

The Best in Italy

LABOUR 2018

Report



METHODOLOGY

RANKING ▲ = ▼ **NEW**

Average directories legalcommunity

A **B**

Rankings A, B and C correspond to law firms specialising in labour ranked by the **international directories** (Chambers & Partners and Legal 500).

A. Band 1 **B.** Band 2 **C.** Band 3

Rankings A, B and C are based on the average assessment (A, B and C) of qualities/expertise in the different practice areas (industrial/trade union relations, litigation, non-contentious/advisory (includes m&a), agency agreements, top management, restructuring and reorganisation, pension and social security, public sector employment, sports law, criminal employment law).

More specifically:

A. The firm has a well-established presence in the market with a wide range of operations carried out for leading clients in the corporate sectors; the team has transversal skills and is active in all corporate sub specializations; wide recognition and "high" reputation according to clients, peers and in general by all market observers contacted by the Research Center, including competitors.

B. The law firm is present and active in the market; the team has excellences in one or more – but not all – sub specializations; well-established and partially widespread reputation. Recommendations mostly received by clients and counterparties.

C. The law firm is present and active in the market, the team's expertise has a primary focus on a specific practice area; recommendations are mostly received by clients.

The following signs ▲ = ▼ indicate whether the firm ranking has changed compared to last year, i.e. whether it is moving up, moving down or is stable. The **NEW** symbol indicates that the firm is included in the Report for the first time.

MARKET OPINION AND LAWYERS RANKING

- ★ They are "Star Lawyers" with established reputation in the market and exceptional recommendations in their field by clients, competitors and counterparties.
- AA** They are the most-recommended and widely cited lawyers by eminent business operators, including other lawyers/competitors.
- A** Extensive and well-established reputation. They have received a high level of positive recommendations by clients and counterparties.
- B** Established reputation. They have received a high level of positive recommendations by their clients and sometimes by counterparties and market observers.
- C** Mostly recommended by clients.

A YEAR FULL OF CHANGES... AND CHALLENGES

GDPR and data privacy, smart working, whistleblowing, electronic monitoring of employees, digitalisation, gig economy: hot topics in Italy's labour market

by tania carola meyer

Estimated total revenue: 198+ mln €

Legalcommunity's research center estimates that turnover for the 2017 fiscal year - with a sample of 73 firms participating in the study - amounted to about € 198 million.

Of the 73 firms analyzed in the report, only 10 have an estimated turnover in terms of Employment and Labour law practice greater than 6 million euros. These 10 firms alone are able to generate 52% of overall business.



According to estimates from the research center, these same 10 firms generate turnover of about € 103,2 million, equal to about 52% of overall turnover in this area.

The most-cited firms and lawyers

We spoke with all the firms involved in the research this year in an effort to highlight employment and labour law firms and lawyers that are considered (by their direct competitors and by the market) as exemplifying excellence in the industry regardless of individual area of specialization.

The most-cited firms and lawyers according to **the market**

Toffoletto De Luca Tamajo e Soci is the most-cited firm. Second place goes to **LabLaw**. Tied for third place are **BonelliErede** and **Ichino Brugnattelli**.

The top lawyers: first place goes to **Luca Failla**, followed by **Francesco Rotondi** and **Franco Toffoletto**, all tied for second place.



• Toffoletto De Luca Tamajo e Soci

• Lablaw

• BonelliErede
• Ichino Brugnattelli



• Luca Failla

• Francesco Rotondi
• Franco Toffoletto

The most-cited firms and lawyers according to **peers**

The most-cited firm is **BonelliErede** followed by **Toffoletto & Partners**, with **Trifirò & Partners** in 3rd place.

As for the top lawyers, first place is shared by **Marcello Giustiniani** and **Renato Scorcelli**, followed by **Giacinto Favalli** and **Angelo Zambelli** in second place, with **Lorenzo Cairo**, **Antonella Negri**, **Franco Toffoletto** and **Paola Tradati** all sharing third place.

