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NEXT STEPS

LABOUR NEWSLETTER - 8/26

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New SIISL Portal.
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SIISL: New Rules on Incentivised Hiring from 1 December 2026.

SIISL

From 1 December 2026, significant changes will take effect for companies planning to claim social security contribution relief when they hire new employees. The main change concerns Italy's Information System for Social and Labour Inclusion (known as SIISL), as publishing the relevant job vacancy on the SIISL platform will become a necessary condition to be eligible for contribution incentives.

What is SIISL?

SIISL is a digital platform set up at the Ministry of Labour and Social Policies and developed by Italy's National Social Security Institute (INPS). It was created to match labour supply and demand, and to support training and job placement programmes. SIISL can be used to:

- Publish and view job vacancies

- Put companies that are recruiting in touch with potential candidates

- Match candidates to vacancies on the basis of their skills

- Manage the mandatory employment notifications (Comunicazioni Obbligatorie – CO) for employment relationships (via functions available on the platform)

- Find information on contribution incentives and other forms of relief available for new hires.

For companies, SIISL will not simply be a recruitment tool as it will become more and more central to managing incentivised hires. By cross-referencing available information, the platform can actually help identify incentives linked to specific characteristics of a worker, such as age or gender. This will make it easier to see if any forms of relief are available.

Main Change: Publishing a Job Vacancy to Access Contribution Relief

For companies, the most important change is found in Article 14 of Decree-Law No. 159/2025, as converted and amended by Law No. 198/2025. This makes entitlement to contribution relief for new hires conditional on the relevant job vacancy being published on SIISL. This

requirement has been imposed for two reasons: (i) to make the labour market more transparent and (ii) to improve the traceability of hires for which publicly funded incentives are claimed.

At the same time, it will help companies and jobseekers to find each other. In practice, when a company wants to hire a worker and benefit from a contribution incentive, it will need to publish the job vacancy on the platform, following the procedures and meeting the deadlines set out in the implementing rules.

Which Incentives are Affected?

The provision covers publicly funded social security contribution incentives, however described, granted to private-sector employers for hiring employees. For example, eligible incentives might be for hiring young people, unemployed people over the age of 50 and workers with disabilities.

On the other hand, examples outside its scope include apprenticeships, the contribution exemption for employers with gender equality certification and the exemption for work-life balance measures.

Up to 30 November 2026: Trial Phase

From 1 April to 30 November 2026, a trial phase is allowing employers and their intermediaries to publish job vacancies linked to incentivised hires on SIISL on a voluntary basis.

The Ministry of Labour has made clear that, for employees hired during this phase, publication remains optional and failing to do so does not result in the loss of the incentive.

From 1 December 2026: What Changes When the Rules become Permanent?

From 1 December 2026, publishing job vacancies linked to contribution relief will become mandatory. For new hires involving incentives subject to this requirement, the vacancy must be published on SIISL before the employee is hired or, at the very latest, at the same time. Publishing the vacancy once the worker has started will not be enough to correct the situation after the fact.

The new procedure ties the vacancy published on SIISL to both the mandatory notification of the hire and the data submitted to INPS through the monthly UniEmens filing. To ensure that all three records can be matched, the vacancy's unique identifier (ID vacancy) must be associated with the hire and included in the UniEmens filing.

SIISL

How Should the Vacancy be Handled to Protect the Incentive?

A generic job advertisement will not be enough. The advertised position must match the role for which the company intends to claim the hiring incentive. More specifically, the employer, the type of contract and the job profile sought must be consistent with the actual hire.

The table below shows the changes:

SIISL: A Practical Guide to Current Requirements and Upcoming Changes		
Requirement	**Up to 30 November 2026**	**From 1 December 2026**
Publishing a job vacancy to access contribution relief	Optional. Companies may publish the vacancy even after the employee has been hired. Failure to publish it during the trial phase does not result in the loss of the incentive.	Mandatory for hires involving incentives subject to these rules. The vacancy must be published before or at the same time as the employee is hired.
Job vacancy identifier (ID vacancy)	It can be generated by publishing the vacancy, even after the employee is hired.	It must be linked to the hire and reported in the UniEmens filing, as per INPS instructions.
Mandatory notifications (hiring, extension, conversion and termination)	These can be submitted via SIISL, as an alternative to the regional systems.	Submission via SIISL remains optional, as an alternative to the regional systems.
Checking eligibility for contribution relief	The requirements and procedures for each incentive continue to apply.	Restano necessari tutti i requisiti previsti dalla disciplina del singolo esonero, oltre al rispetto del nuovo adempimento di pubblicazione della vacancy.

GENDER PAY INFORMATION

Right of employees to request gender pay information.

