Adm. Echelon Adm. Instr. № 24 and Amendment № 5.
- L - Regional or General Labor Order on Temporary Wage Adjustment.
- M - Uniform interpretation of temporary wage adjustment as applied to public employees.
- N - Establishment of individual wage rate and submission of proposed wage rate adjustment.

3023

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
AFC 394

RMA/fs

7 September, 1944

SUBJECT: Regulation of Labor Offices

TO : Ministry of Industry, Commerce and Labor

1. This letter is written with reference to the continuing problem of recognition and regulation of Regional and Provincial Labor Offices in Italian Government Territory.

2. With the establishment within the Ministry of a Director General of Labor and a Chief of Labor Service and his staff, it is hoped that definite proposals may be made by the Ministry in the immediate future on problems which have been under discussion with the Ministry for several months.

3. By way of summary, the following list is given of the most urgent of these problems:

A. Establishment by Italian law of Labor Offices under the Ministry of Industry, Commerce and Labor.

At present these Offices exist only by virtue of AMG General Orders and a continuation of the provisions of these orders by a statement of intentions of the Italian Government in Gazzetta Ufficiale No. 15 of 25 March 1944.

No Labor Offices exist in Sardinia and the four Apulian Provinces.

Although Labor Offices in Italian Government Territory are under the Italian Ministry, no supervision, no regulations, and no procedures have been given them since the transfer from AMG, and no regular system of payment provided for their employees.

B. A determination of the question of personnel.

No classification plans have been submitted for the determination of grades, salaries and numbers of employees in Provincial and Region Labor Offices.

2. A determination of Region and Regional Offices.

The Ministry has indicated that a change was desired in the AMG/ACC plan for Regional Offices, but no proposal has been made.

If Regional Offices are not thought necessary, a

counter-proposal is necessary to show how their functions of supervision and of inter-Provincial problems may be handled.

If different Regional lines are desired, a definite proposal should be submitted. At the present time, it appears necessary to revise the Italian Labor Office Regions South of the northern borders of Campobasso and Caserta.

As new Labor Offices are established by AMG in forward Areas, it will probably be necessary to follow AMG Regional lines, but any plan which is adopted for Italian Government Territory will be observed as closely as possible in the forward areas to facilitate later transfer to the Italian Government. This applies to salaries and stopping of new Labor Office as well as to Regional Office areas and functions.

d. A determination of the place of the Ispettorato del Lavoro.

The Ministry has indicated that a change was desired in the AMG/AOC plan for the Ispettorato, but no proposal has been made.

The AMG/AOC plan is based on the assumption that Regional Labor Offices will be the Regional counterparts of the Ministry of Labor and therefore should include Regional direction of Inspection Service as well as direction of Employment Service, industrial relations, and other labor services.

In the stopping of Regional and Provincial Labor Offices, it is agreed that qualified personnel of the Ispettorato should be fully utilized. As the Ministry has previously been advised, lists of available and qualified officials are requested by AMG/AOC for consideration in stopping Labor Offices in forward areas.

In the absence of a counterproposal from the Ministry concerning the functions and organization of the Ispettorato, AMG/AOC labor officers in forward areas are instructed to continue to place the Inspection Service under the jurisdiction of the Regional Labor Office.

4. There are naturally many other problems of administration and procedure for Labor Offices but the problems listed above are believed to be of greatest urgency both for the administration of Offices in Italian Government Territory and for the development of new Labor Offices in present AMG territory and forward areas.

J. T. R. Bain
J. T. R. BAIN,
Colonel,
Director Labor Sub-Commission.

READ, MARTINE
ADMINISTRATIVE COMMISSION
LABOR SUB-COMMISSION
APO 394

JTHB/pa

25 August 1944

SUBJECT: Information on Provincial Labor Problems

TO : Regional Commissioner, Region V

1. The following answers and attached documents are forwarded in response to questions discussed by Captain Bailey, Asst. Labor Officer of Region V with Major Albright of the Labor Subcommission, APO Hq.

2. Ispettorato del Lavoro - Italian legislation is not complete, but in APO territory the Ispettorato should be made a part of the Regional (but not of the Provincial) Labor Office and should operate on a Regional basis. Where old regional offices exist in different locations from the Regional Labor Office, it is within the discretion of the A.P.O. Labor Officer to move or not to move them to the new locality, but the work should be directed by the Regional Labor Office.

3. Consiglio dell'Economia - The continuation of these offices is being arranged by the Italian Ministry of Industry, Commerce and Labor in conjunction with the Commerce Subcommission of A.P.O. When reconstituted these offices will have no labor functions. Pending further instructions or legislation, Provincial Consigli dell'Economia (formerly Consigli delle Corporazioni) will not be abolished, but if already abolished under General Order 38 or otherwise, they may be reconstituted in accordance with instructions to be issued by the Commerce Subcommission.

4. Provincial Labor Offices - No definite plan of internal organization has been agreed on for the Provincial Labor Offices but it is not contemplated that Social Insurance Agencies will be included since they now operate directly under National organizations under control of the Ministry of Industry, Commerce and Labor. In provinces under APO control at the present time, therefore, there should be no combination of insurance and labor functions except in the establishment of control

39

procedures for unemployment compensation claims.

5. Social Insurance Rules - General rules of eligibility, amount, or type of payment should not be changed by local insurance officials or A.S. offices without clearance also with the National Previdenza Offices through the Labor Sub-Commission.

A Royal Commission has been appointed to study and propose changes in present insurance laws. National Commissioners have been appointed by the Ministry of Industry, Commerce and Labor with the approval of the Allied Control Commission. It is important that their work not be made more difficult by unauthorized local amendments.

6. Removal of Insurance Officials - Italian Committees of Spurations should take care of removals for political reasons. Where such committees have not been formed or when removal appears necessary for other reasons the Labor Officer A.S. should remove subject to conditions prescribed by Provincial and Regional Commissioners. On Hq. level, the Labour and Finance Sub-Commissions act jointly in removing or approving appointments of Social Insurance Officials.

7. Wages -

a. See attachment on Establishment of Individual wage rate and submission of a Proposed Wage Rate Adjustment (June 30)

b. See attachment on Uniform Interpretation of A.S. temporary wage adjustment order as applied to Public Employees.

c. Where temporary war allowance (assegno temporaneo di guerra) was provided for by law prior to 1 September 1943 but actually made effective, in whole or in part, after 1 September 1943 - the total amount should be included in the Base as defined in Para 4 of above attachment on Uniform Interpretation.

d. The Labor Offices may decide whether a worker is properly classified and paid as a "Good worker" (60 - 70%) or as unskilled labor (male) at 65 L. as provided in amendment No 5 to AFHQ Adc. Adm. Echelon Adc. Inst's.

e. Assegni Familiari is included in base for public employees (See para 4 of attachment on Uniform Interpretation) but the Assegni Familiari is not increased in the case of private employees.

The Italian Ministry is preparing legislation changing the basis of the Assegni Familiari and increasing the individual amounts payable. Only in the Provinces of Bari, Brindisi, Lecce and Taranto has an increase (50%) been granted to the Assegni Familiari of private employees.

f. The AGO ruling at Foggia giving a minimum of 15 L to certain piece-paid workers at the Consorzio Agrario may be extended to similar cases in Region V as the discretion of the Regional AGO Authorities.

g. Telegram has already been forwarded confirming that the percentage wage increase, as outlined in General Order No. 5, should be applied to public and private employees and is not in conflict with General Order No. 1.

h. Salary levels for employees of newly constituted provincial and Regional Labor Offices, have not been determined on a national basis. They should correspond with similar rates paid locally to public employees, and the salary of the local Prefect should be considered above the upper limit for the Provincial Labor Director.

i. All actions of the AGO Labor Officer, should be directed towards the goal of preparing the Provincial and Regional labor organizations for quick transfer to the Italian Government.

Radical changes and reorganizations, except as outlined in General Orders, should be avoided. Initiative and responsibility on the part of Italian Officials should be not only permitted to the full extent consistent with military considerations, but should be encouraged in every way.

j. Since there are only one or two Labor Officers AGO in each Region, the Labor Officer should be careful to keep Provincial Commissioners fully advised so that they may properly carry out their responsibility in labor matters whether or not the Labor Officer AGO is present to give technical assistance and to supervise agency reorganization and handle special problems.

DISTRIBUTION:

Economic Section

Reg Coma Reg I

Southern Region,

Reg IV, Reg VI, Reg VIII

J. S. R. BAIN,

Colonel,

Director, Labor Sub-Commission

3623

12. <http://www.english.love3.com>

(v) Ministry of Industry, Commerce and Labour

2. Request is also made for specific recommendations from the Ministry as to salary levels which, in the opinion of the Ministry, should be observed by A.C.C. in new appointments made in Labor Offices in Military Government territory in Italy.

4. The following specific information is necessary in connection with this matter:

a) -- but decrease, if any, does this telegram concern the salaries of the classes affected?

(g) - From what date is the document allowable i.e., the date the relation to service was established between Job. 11 and any Job. 2

c) - that was the necessity in law, or policy, for a change in the status of these employees prior to the passage of the law giving legal status to two officers and their employees?

5. The A.C.C. recognized the right of the industry to determine the class of its employees beginning after 11 Feb. 1953, but would like to be advised as to the necessity for changing their classification covered at a time when consideration is being given both to a possible recognition of the labor union and

observed by the Italian Government for all classes of employees in the Provincial and Regional Labor Offices in Italian Government territory.

2. Request is also made for specific recommendations from the Ministry as to salary levels which, in the opinion of the Ministry, should be observed by A.O.C. as new appointees are named in labor offices in military government territory in Italy.

3. From reports received from Region I and Region II, such confusion in the labor offices in these regions has been caused by a telegram sent by the Ministry on 30 May, 1944, ordering all personnel appointed after 11 Feb, 1943, to be considered "exceptional" and paid as such. Region I submitted this problem to the Ministry with ref. of 3047 of June 1944.

4. The following specific information is necessary in connection with this matter:

a) - What decrease, if any, does this telegram cause in the salaries of the classes affected?

b) - From what date is the decrease applicable 1.8.44, what is the status of salaries paid between Feb. 11 and May, 1944?

c) - What was the necessity in law, or policy, for a change in the status of these employees prior to the passage of the law giving legal status to the offices and their employees?

5. The A.O.C. recognizes the right of the Ministry to determine the class of its employees appointed after 11 Feb. 1943, but would like to be advised as to the necessity for changing their classification downward at a time when consideration is being given both to legal recognition of the labor offices and to an upward revision of state salary levels.

3022

J. B. T. Ziff,
Colonel,
Director, Labor Sub-Commission

Sono impiegati di ruolo quelli che, assunti in base a regolare concorso, occupano stabilmente uno dei posti previsti nell'organico di ciascuna Amministrazione ed hanno uno stato giuridico ben definito, che implica fra l'altro il diritto alla pensione.

Sono avventizi gli impiegati assunti per speciali esigenze di lavoro e per il tempo discrezionalmente stabilito dall'Amministrazione.

Non hanno diritto a pensione.

Le varie forme di assunzione del personale avventizio (contabile, giornalisti, ecc.) sono in relazione esclusivamente alle forme del pagamento delle retribuzioni.

Le stesse disposizioni valgono anche, in massima, per gli Enti Perastatali.

la pensione .

Sono avventisì gli impiegati assunti per speciali esigenze di lavoro e per il tempo discrezionalmente stabilito dall'Amministrazione .

Non hanno diritto a pensione.

Le varie forme di assunzione del personale avventizio (contabile, giornalisti, ecc.) sono in relazione esclusivamente alle forme del pagamento delle retribuzioni .

Le stesse disposizioni valgono anche , in massima, per gli Enti Parastatali.

Maj. Albright:

1. Since this has been presented to the Ministry would you please try to force a decision.
2. La Loggia's proposals look good from a wage point of view.

J. D. B. Maguire



Adventure & more to come

3020

MEMORANDUMSALARIES FOR THE EMPLOYEES OF THE LABOR OFFICES APPOINTED AFTERFEBRUARY 11th 1944

The Labor Offices did not exist during the Italian Administration before the liberation of the Italian territory by the Allies.

They were instituted, in Sicily, with the General Order n. 8 issued by A.M.G.C.T. during September 1943 and they organized themselves during the last months of 1943 and the first ones of 1944.

As a consequence of this situation many employees of the Labor Offices, including Directors, General Secretaries, Head-Offices etc., were appointed after February 11th (date of transfer to the Italian Administration) this being necessary for the efficient working of the offices, according also to the disposition issued for this matter by the head of the Italian Government.

But the Ministry of Industry, Commerce and Labor with a telegram dated May 30th has ordered that all the Personnel appointed after February 11th should be considered "avventizior" and therefore paid as such.

It is to be pointed out that in the Italian Administration there are two categories of employees:

1° - the staff (impiegati di ruolo) which has various functions, among which there are the directing functionaries;

2° - "avventizi" which do not belong to the staff but which have the duty to help temporarily the staff (impiegati di ruolo).

For the reason of their work the "avventizi" have very low salaries.

If the disposition of the Ministry should be applied to the Personnel of the Office it happens i.e.: that a Provincial Director should receive instead of a net salary of 6.355 lire one of 3.064 lire per month (this is the case of the Director of the Provincial Labor Office of Messina appointed during May 1944) ^{etc} ~~alias~~ less than half of what has received so far and less than ^{etc} ~~this~~ employees are receiving.

In fact we would have the following situation:

General Secretary L. 5.546
Functionary of 3rd category " 3.177

the themselves during the last months of 1942 and the first ones of 1944.

As a consequence of this situation many employees of the Labor Offices, including Directors, General Secretaries, Head-Offices etc., were appointed after February 11th (date of transfer to the Italian Administration) this being necessary for the efficient working of the offices, according also to the disposition issued for this matter by the head of the Italian Government.

But the Ministry of Industry, Commerce and Labor with a telegram dated May 30th has ordered that all the Personnel appointed after February 11th should be considered "avventizio" and therefore paid as such.

It is to be pointed out that in the Italian Administration there are two categories of employees:

1° - the staff (impiegati di ruolo) which has various functions, among which there are the directing functionaries:

2° - "avventizi" which do not belong to the staff but which have the duty to help temporarily the staff (impiegati di ruolo).

For the reason of their work the "avventizi" have very low salaries.

If the disposition of the Ministry should be applied to the Personnel of the Office it happens i.e.: that a Provincial Director should receive instead of a net salary of 6.355 lire one of 3.064 lire per month (this is the case of the Director of the Provincial Labor Office of Messina appointed during May 1944) ^{what} alias less than half of what has received so far and less than ^{what} his employees are receiving.

In fact we would have the following situation:

General Secretary L. 5.546
Functionary of 3rd category " 3.177

and would be paid almost as a secondary employee (who ³⁶¹⁹ receives L. 2.723, that means only 341 liras less).

It is clear that this method would bring to two serious consequences:

- 2 -

- 1° - the loss of the prestige of the functionaries;
- 2° - Imposition of their compensation in respect to the functions made by them. The only result could be either their poor work or their resignations. In any case the consequence would be the paralysis of the offices.

It is to be pointed out that in the habit of the Italian Administration that when new offices are established, as the case of the Labor Offices the staff which is called, is appointed with degrees and salaries corresponding to the functions developed, without taking care either of the "anzianità" or of the "ruolo". The "ruolo" is afterwards made on the basis of nominations.

It would be absurd to apply the dispositions of the law to the functionaries, which have important duties, issued in order to regulate the temporary, subordinate, occasional and accessory work of the so named "avventizi".

It is therefore proposed that, for these considerations, the order of the Ministry should be revoked or modified (it can be fixed that the treatment of "avventizio" should be applied to the services employees, to the secondary employees and to those of 3rd category).

In any case it is proposed that to the staff already ~~named~~ ^{appointed} and on duty before the mentioned disposition was issued, (that means before May 30th) the higher salary that has already been received should be kept as a personal retribution according to the habits of the Italian Administration and to the same law mentioned by the Ministry (art. 9 of the R.D.L. 4.2.1937, n. 100).

-----000000-----

3018

NOTE: The problem has been submitted to the Minister of Industry, Commerce and Labor by Regional Labor Office for Sicily with ref. n. 3042 of June 1944.

It is to be pointed out that in the habit of the Italian Administration that when new offices are established, as the case of the Labor Offices the staff which is called, is appointed with degrees and salaries corresponding to the functions developed, without taking care either of the "anzianità" or of the "ruolo". The "ruolo" is afterwards made on the basis of nominations.

It would be absurd to apply the dispositions of the law to the functionaries, which have important duties, issued in order to regulate the temporary, subordinate, occasional and accessory work of the so named "avventizi".

It is therefore proposed that, for these considerations, the order of the Ministry should be revoked or modified (it can be fixed that the treatment of "avventizio" should be applied to the services employees, to the secondary employees and to those of 3rd category).

In any case it is proposed that to the staff already ~~named~~ appointed and on duty before the mentioned disposition was issued, (that means before May 30th) the higher salary that has already been received should be kept as a personal retribution according to the habits of the Italian Administration and to the same law mentioned by the Ministry (art. 9 of the R.D.L. 4.2.1927, n. 100).

-----00000-----

8103

NOTE: The problem has been submitted to the Minister of Industry, Commerce and Labor by Regional Labor Office for Sicily with ref. n. 3042 of June 1944.

mg.

July 1944

NOTES ON THE LABOR OFFICES

The provincial and regional Labor Offices have been established in the liberated provinces by the A.M.G. Proclamation and have the following functions:

a) Provincial Offices

1. to facilitate the reforming of the Independent Labor Organizations and provide to their registration;
2. to establish offices for the registration and employment of workers available and for the ascertainment of Insurance fees in agriculture;

1. to act as conciliator (direct agreement between the disputing parties), as mediator (agreement between the parties in presence and with intervention of the office) and arbitrator in labour disputes and accomplish every other function in connection with labor problems of the province, including the fixing and modification of salaries.

b) Regional Offices

1. to facilitate the reforming of Independent Labor Organizations in the region;
2. to act as conciliator, mediator and arbitrator in labor disputes of particular importance and interest for the region;
2. supervise the functioning of the labor provincial offices and accomplish every other function in connection with the labor problems of the province.

The only provinces in which such offices have not been established yet, because they are not under the control of the A.M.G., are the three provinces of Sardinia and the four provinces of Puglia (Bari - Brindisi - Lecce - Taranto). Here the syndical corporative system is still in action, although the syndical unions, as a result the suppression of federations and national confederations are not in condition of locally operating not even as delegates of the federations and confederations.

Organizations and provide to their registration:

2. to establish offices for the registration and employment of workers available and for the ascertainment of insurance fees in agriculture;

3. to act as conciliator (direct agreement between the disputing parties), as mediator (agreement between the parties in presence and with intervention of the office) and arbitrator in labour disputes and accomplish every other function in connection with labor problems of the province, including the fixing and modification of salaries.

b) Regional Offices

1. to facilitate the reforming of Independent Labor Organizations in the region;

2. to act as conciliator, mediator and arbitrator in labor disputes of particular importance and interest for the region;

3. supervise the functioning of the labor provincial offices and accomplish every other function in connection with the labor problems of the province.

The only provinces in which such offices have not been established yet, because they are not under the control of the A.M.G., are the three provinces of Sardinia and the four provinces of Puglia (Bari - Brindisi - Lecce - Taranto). Here the syndical corporative system is still in action, although the syndical unions, as a result the suppression of federations and national confederations are not in condition of locally operating not even as delegates of the federations and confederations.

The A.M.G., and the Allied Control Commission in its place, is exerting continuous pressure to the end that the Italian Government should enact as soon as possible a law intended to acknowledge and discipline the functioning of the actual Labor Offices, and to extend the organization of the same in the regions of Puglia and Sardinia.

In agreement with the Allied Control Commission it was prepared a few months ago a short draft law, contemplating only the suppression of fascist syndical organizations, the acknowledgment

of freedom of association for workers and employers and the establishment of regional and provincial labor offices. However, later on, on the initiative of a few directors of the regional offices, this draft law was amplified in such a way as to embody also the discipline of the new syndical organization, the regulation of the system of collective agreement relationship and the liquidation of the assets formerly belonging to the fascist syndical organizations.

Because at the present moment it seems to be absolutely indispensable to heal with all possible speed the particular situation existing in the liberated Italy, as a result of the establishment of Labor Offices - although the latter do not exist in all provinces - it appears convenient to resume the idea of a draft law of a more limited extent. This draft law should confine itself to the de jure acknowledgment of the Labor Offices established by the Allies, as well as to establish at once a like organization in Puglia and Sardinia, while the solution of problems connected with the new syndical system and with the personnel of labor Offices, might be deferred to a new and more completed draft law.

In particular, provisions concerning the organization and functioning of Labor Offices might be confined to the following points:

1. to establish, in conformity with Italian laws - a Provincial Labor Office in each province, with the same powers and functions already conferred on it by the Allied Military Government, as above enumerated;
2. to establish a (Compartimentale) Divisional Labor Office to be intended for groups of regions to be fixed in every case, and endowed with the same powers and functions already conferred by the A.M.G. to the so called Regional Offices, as above enumerated;
3. to entrust to the Ministry (Labor General Direction - Control Service of Labor Offices) a function as conciliator, mediator and arbiter in matters of labor disputes of a national character, and particularly of those concerning the changes in the rates of salaries;
4. to regulate the financing of provincial and divisional (compartimentali) labor offices, with the object: a) to entrust to the Communal Secretary, together with the respective expenses, if any, the task of operating a communal employment-office, subject, however, to the provision that the Ministry should confer on the

limited extent. This draft law should confine itself to the de jure acknowledgment of the Labor Offices established by the Allies, as well as to establish at once a like organization in Puglia and Sardinia, while the solution of problems connected with the new syndical system and with the personnel of Labor Offices, might be deferred to a new and more completed draft law.

In particular, provisions concerning the organization and functioning of Labor Offices might be confined to the following points:

1. to establish, in conformity with Italian laws - a Provincial Labor Office in each province, with the same powers and functions already conferred on it by the Allied Military Government, as above enumerated;

2. to establish a (Compartimentale) Divisional Labor Office to be intended for groups of regions to be fixed in every case, and endowed with the same powers and functions already conferred by the A.M.G. to the so called Regional Offices, as above enumerated;

3. to entrust to the Ministry (Labor General Direction - Control Service of Labor Offices) a function as conciliator, mediator and arbiter in matters of labor disputes of a national character, and particularly of those concerning the changes in the rates of salaries;

4. to regulate the financing of provincial and divisional (compartimentali) labor offices, with the object: a) to entrust to the Communal Secretary, together with the respective expenses, if any, the task of operating a communal employment-office, subject, however, to the proviso that the Ministry should confer on the provincial labor office the task of directly operating such communal employment-offices which either belong to the provincial chief-towns or are of a special importance for the workers; b) to charge the expense concerning the office premises on the provincial administration, where the provincial or divisional office has its seat; c) to maintain on charge of the State only the expenses concerning the personnel and sundry expenses; d) to fix, on charge of the Association, whether they are in liquidation or in a process of new formation, a contribution to be paid to the public Treasury, to cover the maintenance cost of Labor Offices.

Memorandum from Dr. G. J. Italian Ministry of Labor

(to Mr. J. C. Wright)

ACQUARO SULLI UFFICI DEL LAVORO

July - 1934

Com'è noto, gli uffici provinciali e regionali del lavoro sono stati istituiti nelle provincie liberate con ordinanze del Governo Militare Alleato ed hanno i seguenti compiti:

a) UFFICI PROVINCIALI:

- 1) facilitare la ricostituzione delle organizzazioni indipendenti del lavoro e procedere alla registrazione;
- 2) istituire propri uffici per la registrazione e il collocamento della mano d'opera e per gli accertamenti dei contributi previdenziali in agricoltura;
- 3) funzionare da conciliatore (accordo diretto fra le parti promesso dall'ufficio), mediatore (accordo delle parti in presenza e con l'intervento dell'ufficio) ed arbitro in materia di controversie sul lavoro e compiere ogni altra funzione connessa con i problemi del lavoro della provincia, ivi compresa la determinazione e la modificazione dei salari;

b) UFFICI REGIONALI:

- 1) facilitare la ricostituzione delle organizzazioni indipendenti del lavoro nella regione;
- 2) funzionare da conciliatore, mediatore ed arbitro in materia di controversie sul lavoro di particolare importanza od interesse per la regione;
- 3) sovrintendere al funzionamento degli uffici provinciali del lavoro e compiere ogni altra funzione connessa con i problemi del lavoro della provincia.

