

September 9, 2021

The outbreak of COVID-19 emergency in Italy and subsequent measures taken by the Italian Government and public authorities raise several challenging issues for employers. This section includes articles on how to handle the emergency from the employment law perspective and regular updates on new related legal provisions (contents are in Italian and English).

## **[Green pass at the workplace: the new Decree has been published in the official journal \(in Italian\)](#)**

23/09/2021 - The new Decree with rules of Green pass at the workplace has been published in the Italian official journal.

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## **[Green pass at the workplace: indications from the National Association of Company and Competent Doctors \(in Italian\)](#)**

13/09/2021 - The indications from the National Association of Company and Competent Doctors on green pass at the workplace.

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## **[Big companies in crisis: procedures and deadlines for submitting applications for access to the 400 million fund \(in Italian\)](#)**

09/09/2021 - Decree of the Ministry of Economic Development establishes procedures and deadlines for submitting applications for access to the Fund for support of large companies.

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## **[Business crisis and company reorganization: the new institution of negotiated crisis resolution \(in Italian\)](#)**

30/08/2021 - Law Decree August 24, 2021, n.118: introduce new instruments that incentivize companies "to identify alternatives for corporate restructuring or reorganization".

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## **[Green pass for access to indoor company canteens: the Note from Confindustria and the Circular from Federchimica \(in Italian\)](#)**

24/08/2021 - The Note from Confindustria and the Circular from Federchimica regarding Green pass for access to indoor company canteens.

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### **COVID-19 Green Certification and access to indoor company canteens: the Italian Government confirms the obligation with a new FAQ (in Italian)**

17/08/2021 - Italian Government confirms the obligation about COVID-19 Green Certification and access to indoor company canteens with a new FAQ.

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### **Wage integration funds :INPS provides a summary and operating instructions (in Italian)**

12/08/2021 - INPS provides a summary and operating instructions related to Wage integration funds

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### **Big companies in crisis: a 400 million fund is ready and available (in Italian)**

05/08/2021 - In Italy 400 million fund is ready and available for big companies in crisis.

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### **The restart of conciliation procedures for individual dismissals for objective reasons (in Italian)**

21/07/2021 - The restart of conciliation procedures for individual dismissals for objective reasons in Italy.

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### **Executives of the Trade Sector: extension and amendment of the Collective Bargaining Agreement (in Italian)**

08/07/2021 - Extension and amendment of the Collective Bargaining Agreement in Italy.

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### **Law Decree no. 99 of June 30, 2021: new measures on employment protection and ban on dismissals (in Italian)**

01/07/2021 - New measures on employment protection and ban on dismissals in Italy.

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### **Conversion into Law of the "Reopening Decree": extension until 31 December 2021 of simplified smart-working (in Italian)**

25/06/2021 - The conversion into law of the "Reopening Decree" has extended until December 31, 2021 the simplified smart-working.

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## **[DVR and COVID-19 risk: the first orientation of the Court of Cassation on the omission of integration/update \(in Italian\)](#)**

11/06/2021 - The first orientation of the Court of Cassation on the omission of integration/update in Italy.

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## **[Support Decree bis: the new rules on dismissals and other labour-related measures \(in Italian\)](#)**

27/05/2021 - The new rules on dismissals and other labour-related measures regarding COVID-19.

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## **[Conversion of the Support Decree into law: news regarding COVID-19 redundancy funds \(in Italian\)](#)**

24/05/2021 - The news regarding COVID-19 redundancy funds.

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## **[Vaccinations in the workplace: new indications of the Italian Data Protection Authority \(in Italian\)](#)**

18/05/2021 - The new indications of the Italian Data Protection Authority regarding Vaccinations in the workplace.

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## **[National Employment Office: possibility to renew and to extend fixed-term employment contracts for employees of companies that benefit of emergency social shock absorbers \(in Italian\)](#)**

17/05/2021 - The possibility to renew and to extend fixed-term employment contracts for employees of companies that benefit of emergency social shock absorbers in Italy.

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## **[Employment relationships and data protection: the Italian Data Protection Authority and the National Labour Inspectorate sign the Protocol of collaboration \(in Italian\)](#)**

28/04/2021 - The Italian Data Protection Authority and the National Labour Inspectorate sign the Protocol of collaboration.

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## **[Reopening Decree: extension until 31 July 2021 of simplified smart-working and exceptional health surveillance \(in Italian\)](#)**

26/04/2021 - Extension until 31 July 2021 of simplified smart-working and exceptional health surveillance in Italy.

