

LAW 13 December 2024, n. 203

Provisions on work. (24G00218)

(Official Journal n.303 of 28-12-2024)

Effective as of: 12-1-2025

The Chamber of Deputies and the Senate of the Republic have approved;

THE PRESIDENT OF THE REPUBLIC

Promulgation

the following law:

Art. 1

Amendments to Legislative Decree 9 April 2008, n. 81

1. The following amendments are made to Legislative Decree no. 81 of 9 April 2008: following changes:

a) in Article 12, paragraph 2 is replaced by the following:

«2. At the Ministry of Labour and Social Policies and established, without new or greater burdens on public finances, the Commission for inquiries, composed of two representatives of the Ministry of Labour and Social Policies, of which at least one with legal professional profile, by two representatives of the Ministry of health, of which at least one with a legal professional profile, and by four representatives of the regions and autonomous provinces, of which at least two with a legal professional profile. If the subject of the inquiry involves the competences of other public administrations, the Commission is integrated with representatives of the same. The members of the Commission do not no compensation, attendance fee, reimbursement of expenses or other is due emolument however denominated»;

b) in Chapter II of Title I, after Article 14, the following is added: following:

«Art. 14-bis (Annual report on the state of safety in workplaces). - 1. By 30 April of each year, the Minister of Labour and Social Policies makes announcements to the Chambers on the state of safety in the workplace, with reference to the previous year, as well as on the interventions to be adopted to improve health and safety conditions in workplaces work and on the legislative guidelines and programmes that the Government intends to adopt in this regard for the current year, within the limits of resources available under current legislation and without new or greater burdens on public finances. The Chambers may adopt acts of address to the Government, according to the provisions of the respective Regulations»;

c) in Article 38, after paragraph 4, the following is added:

«4-bis. The Ministry of Health, using the data registered in the national register of training credits of the continuing medical education program, check periodically **the maintenance of the requirement referred to in paragraph 3, for the purposes of permanence in the list of competent doctors referred to in paragraph 4**»;

d) in Article 41: 1) in paragraph

2:

1.1) in letter a), after the words: «medical visit preventive» the following are inserted: «, even in the phase **pre-employment,**»;

1.2) letter e-bis) is repealed; 1.3) in letter e-ter), after the words: «sixty days continuous,» the following are inserted: «if it is deemed necessary by the competent doctor" and, at the end, the following period: «If you do not deem it necessary to proceed with the visit, the competent doctor is required to express the opinion of suitability for the specific task"; 2) paragraph 2-bis is replaced by the following: "2-bis. The competent doctor, in prescribing tests

clinical and biological tests and diagnostic investigations deemed necessary in preventive visit location, takes into account the results of the same **examinations and investigations already carried out by the worker and resulting from the copy of the health and risk records in the possession of the worker himself pursuant to Article 25, paragraph 1, letter e), to in order to avoid its repetition, if this is deemed necessary compatible by the competent doctor with the purposes of the visit preventive**»; 3) in

paragraph 4-bis, the word: «2009» is replaced by next: «2024»;

4) in paragraph 6-bis, the words: «in letters a), b), c) and d) of» are replaced by the following: «to»;

5) in paragraph 9, the words: «to the supervisory body» are replaced by the following: «to the local health authority»;

e) in Article 65, paragraphs 2 and 3 are replaced by the following:

«2. In derogation from the provisions of paragraph 1, it is the use of closed underground or semi-underground spaces is permitted when the processes do not give rise to emissions of harmful agents, provided that the requirements set out in Annex IV are met, in as applicable, and the appropriate ventilation conditions, of lighting and microclimate.

3. The employer communicates via email

certified at the competent territorial office of the Inspectorate National Labour Office (INL) the use of the premises referred to in this article attaching appropriate documentation, identified with a specific INL circular, which demonstrates compliance with the requirements set out in paragraph 2. The premises can be used after thirty days from the date of the communication referred to in the first period. If the INL territorial office requests further information, the use of the premises is permitted after thirty days from the communication of further information requested, unless expressly requested prohibition by the same office»; f) in article 304, paragraph 1, letter

b), the words: «paragraphs 1 and 2» are replaced by the following: «paragraphs 1, 2, 3, 4 and 5,».

2. The implementation of this Article must not result in new or higher burdens on public finances. The administrations competent authorities shall ensure the implementation of this article in the field of human, financial and instrumental resources available under current legislation.