Uniche provincie dove tali uffici non esistono ancora, perché non sono state sottoposte al Governo Militare Alleato, sono le tre della Sardegna e quattro delle Puglie (Bari, Brindisi, Lecce e Taranto). Ivi sopravvive tuttora il sistema sindacale-corporativo benché le unioni sindacali con l'avvento scioglimento delle federazioni e confederazioni nazionali all'atto della liberazione del territorio di Roma, non siano più in grado di agire liberamente neppure quali delegate delle stesse federazioni e confederazioni.

Il Governo Militare Alleato e per esso la Commissione Alleata di Controllo, fa continue pressioni perché sia emanata al più presto dal Governo

a) UFFICI PROVINCIALI:

- 1) facilitare la ricostituzione delle organizzazioni indipendenti del lavoro e procedere alla registrazione;
- 2) istituire propri uffici per la registrazione e il collocamento della mano d'opera e per gli accertamenti dei contributi previdenziali in agricoltura;
- 3) funzionare da conciliatore (accordo diretto fra le parti promosso dall'ufficio), mediatore (accordo delle parti in presenza e con l'intervento dell'ufficio) ed arbitro in materia di controversie sul lavoro e compiere ogni altra funzione connessa con i problemi del lavoro della provincia, ivi compresa la determinazione e la modificazione dei salari;

b) UFFICI REGIONALI:

- 1) facilitare la ricostituzione delle organizzazioni indipendenti del lavoro nella regione;
- 2) funzionare da conciliatore, mediatore ed arbitro in materia di controversie sul lavoro di particolare importanza od interesse per la regione;
- 3) sovrintendere al funzionamento degli uffici provinciali del lavoro e compiere ogni altra funzione connessa con i problemi del lavoro della provincia.

Uniche provincie dove tali uffici non esistono ancora, perché non sono state sottoposte al Governo Militare Alleato, sono le tre della Sardegna e quattro delle Puglie (Bari, Brindisi, Lecce e Taranto). Ivi sopravvive tuttora il sistema sindacale-corporativo benché le unioni sindacali con l'avvento scioglimento delle federazioni e confederazioni nazionali all'atto della liberazione del territorio di Roma, non siano più in grado di agire localmente neppure quali delegate delle stesse federazioni e confederazioni.

Il Governo Militare Alleato e per esso la Commissione Alleata di Controllo, fa continue pressioni perché sia emanata al più presto dal Governo Italiano una legge che mentre riconosca e disciplini il funzionamento degli attuali uffici del lavoro, ne estenda la loro costituzione in Puglia e in Sardegna.

Per ora sono in preparazione - d'accordo con la Commissione Alleata di Controllo - un breve schema di provvedimento limitato allo scioglimento del

iniziativa di alcuni direttori di uffici regionali, lo schema venne ampliato in modo da comprendere anche la disciplina del nuovo ordinamento sindacale, il regolamento dei rapporti collettivi di lavoro e la liquidazione del patrimonio delle organizzazioni sindacali fasciste.

Allo stato attuale, di fronte alle rimovate insistenze dell'Autorità Alleata e poiché sembra assolutamente indispensabile sanare al più presto la particolare situazione determinatasi nell'Italia liberata con la creazione - e neppure in tutte le provincie - degli uffici del lavoro, si riterrrebbe opportuno ritornare all'idea di un provvedimento di portata piuttosto ridotta che sentre riconosca gli uffici del lavoro istituiti dagli Alleati, consenta di creare subito un'organizzazione analoga in Puglia e in Sardegna, rinviando invece ad altro provvedimento più completo la soluzione dei problemi relativi al nuovo ordinamento sindacale e al personale degli uffici del lavoro.

In particolare le disposizioni riguardanti l'organizzazione e il funzionamento degli uffici del lavoro potrebbero limitarsi a quanto appresso:

- 1) istituire - ai termini delle leggi italiane - un ufficio provinciale del lavoro in ciascuna provincia, con gli stessi poteri e funzioni già ad esso attribuiti dal Governo Militare Alleato e disegni elencati;
- 2) istituire, per gruppi di regioni da determinarsi di volta in volta, un ufficio compartimentale del lavoro con quegli stessi poteri e funzioni già attribuiti dal Governo Militare Alleato all'ufficio cosiddetto regionale e disegni elencati; *+ conferiti per il dy. m. n. d. Proce. p. d. m. n. d.*
- 3) demandare al Ministero (Direzione Generale del Lavoro - Servizio Centrale degli uffici del lavoro) la funzione di conciliatore, mediatore ed arbitro in materia di controversie sul lavoro di carattere nazionale e in particolare di quelle relative alla modificaione dei salari;

- 4) regolare il finanziamento degli uffici provinciali e compartimentali del lavoro nel senso: a) di attribuire al segretario comunale, industriale all'eventuale onere di spesa, la funzione del collocamento comunale, con facoltà tuttavia al Ministero di disporre che nei comuni capoluoghi

- 2 -

di provincia o di particolare importanza per la mano d'opera salariale, l'ufficio di collocamento sia tenuto direttamente dall'ufficio provinciale del lavoro; b) di addebiitare la spesa relativa ai locali di ufficio all'amministrazione provinciale ove ha sede l'ufficio provinciale o compartimentale; c) mantenere a carico dell'erario le sole spese relative al personale e quelle varie; d) di fissare a carico delle associazioni, siano esse in liquidazione o di nuova formazione, un contributo da versarsi all'erario per le spese relative al servizio degli uffici del lavoro.

3014

C O P YHEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394C O P Y

25 July, 1944

SUBJECT : Institution of Regional and Provincial Labor Offices
TO : Executive Commissioner R.C. and M.G. Section.
THROUGH : Vice-President Economic Section Referring above subject.

1. The expeditious occupation of the Northern part of Italy has created a situation which prevents personal and immediate attention to be given to the organization of Labor Offices by this Sub-Commission. It is essential that these Offices should, from the outset, be set up with a criterion of uniformity of administration and with a clear conception of their functions and aims.
2. It is felt that an administrative circular in Italian addressed by this Sub-Commission to the Regional Directors-elect, would be the most effective means of achieving our purpose in the initial stages, as this would provide both Regional and Provincial Directors with a modicum of guidance until a personal and more effective contact can be established.
3. Attached herewith is the circular in question and a draft Administrative Instruction for your approval and necessary action.

R. SCIGLINA
Captain,
Labor Relations Officer

for J.T.R. BAIN
Colonel
Director Labor Sub-Commission

3013

C O P YHEADQUARTERS
ALLIED CONTROL COMMISSION
HC AND HG SECTION
APO 194C O P Y

D a t e

Ref: / ? / ? / ?

Executive Memorandum Number?

INSTITUTION OF REGIONAL AND PROVINCIAL LABOUR OFFICES

1. The Labor Sub-Commission has in the past been able to establish early contact with the Regional Labour Offices and the Italian Directors-Elect thus ensuring that

- (a) the interpretation of the General Order establishing Labour Offices had been carried out in conformity with the policy therein laid down; and
- (b) the Administrative "break-down" of the Regional and Provincial Labour Offices had been effected according to a uniform pattern, due consideration being given to the particular requirements of the Region in which the respective Offices were been set up.

This procedure enabled the Sub-Commission to place at the disposal of the newly constituted Labour Offices the full benefit of previous experiences in the organization of this specialized machinery through which the State must effectively intervene in the solution of the many varied problems that are the characteristic feature of the labour field.

2. The expeditious occupation of the Northern part of Italy now makes it impossible for the Labor Sub-Commission to contact every Regional and Provincial Office at the initial stages. In order to ascertain that the organization of these Offices conforms to a uniform pattern, a circular to serve as guidance to the Regional Directors-elect has now been prepared and is herewith attached for distribution.

The Labor Sub-Commission will, of course, endeavour to establish personal contact with the various Regional Labor Officers and with the Regional and Provincial Labour Directors, as soon as practicable, with a view to providing an early opportunity for

(1) an exchange of views, and (2) a clear elucidation of the objectives that the Labour Offices must constantly aim to achieve and the most effective means to be used in the attainment of these objectives.

3. It is incumbent on all Regional Labor Officers to make themselves familiar with the contents of this Directive to Regional and Provincial Labor Directors and to see that it is followed as closely as circumstances permit.
4. The maximum care should be exercised in the choice of Regional Labor Directors and of Provincial Labor Directors. As it is desired to obtain the services of the best qualified elements in this field, appointments should be made on an "acting" basis at the initial stages. This procedure would enable the Labor Sub-Commission to judge from experience, whether the Directors in question are equal to the responsibilities that devolve upon them, leaving the way open for the appointment of more suitable candidates, without causing unnecessary unpleasantness and disappointment, wherever necessity or expedience demands it.

M.S. LUSH,
Brigadier
Executive Commissioner

Distribution:

To all Regional Commissioners

3611

C I R C O L A R E No. 1

FUNZIONI ED ORGANIZZAZIONE DEGLI UFFICI DEL LAVOROI. DEFINIZIONI E DIPENDENZE

Gli Uffici del Lavoro possono essere definiti gli organi che lo Stato proietta nel campo del lavoro per percepirne i problemi, studiarli, risolverli per quanto di competenza dell'azione statale, aiutarne la soluzione per quanto di competenza dell'azione privata.

Gli Uffici del Lavoro si distinguono in Regionali e Provinciali. Gli uni esercitano le loro funzioni nell'ambito di una intera regione, gli altri nell'ambito di una provincia. I primi sono gerarchicamente superiori ai secondi. Ambedue dipendono, nelle regioni occupate, dall'A.C.G. - Labor Sub-Commission e dall'A.M.G. Col successivo passaggio all'amministrazione del Governo Italiano, dipenderanno dal Ministero dell'Industria, del Commercio e del Lavoro.

Nel corpo della presente circolare la sigla U.R.L. indicherà gli Uffici Regionali del Lavoro; la sigla U.P.L. indicherà gli Uffici Provinciali del Lavoro.

II. COMPITI E FUNZIONI DEGLI UFFICI PROVINCIALI DEL LAVORO

I compiti e le funzioni degli U.P.L. risultano dallo schema allegato in fine alla presente circolare, segnato con la lettera A.

Si ritiene opportuno, per una più pronta intelligenza dello schema di organizzazione, di esporre i criteri ai quali esso è informato:

- 1) - Distinzione fra (A) compiti e funzioni essenziali in cui deve affermarsi e rilevarsi la ragione d'essere degli Uffici del Lavoro e (B) compiti e funzioni accessori. Questi ultimi sono anche essi necessari, e quindi non secondari e tanto meno trascurabili, ma ripetono la loro ragione d'essere dal fatto che servono a rendere efficiente l'assolvimento dei compiti e lo sviluppo delle funzioni essenziali. Quindi compiti e funzioni essenziali hanno valore finalistico, laddove compiti e funzioni accessori hanno valore strumentale.

- 2) - Sono funzioni essenziali quelle elencate nell'ordine Generale istitutivo degli Uffici del Lavoro.

Fra esse principali sono: quelle che si riferiscono alla mediazione, conciliazione ed arbitrato delle controversie collettive di lavoro; alla conciliazione ed eventuale arbitrato delle controversie individuali. La mediazione e i tentativi di conciliazione sono espletati dal Direttore personalmente o attraverso l' "ufficio sindacale"; gli arbitrati saranno affidati a collegi arbitrali dei quali non dovranno mai far parte il Direttore o qualsiasi funzionario degli Uffici del Lavoro. Questi, in materia di arbitrati si limiteranno alla nomina degli arbitri e allo espletamento dei servizi di segreteria.

Altre funzioni essenziali sono quelle relative alla registrazione e collocamento della mano d'opera, che sono espletate a mezzo dell'Ufficio di Collocamento; quello relativo allo studio ed alla rilevazione della situazione dei lavoratori, che vengono espletate con l'ausilio degli Uffici Sindacali, degli Uffici di Collocamento e dell'Osservatorio Economico e Statistico.

Sono funzioni accessorie, fra le altre, i servizi di amministrazione, di archivio-protocollo e copia, di segreteria per gli arbitrati, di Consulenza Legale, etc. ed esse in generale sono espletate dalla Segreteria Generale o sotto l'immediato controllo di essa, con quella articolazione che è resa necessaria dallo sviluppo delle funzioni stesse.

- 3) - Altra distinzione è quella tra servizi speciali e servizi generali.

Fra i Servizi speciali vanno classificati quelli relativi al Collocamento e quelli relativi alla conciliazione delle controversie collettive, formazione e revisione delle tariffe salariali, studio degli specifici problemi delle singole categorie dei lavoratori, etc., servizi che vengono espletati principalmente dall'Ufficio Sindacale.

Altri servizi speciali, oltre quelli affidati agli Uffici di Collocamento ed all'Ufficio Sindacale non si ritiene che debbano essere organizzati in un primo tempo. Ciò non esclude che successivamente sia possibile l'organizzazione articolata di altri servizi speciali relativi all'attività assistenziale in materia di educazione professionale, di organizzazione, di assicurazioni sociali, etc., allorché se ne presenti il bisogno

e dietro approvazione dell'Ufficio Regionale del Lavoro.

4)- Passiamo ora all'esame dei principali organi dell'Ufficio Provinciale del Lavoro:

A) DIREZIONE - Dal tenore dello stesso Ordine Generale e dalle successive norme si rileva una concezione che impernia principalmente sul Direttore il funzionamento e la responsabilità degli Uffici del Lavoro.

Pertanto la organizzazione degli Uffici dovrà essere in una certa misura "GENERALIZZATA" almeno per quanto riguarda le funzioni essenziali.

Scendendo ad un esame più dettagliato, diremo che l'azione immediata del Direttore dovrà farsi sentire maggiormente nel funzionamento dell'Ufficio Sindacale ove nulla di veramente importante può e deve compiersi senza la cognizione del Direttore.

Per quanto riguarda il "Collocamento", deve ricadere sotto la diretta responsabilità del Direttore tutto quanto attiene agli interventi di carattere generale sul mercato del lavoro, gli orientamenti da dare all'Ufficio, le segnalazioni alle competenti Autorità delle condizioni del mercato del lavoro, il suggerimento di provvedimenti da adottare, gli accordi interprovinciali per gli spostamenti della mano d'opera, etc. etc.

Invece un certo decentramento può operarsi per quanto riguarda la normale attività del "Collocamento", per la quale potrebbe anche affidarsi la firma della corrispondenza al "Capo Ufficio".

Comunque accentrimento e decentramento sono forme e tipi estremi cui difficilmente può accecarsi l'organizzazione degli Uffici del Lavoro, che non assume proporzioni tali da porre il problema della scelta di una o dell'altra, ma tipica; ma il riferimento a tali concetti deve intendersi nel senso che in un ramo di attività sono più necessari che in un altro la diretta influenza della personalità del Direttore, la rapidità di decisione e di esecuzione, il coordinamento di provvedimenti e degli interventi in una unità di criteri.

Tutti questi vantaggi si realizzano con la "centralizzazione", che però deve riferirsi alla sostanza e non ai dettagli.

Bisogna non lasciarsi sommergere dall'afflusso alla Direzione dei dettagli, ma esigere che nessun atto o fatto essenziale sia taciuto dai dipendenti, i quali debbono essere educati a distinguere l'essenziale e non essenziale, e nei cui confronti quindi vanno seguiti criteri costanti, per non creare il disorientamento.

- B) SEGRETARIA GENERALE - La "Segreteria Generale" collabora direttamente con la Direzione e sovrintende a tutti i servizi generali.

Pertanto essa:

- a) cura i rapporti con i diversi uffici statali, parastatali ed Enti in genere;
- b) si occupa del personale dell'ufficio, formando e tenendo le cartelle di ciascun impiegato, provvedendo alle pratiche e formalità di assunzione e licenziamento, sorvegliando la disciplina, il rispetto degli orari, etc.;
- c) provvede ai servizi di registrazione dei contratti collettivi e delle associazioni sindacali;
- d) provvede ai servizi di segreteria degli arbitrati. Tiene cioè l'albo degli arbitri, procede alla comunicazione della nomina, alle convocazioni, alla trascrizione, scritturazione e copia delle decisioni arbitrali, al deposito, alla omologazione ed alla notifica di esse, al rilascio di copie legali, etc.;
- e) sovrintende alla "consulenza legale" ed all'Osservatorio di economia e statistica nel senso che regola il lavoro di questi uffici, che forniscono dei servizi a tutti gli altri Uffici richiedenti;
- f) sovrintende all'Ufficio amministrazione, il cui lavoro richiede un coordinamento con tutti gli altri uffici centrali e periferici;
- g) cura l'"archivio" e il "protocollo", i quali costituiscono servizi accessori di carattere generale.

- C) UFFICIO SINDACALE - Esso, secondo lo sviluppo dell'attività, può distinguersi nelle seguenti branche di attività, "settori":

- a) Agricoltura
- b) Commercio
- c) Industria
- d) Credito - Assicurazioni - Varie
- e) Pubblico impiego
- f) Artigianato

Quello dell'Ufficio sindacale è il servizio più delicato degli Uffici del Lavoro. L'Ufficio sindacale costituisce l'organo che l'Ufficio del Lavoro proietta nel campo del "Lavoro" per percepirne i problemi, seguirne i movimenti, prospettare le soluzioni, attuarle, fornire le nozioni tecniche necessarie per una retta conciliazione o soluzione arbitrare delle vertenze, ecc. ...

- B) UFFICIO DI COLLOCAMENTO - Secondo gli Ordini Generali emanati dal Governo Alleato, il collocamento è considerato funzione di Stato ed affidato agli Uffici del Lavoro. Pertanto gli U.P.L. cureranno la immediata presa di possesso degli Uffici di Collocamento preesistenti, assicurando la continuità dei servizi, e riattivandoli laddove sono stati sospesi per ricerche belliche.

Come risulta dallo schema allegato, l'Ufficio di Collocamento va distinto in due principali branche:

- a) Collocamento centrale
- b) Collocamento periferico

Trattandosi di un ufficio di una relativa complessità funzionale, la sua possibile articolazione sarà oggetto di separate istruzioni.

3) -ORGANICI E PERSONALE -

La concentrazione e la differenziazione delle funzioni indicate nello schema allegato dovrà in generale seguire un criterio obiettivo, e non basarsi definitivamente sulle personali attitudini dei funzionari assunti in servizio.

Fra le contrazioni più opportune indichiamo:

- a) l'affidare ad un solo funzionario la registrazione dei contratti collettivi delle Associazioni Sindacali e la "Segreteria arbitrale";
- b) l'affidare uno o più di questi servizi al "Legale";
- c) l'affidare ad un solo funzionario le "Sezioni" del Commercio, del Credito, Assicurazioni e Varie, o quelle dell'Industria e dell'Artigianato;
- d) l'affidare al Segretario Generale una o più Sezioni, oppure l'Ufficio Legale.

Invece una differenziazione o articolazione di servizi potrà rendersi necessaria per l'Ufficio di Collocamento.

Per tutti i servizi, sia dei compiti e funzioni essenziali, di carattere speciale o generale, sia dei compiti e funzioni accessorie, la integrazione o differenziazione, procederà con il divenire delle attività degli Uffici. Non si fissa quindi nel piano o sche-

na generale di organizzazione, il numero e la forma di personale che deve costituire l'organico. Però ciascun U.P.L. dovrà al più presto procedere alla compilazione di un organico provvisorio, tenendo presente i naturali prossimi sviluppi dell'attività degli Uffici. Tale organico con le osservazioni e le proposte dell'Ufficio Regionale del Lavoro competente dovrà essere trasmesso all'A.C.C. - Labor Sub-Commission - per l'approvazione. Per la stessa approvazione, gli U.P.L. trasmetteranno il proprio organico provvisorio.

Ma la predisposizione di un organico non implica che le funzioni previste debbano immediatamente essere affidate a impiegati di grado organicamente adeguato alle funzioni stesse. Che anzi, specie per i gradi alti, è opportuno da principio affidare le relative funzioni ad impiegati di grado inferiore, al fine di saggiarne la capacità, prima di vincolarsi con incarichi definitivi. C'è sempre tempo per migliorare la classifica di un impiegato, mentre per ovvie ragioni è difficile ed impolitico portarle ad una classifica meno elevata.

Una revisione del posto sarà probabile al momento in cui dovrà procedersi all'inquadramento del personale nei ruoli statali; onde è opportuno, in previsione di ciò, fare in modo che il trapasso avvenga con un minimo di variazioni.

III. COMPITI E FUNZIONI DEGLI UFFICI REGIONALI DEL LAVORO

Le funzioni degli U.R.L. si possono distinguere in dirette, che in genere si identificano con le funzioni degli Uffici Provinciali, riportate però sul piano Regionale, ed indirette o di secondo grado, cioè di ausilio, di controllo e di coordinamento dell'attività degli Uffici Provinciali.

L'organizzazione degli Uffici Regionali segue lo stesso schema degli Uffici Provinciali, con le seguenti variazioni: (V. allegato B.)

- a) Per il collocamento gli U.R.L. non esercitano funzioni dirette. Sarà sufficiente che essi istituiscano un "ispettorato del collocamento" che sovrintenderà gli U.P.L., ne coordinerà l'attività e si occuperà delle migrazioni interne.
- b) Presso la Segreteria generale sarà istituito un "ispettorato amministrativo" che sovrintenderà all'amministrazione degli U.P.L. Esso si occuperà del personale, fino a quando, col ritorno della regione al Governo Italiano, tale funzione non sarà evocata al competente Ministero.
- c) Sarà opportuno che gli U.R.L., al bisogno, istituiscano i se-

guanti servi . che nel campo regionale possono assumere un'estensione tale da consigliare l'incarico a speciale personale.

"Cooperazione ed enti economici" - Tale servizio mira a seguire, studiare ed agevolare lo sviluppo della cooperazione operaia, della mutualità volontaria, degli organi economici commerciali e di natura simile che sorgono nel campo del lavoro.

"Previdenza e mutualità" - Tale servizio ha la finalità di studiare, seguire e prospettare le soluzioni di quanto riguarda la previdenza sociale in genere e l'assistenza medico-legale ai lavoratori. Il servizio va affidato a persona che conosca a fondo la legislazione in materia.

"Istruzione professionale" - Tale servizio serve a seguire e promuovere lo sviluppo dell'istruzione tecnica professionale nella regione.

- d) Speciale importanza assumono negli U.R.L. i servizi statistici. Invero, per la uniformità ed il tecnicismo della elaborazione dei dati, è opportuno che questa sia ivi accentrata; mentre gli U.P.L. si limiteranno alla rilevazione. I principali servizi statistici sono: rilevazione del costo della vita e compilazione dei bilanci familiari; statistiche salariali; statistica dell'occupazione e disoccupazione; statistiche relative all'assicurazione e all'assistenza sociale. Speciali istruzioni saranno separatamente emanate.
- e) Gli ex "Ispettorati corporativi" assumeranno la denominazione di "Ispettorati del Lavoro" e passeranno alle dipendenze degli U.R.L. Trattandosi di uffici costituiti e funzionanti da decenni, gli Ispettorati saranno mantenuti nella attuale struttura e organizzazione e funzioneranno con una carta autonomia, in attesa di ulteriori disposizioni legislative. I rapporti però con altri uffici e con le Autorità dovranno svolgersi attraverso gli U.R.L.

IV. PERSONALE

I risultati dell'organizzazione e del funzionamento degli Uffici del Lavoro, dipendono in definitiva dal personale che viene assunto. Non sarà superfluo raccomandare che l'assunzione venga fatta seguendo criteri obiettivi e tenendo in massimo conto l'onestà e la capacità.

