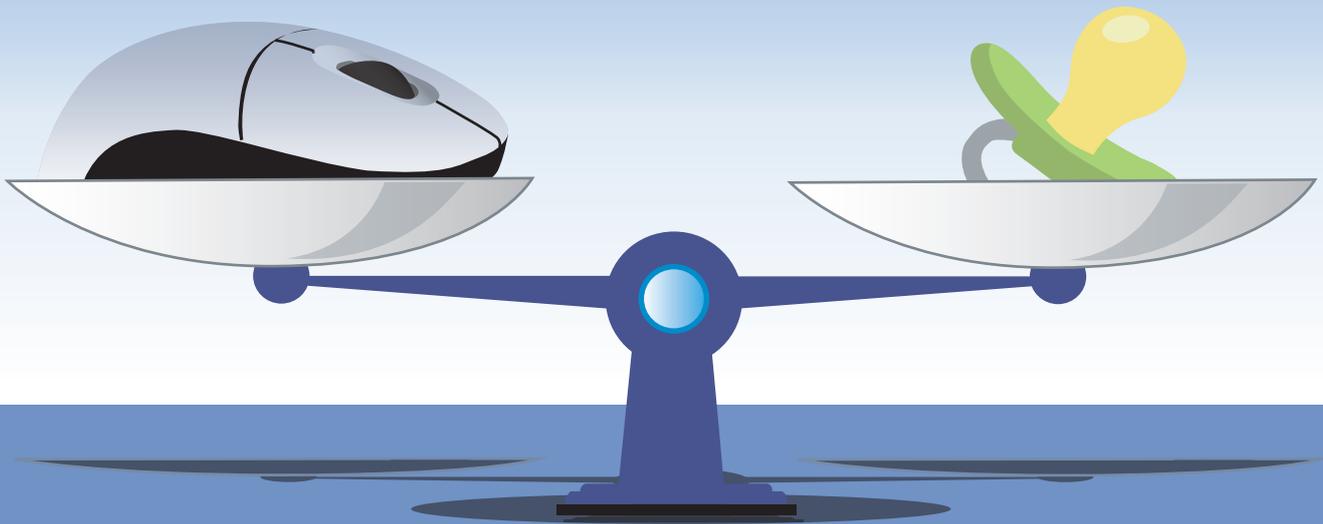


**Work-life balance decree.
Spending as much time
on the important things in life.**



LAW

SUMMARY

- 1) Draft legislation on Work-Life balance
- 2) 2020-2021 two-yearly report on equal opportunities
- 3) “Aid” Decree: €200 one-off payment
- 4) New reasons for wage guarantee schemes
- 5) New rules on the use of green passes and masks

LAW

WORK-LIFE BALANCE

Draft legislation on Work-Life balance.

The Italian cabinet recently approved a draft for a new law on work-life balance, especially for parents and caregivers.

The Decree has not yet been published in the Official Journal, but here are the main points (although there is a chance of these being changed before publication).

Mandatory paternity leave: the new form of mandatory leave (also called structural paternity leave) will be for 10 days and can be used by a father who works from two months before until five months after the birth, even in the unfortunate case of a stillborn child. This leave is independent of the so-called “alternative”, which is only available to a father in cases of serious illness, death or abandonment of the child by the mother. This specific leave is anticipated by the employer and paid 100% by INPS.

Change to the duration of parental leave: a single parent’s right to leave is to be extended from 10 to 11 months. Notwithstanding the maximum limit above for parental leave that can be taken by parents, the months covered by the corresponding allowance, equal to 30% of pay, are being increased from 6 to 9. This envisages that each parent is entitled to three months of leave that cannot be transferred from one parent to the other, and then they have a further three months that can be used by the mother or father of the child.

For the extension of up to 3 months for parental leave used alternatively by the parents for a child with a serious disability, the allowance due is 30% of pay.

Leave for children under 12: parents, including foster and adoptive parents, are now entitled to leave for children up to the age of 12 (it was 6 years before), with this compensated as per the new terms above.

Maternity allowance for self-employed mothers: the entitlement to a maternity allowance has been extended to self-employed mothers (both those categorised as “autonomous” and as “freelance”) and covers any period of early leave due to potential problems during pregnancy.

WORK-LIFE BALANCE

Priority for remote working / smartworking: in those cases where companies, both public and private, sign agreements to allow remote working, those employers must give priority to requests from workers:

- with children up to age 12;
- with disabled children (without any age limit);
- who are caregivers (spouse, relative or in-law) for someone with a serious disability.

As soon as these changes become effective and operational, we'll provide any necessary updates and additional details.

