### WATSON FARLEY & WILLIAMS

# SNACKS: DIGESTIBLE WEEKLY LABOUR NEWS -**ISSUE 146**

15 FEBRUARY 2024 • ARTICLE



#### WEEKLY ITALIAN LABOUR UPDATES

"The reasons to use a fixed-term contract must be specified in detail."

In this edition of Snacks, our bitesize weekly Italian employment law update, we look at the following recent cases and notices:

- employer responsible for breach of safety at work in case of stressful environment;
- new criteria for calculating "redundancy ticket" contribution;
- employer's invitation to resume work and termination of the relationship;
- reducing labour costs in public procurement;
- minimum and maximum social security contributions for agents' commissions;
- compulsory medical check after absence for health reasons;
- unlawful staff leasing due to lack of temporariness;
- disproportionate disciplinary sanction and retaliatory dismissal;
- compensation for work abroad, if compensatory in nature, does not count towards severance pay; and
- liability of legal entities and breach of safety at work obligations.

## **KEY CONTACTS**



GIUSEPPE BULGARINI D'ELCI PARTNER • MILAN

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

abulgarini@wfw.com



ROBERTA CRISTALDI COUNSEL • MILAN

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

rcristaldi@wfw.com

#### WATSON FARLEY & WILLIAMS

#### DISCLAIMER

Watson Farley & Williams is a sector specialist international law firm with a focus on the energy, infrastructure and transport sectors. With offices in Athens, Bangkok, Dubai, Dusseldorf, Frankfurt, Hamburg, Hanoi, Hong Kong, London, Madrid, Milan, Munich, New York, Paris, Rome, Seoul, Singapore, Sydney and Tokyo our 700+ lawyers work as integrated teams to provide practical, commercially focussed advice to our clients around the world.

All references to 'Watson Farley & Williams', 'WFW' and 'the firm' in this document mean Watson Farley & Williams LLP and/or its affiliated entities. Any reference to a 'partner' means a member of Watson Farley & Williams LLP, or a member, partner, employee or consultant with equivalent standing and qualification in WFW Affiliated Entities. A list of members of Watson Farley & Williams LLP and their professional qualifications is open to inspection on request.

Watson Farley & Williams LLP is a limited liability partnership registered in England and Wales with registered number OC312252. It is authorised and regulated by the Solicitors Regulation Authority and its members are solicitors or registered foreign lawyers.

The information provided in this publication (the "Information") is for general and illustrative purposes only and it is not intended to provide advice whether that advice is financial, legal, accounting, tax or any other type of advice, and should not be relied upon in that regard. While every reasonable effort is made to ensure that the Information provided is accurate at the time of publication, no representation or warranty, express or implied, is made as to the accuracy, timeliness, completeness, validity or currency of the Information and WFW assume no responsibility to you or any third party for the consequences of any errors or omissions. To the maximum extent permitted by law, WFW shall not be liable for indirect or consequential loss or damage, including without limitation any loss or damage whatsoever arising from any use of this publication or the Information.

This publication constitutes attorney advertising.