Le nomine del personale, sia degli U.R.L. che degli U.P.L., vanno fatte dall'Ufficiale Commissario Regionale, su proposta del Direttore dell'Ufficio Regionale del Lavoro. Sarà opportuno accertare con molta attenzione i precedenti politici dei nominati ed in particolare

che nessuno di essi rientri nelle categorie previste dalle disposizioni sulla epurazione del fascismo. E' da tenere presente d'altra parte che gli Uffici del Lavoro sono uffici statali. Pertanto i loro impiegati debbono avere ben chiara coscienza che essi, nell'espletamento dei loro compiti, rappresentano lo Stato e non questo o quel partito. Ogni atteggiamento partigiano deve essere evitato. E pur essendo consentita fuori ufficio la libera attività politica, deve essere proibito lo svolgimento di attività sindacali, perchè in evidente netto contrasto con gli scopi e le funzioni degli uffici.

Tutte le nomine debbono essere considerate a carattere provvisorio.

I direttori ed i segretari generali dovranno essere sempre assunti con la qualifica di "funzionari" direttori e segretari generali. La loro nomina sarà sottoposta alla ratifica dell'A.C.C. - Labor Sub-Commission.

In particolare poi, come abbiamo già in precedenza scritto, sarà opportuno affidare funzioni superiori a personale avente qualifica e stipendio inferiori. L'età degli impiegati non deve superare i 65 anni.

Le varie qualifiche e stipendi risultano dalla tabella allegata C.

V. COMMISSIONI CONSULTIVE

Appena la situazione lo consenta, sarà opportuno che i Direttori degli Uffici Regionali e Provinciali del Lavoro costituiscano una commissione consultiva, alla quale sottoporranno tutte le questioni aventi un'importanza di massima. Il parere della commissione non sarà mai vincolativo per il Direttore, il quale, innanzitutto, è tenuto a seguire le direttive e le disposizioni dei superiori gerarchici.

La composizione della commissione dovrà comprendere elementi scelti nel campo dei datori di lavoro, dei lavoratori, degli artigiani e liberi professionisti, del pubblico impiego, nonché di qualche esperto nei problemi del lavoro. A seconda degli argomenti, potranno essere chiamati a partecipare alle sedute, volta per volta, anche altri elementi che abbiano particolare conoscenza dell'argomento in esame.

Di ogni seduta sarà redatto verbale. Gli intervenuti apporranno la loro firma in un apposito registro.

VI. SVILUPPI FUTURI

Nella presente circolare sono state tracciate le grandi linee dei compiti e delle funzioni che gli Uffici del Lavoro sono chiamati

ad assolvere e della necessaria attrezzatura organica.

Prossime circolari tratteranno più dettagliatamente quanto attiene alla controversia di lavoro, agli arbitrati, ai servizi statistici, al collocamento, etc.

Intanto gli Uffici del Lavoro che si vanno man mano costituendo, non esitano a far pervenire alla Labor Sub-Commission tutte le esperienze che vanno maturando e a prospettare tutti i problemi e tutte le difficoltà in cui eventualmente urtassero.

In tal modo si metteranno in condizione di ricevere tutto il possibile aiuto, non soltanto per corrispondenza, ma anche a mezzo di visite che saranno fatte da Ufficiali e funzionari della Sub-Commission.

E' necessario comunque che le persone incaricate di organizzare gli Uffici del Lavoro, si mettano all'opera con solerzia e con passione, sicuri di dare in tal modo un serio ed efficace contributo alla ricostruzione della loro Patria, in uno dei settori più importanti della vita della Nazione Italiana.

E. SOICLUNA, Captain
Acting Field Officer,
A.C.C. Labor Sub-Commission

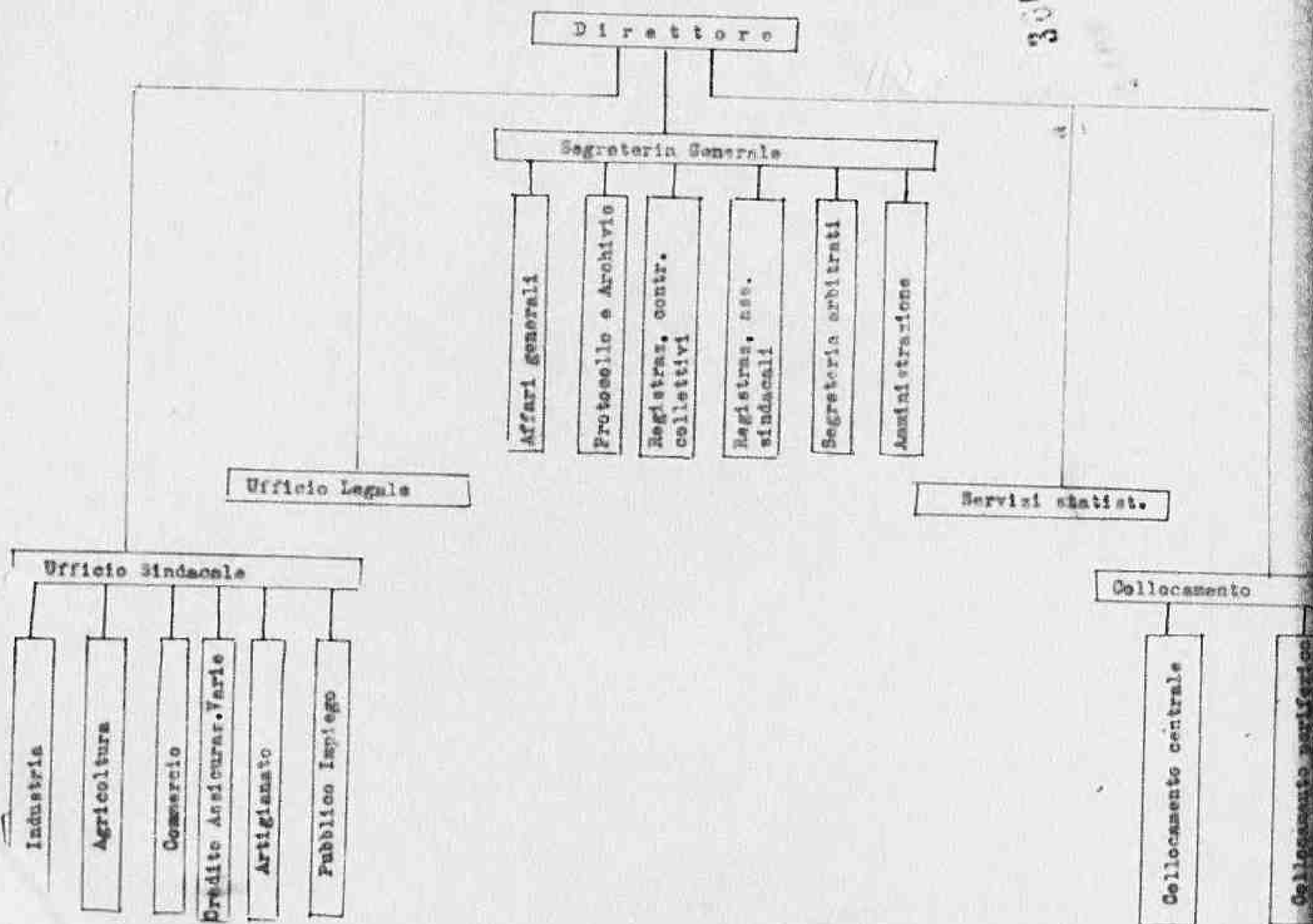
for J.T.B. BAIN, Colonel
Director Labor Sub-Commission

3002

ORGANIZZAZIONE DEGLI UFFICI PROVINCIALI DEL LAVORO
(Schema delle funzioni)

ALLEGATO A

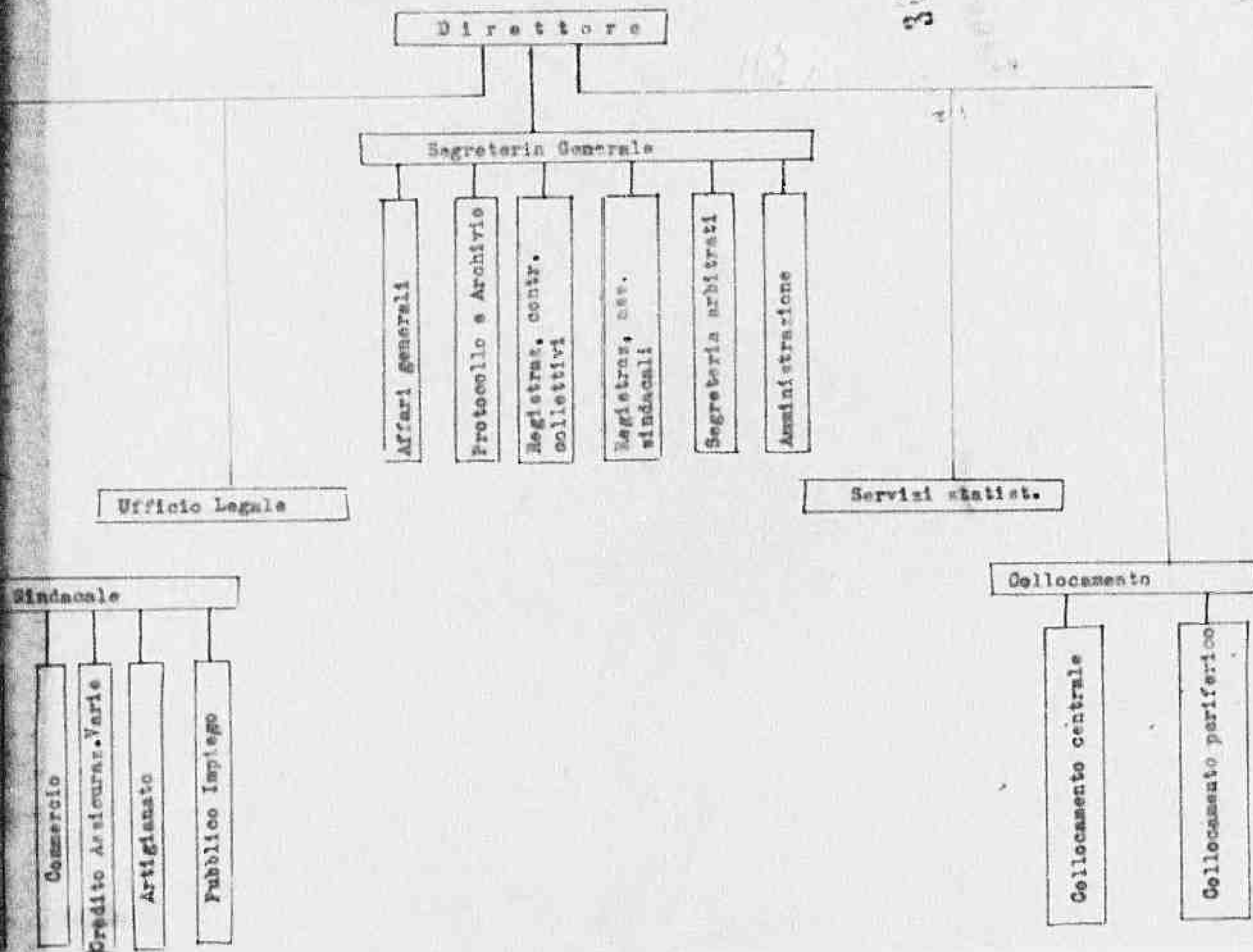
3001



ORGANIZZAZIONE DEGLI UFFICI PROVINCIALI DEL LAVORO

(Schema delle funzioni)

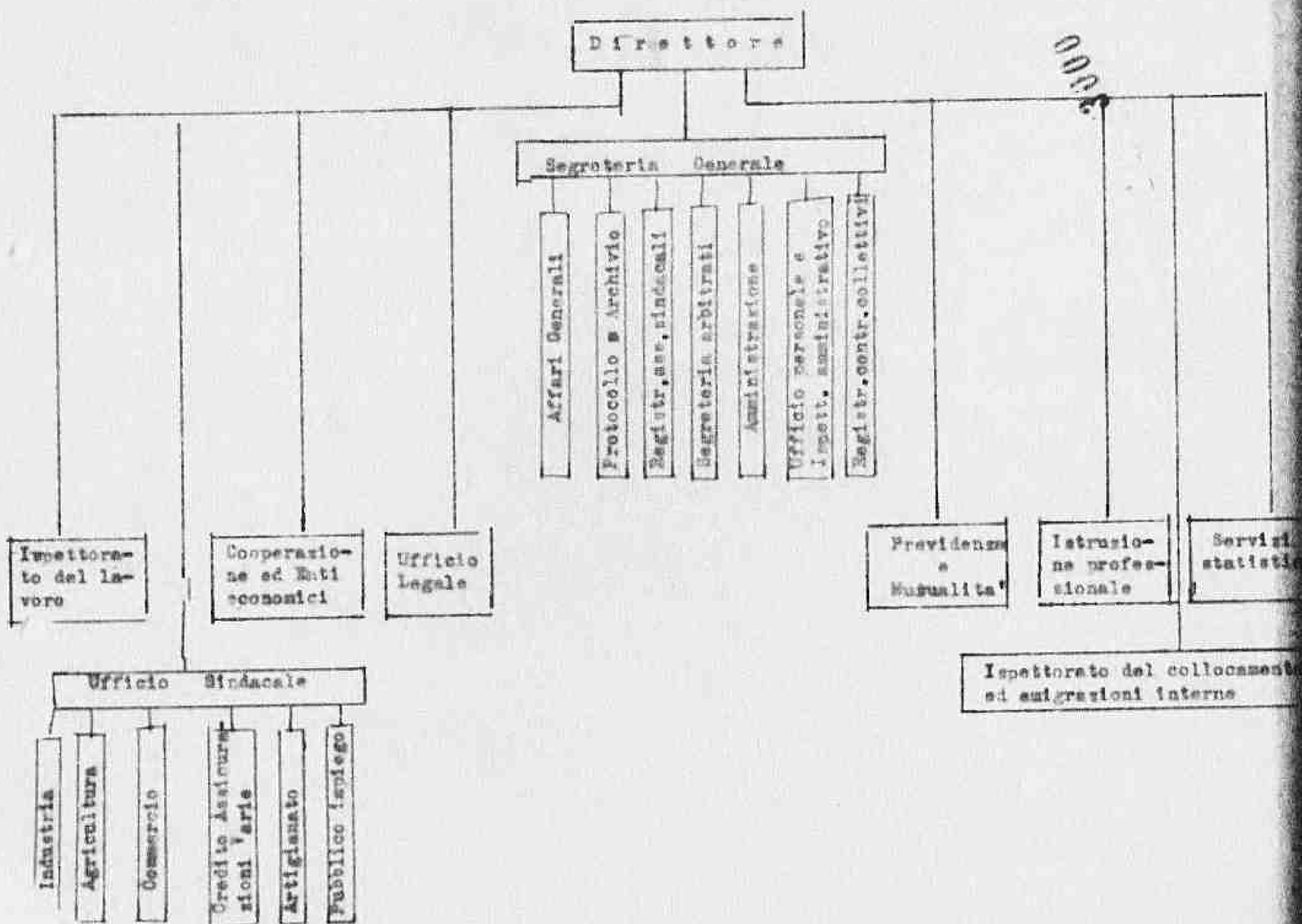
ALLEGATO A



ALLEGATO B

ORGANIZZAZIONE DEGLI UFFICI REGIONALI DEL LAVORO

(Schema delle funzioni)



ALLEGATO B

ORGANIZZAZIONE DEGLI UFFICI REGIONALI DEL LAVORO

(Schema delle funzioni)

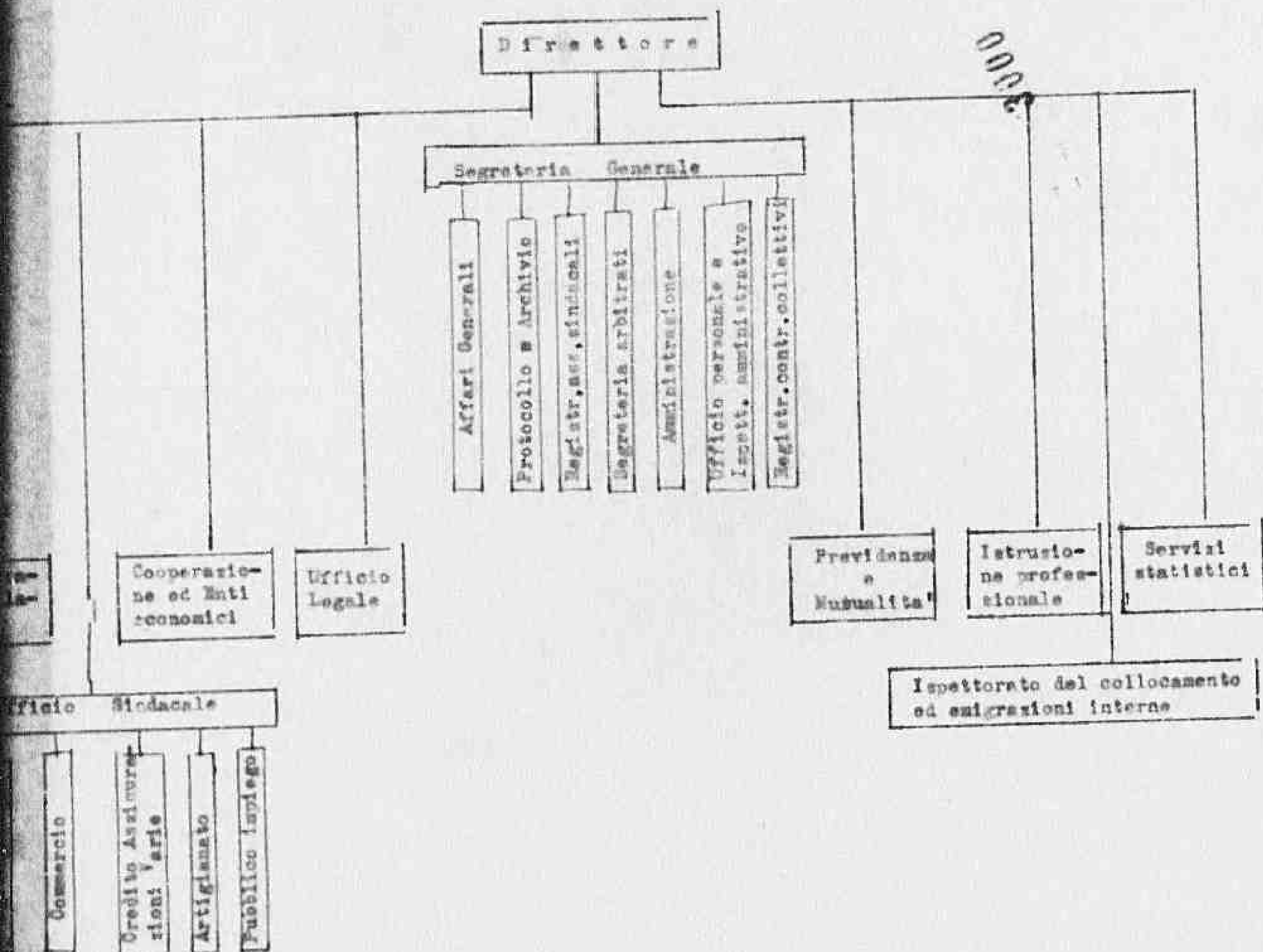


TABELLA DEGLI STIPENDI DEGLI IMPIEGATI DEGLI UFFICI DEL LAVORO

ALLEGATO C/1

Qualifica	Misura	Importo annuo lordo			Stipendio mensile lordo
		Stipendio e supplemento servizio attivo	Indennità globale caro-vita	TOTALE	
A. PERSONALE DI CONCETTO					
1) Direttore Regionale	-	50.600	48.000	98.600	8.216
2) Vice-Direttore o Segretario Generale Regionale-Direttore Prov. I. classe	massima	40.040	45.600	85.640	7.136
	minima	37.950	45.600	83.550	6.962
3) Direttore Provinciale II. classe Segretario Generale Prov. I. classe	massima	33.660	38.400	72.060	6.005
	Minima	30.580	38.400	68.980	5.748
4) Segretario Generale II classe Capo Sezione	massima	28.270	33.600	61.870	5.155
	minima	26.070	33.600	59.670	4.972
5) II. Capo Sezione Segretario Capo	massima	23.760	33.600	57.360	4.780
	minima	22.880	33.600	56.480	4.706
6) I. Segretario	massima	22.110	31.200	53.310	4.442
	minima	19.580	31.200	50.780	4.231
7) Segretario	massima	18.700	27.600	46.300	3.858
	minima	16.170	27.600	43.770	3.647
8) Vice Segretario	massima	14.080	26.400	40.480	3.373
	minima	12.760	26.400	39.160	3.263

ALLEGATO C/1

TABELLA DEGLI STIPENDI DEGLI INDIRIGATI DEGLI UFFICI DEL LAVORO

Qualifica	Misura	Importo annuo lordo			Stipendio mensile lordo
		Stipendio + supplemento servizio attivo	Indennita' globale caro-vita	TOTALE	
REGIONALE DI CONCETTO					
Direttore Regionale	-	50.600	48.000	98.600	8.216,66
Vice-Direttore o Segretario Generale Regionale-Direttore Prov. I. classe	massima	40.040	45.600	85.640	7.136,66
	minima	37.950	45.600	83.550	6.962,50
Direttore Provinciale II. classe	massima	33.660	38.400	72.060	6.005,-
	Minima	30.580	38.400	68.980	5.748,33
Segretario Generale Prov. I. classe	massima	28.270	33.600	61.870	5.155,83
	minima	26.070	33.600	59.670	4.972,50
II. Capo Sezione	massima	23.760	33.600	57.360	4.780,-
	minima	22.680	33.600	56.280	4.706,66
I. Segretario	massima	22.110	31.200	53.310	4.442,50
	minima	19.580	31.200	50.780	4.231,66
Segretario	massima	18.700	27.600	46.300	3.858,33
	minima	16.170	27.600	43.770	3.647,50
Vice Segretario	massima	14.080	26.400	40.480	3.373,33
	minima	12.760	26.400	39.160	3.263,33

ALLEGATO C/2

TABELLA DEGLI STIPENDI DEGLI IMPIEGATI DEGLI UFFICI DEL LAVORO

Qualifica	Misura	Importo annuo lordo			Stipendio mensile lordo
		Stipendio e Supplemento servizio attivo	Indennita' globale caro-vita	TOTALE	
B. <u>PERSONALE D'ORDINE</u>					
1) Archivista-capo	massima	20.240	28.600	48.840	4.086,66
	minima	17.710	28.800	46.510	3.875,83
2) I. Archivista	massima	16.830	27.600	44.430	3.702,50
	minima	14.320	27.600	42.120	3.510,-
3) Archivista	massima	14.080	25.200	39.280	3.273,33
	minima	11.220	25.200	36.420	3.035,-
4) Applicato	massima	10.890	24.000	34.890	2.907,50
	minima	9.130	24.000	33.130	2.760,83
5) Alunno d'ordine	massima	8.910	22.300	31.710	2.642,50
	minima	7.260	22.300	30.060	2.505,-

785021

TABELLA DEGLI STIPENDI DEGLI IMPIEGATI DEGLI UFFICI DEL LAVORO

ALLEGATO C/2

Qualifica	Misura	Importo annuo lordo			Stipendio mensile lordo
		Stipendio e Supplemento servizio attivo	Indennita' globale care-vita	TOTALE	
<u>PERSONALE D'ORDINE</u>					
1) Archivista-capo	massima	20.240	28.800	49.040	4.086,66
	minima	17.710	28.800	46.510	3.875,83
2) I. Archivista	massima	16.830	27.600	44.430	3.702,50
	minima	14.820	27.600	42.420	3.510,-
3) Archivista	massima	13.080	25.200	38.280	3.273,33
	minima	11.220	25.200	36.420	3.035,-
4) Applicato	massima	10.890	24.000	34.890	2.907,50
	minima	9.130	24.000	33.130	2.760,83
5) Aiuto d'ordine	massima	8.910	22.400	31.310	2.642,50
	minima	7.260	22.400	30.060	2.505,-

9897

TABELLA DEGLI STIPENDI DEGLI INDIRIZZATI DEGLI UFFICI DEL LAVORO

ALLEGATO C/1

Qualifica	Misura	Importo annuo lordo			Stipendio mensile lordo
		Stipendio e supplemento servizio attivo	Indennità globale caro-vita	TOTALE	
C. <u>PERSONALE SUBALTERNO</u>					
1) Commesso	massima	11.550	24.600	36.150	3.012,50
	minima	10.780	24.600	35.380	2.948,33
2) Usciere Capo	massima	10.560	22.800	33.360	2.780,-
	minima	8.690	22.800	31.490	2.624,16
3) Usciere	massima	8.360	16.800	25.160	2.096,66
	minima	7.150	16.800	23.950	1.995,83
4) Inserviente	massima	6.930	12.000	18.930	1.577,50
	minima	5.280	12.000	17.280	1.440,-
B. <u>SALARIATI</u>					
Artisti	massima				3.400,-
	minima				2.600,-

TABELLA DEGLI STIPENDI DEGLI IMPIEGATI DEGLI UFFICI DEL LAVORO

ALLEGATO C/3

Qualifica	Misura	Importo annuo lordo			Stipendio mensile lordo
		Stipendio e supplemento servizio attivo	Indennita' globale caro-vita	TOTALE	
<u>PERSONALE SUBALTERNO</u>					
1) Commesso	massima	11.550	24.600	36.150	3.012,50
	minima	10.780	24.600	35.380	2.948,33
2) Usciere Capo	massima	10.560	22.800	33.360	2.780,-
	minima	8.690	22.800	31.490	2.624,16
3) Usciere	massima	8.360	16.800	25.160	2.096,66
	minima	7.150	16.800	23.950	1.995,83
4) Incarviente	massima	6.930	12.000	18.930	1.577,50
	minima	5.280	12.000	17.280	1.440,-
<u>SALARIATI</u>					
Artisti	massima				1.400,-
	minima				2.600,-

NE ALL'ALLEGATO " G "1 - TITOLO DI STUDIO

Per il personale elencato sotto la lettera A. si richiede la laurea. Soltanto in caso di provata specifica competenza si può eccezionalmente assumere personale munito di diploma di scuola media superiore.

