

Dear Clients:

Object: Smart Working can be prolonged for Parents whose Children are under 14 Years of Age.

By the end of the year, it is possible for parents working for private sectors to apply for the prolonged smart working, which will be extended until the 31st of March 2024. Contrary to what one would expect, the extension does not apply for workers who are fragile in health, and it will come to its end the 31st of December.

The amendment presented by Pd and M5S to the advances decree was proved the 30th of November 2023 by the Senate Budget Committee. It allows smart working only for those working for private sector whose children are under 14 years old. The extension is foreseen until March 2024.

The Pd and M5S extended proposal for public workers with dependent children or for workers of fragile health has been rejected under the justification of poor economic resources.

However, parents with dependent children under the age of 14 may continue smart working only if there is not within the family a parent receiving income support tools or not working. The modality must be compatible with the characteristics calling to use remote work.

The beginning of the pandemic marked the era of smart working, the Italian government run by Mr. Conte introduced it for both small and big business. According to the multichannel Observatory of Polytechnic of Milan, the number of smart workers is 3,5 million this year, perfectly aligning with the data of the year 2022.

It is hypothesized that in the year 2024 smart working will involve 3,5-4 million of workers, with an average of 2-3 days smart working weekly. Smart working has been prolonged until the end of September for workers extremely health fragile.

For workers suffering from chronic pathologies with serious connotation defined on the Ministerial Decree of the 4th of February 2022, the employer must make sure that the assignment is carried out via smart working, even if that means assigning to the worker a different task within the same job classification, as agreed by the current collective contracts, without any deduction from the retribution.

The due termination date to the right of smart working is foreseen by the end of the year even for health fragile workers, whose, by medical check-ups, age, or immunodepression resulting from oncology's pathologies, lifesaving therapies, or comorbidity are most exposed to risk of Covid-19 contagion.

Palermo, Rome, December 13 2023

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