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**Alert**

**Italy dismissal ban:  
the dates to keep in mind**

## ITALY DISMISSAL BAN: THE DATES TO KEEP IN MIND

As it is well known, the emergency legislation introduced the ban on dismissal and subsequent extensions (most recently, with Law Decree 73/2021, the so-called "Decreto Sostegni bis").

As of today, companies needing to reduce their workforce for economic reasons should keep in mind the following dates: 30th June 2021, 31st October 2021 and 31st December 2021.

### The 30th June 2021 deadline

The **general ban on dismissal** expires on **30th June 2021**.

Therefore, as of 1st July 2021, companies that have access to the ordinary redundancy fund, such as those in the manufacturing-industrial sector, will be able to initiate both collective and individual dismissal procedures.

Companies eligible for "special" social safety nets (Wage Guarantee Fund, alternative bilateral funds and the redundancy fund for agricultural workers on an open-ended basis), such as those in the tertiary sector, are excluded.

### The 31st October 2021 deadline

As of 1 November 2021, companies eligible for 'special' redundancy schemes - which were excluded from the previous deadline - will also be able to initiate collective or individual procedures to reduce staff for economic reasons.

### The 31st December 2021 deadline

Companies that, after 30 June 2021, even though they are among those entitled to start redundancy procedures, opt to use the "ordinary" social redundancy schemes, cannot start collective or individual redundancies until 31 December 2021.

In fact, during this period (1st July - 31st December 2021), companies that suspend or reduce their activity will be able to apply for the redundancy fund without paying for the additional contribution.

### Today

In any event, the prohibition of dismissal does not apply in the following cases:

- failure to complete the trial period;
- dismissals for cause;
- supply agreement with worker's re-employment;
- termination of business activities;
- bankruptcy without provisional business operation;
- redundancies provided for in collective bargaining agreements.

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For further informations contact:

**Avv. Giovanni Osnago Gadda**


(giovanni.osnagogadda@morrirossetti.it)

**Avv. Boati Alessandra**

(alessandra.boati@morrirossetti.it)

**Avv. Savini Bianca**

(bianca.savini@morrirossetti.it)

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MORRI  
ROSSETTI



Morri Rossetti  
Piazza Eleonora Duse, 2  
20122 Milano  
[MorriRossetti.it](http://MorriRossetti.it)