2020-2021 two-yearly report on equal opportunities.

The Government has established the methods and deadlines for submitting the two-yearly report on equal opportunities. For the two-year period 2020-2021, the deadline for the submission of the report is 30 September 2022. In future years, this deadline will be 30 April of the year following the year in which the two-year period ended.

Please note that the Labour Ministry has not yet made the necessary updates to make it possible to complete the report for the 2020-2021 two-year period. As such, we are waiting for the related update.

EQUAL OPPORTUNITIES

"Aid" Decree: €200 one-off payment.

The so-called "Aid Decree" (or Decreto Aiuti) was approved by the cabinet on 2 May and it includes a €200 bonus for self-employed workers, employees and pensioners with income of less than €35 thousand, to help them cope with the recent price hikes.

How this bonus will be paid remains to be determined, but likely for employees, the bonus will be included on their payslip from their employer for June or July 2022.

Further details about the methods and deadlines for this payment will only be available once the decree is published and the related implementing circulars are issued.

"AID" DECREE

ORDINARY WAGE GUARANTEE SCHEME

New reasons for access to the ordinary wage guarantee scheme.

Ministerial Decree no. 67 of 31 March 2022 amended and integrated the reasons for which one can apply for the ordinary wage supporting scheme (CIGO), especially for cases of “shortage of work or jobs and market crisis” or “shortage of raw materials or parts”.

Given the recent reorganisation of social safety nets and wage guarantee schemes and owing to the effects of the Russian-Ukraine crisis internationally, new critical scenarios have arisen with a direct impact on markets.

As such, the following provisions have been introduced:

- for 2022, “market crisis” will include the suspension or reduction of work due to the impossibility to finalise agreements or deals because of the limitations ensuing from the crisis in Ukraine;
- “shortage of raw materials or parts” has been modified to include economic difficulties, which are unforeseeable, temporary and cannot be ascribed to the company, in the procurement of the energy sources needed to process raw materials for production. In this case, the technical report envisaged by the Decree needs to set out these objective economic problems, showing that they are unforeseeable, temporary, and not ascribable to the company.

GREEN PASSES AND MASKS

New rules on the use of Green Passes and masks.

From 1 May 2022, the rules for the use of masks and Green Passes have changed.

Although the Decree has not yet been published, it is possible to clarify the following:

- a) A GREEN PASS when entering the working seat is no longer required. It is still, though, necessary to have and show a green pass when visiting a nursing home, to enter a hospital and, in some cases, to go on holiday. In the workplace, this requirement ceased to have effect from 30 April 2022.

GREEN PASSES AND MASKS

b) Mandatory vaccination: for citizens over 50, teachers and school staff and law enforcement officers, this requirement remains in place until 15 June 2022, and for operators in the healthcare sector, until 31 December 2022 (in this case, it is a necessary requirement to work).

c) Masks (FFP2) need to be worn on public transport and in cinemas, theatres, arenas and concert venues until 15 June 2022. They are also still required until the end of the school year for pupils aged over 6. They are mandatory for employees and visitors at clinical nursing homes, hospices and rehabilitation centres until 31 December 2022.

Despite the above, at the meeting on 4 May 2022 between the government and “social partners” (e.g. trade unions and business associations), it has been confirmed that all protective measures, especially mandatory mask wearing “in all cases in which working environments are shared, inside and outside” (but are not necessary when working alone) and anti-Covid protocols will remain until 30 June 2022.



Jobcode STP S.r.l. is an independent member of HLB International, a global network of advisory and accounting firms. HLB refers to the HLB International network and/or one or more of its member firms. For more information on HLB International and its legal structure, please visit www.hlb.global/legal.

JOB CODE

JOB CODE GOES YELLOW AND BLUE. STANDING WITH THE AVSI FOUNDATION FOR UKRAINE.

Jobcode has decided to provide concrete help to the Ukrainian people, during this time of crisis, by supporting the aid campaign organised by AVSI. We have known AVSI for many years and we truly believe in how this serious organisation seeks to help people directly. Here is a link for the section on the AVSI website for the Ukraine emergency, with a summary of how any donations will be used: <https://www.avsi.org/en/campaign/emergenza-ucraina-helpukraine/88/>. We have also provided an attachment with details of what is being done in the various countries. We will double any donations made by anyone at Jobcode who freely decides to make a donation. Actually, we'll triple them. It's important to share what people are doing on a daily basis, especially because it shows that, together, we can really lend a helping hand to people who are struggling, as in Ukraine right now. Actually, two hands. Or even better, three.