

**DL 30.4.2026 n. 62 (so-called "Labour Decree") -  
Main changes made during conversion into Law  
no. 112 of 25.6.2026**

## 1 INTRODUCTION

With Legislative Decree no. 62 of 30.4.2026, published in the *Official Gazette* no. 30.4.2026 no. 99 and entered into force on 1.5.2026, numerous urgent provisions have been provided for, in particular, employment incentives, "fair wages" and the fight against "digital caporalato" (so-called "Labor Decree").

Legislative Decree no. 62 of 30.4.2026 was converted into Law no. 112 of 25.6.2026, published in the *Official Gazette*. 27.6.2026 no. 147 and entered into force on 28.6.2026, providing for numerous changes compared to the original text.

The main changes made during the conversion of Legislative Decree 62/2026 into law are analyzed below.

## 2 INTRODUCTION OF THE NOTION OF "FAIR WAGE" - COMPONENTS OF THE OVERALL SALARY

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.

When it was converted into law, the components of the overall salary (TEC) were specified for the purpose of identifying the "fair salary".

### 2.1 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 national collective labour agreements (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.

### 2.2 IDENTIFICATION OF THE COMPONENTS OF THE OVERALL SALARY

According to what was established at the time of conversion of Decree-Law 62/2026, the total economic treatment (TEC) consists of:

- all fixed and continuous, direct, indirect and deferred salary items, defined by national collective labour agreements, including additional monthly payments and fixed and continuous allowances;
- the contractual *welfare* benefits due to all employees;
- any other institutions or indemnities having economic value, defined by the collective agreements themselves.

On the other hand, discretionary and variable remuneration items attributed to individual workers are excluded from the TEC.

### **3 COMMUNICATION TO THE WORKER OF THE NATIONAL COLLECTIVE AGREEMENT APPLIED TO THE RELATIONSHIP**

Art. 11 of Decree-Law 62/2026, as amended upon conversion into law, provides:

- for private employers only, the obligation to notify the worker, within one month of the start of work, of the unique alphanumeric code assigned to the national collective bargaining agreement applied, pursuant to art. 16-quarter of Legislative Decree 76/2020 (art. 1 co. 1 lett. q-bis) of Legislative Decree 26.5.97 no. 152);
- the obligation to indicate, in the pay slip, the national collective labour agreement applied, identified by the unique alphanumeric code referred to in art. 16-quarter of Decree-Law 76/2020 (art. 1 of Law 5.1.53 no. 4).

### **4 PROVISIONS ON THE RENEWAL OF NATIONAL COLLECTIVE LABOUR AGREEMENTS**

Art. 10 of Decree-Law 62/2026, as amended upon conversion into law, provides for specific provisions with the purpose of:

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

#### **4.1 OBLIGATIONS FOR THE SOCIAL PARTNERS**

To this end, the contracting parties, in the exercise of their contractual autonomy, must provide:

- suitable procedures to ensure regularity in renewals;
- mechanisms aimed at ensuring adequate economic coverage in the period between the expiry of the national collective labour agreement and the signing of its renewal, taking as a reference the natural expiry date of the previous contract.

#### **4.2 FINANCIAL COVERAGE IN THE EVENT OF LATE RENEWAL**

In the event of non-renewal of collective agreements within the first 9 months (instead of 12, as per the previous provision) following their natural expiry, in the absence of different contractual agreements, salaries are adjusted, as a flat-rate advance of the wage increase, to the change in the consumer price indicator excluding imported energy products (HICP-NEI), to the extent of 50% of the same (instead of 30% of the price index for harmonised consumption, HICP, as per the previous provision).

The extent of the adjustment is determined by collective bargaining on the basis of sectoral economic indicators and may not exceed the aforementioned value of 50% with reference to the sectors:

- characterized by high seasonality and variability of revenues pursuant to the list referred to in Presidential Decree 7.10.63 no. 1525;
- to which the providers of health and social health services on behalf of and at the expense of the National Health Service belong, which will be identified by a special ministerial decree.

The contractual assistance contribution, where applicable, cannot be recognized after 12 months from the natural expiry of the contract and until its renewal.

