

MORRI ROSSETTI & FRANZOSI

# Intl. Monthly Roundup

December 2025

*Saint Peter Basilica in Rome at Christmas.*

## We strengthen the 'Observatories Project': the **IP Observatory** is now live

We further enhance our 'Observatories' project - a series of specialized knowledge-sharing portals - with the launch of the new **IP Observatory**, bringing the total number of active Observatories to twelve.

The initiative aligns with the ongoing strengthening of the Firm's IP practice, a process that began last February with the arrival of **Professor Mario Franzosi** and his team, one of **Europe's leading experts in the field**.



**Federica Santonocito** | Partner

Coordinated by **Federica Santonocito**, the new portal aims to serve as an authoritative and dynamic point of reference in the field of IP. It provides regulatory and case-law analysis, doctrinal insights, and perspectives on market trends within both the Italian and European legal frameworks.

Through a technical and business-oriented approach, the team offers **practical tools to navigate the complexities of IP law**, supporting professionals and companies in the protection and enhancement of intangible assets.

## Legalcommunity Under 40 2025 Italy & Iberia: **Emanuele Licciardi “Market Leader” in the Labour category**

Our **Emanuele Licciardi**, Head of the Labour Law and Industrial Relations Department, has been **included among the “Market Leaders”** in the **Labour** category of the **Under 40 2025 Italy & Iberia** report, published by Legalcommunity.

The recognition, awarded to professionals under 40 who have distinguished themselves over the past year for their **technical expertise and strong reputation** acknowledged by clients, counterparts and industry operators, confirms Emanuele's and the Firm's **leading position in the field of labour law**.

In the report, his profile is described as follows:

*“A **highly regarded lawyer**, advising Italian and international clients across both contentious and advisory fronts, with particular **strength in industrial-relations matters, management equity investments, and employee incentive schemes.**”*



**Emanuele Licciardi | Partner**



# Articles

---

Insights from our professionals on relevant topics



## International Tax Advisory

*«Payments from U.S. pension funds to Italian residents by reason of succession: classification and treatment according to the Italian Tax Authority»*

[Read more](#)



## Corporate Criminal Liability

*«Shareholder withdrawal from a joint-stock company following the removal of restrictions on the transferability of the shares»*

[Read more](#)



## Intellectual Property

*«Getty Images vs. Stability AI: the High Court of London on copyright and trademark protection for generative AI»*

[Read more](#)



## Family Law

*«The new more uxorio cohabitation: effects on spousal maintenance and on divorce allowance»*

[Read more](#)



## TMT & DP

*«Protecting minors in the digital sphere: the European Commission's guidelines on the DSA»*

[Read more](#)



## Labour Law and Industrial Relations

*«Grace period for disabled employee: clarifications from the EU Court of Justice»*

[Read more](#)

# HR Tips

---

A quick look at relevant human resource issues from  
our Labour Department

➤ [Click here](#) to view our Labour Monthly Roundups

## #12 Performance Improvement Plan



The “**PIP**” (**Performance Improvement Plan**) is an instrument employers use to monitor the performance of employees who, according to company standards, are not performing adequately.

The objective of the PIP is to **improve the employee's work performance** through a **detailed analysis** of the areas for performance intervention and the corporate support tools made available to the employee for this purpose.

More specifically, in the document given to the employee, the employer outlines the **activities to be improved**, the **objectives to be achieved**, and the **related timelines**, also specifying the evaluation parameters.

At the end of the PIP, if the **performance evaluation is not considered sufficient** in relation to company standards and in line with that of colleagues performing the same job, the employer may initiate **disciplinary proceedings** that, in the most serious cases, may also result in **dismissal**.