Per il personale di cui alla lettera B/ si richiede almeno il diploma di scuola media inferiore.

Per il personale subalterno si richiede almeno la licenza elementare. Per gli autisti il patentino di secondo grado.

- 2 - In attesa di ulteriori disposizioni saranno considerati uffici provinciali di 1. classe quelli delle provincie il cui Capoluogo abbia più di 75.000 abitanti. Eccezioni a tale criterio potranno essere disposte dal Commissario Regionale dell'A.R.G. d'intesa con l'A.C.G. Labor Sub-Commission.

- 3 - Gli stipendi sono indicati al lordo. Essi sono composti da due elementi: (a) stipendio che, in riferimento agli emolumenti statali, congloba lo stipendio vero e proprio e l'indennità di servizio attivo; (b) indennità globale di caro-vita, che, in riferimento agli emolumenti statali, congloba l'indennità di bombardamento, l'assegno temporaneo di guerra, i compensi fissi integrativi che sotto varia denominazione sono pagati a diverse categorie di impiegati dello Stato, e i recenti aumenti concessi sia dall'A.R.G. che dal Governo Italiano.

Lo stipendio e le indennità da corrispondersi sono quelli indicati in misura annua. Nel dividerli in dodicesimi resteranno dei residui aritmetici e dei residui di arrotondamento che dovranno essere caricati sullo stipendio del mese di luglio.

- 4 - Oltre agli stipendi di tabella, al personale ⁷⁸⁸⁶ corrisponde l'aggiunta di famiglia ai sensi della legislazione vigente in materia.

- 5 - Data le dimensioni generalmente modeste degli Uffici del Lavoro, non sarà dato luogo a nomine iniziali di Archivista-capo, 1 Archivista, Usciere-capo, gradi che sarà opportuno riservare allo sviluppo della carriera del personale d'ordine e subalterno.

C.B.F.I.HEADQUARTERS
ARMED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394C.O.P.

31 July 1944

SUBJECT : Draft Circular N. 1

TO : RC and MG
Economic Section
Director Labor Sub-Commission
D/Director " " "

1. Attached translation of "Draft Circular N. 1", to be addressed to ACC Directors Regional Labor Offices in AMG territories for distribution; it should suffice, however, as an indication of what is contained in the Italian text.

2. If it is considered necessary to issue the circular in both languages, I submit that a new accurate translation would have to be prepared either by the Labor Sub-Commission or by RC and MG Section.

2993
B. SCIOLUNA
Captain
Labor Relations Officer
Labor Sub-Commission

ORGANIZATION AND FUNCTIONS OF THE SALERNO PROVINCIAL OFFICE

GENERAL.-- The Salerno Employment Office has two distinct functions:

1. As a local office, serving the industries of the immediate area;
2. As a Provincial Office which supervises and integrates the work of the Communal Employment Offices within the Province.

NOTE.-- In the absence of any uniform procedure throughout liberated Italy, until such time as proper legislation directives and procedures shall have been set up and implemented, the functions of the above office have been largely left to the expediences of the moment and to the personal initiative of the General Director. There is no doubt that the Office is at present functioning along purely transitory and elemental lines, and that there is much room for improvement, but under existing conditions (and lack of adequate training of the personnel) problems are being approached from an intelligent and diligent point of view.

PROVINCIAL SUPERVISION

Under AMG, a series of Proclamations and General Orders abolished forthwith the Fascist Syndicates. Guaranteed freedom of labor organizations and the establishment of Regional and Provincial Labor Offices, etc. (See Enclosure # 1). Within the province of Salerno the labor office has to replace syndicate function; under new policy in the Province as a whole and by the establishment of communal representatives for labor who could serve employers and employees in the area. These labor offices are open daily according to the size of the town and its importance, from one ^{page} in the morning to all day, if necessary. All these offices furnished monthly (now weekly) reports of the activity of the labor market of their locality. (See

NOTE.- In the absence of any uniform procedure throughout liberated Italy, until such time as proper legislation directives and procedures shall have been set up and implemented, the functions of the above office have been largely left to the expediences of the moment and to the personal initiative of the General Director. There is no doubt that the Office is at present functioning along purely transitory and elemental lines, and that there is much room for improvement, but under existing conditions (and lack of adequate training of the personnel) problems are being approached from an intelligent and diligent point of view.

PROVINCIAL SUPERVISION

Under AMS, a series of Proclamations and General Orders established forthwith the Fascist Syndicates, guaranteed freedom of labor organizations and the establishment of Regional and Provincial Labor Offices, etc. (See Enclosure # 1). Within the province of Salerno the labor office has to replace syndicate function; under new policy in the Province as a whole and by the establishment of communal representatives for labor who could serve employers and employees in the area. These labor offices are open daily according to the size of the town and its importance, from one ^{hour} in the morning to all day, if necessary. All these offices furnished monthly (now weekly) reports of the activity of the labor market of their locality. (See enclosure # 2). Recently, in view of the difficulty of transportation and communications, the director tried to remedy the situation by dividing the province into sixteen zones, putting a zone inspector in charge of each one. The appointment of these inspectors has just been started, and at the time of the survey only three had been chosen. The selection of both communal labor "corrispondenti" and of the zone inspectors are of a temporary nature.

The local men are paid a monthly salary of from Lire 300 for part-time employees to graduated sums according to the needs of the particular town, the present maximum being 1500 for full-time employees and for zone inspectors. Action has been taken for increases all along the line, with both the Italian Ministry and the Regional Labor Office. The selection of these employees is made by writing to the mayors of the towns, asking them to submit names of persons who could presumably do the work. Their names are cleared by the local carabinieri and the final selection rests with the director. (See enclosure 3). Many of these men were working for the Fascist syndicates, but unless they were very active members of the Party or committed abuses under its protective mantle, no stigma is attached to their previous affiliation, since in many cases no other persons are available for this nature of work.

In regard to contacts with industry within the Province, the same difficulty of transportation has been encountered. Until such a condition is ameliorated, it is doubtful that anything can be done along those lines. The Director seems to feel also that it would be futile to try to visit the industries without some sort of official backing in the form of decrees and laws which would give him or his representatives the right to get pertinent information from employers as to how many people are employed, labor turnover, etc. He is of the opinion that unless he had such a backing the attempt to sell the Employment Service to the individual employers would be just a waste of time.

To recapitulate:

1. The office is newly formed and policies are still based on day-to-day conditions.
2. Lack of transportation and poor communications hamper the re-

cleared by the local carabinieri and the final selection rests with the

director. (See enclosure 3). Many of these men were working for the Fascist syndicates, but unless they were very active members of the Party or committed abuses under its protective mantle, no stigma is attached to their previous affiliation, since in many cases no other persons are available for this nature of work.

In regard to contacts with Industry within the Province, the same difficulty of transportation has been encountered. Until such a condition is ameliorated, it is doubtful that anything can be done along those lines. The Director seems to feel also that it would be futile to try to visit the industries without some sort of official backing in the form of decrees and laws which would give him or his representatives the right to get pertinent information from employers as to how many people are employed, labor turnover, etc. He is of the opinion that unless he had such a backing the attempt to sell the Employment Service to the individual employers would be just a waste of time.

To recapitulate:

1. The office is newly formed and policies are still based on day-to-day conditions.
2. Lack of transportation and poor communications hamper the rapid development of the local offices.
3. Employer relations are practically nil at present.
4. Untrained personnel and lack of space is a handicap.
5. Absence of regulatory legislation has left much to the initiative of the provincial office.
6. Inadequate salaries do not attract persons who could be of use to the organization.

LOCAL OFFICEEmployer Relations

No employer visits are being made at present because of lack of transportation and of legislation empowering representatives of the Employment Office to contact employers for information.

Those employers who do use the Service write in on their own letterheads for a certain number of laborers needed in a certain category, or may ask for a worker by name. Such an order is turned over to Employee Relation section to be filled, and referrals are made accordingly. Letters are filed monthly, but no record is kept of individual firms who use services or amount of referrals and placement made to each firm.

The effort in trying to get labor for the Allied Forces (D.A.D.L.) has been successful in some localities, poorly managed in other (see Enc 4).

Employee Relations

The unemployed worker comes into the office to register for work and presents his individual "Libretto del Lavoro", if he has one, on which last employer ~~stamped~~ date of separation. When he has registered, he is entered in the category book (see Enclosure 5), according to his work qualifications (there are different registers for different general classifications), and is kept on the list until such time as a job shall have been found for him, or until he shall have secured work through his own efforts.

The Unemployment Compensation office is notified that he is eligible to draw benefits by means of a form showing date of separation (see Enclosure 6).

A "Scheda Anagrafica" (see enclosure 7) is filled out for each

registrant, showing address, military service, family status, general job

ask for a worker by name. Such an order is turned over to Employee Relations to be filled, and referrals are made accordingly. Letters are filed monthly, but no record is kept of individual firms who use services or amount of referrals and placement made to each firm.

The effort in trying to get labor for the Allied Forces (L.A.F.L.) has been successful in some localities, poorly managed in other (see Enc 4).

Employee Relations

The unemployed worker comes into the office to register for work and presents his individual "Libretto del Lavoro". If he has one, on which last employer ~~was~~ date of separation. When he has registered, he is entered in the category book (see Enclosure 5), according to his work qualifications (there are different registers for different general classifications), and is kept on the list until such time as a job shall have been found for him, or until he shall have secured work through his own efforts.

The Unemployment Compensation office is notified that he is eligible to draw benefits by means of a form showing date of separation (see Enclosure 6).

A "Scheda Anagrafica" (see enclosure 7) is filled out for each registrant, showing address, military service, family status, general Job Category and particular job in the industry. The other side shows referrals, placements and separations.

This is filed alphabetically until registration becomes inactive.

When an opening is found for the registrant, he is notified by post card to present himself to the Employment Office and a referral card (see

Enclosure 8). Individual or collective, is made out to the firm having the opening, an entry is made in his 'Libretto del Lavoro' and he is sent to the firm. Verification of placement takes place by the registrant's return to the office notifying interviewer that he got the job, or (rarely) by the firm's confirmation of having employed the registrant.

The Unemployment Compensation office is then notified the registrant has found work.

STATISTICAL SECTION

The 'Prospetto Statistico' (Enclosure 2) which carries a list of Main Occupations only, is made out daily for the Salerno office, monthly for the entire province, based on reports by the Communal Offices. Weekly reports from local offices are contemplated through the same system. The monthly form (some procedure for daily forms) show the job group, the balances at end of previous month (men, women, total), registrations during the month, registrants eliminated for other reasons (moved out of province, died, etc.) a breakdown of general and specific placements, and the available number in each job group at end of month. The monthly report gives the figures of the available unemployed at end of period for the entire province, and the integrated activity of placement and registration. Provincial reports are forwarded to the Regional Labor Office.

This section also compiles food price indexes in different localities (including black market prices) as an indication of what wages should be. At present this work is being done on an informative basis only. The results are sent on to the Regional Employment Office in Naples. The section also tries to make an analysis of wages paid within the province, but has not been too successful. However, a generic picture can be gotten from

The "Prospetto Statistico" (Enclosure 2) which carries a list of main occupations only, is made out daily for the Salerno office, monthly for the entire province, based on reports by the Municipal Offices. Weekly reports from local offices are contemplated through the same system. The monthly form (same procedure for daily forms) shows the job group, the balances at end of previous month (men, women, total), registrations during the month, registrants eliminated for other reasons (moved out of province, died, etc.) a breakdown of general and specific placements, and the available number in each job group at end of month. The monthly report gives the figures of the available unemployed at end of period for the entire province, and the integrated activity of placement and registration. Provincial reports are forwarded to the Regional Labor Office.

This section also compiles food price indexes in different localities (including black market prices) as an indication of what wages should be. At present this work is being done on an informative basis only. The results are sent on to the Regional Employment Office in Naples. The section also tries to make an analysis of wages paid within the province, but has not been too successful. However, a generic picture can be gotten from the available sources of information.

OTHER FUNCTIONS

The Statistical Section is at present performing a controlling phase of reports on extra family allowances for workers who perform special loading work at the Station of Amalfi and Salerno, since the "Istituto di Previdenza Sociale" had unearthed irregularities in the eligibility of certain

recipients. The Labor Office checks the payrolls, and determines which workers are eligible for allowances, and such a report is honored by the Finance Department.

PROVINCIAL OFFICE

Organization

a) 1st Section - General Secretariat - Administration

Control over offices and personnel, personnel records, all files concerning employment and release of personnel; registration of syndical contracts and collective agreements, of unions and their directors; all administrative services, contacts with other State agencies, integration and correlation of office activities.

b) 2nd Section: Conciliation and Arbitration

Has the task of examining and expressing its views on the constitutionality of syndical organization by-laws, of contracts and collective agreements; attempts conciliations, gathers evidence for arbitration and releases legal copies of cases of arbitration.

Individual controversies flock in large numbers and many have been handled successfully by conciliation, other cases have been arbitrated through the Magistrates of the court specializing in this work.

Regular rules for conciliation of individual controversies are in force (see Enclosure 9), and periodic statements of the cases handled are issued by this office (see Enclosure 10), showing the parties involved, the nature of the controversy, and the final outcome.

A mediation board was appointed by the Prefect of Salerno, in May 1944, in accordance of higher legislation, on 21st April 1944. The director of the Provincial Labor Office is appointed president of the board, a representative

employment and release of personnel; registration of syndical activities; collective agreements, of unions and their directors; all administrative services, contacts with other State agencies, integration and correlation of office activities.

b) 3rd Section - Conciliation and Arbitration

Has the task of examining and expressing its views on the constitutionality of syndical organization by-law, of contracts and collective agreements; attempts conciliations, gathers evidence for arbitration and releases legal copies of cases of arbitration.

Individual controversies flock in large numbers and many have been handled successfully by conciliation, other cases have been arbitrated through the magistrates of the court specializing in this work.

Regular rules for conciliation of individual controversies are in force (see Enclosure 9), and periodic statements of the cases handled are issued by this office (see Enclosure 10), showing the parties involved, the nature of the controversy, and the final outcome.

A mediation board was appointed by the Prefect of Salerno, in May 1944, in accordance of higher legislation, on 21st April 1944. The director of the Provincial Labor Office is appointed president of the board, a representative for the employers and one for labor are the other components. Alternates have been also appointed for the last two, and the president may appoint someone to represent him. (Enclosure 11).

c) 3rd Section - Placement and Statistics

Control over communal placement personnel, supervise registration, implementation of procedures, listing all employers in the area, keep track of labor turnover, and gather all statistical data necessary for reports to the Regional Office.

d) 4th Section - Economic Section (Contemplated - not active at present).

Technical assistance to employers; keeps track of industries which are trying to open up after Allied and Axis war activity forced them to suspend operations. Apprenticeship of new labor, trade courses. Assistance in the formation of cooperatives, so that food may be bought directly, eliminating the middle-man. All information on syndical activity and development.

e) 5th Section - Legal Aid Section (Contemplated)

Helps registrants and employees in completing applications held up by Governmental changes, abolition of fascist agencies, etc. in regard to pensions, workmen's compensation and any other rights or privileges to which they are entitled under law.

Employment Possibilities in the Province

Generally, the state of industries in the area falls into four categories:

1. Those which suffered from bombings and shelling.
2. Those whose machinery or supplies were requisitioned by the Germans or the Allies.
3. Those who could operate if raw materials were available.
4. A small number of industrial firms which have started operations, notably in the textile, metal and brick and tile fields.

Most workers are employed in removing the rubble of bombed buildings, or in wrecking the parts of buildings which remain standing, and which constitute a menace to public safety. Many are employed in bridge and road construction and repair work.

The agricultural picture is somewhat unbalanced by discrepancies in wages and payments in kind.

2988

Governmental changes, abolition of fascist agencies, etc. is required so that
sions, workmen's compensation and any other rights or privileges to which
they are entitled under law.

Employment Possibilities in the Province

Generally, the state of industries in the area falls into four categories:

1. Those which suffered from bombings and shelling.
2. Those whose machinery or supplies were requisitioned by the Germans or the Allies.
3. Those who could operate if raw materials were available.
4. A small number of industrial firms which have started operations, notably in the textile, metal and brick and tile fields.

Most workers are employed in removing the rubble of bombed buildings, or in wrecking the parts of buildings which remain standing, and which constitute a menace to public safety. Many are employed in bridge and road construction and repair work.

The agricultural picture is somewhat unbalanced by discrepancies in wages and payments in kind.

Business and Labor Organizations

An Industrial Association has been formed, and is supported by the major part of manufacturers in the area. Its purposes, aims and policies are as yet unknown.

A Commercial Association, which has the membership of most Balerno store-owners and businessmen, and which includes a few firms of the Province, has also been recently formed. There is no information up to the present time to what policies it intends to follow.

6-4

About 22 different Labor Organizations have already been formed in Salerno, with memberships varying from 20 to 400 members each. They have united themselves into a CAMERA DEL LAVORO CONFEDERALE which will act as a clearing-house among the organizations and will be their representative in matters to be taken up with the Italian Government or Allied authorities, and for any other question of general interest or concerted action. The Communes have given little information on labor union activity, but information received shows that many small units are in the process of formation all over the Province.

Some of this information comes, in part, from a report of the Provincial Labor Office Director on the activities of the office for the months of January and February, 1944 (see Enclosure 12). Information has been brought up to date wherever possible, in view of lack of adequate reports from the rest of the Province.

Suggestion for a better service

1. The passing of legislation which will recognize the Labor Offices and establish the scope of activity.
2. Prompt action on the part of the Ministry in matters of administration, including uniform operating procedures and adequate salaries for personnel.
3. Institution of training courses for personnel.
4. Providing adequate office space and facilities.
5. Development of means of transportation for inspection of communal offices.
6. Continued cooperation with Allied authorities, both in occupied territory and in liberated Italy, particularly with reference of

2987

Province.

Some of this information comes, in part, from a report of the Provincial Labor Office Director on the activities of the office for the months of January and February, 1944 (see Enclosure 12). Information has been brought up to date wherever possible, in view of lack of adequate reports from the rest of the Province.

Suggestion for a better service

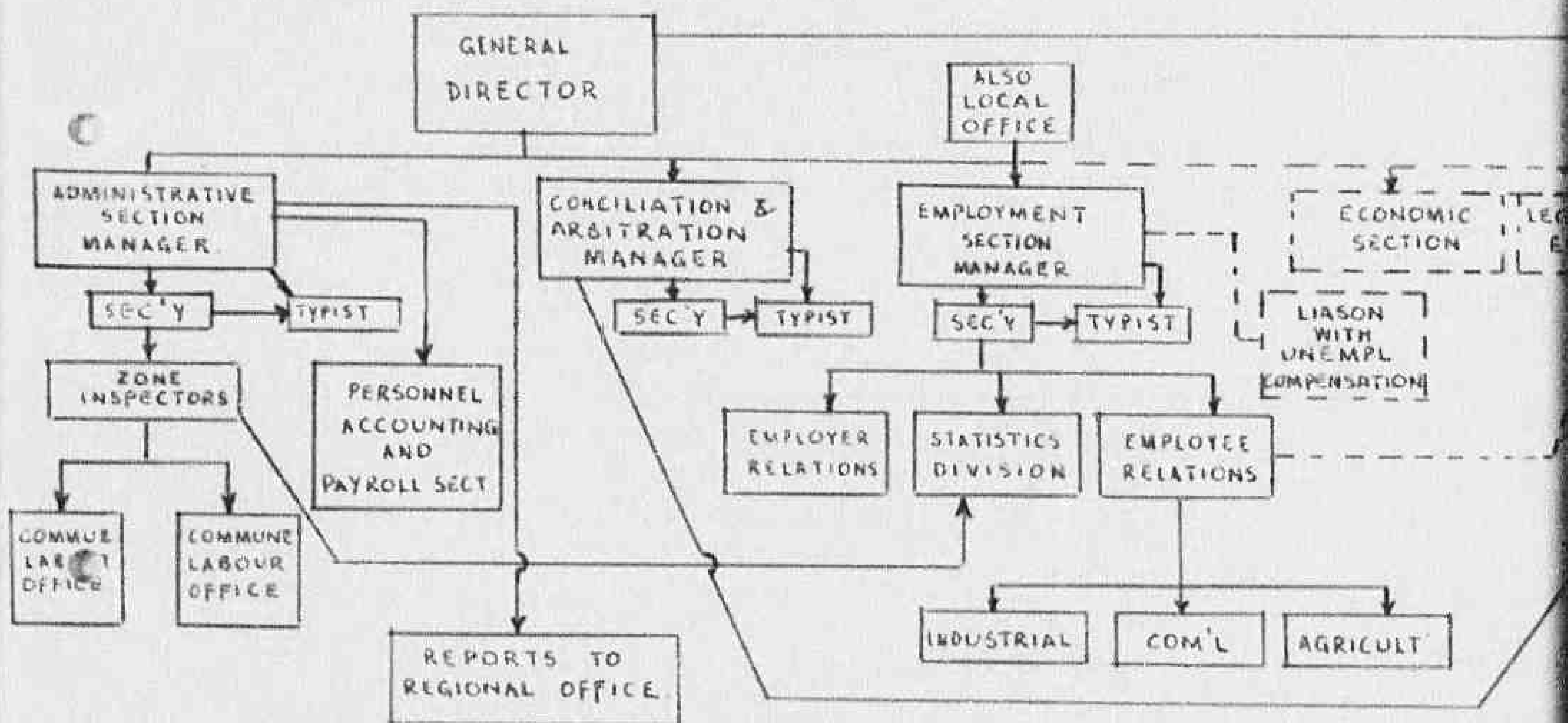
1. The passing of Legislation which will recognize the Labor Offices and establish the scope of activity.
2. Prompt action on the part of the Ministry in matters of administration, including uniform operating procedures and adequate salaries for personnel.
3. Institution of training courses for personnel.
4. Providing adequate office space and facilities.
5. Development of means of transportation for inspection of communal offices.
6. Continued cooperation with Allied Authorities, both in occupied territory and in liberated Italy, particularly with reference of utilization of technical personnel.
7. Institution of job surveys and analysis of skills.

