

# LABOUR LAW IN ITALY

FIFTH EDITION

TIZIANO TREU

# **Labour Law in Italy**

**Fifth Edition**

**Tiziano Treu**

This book was originally published as a monograph in the International Encyclopaedia of Laws/Labour Law and Industrial Relations.

General Editors: Roger Blanpain, Frank Hendrickx



**Wolters Kluwer**

*Published by:*

Kluwer Law International B.V.  
PO Box 316  
2400 AH Alphen aan den Rijn  
The Netherlands  
Website: [www.wklawbusiness.com](http://www.wklawbusiness.com)

*Sold and distributed in North, Central and South America by:*

Wolters Kluwer Legal & Regulatory U.S.  
7201 McKinney Circle  
Frederick, MD 21704  
United States of America  
Email: [customer.service@wolterskluwer.com](mailto:customer.service@wolterskluwer.com)

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*Printed on acid-free paper*

ISBN 978-90-411-6859-7

This title is available on [www.kluwerlawonline.com](http://www.kluwerlawonline.com)

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Printed and Bound by CPI Group (UK) Ltd, Croydon, CR0 4YY.

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Professor Dr. T. Treu (born 22 August 1939), graduated from the University of Milan with a degree in law (November 1961). He was assistant professor of labour law at the same university until 1968 and Harkness Fellow at Cornell University's School of Industrial and Labour Relations and at the University of Chicago Law School from 1962 to 1964. He was certified as a professor of labour law in 1968 and selected, in the same year, to teach labour law at the University of Pavia (Law Department) and the Catholic University (Economics Department). He was tenured professor of labour law from 1971 to 1988 at the University of Pavia (Law Department); from 1988, full professor at the Law

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Professor Treu was President of the Italian Association for the Study of Industrial Relations from 1980 to 1991 and member of the Executive Committee of the Italian Association of Labour Law and Social Security from 1978 to 1988; from 1991 to 1994 President of the same association. He was President of the International Industrial Relations Association, 1995–98, and has been President of the International Society for Labour and Social Security Law, since September 2015.

He is a Member of the Scientific Committees of the *Journal of Labour Law*, of the *New Annotated Civil Laws* and of the *Journal of Labour Law and Industrial Relations*. He has been a Member of the Bar since 1975. Has served as consultant for the CISL labour union, as well as for the International Labour Office of Geneva, regarding labour law, and the Commission of the European Communities, General Directorate.

From July 1990 to July 1992 he was a member of the National Guarantee Commission on Strikes affecting Essential Industries. From 1989 to 1994 he was President of STOA, a study institute for business management and operations. Outside councilman appointed to Milan's 'civic' municipal council, with responsibility for institutional affairs, education, labour economics and social concerns from 1992 to 1993.

## **The Author**

In 1993 Professor Treu was Director of ARAN, the Agency for the Representation in Negotiations of the Public Administration, sponsored by the Italian Prime Minister's Office – Department of Public Services. From January 1995 to October 1998 he was Minister of Labour and Social Security, from October 1998 to December 1999 Minister of Transport in the Italian government.

In 2001 he was elected to the Italian Senate. From 2006 to 2008 he was President of the Senate Committee on employment and welfare. From 2008 to March 2013 he was vice president of the same committee. From 2013 to 2015 he was a member of CNEL (the National Council for Economy and Labour).

He is the author of numerous essays and books on labour law, union law and industrial relations, both Italian and comparative.

## Author's note

This edition of the encyclopedia monograph Italy is updated to 31 December 2015.

This volume has undergone a major revision, because during the year 2015 a set of very important reforms, usually referred to as the Jobs Act, was approved by the Italian Parliament.

Act 183/2014 has delegated the government to approve several decrees (eight) regulating many aspects of the law of employment contracts and of the labour market. These decrees have in fact reshaped a great part of the previous legislation on these matters.

All the major innovations are analysed in the text. Essential information is given about the most important regulations of the past commented on in the previous editions of the monograph, insofar as they are useful to understanding the history and the precedents of the present legislation.

The eight decrees implementing Act 183/2014 have been approved and became effective in 2015. The list is as follows:

- Decree 22/2015 on unemployment benefits and systems of replacement;
- Decree 23/2015 on contracts of employment for an indefinite period;
- Decree 80/2015 on work life balance, conciliation measures, parental leave and other provisions on maternity;
- Decree 81/2015 on revision of various types of employment contracts and of the law concerning job mobility;
- Decree 148/2015 on provisions and benefits in case of lay-off and suspension of the employment contract;
- Decree 149/2015 on the simplification and rationalisation of labour inspections;
- Decree 150/2015 on the reform of placement services and of active labour policies, the national employment agency, the bonus for replacement, revisions to the system of incentives;
- Decree 151/2015 on the simplification and rationalisation of employment procedures, of norms on work accidents and on maternity provisions; revision of sanctions.

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Kluwer Law International B.V.  
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2400 AH Alphen aan den Rijn  
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Website: [www.wklawbusiness.com](http://www.wklawbusiness.com)

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*Printed on acid-free paper*

ISBN 978-90-411-6859-7

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Printed and Bound by CPI Group (UK) Ltd, Croydon, CR0 4YY.



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