#### **4.3 EFFECTIVE DATES**

The provisions in question apply:

- national collective labour agreements expiring as of 1.5.2026 (date of entry into force of Decree-Law 62/2026);

- from 1.1.2027, for national collective labour agreements that have already expired.

## **5 PROVISIONS ON PROXIMITY BARGAINING**

Article 7-bis of Decree-Law 62/2026, inserted when it was converted into law, intervenes in the matter of proximity collective agreements referred to in art. 8 of Decree-Law 138/2011, introducing specific provisions that provide:

- the filing of the relevant contracts and agreements with the Ministry of Labour and the CNEL;
- a special procedure for signing these agreements at the Labour Inspectorate and communicating them to workers, if they derogate in a pejorative sense from the provisions of the law and national collective bargaining.

### **5.1 GENERAL RULES**

The aforementioned Article 8 of Decree-Law 138/2011 provides that in the context of collective bargaining at company or territorial level, signed by comparatively more representative workers' associations at national or territorial level or by their trade union representatives operating in the company, agreements may be reached that:

- derogate from the provisions of the law and national collective bargaining that govern certain matters, without prejudice to compliance with the Constitution, as well as the constraints deriving from EU regulations and international labour conventions;
- are effective with regard to all the workers concerned provided that they are signed on the basis of a majority criterion relating to the aforementioned trade union representatives.

The matters covered by the derogation interventions are those relating to the organisation of work and production with reference to:

- audiovisual systems and the introduction of new technologies;
- the worker's duties;
- the classification and classification of personnel;
- fixed-term contracts;
- to reduced-time, modulated or flexible contracts;
- the regime of solidarity in procurement;
- cases of recourse to the supply of work;
- the regulation of working hours;
- the methods of recruitment and discipline of the employment relationship.

### **5.2 CHANGES MADE DURING THE CONVERSION OF LEGISLATIVE DECREE 62/2026**

The provisions introduced when Decree-Law 62/2026 was converted into law establish that:

- the collective agreements of proximity work and the specific agreements they have made must be filed with the Ministry of Labour and Social Policies - General Directorate of Labour Relations and Industrial Relations and with the CNEL Contracts Archive;
- Agreements that derogate in a pejorative sense from provisions of law and national collective bargaining must be:
  - signed at the competent Labour Inspectorate for the territory, if they concern employers employing up to 15 employees;
  - communicated to the workers concerned within 3 days of signing, by written communication also by e-mail or in the manner provided for by company procedures.

## 6 CHANGES TO THE RULES ON THE POSTING OF WORKERS

Article 16-quarter of Decree-Law 62/2026, inserted when it was converted into law, intervenes on the rules on the posting of workers, in order to safeguard employment levels and production continuity, introducing a provision that operates:

- Notwithstanding the provisions of art. 30 of Legislative Decree no. 276 of 10.9.2003;
- on an experimental basis for the period between 28.6.2026 (date of entry into force of the law converting Legislative Decree 62/2026) and 31.12.2029.

### 6.1 GENERAL REGULATIONS

Pursuant to art. 30 of Legislative Decree 276/2003, the case of posting arises when an employer, in order to satisfy its own interest, temporarily makes one or more workers available to another person for the performance of a specific work activity.

The essential requirements for the existence of the posting are:

- the temporary nature of the posting;
- the interest of the posting party;
- the performance of a given work performance.

In the event of a posting, the posting employer remains responsible for the economic and regulatory treatment in favour of the worker. Posting involving a change of duties must take place with the consent of the worker concerned.

When it involves a transfer to a production unit located more than 50 km from the one in which the worker is assigned, the posting can only take place for proven technical, organizational, production or replacement reasons.

### 6.2 DEROGATING PROVISION

The provision introduced when Decree-Law 62/2026 was converted into law provides for the possibility of resorting, subject to trade union agreement, to the posting of one or more workers:

- in compliance with the tasks performed;
- even in the absence of the posting employer's own interest;
- even between companies that do not belong to the same sector or that adopt the same collective agreement.

This possibility is allowed when the posting is aimed at:

- the safeguarding of employment levels or production continuity;
- the preservation of professional skills;
- to avoid or limit suspensions of work, reductions in working hours, recourse to social safety nets or situations of redundancy.