2987

Sgt. Charles J. Davis AUS
6 May 1944

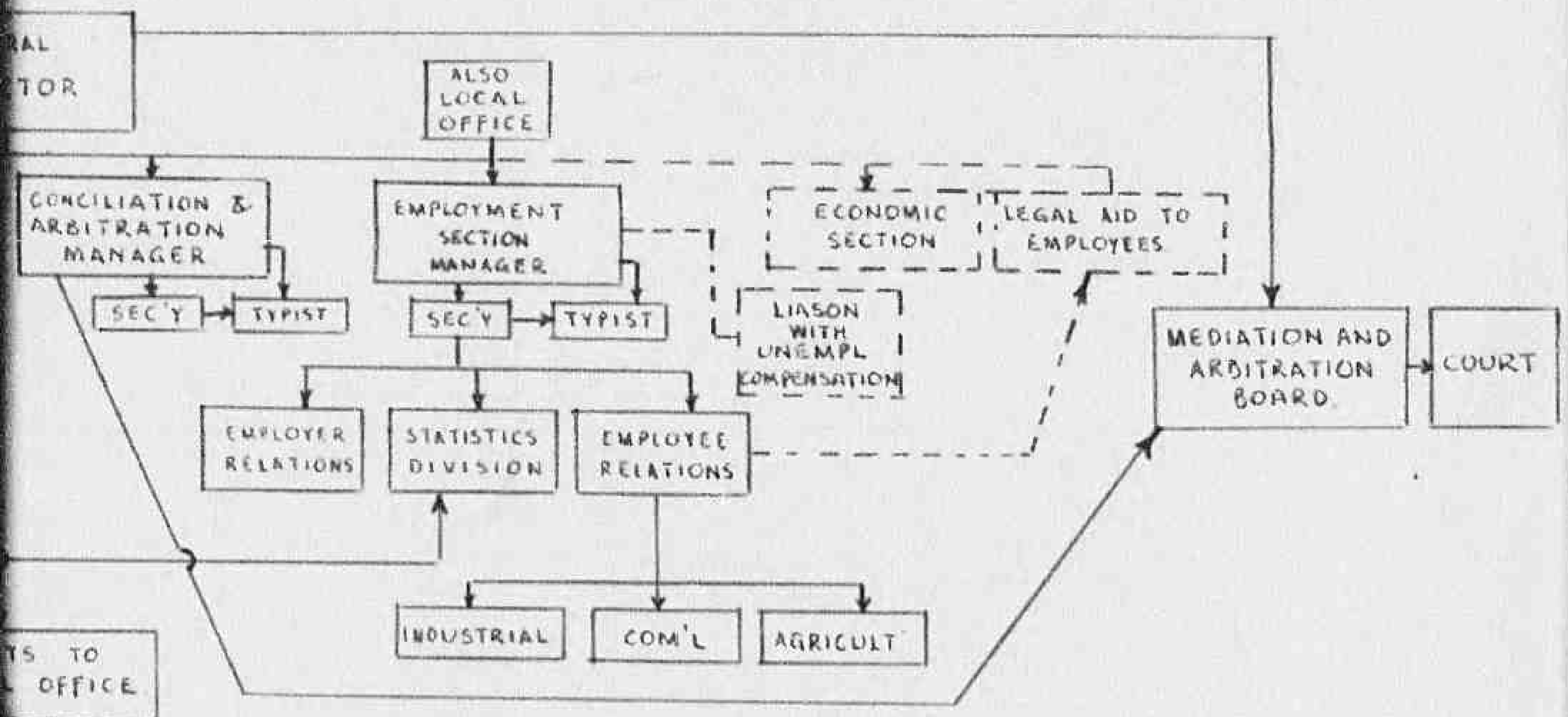
ORGANISATION OF SALERNO PROVINCIAL LABOUR OFFICE

2986



ORGANISATION OF SALERNO PROVINCIAL LABOUR OFFICE

2986



SGT. CHARLES P. SORISI AUS
6 MAY 1944

ALLIED CONTROL COMMISSION
Sicily Region Headquarters
Palermo

TWG/lp

RPD 108

14 May 1944.

SUBJECT: Regional Directorates.

TO : H.Q., A.C.C., A.P.O. 394.
Finance Sub-Commission,
(for attention Joint Director)

1. Reference your 13065/P dated 13 April 1944.
2. This office requested full details from all Divisions, Region I by letter dated 18th April 1944 and specifically sought replies not later than 29th. April. Final replies were received on 13th May.
3. In submitting their statements, Chiefs of Divisions in Region I, together with Italian Regional Directors, have gone to some length, in certain cases, in describing the functions of these organizations which were created under AMG. It is therefore considered better to forward all the original documents to the Sub- Commission for study.

4. Chiefs of Divisions are unanimous in justifying, from their own points of view, the creation and continuance of the Regional Directorates and their satellite staffs.

There is no doubt whatsoever that they have been extremely useful in the technical and administrative sense.

5. I have discussed the matter generally with Comm. Bruschi, Chief of the Ufficio di Regioneria Delegato of the Ministry of Finance in Palermo. He too, admits their usefulness from the technical angle, but regards the size of the staffs and the salary scales in general with some concern. He is, of course, influenced by his long experience as a Civil Servant and his knowledge of Italian Governmental regulations and procedure, especially in the Ministry of Finance. He points out that whereas disruption of communications created temporary justification for the institution of a wider territorial control system, the Italian unit is the Province and the ways of Provincial Government converge upon and are concentrated in the headquarters and under the control of the National Government.

Whether the Italian Government decides legally to recognize the Regional Directorates or not, Comm. Bruschi considers that no financial powers of any description should be conferred

2. This office requested full details from all Divisions, Region 1 by letter dated 18th April 1944 and specifically sought replies not later than 29th. April. Final replies were received on 13th May.

3. In submitting their statements, Chiefs of Divisions in Region L, together with Italian Regional Directors, have gone to some length, in certain cases, in describing the functions of these organizations which were created under AMG. It is therefore considered better to forward all the original documents to the Sub-Commission for study.

4. Chiefs of Divisions are unanimous in justifying, from their own points of view, the creation and continuance of the Regional Directorates and their satellite staffs.

There is no doubt whatsoever that they have been extremely useful in the technical and administrative sense.

5. I have discussed the matter generally with Comm. Bruschi, Chief of the Ufficio di Regioneria Delegato of the Ministry of Finance in Palermo. He too, admits their usefulness from the technical angle, but regards the size of the staffs and the salary scales in general with some concern. He is, of course, influenced by his long experience as a Civil Servant and his knowledge of Italian Governmental regulations and procedure, especially in the Ministry of Finance. He points out that whereas disruption of communications created temporary justification for the institution of a wider territorial control system, the Italian unit is the Province and the ways of Provincial Government converge upon and are concentrated in the headquarters and under the control of the National Government.

Whether the Italian Government decides legally to recognize the Regional Directorates or not, Comm. Bruschi considers that no financial powers of any description should be conferred upon the Regional Directors.

6. I recommend:-

(a) Continuance of the Regional Directorates on a technical and administrative basis only, with clearly defined powers.

(b) Any appointments due for confirmation should be temporary in scope.

-2-

(c) The staff, functions, and actual work involved and performed in each Directorate should be the subject of close inspection by representatives of each Ministry concerned in collaboration with the Ministry of Finance.

(d) Financial powers should not be granted to the Directorates but if they are to continue, then provision must be made by the Government for the approval of their salary-rolls and administrative expenses. At present there is no statutory authority for these payments, and no official in Region I has the power to approve them.

Since the "hand-over", Comm. Bruschi has been approving payment of the salaries and expenses formerly granted under AMG. He did this only because of a verbal agreement between Col. Guido Jung and himself not to interfere, for the time being, with any expense of this type already in vogue under AMG.

7. At this stage, however, a decision in the matter is most urgently required, please.

For the Regional Commissioner

T. W. GILBERTSON
Major, R. A.
A/ R. C. F. C.

Enclosures.

1. Copy of letter from R.C.F.O. Region I, to Chiefs of Divisions Region I dated 18 April 1944.
2. Letter RLA/230.141 from Regional Labor Officer with lists of employees in Regional and Provincial Labor Offices.
3. Letter R.P.O. 040.230 from Regional Postal Officer.
4. Letter RWO 230 from Regional Public Welfare Officer with lists of employees in Regional and Provincial Welfare Offices.
5. Letter RES 300.4/4 from Director E. & S. Division, Region I with letters from Superintendent of Regional Alimentation Office.
6. Letter RPH/720 from Regional Public Health Officer with statements etc., by the Italian Regional Public Health Commissioner.

2984

Guido Jung and himself not to interfere, for the time being, with any expense of this type already in vogue under AMG.

7. At this stage, however, a decision in the matter is most urgently required, please.

For the Regional Commissioner

T. W. GILBERTSON
Major, R. A.
A/ R. C. P. C.

Enclosures.

1. Copy of letter from R.C.P.O. Region I, to Chiefs of Divisions Region 1 dated 18 April 1944.
2. Letter HLA/230.141 from Regional Labor Officer with lists of employees in Regional and Provincial Labor Offices.
3. Letter R.P.O. 040.230 from Regional Postal Officer.
4. Letter RWO 230 from Regional Public Welfare Officer with lists of employees in Regional and Provincial Welfare Offices.
5. Letter RES 300.4/4 from Director E. & S. Division, Region I with letters from Superintendent of Regional Alimentation Office.
6. Letter RPH/720 from Regional Public Health Officer with statements etc., by the Italian Regional Public Health Commissioner.
7. Letter RPS/014.1 with statements etc., from Regional Public Safety Officer.

Copy to: Regional Commissioner, Region I.

Col. States a poor view of this
statement. *Sum up*

REAR HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

RA/mar

10 April 1944

Subject : Proposed Procedure for Personnel in Italian Offices
From : Labor-Sub-Commission, Main Headquarters
To : Italian Ministry of Industry, Commerce and Labor.

1. The following procedure has been discussed with Italian Ministry of Labor, and is herewith be formally presented by Labor Sub-Commission, Main Headquarters, Allied Control Commission.

2. Appointments:

In Italian Territory, all appointments maybe made directly by Italian authority without clearance with A.C.C.

In Allied Controlled Territory, all appointments will be made directly by A.C.C. without clearance except where A.C.C. deems advisable because of continuing nature of duties, etc. Insofar as practicable, Italian classifications and salaries will be followed.

In Overlapping jurisdictions, either appointing authority will clear with the other before making definite assignments outside of a particular jurisdiction. Location of Headquarters will determine the initiative in making the appointment.

3. Removals:

Either appointing authority may remove its own appointees without prior clearance, except that

- a. Italian officials appointed by Italian Government, but now serving under A.C.C. (ex. Previdenza officials in Naples), and
- b. Italian officials appointed by A.C.C. but now serving under Italian Ministry (ex. Directors of Labor Offices in Sicily, etc.) may not be removed except with prior consent of Allied Military authorities.

4. In all appointments of Italian officials, Standard Civil Service procedures will be followed.

J.T.R. BAIN, Colonel
Director Labor Sub-Com
By- ROBERT E. ALBRIGHT
Captain, Rear HQ

file

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

LAB 091.414

31 March, 1944

SUBJECT: Matters Concerning the Provincial Labor Offices.

TO : Capt. R. M. Albright, Rear Headquarters, A.C.C. (Salerno)

1. Attached herewith are communication from Capt. Frazer regarding use of frank official mail by Italian Labor Officers; also communication from the Regional Labor Office in Naples regarding office space.

2. Will you please take appropriate action in both instances.

Junius R. Smith
JUNIOR R. SMITH,
Lt. Col., Q.M.C.,
D/Director, Labor Sub-Commission

JRS/tbw

Incl:
(As listed above)

*1st Indorment: To ACC Labor - Main Hq
Discussed with Italian Ministry in
presence of Capt Frazer. No franking privilege
is properly used by Provincial Labor Offices but
a stamp fund is provided.*

2982

*Capt. Gold Dr. Alangin**Rec'd 11 Apr 44*

U — 2552
MATERA, March 27, 1944

SUBJECT: mail franking for
labor offices

TO: director, labor subcommission,
NAPLES

Leon See

1. Attached hereto is an envelope showing that the labor offices in Sicily are permitted to frank official mail. Our offices here are required to pay postage. It would be appreciated if this matter could be handled with the Italian Government so that Italian labor offices may be allowed to frank official mail.

Robert Frazer
ROBERT FRAZER, Captain
Labor Officer, Region II

31 Mar
1

2981

DIREZIONE

MC/PA

Franchigia postale

9 marzo 1944

Spett./ UFFICIO REGIONALE DEL LAVORO

MATERA

Essendoci pervenuta una lettera dall'Ufficio Provinciale del lavoro di Ragusa con la franchigia postale, e poiché questa Direzione delle P. Poste non ha avuto istruzioni in proposito, Vi preghiamo di volerci comunicare se i nostri Uffici godono di detta franchigia. In caso affermativo, vogliate intervenire presso gli Organi competenti affinché diramassero precise disposizioni agli Uffici periferici. Ciò per avere, anche, una uniformità di indirizzo.

In attesa, portiamo distinti saluti.

IL DIRETTORE
(Eduardo Polacco)

0862

REAR HEADQUARTERS
ALLIED CONTROL COMMISSION
ACC 394

JMA/hfi

14 March 1944

To: The Ministry of Industry, Commerce and Labor.

From: Labor Sub-Commission, ACC (Capt Robert E. Albright).

1. This Memorandum is submitted as a statement of the present working relationship of the Labor Sub-Commission with the Ministry. If the Ministry is not in full agreement with the statements made herein, it is requested that a prompt report be made in order that a complete accord may be reached.

2. As a matter of policy, it is understood that the Ministry will not make any changes in laws, decrees, ordinances or policies affecting labor or labor organizations, and will not make any major personnel changes or any changes in personnel appointed by Allied Military Authorities without prior approval of the Labor Sub-Commission. In addition, the Ministry will keep the Sub-Commission advised of any labor shortages, disputes, or programs which may affect work being performed for the Allied Military Forces, or which may affect labor policy in areas now under direct control of the Allied Military Forces.

To facilitate the clearance of these matters, a Liaison Officer for the Labor Sub-Commission is stationed at ACC Rear Headquarters, and will visit the Ministry regularly each day.

3. The matters which appear to the Labor Sub-Commission to be of greatest urgency are as follows:

a) Syndicates: The Ministry has agreed to submit to the Sub-Commission for approval on or before 15 March 1944, the revised draft of a decree which will (1) formally abolish the Syndicates (2) assure liberty of organization for new Syndicates or Unions and (3) Establish Regional and Provincial Labor Offices, responsible to the Ministry for the Employment Exchanges, labor statistics, arbitration, mediation and conciliation of labor disputes and other duties as assigned by the Ministry.

A separate decree will establish the procedure for recognition of a particular Syndicate as the bargaining agent for a given group of workers and for jurisdiction over different types of disputes.

b) Wage Settlement: The Ministry is gathering the necessary information on present differentials, and will present a report as soon as possible in order that some joint agreement may be made between the Finance and Labor Ministries of the Italian Government and the Finance and Labor Sub-Commissions of the ACC.

c) Pensions: It is understood that augmentation of pensions to government employees has already been provided, and that similar increases for priority workers are being studied by the Italian

Government and will be submitted in the near future to the ACC.

d) Insurance coverage for workers of Allied Military Forces: It is understood that a joint proposal will be made by the Italian Ministries of Labor and of Finance to the Labor Sub-Commission, for clearance with the Finance Sub-Commission, and presentation to the appropriate Allied Army Headquarters. The proposal will provide for

- (1) Furnishing of lists and wages of workers by Army employing units
- (2) Payment of necessary funds to the Insurance agencies by the Italian Government
- (3) A simplified procedure for the submission of forms by the Allied Military Forces and for application for benefits by the covered workers.

4. Other matters of importance in the labor program include:

- a) A revision and unification of the Italian Inspection Services both fiscal and administrative.
- b) The establishment of a Commission to study and recommend revisions in the Social Security program.
- c) A study and unification of procedures for the Uffici di Collocamento.
- d) The establishment of a procedure for mobilization of essential workers through the Labor offices and Uffici di Collocamento.
- e) A study and revision of the general wage structure with a view to eliminating premiums and indemnities and substituting a higher basic wage.

2978

HEADQUARTERS REGION 4
Allied Military Government
APO 394

414 X 413

SEEN	
Col. Bann	642
1st Col. Smith	
Major. Pabcock	
Capt. Morse	
Capt. Selenna	

TO: ACC (Labor Sub-Commission).
FROM: RCC, Region 4.
SUBJECT: Wages and Salaries --
Provincial and Regional Labor Office Personnel.
REF: R4/LA/15.1
DATE: 29 February 1944

1. Supplementing the report of this Division, R4/LA/15.1, 24 February 1944, per your request 091.414, 3 February 1944, a special report in response thereto has just been received from the Provincial Commissioner, Foggia Province.

2. Inasmuch as Foggia Province was transferred to Region 5 from 15 January 1944, the original report from Foggia Province is transmitted herewith for your files.

FOR BRIGADIER CARR

Sheldon E. Tanner MAJOR, AUS,
Regional Chief Labor Officer,
Region 4, AMG.

Incl:
Letter, ref. WP1045, dated 16 Feb. 44.
Budget, Foggia Province Labour Office.

6

✓ 2577

COPY

Ref: SP/14
16 Feb. 1944Copy to: AMG - FP
AMG Region 5 Main (Labour)
FP Supply (Labour)

SUBJECT: Wages and Salaries - Foggia Province Labour Office
 TO: AMG Region 4 Labour Div. Ref. 34/LA/40
 FROM: AMG, Foggia Province

Reference your communication 5 February 1944 attaching Labour Sub-Commission, AMG letter requesting Provincial Labour office wages and salaries.

(a) Names, positions and salaries of present Provincial Labour Office employees are:

Alfonso Rao, Provincial Director of Labour
1.8.000 Monthly.

Carlo Ruggiero, Legal Officer of Labour Office
1.5.000 Monthly

Neither of the above officials have been informed in writing of their appointment by the Prefect. The Legal Officer may be replaced.

(b) Above salaries do not include any indemnities. Budget for balance of Calendar year for Provincial Labour Office has been prepared and copy, with comments from this HQ is attached herewith. Job descriptions are also included.

(c) Present Salary of Foggia Province Prefect is shown in exhibit A. The present Prefect is E. Contronei, was a Corps General in Sardinia, and is serving without pay as Prefect, continuing to draw his army pay.

Lt. Colonel
SCAO Foggia Province

Torremaggiore

LHR/

Attachments:

1. Copy of Labour Office Budget
1. " " Exhibits A & B
1. " " Labour Officer report.
1. " " Organization Diagram.

2976

2975

PERSONALE DELL'AMMINISTRAZIONE DELL'INTERNO (di

Grado - Gruppo - Qualità -	Netto mensile per stipendio serv. attivo.	Assegno temporaneo di guerra	Totale	Aumento	
3 A Prefetto I ^a Class.	4110	225	4335	1833	
4 " " II ^a "	3595	225	3820	1764	
5 " Vice Prefetto	2841	225	3066	1606	
6 " Ispett. Prov.	2385	225	2610	1483	
7 " Cons. I ^a Classe	2000	225	2225	1366	
8 " " II ^a "	1677	225	1902	1240	
9 " I ^o Segretario	1558	225	1783	1169	
10 " Segretario	1315	225	1540	1024	
11 " Vice Segretario	992	225	1217	830	
7 B Reg. Capo I ^a Classe	2000	225	2225	1366	
8 " Regioniere Capo	1677	225	1902	1240	
9 " I ^o Regioniere	1558	225	1783	1169	
10 " Regioniere	1315	225	1540	1024	
11 " Vice Regioniere	992	225	1217	830	
12 " Personale in prova	768	225	993	688	
8 C Capo archiviata	1647	225	1872	1223	
9 " I Archivista	1428	225	1653	1091	
10 " Applicato I ^a classe	1185	225	1410	946	
11 " " II ^a "	992	225	1217	860	
12 " " III ^a "	768	225	993	695	
13 " Allievo d'ordine	629	220	849	510	
Subalterni :	(Capo commesso	920	225	1145	787
	) I ^o Commesso	812	225	1037	725
	(Usciere capo	742	225	967	676
	) Usciere:	587	224	811	567
	(Inserviente	486	200	686	480

Personale civile non di ruolo

Personale laureato con inizio carriera gr. X	1089	225	1314	888
" " " " " " XI	924	225	1149	789
Personale diplomato di gruppo B	770	225	995	696
Personale diplomato di " U	462	176	638	516
Personale subalterno	385	159	544	380

N.B. Gli assegni su riferiti sono calcolati al massimo negli scatti periodici - Gli aumenti del netto e compreso l'assegno temporaneo di guerra. - Le aggiunte di famiglia non sono comprese aventi diritto.

ALLEGATO D

PERSONALE DELL'AMMINISTRAZIONE DELL'INTERNO (di ruolo)

mensile per di serv.	Assegno temporaneo di guerra	Totale	Aumento 70%	Totale aumentato del 70 %	Approvativo co Personale Uff. del
4110	225	4335	1833	6168	-----
3595	225	3820	1764	5584	-----
2841	225	3066	1606	4672	(Direttore
2385	225	2610	1483	4093	) Vice Direttore
2000	225	2125	1366	3591	(Consulente lega
1677	225	1902	1240	3142	) Ispettore del
1558	225	1783	1169	2952	(Capo Serv. Inves
1315	225	1540	1024	2564	) Segretario del
992	225	1217	830	2047	(Capi Ufficio di
2000	225	2125	1366	3591	) Capo Ufficio Am
1677	225	1902	1240	3142	(Traduttore inte
1558	225	1783	1169	2952	) -----
1315	225	1540	1024	2564	(-----
992	225	1217	830	2047	) Capi Ufficio di
768	225	983	688	1671	(-----
1647	225	1872	1223	3095	) -----
1428	225	1653	1091	2744	(Addetto Servizi
1185	225	1410	946	2356	) Impiegati di I
992	225	1217	860	2077	(" " II
768	225	993	695	1688	) Dattilografi di
629	220	849	510	1359	(" "
920	225	1445	787	1932	) -----
612	225	1037	725	1762	(-----
742	225	967	676	1663	) -----
587	224	811	567	1378	(Autisti e usci
486	200	686	480	1166	) " "

Considerando di ruolo e al massimo dei
rispettivi gradi.Personale civile non di ruolo

X 1089	225	1314	888	2202	
I 924	225	1149	789	1938	
770	225	995	696	1691	
462	176	738	516	1254	Impiegati comu
385	159	544	380	924	ra presentanti

al massimo degli scatti periodici - Gli aumenti del 70,60,30,20,10% sono approssimativi, essendo ca
di guerra. - Le aggiunte di famiglia non sono comprese, essendo varie secondo la composizione delle f

EXHIBIT A
ALLEGATO D

AMMINISTRAZIONE DELL'INTERNO (di ruolo)

Temporaneo	Totale	Aumento 70%	Totale aumentato del 70 %	Approssimativo corrispondente Personale Uff. del Lavoro.
guerra				
225	4335	1833	6168	-----
225	3820	1764	5584	-----
225	3066	1606	4672	(Direttore
225	2810	1483	4093	) Vice Direttore
225	2125	1366	3591	(Consulente legale
225	1902	1240	3142	) Ispettore del Lavoro
225	1783	1169	2952	(Capo Serv. Investigativo
225	1540	1024	2564	) Segretario del Direttore
225	1117	830	2047	(Capi Ufficio di I ^a Cat.
225	2125	1366	3591	) Capo Ufficio Amm/va
225	1902	1240	3142	(Traduttore interprete
225	1783	1169	2952	) -----
225	1540	1024	2564	(-----
225	1117	830	2047	) Capi Ufficio di II ^a Cat.
225	983	688	1671	(-----
225	1872	1223	3095	) -----
225	1653	1091	2744	(Addetto Servizio Investig.
225	1410	946	2356	) Impiegati di I ^a cat.
225	1217	860	2077	(" " II ^a "
225	993	695	1688	) Dattilografi di I ^a Cat.
220	849	510	1359	(" " II ^a "
225	1445	787	1932	) -----
225	1037	725	1762	(-----
225	967	676	1663	) -----
224	811	567	1378	(Autisti e uscieri di I ^a Cat.
200	686	480	1166	) " " " " II ^a "

Considerando di ruolo e di servizio nei rispettivi gradi.

le civile non di ruolo

225	1214	888	2202	
225	1189	789	1938	
225	995	696	1691	
76	738	516	1254	Impiegati comuni e
159	544	380	924	rappresentanti comunali.

ti periodici - Gli aumenti del 70,60,30,20,10% sono approssimativi, essendo calcolati sul
di famiglia non sono comprese, essendo varie secondo la composizione delle famiglie degli

EXHIBIT B
ALLEGATO C.

