

DL 30.4.2026 n. 62
(so-called "Labour Decree") -
Main changes

1 INTRODUCTION

With Legislative Decree no. 62 of 30.4.2026, published in the *Official Gazette no. 99* of 30.4.2026, numerous urgent provisions have been provided for, in particular, on employment incentives, "fair wages" and the fight against "digital caporalato" (the so-called "Labour Decree").

Decree-Law 62/2026 entered into force on 1.5.2026, the day after its publication.

The main changes contained in Legislative Decree 62/2026 are analysed below.

Decree-Law 62/2026 is in the process of being converted into law and the related provisions are therefore subject to amendments and additions.

2 WOMEN' S BONUS, YOUTH BONUS AND SEZ BONUS 2026

Arts. 1, 2 and 3 of Decree-Law 62/2026 introduce three incentives for hires made in 2026 of:

- Deals (i.e. "Bonus Gives 2026");
- young people (so-called "youth bonus 2026");
- subjects in the single SEZ for the South (so-called "SEZ bonus 2026").

Repeal of the extension of the incentives of Decree-Law 60/2024

Article 5 of Decree-Law 62/2026 repealed Art. 14 paragraph 1-bis of Decree-Law no. 200 of 31.12.2025 (the so-called "milleproroghe"), which had provided for the extension (and modification of the amount in some cases):

- to 30.4.2026 of the *youth bonus pursuant to* art. 22 of Decree-Law 60/2024;
- to 30.4.2026 of the *ZES bonus pursuant to* art. 24 of DL 60/2024;
- to 31.12.2026 of the *women's bonus pursuant to* Article 23 of Decree-Law 60/2024.

2.1 WOMEN'S BONUS 2026

Article 1 of Decree-Law 62/2026 introduces an incentive in favour of private employers for the hiring of women carried out from 1.1.2026 to 31.12.2026.

The recruitment must concern women of any age, wherever they reside:

- without a regularly paid job for at least 24 months;
- or without a regularly paid job for at least 12 months and who belong to one of the categories referred to in letters b) to g) of the definition of "disadvantaged worker" referred to in art. 2 of European Commission Regulation no. 651 of 17.6.2014, namely:
 - be between 15 and 24 years of age (letter b);
 - not have a high school or vocational school diploma (ISCED level 3) or have completed full-time training for no more than 2 years and have not yet obtained their first regularly paid job (letter c);
 - be over 50 years of age (letter d);
 - be an adult living alone with one or more dependents (letter e);
 - be employed in professions or sectors characterised by a rate of inequality between men and women that exceeds by at least 25% the average inequality between men and women in all economic sectors of the Member State concerned if the worker concerned belongs to the underrepresented gender (letter f);
 - belong to an ethnic minority in a Member State and need to improve their language and professional training or work experience in order to increase their prospects of access to stable employment (letter g).

The incentive is also due with reference to women who, on the date of the incentivized hiring, have been employed on a permanent basis by a different employer who has partially benefited from the exemption in question.

Type of contract

Recruitment must be carried out with a permanent employment contract, while domestic work and apprenticeship relationships are not eligible for the benefit.

Incentive structure and measure

The incentive consists of an exemption from the payment of 100% of social security contributions payable by the employer (excluding premiums and contributions due to INAIL).

The incentive is recognized for a maximum amount of:

- €650.00 on a monthly basis for each worker;
- € 800.00 on a monthly basis, if the worker is resident in the Regions of the single SEZ for the South, eligible for funding under the European Union's structural funds.

The calculation rate of pension benefits remains unchanged.

Duration of the incentive

The incentive is recognized for a maximum period of:

- 24 months;
- 12 months, in relation to the permanent employment of women who belong to one of the categories referred to in letters a) to g) of the definition of "disadvantaged worker" referred to in art. 2 of the aforementioned EU Regulation 651/2014, namely:
 - not have been in regular paid employment for at least 6 months (letter a);
 - be between 15 and 24 years of age (letter b);
 - not have a high school or vocational school diploma (ISCED level 3) or have completed full-time training for no more than 2 years and have not yet obtained their first regularly paid job (letter c);
 - be over 50 years of age (letter d);
 - be an adult living alone with one or more dependents (letter e);
 - be employed in professions or sectors characterised by a rate of inequality between men and women that exceeds by at least 25% the average inequality between men and women in all economic sectors of the Member State concerned if the worker concerned belongs to the underrepresented gender (letter f);
 - belong to an ethnic minority in a Member State and need to improve their language and professional training or work experience in order to increase their prospects of access to stable employment (letter g).