Art. 2

Provisions for the simplification of procedures relating to appeals regarding the application of premium rates for insurance against accidents at work and illnesses

professional

1. Article 1 of the regulation referred to in the Presidential Decree of the Republic 14 May 2001, n. 314, is replaced by the following:

«Art. 1 (Appeals concerning the application of tariffs of insurance premiums). - 1. The employer may resort to the regional management, to the regional headquarters in Aosta, to the management provincial office of Trento or to the provincial directorate of Bolzano of the National Institute for Insurance against Accidents on the work (INAIL), in relation to their territorial jurisdiction, against the provisions issued by the territorial offices of the Institute on the application of insurance premium rates for accidents at work and occupational diseases approved by the pursuant to Article 3, paragraph 1, of Legislative Decree 23 February 2000, n. 38, concerning: a) the classification of the processes; b) the fluctuation of the average rate of tariff for prevention of accidents and hygiene in the workplace; c) the effective date of the classification in the tariff management; d) the classification in the tariff management carried out directly from INAIL for employers not subject to the classification provided for by article 49 of the law of 9 March 1989, n. 88.

2. The appeals referred to in paragraph 1 are decided by the persons responsible for the competent structures".

2. Article 2 of the regulation referred to in the Presidential Decree of the Republic 14 May 2001, n. 314, is replaced by the following:

«Art. 2 (Appeals concerning fluctuations in the average interest rate rate for accident trend). - 1. The employer can appeal to the INAIL territorial office against the provisions issued by the same office concerning the fluctuation of the average rate of accident rate, adopted according to the methods of applying the premium rates approved pursuant to of Article 3, paragraph 1, of the Legislative Decree of 23 February 2000, n. 38.

2. The appeals referred to in paragraph 1 are decided by the persons responsible for the competent structures".

3. Article 4 of the regulation referred to in the Presidential Decree of the Republic 14 May 2001, n. 314, is replaced by the following:

«Art. 4 (Methods for submitting appeals). - 1. Appeals referred to in Articles 1 and 2 must be proposed exclusively with electronic methods within thirty days of receiving the measures".

4. Paragraph 3 of Article 2 of the Legislative Decree of 23 February 2000, n. 38, is replaced by the following: «3. Against the

provisions adopted pursuant to paragraph 2, the employer can appeal to the regional management, to the headquarters regional office of Aosta, to the provincial office of Trento or to the Provincial Directorate of Bolzano of the National Institute for insurance against accidents at work (INAIL), in relation to their territorial competence. The competent structure decides definitively. The presentation of the appeal entails for the employer the application of the benefits provided for by the article 45 of the consolidated text".

5. Appeals pending on the date of entry into force of this law pursuant to the regulation referred to in the decree of the President of the Republic 14 May 2001, n. 314, and of article 2, paragraph 3, of the Legislative Decree 23 February 2000, n. 38, are decided by the bodies competent according to the legislation in force on the date of their presentation.

Art. 3

Refund of sums paid by INAIL for the following period

upon the death of the beneficiaries

1. In article 1, paragraph 304, of law 23 December 2014, n. 190, the following changes are made: a) in the first period, after the words: «from INPS» the following are inserted: following: «and by INAIL, directly or following agreements and conventions,»); b) in the second period, after the words: «to INPS» are inserted the following: «or to INAIL»; c) the following words are added at the end of the fifth period: «and of INAIL»; d) in the sixth period, after the words: «to INPS» the following are inserted: following: «or to INAIL».

Art. 4

Provisions for the simplification of procedures relating to appeals regarding insurance benefits against accidents domestic accidents

1. Appeals concerning insurance benefits against domestic accidents, pursuant to Law 3 December 1999, n. 493, are decided by the territorial headquarters of the National Institute for the accident insurance that issued the provision pursuant to Article 104 of the consolidated law provisions for compulsory accident insurance on work and occupational diseases, as per the decree of President of the Republic 30 June 1965, n. 1124.

2. The deadline for submitting the appeal referred to in paragraph 1 is within sixty days from the date of receipt of the provision contested. After sixty days have elapsed from the date of presentation of the appeal, the interested parties have the right to appeal the judicial authority. The filing of appeals does not suspend **the effectiveness of the measure.**

3. Letter c) of paragraph 3 of article 10 of law 3 December 1999, n. 493, is repealed.

4. Paragraphs 1 and 2 of Article 19 of the Ministerial Decree work and social security 15 September 2000, containing methods of implementing accident insurance in domestic sphere, published in the Official Journal no. 222 of 22 September 2000, are repealed.

5. Appeals pending on the date of entry into force of this law are decided by the administrative committee of the autonomous Fund special referred to in Article 10 of Law No. 493 of 3 December 1999, according to the regulations in force on the date of their submission.

