

WFW ADVISES STATKRAFT ITALIA ON NEW FLEXIBLE WORKING HOURS AGREEMENT

17 FEBRUARY 2023 • PRESS



Watson Farley & Williams (“WFW”) has advised Statkraft Italia Srl (“Statkraft Italia”), the Italian wing of Norwegian renewable energy producer Statkraft Group, on an innovative flexible working agreement negotiated with trade union Fisascat-Cisl.

The agreement, the first of its kind in Italy to-date, allows employees to unilaterally decide their working hours between 8AM and 7PM when working on site. When working remotely (agile work), employees are only required to ensure they are online and don’t have to fulfil their duties during regular working hours.

The agreement also mandates that any hours of overtime worked will not accrue pay, but rather compensatory time off to be used within the next twelve months. Employees retain the right to request overtime pay if they work more than 48 hours in a given week.

Statkraft is a leading international hydropower company and Europe’s largest producer of renewable energy. Present in 20 countries and with 5000+ employees, the group generates hydroelectric, wind, solar and gas energy.

The WFW Italy Employment team that advised Statkraft was led by Partner Giuseppe Bulgarini d’Elci, assisted by Counsel Roberta Cristaldi and Associate Chiara Schirru. The team worked closely throughout the trade unions’ negotiations with Statkraft’s Italy HR Manager Martina Marchesi and Head of Legal Maria Sole Betti Guaraldi.

RELATED CONTACTS



**GIUSEPPE BULGARINI
D'ELCI**

PARTNER • MILAN

T: +39 02 721 7071
M: +39 347 26 86 664

gbulgarini@wfw.com



ROBERTA CRISTALDI
COUNSEL • MILAN

T: +39 02 721 7071
M: +39 344 0506106

rcristaldi@wfw.com



CHIARA SCHIRRU
SENIOR ASSOCIATE • MILAN

T: +39 02 721 7071

cschirru@wfw.com

MEDIA ENQUIRIES



WILL SALOMONE

T: +44 20 3036 9847

media@wfw.com

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