

24 MARCH 2026

NATIONAL COLLECTIVE AGREEMENT FOR DOMESTIC WORK

LORENZO GASPARRINI

General Secretary of DOMINA

segretario.generale@associazionedomina.it



Art.1

Applicability

The National Collective Agreement is stipulated in a unitary manner for the entire national territory, between the **employers association**:

- DOMINA
- FIDALDO

and **trade unions**:

- Filcams CGIL
- Fisascat CISL
- Uiltucs UIL
- Federcolf

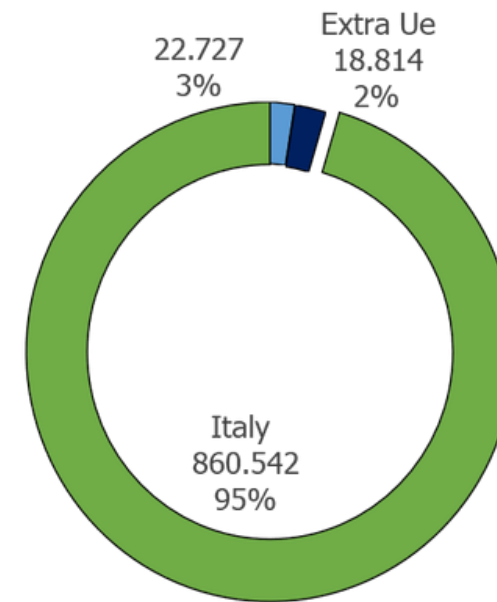
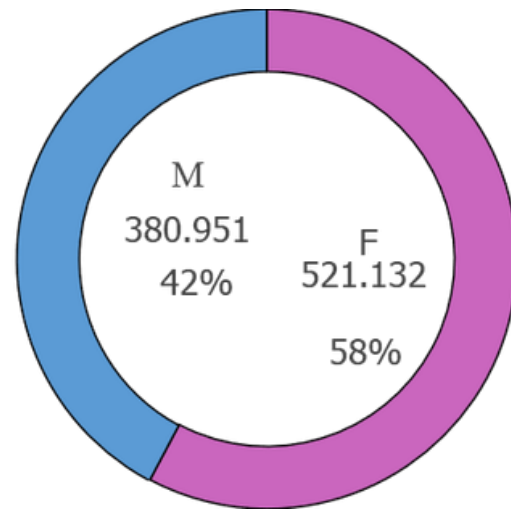


Art.1

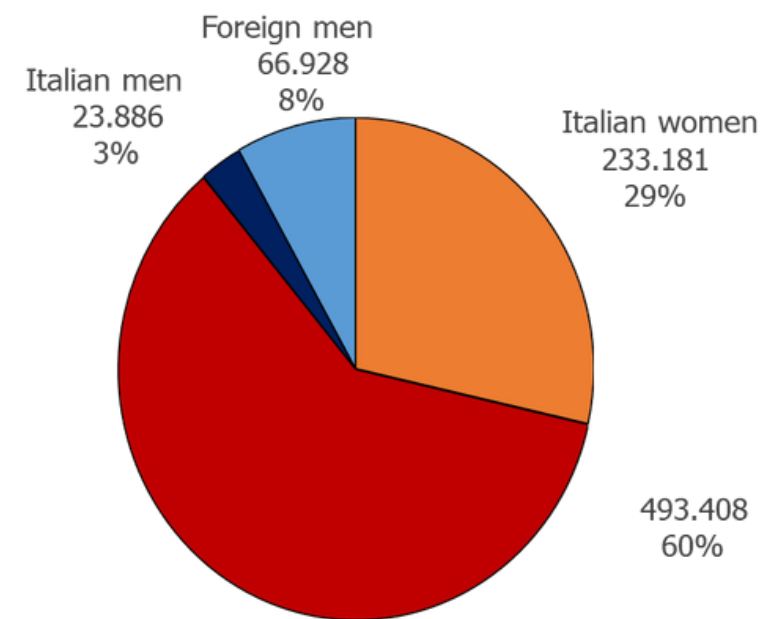
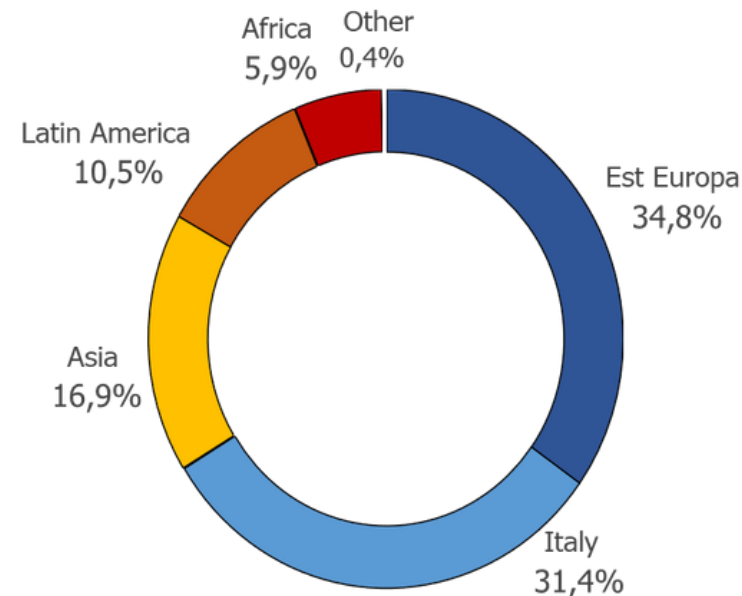
Applicability



