

Italy

Employees obligation to undertake training

Phase	Legislative Decree 14 September 2015, no. 150, Provisions for the reorganisation of rules on employment services and active labour market policies; Decree law 28 January 2019, n. 4, Urgent provisions concerning citizenship income and pensions; Decree Law no. 48, 4 May 2023, Urgent measures for social inclusion and access to employment.
Native name	Decreto legislativo 14 settembre 2015, n. 150, Disposizioni per il riordino della normativa in materia di servizi per il lavoro e di politiche attive; Decreto legge 28 gennaio 2019, n. 4, Disposizioni urgenti in materia di reddito di cittadinanza e di pensioni; Decreto-legge 4 maggio 2023, n. 48, Misure urgenti per l'inclusione sociale e l'accesso al mondo del lavoro.
Type	Employees obligation to undertake training
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Article

Legislative Decree no. 150/2015, articles 20, 21, 22, 25; Decree law no. 4/2019, articles 4, 7; Decree Law no. 48, 4 May 2023

Description

In Italy, employees' obligation to undertake training is connected to the reception of social shock absorber instruments, both within a still existing employment relationship (that is the Ordinary Wage Guarantee Fund, Cassa integrazione guadagni ordinaria, CIGO; the Extraordinary Wage Guarantee Fund (Cassa integrazione guadagni straordinaria, CIGS); solidarity contracts; solidarity funds) and in case of unemployment (NaSPI and citizenship income).

Orientation activities are available to workers suspended from the work activity and beneficiary of an income support instrument within a still existing employment relationship or to the unemployed beneficiary of the New Social Insurance for Employment (NASpl). These activities are defined by the public employment centres in a personalised agreement, which might also include training activities. Beneficiaries could lose the right to the benefit if they do not attend orientation initiatives without a justified reason. Failure to comply with these obligations entails proportional sanctions, ranging from the deduction of a fraction or an entire month of the benefit, up to the lapse of the same.

According to Decree law n. 4/2019, within 30 days of the recognition of the benefit, the beneficiaries of the citizenship income which are able to work are summoned by the public employment centres to stipulate an employment agreement, i.e. a personalised programme aiming at reintroducing the beneficiary into the labour market. The employment pact might also include professional requalification and completion of studies. The beneficiary must abide with the commitments set forth in the employment pact, under penalty of revocation of the benefit.

Law no. 48/2023 (also called Labour Decree) introduces the "Support for Training and Work" program in Italy, effective from September 1, 2023. This initiative is designed to enhance employment opportunities and skills development among individuals aged 18 to 59. Participants in this program, who engage in active employment projects such as universal civil service and community-beneficial activities, are eligible for a monthly allowance of €350. The program is specifically tailored to support involvement in vocational training and socially valuable work, aiming to boost employability and contribute positively to the community.

Commentary

Since 2012 (law 92/2012), the legislator made conditionalities applying to recipients of social shock absorber instruments more rigid. However, some critical opinions have pointed out that employment services (both public and private), which should be in charge of providing personalised training programmes aiming at reintroducing people into the labour market, are largely ineffective in Italy.

Law no. 48/2023 introduces the "Inclusion Allowance," effective from January 1, 2024. This allowance, replacing the Citizenship Income and Pension, aims to support individuals in specific economic situations, particularly those from households with an annual income not exceeding €6,000. The Inclusion Allowance is designed to supplement family income, with additional benefits for specific household compositions and rent contributions. It's important to note that this allowance is not compatible with the "Support for Training and Work" program.

Additional metadata

Cost covered by	National government
Involved actors other than national government	Public employment service
Involvement (others)	None
Thresholds	Affected employees: No, applicable in all circumstances Company size: No, applicable in all circumstances Additional information: No, applicable in all circumstances

Sources

- [DECRETO-LEGGE 4 maggio 2023, n. 48](#) ~~~ [Legislative Decree 14 September 2015, no. 150](#) ~~~ [Decree law 28 January 2019, no. 4](#) ~~~ F. Carinci, R. De Luca Tamajo, P. Tosi, T. Treu, 2016, Diritto del lavoro, Volume II. Il rapporto di lavoro subordinato, Utet ~~~

Citation

Eurofound (2015), Italy: Employees obligation to undertake training, Restructuring legislation database, Dublin