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Factsheet for case IT-2020-12/219

Temporarily suspension of individual and collective dismissals

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Country	Italy, applies nationwide
Time period	Temporary, 17 March 2020 - 15 May 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Changes to dismissal law or employment protection legislation
Case created	31 March 2020 (updated 22 April 2020)

Background information

The Italian Government, through Article 46 of the Law Decree No. 18 of 2020, suspended all the proceeding for collective dismissals and individual layoffs based on economic or productive reasons. This measure has been taken to prevent companies from dismissing wide part of their workforce as a consequence of the impossibility to carry out their business due to the two month lock-down applied in Italy to contrast the COVID-19 outbreak.

Content of measure

In consequence of the adoption of this measure, all the collective dismissals proceedings started from 23 February 2020 are suspended until 15 May 2020, and no new proceedings can be initiated from 17 March 2020 until the same final date. In addition, individual dismissals are banned from 17 March 2020 until 15 May 2020. Anyway, the suspension does not apply to dismissals for disciplinary reasons, that can still be intimated.

The ban of individual dismissal is applied to all employers. The ban of collective dismissals, only to those than can enter in this proceeding (the ones with more than 15 employees).

Use of measure

No details available.

Actors, target groups and funding

Actors	Target groups	Funding
National government	Employees All companies	No special funding required

Social partners

Role of social partners	No involvement
Form of involvement	No involvement

No further data available.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 17 March 2020: Article 46 of Law Decree No. 18 of 2020
- 23 March 2020: Sospensione, illegittimità o nullità? I licenziamenti “economici” al tempo del Coronavirus (www.bollettinoadapt.it)