902.803
EMPLOYER
S
FAMILIES



817.403
DOMESTIC
WORKERS

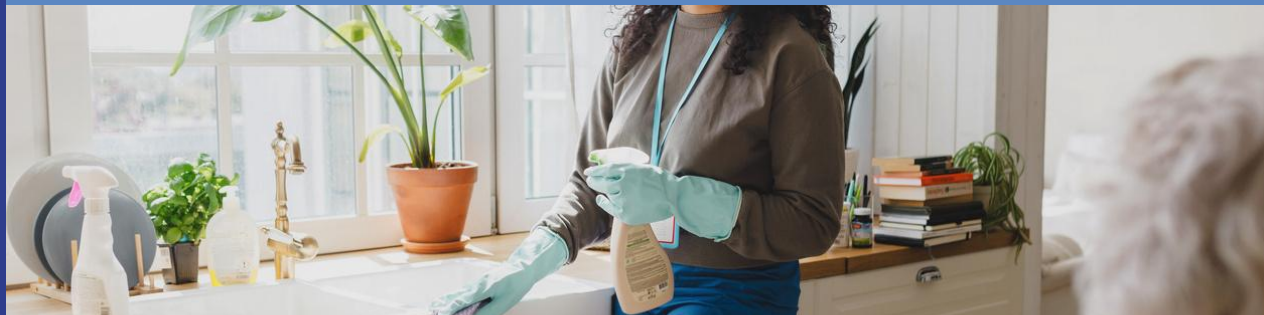


The contract, aimed at regulating domestic work throughout the national territory, applies to workers, even of non-italian nationality involved in the functioning of family life and family-structured cohabitations (Barracks, Monasteries...).



Art.1

Classification of employees level



A €908,10 / €6,51

- Cleaner
- Dog sitter

AS €958,55 / €6,76

Company Assistant for self-sufficient people. Performs exclusively companionship



B €983,16 / €7,01

Multi purpose generic family worker

BS €1.053,99 / €7,45

- Baby-sitter
- Assistant to self-sufficient people



C €1.123,63 / €7,86

Family Chef

CS €1.193,84 / €7,86

Assistant to non-self-sufficient people



D €1.404,51 / €9,57

Housekeeper

DS €1.474,73 / €9,97

Trained Assistant to non-self-sufficient people

Art.12

Probationary period

1. Live-in employees regardless of the level of classification, are subject to a regularly paid trial period of 30 days of worked time;
2. The trial period for the remaining employment relationships is 8 days of worked time.

