



LABOUR LEGISLATION UPDATES 01 – 2017

Labour Law: changes in 2017

1. **Postponement of the new rules on hiring people with disabilities at companies with 15 to 35 employees**
2. **Extension of the taxation option for repatriated workers**
3. **Disability support for cohabitation and civil unions**
4. **INPS: extension only of mandatory paternity leave for 2017**
5. **Agents and representatives: 2017 contribution rates**
6. **INPS: Contribution rates - Separate Management - Directors**
7. **2017 Employment Incentives**

Labour Law: changes in 2017

1. **Postponement of the new rules on hiring people with disabilities at companies with 15 to 35 employees**

The postponement - at least for the mandatory hiring of people with disabilities - of the new Jobs Act rules on such quotas for companies with 15 to 35 employees is definite. This means the previous law (Law no. 68/1999) shall remain in force for 2017.

2. **Extension of the taxation option for repatriated workers**

The deadline by which workers repatriated from abroad before 31 December 2015 can choose to apply (until 31 December 2017) the facilitations in Law 238/2010 has been extended to 30 April 2017. Such workers must meet the requirements established in Article 2 of Law 238/2010. The facilitations relate basically to a fiscal exemption of 70% of income for men and 80% for women.

3. **Disability support for cohabitation and civil unions**

Italian Social Security Institute- *INPS* - has clarified that, given the new legislation on civil unions and people cohabiting as a couple, the following people are entitled to the time-off allowances indicated in Law no. 104/92 (Parental bonding leave in case of disability):

- The person in the civil union who supports the other person (civil unions are those recorded in the registry office records);
- Co-habiting partner (where co-habitation means 2 adults who are emotionally attached and who support each other morally and materially, but are not tied by any form of family link, marriage, adoption, custody or kinship).



4. **INPS: extension only of mandatory paternity leave for 2017**

INPS has stated that mandatory paternity leave for employees has been extended, for births, adoptions and granting of custody in 2017.

Fathers who are employees have two days of mandatory paternity leave, which do not have to be taken together, and are due on birth, adoption or granting of custody between 1 January 2017 and 31 December 2017.

Conversely, optional paternity leave has not been extended for 2017. This allowed fathers (including those through adoption or custody) who are employees to take, within the first five months and if the mother had waived such leave, one or two days of leave, not necessarily consecutively.

5. **Agents and representatives: 2017 contribution rates**

On 20 January 2017, Enasarco announced that from 1 January the new rates set out in the Foundation Regulation on Institutional Activities had come into effect:

ENASARCO

Agents operating individually

Amounts	2015	2016	2017	2018	2019	2020
Contribution Rates	14.65%	15.10%	15.55%	16.00%	16.50%	17.00%
(payable by the agent)	7.33%	7.55%	7.78%	8.00%	8.25%	8.50%
(payable by the principal)	7.33%	7.55%	7.78%	8.00%	8.25%	8.50%

Taxable - Annual	Multi-firm	Sole
Min	€418.00	€836.00
Max	€25,000	€37,500

Agents operating as companies

(without any minimum or maximum limits, all payable by the principal)

Annual commission amounts	Contribution rate from 1/1/2016
Up to €13,000,000	4% (3% + 1%)
From €13,000,001	2% (1.50% + 0.50%)
To €20,000,000	



From €20,000,001	1% (0.75% + 0.25%)
To €26,000,000	
From €26,000,001 and up	0.50% (0,30% + 0.20%)

F.I.R.R. - RETIREMENT BONUS FUND

Sole Agent	Multi-firm
4% on commissions up to €12,400.00 per year	4% on commissions up to €6,200.00 per year
2% on the share of commissions between €12,400.01 and €18,600.00 per year	2% on the share of commissions between €6,200.01 and €9,300.00 per year
1% on the share of commissions above €18,600.01 per year	1% on the share of commissions above €9,300.01 per year

6. *INPS*: Contribution rates - Separate Management - Directors

INPS 2017 Separate Management	Rate
Self-employed, VAT registered	25.72%
Continuous or occasional collaborators	32.72%
Pension beneficiaries or those enrolled in other pension funds	24%

The contribution for 'collaborators' is divided between the company and the person working on the basis of two thirds (2/3) payable by the company and one third (1/3) by the 'collaborator'. Self-employed people are responsible for the entire amount and the deadlines for payment follow the deadlines for tax payments.

The maximum income for 2017 is €100,324.00. The minimum income is €15,548.00. By applying the relevant percentages, as per the cases indicated above, it is possible to determine the amount that has to be paid for an entire year to be credited.