• BonelliErede

• Toffoletto De Luca Tamajo e Soci

• Trifirò & Partners



• Marcello Giustiniani
• Renato Scorcelli

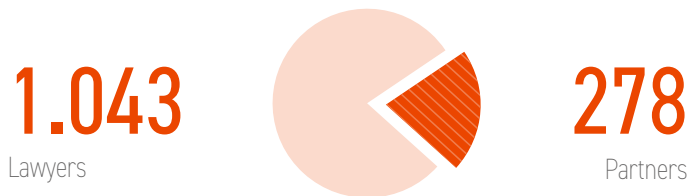
• Giacinto Favalli
• Angelo Zambelli

• Lorenzo Cairo
• Antonella Negri
• Franco Toffoletto
• Paola Tradati

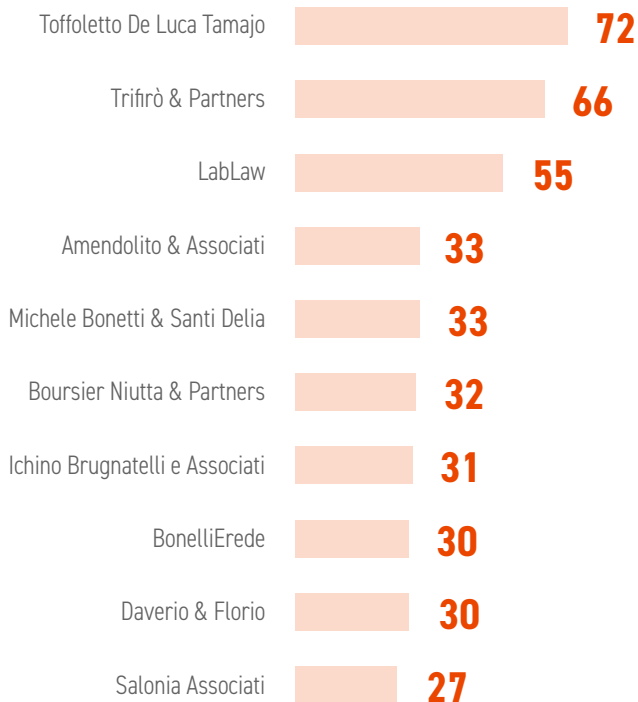


Teams

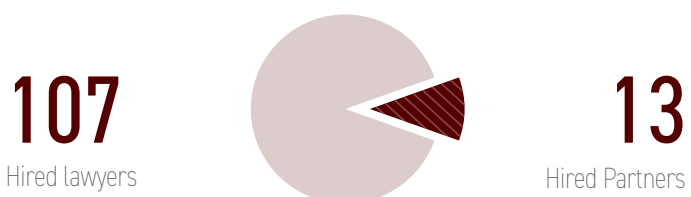
There are approximately 1043 professionals (Partners, Counsel/Of Counsel, Associates, Trainees) working part-time or full-time in Employment and Labour departments; 278 of them are Partners.



The labour teams with more members are



107 professionals have been hired this year (Partners, Counsel/Of Counsel, Associates, Trainees), 13 of them are Partners.



New partners	From	New law firm
Marco Binetti	Studio Binetti	Amendolito & Associati
Domenico Costantino	Studio Costantino	Amendolito & Associati
Luigi Giuseppe Decollanz	Studio Decollanz	Amendolito & Associati
Francesco Perchinunno	Studio Perchinunno	Amendolito & Associati
Davide Boffi	Ughi e Nunziante	Dentons
Nicola Bonante	Gianni Origoni Grippo Cappelli & Partners	Gatti Pavesi Bianchi
Paola Tradati	Gianni Origoni Grippo Cappelli & Partners	Gatti Pavesi Bianchi
Andrea Bozza	Guardamagna e Associati	Osborne Clarke (Sports law)
Pierfilippo Capello	Guardamagna e Associati	Osborne Clarke (Sports law)
Simone Brun	Studio Individuale Brun	Menichetti Studio Legale
Enrico Maria Mancuso	Baker McKenzie	Pedersoli Studio Legale (White-Collar Defense and Investigations)
Francesco Simoneschi	Gatti Pavesi Bianchi	Pedersoli Studio Legale
Sergio Barozzi*	Lexellent	SZA

*Sadly, Sergio Barozzi passed away tragically and unexpectedly on 31 August 2018.

