

newsletter
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**REGULATION
AND PRACTICE**



Studio
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CONSULENZA
DEL LAVORO E FISCALE

Failure to pay social contribution withholdings

The National Labor Inspectorate has clarified that - for the purpose of determining the yearly cap of € 10,000, in excess of which failure to pay social contribution withholdings may have criminal implications for the employer – inspectors must check for failure to pay social contribution withholdings for the period between the deadline set for the first payment of social contribution (January, expiring on February 16) and the last (December, expiring on January 16 of the following year).

ANPAL: instructions for online DID requests

ANPAL has divulged instructions for the release of the declaration of immediate availability to work (DID) on its portal. From December 1st, 2017, citizens will be considered unemployed only if the DID's unique ID can be found within the worker's SAP (worker's ID certification for labor purposes). The ID will be inserted by ANPAL's national coordination authority.

Failure to apply H&S obligations: clarifications on penalties

The National Labor inspection Authority, with circular letter no. 3 of October 12, 2017, provides clarifications upon fines applicable in case of failure to respect H&S obligations. Specifically, fines for failure to observe H&S monitoring obligations is equivalent to the violation set by art. 18, c. 1, let. c), g) and bb) of Legislative Decree no. 81/2008.

INAIL – civil unions and payments

INAIL, with a circular message, has provided instructions upon the application of Law no. 76/2016 upon civil unions, specifying that, since rights and obligations due to the civil union between two persons of the same sex are equivalent to those between spouses, rights to economic performances provided by INAIL is extended to subjects in a civil union under the same conditions.