

Get an overview of the employment law framework operating in Italy

Italian Employment Law is currently undergoing major change. If you are responsible for staff in Italy – or expect to be in the near future – now is a great time to make sure you know all about the changes taking place.

The 'Jobs Act' came into force in 2015, with new rules being implemented by 'decrees' at various stages. Key areas of change include:

- New rules governing unfair dismissal
- Reduction in the number and type of employment contracts
- Introduction of an 'hourly minimum salary'
- Greater flexibility for employers to change the duties of employees
- Changes to the rules on privacy at work and remote surveillance
- New family-friendly measures
- New regulations on unemployment benefits, redundancy payments and tax.

You will walk away with...

- Understand the legal framework governing Italy, including latest developments and law in the pipeline
- Explore the cultural issues and current working conditions in Italy
- Get all your questions on Italian employment law answered by our legal expert
- Benefit from case study based learning to put the law into practice

Is this right for me?

This course is suitable for HR and personnel managers, employment relations professionals, in-house counsel and other lawyers who advise on staff matters, line managers and others who have – or expect to have – people management responsibilities in Italy.

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Excellent content – presenter very knowledgeable

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About the speaker



Federico Strada

Is a Senior Counsel in the Employment department of DLA Piper Italy and is based in the Milan office. Active in the labour, data protection and health and safety fields, I have gained extensive experience, assisting both Italian and international clients on domestic and cross border matters. I am also well-versed in international profiles thanks to the long time spent working with major international law firms in Milan and London. I am a regular lecturer in seminars and tutorials focusing on Italian employment law in London and am co-editor and author of the Italian chapter of "Employment Law in Europe", an extensive guide to employment law in 28 European jurisdictions.



Morning session

Welcome and Registration

An overview of the employment law framework in Italy

- Introduction to Italian employment law
- The Civil Law system
- Social framework
- 2015 legislation: "Jobs Act", new rules on:
 - >Hiring
 - >Dismissals
 - >Settlements
 - >Waivers
 - >Managing freelancers/self-employed

Coffee

Employment contracts

- Getting to grips with key recruitment issues: non-discrimination; asking personal questions; checking for criminal records; references
- Understanding the different types of employment contracts and related terms (fixed term employment, consultancy contracts and agency staff)
- Key terms in employment contracts: job titles and levels; language; duration; trial periods; restrictive covenants; notice periods
- Salary, benefits and pension schemes

Transfer of business

Lunch and networking

Afternoon session

Day-to-day employee management, discipline and grievances

- Working time, leave and shifts
- Employees' data protection rights
- Distance monitoring and internal investigations
- Management of poor performance
- Key aspects of disciplinary and grievance procedures
- Secondment

Tea

The new legislation termination of employment and its consequences

- Dismissing an employee: date of hiring as the key element to understand the consequences of an unfair dismissal
- Pitfalls and risks connected to an unfair dismissal: general dismissal protection
- Notice periods, severance and termination indemnities, compromise agreements
- Individual and collective dismissal procedure

Discrimination law

- Discrimination legislation
- Bullying and harassment

Working with the Works Council

- Works councils' rights: information and consultation
- Unions' rights

What's on the horizon?

- Future developments in employment law
- Areas of concerns for employers

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High quality of content and a great trainer

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Very informative, worthwhile and useful

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When the course is running:

Date: 16 November 2023 (One Day) | Delivery: Hybrid - Virtual | Price: £495.00

Date: 16 May 2024 (One Day) | Delivery: Hybrid - London| Price: £495.00

Date: 16 May 2024 (One Day) | Delivery: Hybrid - London| Price: £595.00



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