Indennità di missione vigenti
 per gli impiegati civili di ruolo dell'Amministrazione Statale

Impiegati di grado	3°	(Prefetti I° Classe)	-	per giorno con pernottazione	L.	120
"	"	4° (Prefetti II° ")	-	" " " "	"	110
"	"	5° (Vice Prefetti)	-	" " " "	"	100
"	"	6° (Ispettori Prov.)	-	" " " "	"	90
"	"	7° (Consiglieri I° Classe)	"	" " " "	"	80
"	"	8° (" II° ")	"	" " " "	"	70
"	"	9° (I° Segretario)	"	" " " "	"	60
"	"	10° (Segretario)	"	" " " "	"	55
"	"	11° (Vice Segretario)	"	" " " "	"	55
"	"	12° (Impiegati in prova)	"	" " " "	"	45
"	"	13° (Alunni d'ordine)	"	" " " "	"	45

N.B. Per i periodi di missione minori di una giornata, le indennità vanno ridotte a 2/3, maia secondo l'ora del ritorno in sede.

2974

EXHIBIT B
ALLEGATO C.

Indennità di missione vigenti

per gli impiegati civili di ruolo nell'Amministrazione Statale

(Prefetti I ^a Classe) - per giorno con pernottazione	L. 120	
(Prefetti II ^a ") - " " " "	" 110	
(Vice Prefetti) - " " " "	" 100	Al lordo delle
(Ispettori Prov.) - " " " "	" 90	ritenute erariali
(Consiglieri I ^a Classe) " " " "	" 80	che in totale
(" II ^a ") " " " "	" 70	ammontano a
(I ^a Segretario) " " " "	" 60	
(Segretario) " " " "	" 55	
(Vice Segretario) " " " "	" 55	1.9,18 %.
(Impiegati in prova) " " " "	" 45	
(Alun. d'ordine) " " " "	" 45	

missione minori di una giornata, le indennità vanno ridotte a 2/3, metà a metà, e 1/3 al ritorno in sede.

State employees' wages at present conditions. D

- a) wages according to position and degree
- b) wages according to degree
- c) wages according to seniority
- d) family allowances according to number of years
- e) seniority
- f) wage increases according to seniority
- g) efficiency points.

Further a few of State employees have right to free housing, nearly everyone of them has the benefits of Social Security (I.N.C.I.S.) it means "National Institute State

Employees House" at a very low rental rate; other employees may receive very high exhaust allowances every one has the advantage of a pension, which allow them to reach the highest degree in employment and increases in their wages and when they are dismissed they receive the benefit of a life annuity pension, at vast most of them I should say, everyone of them receives gratuity, they have a right to a railway ticket reduction for travelling and for mounting of their families; many receive other special gratuities, such as special fees for being members of a community, 2973

Another form of State employees' right to free
 thought, without interference of them has the benefit of citizens.
 Employees U.S.C.A. 5, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

13
situations should be offered to individuals whose employment is not likely to return upon employees. We would early have the advice of comparable employees. We may be sure that Study Subscribers will not desert their employment to be engaged by another firm. They would not do it in any case, because they wouldn't assume there were career advantages and acquired tenacity. It is said that we shall not succeed in engineering an effort of the labor intelligent and honest personnel. Both qualities cannot be given by an employer, without adequately economic treatment.

It is observed that, consequently that an employee who submitted himself to early and difficult studies and who became representative of a labor force work, also may be helped a conscious behavior, according to his degree and the interest of the position he occupies must be paid with a lower wage than those not qualified workers (pre-estimated workers were £160-170 daily). If we use this method we will induce employees to be unfaithful and disappointed as it may be counteracted in some cases, whereas in the past the study 1972 Administration was a model of uprightness character and honesty. By behavior before back is so important

lowest potential. Such quality amount is known as low
 quality without adequately economic investment -
 It is observed and interesting that an employer who
 admitted himself to have and to have studied and
 who income is possible if a little with who say
 to have a business showing according to big degree
 and the interest of the position he must be
 paid with a lower value than that not qualified
 workers (professional working wages are \$160 - \$170 daily)
 If we use this method we will induce employees to be
 unfaithful and disappointed as it may be uninteresting
 in some way, whereas in the past the italy ²⁹⁷²
 administration was a model of uprightness, honesty
 and honesty. The business before work is an important
 and has such a responsibility that it cannot be found
 with a demonstrated and picked up here and there
 employee group. That is the reason the laborer
 office wages must be adequate in respect to the
 present cost of living.

SUBJECT : Labour Office Budget
 18 February 1944

TO : A.M.G. BOGGIA PROVINCE Copy: A.M.G. Region IV Main (Labo
 FROM : Labour Officer, Boggia Province S.P. Supply (Labour)

P/ 1045

1. Attached is copy of budget submitted by Alfonso Ruo, Provincial Director of Labour for period 15 Feb. to 31 Dec. 1944.
2. Comments - Preparations indicates a planned longer range program with provision for sufficient personnel to properly execute same.

3. Recommendations-

a) Summary - The totals as shown will be reduced to:

General expenses...	L.1300000
Salaries of Employees.....	5.2491400
Contingency fund for employee overtime.....	350000
General contingency fund.....	100000

	L.4241400

- b) Allegato A.- Recommended "Spese Generali" amounts be revised as follows:-

Fitto locali.....	L.160000
Illuminazione e riscaldamento.....	50000
Postoli, telegrafiche e telefoniche.....	100000
Cancelleria e stampe.....	200000
Stampe.....	100000
Spese automezzi.....	250000
Mobili e arredamento Uffici.....	400000

	L.1300000

- c) Allegato B.- Recommended "Stipendi" etc. amounts be revised as follows:-

Stipendi per il personale.....	L.1561400
Premi di operosità e rendimento.....	340000
(exclusive of Comunal employees)	420000
Aggiunte di famiglia (estimated).....	120000

2. Comments - Preparations indicates a planned long range program with provision for sufficient personnel to properly execute same.

3. Recommendations-

a) Summary - The totals as shown will be reduced to:

General expenses.....	L. 1300000
Salaries of Employees.....	3,249,1400
Contingency fund for employee overtime.....	" 350000
General contingency fund.....	" 100000

	L. 4241400

b) Allegato A.- Recommended " Spese Generali" amounts be revised

as follows:-

Ritto locali.....	L. 160000
Illuminazione e riscaldamento.....	" 90000
Postali, telegrafiche e telefoniche.....	" 100000
Cancelleria e stampe.....	" 200000
Stamps.....	" 100000
Spese automobili.....	" 250000
Mobili e arredamento Uffici.....	" 400000

	L. 1300000

c) Allegato B.- Recommended " Stipendi" etc. amounts be revised as

follows:-

Stipendi per il personale.....	L. 1561400
Premi di operosità e rendimento.....	" 340000
(exclusive of Comunal employees)	
Aggiunte di famiglia (estimated).....	" 420000
Travel Allowances.....	" 120000
Fondo sussidi.....	" 50000

	L. 2491400

It will be noted that "Fondo sussidi" (Employee benefit funds) has been added. It is believed there should be a fund established to meet emergency, extraordinary need of employees and their families (for serious or prolonged illnesses, deaths, work accidents, etc.) pending coverage by insurance benefits- also for as a temporary loan fund. The "19th mensilità" is omitted as it is understood this form of indemnity is only customary with private employers. As a substitute it is recommended that a system of paid vacation and sick leave be approved as follows:-

1. For each month of service an earned vacation of 2 days with full pay.
2. For each month of service an earned sick leave of 1 day with full pay.

Employees may take their leave as earned or allow it to accumulate up to a year and take it all one time, provided the work load can be done by others in the unit and the application is approved by the head of the Unit. Part time employees will earn proportionate vacation and sick leave. All time taken off by employees will be charged against their earned leave and excesses deducted from their salaries. The overtime pay allowance is based on an average allowance of 75 hours per month as provided under Italian Law.

d) Allegato C.- Recommended the "Diaria per missione" be reduced as follows:-

Director.....	L. 200 per full 24 hour day
Legal Advisor, Vice Director.....	150 " " "
Administrative, and	
Enquiry and chief clerks N°1	100 " " "
Labour Inspectors.....	140 " " "
Translators, Interpreters.....	120 " " "

Chief Clerks N°2, all N°1 and N°2

2970

demerit is only customary with private employers. As a substitute it is recommended that a system of paid vacation and sick leave be approved as follows:-

1. For each month of service an earned vacation of 2 days with full pay.
2. For each month of service an earned sick leave of 1 day with full pay.

Employees may take their leave as earned or allow it to accumulate up to a year and take it all one time, provided the work load can be done by others in the unit and the application is approved by the head of the Unit. Part time employees will earn proportionate vacation and sick leave. All time taken off by employees will be charged against their earned leave and excesses deducted from their salaries.

The overtime pay allowance is based on an average allowance of 75 hours per month as provided under Italian Law.

d) Allegato C.- Recommended the "Diario per missioni" be reduced as follows:-

Director.....	L. 200 per full 24 hour day			
Legal Advisor, Vice Director.....	150 "	"	"	"
Administrative, and				
Enquiry and chief clerks N°1	100 "	"	"	"
Labour Inspectors.....	140 "	"	"	"
Translators, interpreters.....	120 "	"	"	"
Chief Clerks N°2, all N°1 and N°2				
category employees.....	110 "	"	"	"
Typists and all other personnel	90 "	"	"	"

It is also suggested that the following rules be adopted to regulate payments of these compensations.

1. When a trip is completed on less than 24 hours the travel allo-

wance is computed to the nearest 1/3 of a day.

2. These allowances are not considered as salary, being for expenses incurred while on official business such as meals, lodgings, etc.

3. No additional Compensation will be paid for trips extending over night.

a) Allegato D.- Recommended the salary schedule be approved except for the exceptions listed below:-

The salary schedule somewhat shows that the executive and administrative are set at rates somewhat higher than those paid for like work in the office of the Prefect, however the Prefects employees may enjoy certain rights under Italian Law that will not be available to Labour Office employees. (See Exhibit C). Approval should be given with the understanding that they include all indemnities, exclusive of family allowances, as set forth in the Ministerial Tables of 1 July 1943, and the increases permitted by General Order No. 5, A.C.M.F.

Two groups of employees.- Impiegati Comunali and Rappresentanti Comunali are part time employees and their monthly salaries have been set on this basis. It is recommended that the Director of Labour be authorized to increase the salaries of the following groups above their starting rates without A.M.C. approval. These rates are believed low but the Director is convinced he can secure efficient help at these rates.

	Starting	max	No of employees
Addetti Servizi Investigativi- L. 2500	2800	1	
Dattilografi di 1.....	1200	1500	10
" 2.....	900	1400	6
Uscieri di 1.....	1000	1300	9
" 2.....	700	1100	8
Autisti	1300	1500	2

785021

2. No additional compensation will be paid for trips extending over night.

c) Allegato D.- Recommended the salary schedule be approved except for the exceptions listed below:-
The salary schedule somewhat shows that the executive and administrative are set at rates somewhat higher than those paid for like work in the office of the Prefect, however the Prefects employees may enjoy certain rights under Italian Law that will not be available to Labour Office employees. (See Exhibit C). Approval should be given with the understanding that they include all indemnities, exclusive of family allowances, as set forth in the Ministerial Tables of 1 July 1943, and the increases permitted by General Order No. 5, A.C.M.F.

Two groups of employees.- Impiegati Comunali and Rappresentanti Comunali are part time employees and their monthly salaries have been set on this basis. It is recommended that the Director of Labour be authorized to increase the salaries of the following groups above their starting rates without A.M.G. approval.
These rates are believed low but the Director is convinced he can secure efficient help at these rates.

	Starting	max	N° of employees
Addetti Servizi Investigativi- L. 2500	2800	1	
Dattilografi di 1.....	1200	10	
" 2.....	900	6	
Uscieri di 1.....	1000	9	
" 2.....	700	8	
Autisti	1300	2	
* Impiegati Comunali.....	1300	32	
* Rappresentanti Comunali.....	800	41	

* Provided these become full time positions.

The additional funds needed for this proposed increase is L.30100

per month of L. 301,000 for the budgetary period.

A comparison of salaries and travel expenses in effect in the Prefect's office is shown in Exhibits A & B.

It is therefore recommended that the proposed budget for the Provincial Labour Office in the amount of L.4.241.400 based on the suggested changes set forth above, be approved.

Torremaggiore

Captain,
LABOUR OFFICE, BOGOTA PROVINCE

Attachments: 1 Copy of Budget
1 Copy Exhibits A, B and C.

890

that the proposed budget for the Provincial Labour Office in the amount of L.4.241.400 based on the suggested changes set forth above, be approved.

Torremaggiore

Captain,
LABOUR OFFICE, ROSCIA PROVINCE

- Attachments: 1 Copy of Budget
1 Copy Exhibits A, B and C.

8962

BILANCIO PREVENTIVO DELLA SPESA DAL 15/2 AL 31/12/1944

Spese generali	L. 1.600.000.-
Spese di personale (stipendi, grati- fiche, diarie)	" 3.930.000.-
Previdenza a favore del personale	" 381.000.-
Eventuali impreviste	" 189.000.-
	L. 6.100.000.-

Il dettaglio delle spese risulta dagli allegati A), B), C), D).-

provvidenza a favore del personale
 Eventuali imprevisti
 3.930.000.-
 " 381.000.-
 " 189.000.-
 L. 6.100.000.-

Il dettaglio delle spese risulta dagli allegati A), B), C), D).--

1966

Illuminazione e riscaldamento
Postali, telegrafiche e telefoniche
Cancelleria e stampati
Stamps
Spesa automexxi
Mobili e arredamento Uffici

" 100.000.000.
" 180.000.000.
" 250.000.000.
" 100.000.000.
" 250.000.000.
" 500.000.000.
L.I. 600.000.000.

9962

ALLEGATO B)

BILANCIO PREVENTIVO DELLA F. 3. DAL 15/2 AL 31/12/1944STIPENDI E GRATIFICHE

Stipendi per il personale	L. 2.734.600.-
Premi di operosità e rendimento	" 360.000.-
Aggiunta di famiglia (a calcolo)	" 420.000.-
Diarie	" 120.000.-
13 ^a mensilità	" 25.400.-
	L. 3. 30.000.-

1965

Premi di operosità e rendimento
 Aggiunta di famiglia (a culcolo)
 Marie
 13^a mensilità

"	360.000.=-
"	420.000.=-
"	120.000.=-
"	<u>2.5.400.=-</u>
1.	3.10.000.=-

RECEIVED BY THE OFFICE OF THE ATTORNEY GENERAL

1963

ALLEGATO C)

TABELLA DELLE DIARIE PER MISSIONI

Direttore	L.	300.-
Consulente legale e Vice Direttore	"	250.-
Capi Ufficio Amministrazione e invest.	"	150.-
Ispettori del lavoro	"	150.-
Capi Ufficio di I°, Segretario e Dirett.	"	75.-
Traduttore e interprete di I°	"	
Capi Ufficio di 2°, impiegati di I° e	"	50.-
2° categoria	"	60.-
Dattilografi ed altro personale		

Le dette indennità si intendono aumentate del 50% in caso di per-
nettamento.-

Cari Uffici di 2°, impiegati di 1° e
2° categoria
Dattilografi ed altro personale

" 60.=
" 60.=-

Le dette indennità si intendono aumentate del 50% in caso di perm
nettamente.-

TABELLA DEGLI STIPENDI MENSILI

ALLEGATO D)

Direttore	N. 1	L. 8.000.-	L. 8.000.-
Consulente Legale	" 1	" 5.000.-	" 5.000.-
Vice Direttore	" 1	" 5.000.-	" 5.000.-
Capo Ufficio Amministr.	" 1	" 4.500.-	" 4.500.-
Capo Servizio Investigat.	" 1	" 4.000.-	" 4.000.-
Ispettore del Lavoro	" 1	" 4.000.-	" 4.000.-
Capi Ufficio di 1° (Add. Uff. Provino.)	" 5	" 3.800.-	" 19.000.-
Capi Ufficio di 2° (Add. Uff. perifer.)	" 5	" 3.500.-	" 17.500.-
Segretario del Direttore	" 1	" 3.500.-	" 3.500.-
Traduttore interprete di 1°	" 1	" 3.000.-	" 3.000.-
Impiegati di 1° categoria	" 12	" 2.500.-	" 30.000.-
Addette Serviz. Investigat.	" 1	" 2.500.-	" 2.500.-
Impiegati di 2° categoria	" 28	" 2.000.-	" 56.000.-
Dattilografi di 1°	" 10	" 1.200.-	" 12.000.-
Impiegati comunali	" 31	" 1.000.-	" 31.000.-
Dattilografi di 2°	" 6	" 900.-	" 5.400.-
Uscieri di 1°	" 9	" 1.000.-	" 9.000.-
" " 2°	" 8	" 700.-	" 5.600.-
Rappresentanti comunali	" 41	" 800.-	" 32.800.-
Artisti	" 2	" 1.300.-	" 2.600.-
	N. 166		L. 260.400.-

Gli stipendi di intendono al netto di ogni trattenuta erariale e aumentabili, per agguanto di famiglia, in ragione di L.300.- per il coniuge e di L.50.- per ciascun figlio minore.-

Viene stabilita la somma di L.30.000.- mensili da assegnarsi quale premio di operosità e rendimento agli impiegati, in relazione ai concreti risultati della loro opera.-

Provino.)					
Capl Ufficio di (Add. Off. perifer.)	" 5	" 3.500.-	" 17.500.-		
Segretario del Direttore	" 1	" 3.500.-	" 3.500.-		
Traduttore interprete di 1°	" 1	" 3.000.-	" 3.000.-		
Impiegati di 1° categoria	" 12	" 2.500.-	" 30.000.-		
Addette Serviz. Investigat.	" 1	" 2.500.-	" 2.500.-		
Impiegati di 2° categoria	" 28	" 2.000.-	" 56.000.-		
Dattilografi di 1°	" 10	" 1.200.-	" 12.000.-		
Impiegati comunali	" 31	" 1.000.-	" 31.000.-		
Dattilografi di 2°	" 6	" 900.-	" 5.400.-		
Uscieri di 1°	" 9	" 1.000.-	" 9.000.-		
" " 2°	" 8	" 700.-	" 5.600.-		
Rappresentanti comunali	" 41	" 800.-	" 32.800.-		
Autisti	" 2	" 1.300.-	" 2.600.-		
					L. 260.400.-
					N. 166

Gli stipendi di intendono al netto di ogni trattamento erariale e aumentabili, per aggiunto di famiglia, in ragione di L.300.- per il coniuge e di L.50.- per ciascun figlio minore.-

Viene stabilita la somma di L.30.000.- mensili da assegnarsi quale premio di operosità e rendimento agli impiegati, in relazione ai concreti risultati della loro opera.-

2962

Options: DUELL, UZZIOT

UNFOLD PROTESTANTS

- 1°) - DIREZIONE - Il Direttore rappresenta l'Ufficio, ne indirizza e coordina tutta l'attività e mantiene i rapporti con l'A.M.C.O.T., il Prefetto e le altre autorità. Risolve le vertenze di maggiore rilievo.
- 2°) - VICE DIRETTORE - Sostituisce il Direttore, in sua assenza. Cura in modo particolare il servizio investigativo per la osservanza delle leggi protettive del lavoro e quello ispettivo sull'andamento generale del servizio. E' capo del personale. Tratta le questioni più importanti, che a lui rimette il Direttore.
- 3°) - CONSIGLIO INGLESE - Esprime, su richiesta del Direttore e di chi ne fa le veci, il suo parere legale su tutte le questioni che interessano l'Ufficio. Studia l'aspetto legale di tutti i problemi del lavoro, della produzione e dell'assistenza sociale. Partecipa alla risoluzione delle controversie.
- 4°) - UFFICIO AMMINISTRATIVO - Ripartisce gli affari tra i vari Uffici, secondo le rispettive competenze, ricevendo, trasmettendo e protocollando tutti gli atti. Raccoglie tutti i contratti, le ordinanze e le norme che disciplinano i rapporti di lavoro.
- 5°) - UFFICIO CONTRIBUZIONI E ASSISTENZA SOCIALE - Prevede all'accertamento e alla compilazione dei ruoli dei contribuenti, devuti in virtù delle leggi vigenti e destinati all'assistenza sociale. Controlla gli enti di assistenza e svolge le pratiche per la liquidazione di quote dovute dai lavoratori assiotici.
- 6°) - UFFICIO SINDACALE - Registra tutti i contratti d'opera e i dati di lavoro per categoria e specialità, nonché i rappresentanti degli altri interessi economici, tenendo aggiornato il relativo archivio. Prevede al normale e legale funzionamento dei consalgi dell'ordine delle professioni liberali. Registrerà i disoccupati. Prevede e regola il collettivamente dei prestatori d'opera.
- 7°) - UFFICIO ARBITRALE - Riceverà la denuncia di ogni ricorso e ne

79) - UFFICIO ARBITRALE - Hiccever la sentenza di ogni ricorso a 36 mesi
l'elemento del prestatore d'opera.

per la osservanza delle leggi protettive del lavoro e quelle ispettive sull'andamento generale dei servizi. E' capo del personale. Tratta le questioni più importanti, che a lui rimette il Direttore.

- 3°) - CONSIGLIO LEGALE - Esprime, su richiesta del Direttore e di chi ne fa le veci, il suo parere legale su tutte le questioni che interessano l'Ufficio. Studia l'aspetto legale di tutti i problemi del lavoro, della produzione e dell'assistenza sociale. Partecipa alle risoluzioni delle controversie.
- 4°) - UFFICIO AMMINISTRATIVO - Ripartisce gli affari tra i vari Uffici, secondo le rispettive competenze, riceve, trasmette e protocollando tutti gli atti. Riceve tutte le lettere e contratti, le ordinanze e le norme che disciplinano i rapporti di lavoro. Ha l'amministrazione di tutti i servizi dell'Ufficio, ai bisogni del quale provvede, mediante l'economista, eseguendo gli ordini della Direzione.
- 5°) - UFFICIO CONTRIBUTIVO E ASSISTENZA SOCIALE - Prevede all'accertamento e alla compilazione dei ruoli dei contribuenti, dovuti in virtù delle leggi vigenti e destinati all'assistenza sociale. Controlla gli enti di assistenza e svolge le pratiche per la liquidazione di quote dovute dai lavoratori assistiti.
- 6°) - UFFICIO SINDACALE - Registra tutti i prestatari d'opera e i dati di lavoro per categoria e specialità, nonché i rappresentanti degli altri interessi economici, tenendone aggiornate il relativo rubriche. Prevede al normale e legale funzionamento dei consigli dell'ordine delle professioni liberali. Registrerà i disoccupati. Prevede e regola il collocamento dei prestatari d'opera.
- 7°) - UFFICIO ARBITRALE - Riceverà la denuncia di ogni richiesta di difese di patti di lavoro, di variazioni di salario e di ogni vertenza in genere. Darà le direttive per la soluzione, da parte degli Uffici locali, delle minori questioni, trattando direttamente quelle di maggiore rilievo e preparando gli elementi da sottoporre al Direttore per le decisioni arbitrali.