Art. 5

Amendment to Article 2 of Legislative Decree No. 663 of 30 December 1979, converted, with amendments, by law 29 February 1980, n. 33, regarding death notifications to the National Institute of social security

1. In Article 2 of Legislative Decree No. 663 of 30 December 1979, converted, with amendments, by law 29 February 1980, n. 33, the following paragraph is added at the end: «Starting from 1 January 2025, the death notifications transmitted to the National Institute of Social Security by doctors necropsies pursuant to the seventh paragraph are made available of the National Institute for Insurance against Accidents on the work. The methods of provision are agreed between the two Institutes within thirty days from the date of entry into force of this provision».

2. The competent administrations shall ensure the implementation of the provisions referred to in paragraph 1 within the limits of human resources,

instrumental and financial resources available under current legislation and, however, without new or increased burdens on finance public.

Art. 6

Suspension of redundancy fund benefits

1. Article 8 of Legislative Decree 14 September 2015, n. 148, is replaced by the following: «Art. 8

(Compatibility with the performance of activities working). - 1. The worker who carries out work activities subordinate or self-employed during the integration period the salary is not entitled to the relevant treatment for the days of work done.

2. The worker loses the right to the severance pay wage supplement in case you have not provided prior communication to the territorial office of the Institute national social security of the performance of the activity referred to in paragraph 1. The communications to be made by employers of referred to in Article 4-bis of Legislative Decree 21 April 2000, n. 181, are valid for the purpose of fulfilling the obligation of communication referred to in this paragraph".

Art. 7

Suspension of the expiry of the terms of the obligations incumbent upon of freelancers for childbirth, termination of pregnancy or assistance to a minor child

1. In Article 1 of Law No. 234 of 30 December 2021, paragraph 937 is replaced by the following:

«937. In case of childbirth or termination of pregnancy occurred after the third month from the beginning of the same, the terms relating to the obligations referred to in paragraph 929 are suspended, respectively, starting from the eighth month of gestation until thirtieth day after giving birth or up to the thirtieth day after the termination of pregnancy. The free professional, within the fifteenth day of giving birth or from the termination of pregnancy, must deliver or send via the same procedures provided for in paragraph 935 a medical certificate, issued by the healthcare facility or by the attending physician, certifying the state of pregnancy, the expected date of onset of pregnancy, the date of delivery or termination of pregnancy, as well as copy of your clients' professional mandates.

937-bis. The provisions of paragraphs 927 to 944 apply also with regard to the freelancer who, due to hospitalisation emergency hospital admission for injury or serious illness of one's own minor child or for surgical intervention of the same, having to assist his son, he is temporarily unable to do so to the exercise of the professional activity. The freelancer, within the fifteenth day of discharge from hospital hospital of his child, must deliver or send through the same procedures as those provided for in paragraph 935 a certificate, issued from the health facility, certifying the hospitalization, as well as copy of the professional mandates of their clients".

2. The costs arising from paragraph 1, valued at 2.1 million euro for the year 2024, is provided for by a corresponding reduction of the resources of the Fund referred to in Article 1, paragraph 200, of the law December 23, 2014, no. 190.

Art. 8

Amendments to the regulations on bilateral solidarity funds

1. Article 26 of Legislative Decree 14 September 2015, n. 148, after paragraph 11 the following is added:
«11-bis. For the bilateral solidarity funds established after 1 May 2023 in accordance with the procedures set out in the paragraphs 1 to 7-bis of this article, the decrees establishing each fund, referred to in paragraph 2, for the purposes of implementing the provisions of Article 30, paragraph 1-bis, determine the quota **part of the resources accumulated by companies in the sector which must be transferred from the wage supplement fund referred to in Article 29 to the budget of the new solidarity fund, in advance certified by the National Institute of Social Security, according to the procedures established by decree of the Minister of Labour and social policies, in agreement with the Minister of Economy and finances. The amount of accumulated resources referred to in the first period is determined by the decree of the Minister of Labour and Social Policies social, in agreement with the Minister of Economy and Finance, referred to in the first period, taking into account the assets of the fund wage supplement referred to in Article 29 in the year preceding the establishment of the bilateral fund and the relationship between the contributions paid into the wage supplement fund in the year preceding the establishment of the bilateral fund by the employers belonging to to the entire sector to which the new bilateral fund refers constitution and the total amount of contributions paid in the year preceding the wage supplement fund**".