# Italy Update

Main Italian economic indicators and the most relevant news of the last period

*Galleria Vittorio Emanuele II during Christmas time, Milan.*

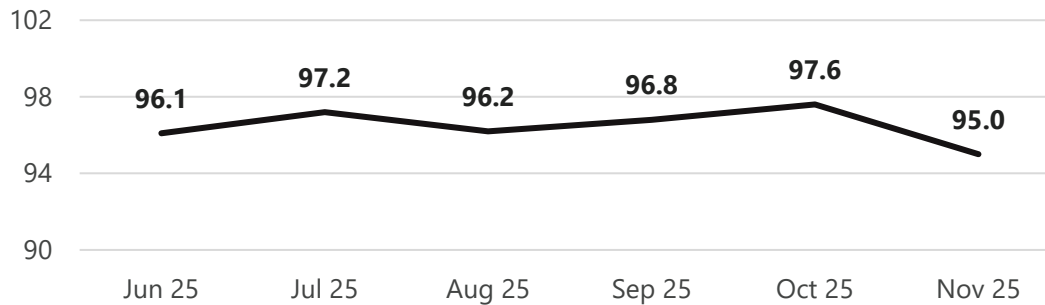


# Confidence indicators

MORRI ROSSETTI  
& FRANZOSI

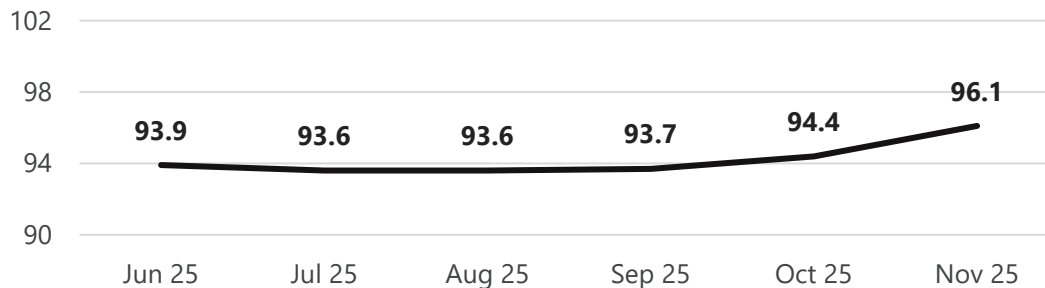
## Consumer Confidence Indicator

base 2021=100



## Business Confidence Climate IESI\*

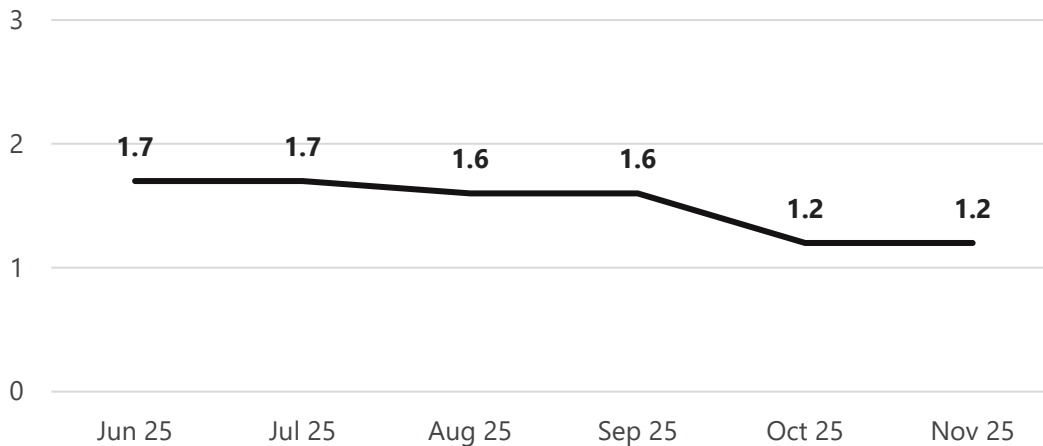
base 2021=100



\* Istat Economic Sentiment Indicator and Business Confidence Climates  
(Manufacturing, Construction, Market services, Retail trade)

## National Consumer Price Index (NIC)

month on same month a year ago % changes  
base 2015=100



In November 2025 the Italian consumer price index for the whole nation (**NIC**) was **+1.2% on annual basis** (as same as in the previous month).

The stabilization of the growth on annual basis of All-item index underlies contrasting trends: the prices of Services related to transport, of Unprocessed food, of Services related to recreation, including repair and personal care, of Non-durable goods, of Regulated energy products and of Services related to communication slowed down.

On the contrary, the prices of Processed food including alcohol, of Durable goods and of Non-regulated energy products have increased.

