



Nidil Firenze

Self-employed Workers Services



With the financial support from the European Union

NIDIL – Firenze – Services for self-employed workers



NIDIL – Florence

Services are addressed to self-employed workers:

- Accounting and tax consultancy
- Legal advisory services
- Advices on social security rights

Self-employed workers have specific tax-related and legal concerns, which Unions are not always well equipped to address.

Users profiles:

Services Users	More than 200 (2019)
Regular members among self-employed workers	about 100
Main occupational groups:	creative freelancers; tourist guides; private teachers and lecturers; nursing and obstetric professions...

From servicing to organizing: The Tourist Guides example

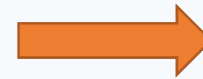
Services as a strategy to establish a contact:

- Collecting information through services
- Services are offered in the NIDIL office



Targeted service offering:

- A training course on contract protections and rights
- From individual to collective issues



Trade Union action:

- Company bargaining with employer counterpart ('fair compensation' agreement)
- Agreement with Municipality of Florence's Department for Social Policies, which sets a 'quality standard' for Tour Operators

Increasing awareness of professional issues – In this case: working condition not regulated by contract

Development of collective claims

Attempt to establish 'training for collective action' for self-employed workers

Services assessment and critical issues

Membership 'loyalty'

Self-employed workers become members to benefit from free services; the hardest part is to **retain membership once the service is provided.**

Organisational costs:
Self-employed workers as a **'poor membership'**

Turning individual issues into collective issues

Defining paths of collective action is not always an easy task.

- For many jobs **there is not one employer** – or an organisation – to bargain with.
- In sectors where self-employment is prevalent, it is very difficult **to convince employers' associations to bargain.**

Self-employed workers and union participation

Union Officials say self-employed workers are resistant to collective action, and **do not always regard union's achievements as a major success.**

High-income professional are concerned that any **agreement may result in a lowering of their wages.**