

LABOUR NEWSLETTER 14 – 2020

1. RELIEF INTRODUCED BY THE COVID-19 LAWS

Given the various bonuses, relief and allowances introduced, and the subsequent clarifications by the Italian Social Security Institute (*INPS*), we have summarised the key features in the table below.

TYPE OF RELIEF	TERMS	AMOUNTS/DETAILS	PERIOD AVAILABLE	COMBINATION WITH OTHER RELIEF
SOUTH ALLOWANCE (SGRAVIO SUD)	Available for employees with operational or production premises in: Abruzzo, Basilicata, Calabria, Campania, Molise, Puglia, Sardinia or Sicily . The premises must be registered on the INPS website and indicated in the UniEmens form. The UniLav hiring or transfer form must be from one of the premises in the aforementioned regions.	30% of the total contributions of current workers in southern regions for October, November and December. The relief cannot exceed €800,000.	From 01/10/2020 to 31/12/2020 (F24 form to be paid by 16/01/2021)	Relief is cumulative, up to the €800,000 limit.
EXEMPTION FOR NOT USING WAGE GUARANTEE SCHEMES – AUGUST DECREE (DL AGOSTO)	Available for employers that, in May and June 2020, used the wage guarantee schemes, but have not and won't seek new forms of wage guarantee or salary integration linked to COVID-19 .	The amount of the exemption is equal to the unpaid employer's contribution for double the number of hours used of the relevant wage guarantee schemes in May and June .	The amount can be used until 31 December 2020 (F24 form on 16/01/2021).	Relief is cumulative, up to the €800,000 limit.
BONUS FOR HIRING WITH OPEN-ENDED CONTRACTS	Hiring staff on open-ended contracts or transforming staff contracts into open-ended contracts between 15 August and 31 December 2020. There is 100% relief for social security contributions payable by the employer up to a maximum of €4,030. Hiring staff on fixed-term or seasonal contracts in the tourism and thermal spa industries, for the same period, but limited to the period of the stipulated contracts and for no more than three months.	The bonus is equal to 100% of the social security contribution payable by the employer , excluding the premiums and contributions for INAIL, up to a maximum of €4,030.00 , recalculated and applied monthly, starting from the date of hiring/transformation (€671.66 monthly). For part time contracts, the amount must be recalculated proportionally.	6 months or a maximum of 3 months for fixed-term contracts.	Relief is cumulative
I WORK – HIRING AN UNEMPLOYED PERSON (IO LAVORO)	Hiring staff on open-ended contracts or transforming staff contracts into open-ended contracts between 1 January 2020 and 31 December 2020, for unemployed people aged under 25 or aged 25 and over without regularly paid work in the previous 6 months .	The bonus is equal to 100% of the social security contribution payable by the employer , excluding the premiums and contributions for INAIL, up to a maximum of €8,060.00 annually , recalculated and applied monthly for twelve months starting from the date of hiring/transformation. (€671.66 monthly). For part time contracts, the amount must be recalculated proportionally.	12 months, by 28 February 2022	Relief is compatible with the under 35 relief where the people have never had an open-ended contract, and with that for people receiving an unemployment allowance (<i>reddito di cittadinanza</i>) DE MINIMIS REQUIREMENT
EXEMPTION FOR NOT USING WAGE GUARANTEE SCHEMES – RELIEF DECREE (DL RISTORI)	Employers who, in June 2020, made use of a wage guarantee scheme, but have not sought to use the scheme or the FIS salary integration scheme again .	Awaiting EU approval	Awaiting EU approval	Awaiting EU approval