8o) - UFFICIO COMMUNICA - Cura, a mezzo degli uffici periferici, la raccolta di tutti i dati relativi all'attività di produzione e di lavoro della provincia, al costo della vita, all'impiego dei lavoratori d'opera, alla disoccupazione. Elaborerà i dati stessi. Predisporrà le eventuali rilevazioni straordinarie che si renderanno necessarie.

9o) - UFFICIO DELLE ISTITUZIONI SOPPRESSE - Prenderà possesso di tutte le attività delle soppresse istituzioni. Procederà alla loro amministrazione e liquidazione e alla contabilità di tutti gli affari ereditati dalle istituzioni sopresse.

UFFICI PERIFERICI

Gli uffici locali dovranno:

registrare i lavoratori e i datori di lavoro, ricevere le denunce delle vertenze e delle richieste di modifica dei contratti e delle paghe e trasmetterle all'Ufficio Provinciale; curare l'assistenza dei lavoratori, vigilare sulla osservanza dei contratti e delle ordinanze di lavoro, coprire le minori vertenze secondo le superiori direttive, raccogliere e trasmettere al competente Ufficio i dati statistici, trattare tutte le altre pratiche che saranno loro affidate.

Spetta agli uffici periferici di quelle sedi, alle quali sono collegati altri comuni, di applicare le suddette mansioni anche per i comuni collegati, avvalendosi dell'opera degli impiegati e dei rappresentanti comunali.

Nei comuni minori si è ritenute opportune nominare anziché un vero e proprio impiegato, un semplice rappresentante dell'ufficio.

1961

rerà i dati stessi. Prefiggerà le eventuali rilevazioni straordinarie che si renderanno necessarie.

- 9°) - UFFICIO DELLE ISTITUZIONI SOPPRESSE - Prenderà possesso di tutte le attività delle soppresse istituzioni. Precederà alla loro amministrazione e liquidazione e alla contabilità di tutti gli affari ereditati dalle istituzioni sopresse.

UFFICI PERIFERICI

Gli Uffici locali dovranno:

registrare i lavoratori e i datori di lavoro, ricevere le denunce delle vertenze e delle richieste di modifica dei contratti e delle paghe e trasmetterle all'Ufficio Provinciale; curare l'assistenza dei lavoratori, vigilare sulla osservanza dei contratti e delle ordinanze di lavoro, comporre le minori vertenze secondo le superiori direttive, raccogliere e trasmettere al competente Ufficio i dati statistici, trattare tutte le altre pratiche che saranno loro affidate.

Spetta agli Uffici periferici di quelle sedi, alle quali sono delegati altri comuni, di spiegare le suddette mansioni anche per i comuni collegati, avvalendosi dell'opera degli impiegati e dei rappresentanti comunali.

Nei comuni minori si è ritenute opportune nominare anziché un vero e proprio impiegato, un semplice rappresentante dell'Ufficio.

1961

Pag. N.1

RIPARTIZIONE DEGLI IMPIEGATI PER UFFICI

UFFICI PROVINCIALIDIREZIONE

Direttore	N. 1
Segretario del Direttore	" 1
Traduttore interprete	" 1
Dattilografo	" 1
Usciere	" 1

VICE DIREZIONE

Vice Direttore	" 1
Capo servizio investigativo	" 1
Ispettore del lavoro	" 1
Addetto Servizio investig.	" 1
Dattilografo	" 1

UFFICIO CONSIGLIO LOCALE

Consulente Capo	" 1
Vice Consulente	" 1
Dattilografo	" 1

UFFICIO AMMINISTRAZIONE

Capo Ufficio	" 1
Impiegati di 1°	" 1
Impiegati di 2°	" 2
Dattilografi	" 1

UFFICIO CONTRIBUTI E ASSISTENZA

Capo Ufficio	" 1
Impiegati di 1°	" 3
" " 2°	" 4
Dattilografi	" 2

UFFICIO COLLOCAMENTO

Capo Ufficio	" 1
Impiegati di 1°	" 1
" " 2°	" 1
Dattilografo	" 1

UFFICIO ASSISTENZA

0960

Dattilografo
Usciere

" I
" I

VICE DIREZIONE

Vice Direttore
Capo servizio investigativo
Ispettore del lavoro
Addetto Servizio investig.
Dattilografo

" I
" I
" I
" I
" I

UFFICIO CONSIGLIO LAZALE

Consulente Capo
Vice Consulente
Dattilografo

" I
" I
" I

UFFICIO AMMINISTRAZIONE

Capo Ufficio
Impiegato di 1.
Impiegato di 2.
Dattilografo

" I
" I
" 2
" I

UFFICIO CONTRIBUTI E ASSISTENZA

Capo Ufficio
Impiegato di 1.
" " 2.
Dattilografo

" I
" 3
" 2
" 2

UFFICIO COLLOCAZIONE

Capo Ufficio
Impiegato di 1.
" " 2.
Dattilografo

" I
" I
" I
" I

UFFICIO AMMINISTRAZIONE

Capo Ufficio
Impiegato di 1.
" " 2.
Dattilografo

" I
" I
" I
" I

0960

UFFICIO STATISTICA

Capo Ufficio	N. 1
Impiegato di 1°	" 1
" " 2°	" 1
Dattilografo	" 1

UFFICIO DELLE ISTITUZIONI SOPPRASSE

Capo Ufficio	N. 1
Impiegato di 1°	" 1
" " 2°	" 1
Dattilografo	" 1

Uscieri addetti ai predetti Uffici N. 2
Autisti " 2

UFFICI PERIFERICI

UFFICIO DI FOGGIA (in collegamento con i Comuni di Ortanova, Carapelle, Ordona, Castelluccio dei Sauri e il Villaggio La Serpe)

Capo Ufficio	N. 1
Impiegati d'ordine	" 3
Rappresentanti comunali	" 5
Dattilografo di 2°	" 1
Usciere di 2°	" 1

UFFICIO DI CERIGNOLA (in collegamento con i comuni di Margherita di Savoia, S. Ferdinando di Puglia, Sternara, Sternarella e Trinitapoli)

Capo Ufficio	N. 1
Impiegati d'ordine	" 3
Impiegati comunali	" 6
Rappresentanti comunali	" 2
Dattilografo di 2°	" 1
Usciere di 2°	" 1

UFFICIO DI LUCERA (in collegamento con i comuni di Alberona, Biccari, Carlantino, Celenza Valferriere, Motta Montecorvino, Pietra Montecorvino, Roseto Valferriere, S. Marco la Catola, Valturara Ar-

Impiegato di 1
" " 2
Dattilografo
" I
" I
" I

Uscieri addetti ai predetti Uffici N. 2
Autisti " 2

UFFICI PERIFERICI

UFFICIO DI FOGGIA (in collegamento con i Comuni di Ortanova, Carapelle, Ordona, Castelluccio dei Sauri e il Villaggio La Serpe)

Capo Ufficio N. 1
Impiegati d'ordine " 3
Rappresentanti comunali " 5
Dattilografo di 2° " 1
Usciere di 2° " 1

UFFICIO DI CERIGNOLA (in collegamento con i comuni di Margherita di Savoia, S. Ferdinando di Puglia, Sternara, Sternarella e Trinitapoli)

Capo Ufficio N. 1
Impiegati d'ordine " 3
Impiegati comunali " 6
Rappresentanti comunali " 2
Dattilografo di 2° " 1
Usciere di 2° " 1

UFFICIO DI LUCERA (in collegamento con i comuni di Alberona, Bisceglie, Carlintino, Celenza Valfortore, Motta Montecervino, Pietramontecervino, Reseto Valfortore, S. Marco la Catola, Vulturara Apula e Vulturino)

Capo Ufficio N. 1
Impiegati d'ordine " 3
Rappresentanti comunali " 10
Dattilografo di 2° " 1
Usciere di 2° " 1

./.

UFFICIO DI MANTOVANIA (in collegamento con i comuni di Monte S. Angelo, Rocchia, Mattinata, Ruggione, Zapponea)

Capo Ufficio	N. 1
Impiegati d'ordine	" 2
Impiegati comunali	" 3
Rappresentanti comunali	" 3
Dattilografe di 2°	" 1
Usciere di 2°	" 1

UFFICIO DI S. SEVERO (in collegamento con i comuni di Apricena, Lesina, S. Michele Garganico, Poggia Imperiale, S. Marco in Lamis, S. Giovanni Rotondo e Rignano Garganico)

Capo Ufficio	N. 1
Impiegati d'ordine	" 3
Impiegati comunali	" 8
Rappresentanti comunali	" 3
Dattilografe di 2°	" 1
Usciere di 2°	" 1

UFFICIO DI THOLA (in collegamento con i comuni di Bovino, Castelnuovo Valmaggiore, Pesto, Celle S. Vito, Orsara di Puglia e Panni)

Impiegato di concetto	N. 1
Impiegati d'ordine	" 2
Impiegati comunali	" 3
Rappresentanti comunali	" 4
Dattilografe di 2°	" 1
Usciere di 2°	" 1

UFFICIO DI VICO GARGANICO (in collegamento con i comuni di Cagnano Varone, Carpino, Ischitella, S. Mense, Peschici, Redit Garganico e Vieste)

Impiegato di concetto	N. 1
Impiegati d'ordine	" 2
Impiegati comunali	" 8
Rappresentanti comunali	" 5

UFFICIO DI GABIELLA (in collegamento con i comuni di Aconadio, Anzano di Puglia, Ascoli Satriano, Deliceto, Montelone di Puglia, Rocchetta S. Antonio e S. Agata di Puglia)

Impiegato di 2°	N. 1
Impiegati comunali	" 4
Rappresentanti comunali	" 5

UFFICIO DI S. SEVERO (in collegamento con i comuni di Apricena, Lesina, S. Michele Garganico, Poggie Imperiali, S. Marco in Lamis, S. Giovanni Rotondo e Rignano Garganico)

Capo Ufficio	N. 1
Impiegati d'ordine	" 3
Impiegati comunali	" 8
Rappresentanti comunali	" 3
Dattilografo di 2°	" 1
Usciere di 2°	" 1

UFFICIO DI TROIA (in collegamento con i comuni di Bovino, Castellaneta Stabia, Vallelaggiera, Pate, Celle S. Vito, Orsara di Puglia e Panni)

Impiegato di concetto	N. 1
Impiegati d'ordine	" 2
Impiegati comunali	" 3
Rappresentanti comunali	" 4
Dattilografo di 2°	" 1
Usciere di 2°	" 1

UFFICIO DI VINO GARGANICO (in collegamento con i comuni di Cagnano Varone, Carpino, Iscitella, S. Venerio, Peschici, Madi Garganico e Vieste)

Impiegato di concetto	N. 1
Impiegati d'ordine	" 2
Impiegati comunali	" 8
Rappresentanti comunali	" 5

UFFICIO DI CARDELLA (in collegamento con i comuni di Accadia, Anagnino di Puglia, Ascoli Satriano, Deliceto, Monteleone di Puglia, Rocchetta S. Antonio e S. Agata di Puglia)

Impiegato di 2°	N. 1
Impiegati comunali	" 4
Rappresentanti comunali	" 5

UFFICIO DI TORREAGGIONE (in collegamento con i comuni di Casalenuovo Monterotaro, Casalevecchio, Castelnuovo della Stabia, Chienti, S. Paolo Civitella e Serracapriola)

Impiegato di concetto	N. 1
Impiegati d'ordine	" 2
Impiegati comunali	" 2
Rappresentanti comunali	" 5

Recd 29 Feb 44
HEADQUARTERS REGION 4
Allied Military Government
APO 394

Major Lubcock

914 X 413

TO: ACC (Labor Sub-Commission).
FROM: RCC, Region 4.
SUBJECT: Wages and Salaries --
Provincial and Regional Labor Office Personnel.
REF: R4/LA/15.1
DATE: 24 February 1944.

1. Your request, 091.414, 3 February 1944, same subject, was referred by this office to the SCAO, Foggia Province, 5 February 1944. Neither a Regional nor a Provincial Labor Office had then been organized in this Region, and the reference presumably was not answered prior to the transfer of Foggia Province to Region 5.

2. Under date of 14 February 1944 (received 24 February 1944), this office was advised by the SCAO, Foggia Province:

a. That General Order No. 5 was posted in Foggia Province on 8 February 1944.

b. That Alfonso Ruo of Vulturario, had been appointed Director of Labor, Foggia Province, and entered upon his duties on 11 February 1944.

c. That the salary of the Provincial Director of Labor had not been established as of the date of the communication.

3. No other territory has been under the jurisdiction of Region 4. Inasmuch as Foggia Province was transferred to Region 5 on 15 February 1944, it is suggested that additional or later information as outlined in your request be obtained directly from the Regional Labor Officer, Region 5.

FOR BRIGADIER CARR

2957
Sheldon C. Fanner MAJOR, AUS,
Regional Chief Labor Officer,
Region 4 AMG.

091.414

HEADQUARTERS REGION 4 MAIN
Allied Military Government
APO 394D.H.S.
7/2
m

TO : Labour Sub-Commission
Allied Control Commission

FROM : Labour Division, Region 4

SUBJECT: Wages and Salaries - Provincial and Regional
Labour Office Personnel

REF : R4/LA/40

DATE : 5 February 1944

1. Reference 091.414, the necessary information is not presently available at this Headquarters.

2. A copy of your letter has been forwarded to the Region 4 Labour Representative in Foggia with the request that he collect and transmit the information at the earliest possible moment.

For Major S.C. TANNER

R.W. Fleming
R.W. FLEMING
2nd Lt. C.M.P.
Labour Division
Region 4

2956

2. FUNCTIONS

The functions of this Office appear in the main to be threefold:

1. To provide machinery for the peaceful, democratic and impartial arbitration and settlement of industrial disputes.

2. To collect, study and digest information on, and report on the

a) Cost of living, within the province,
b) The wage scales in effect throughout the province

or,
c) The condition of the employment market,

d) In the light of the information gathered under (a), (b), and (c) above, to make recommendations looking toward the improvement of the condition of the working people.

3. To provide a free and effective labor exchange for the use of the public generally, both employees and employers.

This report will deal briefly with functions 1 and 2, merely outlining the present methods and machinery. The operation of Labor Exchanges will be dealt with in detail.

Function 1. Machinery available to public to assist in settling industrial disputes. A meeting place is provided for those persons representing the involved parties, and advice is given by the Director and his assistant. Existing rules and regulations are clarified and interpreted.

Apparently no impartial panels to hear and settle the disputes have been established as yet.

Function 2. - Statistical study of living costs, wage scales and employment market.

No machinery appears to have been set up as yet to perform this function.

Statistics of total registration, current registration and placement are kept. However, the method of recording and reporting is such as to render the reports of little constructive value. It is recommended that a new form of report be used and accurately maintained.

Function 3. - The Provincial Labor organization at present operates two labor exchanges in the city of Palermo - one located in the Theater Massimo building, and other located at 20-22 via Filippo Parlatore. The exchange located in the Theater Massimo serves as a registration and placement office for clerical workers and professional musicians. The office located on via Filippo Parlatore serves a similar purpose for skilled, semi-skilled and unskilled workers, both manual and domestic.

c) the condition of the employment market.
d) In the light of the information gathered under (a), (b), and (c) above, to make recommendations looking toward the improvement of the condition of the working people.

32 To provide a free and effective labor exchange for the use of the public generally, both employees and employers.

This report will deal briefly with functions 1 and 2, merely outlining the present methods and machinery. The operation of Labor Exchanges will be dealt with in detail.

Function 1. Machinery available to public to assist in settling industrial disputes. A meeting place is provided for those persons representing the involved parties, and advice is given by the Director and his assistant. Existing rules and regulations are clarified and interpreted.

Apparently no impartial panels to hear and settle disputes have been established as yet.

Function 2. -- Statistical study of living costs, wage scales and employment market.

No machinery appears to have been set up as yet to perform this function.

Statistics of total registration, current registration and placement are kept. However, the method of recording and reporting is such as to render the reports of little constructive value. It is recommended that a new form of report be used and accurately maintained.

Function 3. -- The Provincial Labor Organization at present operates two labor exchanges in the city of Palermo--one located in the Theater Massimo building, and other located at 20-22 via Filippo Parlatore. The exchange located in the Theater Massimo serves as a registration and placement office for clerical workers and professional musicians. The office located on via Filippo Parlatore serves a similar purpose for skilled, semi-skilled and unskilled workers, both manual and domestic.

II. OFFICE IN THEATER MASSIMO.

The total staff of this office, including the Provincial Director, is 22 persons. Of these 22 persons, 4 only seem to be directly concerned with the employment exchange function. The functions of the other employees are not known, but they are presumed to be connected with the administrative direction of the Provincial Office.

The method of registration for clerical workers differs somewhat from the method used to register musicians.

(A) -- Registration of Clerical Workers. A registration card is prepared (sample of which is attached marked '1'). This card gives the name, address, age and occupational classification of the worker is accepted upon the worker's own statement.

22-
An attempt is made to either determine the accuracy of this classification or to record the degree of skill or proficiency possessed by the applicant. Upon completion of this registration form, the applicant is given a small book, bearing his or her name, address, classification, etc., to serve as receipt or evidence of registration. (Sample attached marked '2'). It is understood that this book or card evidencing registration for employment must be presented, together with other documents, to the Unemployment Insurance Agency before that agency will consider any application for benefits.

The registration of unemployed person having been completed, the registration card is filed in a general alphabetical file of unemployed persons, the file being subdivided only by sex. The applicant is neither required or requested to return at any stated interval, but is asked that in the event of his securing employment privately to notify the exchange, and to return the receipt card. In practice these instructions are not generally complied with.

Where placement is made through the exchange, or if, in the case of self-placement, the applicant voluntarily reports his re-employment, then (1) the receipt card held by the applicant is taken up and

(2) the registration card is withdrawn from the "available" alphabetical "inactive file". Entry is made on both cards, before filing, of the date of re-employment.

(B) Registration of Musicians. The process here is the same as described for clerical workers with some additions. A separate alphabetical file is maintained for "available" or unemployed musicians, the file being subdivided by sex. This file consists of the same registration card used for clerical workers (Exhibit n.1). In addition a detailed individual employment book is kept for each musician registered. This book shows in detail the work history of the individual, places, time and duration of employment. The book also contains an annual tally sheet showing days worked during each year.

The reason given for the need of this detailed information is that the prospective employers (conductors and directors) demand a complete work history prior to employment, selection being made by the employee. The exchange merely submits for inspection their records.

(C) Placement of Clerical Workers. When requests are received from employers for clerical workers, the "available" alphabetical file is searched. The first person found who is occupationally classified in the desired category is selected to fill the position. Many placements are made in which the requesting employer names the individual desired. No weight is given in the selection for placement to (a) length of unemployment, or (b) the degree of ability or experience of the available persons.

The person or person selected are referred to the employer by means of a letter of introduction, and the employer is requested to report to the exchange of the action taken on the applicant. It is admitted that this request is not generally complied with.

vately to notify the exchange, and to return the receipt card. In practice these instructions are not generally complied with.

Where placement is made through the exchange, or if, in the case of self-placement, the applicant voluntarily reports his re-employment, then (1) the receipt card held by the applicant is taken up and

(2) the registration card is withdrawn from the "available" alphabetical "inactive file". Entry is made on both cards, before filing, of the date of re-employment.

(B) Registration of Musicians. The process here is the same as described for clerical workers with some additions. A separate alphabetical file is maintained for "available" or unemployed musicians, the file being subdivided by sex. This file consists of the same registration card used for clerical workers (Exhibit u.1). In addition a detailed individual employment book is kept for each musician registered. This book shows in detail the work history of the individual, places, time and duration of employment. The book also contains an annual tally sheet showing days worked during each year. The reason given for the need of this detailed information is that the prospective employers (conductors and directors) demand a complete work history prior to employment, selection being made by the employer. The exchange merely submits for inspection their records.

(C) Placement of Clerical Workers. When requests are received from employers for clerical workers, the "available" alphabetical file is searched. The first person found who is occupationally classified in the desired category is selected to fill the position. Many placements are made in which the requesting employer names the individual desired. No weight is given in the selection for placement to (a) length of unemployment, or (b) the degree of ability or experience of the available persons.

The person or person selected are referred to the employer by means of a letter of introduction, and the employer is requested to report to the exchange of the action taken on the applicant. It is admitted that this request is not generally complied with.

(D) Statistics. This Office has registered 8,551 unemployed clerical workers and musicians since July 25-5,883 males and 2,668 females. Of this number 378 have been placed in employment 280 males and 98 females.

III. THE LABOR EXCHANGE AT 20-22 VIA FILIPPO PARLATORE.

This office employs 18 persons, 14 of whom were employed in a similar capacity for many years.

The process of registration here is the same as that previously described as being used at the Massimo Theater Office. Files are divided into two main divisions, male and female; the registration of men and women is separated.

The file of available workers is further subdivided into

the following general classifications:

1. Commercial. This includes domestics, sales persons, drivers, porters, bakers, barbers, etc.
2. Agricultural. General agricultural workers, trades and common labor.
3. Industrial. Mechanics, carpenters, and various trades and common labor.
4. Maritime Workers.

With the exception of "Maritime Workers" these subdivisions are used in both the male and female sections of the file. The process of placement and referral used within these four general subdivisions is the same as that described as being used at the other Basic Office. The functioning of this Office seems to be reasonably good. The transmitting of work seems to be fairly divided, and the flow of registrants fairly well ordered.

The Office has registered 36,736 unemployed persons - 30,921 being male registrants and 6,416 females. Of this number 6,724 have been placed in employment - 5,667 males and 1,557 females.

Requisitions have been received from 267 private employers. Numerous requisitions have been received from and filled for the various Armed Services.

IV. RECOMMENDATIONS FOR REORGANIZATION OF PALERMO EMPLOYMENT OFFICE.

General recommendations. (In sequence of accomplishment)

- 1) - That necessary regulations and instructions be issued by the Regional Labor Directorate for Sicily reorganizing the Provincial Labor Exchange along general lines set forth in a detailed recommendation attached hereto. (Appendix 'A').
- 2) - That the Regional Directorate of Labor for Sicily formulate forthwith, and issue to all Provincial Labor Offices, rules and regulations concerning the internal administration of such Offices covering the following points:
 - a. Staffing schedules,
 - b. Organizational structure, together with organization charts,
 - c. Salary schedules,
 - d. Hours of work,
 - e. Hours of public business,
 - f. Budgeting and accounting.

3) - That necessary orders be issued making it obligatory for all national, regional, provincial, municipal agencies, and all other governmental and quasi-governmental agencies to obtain any required personnel to fill present or future vacancies through the Provincial Labor

divisions is the same as that described as being used at the other Regional Labor Offices. The functioning of this Office seems to be reasonably good flow of registrants fairly well ordered.

The Office has registered 38,736 unemployed persons - 30,921 being male registrants and 8,416 females. Of this number 5,724 have been placed in employment - 5,567 males and 156 females. Registrations have been received from 287 private employers. Numerous requisitions have been received from and filled for the various Armed Services.

IV. RECOMMENDATIONS FOR REORGANIZATION OF PALERMO EMPLOYMENT OFFICE.

General recommendations. (In sequence of accomplishment)

- 1) - That necessary regulations and instructions be issued by the Regional Labor Directors for Sicily recognising the Provincial Labor Exchange along general lines set forth in a detailed recommendation attached hereto. (Appendix 'A').
- 2) - That the Regional Directors of Labor for Sicily formulate forthwith, and issue to all Provincial Labor Offices, rules and regulations concerning the internal administration of such Offices covering the following points:

- a. Staffing schedules,
- b. Organisational structure, together with organization charts,
- c. Salary schedules,
- d. Hours of work,
- e. Hours of public business,
- f. Budgeting and accounting.