2.2 YOUTH BONUS 2026

Article 2 of Decree-Law 62/2026 introduces an incentive in favour of private employers for hiring, carried out from 1.1.2026 to 31.12.2026, individuals who, on the date of the incentivised hiring, have not reached the age of 35 and have been deprived of at least:

- 24 months of regular paid employment;
- 12 months of regularly paid employment and belong to one of the categories referred to in letters c), e), f) and g) of the definition of "disadvantaged worker" referred to in art. 2 of European Commission Regulation no. 651 of 17.6.2014, namely:

- not have a high school or vocational school diploma (ISCED level 3) or have completed full-time training for no more than 2 years and have not yet obtained their first regularly paid job (letter c);
- be an adult living alone with one or more dependents (letter e);
- be employed in professions or sectors characterised by a rate of inequality between men and women that exceeds by at least 25% the average inequality between men and women in all economic sectors of the Member State concerned if the worker concerned belongs to the underrepresented gender (letter f);
- belong to an ethnic minority in a Member State and need to improve their language and professional training or work experience in order to increase their prospects of access to stable employment (letter g).

The incentive is also due with reference to persons who, on the date of the incentivized hiring, have been employed on a permanent basis by a different employer who has partially benefited from the exemption in question.

Type of contract

Recruitment must be carried out with a permanent employment contract, while domestic work relationships, apprenticeship relationships and the hiring of managerial staff are not eligible.

Incentive structure and measure

The incentive consists of an exemption from the payment of 100% of social security contributions payable by the employer (excluding premiums and contributions due to INAIL).

The incentive is recognized for a maximum amount of:

- €500.00 on a monthly basis for each worker;
- € 650.00 on a monthly basis for each worker, if the recruitment takes place in a headquarters or production unit located in the Regions of Abruzzo, Molise, Campania, Basilicata, Sicily, Puglia, Calabria, Sardinia, Marche and Umbria.

The calculation rate of pension benefits remains unchanged.

Duration of the incentive

The incentive is recognized for a maximum period of:

- 24 months;
- 12 months, in relation to the permanent hiring of persons who, on the date of incentivized hiring, belong to one of the categories referred to in letters a), b), c), e), f) and g) of the definition of "disadvantaged worker" referred to in art. 2 of the aforementioned EU Regulation 651/2014, namely:
 - not have been in regular paid employment for at least 6 months (letter a);
 - be between 15 and 24 years of age (letter b);
 - not have a high school or vocational school diploma (ISCED level 3) or have completed full-time training for no more than 2 years and have not yet obtained their first regularly paid job (letter c);
 - be an adult living alone with one or more dependents (letter e);
 - be employed in professions or sectors characterised by a rate of inequality between men and women that exceeds by at least 25% the average inequality between men and women in all economic sectors of the Member State concerned if the worker concerned belongs to the underrepresented gender (letter f);

- belong to an ethnic minority in a Member State and need to improve their language and professional training or work experience in order to increase their prospects of access to stable employment (letter g).

2.3 BONUS SIX 2026

Article 3 of Decree-Law 62/2026 introduces an incentive in favour of private employers who employ up to 10 employees (in the month of hiring) and who hire, from 1.1.2026 to 31.12.2026, subjects:

- at a headquarters or production unit located in one of the Regions of the single SEZ for the South;
- who are 35 years of age or older on the date of recruitment and have been unemployed for at least 24 months.

The incentive is also due with reference to persons who, on the date of the incentivized hiring, have been employed on a permanent basis by a different employer who has partially benefited from the exemption in question.

Type of contract

Recruitment must be carried out with a permanent employment contract, while domestic work relationships, apprenticeship relationships and the hiring of managerial staff are not eligible.

Incentive structure and measure

The incentive consists of an exemption from the payment of 100% of social security contributions payable by the employer (excluding premiums and contributions due to INAIL).

The incentive is recognized for a maximum amount of 650.00 euros on a monthly basis for each worker.

The calculation rate of pension benefits remains unchanged.

Duration of the incentive

The incentive is recognized for a maximum period of 24 months.