Art.14

Working Hours

The normal duration of the working day is agreed between the parties and in any event shall include a maximum of:

- 10 non-consecutive hours per day, for a total of 54 hours per week, for live-in employees;
- 8 non-consecutive hours per day, for a total of 40 hours per week, distributed over 5 days or 6 days, for
- live-out employees.



Art.17

Annual Leave

Regardless of the duration and distribution of working time, the worker is entitled to a period of annual leave of 26 **working days for each year** of service with the same employer.

Employees of non-Italian citizenship who need to take a longer period of annual leave at their request and upon the agreement of the employer, **can accumulate** the annual leave within a maximum of two years.

Art.20

Vocational Training Leave

Full-time and permanent employees, with at least 6 months of service with the employer, can benefit from an annual total of 40 hours of paid time off for the attendance of specific vocational training courses for domestic help or family carers.



Art.27

Sick Leave

In case of illness, both live-in and live-out employees are entitled to keep their work:

- for 10 calendar days if they have up to 6 months of seniority;
- for 45 calendar days if they have more than 6 months to 2 years of seniority;
- for 180 calendar days if they have more than 2 years of seniority.

Art.39

Thirteenth month's salary

On the occasion of the Christmas period, and in any case within the month of December, the worker is entitled to an **additional monthly salary**.



Art.40

Termination of the employment relationship

The employment relationship may be terminated by either party subject to compliance with the following notice periods:

*1. For labour relationships of not less than **25 hours per week**:*

- **up to 5 years'** service with the same employer: 15 calendar days; **over 5 years'** service with the same employer: 30 calendar days.

*2. For labour relationships of **less than 25 hours per week**:*

- **up to 2 years'** service with the same employer: **8** calendar days; **over 2 years'** service with the same employer: **15** calendar days

Art.41

Severance pay

Employers will pay the severance pay in advance, upon employee's request, no more than once a year, up to a maximum of **70%** of what has been accrued.



Art.38

Periodic change in minimum wage

The Ministry of Labour and Social Security is delegated by the contracting Organizations and Associations to determine the periodic variation of the minimum wage in an amount equal to **90% of the variation in the cost of living** for families of employees and workers recorded by ISTAT for the minimum contractual wages.

Art.48

Ebincolf (www.ebincolf.it)

It fosters initiatives at different levels in the fields of **training, professional qualification and certification of skills** also in collaboration with the regions and other competent bodies, as well as information on safety issues.

As a certification body for domestic workers in accordance with standard ISO 17024:2012 and **UNI 11766:2019**, EBINCOLF has released to the market more than **2.000** domestic workers certifications in the professional profile of :

- **Multifunctional colf**
- **Baby Sitter**
- **Caregivers**



Art.50

Cassacolf (www.cassacolf.it)

CAS.SA.COLF is aimed to provide services in favor of employees and employers, including health care and insurance benefits, supplementary and additional to public services.

Benefits for employees

Hospitalisation, convalescence – Cancer treatments - Allowance for large intervention - Reimbursement of pregnancy period expenses - Birth bonus - Psychotherapeutic treatment - Orthopaedic prostheses and orthopaedic medical aids – Prevention.

Benefits for employers

Reimbursement for the cost of a family caregiver. **€ 300 per 12 consecutive month**. Reimbursement for the cost of a family assistant in the event of the employee's maternity leave. **€ 300**. Third Party Liability (R.C.T.)

- **€ 25.000** per year within the following limits
- **€ 5.000** for property damage
- **€ 20.000** for personal injury



Recipe to fight 48% of undeclared work

DOMINA's Proposal to the government

CASH BACK

Increasing reimbursement (from 25% to 100%) to be used to cover next INPS contributions

FISCAL DEDUCTION

10% tax deduction on the annual cost of domestic work related to traceable payments

Transfer of NASPI benefits

Transfer of one month's salary to the employer to be used for payments INPS contributions





Dalla parte delle famiglie!



associazionedomina.it