#### ***Implementing provisions***

The provisions necessary for the application of the new discipline will be defined by a subsequent decree of the Ministry of Labour and Social Policies.

## 7 CONTINUITY OF EMPLOYMENT OF TEMPORARY WORKERS

Article 16-quinquies of Legislative Decree 62/2026, inserted when it was converted into law, intervenes on the regulation of the supply of work, amending Article 19 of Legislative Decree 81/2015.

## **7.1 RELEVANCE OF MISSION PERIODS**

It is provided that, for the purposes of calculating the 24-month period referred to in art. 19 paragraph 2 of Legislative Decree 81/2015, only the periods of assignment of workers hired by the staff leasing agency with a fixed-term contract, concerning tasks of the same level and legal category, carried out between the same subjects, in the context of fixed-term employment contracts, must be taken into account.

In addition, as a result of the new paragraph 2-bis of art. 19 of Legislative Decree 81/2015, it is established that the worker hired by the agency with a permanent contract may carry out periods of fixed-term assignment with the same user, concerning tasks of the same level and legal category, for a total duration, even if not continuous and additional to that provided for by art. 19 paragraph 2 of Legislative Decree 81/2015, not exceeding 36 months, unless the collective agreement applied by the user provides for a different time limit.

The new 36-month limit starts from 28.6.2026 (date of entry into force of the conversion law of DL 62/2026); any previous periods of assignment of workers already hired by the agency with an open-ended employment contract are not relevant for the purposes of the aforementioned calculation.

## **7.2 RECRUITMENT OF THE WORKER BY THE USER**

It is established that any clause aimed at limiting, even indirectly, the user's ability to hire the worker during or at the end of the period of assignment is null and void.

## **8 MEASURES TO PREVENT AND COMBAT "DIGITAL CAPORALATO"**

Articles 11-bis - 15 of Decree-Law 62/2026, as added or amended when converted into law, provide for provisions that strengthen the protections of workers intermediated through digital platforms, in order to prevent and combat the so-called "digital caporalato".

### **8.1 SCOPE OF APPLICATION**

The provisions in question apply to the workers referred to in Chapter V-bis of Legislative Decree no. 81 of 15.6.2015, therefore to self-employed workers who carry out delivery of goods on behalf of others, in urban areas and with the help of bicycles or motor vehicles through platforms, including digital ones (so-called "*autonomous riders*").

### **8.2 CLASSIFICATION OF THE RELATIONSHIP AND PRESUMPTION OF SUBORDINATION**

Article 12 of Decree-Law 62/2026, as amended upon conversion into law, provides that, for the purposes of qualifying the employment relationship through a digital platform, the concrete methods of performance of the service are relevant, regardless of the formal qualification attributed by the parties.

The qualification of the employment relationship must take into account all the elements useful for bringing the employment relationship back to the actual type of contract, including the elements that can be inferred from the use:

- automated monitoring systems;
- or automated decision-making systems.

The employment relationship is presumed to be subordinate, unless proven otherwise, in the presence of facts indicating the existence of powers of direction and control, also through:

- automated monitoring systems;
- or automated decision-making systems.

### 8.3 INFORMATION OBLIGATIONS TOWARDS THE WORKER

Art. 14 of Decree-Law 62/2026, as amended when converted into law, establishes that digital platforms must provide workers, in a clear, accessible and understandable form, with information on 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.

#### ***Workers' right to a clear explanation and human review***

The right of the worker to obtain, upon request, an intelligible explanation and the review by human intervention of automated decisions that provide:

- restricting, suspending, or terminating your *account*;
- the denial of remuneration for the work performed;
- the modification of the contractual situation of the worker himself.

### 8.4 STRENGTHENING OF PROTECTIONS FOR RIDERS

When it was converted into law, some amendments were made to art. 15 of Decree-Law 62/2026, containing provisions establishing minimum levels of protection for the so-called "*self-employed riders*".

#### ***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 violation, the application of the administrative fine from 1,000.00 to 1,500.00 euros is envisaged, with the elimination of the phrase "*for each additional account associated with the single tax code*" originally provided.

