

Labour 2025

ITALY

The leading law guide
in Southern Europe and LATAM

The background of the entire page is an abstract composition. It features a color gradient from light pink at the top to light blue at the bottom. Overlaid on this are several silhouettes of people in various poses, some facing forward, some in profile, and some from behind. These silhouettes are rendered in a semi-transparent blue color. Additionally, there are thin, wavy, pinkish-red lines that meander across the page, some forming larger, irregular shapes at the top. The overall effect is a modern, artistic representation of a crowd or a group of people.

Labour 2025

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The Labour Law in the Italian legal market: structure, trends and specialisation

The practice represents one of the most strategic and resilient segments of the legal market. In a context marked by regulatory complexity, evolving industrial relations, demographic shifts, and recurring phases of economic restructuring, labour law has continued to play a central role in supporting businesses, public entities, and top management in navigating change.

by vincenzo rozzo

The firms included in this analysis collectively employ 531 professionals dedicated to labour matters, confirming the scale and relevance of the practice within full-service law firms as well as highly specialised teams. Labour law, traditionally perceived as a practice closely linked to litigation and trade union relations, has progressively evolved into a multidisciplinary advisory function, increasingly integrated with corporate transactions,

restructuring processes, compliance strategies, and top management advisory. The data presented reflects this transformation and highlights the structural features that currently define the Italian labour market.

Team structure and gender equality

From an organisational perspective, the labour practice in Italy is characterised by relatively structured teams,

with an average of more than 15 professionals per firm among the market leaders surveyed. One of the most significant findings emerging from the data concerns gender balance at the professional level. Female professionals account for 43.69% of the total workforce, with 232 women out of 531 professionals. This figure indicates a near parity between male and female lawyers within labour teams, positioning employment law as one of the most balanced practice areas in terms of gender representation across the Italian legal market.

However, this balance is not yet fully reflected at the partnership level. Of the 119 partners active in labour practices within the firms analysed, only 34 are women, corresponding to 28.57% of total partners. While this percentage is higher than in some other legal practice areas, it nonetheless highlights the persistence of a gender gap in access to senior and leadership roles. The data suggests that, despite a strong pipeline of female talent, structural and cultural barriers may still affect career progression within law firms. Addressing this gap represents both a challenge and an opportunity for the market, particularly in a practice area that is deeply engaged with issues of equality, inclusion, and workplace governance.

Revenue trends

In economic terms, the labour practice continues to represent a stable and significant source of revenue for Italian law firms. The average revenue generated by labour departments during the last fiscal year amounted to 91.80 million (data expressed in aggregate index terms), with labour accounting for 14.89% of total firm revenues when boutique firms are excluded. This confirms labour law as a core practice area, often complementary to corporate, litigation, and restructuring services, and capable of generating recurring and counter-cyclical work.

Nevertheless, the market has experienced a slight contraction compared to the previous year, with a -1.90% variation in labour revenues. This marginal decline should be interpreted in the broader economic and geopolitical context, marked by slowing growth, inflationary pressures, and a cautious approach by companies toward discretionary legal spending.

Client base: Enterprises as the core market

The distribution of labour revenues by client size further illustrates the role of employment law as a transversal practice serving enterprises of all dimensions. Medium-sized enterprises represent the largest share of labour

revenue, accounting for 45.82% of the total. This reflects the structural composition of the Italian economy, which is traditionally dominated by mid-sized companies that require sophisticated legal support but may lack in-house legal departments fully dedicated to labour matters.

Small enterprises generate 26.73% of labour revenues, while large enterprises account for 27.45%. The relatively balanced contribution of large corporations confirms the importance of labour law in managing complex organisational structures, industrial relations, executive compensation, and international workforce issues. At the same time, the significant share attributable to small and medium-sized enterprises highlights the advisory and compliance-driven nature of the practice, often focused on day-to-day employment management, collective bargaining, and regulatory risk mitigation.

Areas of expertise and practice specialisation

An analysis of labour revenue by area of expertise reveals a highly diversified practice landscape. Non-contentious and advisory work represents the largest segment, accounting for 24.58% of total labour revenues. This reflects a growing demand for preventive advice, policy drafting, workforce planning, and support in navigating complex employment regulations, particularly in relation to flexibility, remote work, and compliance with evolving labour standards.

Litigation remains a cornerstone of the practice, generating 14.99% of revenues, closely followed by restructuring and reorganisations at 14.50%. These figures confirm the enduring relevance of contentious work and the central role of labour lawyers in managing disputes arising from dismissals, collective redundancies, and organisational change. Industrial and trade union relations also represent a significant portion of activity at 13.12%, underscoring the continued importance of collective bargaining and union engagement within the Italian system of industrial relations.

Other notable areas include M&A and employment-related issues (9.62%) and top management advisory (9.57%), both of which highlight the increasing integration of labour expertise into strategic corporate decision-making. Agency relationships (5.65%), social security (3.75%), and public sector employment (2.07%) represent more specialised but still relevant segments of the market. Niche areas such as sports law (1.76%) and white-collar crime related to employment matters (0.38%) complete the picture, demonstrating the breadth of competencies developed by leading labour teams.

MARKET OVERVIEW

ITALY

NUMBER OF PROFESSIONALS	FEMALE PROFESSIONALS	PERCENTAGE OF FEMALE PROFESSIONALS	NUMBER OF PARTNERS	FEMALE PARTNERS	PERCENTAGE OF FEMALE PARTNERS
531	232	43,69%	119	34	28,57%

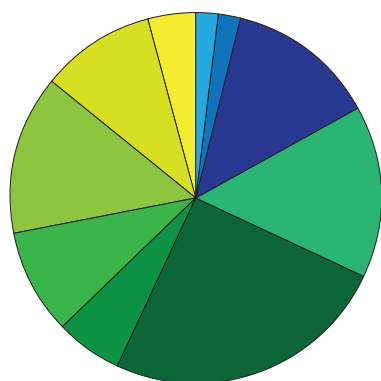
REVENUES		
AVERAGE REVENUE LABOUR DURING LAST FISCAL YEAR	PERCENTAGE OF THE REVENUE LABOUR COMPARED TO THE TOTAL REVENUE (BOUTIQUES EXCLUDED)	PERCENTUAL VARIATION OF REVENUE LABOUR COMPARED TO LAST YEAR
91,80	14,89%	-1,90%

PERCENTAGE OF LABOUR REVENUE ASSOCIATED WITH ENTERPRISES		
SMALL ENTERPRISES	MEDIUM ENTERPRISES	BIG ENTERPRISES
26,73%	45,82%	27,45%

PERCENTAGE OF LABOUR REVENUE RELATED TO PRACTICE AREA OF EXPERTISE										
INDUS-TRIAL & TRADE UNION RELATIONS	LITIGATION	NON-CON-TENTIOUS & ADVISORY	AGENCY RELATION-SHIPS	TOP MAN-AGEMENT	RESTRUC-TURING & REORGAN-IZATIONS	M&A AND EMPLOY-MENT-RE-LATED ISSUES	SOCIAL SECURITY	PUBLIC SECTOR EMPLOY-MENT	SPORT LAW	WHITE COLLAR CRIME
13,12%	14,99%	24,58%	5,65%	9,57%	14,50%	9,62%	3,75%	2,07%	1,76%	0,38%

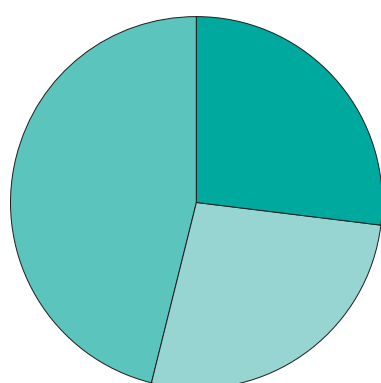
MOST IMPORTANT LATERAL HIRES IN LABOUR MARKET IN THE LAST YEAR				
NAME OF THE PROFESSIONAL	ROLE	PREVIOUS FIRM/COMPANY	NEW FIRM	DATE
SIMONE CARRA	Partner	Littler Italia	BCA Legal Studio Associato	June 2024
ALESSANDRO PAONE	Founding Partner, Head of the practice	LabLaw	NIUS LEGAL & HR SOLUTIONS	September 2024
MICHELA BANI	Partner	LabLaw	NIUS LEGAL & HR SOLUTIONS	September 2024
MATTEO TAMBORINI	Partner	EY	BIP Law and Tax	January 2025
ELENA RYOLO	Partner	Legance	Cappelli Riolo Calderaro Crisostomo Del Din & Partners (Crccd)	February 2025
SILVIA TOZZOLI	Partner	Legance	Cappelli Riolo Calderaro Crisostomo Del Din & Partners (Crccd)	February 2025
PATRIZIO BERNARDO	Partner	Delfino e Associati Willkie Farr & Gallagher	ADVANT Nctm	March 2025
SABRINA SAMBATI	Partner	Italian Welfare	BCA Legal Studio Associato	April 2025
LUCIANO RACCHI	Partner	Rplt Rp Legalitax	Ughi e Nunziente	April 2025
MARCO LANZANI	Partner	Ughi e Nunziente	Delfino e Associati Willkie Farr & Gallagher	April 2025
FILIPPO COLLIA	Partner	-	BIP Law and Tax	May 2025
ANGELA ZUCCHETTI	Partner	WI LEGAL Avvocati del Lavoro	BIP Law and Tax	May 2025
SERENA FANTINELLI	Partner	Baker McKenzie	LabLaw	June 2025
GIUSEPPE BULGARINI D'ELCI	Partner	Watson Farley & Williams	Greenberg Traurig	June 2025
CARLO MARIA LIMUTI	Partner	WI LEGAL Avvocati del Lavoro	BIP Law and Tax	June 2025
ANTONELLA MUSY	Partner	-	Toffoletto De Luca Tamajo	July 2025
LORENZO FUSCO	Of Counsel, Head of Italian Employment practice	Freshfields	Herbert Smith Freehills Kramer	December 2025