2. The decree of the Minister of Labour and Social Policies, of concert with the Minister of Economy and Finance, of which in Article 26, paragraph 11-bis, of the Legislative Decree of 14 September 2015, n. 148, introduced by paragraph 1 of this article, is adopted within sixty days from the date of entry into force of the this law.

Art. 9

Provisions on flexibility in the use of resources
bilateral funds for training and income integration
in the labour supply sector

1. Article 12 of Legislative Decree no. 10 September 2003, n. 276, after paragraph 3 the following is inserted:
«3-bis. In consideration of the rapid changes in the market of work that requires the timely adjustment of the skills of the candidates for a mission and workers hired on a fixed-term basis or indefinite and the need to find and train the professionalism needed to meet the needs of businesses and to promote the implementation of the National Recovery Plan and resilience, the joint, substitutive or alternative use is permitted **supplementary to the resources referred to in paragraphs 1 and 2 in derogation from the provisions of paragraph 3**".

Art. 10

Amendments to Legislative Decree 15 June 2015, n. 81, regarding
work administration

1. The following amendments are made to Legislative Decree no. 81 of 15 June 2015:
following amendments: a) to Article

31:

1) in paragraph 1, the fifth and sixth periods are deleted; 2) in paragraph 2, third period, after the words: «the

temporary employment of workers" are included

following: «pursuant to Article 23, paragraph 2, of this decree,

as well as workers" and after the words: "referred to in Article 8, paragraph 2, of law 23 July 1991, n. 223,» the following are inserted:
following: «of subjects employed by the supplier with a contract of permanent employment,»;

b) in Article 34, paragraph 2, after the first period the following is inserted:
following: «The conditions referred to in Article 19, paragraph 1, do not apply in the case of employment of unemployed people who have been enjoying unemployment benefits for at least six years months of non-agricultural unemployment benefits or social safety nets and disadvantaged or very disadvantaged workers disadvantaged pursuant to numbers 4) and 99) of Article 2 of the Commission Regulation (EU) No 651/2014 of 17 June 2014, as identified by the decree of the Minister of Labour and social policies provided for by Article 31, paragraph 2, of this decree".

Art. 11

Rule of authentic interpretation of Article 21, paragraph 2, of the
Legislative Decree 15 June 2015, n. 81, regarding activities
Seasonal

1. Article 21, paragraph 2, second period, of the legislative decree June 15, 2015, no. 81, is interpreted in the sense that they fall within the seasonal activities, in addition to those indicated by the decree of President of the Republic October 7, 1963, n. 1525, the activities organized to cope with increases in activity working hours during certain periods of the year, as well as due to specific needs technical-productive or linked to the seasonal cycles of the sectors production or markets served by the company, as determined provided for by collective labor agreements, including those already signed on the date of entry into force of this law, stipulated by employers' and workers' organisations comparatively more representative in the category, pursuant to of Article 51 of the aforementioned Legislative Decree no. 81 of 2015.

Art. 12

Amendment to Article 9 of Law No. 150 of 7 June 2000 on the subject
of compensation for employees of the regional press offices

1. The following is added to Article 9 of Law No. 150 of 7 June 2000:
finally, the following paragraph: «5-
ter. To permanent employees of the regions,
classified in the professional profiles provided for by article 18-bis
of the national collective labor agreement, Functions sector
premises, relating to the three-year period 2016-2018, who have provided service to
fixed term for at least three years, even non-consecutive, at
the press offices of the same administrations at a previous date
upon entry into force of the aforementioned national collective agreement
work and to which it was applied, on the basis of what was foreseen
from the specific provisions of the administration to which they belong, the
national collective agreement for journalistic work, can be
recognised, in the context of collective bargaining, a
specific allowance within the resources annually
available in the funds of decentralized resources of the administrations
same. The provision of the first period does not apply to the
personnel receiving the allowance provided for in paragraph 5-bis".

Art. 13

Duration of the trial period

1. In Article 7, paragraph 2, of the Legislative Decree of 27 June 2022,
n. 104, after the first period the following are inserted:

«Without prejudice to more favourable provisions of the contract collective, the duration of the trial period is set at one day of actual performance for every fifteen calendar days starting from the start date of the employment relationship. In any case, the duration of the trial period cannot be less than two days no more than fifteen days, for employment relationships having duration not exceeding six months, and thirty days, for those having duration greater than six months and less than twelve months".