#### ***Delivery of the LUL***

In relation to the client's obligation, from 1.7.2026, to draw up and deliver to 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 – an extension has been introduced.

With reference to the annotations relating to the period in progress as of 28.6.2026 (date of entry into force of the law converting Legislative Decree 62/2026), the deadline provided for therein is in fact extended by 90 days.

#### ***Compulsory basic training course***

With regard to 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 *riders* is required to follow are established annually, by accessing the platform of the Information System for Social and Work Inclusion (SIISL), within the first 30 days of the first service.

The Patronati can provide assistance to facilitate the worker's access to the use of courses on the SIISL platform.

## **9 CONTRIBUTION EXEMPTION FOR ACTIONS TO RECONCILE FAMILY AND WORK**

At the time of conversion into law, it was specified that the exemption from the payment of social security contributions by the employer, provided for by art. 6 of Legislative Decree 62/2026 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, is recognized, as of 28.6.2026 (date of entry into force of the conversion law of Legislative Decree 62/2026), for the years 2026, 2027 and 2028.

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

### ***Implementing decree***

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

- the methods of application of the contribution exemption;
- the procedures for acquiring the aforementioned certifications;
- the other methods of implementation of the facility in question.

## **10 DURATION LIMIT OF EXTRACURRICULAR INTERNSHIPS**

Article 4-bis of Decree-Law 62/2026, inserted at the time of conversion into law, provides, through the introduction of paragraph 726-bis to art. 1 of Law 234/2021, that the maximum duration of extracurricular internships, referred to in paragraphs 720 to 726 above, may not exceed the limit of 12 months in total for each group of companies, without prejudice to the other limits provided for by current legislation.

## **11 RANKINGS FOR THE EMPLOYMENT OF PEOPLE WITH DISABILITIES**

Article 6-ter of Decree-Law 62/2026, inserted when it was converted into law, intervenes in the field of targeted placement of workers with disabilities, providing that the latter maintain the position acquired in the ranking referred to in Article 8 of Law 68/99, upon inclusion in the company, even when they are hired with an apprenticeship contract or a fixed-term employment contract, until the transformation of the relationship or the stipulation of an open-ended employment contract.

## **12 SCOPE OF APPLICATION OF DECREE-LAW 62/2026 CONVERTED**

Art. 18 of Decree-Law 62/2026, as amended upon conversion into law, establishes that the provisions of the decree, subject to the exclusions provided, apply:

- private employment relationships, even if not inherent in the exercise of a business;
- in the Regions with special statutes and in the Autonomous Provinces of Trento and Bolzano compatibly with their respective statutes and the relevant implementing rules, also with reference to Constitutional Law no. 3 of 18.10.2001.

When Decree-Law 62/2026 was converted into law, the part of the rule that provided for the express inclusion of the apprenticeship contract in its scope of application was eliminated.

### ***Exclusion of civil servants***

The provisions contained in the converted 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.

## **13 PROVISIONS ON SUPPLEMENTARY PENSION BENEFITS**

Article 16-ter of Decree-Law 62/2026, inserted when it was converted into law, intervenes with reference to supplementary pension benefits, making some changes to the provisions introduced by Law 199/2025 (2026 Budget Law).

### **13.1 LIQUIDATION IN THE FORM OF A LUMP SUM**

With regard to the possibility of liquidating a portion of the supplementary pension benefit in the form of a lump sum, the 2026 Budget Law provided, as of 1.7.2026, for the raising of the limit from 50% to 60% of the final accumulated amount.

When converting Decree-Law 62/2026, this novelty was deleted, restoring the previous regime.

Supplementary pension benefits under the defined contribution and defined benefit regime therefore continue to be payable in the form of a lump sum, according to the present value, up to a maximum of 50% of the final accumulated amount.

### **13.2 FRACTIONAL DISPENSING OF THE ACCUMULATED AMOUNT**

The 2026 Budget Law has provided for the possibility of requesting the payment of the supplementary pension benefit also through a fractional disbursement of the accumulated amount, for a period of not less than 5 years.

This novelty should have applied from 1.7.2026, but its effective date has been postponed to 31.10.2026.