*All data were collected and aggregated by LC Publishing Group research team



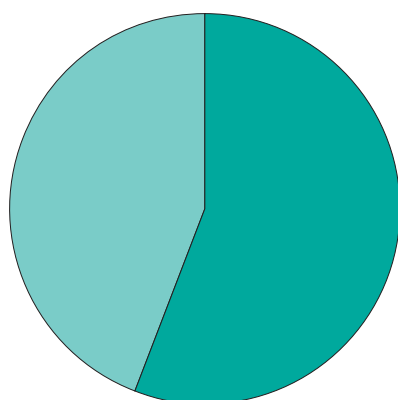
PERCENTAGE OF LABOUR REVENUE RELATED TO PRACTICE AREA OF EXPERTISE

Public sector employment	2%	Agency relationships	6%
Sport law	2%	Top management	9%
Industrial & trade union relations	13%	Restructuring & reorganizations	14%
Litigation	15%	M&A and employment related issues	10%
Non-contentious & advisory	25%	Social Security	4%



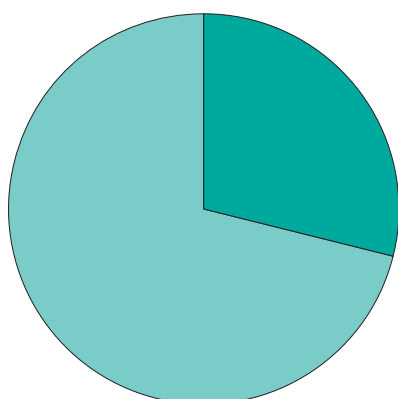
PERCENTAGE OF LABOUR REVENUE ASSOCIATED WITH ENTERPRISES

Medium enterprises	46%
Big enterprises	27%
Small enterprises	27%



GENDER EQUALITY TOTAL TEAM

Men	56%
Women	44%



GENDER EQUALITY PARTNERS

Partner women	29%
Partner men	71%

LABOUR

RESEARCH PERIOD 2025

This report is the first publication from the Research Center of **LC Publishing Group**, which focuses on the Labour sector in the Italian market. The methodology involves analysing three macro-elements, which researchers have used to compile this report:

- Reading and studying submissions and self-applications that report on the main deals and consultations carried out in the last 12 months.
- Conducting market intelligence.
- Collecting feedback and opinions from clients and peers.

This allowed us to identify the true excellence of the sector beyond individual areas of specialization. By using this methodology, we aim to provide a comprehensive and accurate overview of Labour market in Italy. We believe that this report will be a valuable resource for companies, organizations, and individuals who are interested in gaining a better understanding of this sector.

LEGEND

MARKET LEADER

The firm/professional has a widespread recognition and a high reputation highlighted by their clients, the counterparts, and, in general, by all industry operators surveyed by the research center, including competitors.

ELITE

The firm/professional has a well-established presence in the market with a considerable number of mandates obtained. It has been mentioned by numerous operators (clients and some competitors), demonstrating widespread recognition and reputation.

EXCELLENT

The firm/professional has been indicated by prestigious market operators as an excellence in the market. Active in all specializations of the practice, it has widespread recognition and a reputation highlighted by its clients and some counterparts.

HIGHLY RECOMMENDED

The firm/professional is present and active in the market; the expertise has peaks of excellence focused on one or more sub-specializations of the practice; recognition primarily obtained from its own clients.

RECOMMENDED

The firm/professional is present and active in the market; the expertise has focused excellence in specific areas of the practice; it has a consolidated and partially widespread recognition, obtained from its own clients.

LABOUR

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Toffoletto De Luca Tamajo

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Zambelli & Partners

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DLA Piper

Eversheds Sutherland

Gianni & Origoni

Ichino Brugnattelli e Associati

Legance

Morpurgo e Associati

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Dentons

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Hogan Lovells

Lexellent

Linklaters

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BIP Law & Tax

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Deloitte Legal

DWF

EY

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LCA

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Solving

Tonucci & Partners

Ughi e Nunziante

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CastaldiPartners

Pirola Pennuto Zei & Associati

Squire Patton Boggs

Studio Legale Valcanover

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TOP MANAGEMENT

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Zambelli & Partners

EXCELLENT

A&A - Albè & Associati
Carlo Andrea Galli & Partners
Dentons
Eversheds Sutherland
Failla&Partners
Gatti Pavesi Bianchi Ludovici
Marco De Bellis & Partners
NIUS
Tonucci & Partners

HIGHLY RECOMMENDED

A&O Shearman
ALTEREGAL
Carbonetti e Associati
CastaldiPartners
Chiello & Pozzoli
DWF
Hogan Lovells
Lexellent
Morri Rossetti & Franzosi
Littler
Orsingher Ortu
Simmons & Simmons

TOP MANAGEMENT

LAWYERS

MARKET LEADER

Marcello Giustiniani - BonelliErede
 Claudio Morpurgo - Morpurgo e Associati
 Francesco Rotondi - LabLaw
 Renato Scorcelli - Scorcelli & Partners
 Franco Toffoletto - Toffoletto De Luca Tamajo
 Angelo Zambelli - Zambelli & Partners

ELITE

Emanuele Barberis - Chiomenti
 Federica Barbero - Linklaters
 Nicola Bonante - Gatti Pavesi Bianchi Ludovici
 Lorenzo Cairo - PedersoliGattai
 Simonetta Candela - Clifford Chance
 Roberto Ferrario - Ferrario Provenzali Nicodemi & Partners
 Alberto Maggi - Legance
 Andrea Nicodemi - Ferrario Provenzali Nicodemi & Partners
 Luca Peron - Trifirò & Partners
 Paolo Provenzali - Ferrario Provenzali Nicodemi & Partners
 Paola Tradati - Gatti Pavesi Bianchi Ludovici

EXCELLENT

Giorgio Albè - A&A - Albè & Associati
 Valentina Castelli - A&A - Albè & Associati
 Marco De Bellis - Marco De Bellis & Partners
 Luca De Menech - Dentons
 Luca Failla - Failla&Partners
 Carlo Andrea Galli - Carlo Andrea Galli & Partners
 Emanuele Licciardi - Morri Rossetti & Franzosi
 Cristina Mazzamauro - Tonucci & Partners
 Alessandro Paone - NIUS
 Ornella Patanè - Toffoletto De Luca Tamajo
 Valentina Pomares - Eversheds Sutherland
 Annalisa Reale - Chiomenti
 Alberto Testi - Zambelli & Partners

HIGHLY RECOMMENDED

Livio Bossotto - A&O Shearman
 Alessandro De Palma - Orsingher Ortu
 Giorgio Manca - DWF
 Vittorio Moresco - Hogan Lovells
 Iacopo Aliverti Piuri - ALTEREGAL
 Paola Primerano - Carbonetti e Associati
 Edgardo Ratti - Littler
 Davide Sportelli - Simmons & Simmons

RECOMMENDED

Sarah Barutti - CastaldiPartners
 Emanuela Boca - Simmons & Simmons
 Valeria De Lucia - Chiomenti
 Matteo Luzzana - Lexellent
 Francesco Sibani - Chiello & Pozzoli

RESTRUCTURING & REORGANISATIONS

LAW FIRMS

MARKET LEADER

Dentons
Gatti Pavesi Bianchi Ludovici
LabLaw
Toffoletto De Luca Tamajo
Trifirò & Partners
Zambelli & Partners

ELITE

A&O Shearman
Chiomenti
Eversheds Sutherland
Legance
Littler
NIUS

EXCELLENT

ADVANT Nctm
BonelliErede
CastaldiPartners
DLA Piper
Failla&Partners
Gianni & Origoni
Morpurgo e Associati
PedersoliGattai
Simmons & Simmons

HIGHLY RECOMMENDED

De Luca & Partners
Deloitte Legal
DL - LAW Avvocati Giuslavoristi
DWF
Ferrario Provenzali Nicodemi & Partners
Greenberg Traurig
Hogan Lovells
Linklaters
Morri Rossetti & Franzosi
Ughi e Nunziante

RECOMMENDED

A&A - Albè & Associati
ALTEREGAL
BCA Legal
Cappelli Riolo Calderaro Crisostomo Del Din & Partners
LCA
Lexellent
Orsingher Ortu
Studio Legale Valcanover

RESTRUCTURING & REORGANISATIONS

LAWYERS

MARKET LEADER

Davide Boffi - Dentons
 Nicola Bonante - Gatti Pavesi Bianchi Ludovici
 Emanuela Nespoli - Toffoletto De Luca Tamajo
 Alessandro Paone - NIUS
 Francesco Rotondi - LabLaw
 Angelo Zambelli - Zambelli & Partners

ELITE

Emanuele Barberis - Chiomenti
 Livio Bossotto - A&O Shearman
 Marcello Floris - Eversheds Sutherland
 Tommaso Li Bassi - Legance
 Carlo Majer - Littler
 Antonella Negri - BonelliErede
 Marina Olgiati - Trifirò & Partners