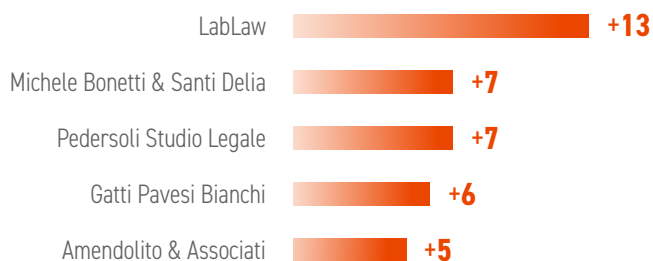
Promotions

- **Carnelutti Studio Legale Associato:** in January 2018, Marco Sartori was promoted to Partner.
- **Chiomenti:** Emanuele Barberis was appointed Head of the Employment Department as of 1st January 2018.
- **Dentons:** in May 2018, Aldo Calza, Head of the Italian Employment and Labour Practice, was appointed as Global Co-Chair of the Employment and Labour Practice.
- **Menichetti Studio Legale:** in January 2018, Gilda Pisa was promoted to Partner.

The fastest growing teams

In 2017, there were 5 firms that saw the highest number of new hires. LabLaw is out front with 13 new professionals, followed by Michele Bonetti & Santi Delia and Pedersoli Studio Legale with 7 new hires, Gatti Pavesi Bianchi with 6 and Amendolito & Associati with 5.

The teams which have been growing more



New teams

- **Littler.** In January 2018, Littler opened its first Italian office in Milan, led by experienced employment law experts Carlo Majer, previously Partner with Lexellent, and Edgardo Ratti, joining from Trevisan & Cuonzo.
- **Gatti Pavesi Bianchi.** In April 2018, Paola Tradati and Nicola Bonante and their teams moved from Gianni Origoni Grippo Cappelli & Partners to Gatti Pavesi Bianchi, where they took the position of Equity Partners.
- **Pedersoli Studio Legale.** In March 2018, Francesco Simoneschi joined Pedersoli as new Equity Partner from Gatti Pavesi Bianchi with a team of two experienced lawyers (Alessandro Crosta, Counsel and Andrea Scarpellini, Associate). The department works in close alignment with the new White-Collar Defence and Investigations department, which was launched in January 2018 and is led by Enrico Maria Mancuso, who joined from Baker McKenzie.
- **SZA.** In April 2018, SZA boosted its employment team with the appointment of highly experienced Partner Sergio Barozzi, who joined from Lexellent together with Associate Sofia Bargellini and trainees Tommaso Raco and Claudia Di Biase. Also, Luca Borghi's promotion to Partner earlier this year reflects the ongoing commitment of SZA to grow its employment practice. Sadly, Sergio Barozzi passed away tragically and unexpectedly on 31 August 2018.

Market trends

Due to well-known reforms, last year was characterised by a continuation of a general decrease of litigation in "typical" employment relationship issues (such as demotions, transfers, layoffs, etc.), as most termination cases are settled out of courts. On the contrary, cases of litigation with a more "collective" dimension are increasingly frequent, for example in corporate restructuring and reorganisation or criminal cases of environmental damage or asbestos.

As for out of court assistance, more and more emphasis is given to top managers and their compensation packages (both during and at the termination of the relationship) and to the employment aspects of M&A transactions and reorganization/restructuring processes (including cross-border operations).

Market trends/hot topics:

- impact of GDPR and data protection;
- new whistleblowing laws and new flexible working policies;
- debate about workers in the Gig economy and how their rights/entitlements (e.g.: minimum wage or paid annual leave, right to sick pay, protection from unfair dismissal) may change;
- use of technologies and electronic monitoring of employees as the impact of the amendments made to the 1970 Workers' Statute begins to emerge.

Labour law profiles of corporate **compliance and regulatory matters** such as GDPR implementation, internal investigations and whistleblowing policies are increasingly critical subjects:

- the last 12 months have seen an increase in clients' requests for advice in relation to data privacy issues, with particular reference to compliance with the new EU General Data Protection Regulation which came into force on 25 May 2018;
- many companies have also begun to implement and/or integrate their 231 organisation models, following the introduction of the so-called Whistleblowing Law. Some firms (eg: Toffoletto De Luca Tamajo) have created dedicated groups to Whistleblowing.

Increased workload in the field of Smart Working.

