

Italy has extensive employment laws as well as a strong connection to collective bargaining agreements (CBAs). Both can make hiring employees and following every Italy employment compliance law difficult. When you need help finding top talent and bringing them onto your team, Globalization Partners can help. We'll locate the best candidates for your business and hire them on your behalf, so you don't have to carry the liability on your shoulders.

Recruiting in Italy

Before you start staffing in Italy, you'll need to make sure you're using the right channels to reach the best candidates for the job. A few popular recruitment channels in Italy include:

- **Personal recommendations:** Many Italians depend on their personal networks to find jobs. If your business doesn't have an established presence in the Italian market yet, you might benefit from working with a global PEO that does.
- **Social media platforms:** In Italy, social media is on the rise as a way for employers to source talent and connect with potential hires. LinkedIn is commonly used, and Facebook even more so.
- **Job boards:** Online job boards can also be an excellent way to advertise your open positions.
Newspapers are not widely read in Italy, so you'll probably want to stay away from advertising in print.

Legal Compliance During the Recruitment Process

In addition to understanding Italian business etiquette and traditions, you'll also need to understand the laws against discrimination as you recruit new talent for your international team. The Italian Constitution grants equality to all citizens regardless of language, religion, race, gender, political opinions, and social conditions.

Italian law forbids both direct and indirect discrimination when it comes to hiring, promoting, and terminating employees. To avoid issues with compliance, you should stick to the following guidelines:

- Avoid asking questions about pregnancy or family status during interviews and any

other steps of the recruitment process.

- Don't use phrases like "recent graduate" or "highly experienced" in job postings unless they are true requirements for the position.
- Don't use a candidate's trade union activity as a deciding factor during the hiring process.

How to Hire Employees in Italy

Unions, worker councils, and CBAs represent most of Italy's workforce depending on the type of job. Employers must follow their rules as well as any Italy employment compliance regulations concerning minimum wage, compensation, and time off. If your company is not a member of a national CBA, then you will not have to adhere to the CBA's rules.

Under Italian law, employment contracts can be expressed or implied, either orally or in writing; however, it is common practice to provide employees with a written document outlining the main terms of the contract. This agreement should spell out everything from compensation to benefits to termination terms. If you mention a CBA in the employment contract, you must abide by all of its rules. You should always state any salary or bonus amounts in euros.

Italy Employment Compliance

Both employers and employees need to follow certain steps to stay compliant. For example, employees need to give employers specific personal data before their first day. Employers must also report the employment contract terms to the Insurance Institute, Labor Agency, and social security office prior to the employee's start date. Any lapse in providing this information by the deadlines can lead to hefty fines.

How to Successfully Onboard Employees

If you are new to conducting business in Italy, understanding the country's culture and workplace practices is essential. It's a good idea to hire someone well-versed in both Italy employment compliance and the more subtle aspects of the country's culture as it relates to work. Make sure this individual is at the subsidiary for an employee's first day or even first

week to make them feel comfortable.

Here are some additional ways to onboard employees:

- Sit down with the employee and go over the employment contract before their first day
- Review any other relevant company documents such as a code of conduct

Benefits of Italy Hiring Outsourcing

With so many different laws and rules to consider, companies can significantly benefit from choosing Italy hiring outsourcing services. Globalization Partners can help you recruit the best talent and employ them for you, so you won't have to worry about how to hire employees in Italy. We also act as your Employer of Record, so all compliance needs fall to us instead of you.

Why Globalization Partners?

Globalization Partners knows what it takes to expand to a new country. We're here to help you hire employees and follow every law. [Contact us today](#) for more information about our Italy hiring outsourcing services.