2.4 COMMON CONDITIONS

For all three incentives (*women' s* bonus, youth *bonus* and SEZ 2026 bonus), hiring must result in a net employment increase calculated on the basis of the difference between:

- the number of workers employed in each month;
- the number of workers employed on average in the previous 12 months.

Without prejudice to the general principles of use of the incentives referred to in art. 31 of Legislative Decree no. 150 of 14.9.2015

, the incentive is due to employers who, in the 6 months prior to hiring, have not proceeded with individual dismissals for justified objective reasons or collective dismissals, pursuant to Law 223/91, in the same production unit.

The dismissal for justified objective reason of the person hired with the benefits in question or of a worker employed with the same qualification in the same production unit as the former, if carried out in the 6 months following the incentivized hiring, involves the revocation of the contribution exemption and the recovery of the benefit already enjoyed.

The benefit is granted in compliance with European Commission Regulation No. 651 of 17.6.2014.

Respect for the "fair wage"

Access to the benefits provided for by Decree-Law 62/2026 is allowed only in the presence of an individual salary paid not less than the total salary determined pursuant to art. 7 of the same Decree-Law 62/2026, on the subject of "fair wage".

2.5 CUMULATION

The three incentives under consideration:

- they cannot be combined with other exemptions or reductions in funding rates provided for by current legislation;
- are compatible, without any reduction, with the increase in the cost allowed for deduction in the presence of new hires, referred to in art. 4 of Legislative Decree no. 216 of 30.12.2023 and art. 1 co. 399 and 400 of Law no. 207 of 30.12.2024.

3 INCENTIVE FOR THE STABILIZATION OF EMPLOYMENT RELATIONSHIPS

Art. 4 of Decree-Law 62/2026 introduces a contribution exemption for private employers who transform fixed-term employment relationships into open-ended employment relationships.

3.1 GENERAL RULES

For each stabilized worker and for a maximum period of 24 months, an exemption from the payment of social security contributions is granted by the employer:

- to the extent of 100%, with the exclusion of premiums and contributions due to INAIL;
- up to a maximum amount of € 500.00 on a monthly basis.

The exemption in question applies to the transformations of fixed-term employment relationships:

- of a total duration, at the date of transformation, not exceeding 12 months;
- established with workers who have not reached the age of 35 and have never been employed on a permanent basis;
- carried out between 1.8.2026 and 31.12.2026.

The benefit does not apply to relationships established with domestic workers, apprentices and managers.

The calculation rate of pension benefits remains unchanged.

3.2 CROSS-COMPLIANCE

The incentive measure is applied if the permanent transformations lead to a net increase in employment, calculated on the basis of the difference between:

- the number of workers employed in each month;
- the number of workers employed on average in the previous 12 months.

Furthermore, without prejudice to the general principles of use of the incentives referred to in art. 31 of Legislative Decree no. 150 of 14.9.2015, the contribution exemption is due to employers who, in the 6 months prior to the transformation, have not proceeded with individual dismissals for justified objective reasons or collective redundancies pursuant to Law 223/91, in the same production unit.

The dismissal for justified objective reason of the worker affected by the benefit or of a worker employed with the same qualification in the same production unit as the former, if carried out in the 6 months following the incentivized transformation, involves the revocation of the contribution exemption and the recovery of the benefit already enjoyed.

Respect for the "fair wage"

Access to the benefits provided for by Decree-Law 62/2026 is allowed only in the presence of an individual salary paid not less than the total salary determined pursuant to art. 7 of the same Decree-Law 62/2026, on the subject of "fair wage".

Authorisation by the European Commission

The effectiveness of the facility in question is subject to the authorization of the European Commission.

3.3 CUMULATION

The exemption in question:

- it cannot be combined with other exemptions or reductions in funding rates provided for by current legislation;
- is compatible, without any reduction, with the increase in the cost allowed as a deduction in the presence of new hires, referred to in art. 4 of Legislative Decree no. 216 of 30.12.2023 and art. 1 co. 399 and 400 of Law no. 207 of 30.12.2024.

4 FACILITATIONS FOR THE RECONCILIATION BETWEEN FAMILY AND WORK

Art. 6 of Decree-Law 62/2026 provides, in favor of companies in possession of the certifications referred to in art. 8 co. 1 letter e) of Legislative Decree no. 184 of 27.11.2025, a contribution exemption and promotional activities abroad.