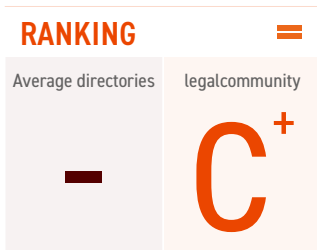
Understandably, following the implementation of Smart Working in Italy through Lavoro Agile regulation, there has been a great deal of attention for actions meant to adapt working conditions to smart/agile work (e.g.: drafting and implementation of smart-working agreements and "welfare plans).

Advising on the new frontiers in subordination qualification (e.g., Gig Economy and platform workers) is another hot topic in Italy, as digital labour platforms are facing employment issues about the classification and the legal protection of the so-called "taskers". Also, assistance on the potential effects of Brexit on Human Resources and employment is still a major issue, with many firms advising large international groups to reorganise their businesses facing Brexit or carry out cross-border mergers.

Finally, the request of assistance in the field of Health & Safety has grown significantly, leading to the creation of dedicated occupational safety departments (eg.: Lexellent).

LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



Clients recognize Luciano Racchi's team as an important player in the field of "non-contentious/ advisory" (day to day issues) and Litigation.

MARKET FEEDBACK ON THE FIRM*

«We started working with Legalitax more than 20 years ago. Excellent firm. The team is extremely responsive. Great experience and technical skills».

«Very good firm and business relationship. Experience, availability and speed in solving our problems. We followed Luciano Racchi when he joined Legalitax».

«The firm's strengths: promptness, competence, dedication to providing outstanding care to clients».

THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

Luciano Racchi: «Excellent work. Experienced, great technical skills, responsive and always available».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Luciano Racchi	B	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Matteo Azzurro (Associate), Maddalena Valli (Associate)											

*summary of interviews with clients

LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

LUCIANO RACCHI

THE FIRM'S STRENGTHS*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

4

50%
Partners

3

37,5%
Associates

1

12,5%
Counsels

–

–
Trainees

NAMES OF PARTNERS

Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo

NOTABLE LAWYERS ACCORDING TO THE FIRM

Matteo Azzurro (Associate): «He has been part of the most difficult and important employment deals. He manages most of the clients' issues autonomously. He was the firm's key professional during the Annual Associate Meeting of European law firms network TELFA hosted by Legalitax in Milan last October 2017».



ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	25%
Non-contentious/advisory**	30%
Agency agreements	5%
Top management	5%
Restructuring/Reorganisation	10%
Pension and Social security	10%
Public sector employment	
Sports law	
Criminal employment law	

EMPLOYMENT ACTIVITIES

5,5 %

*according to clients and market observers - **includes m&a

LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	B	8 · 100%	4 · 100%	Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo
Litigation	A	6 · 75%	3 · 75%	Luciano Racchi, Franco Fabris, Marcello Trombetta
Non-contentious/ advisory	B	8 · 100%	4 · 100%	Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo
Agency agreements	C	4 · 50%	2 · 50%	Luciano Racchi, Alessandro Pappalardo
Top management	C	2 · 25%	1 · 25%	Luciano Racchi
Restructuring and Reorganisation	B	4 · 50%	2 · 50%	Luciano Racchi, Alessandro Pappalardo
M&A and employment-related issues	C	8 · 100%	4 · 100%	Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo
Pensions and Pension and Social security	C	2 · 25%	1 · 25%	Luciano Racchi



The lawyers may have an active role in different practice areas.

LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

AMGA Legnano S.p.A.



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Luciano Racchi



COUNTERPARTY

-

Day-to-day assistance for AMGA Legnano S.p.A., the holding of several municipalities of Lombardy which through 3 companies (AEMME Linea Ambiente – AEMME Linea Distribuzione – AMGA Sport) manages for 18 municipalities several activities (environmental services, gas supply and sports maintenance).

ESIET S.p.A.



TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



LEAD PARTNER

Luciano Racchi



COUNTERPARTY

-

In addition to day to day assistance, ESIET S.p.A. has been involved in two major M&A deals during 2017 and transferred 60 employees.

RISANAMENTO S.p.A.



TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



LEAD PARTNER

Luciano Racchi



COUNTERPARTY

-

Day to day assistance for non-contentious/advisory issues and M&A deals.

Other clients: CMC Ravenna, ISS FACILITY SERVICE S.R.L., Alfagomma S.p.A. – Acciai Speciali Terni – Treofan Italy and other Italian and multinational companies of different industry sectors.