

(English version)

**Question for written answer E-002579/26
to the Commission**

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(23 June 2026)

Subject: Directors of general and administrative services in Italy: working conditions and proper recognition

In Italy, directors of general and administrative services (DGSAs) perform highly complex and independent roles in helping to oversee how schools and their accounts are managed. Although DGSAs have a senior level of responsibility and need to be highly specialised, those in equivalent positions in the Italian civil service enjoy better standards of remuneration and legal status — an unfair disparity.

DGSAs receive a variable managerial allowance, but it is based on indicators from 2007 and a statutory number of teaching staff, not how many teachers are actually employed at their school. Worse still, their pay is not performance-related, they receive no overtime pay, and they are not eligible to transition to managerial roles in other departments. This state of affairs would appear to be at odds with the fifth principle of the European Pillar of Social Rights, which upholds the right to equal treatment and the proper recognition of professional skills. Furthermore, the absence of a dedicated career path for these professionals risks undermining efficient administration, a key objective of Italy's recovery and resilience plan.

Given all this:

1. Does the Commission believe that the pay and regulatory disparity outlined above is in line with the principles of fairness and equal treatment enshrined in the European Pillar of Social Rights?
2. As part of its efforts to monitor the country's recovery and resilience plan, will the Commission call on Italy to remove restrictions on professional mobility and ensure that DGSAs are given a proper chance to transition to managerial roles?
3. What steps will the Commission take to ensure fairer recognition for senior roles in Europe's public education sector?

Submitted: 23.6.2026

Answer given by Executive Vice-President Mînzatu on behalf of the European Commission
(13 August 2026)

EU labour law establishes minimum requirements on working conditions, such as working time, health and safety and equal treatment on protected grounds. It does not harmonise the remuneration or legal status of comparable categories of public employees nor does it require performance-related or overtime pay or regulate access to particular career paths.

The organisation of national public administrations, including the definition of career structures, access to managerial positions, and professional mobility within the public sector, falls within the competence of Member States. Similarly, pursuant to Article 153(5) of the Treaty on the Functioning of the European Union, the EU's competence in the field of social policy does not extend to pay.

The European Pillar of Social Rights provides a framework for promoting fair and well-functioning labour markets. The Pillar is legally non-binding. Its principles do not extend the EU's competences or create directly enforceable obligations but rather serve as a guiding framework for Member States to coordinate their policies.

Italy's recovery and resilience plan (RRP) includes reforms of public employment and of the school network, requiring the entry into force of legislation setting the criteria for the organic contingent of *dirigenti scolastici* and directors of general and administrative services (now *funzionari di elevata qualificazione*) and its regional distribution.

The Commission assesses the implementation of the RRP against the implementation of milestones and targets, in line with the Council Implementing Decision ⁽¹⁾. The organisation of civil servants remains primarily the responsibility of Member States, in line with applicable national and EU law.

⁽¹⁾ https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CONSIL%3AST_7138_2026_ADD_1&qid=1784555325560.