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## **[Ban on dismissal and executives: the new interpretation of the Court of Rome excludes the applicability \(in Italian\)](#)**

20/04/2021 - The new interpretation of the Court of Rome excludes the applicability regarding Ban on dismissal and executive in Italy.

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### **[Vaccines in the company and update of the measures to combat and contain COVID-19 in workplace: the new Protocols signed by the social partners \(in Italian\)](#)**

08/04/2021 - Vaccines in the company and update of the measures to combat and contain COVID-19 in workplace in Italy.

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### **[Support Decree: the “mystery” of the extension of the ban of dismissals \(in Italian\)](#)**

26/03/2021 - The “mystery” of the extension of the ban of dismissals regarding Support Decree.

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### **[Support Decree: extension of the COVID-19 social shock absorbers, the ban of economic dismissals and the emergency rules on the renewal and extension of fixed-term contracts \(in Italian\)](#)**

23/03/2021 - Extension of the COVID-19 social shock absorbers, the ban of economic dismissals and the emergency rules on the renewal and extension of fixed-term contracts.

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### **[Law Decree 13 March 2021, no. 30: the new emergency measures implemented by the Draghi government \(in Italian\)](#)**

15/03/2021 - The new emergency measures implemented by the Draghi government in Italy.

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### **[Italian data protection authority: new guidelines on data processing related to COVID-19 vaccination in the workplace \(in Italian\)](#)**

19/02/2021 - New guidelines on data processing related to COVID-19 vaccination in the workplace.

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### **[INPS Circular No. 2 of January 12, 2021: instructions on extraordinary leave for parents in case of suspension of teaching \(in Italian\)](#)**

13/01/2021 - Instructions on extraordinary leave for parents in case of suspension of teaching in Italy.

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### **[Decreto Milleproroghe: extension of simplified remote working \(in Italian\)](#)**

04/01/2021 - Decreto Milleproroghe - extension of simplified remote working in Italy.

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## **[Budget Law 2021: the financial measures approved in extremis by the Senate are published in the Official Journal \(in Italian\)](#)**

31/12/2020 - Budget Law 2021 - the financial measures approved in extremis by the Senate are published in the Official Journal

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## **[INPS Circular No. 139 of December 7, 2020: clarifications on how to use the new redundancy funds provided by the so-called August and Ristori Decrees \(in Italian\)](#)**

11/12/2020 - Clarifications on how to use the new redundancy funds provided by the so-called August and Ristori Decrees in Italy.

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## **[Emergency COVID-19 and suspension of the deadline to challenge dismissals: the extensive interpretation of the Employment Court of Milan \(in Italian\)](#)**

10/12/2020 - The extensive interpretation of the Employment Court of Milan regarding to Emergency COVID-19 and suspension of the deadline to challenge dismissals.

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## **[Prime Ministerial Decree 3 December 2020: the new measures in force from 4 December 2020 \(in Italian\)](#)**

04/12/2020 - The new measures regarding to COVID - 19 in force from 4 December 2020 in Italy.

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## **[INPS Message no. 4464 of November 26, 2020: Termination of employment following company-based bargaining agreement and access to the unemployment benefit NASpl \(in Italian\)](#)**

27/11/2020 - Termination of employment following company-based bargaining agreement and access to the unemployment benefit NASpl.

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## **[2021 Financial Measures: the main provisions on labour matters contained in the bill approved by the Council of Ministers \(in Italian\)](#)**

19/11/2020 - The main provisions on labour matters contained in the bill approved by the Council of Ministers in Italy.

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## **[“Ristori-bis Decree”: further and new urgent measures in the field of healthcare, support to workers and businesses and justice, related to the epidemiological emergency by Covid-19 \(in Italian\)](#)**

12/11/2020 - The further and new urgent measures in Italy in the field of healthcare, support to workers and businesses and justice, related to the epidemiological emergency by COVID-19.

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### **[Prime Ministerial Decree 3 November 2020: new measures to counter the epidemiological emergency due to COVID-19 \(in Italian\)](#)**

04/11/2020 - The new measures to counter the epidemiological emergency due to COVID-19 in Italy.

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### **[New economic measures until January 31, 2021 released by Italian Government \(in Italian\)](#)**

29/10/2020 - New economic measures released by Italian Government after the entry into force of the Prime Ministerial Decree 24th October 2020.

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### **[Prime Ministerial Decree 24th October 2020: the Government's "strong recommendations" on movements and remote working \(in Italian\)](#)**

26/10/2020 - The Italian Government's "strong recommendations" on movements and remote working.