Art. 14

Deadline for mandatory communications regarding smart working

1. In Article 23, paragraph 1, first period, of Law 22 May 2017, n. 81, the following changes are made:

a) the words: "With effect from 1 September 2022," are deleted; b) after

the words: «smart working performance» the following are inserted: «, within five days from the start date of the period or within five days following the date on which the event that modifies the duration or termination of the occurs period of work carried out in agile mode".

Art. 15

Measures on training policies in apprenticeships

1. Starting from the year 2024, the resources referred to in Article 1, paragraph 110, letter c), of Law 27 December 2017, n. 205, are intended for training activities promoted by the regions and by autonomous provinces of Trento and Bolzano in the exercise of apprenticeship pursuant to Chapter V of Legislative Decree 15 June 2015, no. 81.

Art. 16

Increase in resources allocated to general expenses administration of private entities managing training activities

1. Resources allocated to the implementation of the law of 14 February 1987, n. 40, are increased by 5 million euros for the year 2024. The related cost will be covered by the Fund's resources social for employment and training, referred to in article 18, paragraph 1, letter a), of Legislative Decree 29 November 2008, n. 185, converted, with amendments, by law 28 January 2009, n. 2.

Art. 17

Application of the flat-rate regime in the case of mixed contracts

1. The impediment cause referred to in letter d-bis) of paragraph 57 of Article 1 of Law 23 December 2014, n. 190, does not apply towards natural persons registered in registers or lists professionals who carry out freelance activities, including those exercised in the forms referred to in Article 409, number 3), of the code of civil procedure, in favor of employers who employ more than two hundred and fifty people, following simultaneous hiring through the stipulation of an employment contract part-time and permanent subordinate, with a working timetable between 40 percent and 50 percent of the full-time hours provided for by the

national collective labor agreement applied. The number of employees referred to in the first period is calculated on the 1st January of the year in which the contract is simultaneously signed of subordinate employment and the self-employed or work contract professional. Self-employed workers are required to elect a professional domicile distinct from that of the person with whom they have the part-time employment contract was signed.

2. Without prejudice to the further requirements set out in paragraph 1 of the this article, in the absence of registration in registers or lists professional the impediment cause referred to in letter d-bis) of the paragraph 57 of article 1 of law 23 December 2014, n. 190, does not also applies to natural persons who exercise self-employed work activities, in the cases and in compliance with the procedures and conditions provided for by specific agreements made pursuant to of Article 8 of Legislative Decree 13 August 2011, n. 138, converted, with amendments, by law 14 September 2011, n. 148.

3. The provisions of paragraph 1 of this Article shall apply exclusively on condition that the self-employment contract stipulated at the same time as the employment contract certified by the bodies referred to in Article 76 of the decree Legislative Decree 10 September 2003, no. 276, and that it does not occur, with respect to the employment contract, any form of overlapping regarding the object and modalities of the performance as well as working hours and days.

Art. 18

Single dual apprenticeship contract

1. In Article 43 of Legislative Decree 15 June 2015, n. 81, paragraph 9 is replaced by the following:

«9. After obtaining the qualification or the professional diploma pursuant to Legislative Decree no. 226 of 2005 as well as the secondary school diploma or the higher technical specialization certificate is possible transformation of the contract, following the plan update individual training, in: a) professional apprenticeship, with the aim of achieving professional qualification for contractual purposes. In this case, the maximum overall duration of the two apprenticeship periods is not may exceed that identified by collective bargaining referred to in Article 42, paragraph 5; b) high-level training and research apprenticeship and for the regional professional training, according to duration and purposes defined pursuant to and for the purposes of Article 45, in compliance of the qualification requirements required for access to the paths".

Art. 19

Rules on termination of employment relationship

1. Article 26 of Legislative Decree 14 September 2015, n. 151, after paragraph 7 the following is inserted:

«7-bis. In case of unjustified absence of the worker extended beyond the term set by the collective agreement **national employment contract applied to the employment relationship or, in the absence of contractual provision, exceeding fifteen days, the employer work communicates this to the territorial office of the Inspectorate National Labour Office, which can verify the veracity of the communication itself. The employment relationship is considered terminated for will of the worker and the provisions set out in the this article. The provisions of the second period do not apply**

apply if the worker demonstrates the impossibility, due to force majeure or due to an act attributable to the employer, communicate the reasons justifying his absence."

Art. 20

Provisions relating to conciliation procedures in labour matters

1. Without prejudice to the provisions of Article 12-bis of the Legislative Decree 16 July 2020, n. 76, converted, with amendments, by law 11 September 2020, n. 120, the proceedings of provided for by articles 410, 411 and 412-ter of the Code of Civil Procedure may be carried out in the following manner: telematics and through audiovisual connections.