Legislative Decree No. 96/2026 on pay transparency and equal pay introduces new obligations for companies, including a requirement to inform all staff annually, regardless of company size, of their right to request information on average pay levels broken down by sex. More specifically, employees must be told that they can find out the average pay levels, broken down by sex, for the categories of employees doing the same work or work of equal value. They must also be told how to exercise this right.

The legislation does not set out a specific method for such communication. Thus, each employer can choose the method best suited to it, provided the information is complete, accessible and actually brought to the attention of all staff.

Every employee has the right to request and receive, in writing, information about average pay levels broken down by sex for the categories of employees doing the same work or work of equal value. Companies have two months to respond to such requests. Employees can exercise this right once a year and, if the information received is incomplete or inaccurate, they are entitled to request further clarification.

The information must be provided in a manner that protects the confidentiality of personal data, such that the actual individual pay of other employees cannot be worked out. For companies with fewer than 50 employees, the Ministry of Labour has yet to issue a decree specifying how this information must be provided.

Companies need to check they have met the information requirement for 2026. They should also put procedures in place to ensure that the notice is renewed annually and given to all newly hired employees.

CCNL TERTIARY

Confcommercio CCNL for the Tertiary and Services Sector, CNEL Code H011.

With effect from 1 November 2026, minimum pay rates under this collective agreement (often called CCNL Commercio) will increase. The table below shows the updated base-pay amounts and the relevant increases:

Level	Up to 31 October 2026	From 1 November 2026	Increase
Middle manager	2.183,09 €	2.243,85 €	60,76 €
I	1.966,54 €	2.021,28 €	54,74 €
II	1.701,04 €	1.748,39 €	47,35 €
III	1.453,94 €	1.494,41 €	40,47 €
IV	1.257,46 €	1.292,46 €	35,00 €
V	1.136,07 €	1.167,69 €	31,62 €
VI	1.019,94 €	1.048,33 €	28,39 €
VII	873,22 €	897,53 €	24,31 €
Sales representatives			
Category 1	1.187,00 €	1.220,04 €	33,04 €
Category 2	994,96 €	1.022,70 €	27,74 €

These increases may only be absorbed into individual pay supplements (superminimi) granted after 1 January 2022 and expressly designated as absorbable, meaning they can be reduced by the amount of any increase in minimum pay. Supplements granted before that date cannot be absorbed in this way, even if they were designated as absorbable.

CCNL PROFESSIONAL FIRM

CCNL for Professional Firms (Studi Professionali), CNEL Code H442.

From 1 December 2026, the pay increases agreed under the CCNL renewal signed on 16 February 2024 for the professional firms sector will take full effect, bringing the total increase for Level 3 employees to €215 gross per month. The total reflects the successive pay increases scheduled under the agreement, with the final instalment taking effect in December 2026. The table below shows the updated basic pay amounts:

Level	Up to 30 November 2026	From 1 December 2026	Aumenti
Middle manager	2.408,53 €	2.436,76 €	28,23 €
1	2.131,39 €	2.156,38 €	24,99 €
2	1.856,56 €	1.878,26 €	21,70 €
3S	1.722,11 €	1.742,30 €	20,19 €
3	1.706,37 €	1.726,37 €	20,00 €
4S	1.654,70 €	1.674,10 €	19,40 €
4	1.553,35 €	1.595,42 €	42,07 €
5	1.484,78 €	1.502,19 €	17,41 €

Whether the increases can be absorbed will need to be assessed case by case, depending on the terms on which any above-minimum pay supplements were granted.

CCNL TELECOMMUNICATIONS

CCNL for the Telecommunications Industry, CNEL Code K411.

Under the CCNL renewal agreement signed on 11 November 2025, the second pay increase scheduled for 2026 in the industry will take effect in December.

The increase will apply to workers across the industry, including those employed in customer relationship management and business process outsourcing (CRM-BPO). The agreement specifies how much they will receive, when the increases take effect and how they will be implemented.

CCNL EXECUTIVES COMMERCE SECTOR

Executives in the commerce sector: CFMT welfare credit.

For 2026, the collective agreement (CCNL) for Executives in the Tertiary, Distribution and Services Sector provides for an annual employee welfare credit of €1,500 per executive. The credit can be used through the Tertiary Sector Executives' Welfare Platform (Piattaforma Welfare Dirigenti del Terziario), run by CFMT, for the services and benefits available on the platform (purchases of goods, reimbursements and services for personal and family needs, subject to the platform's own terms and conditions).

As the end of the year is in sight, executives are advised to check their available balance and plan how they will use the credit for their personal and family needs. Nonetheless, any credit left unspent on 31 December is automatically carried over and added to the allowance for the following year. It is only forfeited when employment ends.

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