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### **[Ministry of Health: new guidelines for the duration and termination of isolation and quarantine \(in Italian\)](#)**

15/10/2020 - New guidelines for the duration and termination of isolation and quarantine from Ministry of Health.

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### **[August Decree becomes Law: the news brought by the Parliament's conversion \(in Italian\)](#)**

14/10/2020 - The news brought by the Parliament's conversion regarding to August Decree.

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### **[INPS Message no. 3653 of October 9, 2020: management of employees in quarantine and relevant social security \(in Italian\)](#)**

12/10/2020 - The management of employees in quarantine and relevant social security from INPS Message.

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### **[Extension of the state of emergency and of the «emergency smart-working» \(in Italian\)](#)**

09/10/2020 - The extension of the state of emergency and of the «emergency smart-working» in Italy.

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### **[INPS Circular 30 September 2020, n. 115: instructions for the access to the wage funds implemented by August Decree \(in Italian\)](#)**

02/10/2020 - In Italy the instructions for the access to the wage funds implemented by August Decree.

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### **[Exemption from contributions for companies not requesting further redundancy funds: first clarifications from the National Social Security Authority INPS \(in Italian\)](#)**

21/09/2020 - The first clarifications from the National Social Security Authority INPS regarding the August Decree.

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### **[INL Note no. 713/2020: first indications from the National Labour Inspectorate on the main provisions introduced by the August Decree \(in Italian\)](#)**

17/09/2020 - First indications from the National Labour Inspectorate on the main provisions introduced by the August Decree.

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### **[New measures on remote working and special leave for parents in case of quarantine of children for COVID-19 contacts at school \(in Italian\)](#)**

10/09/2020 - In Italy the new decree with measures on remote working and special leave for parents in case of quarantine of children for COVID-19 contacts at school.

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### **[August Decree and social shock absorbers: the first INPS indications arrive \(in Italian\)](#)**

24/08/2020 - The first INPS indications regarding August Decree.

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### **[Law Decree August 14, 2020, n. 104 \(so-called "August Decree"\)](#)**

17/08/2020 - The Italian Government has decreed the entry into force of the new emergency measures that will accompany companies until the end of 2020.

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### **[Extension of the state of emergency: “simplified smart-working” until 15 October 2020 \(in Italian\)](#)**

31/07/2020 - Italy's current state of emergency looks set to be extended until 15 October 2020.

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### **[Smartworking: new simplified procedure starting from August 1, 2020 \(in Italian\)](#)**

24/07/2020 - In Italy, the new simplified procedure for Smartworking starting from August 1, 2020.

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## **[The law converting the Relaunch Decree is in force. Let's see the new provisions \(in Italian\)](#)**

20/07/2020 - COVID-19: The law converting the Relaunch Decree is in force.

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## **[News on COVID-19 issue up to July 31, 2020 \(in Italian\)](#)**

15/07/2020 - Updates on COVID-19 emergency in Italy.

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## **[INPS Circular no. 84 dated July 10, 2020: the regulation of COVID-19 social shock absorbers following the changes introduced by the Law Decree no. 34/2020 \(so-called Relaunch Decree\) and Law Decree no. 52/2020 \(in Italian\)](#)**

13/07/2020 - Regulation of COVID-19 social shock absorbers following the changes introduced by the Law Decree no. 34/2020 (so-called Relaunch Decree) and Law Decree no. 52/2020.

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## **[COVID-19 and health insurance protection: new INPS operating instructions for the management of medical certifications \(in Italian\)](#)**

26/06/2020 - New INPS operating instructions for the management of medical certifications

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## **[Social safety nets: FAQ of the National Social Security Authority INPS on the use of the derogated guarantee wage fund \("CIGD"\) with COVID-19 reason \(in Italian\)](#)**

25/06/2020 - National Social Security Authority INPS' FAQs on the use of the derogated guarantee wage fund ("CIGD") with COVID-19 reason

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## **[INL Circular no. 532 issued on 12th June 2020: the National Labour Inspectorate launches checks on the use of COVID-19 social safety nets \(in Italian\)](#)**

18/06/2020 - INL Circular no. 532 issued on 12th June 2020: the National Labour Inspectorate launches checks on the use of COVID-19 social safety nets

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## **[News on social shock absorbers: anticipation of 4 weeks of wage guarantee funds \(in Italian\)](#)**

17/06/2020 - Law Decree n. 52/2020: News on social shock absorbers

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## **[Conversion of the Liquidity Decree into law: management of employment and employer's liability in case of COVID-19 infection \(in Italian\)](#)**



10/06/2020 - Management of employment and employer's liability in case of COVID-19 infection.