These are suitable certifications, in addition to the certification of gender equality, useful for demonstrating corporate *welfare* measures and actions in favor of parenthood.

The benefits in question were introduced in order to support the reconciliation of family and work, maternity and paternity.

4.1 CONTRIBUTION EXEMPTION

Companies in possession of the aforementioned certifications are granted an exemption from the payment of social security contributions by the employer:

- determined in an amount not exceeding 1% and within the maximum limit of € 50,000.00 per year for each company, in compliance with State aid regulations;
- starting from the date of entry into force of the law converting Decree-Law 62/2026.

The calculation rate of pension benefits remains unchanged.

Respect for the "fair wage"

Access to the benefits provided for by Decree-Law 62/2026 is allowed only in the presence of an individual salary paid not less than the total salary determined pursuant to art. 7 of the same Decree-Law 62/2026, on the subject of "fair wage".

Implementing decree

By decree of the Minister of Labour and Social Policies, the following will be established:

- the methods of reparameterization and application of the exemption on a monthly basis;
- the procedures for acquiring the aforementioned certifications;
- the other methods of implementation of the facility in question.

4.2 PROMOTION ACTIVITIES ABROAD

Companies in possession of the aforementioned certifications also benefit from promotional activities under the competence of the Agency for the promotion abroad and internationalization of Italian companies (ICE), identified with provisions of the same Agency.

5 INTRODUCTION OF THE NOTION OF "FAIR WAGE"

Art. 7 of Decree-Law 62/2026 assigns collective bargaining the task of determining the "fair wage", which must ensure workers an overall economic treatment appropriate to the quantity and quality of the work performed.

5.1 CRITERIA FOR IDENTIFYING THE "FAIR SALARY"

To identify the "fair wage", it is necessary to refer to the overall economic treatment (TEC) defined by the CCNL stipulated by the comparatively most representative employers' and workers' organizations at national level, taking into account:

- the production sector and category of reference;
- the main or main activity carried out;
- the size and legal nature of the employer.

The overall economic treatment thus defined represents the parameter to be compared to that provided for by the CCNL not endowed with such representativeness and in the sectors not covered by collective bargaining, which cannot be lower.

For sectors not covered by collective bargaining, the reference is to the CCNL stipulated by the comparatively most representative employers' and workers' organizations at national level, whose scope of application is more closely linked to the activity actually carried out by the employer.

5.2 ACCESS TO THE BENEFITS PROVIDED FOR BY DECREE-LAW 62/2026

Access to the benefits provided for by Decree-Law 62/2026 is allowed if the individual salary paid is not lower than the total salary determined pursuant to art. 7 of Legislative Decree 62/2026.

5.3 INDICATION OF THE CCNL AND REMUNERATION IN THE SIISL

Starting from the entry into force of the conversion law of Decree-Law 62/2026, within the Information System for Social and Labour Inclusion (SIISL), the job positions published must contain:

- the indication of the CCNL applied by the employer, bearing the unique alphanumeric code assigned pursuant to art. 16-quarter of Legislative Decree 16.7.2020 no. 76;
- the remuneration linked to the qualification and contractual level, corresponding to the task to which the worker is assigned.

6 PROVISIONS ON THE RENEWAL OF NATIONAL COLLECTIVE LABOUR AGREEMENTS

Art. 10 of Decree-Law 62/2026 provides for specific provisions with the aim of:

- encourage the renewal of national collective labour agreements from their respective natural deadlines;
- ensure continuity in the economic protection of workers.

6.1 OBLIGATIONS FOR THE SOCIAL PARTNERS

To this end, the parties who enter into the CCNL must regulate at the time of renewal:

- the starting dates of salary increases;

- any one-off *amounts*;
- the instruments of economic coverage of the period between the expiry of the collective agreement and the signing of its renewal, taking as reference the natural expiry date of the previous agreement.

6.2 HYPOTHESIS OF DELAYED RENEWAL

In the event of non-renewal within the first 12 months following the natural expiry of the CCNL, the salaries will be adjusted, as a flat-rate advance of the salary increase, to the Harmonised Index of Consumer Prices (HICP), to the extent of 30% of the same, without prejudice to any other contractual agreements.

In sectors characterised by high seasonality and variability of revenues, the adjustment in question does not apply and is linked to sectoral economic indicators identified by collective bargaining.

Finally, it is specified that the contractual assistance contribution, where applicable, cannot be recognized after 12 months from the natural expiry of the contract.

