

Employment law training

Courses designed to deliver practical knowledge
for managing your workforce in Italy



About us

Our employment team in Italy offers support and advice to clients operating across all industry sectors. As part of our comprehensive service, we have a robust client training program.

We know that a company's most valuable resource is very often its employees. Strategic human resources planning, development and management, and dealing effectively with labor unions, are crucial for a company's overall performance.

Help employers assess and avoid risks related to a range of employment issues, including: remote working and back-to-office, dismissals, agency agreements, corporate restructurings and M&A transactions.

We would be delighted to deliver to you training sessions on any of the topics listed on the following page. Moreover, should an area relevant to your business not be covered by our menu, we would welcome the opportunity to discuss your requirements in more detail and put together a bespoke training session to best suit your needs.

Selected accolades

Norton Rose Fulbright's employment practice covers all areas of contentious and non-contentious employment law matters. In the past year, key areas of the group's included advising on disputes, on industrial and trade union relations, commercial agency agreements and COVID-19-related issues, including flexible working/remote working regulations, and social security matters.
[Legal 500 EMEA, 2023](#)

Norton Rose Fulbright offers a well-regarded employment team that frequently assists with employment issues relating to M&A transactions. The law firm's areas of expertise include implementation of remote working policies, health and safety measures and issues related to top management. The practice group advises a roster of market-leading clients from various sectors including retail and banking.
[Chambers Europe, 2023](#)

Norton Rose Fulbright has a significant track record in labour disputes, especially in connection to disciplinary and grievance matters, while also providing assistance during multi-jurisdictional reorganisations and transactions.
[Legal 500 EMEA, 2022](#)

Norton Rose Fulbright offers a well-regarded employment team that frequently assists with employment issues relating to M&A transactions, including post-M&A integration. The law firm's

areas of expertise include implementation of smart working policies, health and safety measure and issues related to top management. The practice group advises a roster of clients ranging from engineering entities to renewable energy companies.

[Chambers Europe, 2022](#)

Norton Rose Fulbright's employment team in Italy, which is part of a much larger global practice, has significant knowledge of the financial services, energy, life sciences, food and consumer goods sectors. It covers the gamut of contentious and non-contentious issues for clients, with recent work covering matters arising from the Covid-19 pandemic.

[Legal 500 EMEA, 2021](#)

Well-regarded employment team frequently assisting with employment issues in relation to M&A transactions and restructurings. Areas of expertise include implementation of smart working policies, transfers of personnel and issues related to top management. Counts engineering companies, manufacturers and renewable energy companies among its clients.

[Chambers Europe, 2021](#)

Winner – Health and Safety Best Practice of the Year

[Legalcommunity Labour Awards, 2020](#)

Client testimonials

"The firm's strengths are availability, competence, preparation and consultancy always pragmatic and focused on the individual companies."

[Legal 500 EMEA, 2023](#)

"An extremely well-trained, professional and daily support law firm for our shipping company."

[Legal 500 EMEA, 2023](#)

"The firm is always careful to find solutions and provide the best advice."

[Chambers Europe, 2023](#)

"The team are always responsive and timely."

[Chambers Europe, 2023](#)

"Fast and with high skills in the sector. Excellent knowledge of clients' businesses. 'Attilio Pavone makes the difference. He is a high-level expert on the subject and a connoisseur of the specific sector. Quick, helpful and attentive to details."

[Legal 500 EMEA, 2022](#)

"Resourcefulness, excellent cost/benefit balance."

[Legal 500 EMEA, 2021](#)

"They have been reliable, available and demonstrated a solid knowledge of the topic, providing solution-oriented legal advice in a clear and timely manner," affirms one client. "The service is always punctual and very complete, with a constant view to the interest of the company," reports another interviewee.

[Chambers Europe, 2021](#)

Course menu

1. International mobility

Training | 1 hour

This session reviews how the increasing demand for an internationally mobile workforce may be met within the parameters of current Italian labour laws.

2. Employer of record

Training | 1 hour

In this session we will discuss the pros and cons of employer of record solutions for workforce expansion in Italy and how to avoid the pitfalls of noncompliance with Italian labour law regulations.

3. Smart working

Training | 1.5 hours

Companies require flexible workforces to adapt to rapid changes in international markets. Workers want flexible job arrangements to achieve work-life balance. This session explores the changing ways that people in Italy work.

4. Managing relations with labor unions

Training | 1.5 hours

This session is designed to demystify Italian workers unions and provide some best practice suggestions on how to maintain good relations with the unions, including case studies on working through disputes and reaching settlements.

5. Big brother

Training | 1.5 hours

The focus of this session is the use of telecameras, the Internet and other technologies to monitor the employer's premises for health, safety and security reasons. What is and what is not allowed under Italian law?

6. Handling discrimination grievances

Training | 1.5 hours

From sex discrimination to mobbing and other possible employee grievances, this session provides an overview of statutory and case law, as well as a practical "Do's and Don'ts" guide.

7. Trouble at the top

Training | 1.5 hours

The aim of this training is to give insight in how to handle executive terminations including assessing the damages a company could be liable for and the terms of any settlement. We will also consider particular issues involving directors and shareholder approval.

8. Non-competition clauses

Training | 1.5 hours

This session teaches how to draft effective restrictive covenants in order to protect valuable corporate assets, such as know-how, client lists and products, etc.

9. Commercial agency contracts

Training | 1.5 hours

This session provides all that you ever wanted to know – but never dared to ask – about commercial agency contracts, including ways to minimize costs in the event of agent termination.

10. Whistleblowing

Training | 1 hour

The aim of this training is to get your HR professionals and in house lawyers up to speed on the latest developments in whistleblowing laws in Italy and provide you with a practical overview of the topic.

11. Individual dismissals, redundancies and incentive exit plans

Training | 1 hour

What are fair grounds under Italian law for individual dismissals and redundancies in Italy? In this session we will provide answers to these questions as well as insight regarding incentive exit plans.

12. Transfers and change of duties

Training | 1 hour

Under what circumstances may an employer transfer or change the duties of an employee? The Italian legal framework offers flexible solutions, which we will present during this session.

13. Sick employees

Training | 1 hour

The absence of employees can be a strain on the business. This training provides an overview of applicable rules and regulations and how to deal with the different stages of sick employees.

14. Generational turnover: The future workplace

Training | 1 hour

In this session, we will analyze the factors that favor generational turnover in companies. We will also discuss the pros and cons of early retirement agreements and how they may be structured, as well as the essential role of bilateral solidarity funds as a tool to allow access to Quota 100.

15. Changes to the law on fixed-term contracts

Training | 1 hour

In this session we will provide answers to questions regarding fixed-term contracts in light of the recent legislative changes, including: What is the allowed time period? What are the restrictions on extensions and renewals? What kind of work can be covered?

16. HR management for company in crisis

Training | 1 hour

In this session we provide tips and tools for companies experiencing economic difficulties to find solutions for the management of human resources.

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Contacts



Attilio Pavone

Partner, Head of Italy and head of employment

Tel +39 02 8635 941

attilio.pavone@nortonrosefulbright.com



Boris Martella

Senior associate

Tel +39 02 86359 484

boris.martella@nortonrosefulbright.com



Irene Bega

Senior associate

Tel +39 02 86359 402

irene.bega@nortonrosefulbright.com



Matilde Battistella

Associate

Tel +39 02 86359 426

matilde.battistella@nortonrosefulbright.com



Federico Moriconi

Associate

Tel +39 02 86359 407

federico.moriconi@nortonrosefulbright.com

NORTON ROSE FULBRIGHT

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