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### **[COVID-19 indemnities: the INPS Messages on the extensions provided for by the Law Decree no. 34/2020 \(so-called Relaunch Decree\) \(in Italian\)](#)**

08/06/2020 - The INPS Messages on the extensions provided for by the Law Decree no. 34/2020

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### **[Relevant clarifications from Social Security Authority with regard to dismissals \(in Italian\)](#)**

01/06/2020 - Relevant clarifications regarding to dismissals in Italy

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### **[So called «Relaunch Decree»: Phase 2 and the economic restart in Italy \(in Italian\)](#)**

22/05/2020 - Phase 2 and the economic restart in Italy

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### **[Governmental Decree of May 17, 2020: reopening of economic, productive and social activities in Italy](#)**

18/05/2020 - New decree for reopening of economic, productive and social activities in Italy

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### **[COVID-19: EU guidance for a safe return to the workplace \(in Italian\)](#)**

08/05/2020 - EU guidance for a safe return to the workplace during the COVID-19 pandemic

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### **[Conversion into law of Law Decree no. 18/2020 \(so-called “Cura Italia”\) \(in Italian\)](#)**

30/04/2020 - Conversion into law of Law Decree no. 18/2020.

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### **[Phase 2 and the workplace in Italy: new Protocol for workers' safety](#)**

28/04/2020 - New Protocol for the workers' safety in Italy.

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### **[Governmental Decree April 26, 2020: implementing provisions on Phase 2 starting from May 4, 2020 \(in Italian\)](#)**

27/04/2020 - In Italy implementing provisions on Phase 2 starting from May 4, 2020.

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### **[INAIL: Technical paper on possible remodulation of Covid-19 containment measures in workplaces and prevention strategies \(in Italian\)](#)**

22/04/2020 - New communication of INAIL on the possible remodulation of Covid-19 containment measures in workplaces and prevention strategies.

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### **[INPS Message 14th April 2020, no. 1607: operational instructions for the extension of COVID-19 social safety nets to new hired employees \(in Italian\)](#)**

16/04/2020 - Operational instructions for the extension of COVID-19 social safety nets to new hired employees.

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### **[Italian governmental Decree of April 10, 2020: extension of the restrictive measures until May 3, 2020 and reopening of warehouses of industrial companies](#)**

15/04/2020 - Extension of the restrictive measures until May 3, 2020 and reopening of warehouses of industrial companies.

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### **[Decreto Liquidità: COVID-19 redundancy funds extended to newly hired employees](#)**

10/04/2020 - COVID-19 redundancy funds extended to newly hired employees.

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### **[Circular no. 8/2020 of the Ministry of Labour and Social Policies: criteria for access to wage subsidy funds](#)**

09/04/2020 - Criteria for access to wage subsidy funds.

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### **[INPS message no. 1508 of April 6, 2020: new simplified form for the direct payment of wage subsidies to employees](#)**

08/04/2020 - New simplified form for the direct payment of wage subsidies to employees.

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## **[Circular no. 8/E of April 3, 2020 of the Italian Revenue Agency: guidelines on the tax measures provided for by the Decree «Cura Italia», relating to the bonus guaranteed to employees who continued to work at the place of work during the COVID-19 emergency](#)**

06/04/2020 - Circular no. 8/E of April 3, 2020 of the Italian Revenue Agency: guidelines on the tax measures provided for by the Decree «Cura Italia», relating to the bonus guaranteed to employees who continued to work at the place of work during the COVID-19 emergency.

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## **[Agreement between ABI and social partners in relation to the advance payments of social benefits](#)**

01/04/2020 - This article outlines the content of the Agreement between ABI and social partners in relation to the advance payment of social benefits by banks to employees suspended due to the COVID-19 emergency

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## **["Cura Italia" Decree Law: updated list of the agreements entered into by the various regions for the activation of the redundancy fund by way of derogation](#)**

31/03/2020 - Updated list of the Decrees issued by the Italian Regions to date in order to activate the social benefits for COVID-19 issue

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## **[Circular no 47/2020 of the Italian National Social Security Authority: guidelines for the application of the extraordinary measures introduced by the Decree "Cura Italia"](#)**

30/03/2020 - On Saturday March 28, 2020 the National Social Security Authority (INPS) released the very important Circular giving all the guidelines to proceed with the requests of social benefits.

