

LABOUR NEWSLETTER 08 - 2021

Regulatory changes:

1. **Compulsory vaccination extended to workers in residential, welfare and healthcare facilities**
2. **Contribution reductions for the tourism industry**
3. **Protection for at-risk workers extended to 31 December 2021**

Regulatory changes:

1. **Compulsory vaccination extended to workers in residential, welfare and healthcare facilities**

The Government has decided that, from 10 October 2021 until the end of the state of emergency (currently set at 31 December 2021), all staff working in residential, welfare and healthcare facilities, whatever their role - and not just the healthcare workers - must be vaccinated.

This mandatory vaccination does not extend to people who are medically exempt from the vaccine campaign, with suitable medical certification issued in accordance with the criteria set out in the Circular from the Ministry of Health.

Managers and employers of persons who, for any reason, work in such facilities on the basis of external contracts must ensure their employees comply with this vaccine requirement.

2. **Contribution reductions for the tourism industry**

The Italian Social Security Institute (INPS) has provided the first indications about the contribution reductions for private sector employers in the tourism, bathing establishment, retail, recreation, culture and entertainment sectors that made use of salary integration schemes between January and March 2021.

The contribution reduction amounts to twice the number of hours of salary integration already used (even if only partially) in January, February and/or March 2021. It can be used up to 31 December 2021, but excludes premiums and contributions due to the National Insurance Institute for Industrial Accidents (INAIL) and it does not alter the calculation rate for pension benefits.

The contribution reduction is regardless of the type of wage support scheme used in January to March 2021 and it is still available even if companies used a salary integration scheme for a reason other than those available due to Covid-19. It can be used with wage guarantee schemes for the industry, up to the amount of the contribution due. The amount of the reduction is recalculated and apportioned on a monthly basis. It is also cumulative with other contribution exemptions/reductions already set out in law, up to the limits of the contribution due and provided that the rules for those other exemptions/reductions do not expressly prohibited them being used with other schemes.

The Social Security Institute has not yet provided technical details as to how to use this new reduction.

3. Protection for at-risk workers extended to 31 December 2021

Law 133/2021 has extended protection for at-risk workers until 31 December 2021. This means that, up until that date, at-risk workers and those with serious disabilities shall continue to have the right to be absent from work, with any such periods of absence being equivalent to hospitalisation. Alternatively, such workers have the right to work remotely (smart working). Should this not be possible because of the job currently done, then it is possible for the person to do a different job, provided it is in the same category and/or level.