6.3 EFFECTIVE DATES

The provisions in question apply:

- national collective labour agreements expiring after 1.5.2026 (date of entry into force of Decree-Law 62/2026);
- from 1.1.2027, for national collective agreements that have already expired.

7 ADDITIONAL INFORMATION OBLIGATIONS TO THE WORKER

Art. 11 of Decree-Law 62/2026 introduces new information obligations for the employer.

In particular:

- as part of the information that must be provided to the worker pursuant to art. 1 co. 1 of Legislative Decree 26.5.97 no. 152, the obligation to indicate the unique alphanumeric code assigned to the national collective bargaining agreement applied, pursuant to art. 16-quarter of Decree-Law no. 76 of 16.7.2020 is introduced;
- within the payslip (art. 1 of Law 5.1.53 no. 4), the national collective labour agreement applied, identified by the unique alphanumeric code referred to in art. 16-quarter of Decree-Law 76/2020, must be indicated.

8 MEASURES TO PREVENT AND COMBAT "DIGITAL CAPORALATO"

With arts. 12 - 15 of Decree-Law 62/2026, provisions have been provided that strengthen the protections of workers intermediated through digital platforms, in order to prevent and combat the so-called "digital caporalato".

8.1 CLASSIFICATION OF THE RELATIONSHIP AND PRESUMPTION OF SUBORDINATION

Article 12 of Decree-Law 62/2026 provides that, for the purposes of qualifying the employment relationship through a digital platform, the concrete methods of carrying out the service are relevant, regardless of the formal qualification attributed by the parties.

To that end, account must also be taken of the exercise, including by automated or algorithmic means, of powers of organisation, direction, control, evaluation, restriction of access to employment or unilateral determination of remuneration.

In the presence of control or hetero-management indices, the employment relationship is presumed to be subordinate, unless proven otherwise.

8.2 MANDATORY DISCLOSURES FOR DIGITAL PLATFORMS

Art. 13 of Decree-Law 62/2026 assigns the Ministry of Labour and Social Policies the task of adopting a special decree with which to identify the risk indicators and data that digital labour intermediation platforms are required to communicate.

In any case, the aforementioned platforms will have to record and store for at least 5 years the data relating to accesses, assignments, refusals, times and fees, making them accessible to the worker and the inspection authorities.

The purpose of the standard is to combat the phenomenon of undeclared work and to ensure compliance with workplace safety regulations.

The risk indicators and related data are made available to INAIL, INPS and the National Labour Inspectorate (INL) for supervisory activities under their respective competences and coordination for controls.

8.3 OBLIGATIONS TO PROVIDE INFORMATION TO THE WORKER

Art. 14 of Decree-Law 62/2026 provides for specific information obligations for digital platforms, in addition to those already in force.

In fact, it is established that digital platforms must provide workers, in a clear, accessible and understandable form, with information on the automated or algorithmic systems used to:

- the assignment of activities;
- the determination or modification of remuneration;
- performance evaluation;
- suspending, restricting or terminating access to the platform.

The same information is also made available to the competent authorities, within the limits and in the manner provided for by law.

Workers' right to a clear explanation and human review

In addition, the worker has the right to obtain, upon request:

- an "intelligible", i.e. clear and understandable, explanation of the automated decision affecting working conditions or compensation;
- review by human intervention.

8.4 STRENGTHENING OF PROTECTIONS FOR RIDERS

Article 15 of Legislative Decree 62/2026 amends Articles. 47-bis, 47-quarter and 47-septies of Legislative Decree No. 81 of 15.6.2015, which contain provisions establishing minimum levels of protection for the so-called "*autonomous riders*".

Digital identity verification

The verification of the rider's digital identity is introduced, who can access the platform:

- con SPID, CIE o CNS;
- or with an *account* – issued by the platform to a single tax code – with a multi-factor authentication system. The credentials to access your *account* are strictly personal and cannot be transferred to third parties; the transfer of *the account* or the use of the same by a person other than the holder are punishable by an administrative fine from 800.00 to 1,200.00 euros.

Bans imposed on the digital platform

The digital platform may not:

- issue more than one *account* for each individual tax code;
- commission temporally irreconcilable services to the same worker.

In the event of a violation, an administrative penalty of €1,000.00 to €1,500.00 is applicable for each *additional account* associated with the individual tax code.