2. By decree of the Minister of Labour and Social Policies, in agreement with the Minister of Justice, to be adopted within twelve months from the date of entry into force of this law, having heard the Agency for Digital Italy and, limited to the relevant profiles for the protection of personal data, the Guarantor for the protection of personal data, the technical rules for the adoption are established of information and communication technologies in proceedings referred to in paragraph 1.

3. The implementation of this Article must not result in new or higher burdens on public finances. The administrations competent bodies shall carry out the tasks provided for therein with the resources human, instrumental and financial resources available under current legislation.

4. Until the date of entry into force of the decree referred to in paragraph 2, the proceedings provided for in paragraph 1 continue to be carried out according to the current methods.

Art. 21

Amendment to Article 1, paragraph 446, of Law 30 December 2018, n. 145, regarding the hiring of socially useful workers or engaged in public utility activities

1. In Article 1, paragraph 446, subparagraph, of Law 30 December 2018, n. 145, after the words: «In the years 2019-2022» the following are inserted: following: «and until 30 December 2023».

Art. 22

Provisions regarding the declaration of expenditure incurred for Mediation activities in the event of the transfer of real estate

1. In Article 35, paragraph 22, of Legislative Decree no. 4 July 2006, n. 223, converted, with amendments, by law 4 August 2006, n. 248, letter d) is replaced by the following: «d) the amount of expenditure incurred for such activity or, in alternatively, the number of the invoice issued by the broker and the correspondence between the invoiced amount and the actual expenditure supported as well as, in any case, the analytical payment methods of the same."

Art. 23

Deferral of payment of contribution debts

1. In Article 2 of Legislative Decree No. 338 of 9 October 1989, converted, with amendments, by law 7 December 1989, n. 389, after paragraph 11 the following is inserted: «11-bis. Starting from 1 January 2025, the National Institute

of Social Security (INPS) and the National Institute for insurance against accidents at work (INAIL) can allow the payment of debts for contributions, premiums and instalments accessories due to them by law, not entrusted for recovery to the collection agents, up to a maximum of sixty installments monthly, in the cases defined by decree of the Minister of Labour and of social policies, in agreement with the Minister of Economy and of finances, to be issued, after consulting INPS and INAIL, within sixty days from the date of entry into force of this provision, and **according to the requirements, criteria and methods, including payment methods,** regulated, with its own act, by the board of directors of each of the aforementioned bodies, in order to promote the success of the regularization processes ensuring the contextuality of the collection of the relevant amounts".

2. From 1 January 2025, paragraph 17 of Article 116 of Law 23 December 2000, n. 388, ceases to apply to the National Institute of Social Security (INPS) and to the Institute national insurance against accidents at work.

Art. 24

Provisions on social security concerning the personnel
Contract of the Foreign Offices of the Ministry of Foreign Affairs
and international cooperation

1. Without prejudice to the provisions regarding the terms of prescription, Article 1, paragraph 131, of Law 30 December 2023, n. 213, also applies to the personnel referred to in Article 152 of the Decree of the President of the Republic 5 January 1967, n. 18, **registered with Italian social security institutions.**

2. The costs arising from paragraph 1, valued at 350,000 euros for each of the years from 2024 to 2033, is provided for by corresponding reduction in the allocation of the special fund of current part registered, for the purposes of the three-year budget 2024-2026, within the framework of the «Reserve and special funds» programme of the mission "Funds to be distributed" of the Ministry's budget forecast of the economy and finance for the year 2024, for the purpose partially using the allocation relating to the Ministry of foreign affairs and international cooperation.

Art. 25

Provisions concerning the notification of disputes in
contributory matter

1. **The following amendments are made to Legislative Decree no. 46 of 26 February 1999:**
the following amendments: a) at the end of

Article 24, paragraph 5, the following are added:
words: «at the territorial headquarters in whose jurisdiction
the private individuals concerned reside there»; b) the following is
added at the end of Article 29, paragraph 2:
period: «The appeal is notified to the tax authority at the headquarters
territorial in whose jurisdiction the private individuals reside
interested".

Art. 26

Activities of the company INPS Servizi Spa in favor of the Ministry of
work and social policies, its companies and institutions
supervised by it and in house

1. In Article 5-bis of Legislative Decree no. 101 of 3 September 2019,
converted, with amendments, by law 2 November 2019, n. 128,
after paragraph 7 the following is added:

«7-bis. The Ministry of Labour and Social Policies, its companies, the entities supervised by it and the companies operating as in-house companies of the Ministry itself can avail themselves, with charges at their own expense, of the company's services for activities falling within the corporate purpose of the same».