EXCELLENT

Patrizio Bernardo - ADVANT Nctm
 Vittorio De Luca - De Luca & Partners
 Luca Failla - Failla&Partners
 Giampiero Falasca - DLA Piper
 Claudio Morpurgo - Morpurgo e Associati
 Emanuele Panattoni - Gianni & Origoni
 Vittorio Pomarici - BonelliErede
 Francesco Simoneschi - PedersoliGattai
 Davide Sportelli - Simmons & Simmons

HIGHLY RECOMMENDED

Federica Barbero - Linklaters
 Sarah Barutti - CastaldiPartners
 Giulietta Bergamaschi - Lexellent
 Elisabeth Biget - CastaldiPartners
 Andrea Bonanni Caione - Deloitte Legal
 Giuseppe Bulgarini d'Elci - Greenberg Traurig
 Alberto De Luca - DL - LAW Avvocati Giuslavoristi
 Roberto Ferrario - Ferrario Provenzali Nicodemi & Partners
 Emanuele Licciardi - Morri Rossetti & Franzosi
 Giorgio Manca - DWF
 Vittorio Moresco - Hogan Lovells
 Federico Torzo - Ughi e Nunziante

RECOMMENDED

Iacopo Aliverti Piuri - ALTEREGAL
 Simone Carrà - BCA Legal
 Valentina Castelli - A&A - Albè & Associati
 Luca Garramone - Orsingher Ortu
 Andrea Morone - DWF
 Edgardo Ratti - Littler
 Ranieri Romani - LCA
 Silvia Tozzoli - Cappelli Riolo Calderaro Crisostomo Del Din & Partners
 Filippo Valcanover - Studio Legale Valcanover

M&A AND EMPLOYMENT-RELATED ISSUES

LAW FIRMS

MARKET LEADER

A&O Shearman
 BonelliErede
 Chiomenti
 Gianni & Origoni
 Legance
 PedersoliGattai

ELITE

Clifford Chance
 Gatti Pavesi Bianchi Ludovici
 Linklaters
 Simmons & Simmons

EXCELLENT

Deloitte Legal
 Dentons
 Eversheds Sutherland
 Hogan Lovells
 Orsingher Ortu
 Toffoletto De Luca Tamajo

HIGHLY RECOMMENDED

BCA Legal
 Cappelli Riolo Calderaro Crisostomo Del Din & Partners
 Carbonetti e Associati
 De Luca & Partners
 DL - LAW Avvocati Giuslavoristi
 DLA Piper
 DWF
 Ferrario Provenzali Nicodemi & Partners
 LabLaw
 Littler
 Morpurgo e Associati
 Morri Rossetti & Franzosi
 Ughi e Nunziante

RECOMMENDED

ALTEREGAL
 EY
 Orrick
 Pavia e Ansaldo
 Pirola Pennuto Zei & Associati
 Squire Patton Boggs

M&A AND EMPLOYMENT-RELATED ISSUES

LAWYERS

MARKET LEADER

Federica Barbero - Linklaters
 Lorenzo Cairo - PedersoliGattai
 Cristina Capitanio - Gianni & Origoni
 Marcello Giustiniani - BonelliErede
 Annalisa Reale - Chiomenti

ELITE

Emanuele Barberis - Chiomenti
 Davide Boffi - Dentons
 Simonetta Candela - Clifford Chance
 Giampiero Falasca - DLA Piper
 Valentina Pomares - Eversheds Sutherland
 Davide Sportelli - Simmons & Simmons

EXCELLENT

Claudio Chiarella - A&O Shearman
 Serena Commisso - Legance
 Marco D'Agostini - Legance
 Cesare De Falco - Orsingher Ortu
 Alberto De Luca - DL - LAW Avvocati Giuslavoristi
 Luca De Menech - Dentons
 Roberto Ferrario - Ferrario Provenzali Nicodemi & Partners
 Stefano Piero Luca Miniati - Deloitte Legal
 Vittorio Moresco - Hogan Lovells
 Claudio Morpurgo - Morpurgo e Associati
 Giovanni Muzina - BonelliErede

HIGHLY RECOMMENDED

Simone Carrà - BCA Legal
 Andrea Gaboardi - Gatti Pavesi Bianchi Ludovici
 Maria Teresa Iannella - EY
 Emanuele Licciardi - Morri Rossetti & Franzosi
 Carlo Majer - Littler
 Giorgio Manca - DWF
 Elsa Mora - Squire Patton Boggs
 Andrea Morone - DWF
 Roberta Padula - De Luca & Partners
 Ornella Patanè - Toffoletto De Luca Tamajo
 Paola Primerano - Carbonetti e Associati
 Elena Ryolo - Cappelli Riolo Calderaro Crisostomo Del Din & Partners
 Mario Scofferi - Orrick
 Federico Torzo - Ughi e Nunziante

RECOMMENDED

Iacopo Aliverti Piuri - ALTEREGAL
 Claudia Cerbone - De Luca & Partners
 Giuseppe Merola - Pirola Pennuto Zei & Associati
 Stefania Raviele - DL - LAW Avvocati Giuslavoristi
 Valentina Simonelli - Pavia e Ansaldo

AGENCY RELATIONSHIPS

LAW FIRMS

MARKET LEADER

Toffoletto De Luca Tamajo

Morpurgo e Associati

ELITE

BCA Legal

BonelliErede

EY

Ferrario Provenzali Nicodemi & Partners

Morri Rossetti & Franzosi

EXCELLENT

A&O Shearman

Deloitte Legal

Eversheds Sutherland

Gatti Pavesi Bianchi Ludovici

Gianni & Origoni

Limatola Avvocati

Tonucci & Partners

HIGHLY RECOMMENDED

Curtis

Dentons

Greenberg Traurig

Hogan Lovells

LCA

Lexellent

Ughi e Nunziante

LAWYERS

MARKET LEADER

Simone Carrà - BCA Legal

Lorenzo Gelmi - Toffoletto De Luca Tamajo

Maria Teresa Iannella - EY

Emanuele Licciardi - Morri Rossetti & Franzosi

Claudio Morpurgo - Morpurgo e Associati

Paola Tradati - Gatti Pavesi Bianchi Ludovici

ELITE

Marcello Floris - Eversheds Sutherland

Giorgia Giorgetti - A&O Shearman

Alessandro Limatola - Limatola Avvocati

Alessandra Maniglio - Deloitte Legal

Marco Maniscalco - BonelliErede

Paolo Provenzali - Ferrario Provenzali Nicodemi & Partners

Ranieri Romani - LCA

EXCELLENT

Giovanni Battista Benvenuto - Lexellent

Giuseppe Bulgarini d'Elci - Greenberg Traurig

Luca De Menech - Dentons

Marco Guilizzoni - Curtis

Cristina Mazzamauro - Tonucci & Partners

Vittorio Moresco - Hogan Lovells

Federico Torzo - Ughi e Nunziante

SOCIAL SECURITY

LAW FIRMS

MARKET LEADER

Toffoletto De Luca Tamajo

ELITE

Chiello & Pozzoli

Pavia e Ansaldo

EXCELLENT

BCA Legal

De Luca & Partners

Deloitte Legal

Eversheds Sutherland

Ferrario Provenzali Nicodemi & Partners

Gatti Pavesi Bianchi Ludovici

Morri Rossetti & Franzosi

PedersoliGattai

HIGHLY RECOMMENDED

Cappelli Riolo Calderaro Crisostomo Del Din & Partners

Dentons

Failla&Partners

Linklaters

Pirola Pennuto Zei & Associati

Simmons & Simmons

Studio Legale Valcanover

Ughi e Nunziante

LAWYERS

MARKET LEADER

Raffaele De Luca Tamajo - Toffoletto De Luca Tamajo

Emanuela Nespoli - Toffoletto De Luca Tamajo

ELITE

Vittorio De Luca - De Luca & Partners

Enrico Del Guerra - Pavia e Ansaldo

Luca Failla - Failla&Partners

Cesare Andrea Pozzoli - Chiello & Pozzoli

EXCELLENT

Federica Barbero - Linklaters

Andrea Bonanni Caione - Deloitte Legal

Simone Carrà - BCA Legal

Marcello Floris - Eversheds Sutherland

Andrea Gaboardi - Gatti Pavesi Bianchi Ludovici

Emanuele Licciardi - Morri Rossetti & Franzosi

Andrea Nicodemi - Ferrario Provenzali Nicodemi & Partners

Francesco Simoneschi - PedersoliGattai

Davide Sportelli - Simmons & Simmons

Filippo Valcanover - Studio Legale Valcanover

HIGHLY RECOMMENDED

Luca De Menech - Dentons

Carlo Dori - Pirola Pennuto Zei & Associati

Nicolò Farina - Gatti Pavesi Bianchi Ludovici

Federico Torzo - Ughi e Nunziante

Silvia Tozzoli - Cappelli Riolo Calderaro Crisostomo Del Din & Partners

*Partners and associates included (data provided by law firms)

PUBLIC SECTOR EMPLOYMENT

LAWYERS

MARKET LEADER

EY
Studio Legale Valcanover

ELITE

BCA Legal
Carbonetti e Associati
Deloitte Legal
Legance
NIUS
Solving
Tonucci & Partners