Delivery of the LUL

There is an obligation for the customer, starting from 1.7.2026, to draw up and deliver to the riders the Single Labour Book (LUL), in which the number of deliveries and the total amount paid to the worker must also be noted for each month of activity.

Compulsory basic training course

In the field of safety at work, it is provided that, with a specific ministerial decree and in addition to the mandatory training activity already provided for by current legislation, the essential basic training activities that the *rider* is required to follow by accessing the SIISL platform within the first 30 days of the first service are established annually.

The Patronati can provide assistance to the worker to facilitate access to the SIISL platform to allow him to take advantage of the mandatory basic training courses.

Failure to complete the compulsory basic training course within the deadline shall be reported to the client.

A fine of between €800.00 and €2,400.00 is paid to the client who uses the services of a worker who is the subject of the report for 3 months.

9 EXTENSION OF THE SCOPE OF APPLICATION OF THE SUBSTITUTE TAX ON TIPS

Art. 15 par. 2 of Decree-Law 62/2026 extends the scope of application of the substitute tax of IRPEF and related regional and municipal surcharges, equal to 5%, on tips paid to staff working in accommodation facilities and food and beverage establishments, referred to in art. 1 co. 58 - 62 of Law 197/2022.

In fact, it is envisaged that the 5% substitute tax can also be applied to people who provide their work of an employed nature through digital platforms referred to in EU Directive 23.10.2024 no. 2831.

Income Limit

The 5% substitute tax applies if the employee has employment income not exceeding €75,000.00 in the tax period prior to that in which the tips are received.

Deductible

The substitute tax is applied within the limit of 30% of the income received in the year for work services rendered in the aforementioned sectors, a limit that constitutes a deductible.

10 PAYMENT OF THE ACCRUED PORTIONS OF SEVERANCE INDEMNITY TO THE INPS TREASURY FUND

Art. 16 of Decree-Law 62/2026 introduces a favorable measure for employers which, as a result of art. 1 co. 203 of Law 199/2025 (2026 Budget Law), are obliged from this year to pay the accrued portions of the severance pay (TFR) of their employees to a special INPS Fund (so-called "Treasury Fund"), where not intended for the financing of supplementary pensions.

10.1 NEW DIMENSIONAL REQUIREMENTS FOR THE APPLICATION OF THE OBLIGATION TO PAY

On this point, it should be noted that the aforementioned provision of the 2026 Budget Law has modified the size requirements required, establishing that the obligation to pay the accrued portions of severance pay is due if, at the end of the previous calendar year, the average number of employees employed reaches the following limits:

- 60 employees for the two-year period 2026-2027;
- 50 employees for the period from 2028 to 2031;
- 40 employees from 2032.

The size requirement is determined on the basis of the annual average of workers in force in the previous calendar year compared to the year of the pay period considered.

The payment of the severance indemnity portions to the Treasury Fund must:

- be carried out by employers on a monthly basis, in the same manner and within the terms provided for the payment of compulsory social security contributions;
- take place by the 16th day of the month following that of the pay period to which the portion of severance pay accrued refers.

10.2 EXTENSION OF PAYMENTS RELATING TO THE FIRST HALF OF 2026

In this regard, Decree-Law 62/2026 establishes that for employers required, as of 1.1.2026, to pay the accrued portions of severance pay to the Treasury Fund, the payments relating to the relevant periods from January to June 2026, made by 16.7.2026, are considered timely for all legal purposes.

For the same periods, no civil penalties, interest or additional sums are applied.

11 SCOPE OF APPLICATION OF LEGISLATIVE DECREE 62/2026

Art. 18 of Decree-Law 62/2026 establishes that the provisions of the decree, unless otherwise provided, apply:

- private employment relationships, even if not inherent in the exercise of a business, including apprenticeship contracts;
- in the Regions with special statutes and in the Autonomous Provinces of Trento and Bolzano compatibly with the statutes and the related implementing regulations, also with reference to the Constitutional Law 18.10.2001 n. 3.

Exclusion of civil servants

The provisions contained in Decree-Law 62/2026 do not apply to employees of public administrations referred to in art. 1 co. 2 of Legislative Decree 30.3.2001 n. 165 and the collective agreements applicable to them.

Collective bargaining

The prerogatives constitutionally guaranteed to the social partners in the field of collective bargaining remain unaffected.