Art. 27

Structural opening of the terms of adhesion to the unitary management of credit and social benefits

1. Retired public employees who benefit from treatment paid by the Special Pension Fund public administration employees, already registered with the Institute National Social Security and Welfare Fund for Employees of the public administration, as well as employees and pensioners of public bodies and administrations referred to in Article 1, paragraph 2, of the Legislative Decree 30 March 2001, n. 165, registered for the purposes pensions at institutions or pension funds other than the the aforementioned Special Pension Management, which are not registered to the unified management of credit and social benefits in article 1, paragraph 245, of law 23 December 1996, n. 662, can join it by communicating to INPS willingness to join.

2. Adherence to the management referred to in Article 1, paragraph 245, of the Law 23 December 1996, n. 662, is irrevocable and the related benefits can be requested after one year from registration.

Art. 28

Provisions regarding the registration of public employees in retirement from public sector trade unions

1. Retired public employees, through the release of specific delegation to INPS, can register with the organizations public sector unions recognised as representative from the Agency for the negotiation representation of public administrations, similarly to what is provided for in the article 23-octies of the legislative decree of 30 June 1972, n. 267, converted, with amendments, by law 11 August 1972, n. 485, for the organizations represented in the National Council of Economy and of work.

2. The retired personnel referred to in paragraph 1 are not included in the for the purposes of determining the representativeness of the trade union organizations to which he is registered pursuant to the same paragraph 1.

Art. 29

Standardization of the times for submitting access applications to the social APE and early retirement with requirement reduced contributory

1. Applications for recognition of the conditions for access to the compensation referred to in Article 1, paragraphs 179 to 186, of the law December 11, 2016, n. 232, and the applications for recognition of conditions for access to early retirement with requirement reduced contribution, referred to in article 1, paragraphs 199 to 205, of the same law no. 232 of 2016, are presented by 31 March, July 15th and, in any case, by November 30th of each year.

2. The acquired applications, referred to in paragraph 1, are accepted exclusively if, following the performance of the activities of monitoring provided for, respectively, by Article 11 of the

regulation referred to in the decree of the President of the Council of ministers 23 May 2017, n. 88, and by article 11 of the regulation of referred to in the decree of the President of the Council of Ministers of 23 May 2017, n. 87, the necessary financial resources remain.

Art. 30

Amendments to the rules on life annuity referred to in Article 13 of the law of 12 August 1962, n. 1338, and to article 31 of the law 24 May 1952, n. 610

1. In article 13 of law 12 August 1962, n. 1338, after the the following is added to the sixth paragraph: «The worker, after the expiry of the limitation period for the exercise of the powers referred to in the first and fifth paragraphs, without prejudice the burden of proof provided for in the same fifth paragraph remains, it can ask the National Institute of Social Security for the creation of a life annuity with the burden entirely on the individual load, calculated pursuant to the sixth paragraph".

2. The Social Fund for Employment and Training, of which in Article 18, paragraph 1, letter a), of the Legislative Decree of 29 November 2008, n. 185, converted, with amendments, by law 28 January 2009, n. 2, is increased by 14.2 million euros for the year 2024 and of 2.1 million euros for the year 2025.

3. The charges arising from the seventh paragraph of article 13 of the law 12 August 1962, n. 1338, introduced by paragraph 1 of this article, valued at 6.8 million euros for the year 2024, in 7.5 million euros for the year 2025, in 10.3 million euros for the year 2026, in 11.6 million euros for the year 2027, in 13 million euros for the year 2028, in 13.4 million euros for the year 2029, in 13.9 million euros for the year 2030, in 15.4 million euros for the year 2031, in 14.9 million euros for the year 2032 and in 12.2 million euros per year starting from the year 2033, and the charges arising from the paragraph 2, equal to 14.2 million euros for the year 2024 and 2.1 million of euros for the year 2025, the following is provided:

a) for 6.8 million euros for the year 2024, 7.5 million euros euro for the year 2025, to 10.2 million euro for the year 2026, to 10.9 million euros for the year 2027, to 11.5 million euros for the year 2028, at 8.2 million euros for the year 2029, at 4.6 million euros for the year 2030, to 4.7 million euros for the year 2031, to 4.8 million of euros for the year 2032 and 4.9 million euros per year from now on from the year 2033, through the use of the increased revenues deriving from from the seventh paragraph of article 13 of law 12 August 1962, n. 1338, introduced by paragraph 1 of this article;