EXCELLENT

Chiello & Pozzoli
LabLaw
Morpurgo e Associati
PedersoliGattai
Pavia e Ansaldo

LAWYERS

MARKET LEADER

Maddalena Boffoli - Solving
Maria Teresa Iannella - EY
Vincenzo Luciani - Toffoletto De Luca Tamajo
Filippo Valcanover - Studio Legale Valcanover

ELITE

Simone Carrà - BCA Legal
Alessandra Maniglio - Deloitte Legal
Cristina Mazzamauro - Tonucci & Partners
Claudio Morpurgo - Morpurgo e Associati
Alessandro Paone - NIUS
Paola Primerano - Carbonetti e Associati
Emiliano Torresan - Legance

EXCELLENT

Lorenzo Cairo - PedersoliGattai
Angelo Giuseppe Chiello - Chiello & Pozzoli
Angelo Di Gioia - Trifirò & Partners
Pietro Speciale - LabLaw

*Partners and associates included (data provided by law firms)

EQUALITY PLAN

LAW FIRMS

MARKET LEADER

Orsingher Ortu

Toffoletto De Luca Tamajo

ELITE

BCA Legal

Carbonetti e Associati

Deloitte Legal

Failla&Partners

LabLaw

Littler

Pirola Pennuto Zei & Associati

Simmons & Simmons

Tonucci & Partners

LAWYERS

MARKET LEADER

Laura Corbeddu - BCA Legal

Alessandro De Palma - Orsingher Ortu

Ornella Patanè - Toffoletto De Luca Tamajo

Paola Primerano - Carbonetti e Associati

Martina Vianello - Littler

ELITE

Ivana Azzolini - Deloitte Legal

Emanuela Boca - Simmons & Simmons

Roberta Di Vieto - Pirola Pennuto Zei & Associati

Luca Failla - Failla&Partners

Cristina Mazzamauro - Tonucci & Partners

Francesco Rotondi - LabLaw

SPORT LAW

LAWYERS

MARKET LEADER

LCA
Tonucci & Partners

ELITE

Deloitte Legal
Legance
Norton Rose Fulbright

EXCELLENT

ALTEREGAL
Dentons
Eversheds Sutherland
LabLaw
PedersoliGattai

LAWYERS

MARKET LEADER

Boris Martella - Norton Rose Fulbright
Cristina Mazzamauro - Tonucci & Partners
Stefano Piero Luca Miniati - Deloitte Legal
Federico Venturi Ferriolo - LCA

ELITE

Iacopo Aliverti Piuri - ALTEREGAL
Davide Boffi - Dentons
Marco D'Agostini - Legance
Marcello Floris - Eversheds Sutherland
Francesco Rotondi - LabLaw
Alessandro Tufani - PedersoliGattai

LAW FIRMS' PROFILES

RANKED IN LABOUR TAB

TOFFOLETTO DE LUCA TAMAJO

With a century-long history, the firm is one of Italy's most authoritative law firms in employment law and HR consulting. It has more than 100 lawyers, including 30 partners, across 12 offices nationwide. The team covers all areas of specialization and regularly advises high-profile clients, including multinational corporations operating across a wide range of industries.

KEY LAWYERS:

- **FRANCO TOFFOLETTO** (*Chairman and Managing Partner*)

Ranked: Star

A senior figure in Italian labour law with decades of experience advising leading clients on high-profile employment disputes and non-contentious & advisory matters. Praised for "his authority in court and his unmatched experience in complex litigation."

- **EMANUELA NESPOLI** (*Partner*)

Ranked: Market Leader

The professional possesses extensive experience across restructuring and reorganizations matters, assisting employers with complex workforce issues. Clients note that she is "extremely reliable, precise, and able to handle difficult situations with consistency."

- **LORENZO GELMI** (*Partner*)

Ranked: Highly Recommended

A leading figure in Italian employment law with over 30 years of experience, particularly active in agency relationships area. He is described as "one of the most respected practitioners in the field."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	101	Star	Franco Toffoletto	Star
			Emanuela Nespoli	Market Leader
			Lorenzo Gelmi	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	101	Market Leader	Emanuela Nespoli	Elite
Litigation	101	Market Leader	Raffaele De Luca Tamajo	Market Leader
			Franco Toffoletto	Market Leader
Non-Contentious & Advisory	101	Market Leader	Franco Toffoletto	Market Leader
			Lorenzo Gelmi	Excellent
Top Management	101	Market Leader	Franco Toffoletto	Market Leader
			Ornella Patanè	Excellent
Restructuring & Reorganisations	101	Market Leader	Emanuela Nespoli	Market Leader
M&A and Employment-Related Issues	101	Excellent	Ornella Patanè	Highly Recommended
Agency Relationships	101	Market Leader	Lorenzo Gelmi	Market Leader
Social Security	101	Market Leader	Raffaele De Luca Tamajo	Market Leader
			Emanuela Nespoli	Market Leader
Public Sector Employment	3	-	Vincenzo Luciani	Market Leader
Equality Plan	-	Market Leader	Ornella Patanè	Market Leader

*Partners and associates included (data provided by law firms)

BONELLIEREDE

The team advises leading Italian and international clients on complex employment matters, including workforce restructurings, collective bargaining, and the labour aspects of high-value transactions. It is widely praised for its technical depth and ability to handle sensitive issues with a pragmatic, business-oriented approach.

KEY LAWYERS:

- **MARCELLO GIUSTINIANI** (*Partner, Head of the practice*)

Ranked: Star

A highly regarded employment adviser with strong expertise in complex workforce management, advisory and top management matters, particularly in the context of large-scale corporate reorganisations and strategic transactions. Praised by clients for his "ability to combine technical precision with a pragmatic, business-oriented approach."

- **ANTONELLA NEGRI** (*Partner*)

Ranked: Market Leader

Recognised for her deep experience in labour litigation and high-stakes employment disputes, she provides strategic advice to leading companies on sensitive workforce issues. Sources highlight her clarity and effectiveness in managing contentious matters with significant operational impact.

- **VITTORIO POMARICI** (*Partner*)

Ranked: Excellent

A leading figure in Italian labour law with more than 30 years of experience, widely recognised for advising on complex reorganisations and high-profile litigation matters; clients describe him as "a strategic and authoritative adviser".

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	37	Market Leader	Marcello Giustiniani	Star
			Antonella Negri	Market Leader
			Vittorio Pomarici	Excellent

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Elite	Antonella Negri	Elite
Litigation	-	Market Leader	Antonella Negri	Elite
			Vittorio Pomarici	Elite
Non-Contentious & Advisory	-	Market Leader	Marcello Giustiniani	Market Leader
Top Management	-	Market Leader	Marcello Giustiniani	Market Leader
Restructuring & Reorganisations	-	Excellent	Antonella Negri	Elite
			Vittorio Pomarici	Excellent
M&A and Employment-Related Issues	-	Market Leader	Marcello Giustiniani	Market Leader
			Giovanni Muzina	Excellent
Agency Relationships	-	Elite	Marco Maniscalco	Elite

*Partners and associates included (data provided by law firms)

CHIOMENTI

The practice provides top-tier assistance on employment law issues connected to major corporate and financial transactions, as well as high-stakes litigation. Clients value the team's precision and authority, noting that it delivers "clear, reliable guidance even in the most complex scenarios."

KEY LAWYERS:

- **EMANUELE BARBERIS** (*Partner*)

Ranked: Market Leader

With a strong track record in complex labour law projects linked to regulated supply chains and multi-stakeholder frameworks, the professional has recently played a leading role in a complex process lasting one year. Clients note that he is "particularly effective in structuring innovative solutions and managing lengthy, technically demanding processes."

- **ANNALISA REALE** (*Partner*)

Ranked: Market Leader

The professional provides sophisticated labour law assistance in the context of M&A and employment-related operations. Her work is also valued in complex scenarios of top management matters.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	24	Market Leader	Emanuele Barberis	Market Leader
			Annalisa Reale	Market Leader

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Elite	Emanuele Barberis	Elite
Litigation	-	Excellent	Emanuele Barberis	Elite
Non-Contentious & Advisory	-	Market Leader	Emanuele Barberis	Market Leader
Top Management	-	Elite	Emanuele Barberis	Elite
			Annalisa Reale	Excellent
			Valeria De Lucia	Recommended
Restructuring & Reorganisations	-	Elite	Emanuele Barberis	Elite
M&A and Employment-Related Issues	-	Market Leader	Annalisa Reale	Market Leader
			Emanuele Barberis	Elite

*Partners and associates included (data provided by law firms)

GATTI PAVESI BIANCHI LUDOVICI

The firm is among the most highly regarded in the market and operates across all practice areas. This year, it stood out in particular for its work on union negotiations, advising major players in strategic sectors of the Italian economy such as food and logistics.

KEY LAWYERS:

- **NICOLA BONANTE** (*Partner, Co-Head Employment Practice*)

Ranked: Market Leader

An experienced professional providing long-term employment support to companies in the food and logistics sectors, with a focus on trade union relations and second-level collective bargaining. Appreciated for his continuity and depth of experience in sensitive negotiations.

