

International Labour and Employment Compliance Handbook

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Edited by Salvador del Rey and Robert J. Mignin

Labour and Employment Compliance in Italy

Third Edition

Angelo Zambelli



Wolters Kluwer
Law & Business

International Bar Association

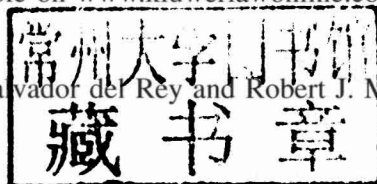
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Grouped into two divisions – the Legal Practice Division and the Public and Professional Interest Division – the IBA covers all practice areas and professional interests, providing members with access to leading experts and up-to-date information. Through the various committees of the divisions, the IBA enables an interchange of information and views among its members as to laws, practices and professional responsibilities relating to the practice of business law around the globe. Additionally, the IBA's high-quality publications and world-class conferences provide unrivalled professional development and network-building opportunities for international legal practitioners and professional associates.

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The International Bar Association Global Employment Institute (IBA GEI) was formed in early 2010 for the purpose of developing for multinationals and worldwide institutions a global and strategic approach to the main legal issues in the human resources and human capital fields.

Drawing on the resources and expertise of the IBA membership, the IBA GEI will provide a unique contribution in the field of employment, discrimination and immigration law, on a diverse range of global issues, to private and public organizations throughout the world. This is designed to enhance the management, performance and productivity of these organizations and help achieve best practice in their human capital and management functions from a strategic perspective.

The IBA GEI will become the leading voice and authority on global HR issues by virtue of having a number of the world's leading labour and employment practitioners in its ranks, and the support and resource of the world's largest association of international lawyers.

Further information

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About the International Labour and Employment Compliance Handbook

From 1976 through 1988, the International Bar Association and Kluwer Law International published the groundbreaking International Handbook on Contracts of Employment. This Handbook provided one of the first global overviews of the law of the employment relationship.

Since publishing the first edition, globalization of business has created an increased demand for knowledge of labor and employment laws throughout the world. Therefore, along with Kluwer, we decided to publish an updated Handbook which we have titled the International Labour and Employment Compliance Handbook.

This new Handbook is intended to be a practical guide by providing a general overview of key labor and employment issues in multiple jurisdictions. Each chapter is written so that it is easy to understand by lawyers and non-lawyers alike. Each country author has also followed a standard outline to assist readers in analysing employment issues in each country.

For the first edition of this new Handbook, we have included nineteen (19) different countries. In future editions, we will add new countries.

This Handbook would not have been possible without the help and assistance of many people. Most importantly, the individual country authors are all distinguished legal practitioners who spent considerable time drafting and revising their chapters to meet difficult deadlines. We thank each of them. Our friends at Kluwer, especially Ewa Szkatula, have done a wonderful job in keeping the editors and the authors on schedule. We are also indebted to Ginny Faber who has helped edit each chapter. Finally, we want to also express our gratitude to Elisabet Calzada and Sandra Peris of Cuatrecasas, Gonçalves Pereira, and Meagan C. LeGear and Rhonda Jones of Baker & McKenzie LLP in Chicago for their valuable assistance in the coordination and organization of each of the chapters. Our warmest thanks to each of them.

ABOUT THE INTERNATIONAL LABOUR AND EMPLOYMENT COMPLIANCE HANDBOOK

We hope this Handbook will be a helpful and useful resource. We look forward to input and suggestions for future editions of the Handbook.

The Editors

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March 2013

Italy

AUTHOR

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Angelo Zambelli received his law degree, *magna cum laude*, from the University of Milan in 1987, and became member of the Italian Bar Association in 1992. He was admitted to practice at the Italian Supreme Court in 2004.

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