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## **[MISE Decree dated March 25, 2020: introduction of significant changes and updates to Annex 1 of the Prime Ministerial Decree of March 22, 2020](#)**

26/03/2020 - New important Decree from the Ministry of Economic Development, to redefine the forbidden activities during the crisis.

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## **[Allocation between regions and autonomous provinces of resources for the payment of the](#)**

## **[redundancy fund by way of derogation provided by Article 22 of the "Cura Italia" Decree Laws](#)**

25/03/2020 - Italian Regions started to release the Decrees in order to activate the social benefits for COVID-19 issue.

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## **[Prime Ministerial Decree dated March 22, 2020: closure of all production activities and non-essential services until April 3, 2020](#)**

23/03/2020 - New and stronger measures are in force in Italy since today, about working and production activities.

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## **[INPS press release on the introduction of the "Cura Italia" Decree Law \(in Italian\)](#)**

20/03/2020 - With an important press release, the National Social Security Authority (INPS) is confirming that it is ready to start with the procedures to grant social benefits to employees impacted by COVID-19 emergency.

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## **[Important news on economic emergency measures for employers in Italy due to the COVID-19 issue](#)**

18/03/2020 - Yesterday the Italian Government has issued a new Law-Decree, with important provisions in order to face the economic emergency due to COVID-19

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## **[Daily alert Coronavirus: updates on privacy issues \(in Italian\)](#)**

14/03/2020 – new rules on collection of data relating to symptoms due to Coronavirus?

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## **[Daily alert Coronavirus: updates on Health & Safety Protocol at the Workplace \(in Italian\)](#)**

14/03/2020 – a new Protocol on health & safety at the workplace has been executed in order to face COVID-19 issue at work

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## **[Coronavirus: implementation of the provisions laid down in the Prime Ministerial Decree dated March 11, 2020 \(in Italian\)](#)**

12/03/2020 - New and stronger rules applicable to the entire Italy, starting from today (March 12, 2020) up to March 25, 2020

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### **[Note N. 82 of March 9 2020 of the National Labor Inspectorate \(INL\) \(in Italian\)](#)**

11/03/2020 - New rules from the National Employment Inspectors Authority regarding the outbreak of COVID-19.

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### **[DPCM March 9 2020: extension of the limitations adopted with the Prime Ministerial Decree of 8 March 2020 to the whole Italian territory \(in Italian\)](#)**

10/03/2020 - «*The entire Italy will be a restricted area*». With these words, the President of Italian Government has extended the emergency measures introduced by the Governmental decree of March 8, 2020 to the entire Country.

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### **[DPCM March 8 2020: important provisions for the containment of the spread of COVID-19 \(in Italian\)](#)**

09/03/2020 - On Sunday 8 March, 2020 the new provisions of the Governmental Decree issued and published on the Official Bulletin on the same date, entered into force.

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### **[DPCM March 4 2020: activation of the smart-working mode for the entire period of the state of emergency \(in Italian\)](#)**

05/03/2020 - Today, many news regarding the management of the employment relationships within the ambit of the emergency of COVID-19.

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### **[Coronavirus - Law Decree n.9/2020: new provisions \(in Italian\)](#)**

04/03/2020 - The Law Decree n. 9/2020 containing "urgent support measures for families, workers and businesses related to the epidemiological emergency from COVID-19" was published in the Official Journal no. 53 of March 2, 2020. The new regulations have been introduced not only to counter the spread of coronavirus, but also in order to contain the impact of the epidemiological emergency on the economy.

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### **[Coronavirus: communication of the Italian Data Protection Authority \(in Italian\)](#)**

03/03/2020 - We highlight the Communication of the Italian Data Protection Authority, issued on March 2, 2020, which clarified some important aspects in the management of relationships with employees and suppliers.

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### **[Coronavirus: introduction of the Prime Ministerial Decree of March 1, 2020 \(in Italian\)](#)**

02/03/2020 - Today we are currently experiencing very complex situations and unaccustomed scenarios, which are constantly changing based on the measures by which the government is managing this serious health emergency. To

help companies juggle the different, and not always linear, legal choices dictated by the emergency, we have decided to provide continuous updates on the latest news.

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## Coronavirus 10 things to know about human resources management (in Italian)

28/02/2020 - The emergency caused by the coronavirus COVID-19 is generating a series of significant management problems for companies, whether they are located in the so-called "Red Zone" or in other regions. To help companies deal with them, we believe it useful to illustrate the current regulatory framework (which is updated on an ongoing basis) by providing some practical suggestions for the management of this unprecedented health emergency.

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