- **PAOLA TRADATI** (*Partner, Co-Head Employment Practice*)

Ranked: Market Leader

A highly experienced employment lawyer with a long-standing track record across multiple industries, representing clients in complex disputes and appellate proceedings. Clients note that "the team demonstrates strength and technical knowledge across several areas."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Market Leader	Nicola Bonante	Market Leader
			Paola Tradati	Market Leader

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Market Leader	Nicola Bonante	Market Leader
Litigation	-	Excellent	Nicola Bonante	Excellent
Non-Contentious & Advisory	-	Excellent	Nicolò Farina	Excellent
Top Management	-	Excellent	Nicola Bonante	Elite
			Paola Tradati	Elite
Restructuring & Reorganisations	-	Market Leader	Nicola Bonante	Market Leader
M&A and Employment-Related Issues	-	Elite	Andrea Gaboardi	Highly Recommended
Agency Relationships	-	Excellent	Paola Tradati	Market Leader
Social Security	-	Excellent	Andrea Gaboardi	Excellent
			Nicolò Farina	Highly Recommended

*Partners and associates included (data provided by law firms)

LABLAW

The firm has long-standing expertise in managing executive employment relationships. Over the years, it has advised Italian and international managers, handling termination negotiations with the highest level of discretion.

KEY LAWYERS:

- **FRANCESCO ROTONDI** (*Founding Partner*)

Ranked: Star

He has been one of the lawyers most frequently highlighted by the market, both by clients and well-known competitors. Specialised in all matters relating to labour law, he stands out in particular for his well-recognised expertise in industrial and trade union relations, as well as in reorganisation and restructuring processes, including at an international level.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	48	Market Leader	Francesco Rotondi	Star

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	9	Market Leader	Francesco Rotondi	Market Leader
Litigation	9	Elite	Angelo Quarto	Highly Recommended
Non-Contentious & Advisory	12	Excellent	Francesco Rotondi	Elite
Top Management	8	Market Leader	Francesco Rotondi	Market Leader
Restructuring & Reorganisations	10	Market Leader	Francesco Rotondi	Market Leader
M&A and Employment-Related Issues	11	Highly Recommended	-	-
Public Sector Employment	8	Excellent	Pietro Speciale	Excellent
Equality Plan	-	Elite	Francesco Rotondi	Elite
Sport Law	5	Excellent	Francesco Rotondi	Elite

*Partners and associates included (data provided by law firms)

TRIFIRO' & PARTNERS

As one client noted during the research process, "For major disputes we turn to this firm, confident of receiving excellent assistance and a higher likelihood of success." This comment reflects the firm's reputation as one of the most well-known and highly ranked brands in the Italian labour market.

KEY LAWYERS:

- **GIACINTO FAVALLI** (*Founding Partner*)

Ranked: Star

A highly experienced labour law adviser frequently recognised by the market for expertise in industrial relations and union negotiations. Described as "a trusted adviser with a strong strategic approach".

- **PAOLA LONIGRO** (*Partner*)

Ranked: Highly Recommended

A well-established labour lawyer with over 30 years of experience, renowned for her expertise in employment litigation, with clients praising her as "a reference point for complex labour disputes".

- **GIORGIO MOLteni** (*Partner*)

Ranked: Highly Recommended

A recognised professional in labour litigation, advising employers on high-stakes disputes and collective labour matters, with decades of experience before Italian labour courts.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Market Leader	Giacinto Favalli	Star
			Paola Lonigro	Highly Recommended
			Giorgio Molteni	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Market Leader	Giacinto Favalli	Market Leader
Litigation	-	Market Leader	Giacinto Favalli	Market Leader
			Giorgio Molteni	Excellent
			Paola Lonigro	Recommended
Non-Contentious & Advisory	-	Market Leader	Vittorio Provera	Elite
Top Management	-	Elite	Luca Peron	Elite
Restructuring & Reorganisations	-	Market Leader	Marina Olgati	Elite
Public Sector Employment	-	-	Angelo Di Gioia	Excellent

*Partners and associates included (data provided by law firms)

ZAMBELLI & PARTNERS

The firm has recently advised on a complex, multi-jurisdictional project involving the establishment of a European Works Council, coordinating employment and trade union procedures across nearly 30 countries. Its role is central in ensuring regulatory compliance while aligning employee relations strategies at a European level.

KEY LAWYERS:

- **ANGELO ZAMBELLI** (*Founding and Managing Partner*)

Ranked: Star

The lawyer has extensive experience in complex restructurings, top management advisory and high-impact labour litigation. Clients note that "thanks to his analytic and practical approach, he identifies the exact strategy," particularly in large-scale disputes requiring coordinated, multi-jurisdictional litigation management.

- **BARBARA GRASSELLI** (*Founding Partner*)

Ranked: Elite

An experienced professional in cross-border employment matters, with a strong focus on European employee relations and collective consultation procedures. Noted for coordinating complex, multi-country projects involving trade unions and regulatory compliance across numerous jurisdictions.

- **ALBERTO TESTI** (*Founding Partner*)

Ranked: Highly Recommended

Well-known for assisting employers in labour litigation and top management matters, he combines strategic thinking with a pragmatic approach developed over more than 20 years of practice.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	10	Market Leader	Angelo Zambelli	Star
			Barbara Grasselli	Elite
			Alberto Testi	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	10	Market Leader	Angelo Zambelli	Market Leader
			Barbara Grasselli	Excellent
Litigation	10	Elite	Angelo Zambelli	Elite
			Alberto Testi	Highly Recommended
Non-Contentious & Advisory	10	Elite	Angelo Zambelli	Market Leader
			Alberto Testi	Excellent
			Barbara Grasselli	Highly Recommended
Top Management	4	Elite	Angelo Zambelli	Market Leader
			Alberto Testi	Excellent
Restructuring & Reorganisations	10	Market Leader	Angelo Zambelli	Market Leader

*Partners and associates included (data provided by law firms)

ADVANT NCTM

The employment practice advises Italian and international clients on a wide range of labour issues, from day-to-day advisory to complex reorganisations. It benefits from a strong global platform, supporting cross-border operations with consistency.

KEY LAWYERS:

- **MICHELE BIGNAMI** (*Partner, Head of Employment and Industrial Relations*)

Ranked: Excellent

With more than 25 years' experience advising major Italian and international companies, she is recognized for his solid litigation skills and strategic advice on several areas of labour law.

- **PATRIZIO BERNARDO** (*Partner*)

Ranked: Highly Recommended

Experienced labour law partner with over 20 years of practice, advising employers on employment relationships, restructurings and industrial relations, widely appreciated for a pragmatic approach and "the ability to handle complex matters with clarity and efficiency."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Michele Bignami	Excellent
			Patrizio Bernardo	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Excellent	Enrico Boursier Niutta	Excellent
			Patrizio Bernardo	Highly Recommended
Litigation	-	Highly Recommended	Patrizio Bernardo	Highly Recommended
Restructuring & Reorganisations	-	Excellent	Patrizio Bernardo	Excellent

*Partners and associates included (data provided by law firms)

DLA PIPER

The employment team advises multinational clients on cross-border labour matters, restructurings and employment issues arising from M&A transactions. Its ability to coordinate seamlessly across jurisdictions is frequently highlighted by clients.

KEY LAWYERS:

- GIAMPIERO FALASCA** (*Partner*)

Ranked: Elite

With over 20 years of experience, the professional is a key reference for labour and employment matters, combining advisory and contentious expertise with a strong focus on industrial relations and regulatory compliance. Valued for his ability to deliver "clear, actionable solutions" in high-pressure contexts.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Elite	Giampiero Falasca	Elite

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Elite	Giampiero Falasca	Elite
Non-Contentious & Advisory	-	-	Giampiero Falasca	Elite
Restructuring & Reorganisations	-	Excellent	Giampiero Falasca	Excellent
M&A and Employment-Related Issues	-	Highly Recommended	Giampiero Falasca	Elite

*Partners and associates included (data provided by law firms)

EVERSHEDS SUTHERLAND

The firm assists international and domestic companies with employment compliance, reorganisations, and contentious matters. Clients praise the team for being "responsive, practical and always aligned with business needs."

KEY LAWYERS:

- **VALENTINA POMARES** (*Partner, Head of Labour and Employment Department Italy*)

Ranked: Elite

In addition to her technical expertise, clearly demonstrated by her track record, the professional also stands out for her strong leadership and innovation-driven approach. Thanks to her ability to anticipate legal trends and guide strategic decisions, she has become a key point of reference within the professional community.

- **MARCELLO FLORIS** (*Partner, Head of Employment Law department*)

Ranked: Excellent

An experienced employment lawyer with more than 25 years of experience, frequently advising multinational clients on workforce management, compliance and collective labour issues. Clients praise his "clear advice and strong negotiation skills."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	13	Elite	Valentina Pomares	Elite
			Marcello Floris	Excellent

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	6	Elite	Valentina Pomares	Market Leader
Litigation	6	Elite	Marcello Floris	Excellent
Non-Contentious & Advisory	6	Excellent	Valentina Pomares	Elite
Top Management	6	Excellent	Valentina Pomares	Excellent
Restructuring & Reorganisations	6	Elite	Marcello Floris	Elite
M&A and Employment-Related Issues	6	Excellent	Valentina Pomares	Elite
Agency Relationships	2	Excellent	Marcello Floris	Elite
Social Security	4	Excellent	Marcello Floris	Excellent
Sport Law	-	Excellent	Marcello Floris	Elite

*Partners and associates included (data provided by law firms)

GIANNI & ORIGONI

A historic player in the Italian legal market, the firm is regularly involved in the employment aspects of the country's most significant transactions. It stands out for its seamless integration with corporate and finance teams.

KEY LAWYERS:

- **CRISTINA CAPITANIO** (Partner)

Ranked: Excellent

The firm's partner is involved in many of the most significant transactions on the market, providing precise and effective advice on employment law matters, working alongside colleagues from the corporate department.