b) as to 14.2 million euros for the year 2024 and 2.1 million of euros for the year 2025, through the use of lower expenses deriving from the seventh paragraph of article 13 of the law of 12 August 1962, n. 1338, introduced by paragraph 1 of this article;

c) as to 0.1 million euros for the year 2026, to 0.7 million euro for the year 2027, to 1.5 million euro for the year 2028, to 5.2 million euros for the year 2029, to 9.3 million euros for the year 2030, to 10.7 million euros for the year 2031, to 10.1 million euros for the year 2032 and 7.3 million euros per year starting from the year 2033, through a corresponding reduction in the spending authorization referred to in Article 1, paragraph 203, of Law 11 December 2016, n. 232.

4. The Minister of Economy and Finance is authorized to make the necessary budget changes through its own decrees.

Art. 31

Conducted via videoconference or mixed mode meetings of the bodies of the social security institutions referred to in the decree Legislative Decree 30 June 1994, no. 509, and Legislative Decree 10 February 1996, No. 103

1. In order to contain costs and allow the widest possible participation of members, meetings of statutory bodies of the social security institutions referred to in the legislative decree of 30 June 1994, n. 509, and to the legislative decree of 10 February 1996, n. 103, can also be held, ordinarily, via video conference, even for only a part of the components, in compliance with the criteria of transparency and traceability, identifiability, security of communications and protection of personal data pursuant to Article 73 of Legislative Decree 17 March 2020, n. amendments, by Law 18, converted, with 24 April 2020, n. 27.

2. The social security institutions referred to in paragraph 1, which do not provide for its own regulations the procedures for conducting the meetings referred to in the same paragraph 1, they are required to regulate them in their respective statutes, with a resolution to be submitted to the supervising Ministries, to pursuant to Article 3, paragraph 2, of the Legislative Decree of 30 June 1994, n. 509, within one year from the date of entry into force of the this law.

Art. 32

Provisions regarding paths for transversal skills and for orientation at educational institutions

1. After paragraph 784-quater of article 1 of law 30 December 2018, n. 145, the following are inserted: «784-quinquies.

In order to share and disseminate solutions organizational and excellent experiences, at the Ministry of education and merit, the Register of Good Practices is established of the paths for transversal skills and orientation, in which collects the good practices adopted by the institutions schools. By decree of the Minister of Education and Merit the methods of constitution and functioning of the Register are defined.

784-sexies. For the purposes of consolidating pathways for the transversal and orientation skills that meet criteria of quality from the training and orientation point of view, is established at the Ministry of Education and Merit the Observatory national for the paths for transversal skills and for orientation, with tasks of supporting the activities of monitoring and evaluation of the same paths. The composition and the functioning of the Observatory are defined by the decree of referred to in paragraph 784-septies. The implementation of this paragraph shall provides for human, instrumental and financial resources available under current legislation and, in any case, without new or greater burdens on public finances. To the members The Observatory is not entitled to compensation, indemnities or bonuses presence, reimbursement of expenses and other emoluments of any kind. 784-septies. By decree of the Minister of Education and The composition, the operating methods and the the term of office of the members of the Observatory referred to in paragraph 784-sexies».

Art. 33

Strengthening the role of family centres

1. In order to strengthen the support and information functions to families carried out by family centres, also with reference to the measures for the conciliation of life and work times work, in paragraph 1250 of article 1 of the law of 27 December 2006, n. 296, the following amendments are made: a) in letter e), the words:

«and family centres»

are deleted; b) after letter

e) the following is added:

«e-bis) interventions aimed at strengthening the role of the centres for the family."

Art. 34

Unpaid leave

1. The elective heads of the Orders of health professions and of the relevant national Federations referred to in Chapters I, II and III of the legislative decree of the provisional Head of State 13 September 1946, n. 233, ratified by law 17 April 1956, n. 561, if employees of companies and institutions of the Health Service national, can benefit from unpaid leave of non-period more than eight working hours per month for participation in institutional activities connected to the performance of the relevant mandate.

2. Employees who intend to take advantage of the permits referred to in paragraph 1 must make a written and motivated request to the administration of membership at least three days in advance, unless proven reasons of urgency.

This law, bearing the seal of the State, will be inserted in the Official Collection of the normative acts of the Republic Italian. It is mandatory for anyone to observe and do it observe as the law of the state.

Given in Rome, on 13 December 2024

MATTARELLA

**Meloni, President of the Council
of the ministers**

**Calderone, Minister of Labour and
of social policies**

Seen, the Keeper of the Seals: Nordio