

RÖDL

Doing Business in Italy

We pave the way. Worldwide.

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Our Program

Our experts in labor law and HR consulting have prepared an engaging program for you on the topic of personnel management in Italy. Our offer is designed to meet the current needs of employment management in Italy and to address the associated risk profiles. During the course, our experts will discuss the management of companies in Italy, employment options, and the day-to-day management of employment relationships up to their termination.

Courses

Courses can be offered in two modalities:

- Live stream course + relevant materials (slides)

2 Hours Modules	Each € 700
3 Hours Modules	Each € 1000

It can also be offered in presence at Company’s premises. No limitations apply on the number of participants (from the same company).

- Registered video course + relevant material (slides) + 1 hour live Q&A session

2 Hours Modules	Each € 500
3 Hours Modules	Each € 750

Target Audience

The courses are aimed at anyone responsible for managing an Italian branch, particularly managing directors, executives and HR managers of foreign companies that have a branch in Italy, or are planning to open one in the future.

The courses are designed to provide participants with the essential know-how to manage personnel and handle potential critical situations when operating in Italy.

In the training sessions, our experts offer practical guidance, equipping participants with the knowledge needed to understand the fundamental aspects of Italian labor law relevant to a managing director’s/HR manager’s responsibilities, as well as to develop the key guidelines for proper personnel management in Italy “from hire to retire”, helping them identify potential pitfalls in advance.



"Participants will gain essential know-how to manage personnel effectively and avoid critical situations when operating in Italy."

Program

Recruitment & employer branding (2 H):

- Job Posting;
- Selection interview: dos & donts, anti-discrimination and data protection law;
- Employer branding & Employee experience (Onboarding etc.).

Employment contract & company policies and regulations (3 H):

- The employment contract;
- Main forms of employment contracts;
- Working time & flexibility;
- Apprenticeship and other forms of flexible employment;
- Remote working;
- Company Policies and Regulations;
- Retention Agreements, non-compete, non solicitation & remedies.

The role of the directors & obligations and liabilities (2 H):

- Forms of Directorships;
- Duties and obligations in their role of Employer & liabilities;
- Differences between Director and Executive; incompatibility of the double role.



Program

Collective agreements (2 H):

- Different collective agreements;
- Applicability of national collective bargaining agreements (NCBA);
- Focus on the NCBA applicable to the client (principal provisions).

PLC - Privacy & Labour Compliance (3 H):

- Data protection in the employment relationship (from hire to retire);
- Focus on remote control and automated systems (SW and AI tools applied by the employer).

Compensation package & payroll (3 H):

- Minimum wage & other elements of the fix remuneration;
- Automatic salary increases;
- Variable remuneration, welfare and productivity awards;
- Understanding the Italian payslip.

Termination of employment (2 H):

- Dismissal for objective reason;
- Proceeding;
- Costs & Risks;
- Mutual termination agreements.

Disciplinary proceeding and dismissal (2 H):

- The proceeding: dos & donts;
- The disciplinary sanctions;
- The disciplinary dismissal;
- Low performance;
- Risks of illegitimate disciplinary dismissal.

Executives & top managers (2 H):

- The Employment contract for executives;
- Termination of executives: risks & costs.

Trade unions, restructuring & other collective proceedings (2 H):

- The role of Trade Unions and trade union rights;
- Collective dismissal;
- Salary integration measures.

Secondments, outsourcing & staff leasing (2 H):

- Outsourcing agreements, services agreements & joint liability;
- National & international secondments;
- Staff leasing.

Program

Health & safety at work (3 H):

- Workplace safety, management systems and delegated powers;
- Responsibilities of the employer, person in charge and delegated function holders;
- Compensation for damages;
- Harassment in the workplace, work-related stress, smart working;
- Climate Change Risk Management.

DE&I (3 H):

- Maternity and returning to work;
- Mandatory hiring and other inclusion measures;
- Protecting parenthood in light of the new anti-discrimination law, with practical case studies;
- Salary transparency;
- The gender equality certification.



Your contact person in Milan

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