- **SAVERIO SCHIAVONE** (Partner)

Ranked: Excellent

An experienced employment lawyer with a strong background in industrial relations and HR legal matters, recognised for advising on complex employment contracts and trade union issues within an international firm context.

- **ALESSANDRA FERRONI** (Partner)

Ranked: Highly Recommended

The lawyer is a key reference for sophisticated employment matters linked to non-contentious & advisory transactions and reorganisations, advising major Italian and multinational clients. Clients highlight her "excellent technical preparation and deal-oriented approach."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	13	Elite	Cristina Capitanio	Excellent
			Saverio Schiavone	Excellent
			Alessandra Ferroni	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Excellent	Saverio Schiavone	Excellent
			Emanuele Panattoni	Highly Recommended
Non-Contentious & Advisory	-	Excellent	Alessandra Ferroni	Excellent
Restructuring & Reorganisations	-	Excellent	Emanuele Panattoni	Excellent
M&A and Employment-Related Issues	-	Market Leader	Cristina Capitanio	Market Leader
Agency Relationships	-	Excellent	-	-

*Partners and associates included (data provided by law firms)

ICHINO BRUGNATELLI E ASSOCIATI

The firm has a long-standing and influential role in the development of Italian employment law, combining academic authority with extensive practical experience. It is frequently involved in landmark labour disputes and complex advisory work.

KEY LAWYERS:

- **CARLO FOSSATI** (Partner)

Ranked: Elite

Highly experienced in employment litigation and advisory work, he assists employers with complex disputes, dismissals, and workforce management issues. Recognised for a rigorous legal approach combined with a strong understanding of business dynamics.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Elite	Carlo Fossati	Elite

*Partners and associates included (data provided by law firms)

LEGANCE

The firm needs little introduction, having advised on some of the most significant deals in the market. Its labour department provides support in billion-euro M&A transactions, including the acquisition of major financial institutions by banking groups, involving complex agreements and innovative incentive plans.

KEY LAWYERS:

- **ALBERTO MAGGI** (*Managing Partner*)

Ranked: Star

A market-leading employment law professional with over three decades of experience in labour law with focus on non-contentious and top management matters, widely recognized as a thought leader in the field. Praised for "combining outstanding legal expertise with strong managerial vision", playing a central strategic role within the firm and for clients alike.

- **TOMMASO LI BASSI** (*Partner*)

Ranked: Excellent

Partner at a leading Italian firm, he advises domestic and multinational clients on all aspects of employment and social-security law, with deep expertise in executive contracts, dismissals, reorganisations, collective transfers, and represents clients in high-stakes litigation before labour tribunals and the Italian Supreme Court.

- **SERENA COMMISSO** (*Partner*)

Ranked: Recommended

The well-known lawyer frequently assists leading Italian and multinational companies on complex employment issues arising from corporate transactions. Described as "extremely reliable and technically Strong."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	14	Elite	Alberto Maggi	Star
			Tommaso Li Bassi	Excellent
			Serena Commisso	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	15	Excellent	Serena Commisso	Highly Recommended
Litigation	13	Elite	Tommaso Li Bassi	Elite
Non-Contentious & Advisory	15	Excellent	Alberto Maggi	Market Leader
Top Management	8	Elite	Alberto Maggi	Elite
Restructuring & Reorganisations	8	Elite	Tommaso Li Bassi	Elite
M&A and Employment-Related Issues	15	Market Leader	Serena Commisso	Excellent
			Marco D'Agostini	Excellent
Public Sector Employment	3	Elite	Emiliano Torresan	Elite
Sport Law	5	Elite	Marco D'Agostini	Elite

*Partners and associates included (data provided by law firms)

MORPURGO E ASSOCIATI

Named after its founder, the firm is widely recognized as a top player in the market. Recently, it has advised several senior executives from some of Italy's most prominent companies across their respective industries.

KEY LAWYERS:

- **CLAUDIO MORPURGO** (*Founding and Managing Partner*)

Ranked: Market Leader

A highly experienced employment lawyer with a long-standing reputation for advising employers on complex labour matters, including litigation and industrial relations. Known for delivering technically rigorous advice grounded in a deep understanding of workplace dynamics.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Elite	Claudio Morpurgo	Market Leader

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Elite	Claudio Morpurgo	Elite
Litigation	-	Elite	Claudio Morpurgo	Market Leader
Non-Contentious & Advisory	-	Excellent	Claudio Morpurgo	Elite
Top Management	-	Market Leader	Claudio Morpurgo	Market Leader
Restructuring & Reorganisations	-	Excellent	Claudio Morpurgo	Excellent
M&A and Employment-Related Issues	-	Highly Recommended	Claudio Morpurgo	Excellent
Agency Relationships	-	Market Leader	Claudio Morpurgo	Market Leader
Public Sector Employment	-	Excellent	Claudio Morpurgo	Elite

*Partners and associates included (data provided by law firms)

BIRD & BIRD

Building on a long-standing focus on innovation-driven sectors, the firm has developed a strong reputation in advising technology, media, and life sciences companies on employment matters. It is valued for its ability to combine employment law expertise with sector-specific insight.

KEY LAWYERS:

- AMEDEO RAMPOLLA** *(Partner)*
Ranked: Excellent
An experienced adviser on employment law issues connected to technology-driven businesses, assisting clients on workforce restructurings, executive matters, and employment aspects of corporate transactions, with over 25 years of experience.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Excellent	Amedeo Rampolla	Excellent

*Partners and associates included (data provided by law firms)

CLIFFORD CHANCE

With a long-established presence at the top of the international legal market, the employment team advises on the labour aspects of major transactions. Its work is praised for technical excellence and a highly structured approach.

KEY LAWYERS:

- **SIMONETTA CANDELA** (*Partner*)

Ranked: Elite

A trusted adviser on employment aspects of major corporate and cross-border transactions, with a strong focus on advisory, top management and complex M&A deals. Clients describe her as "highly reliable and extremely effective in complex transactional settings."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Excellent	Simonetta Candela	Elite

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Non-Contentious & Advisory	-	Elite	Simonetta Candela	Market Leader
Top Management	-	Elite	Simonetta Candela	Elite
M&A and Employment-Related Issues	-	Elite	Simonetta Candela	Elite

*Partners and associates included (data provided by law firms)

DE LUCA & PARTNERS

The firm has built a solid reputation over the years advising employers and executives on employment contracts and sensitive termination matters. It is known for its tailored advice and strong focus on the protection of client interests in complex negotiations.

KEY LAWYERS:

- **VITTORIO DE LUCA** (*Managing Partner*)

Ranked: Elite

He advises companies on the negotiation of company-level collective agreements, with particular strength in trade union relations and workforce organisation in highly regulated and labour-intensive sectors. The ongoing assistance provided is noted for its "continuity, strategic vision, and strong understanding of business needs."

- **ELENA GUERRERA** (*Senior Associate*)

Ranked: Recommended

With more than 25 years of experience, she is highly regarded for her expertise in non-contentious and advisory matters, supporting major employers in sensitive disputes and union negotiations.

- **ROBERTA PADULA** (*Partner*)

Ranked: Recommended

An employment lawyer with over 15 years of experience, focusing on individual and collective employment matters, with specific focus on M&A issues, praised by clients for being "technically solid and extremely responsive".

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	14	Excellent	Vittorio De Luca	Elite
			Elena Guerrero	Recommended
			Roberta Padula	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	11	Highly Recommended	Vittorio De Luca	Excellent
Litigation	11	Highly Recommended	Vittorio De Luca	Highly Recommended
Non-Contentious & Advisory	11	Elite	Elena Guerrero	Highly Recommended
			Roberta Padula	Recommended
Restructuring & Reorganisations	11	Highly Recommended	Vittorio De Luca	Excellent
M&A and Employment-Related Issues	11	Highly Recommended	Roberta Padula	Highly Recommended
			Claudia Cerbone	Recommended
Social Security	11	Excellent	Vittorio De Luca	Elite

*Partners and associates included (data provided by law firms)

DENTONS

The international firm has been involved in complex and sensitive restructuring and workforce reorganization processes. Clients, including major multinationals, have successfully relied on the team, valuing its responsiveness and strong technical expertise.

KEY LAWYERS:

- **DAVIDE BOFFI** (*Partner, Head of Employment and Labour Italy, Head of Europe Employment and Labour Group*)

Ranked: Elite

The professional is known for assisting multinational clients with employment law matters, including restructurings, collective dismissals, and day-to-day HR issues. He is highlighted for his "pragmatic approach and the ability to manage complex employment frameworks across jurisdictions."

- **LUCA DE MENECH** (*Partner*)

Ranked: Recommended

Supported by more than 20 years of experience in the field, he advises multinational clients on Italian employment law, with a focus on advisory, agency relations matters and sport law cases.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Excellent	Davide Boffi	Elite
			Luca De Menech	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Excellent	Davide Boffi	Excellent
Litigation	-	Recommended	Davide Boffi	Highly Recommended
			Luca De Menech	Recommended
Non-Contentious & Advisory	-	Elite	Luca De Menech	Elite
Top Management	-	Excellent	Luca De Menech	Excellent
Restructuring & Reorganisations	-	Market Leader	Davide Boffi	Market Leader
M&A and Employment-Related Issues	-	Excellent	Davide Boffi	Elite
			Luca De Menech	Excellent
Agency Relationships	-	Highly Recommended	Luca De Menech	Excellent
Social Security	-	Highly Recommended	Luca De Menech	Highly Recommended
Sport Law	-	Excellent	Davide Boffi	Elite

*Partners and associates included (data provided by law firms)

FAILLA&PARTNERS

The firm advises employers on a broad range of employment matters, combining advisory work with labour litigation. Clients appreciate its practical approach and close involvement in day-to-day issues.