3) - That necessary orders be issued making it obligatory for all national, regional, provincial, municipal agencies, and all other governmental and quasi-governmental agencies to obtain any required personnel to fill present or future vacancies through the Provincial Labor Exchanges (exempting from such regulation any positions required by law to be filled by competitive examination, provided a suitable list of qualified eligibles exists).

4) - To require all contractors, performing work which is to be paid for from Public Funds, to obtain their employees through the Provincial Labor Exchanges.

5) - That necessary orders be issued making it compulsory for employers to either: (a) obtain employees through the Provincial Labor Exchanges, or (b) report to Provincial Labor Exchanges all employment of individuals, terminations and rates of pay (suggested by Regional and Provincial Directors).

6) - That necessary orders be issued by the proper authority (believed to be S.C.A.O. for Sicily) requiring the Unemployment Insurance System (Provvidenza) to cooperate with the Regional Labor Director in order that.

Appendix 'A'

21 FINAL RECOMMENDATIONS FOR IMPROVEMENT OFProvincial Employment Exchanges

1. OCCUPATIONAL GUIDE.

Preparation of a Sicilian Occupational Guide (to later be expanded into a Guide for all Italy). Such a Guide to be based on an island-wide survey of the existing industries and occupations within such industries. The Guide to be modeled upon either the British or United States Employment Service Occupational Guide, or a combination of both. That occupational lists resulting from such a study be coded for reader use. The Guide, upon completion, to contain a complete and inclusive listing of all occupations found on the Island. Such occupations to be subdivided by industries, and further subdivided by skill within trades.

2. LOCATION AND HOUSING.

That suitable housing for the Labor Exchange in Palermo be found to house and consolidate all the employment functions. Such premises to meet the following requirements:

- a. That it be a ground level space.
- b. That it be so centrally located that it will be convenient to a majority of both employers and workers.
- c. That adequate space is available for the present functioning of the office and the reception of the public, and that allowance be made for expansion.

3). EXTENSION OF EXCHANGE SERVICE.

That a study be made and several properly located employment offices be opened within the province so as to better serve the employers and workers of the province.

4. RECORD KEEPING.

That the filing system now in vogue be reorganized on the following lines:

- LIST OF SUGGESTED FILES TO BE MAINTAINED -

2552

a. A file of applications of available registered persons. Such applications to be on a form 3"x8" or 8"x8" (either being suitable in size in order to utilize existing filing equipment) to contain such information and based as far as practicable on the sample submitted herewith and discussed later. Such file to be subdivided in the following manner:

- (1) By sex
- (2) On general industrial lines (commercial, industrial, agricultural, marine, clerical, professional, administrative, musical, and artists).
- (3) To be further subdivided into the numerous and various occupational groups and degrees of skill within groups that have been established through the Occupational Guide.
- (4) To be filed alphabetically within the lowest subdivisions.

...to contain a complete and inclusive listing of all occupations found on the island. Such occupations to be subdivided by industries, and further subdivided by skill within trades.

2. LOCATION AND HOUSING.

That suitable housing for the Labor Exchange in Palermo be found to house and consolidate all the employment functions. Such premises to meet the following requirements:

- a. That it be a ground level space.
- b. That it be so centrally located that it will be convenient to a majority of both employers and workers.
- c. That adequate space is available for the present functioning of the office and the reception of the public, and that allowance be made for expansion.
- d. EXTENSION OF EXCHANGE SERVICE.
That a study be made and several properly located employment offices be opened within the province so as to better serve the employers and workers of the province.
- e. RECORD KEEPING.
That the filing system now in vogue be reorganized on the following lines:

- LIST OF SUGGESTED FILES TO BE MAINTAINED -

2552

a. A file of applications of available registered persons. Such applications to be on a form 3"x8", or 8"x8" (either being suitable in size in order to utilize existing filing equipment) to contain such information and based as far as practicable on the sample submitted herewith and discussed later. Such file to be subdivided in the following manner:

- (1) By sex
 - (2) On general industrial lines (commercial, industrial, agricultural, marine, clerical, professional, administrative, musicians, and artists).
 - (3) To be further subdivided into the numerous and various occupational groups and degrees of skill within groups that have been established through the Occupational Guide.
 - (4) To be filed alphabetically within the lowest subdivisions.
- b. An inactive file of applications (described in 'a') of those persons who have registered and are not available for work by reasons of employment. To be held in similar subdivisions described under 'a' or alphabetically as desired.
- c. A master index file on any suitable sized card (4 1/2 x 7 1/2 suggested) be arranged in alphabetical order and to show name, address, occupation and occupational code number of all registered persons. To be posted so that location of each application may be known.

d. A file of requisitions for employees received from employers. The material for this file to be prepared in duplicate. One file to be held by name of order number and the other by name of employer. Details of the planning results to be indorsed on the back of both copies.

3. FORMS.

A list of suggested forms to be used:

A. Application for employment, size 8" x 11" or 8" x 14" two
alternates enclosed. Samples attached.

B. Receipt for registration (to be used as evidence of regis-
tration in order to prove eligibility to unemployment insurance by
states). Sample attached.

C. Unemployment insurance card (8" x 11")

D. Registration for workers. For use by employers. To be prepared in
triplicate - copies 1 and 2 for employment office, copy 3 for requesting
employer's files. Sample attached.

E. Referral or introduction card. To be used to refer applicants to
employers. Sample form attached. Reverse side to be "franked" Post Card,
addressed to employment exchange to facilitate reporting.

6. DEPARTMENTS WITHIN EXCHANGE.

Suggested departmentalization within the exchange - the de-
gree to depend on the size of the exchange.

A. REGISTRATION AND PLACEMENT DIVISION FOR MEN.

To be further subdivided into commercial, industrial, marine
and agricultural.

B. REGISTRATION AND PLACEMENT DIVISION FOR WOMEN.

Further subdivision into commercial, industrial, and agricul-
tural.

C. REGISTRATION AND PLACEMENT DIVISION FOR CLERICAL, PROFESSIONAL, TECHNICAL, AND ARTIST APPLICANTS.

To be further subdivided into
male and female sections.

D. STATISTICAL SECTION. To keep current statistics on the employment
market, and to report on the condition of the work load in the exchange.

E. GAMES SECTION To select, receive and report on requests for wor-
kers.

F. ADMINISTRATIVE SECTION To perform the necessary administrative func-
tions, and to provide overall supervision.

7. TRAINING OF PERSONNEL

a) The training of interviewing personnel so that registration may
be properly accomplished, to the end that the applicant is properly oc-
cupationally classified, and is properly assessed as to degree of skill,
appearance, etc. Such training to include a first hand study of industries,
job operations within industries and general instruction on local regis-
tration and job classification. Instruction on proper evaluation of the
applicant in the light of the fact that the labor exchange is selling
the services of human beings.

b) The training of placement personnel along the general lines outli-
ned above, but with stress in training that selection must be on a merit
basis.

8. WEEKLY REPORT.

The introduction of a new report form for the weekly, monthly and

2951

Selected departmentalization within the exchange - the degree to depend on the size of the exchange.

- a. TRAINING AND PLACEMENT DIVISION FOR MEN.
To be further subdivided into commercial, industrial, marine agricultural.
- b. WOMEN DIVISION AND PLACEMENT DIVISION OF WOMEN.
Further subdivision into commercial, industrial, and agricultural.
- c. REGISTRATION AND PLACEMENT DIVISION FOR CLERICAL, PROFESSIONAL, TECHNICAL, AND ARTIST APPLICANTS. To be further subdivided into male and female sections.
- d. SECTIONAL SECTION. To keep current station on the employment market, and to report on the condition of the work load in the exchange.
- e. ORDER SECTION To a) list, receive and report on requests for workers.
- f. ADMINISTRATIVE SECTION To perform the necessary administrative functions, and to provide overall supervision.

2. TRAINING OF PERSONNEL

a) The training of interviewing personnel so that registration may be properly accomplished, to the end that the applicant is properly occupationally classified, and is properly assessed as to degree of skill, appearance, etc. Such training to include a first hand study of industrial, job operations within industries and general instruction on local requirements and job classification. Instruction on proper evaluation of the applicant in the light of the fact that the labor exchange is selling the services of human beings.

b) The training of placement personnel along the general lines outlined above, but with stress in training that selection must be on a merit basis.

3. WEEKLY REPORT.

The introduction of a new report form for the weekly, monthly and annual reporting of the current status of the exchange. Sample attached.

Prepared by: 1st Lt. J. H. Moffitt

REGULATIONS FOR REGISTRATION OF PUBLIC EMPLOYMENT OFFICEGENERAL REGULATIONS.

1. That necessary orders be issued making it compulsory for employers to either (a) obtain employees through the Provincial Labor Exchanges, or (b) report to Provincial Labor Exchanges all employment of individuals, terminations and rates of pay (suggested by Regional and Provincial Directors).
2. That necessary orders be issued making it obligatory for all national, regional, provincial, municipal agencies, and all other governmental and quasi governmental agencies to obtain any required personnel to fill present or future vacancies through the Provincial Labor Exchanges (excepting from such regulation any positions required by law to be filled by competitive examination, provided a suitable list of qualified eligibles exists).
3. To require all contractors performing work which is to be paid for from Public Funds be required to obtain their employees through the Provincial Labor Exchanges.
4. That necessary regulations and instructions be issued by the Regional Labor Director for Sicily reorganizing the Provincial Labor Exchanges along general lines to be set forth in a detailed recommendation attached hereto.
5. That the Regional Director of Labor for Sicily formulate forthwith, and issue to all Provincial Labor Offices, rules and regulations concerning the internal administration of such offices covering the following points:
 - a. Staffing schedules,
 - b. Organization of structure, together with organization charts,
 - c. Salary schedules,
 - d. Hours of work,
 - e. Hours of Public Business,
 - f. Budgeting and accounting,
6. That necessary orders be issued by the proper authority (believed to be S.P.A.O. for Sicily) requiring the Unemployment Insurance System (Providence) to cooperate with the Regional Labor Director in order that
 - a. Certain regulations be issued and enforced to insure
 - (1) The safeguarding of the Unemployment Insurance Funds through vigorous and effective efforts to place the persons in benefit status, and check unemployment status. Such regulations to require registration and acceptance of work by beneficiaries and agencies.
 - (2) The making available of the records of the organization to the other, and requiring such mutual exchange of reports and records as may be required.
7. That a study be made to consider the advisability and practicability

2950

vacancies through the Provincial Labor Exchanges (excepting from such regulation any positions required by law to be filled by competitive examination, provided a suitable list of qualified eligibles exists).

3. To require all contractors performing work which is to be paid for from Public Funds be required to obtain their employees through the Provincial Labor Exchanges.

4. That necessary regulations and instructions be issued by the Regional Labor Director for strictly reorganizing the Provincial Labor Exchanges along general lines to be set forth in a detailed recommendation attached hereto.

5. That the Regional Director of Labor for Sicily formulate forthwith, and issue to all Provincial Labor Offices, rules and regulations concerning the internal administration of such offices covering the following points:

- a. Staffing schedules,
- b. Organizational structure, together with organization charts,
- c. Salary schedules,
- d. Hours of work,
- e. Hours of Public Business,
- f. Budgeting and accounting.

2950

6. That necessary orders be issued by the proper authority (believed to be I.C.A.O. for Sicily) requiring the Unemployment Insurance System (Providenza) to cooperate with the Regional Labor Director in order that

a. Certain regulations be issued and enforced to insure

(1) The safeguarding of the Unemployment Insurance Funds through vigorous and effective efforts to place the persons in benefit status, and check unemployment status. Such regulations to require registration and acceptance of work by beneficiaries and applicants.

(2) The making available of the records of one organization to the other, and requiring such mutual exchange of reports and records as may be required.

7. That a study be made to consider the advisability and practicability of the integration of the Unemployment Insurance System and the Employment Exchanges into one Agency to the end that

a. By such intervention functioning the Benefit Funds may be more adequately safeguarded from improper payment of benefits.

b. That by effective placement, the number of recipients will be decreased.

c. To decrease administrative costs.

In this connection it should be noted that experience on the Continent, in England, and in the United States has shown clearly the functioning of such a dual purpose agency is such to be desired from a standpoint of efficiency and monetary saving. That the effectiveness of the Employment Exchange Service is increased by such a merger.

Civil 464
Services

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

File
413

16 February, 1944

TO : Capt. Robert Fraser, Matera

1. You will arrange to come at once to Naples, if possible utilizing the conveyance which Dr. La Loggia is using now on his trip to Matera.

2. Among other things to be discussed, is the matter of your directive of 3 February setting the salaries of the Provincial Labor Office. I feel very strongly that the matter has been handled in a completely unsatisfactory manner, since you were specifically instructed to arrive at your salary rate, first, by making comparison with Prefect salaries, and secondly, by establishing an all-inclusive salary so as to obviate the necessity of providing for various indemnities. An all-inclusive arrangement was made for Directors' salaries in Sicily. We naturally assumed that on such an important matter you would clear with the Labor Sub-Commission before sending official notice to the Directors involved.

JRS/tow

J. T. R. BAIN.
Colonel.
Director, Labor Sub-Commission.

(4)

2949

Letera - feb. 11

To: Lt. Col. Junius R. Smith,
D/director, Labor subcommission
provincia bldg
naples

subject: wages and salaries - provincial and regional labor office personnel.

1. In reply to your memo of feb. 3, I enclose herewith a copy of a letter which I sent under date of feb. 3 to the provincial directors of labor for region two. It was necessary for me to set some definite figures for these salaries and after conferences with the regional officials I fixed these salaries. You will note I emphasized that they are only temporary and are subject to revision.

2. I felt it was less confusing to send the letter to the provincial directors without setting out exact figures since these figures of course vary according to the size of the man's family. I also enclose the salaries for the regional office employees.

3. I do not have the exact salaries of the prefects in region two since I have had no occasion to obtain these figures and did not want to delay this report until I could obtain exact figures by mail. The salaries are, however, set out in the prontuario which I am sure is available in your office. In the larger cities the prefects are in the third category and in the smaller cities they are in the fourth category. The salaries in the prontuario of course vary according to the man's family, etc.

Robert Frazer
ROBERT FRAZER, captain
Labor officer - region two

2948

MATEMA - Feb 3, 1944

To: Provincial Directors of Labor
Region TWO

Subject: Salaries of employees of provincial Labor Offices

Effective Feb 1, 1944 the following scale of pay shall be paid to employees of the provincial Labor Offices. It is emphasized that these salaries are provisional and may be revised at a later date:

Director	5th category (to be figured on a basis of State salaries set out in the prontuario.)
Chiefs of Office	8th "
Secretaries	10th
Typists	11th
Ushers	12th

These employees are State employees and are to receive the same benefits and allowances and their salaries are subject to the same deductions as other State employees.-

Employees must commence work at the minimum salary for their category as set out in the prontuario. The increase authorized under Regional Order No. 6 shall be paid in addition to the figure set out in the Prontuario as this is necessary to put the employees on an equal basis with other State employees. All arrangements for salaries and other necessary expenses of the provincial Labor Offices shall be made through the channels established for State Agencies. The Finance Officer will make such arrangements and will have the proper officials make their requests in accordance with existing instructions.

By Order of Lt. Col. Mc Caffrey:
ROBERT FRAZER, Captain
Regional Labor Officer
Region Two.

2947

ORGANICO E STIPENDI DEL PERSONALE DELL'UFFICIO REGIONALE DEL LAVORO

=====

1 - Direttore	grado	3°	Gruppo	A	L. 5.921,00
1 - Vice Direttore	"	5°	"	A	" 4.397,20
2 - Ispettori	"	6°	"	A	" 3.800,00
5 - Impiegati	"	10°	"	B	" 2.212,20
1 - Dattilografo	"	12°	"	C	" 1.679,90
2 - Uscieri					" 1.324,00

Oltre l'assegno temporaneo di guerra, l'aggiunta di famiglia e altri eventuali benefici.-

I told Frazier definitely
not to provide for additions
 (indemnities). In Italy, there is
 one salary (total).

THS

2946

Matera Feb. 3. 1944

AI DIRETTORI PROVINCIALI DEL LAVORO

REGIONE 2.

OGGETTO: Retribuzioni agli impiegati degli Uffici Provinciali del Lavoro.

A decorrere dal 1° febbraio 1944, agli stipendi degli impiegati degli Uffici Provinciali del Lavoro sarà applicata la tariffa di cui sotto. Si sottintende che queste retribuzioni sono provvisorie, e potranno essere rivedute in futuro:

Direttore

	V	Categoria	(importo in base agli stipendi statali di cui nel prontuario)
Capi Ufficio		VIII Categoria	
Segretari		X Categoria	
Dattilografo		XI Categoria	
Uscieri		XII Categoria	

Questi impiegati sono considerati impiegati dello Stato, e riceveranno i medesimi benefici ed assegni, ed i loro stipendi sono soggetti alle stesse trattative degli impiegati dello Stato.

Gli impiegati dovranno continuare il lavoro percepente il salario minimo della loro categoria. L'importo autorizzato dall'Ordine Regionale N. 6 sarà pagato in più dell'importo versato nel prontuario, poiché è necessario consigliare il trattamento a questi impiegati, con quello fatto agli impiegati dello Stato. Tutte le disposizioni riguardanti gli stipendi e le spese necessarie per la parte degli Uffici Provinciali del Lavoro saranno trasmesse per mezzo degli Uffici Provinciali del Lavoro agli Enti Statali. L'Ufficiale addetto ai pagamenti darà le necessarie disposizioni affinché i pagamenti siano fatti proprio durante in accordo alle vigenti disposizioni.

A decorrere dal 1° febbraio 1944, agli stipendi degli impiegati degli Uffici Provinciali del Lavoro sarà applicata la tariffa di cui sotto. Si sottintende che queste retribuzioni sono provvisorie, e potranno essere rivedute in futuro:

Direttore

Y	Categoria	(Importo in base agli stipendi statali di cui nel prontuario)	
		XIII Categoria	
		XII Categoria	
		XI Categoria	
		XII Categoria	

Capi Ufficio
Segretari
Dattilografo
Vacanti

Questi impiegati sono considerati impiegati dello Stato, e riceveranno i medesimi benefici ed anzianità, ed i impiegati sono soggetti alle stesse trattative degli impiegati dello Stato.

Gli impiegati dovranno continuare il lavoro, perpendere il salario minimo della loro categoria. L'aumento autorizzato dall'Ordine Regionale N. 6 sarà pagato in più dell'importo pagato nel prontuario, poiché è necessario adeguare il trattamento a questi impiegati, con quello fatto agli impiegati dello Stato. Tutte le disposizioni riguardanti gli stipendi e le spese necessarie agli Uffici Provinciali del Lavoro saranno trasmesse per mezzo degli Uffici stabiliti per gli enti statali. L'Ufficio addetto ai pagamenti darà le necessarie disposizioni affinché ogni impiegato faccia le proprie domande in accordo alle vigenti disposizioni.

Robert Wagner
ROBERT WAGNER - Capitano
Ufficio Regionale del Lavoro
Regione 2.

ALLIED MILITARY GOVERNMENT
HEADQUARTERS REGION 3
LABOR DIVISION

15 February 1944

TO: Labor Sub Commission

Subject: Salaries of Employees of Regional
and Provincial Labor Offices.

1. Attached are memoranda indicating the criteria and procedure being used in determining the salaries of employees of the Regional and Provincial Labor Offices.

2. Salary lists have been prepared by the Regional and Provincial Labor Offices. The Provincial Labor Office submitted its list to the Regional Labor Office which in turn submitted the lists to this Office with its recommendations.

3. At present a study is being made of the following in regard to the salaries of government employees:

- (a) Date and amount of ultimate base salary fixed by Italian law.
- (b) Date, amount and rationale of ordinary and extraordinary indemnities authorized by the Italian government.
- (c) "Present total salaries" plus percentage increase authorized by Regional Order No. 2.
- (d) (a), (b) and (c) in the light of the cost of living statistics.
- (e) inflationary factors.

Lee Williams
Capt. Lee G. Williams
Labor Relations

AW/G

(3)

2 February '44

SUBJECT: Salaries of Employees of Regional and Provincial Labor Offices.

PRELIMINARY REPORT

1. Salaries (including indemnities) of all Italian governmental employees are statutory being determined by Royal Decree.
2. All governmental employees are classified into groups and grades (the qualification of which are set by law) and stipends fixed in accordance with group and grade into which the respective employee falls.
3. Unless special reason exists for discrimination in favour of employees of Regional and Provincial Labor Offices, salaries should be paid them in accordance with Italian law.
4. It is recommended that the directors of Provincial and Regional Labor Offices be requested to submit:
 - (a) List of employees (including themselves)
 - (b) Group and grade
 - (c) Qualification (entitling employee to particular group and grades).
 - (d) Salary and indemnity and temporary wage adjustment to which each employee is entitled.
5. Review is, I think, properly a matter for the Italian Government.
6. If approved, I would attempt a preliminary study of salary scale of government employees in the light of the rising cost of living. Ensign Hicks of the Finance Section provided me with a preliminary cost of living study prepared by him. A similar study of wages in private industry should be made.
7. It is submitted that consideration be given to the consistent adoption of policy of regarding indemnities as being an integral part of the total ~~policy~~ of Government employees. This realistic view was adopted for the first time in the temporary wage adjustment authorized by General Order No 14 in Sicily and analogous provisions in other Regions. Not only is it realistic, moreover, it bolsters the feeling of security of a harassed government employees without aggravating the inflation spiral.

Parag. 6 + 7: Agreed + approved.

Abe Weissbrodt
Sgt. Abe Weissbrodt.

Wm. Williams, Capt.
Robt. Dev. Reg. 3 6 Feb 44

ALLIED MILITARY GOVERNMENT
Labor Office , Region 3

To: ✓ Director of Regional Labor Office ✓
" " Provincial Labor Office

*219 Via Duomo
3 Feb 44*

Subject: Salaries of employees of Regional
and Provincial Labor Office.

- I. It is requested that salary lists be prepared by you and submitted to this Headquarters forthwith.
2. Said list must contain the following information:
 - a) Name and address of all employees (including yourself)
 - b) Next to each name shall appear in table form:
 - 1) Group and grade into which employee falls under Italian law.
 - 2) Amount of salary to which employee is entitled under Italian law.
 - 3) Amount of each indemnity to which employee is entitled under Italian law.
 - 4) Amount of temporary wage adjustment authorized to each employee by Regional Order No. 2.
 - 5) *Amount of each deduction authorized by Italian law*
 - c) A brief statement of qualifications of each employee
3. Said lists must be submitted to this Headquarters on or before 6 February 1944.

Noted 2/4/44

Lee G. Williams
Capt. Lee G. Williams
Labor Relations Reg. 3

FILE

HEADQUARTERS
ALLIED CONTROL COMMISSION
LABOR SUB-COMMISSION
APO 394

071.414

3 February 1944

SUBJECT: Wages and Salaries -- Provincial and Regional Labor Office Personnel
TO : R.C.A.O.'s (Att: Chief Labor Officers)

1. It is requested that the following information be submitted immediately so that steps may be taken to promulgate an appropriate wage and salary scale for Regional and Provincial Labor Directors, and their office personnel:

- a. Present salaries of all persons employed in Regional Offices.
- b. Present salaries of all persons employed in Provincial Offices.
- c. Indicate whether or not salaries and wages are flat payments or include indemnities. Give details of pay structure.
- d. Present salaries of Prefects, detailing indemnity payments.
- e. Recommendations with respect to changes that should be made and salaries and wages that should be paid.

2. The foregoing should be submitted in detail, and with full explanation and job description.

By Command of Lieutenant General MACFARLANE:

DAM/tbw

JULIUS R. SMITH,
Lt. Col., Q.M.C.,
D/Director, Labor Sub-Commission.

1612