

Italy

Fixed Term Contracts

Fixed-term contracts are permitted in Italy. They are limited to 24 months total or 4 renewals. The Worker must be notified one month before the end date whether it will be renewed otherwise one month's salary may be owed as compensation. Terminating a fixed-term contract early is only possible by paying the Worker the wages due through the end of the contract.

Holidays

In Italy, Workers recognize 11 public holidays. Workers are paid for the day off. Workers required to work on a public holiday are entitled to double pay.

Vacation

Workers are entitled to a minimum of four weeks' vacation per year, which must be used within the year it is accrued unless the Worker's manager approves carrying it over. Carried over vacation must be used within the first six months of the next year. Managers and executives may be entitled to a longer holiday entitlement.

Sick Leave

Employers are required to pay the first three days of a Worker's absence due to illness. After that, the Worker is paid by the Italian Social Security Agency.

Overtime

Overtime is generally considered all hours worked over 40 in a week. Under no circumstance may a Worker be required to work more than 48 hours in a 7-day week. A premium for overtime may be due depending upon the relevant collective bargaining agreement.

Termination

Dismissals are strictly regulated in Italy. A termination is only lawful in the event of a restructuring or worker misconduct. Poor performance may qualify as worker misconduct if there is evidence that the performance was the result of the Worker's negligent behavior. If there is just cause, notice must be provided in accordance with the employment contract or collective bargaining agreement. At termination, the Worker is due any accrued but unused vacation as well as a mandatory severance called "TFR", equal to 7% of the gross contract value.