KEY LAWYERS:

- **LUCA FAILLA** (*Managing Partner*)

Ranked: Elite

The founding partner is one of the most well-known labour law experts in Italy. In addition to an outstanding track record, particularly in litigation, he has recently also distinguished himself for his proactive commitment to the evolution of the concept of work.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	14	Excellent	Luca Failla	Elite

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	2	Excellent	Luca Failla	Excellent
Litigation	4	Market Leader	Luca Failla	Market Leader
Non-Contentious & Advisory	4	Excellent	Luca Failla	Elite
Top Management	3	Excellent	Luca Failla	Excellent
Restructuring & Reorganisations	1	Excellent	Luca Failla	Excellent
Social Security	1	Highly Recommended	Luca Failla	Elite
Equality Plan	-	Elite	Luca Failla	Elite

*Partners and associates included (data provided by law firms)

NIUS

The firm is widely recognised for its role in managing large-scale industrial crises of national relevance, combining employment law expertise with innovative restructuring solutions. Its work has been cited as a best practice for safeguarding employment levels and mitigating social impact in complex corporate distress scenarios.

KEY LAWYERS:

- **ALESSANDRO PAONE** (*Founding Partner*)

Ranked: Elite

The young founding partner of the labour boutique has proven, according to his clients, to be a valuable business partner, consistently demonstrating availability and strong preparation when addressing the sensitive matters he has handled.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	13	Excellent	Alessandro Paone	Elite

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	4	Elite	Alessandro Paone	Elite
Litigation	4	Excellent	Alessandro Paone	Excellent
Non-Contentious & Advisory	4	Excellent	Michela Bani	Highly Recommended
Top Management	4	Excellent	Alessandro Paone	Excellent
Restructuring & Reorganisations	3	Elite	Alessandro Paone	Market Leader
Public Sector Employment	3	Elite	Alessandro Paone	Elite

*Partners and associates included (data provided by law firms)

PEDERSOLIGATTI

The firm has assisted top management in the labour aspects of a major private equity transaction involving a leading Italian retail group. Its advice covered executive arrangements and incentive plans, supporting management throughout a high-value change-of-control operation.

KEY LAWYERS:

- **LORENZO CAIRO** (*Partner*)

Ranked: Elite

The partner of the Italian firm provides solid support to the corporate transactions successfully completed by the firm. Among the many deals handled, a standout is the acquisition by a leading international private equity fund of an Italian retail chain involving thousands of employees and valued at over one billion.

- **FRANCESCO SIMONESCHI** (*Partner*)

Ranked: Highly Recommended

The professional is regularly involved in high-end employment advice connected to corporate transactions and reorganisations, valued for his solid technical background and ability to manage sensitive workforce issues.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	24	Excellent	Lorenzo Cairo	Elite
			Francesco Simoneschi	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	24	Excellent	Francesco Simoneschi	Highly Recommended
Litigation	24	Recommended	Lorenzo Cairo	Highly Recommended
Non-Contentious & Advisory	24	Elite	Francesco Simoneschi	Elite
Top Management	14	Elite	Lorenzo Cairo	Elite
Restructuring & Reorganisations	14	Excellent	Francesco Simoneschi	Excellent
M&A and Employment-Related Issues	24	Market Leader	Lorenzo Cairo	Market Leader
Social Security	8	Excellent	Francesco Simoneschi	Excellent
Public Sector Employment	-	Excellent	Lorenzo Cairo	Excellent
Sport Law	6	Excellent	Alessandro Tufani	Elite

*Partners and associates included (data provided by law firms)

SCORCELLI & PARTNERS

With years of experience in employment, the team is a recognised name in labour law. Clients appreciate its strong courtroom presence and proven track record in top management matters.

KEY LAWYERS:

- **RENATO SCORCELLI** (*Founding and Managing Partner*)

Ranked: Market Leader

The experienced lawyer is one of the most renowned names in advising top management in Italy. He has developed specific expertise in negotiating with senior executive figures, becoming a key point of reference in the sector.

- **SARA HUGE** (*Partner*)

Ranked: Recommended

The employment lawyer with around 15 years of experience advises on individual employment matters and litigation, particularly for international clients operating in Italy.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Excellent	Renato Scorcelli	Market Leader
			Sara Huge	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Top Management	-	Market Leader	Renato Scorcelli	Market Leader

*Partners and associates included (data provided by law firms)

A&O SHEARMAN

The firm is recognized as a leading player in the corporate market, playing a central role in the largest transactions. In the labour field, it has been particularly active in assisting international groups with acquisitions in Italy.

KEY LAWYERS:

- **LIVIO BOSSOTTO** (*Partner*)

Ranked: Excellent

A trusted adviser for complex workforce restructurings and high-end employment matters connected to global transactions, he is appreciated for his pragmatic mindset and deep knowledge of international labour frameworks.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	8	Excellent	Livio Bossotto	Excellent

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	8	Excellent	Livio Bossotto	Excellent
			Claudio Chiarella	Recommended
Litigation	8	Highly Recommended	Livio Bossotto	Highly Recommended
Non-Contentious & Advisory	8	Elite	Livio Bossotto	Elite
			Giorgia Giorgetti	Highly Recommended
Top Management	8	Highly Recommended	Livio Bossotto	Highly Recommended
Restructuring & Reorganisations	8	Elite	Livio Bossotto	Elite
M&A and Employment-Related Issues	8	Market Leader	Claudio Chiarella	Excellent
Agency Relationships	8	Excellent	Giorgia Giorgetti	Elite

*Partners and associates included (data provided by law firms)

BAKER MCKENZIE

Drawing on decades of experience and a truly global platform, the firm supports multinational clients on complex cross-border workforce matters. It is widely recognised for delivering consistent, high-quality advice across jurisdictions.

KEY LAWYERS:

- **MASSIMILIANO BIOLCHINI** (*Partner, Head of the Employment Practice*)

Ranked: Excellent

The professional is a key reference for complex cross-border employment matters, advising multinational clients on reorganisations, collective dismissals and executive compensation, drawing on over 20 years of experience in the labour field.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Massimiliano Biolchini	Excellent

*Partners and associates included (data provided by law firms)

CHIELLO & POZZOLI

The firm has a long-standing focus on employment law, advising companies on labour management, disputes, and trade union matters. Clients value its deep experience and "clear, solution-oriented guidance."

KEY LAWYERS:

- **CESARE ANDREA POZZOLI** (*Partner*)

Ranked: Highly Recommended

The founding partner of the boutique firm has advised a range of organisations, both in litigation and in day-to-day advisory work, on matters relating to social security law.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	17	Highly Recommended	Cesare Andrea Pozzoli	Highly Recommended

*Partners and associates included (data provided by law firms)

DL - LAW AVVOCATI GIUSLAVORISTI

With a strong and well-recognised focus on employment law, the firm has built a solid position advising employers on both advisory and contentious matters. It is widely appreciated for its technical reliability and in-depth knowledge of labour litigation.

KEY LAWYERS:

- **ALBERTO DE LUCA** (*Partner*)

Ranked: Excellent

A leading figure in the Italian labour law market, with over 30 years of experience advising employers on restructuring and litigation. Clients note that he is "one of the most authoritative voices in Italian employment Law."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	9	Highly Recommended	Alberto De Luca	Excellent

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Highly Recommended	Stefania Raviele	Recommended
Litigation	-	Recommended	Alberto De Luca	Recommended
Non-Contentious & Advisory	-	Recommended	Alberto De Luca	Highly Recommended
			Stefania Raviele	Recommended
Restructuring & Reorganisations	-	Highly Recommended	Alberto De Luca	Highly Recommended
M&A and Employment-Related Issues	-	Highly Recommended	Alberto De Luca	Excellent
			Stefania Raviele	Recommended

*Partners and associates included (data provided by law firms)

FERRARIO PROVENZALI NICODEMI & PARTNERS

The team is known for its consolidated experience in employment litigation and advisory work for Italian companies. It has built a reputation for technical reliability and effective handling of sensitive labour disputes.

KEY LAWYERS:

- **ROBERTO FERRARIO** (*Founding Partner*)

Ranked: Excellent

The professional is highly respected for his hands-on assistance in labour litigation and day-to-day advisory, particularly on dismissals and disciplinary matters. Described as "always pragmatic and business-focused."

- **ANDREA NICODEMI** (*Partner*)

Ranked: Highly Recommended

A recognised professional in non-contentious and top management matters, assisting companies with a strategic and proactive approach developed over nearly three decades of practice.