## Italy enacts 2025 competition law to strengthen key economic sectors

*The Annual Market and Competition Bill 2025 was definitively approved on 10 December and is now law. It is one of the structural reforms designed to remove barriers to competition across key sectors of the Italian economy, targeting areas considered strategic for growth.*

- **Local public services:** greater oversight of efficiency in municipal services, with the possibility of revoking contracts if standards are not met.
- **Regional public transport:** regions must notify the national Observatory of tender schedules to encourage competition in regional rail.
- **Technology transfer:** a new Tech and Biomedical Foundation will manage €250 million for innovation, supported by a three-year strategy linking research and industry.
- **Healthcare accreditation:** more objective criteria for allocating budgets to accredited private providers, promoting transparent tenders by 2026.
- **Cosmetic products:** stricter sanctions for harmful products and professional misuse, including fines and imprisonment.
- **Electric vehicles:** new rules for charging infrastructure to prevent monopolies and increase operator participation.
- **Airports:** simplified tariff models now apply to airports with up to 5 million passengers, boosting competitiveness of smaller airports.

This annual law is part of a broader **package of structural reforms** linked to the National Recovery and Resilience Plan and to European recommendations on competition and open markets. Its measures aim to **enhance transparency, competition and procedural simplification** in key sectors for businesses and consumers.



## Italy moves to regulate low-value parcel imports

*Italy is set to introduce a new tax on low-value parcels from non-EU countries, targeting the booming cross-border e-commerce sector. The measure reflects broader efforts to ensure fair competition and strengthen public finances.*

The Italian government has approved the introduction of a new **€2 tax on each parcel imported from non-EU countries** with a declared value of up to €150. The measure, which is expected to enter into force in 2026, primarily affects **low-value shipments linked to cross-border e-commerce**, a segment that has grown rapidly in recent years.

This initiative aims to address the sharp increase in small parcels from non-EU online platforms, particularly in the **fast fashion and low-cost goods sectors**. According to the government, the current customs and tax regime creates a **competitive imbalance**, as European companies are subject to stricter regulatory, environmental, and fiscal standards than extra-EU sellers.

From a public finance perspective, the new tax is expected to generate around **€122 million in its first year**, with total revenues potentially exceeding €240 million over the following two years. The funds collected would contribute to **financing the budget and promoting fair taxation in international trade**.

The Italian measure is also **part of a broader European debate**. EU institutions and several member states are considering a revision of customs rules, including the **removal of the duty exemption** for parcels with a value below €150 and the introduction of stricter controls on low-value imports.

For final consumers, this tax could lead to a slight increase in the cost of online purchases from extra-EU platforms. For international e-commerce operators, it represents a clear signal of Europe's move towards **stronger industrial protection** and **fairer taxation**.

## A global first: UNESCO honours Italy's entire culinary tradition

*Italy has long been celebrated for its rich culinary traditions, but in December 2025, Italian cuisine achieved an unprecedented global recognition. UNESCO officially included the entire Italian culinary system in its Representative List of the Intangible Cultural Heritage of Humanity.*

On 10 December 2025, UNESCO officially included the entire **Italian cuisine** in the **Representative List of the Intangible Cultural Heritage of Humanity**, a world first: never before had an entire national culinary tradition been recognized.

It is not just about individual dishes, but encompasses the **entire Italian culinary system**, including traditions, family practices, communal interactions, and cultural values related to food.

This recognition highlights the biodiversity, seasonality, and sustainability of local products, while providing a strong boost to tourism and the agri-food sector. **Interest in food and wine tourism** is expected to grow, with international travellers drawn not only to the destinations, but also to the **full cultural and gastronomic experience**.

This designation also serves as an important tool to **protect authentic Italian products** from foreign imitations, strengthening the **international prestige of "Made in Italy"** and supporting local food supply chains. For Italians, cuisine is much more than recipes: it is identity, culture, and community, a heritage passed down from generation to generation.

For the international audience, this honour confirms **Italy as a gastronomic and global cultural destination**, where tradition, innovation, and conviviality come together. Italian cuisine thus becomes a tool of **cultural diplomacy and international promotion**, celebrated and recognized worldwide.



Davide Attilio Rossetti | Senior Partner

*Head of Tax Advisory*

Davide.Rossetti@MorriRossetti.it

➤ **Click here** to read our previous newsletters

# MORRI ROSSETTI & FRANZOSI

---

Follow us on our social networks



and subscribe to our newsletters  
to stay up-to-date



---

Morri Rossetti & Franzosi

Piazza Eleonora Duse, 2 | 20122 Milan (IT) | T +39 02 76 07 971  
info@MorriRossetti.it | MorriRossetti.it