- **PAOLO PROVENZALI** (*Founding Partner*)

Ranked: Highly Recommended

With over 30 years of experience, he is acknowledged as an highly-knowledgeable professional, who advises on complex agency relationships' matters. Clients describe him as "extremely experienced and commercially minded."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	13	Highly Recommended	Roberto Ferrario	Highly Recommended
			Andrea Nicodemi	Highly Recommended
			Paolo Provenzali	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	12	Highly Recommended	Roberto Ferrario	Excellent
Litigation	12	Excellent	Roberto Ferrario	Excellent
Non-Contentious & Advisory	12	Excellent	Roberto Ferrario	Elite
			Andrea Nicodemi	Excellent
			Paolo Provenzali	Excellent
Top Management	12	Elite	Roberto Ferrario	Elite
			Andrea Nicodemi	Elite
			Paolo Provenzali	Elite
Restructuring & Reorganisations	12	Highly Recommended	Roberto Ferrario	Highly Recommended
M&A and Employment-Related Issues	12	Highly Recommended	Roberto Ferrario	Excellent
Agency Relationships	12	Elite	Paolo Provenzali	Elite
Social Security	12	Excellent	Andrea Nicodemi	Excellent

*Partners and associates included (data provided by law firms)

FRESHFIELDS

The employment team supports clients on the labour aspects of complex transactions, restructurings, and workforce transformations. It is recognised for its technical precision and ability to manage highly sensitive matters.

KEY LAWYERS:

- LUCA CAPONE** (*Partner, Head of the Italian Employment Pension and Benefit practice*)
Ranked: Excellent
The professional advises on employment aspects of high-profile transactions and reorganisations, often involving large workforces and complex industrial relations profiles. Widely appreciated for operating seamlessly alongside corporate teams on strategic, time-sensitive deals.

LABOUR EXPERTISE AREA RANKINGS				
Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Luca Capone	Excellent

*Partners and associates included (data provided by law firms)

HOGAN LOVELLS

The international firm's labour team has advised some of the most important technology and innovation-driven companies operating in Italy, handling complex employment matters with significant public and media impact.

KEY LAWYERS:

- **VITTORIO MORESCO** (*Partner*)

Ranked: Highly Recommended

The professional regularly assists multinational companies with complex restructurings, collective redundancies, and employment issues arising from global operations, praised for his strategic vision and international outlook.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Vittorio Moresco	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Litigation	-	Highly Recommended	Vittorio Moresco	Highly Recommended
Non-Contentious & Advisory	-	Excellent	Vittorio Moresco	Excellent
Top Management	-	Highly Recommended	Vittorio Moresco	Highly Recommended
Restructuring & Reorganisations	-	Highly Recommended	Vittorio Moresco	Highly Recommended
M&A and Employment-Related Issues	-	Excellent	Vittorio Moresco	Excellent
Agency Relationships	-	Highly Recommended	Vittorio Moresco	Excellent

*Partners and associates included (data provided by law firms)

LEXELLENT

The firm has steadily strengthened its position in the Italian labour market, advising clients on employment contracts, restructurings, and litigation. It is appreciated for its pragmatic advice and strong understanding of business realities.

KEY LAWYERS:

- **GIULIETTA BERGAMASCHI** (*Co-Founder and Managing Partner*)

Ranked: Highly Recommended

A trusted adviser to employers on broad range of employment matters, particularly in dismissals and disciplinary proceedings, she is appreciated for her practical approach and responsiveness. Clients note she is "clear, reliable and always solution-oriented."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Giulietta Bergamaschi	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Highly Recommended	Giulietta Bergamaschi	Highly Recommended
Litigation	-	Highly Recommended	Giorgio Scherini	Recommended
Non-Contentious & Advisory	-	Highly Recommended	Marco Chiesara	Recommended
Top Management	-	Highly Recommended	Matteo Luzzana	Recommended
Restructuring & Reorganisations	-	Recommended	Giulietta Bergamaschi	Highly Recommended
Agency Relationships	-	Highly Recommended	Giovanni Battista Benvenuto	Excellent

*Partners and associates included (data provided by law firms)

LINKLATERS

The labour department of the international firm has successfully assisted several financial institutions in Italy across all employment law aspects, earning praise for its technical excellence and proactive approach.

KEY LAWYERS:

- **FEDERICA BARBERO** (*Counsel, Head of Employment Practice*)

Ranked: Excellent

Highly regarded for her sharp technical approach and seamless integration with corporate transactions, she regularly assists international clients on sensitive employment issues arising from large-scale M&A. "Technically excellent and very reliable under pressure."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Federica Barbero	Excellent

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Recommended	Federica Barbero	Highly Recommended
Non-Contentious & Advisory	-	Market Leader	Federica Barbero	Market Leader
Top Management	-	Elite	Federica Barbero	Elite
Restructuring & Reorganisations	-	Highly Recommended	Federica Barbero	Highly Recommended
M&A and Employment-Related Issues	-	Elite	Federica Barbero	Market Leader
Social Security	-	Highly Recommended	Federica Barbero	Excellent

*Partners and associates included (data provided by law firms)

LITTLER

Backed by a long-standing and internationally recognised employment law platform, the firm advises clients on complex workforce issues and labour litigation. Its practice is distinguished by a strong focus on employment law as a core specialty.

KEY LAWYERS:

- CARLO MAJER** (*Partner*)

Ranked: Excellent

The partner heading the firm's labour department is a highly regarded professional in the employment law market. Among the high-level advisory mandates he has handled is a major reorganisation for a well-known foreign publishing house.

- EDGARDO RATTI** (*Founding Partner*)

Ranked: Highly Recommended

A recognised employment law specialist with a litigation-driven approach, assisting employers on complex disputes, collective redundancies, and workplace investigations. Noted by clients as "very precise and highly effective in contentious matters."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	10	Highly Recommended	Carlo Majer	Excellent
			Edgardo Ratti	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	6	Highly Recommended	Edgardo Ratti	Highly Recommended
Litigation	7	Highly Recommended	Edgardo Ratti	Highly Recommended
Non-Contentious & Advisory	6	Excellent	Carlo Majer	Excellent
Top Management	3	Highly Recommended	Edgardo Ratti	Highly Recommended
Restructuring & Reorganisations	6	Elite	Carlo Majer	Elite
			Edgardo Ratti	Recommended
M&A and Employment-Related Issues	6	Highly Recommended	Carlo Majer	Highly Recommended
Equality Plan	-	Elite	Martina Vianello	Market Leader

*Partners and associates included (data provided by law firms)

NORTON ROSE FULBRIGHT

With an established international footprint, the employment team assists clients on the labour aspects of large-scale transactions and reorganisations. It is recognised for its experience in handling multi-jurisdictional employment matters.

KEY LAWYERS:

- **ATTILIO PAVONE** (*Partner, Head of Italy, Head of Employment practice*)

Ranked: Excellent

Drawing on more than 25 years of experience and a strong international perspective, he advises multinational clients on employment matters linked to industrial trade union relations.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Attilio Pavone	Excellent

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Highly Recommended	Attilio Pavone	Excellent
Sport Law	-	Elite	Boris Martella	Market Leader

*Partners and associates included (data provided by law firms)

ORSINGER ORTU

Following the firm's own achievement of gender equality certification two years ago, its employment practice recently assisted a client in the chemical industry in obtaining the same certification.

KEY LAWYERS:

- **ALESSANDRO DE PALMA** (*Partner*)

Ranked: Excellent

A well-known lawyer for assisting top-tier executives and companies on employment contracts, incentive schemes, and contentious terminations, combining technical precision with a client-oriented approach.

- **LUCA GARRAMONE** (*Senior Partner*)

Ranked: Highly Recommended

A highly regarded lawyer for advising top management and companies on employment contracts, incentive schemes, and contentious exits, combining precision with a strong understanding of business dynamics.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Highly Recommended	Alessandro De Palma	Excellent
			Luca Garramone	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Recommended	Luca Garramone	Highly Recommended
Non-Contentious & Advisory	-	Excellent	Alessandro De Palma	Excellent
Top Management	-	Highly Recommended	Alessandro De Palma	Highly Recommended
Restructuring & Reorganisations	-	Recommended	Luca Garramone	Recommended
M&A and Employment-Related Issues	-	Excellent	Cesare De Falco	Excellent
Equality Plan	-	Market Leader	Alessandro De Palma	Market Leader

*Partners and associates included (data provided by law firms)

SIMMONS & SIMMONS

The firm's employment practice draws on a long tradition of advising clients in regulated and high-value sectors. It is known for its structured approach and experience in complex advisory and contentious matters.

KEY LAWYERS:

- **DAVIDE SPORTELLI** (*Partner, Head of Employment practice*)

Ranked: Highly Recommended

According to many, he approaches matters pragmatically and acts as a true business partner. He provides ongoing, day-to-day assistance to major financial institutions, including international investment banks and leading investment companies.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	8	Highly Recommended	Davide Sportelli	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	8	Recommended	Davide Sportelli	Highly Recommended
Litigation	8	Excellent	Stefano Lava	Excellent
			Davide Sportelli	Highly Recommended
Non-Contentious & Advisory	8	Elite	Davide Sportelli	Market Leader
Top Management	8	Highly Recommended	Davide Sportelli	Highly Recommended
			Emanuela Boca	Recommended
Restructuring & Reorganisations	8	Excellent	Davide Sportelli	Excellent
M&A and Employment-Related Issues	8	Elite	Davide Sportelli	Elite
Social Security	8	Highly Recommended	Davide Sportelli	Excellent
Equality Plan	-	Elite	Emanuela Boca	Elite

*Partners and associates included (data provided by law firms)

A&A - ALBÈ & ASSOCIATI

The firm has built a recognised niche in employment law, advising employers and executives on labour disputes and contractual matters. Its work is appreciated for precision, discretion and long-standing experience.

KEY LAWYERS:

- **GIORGIO ALBÈ** (*Founding Partner*)

Ranked: Highly Recommended

Widely recognised for his deep expertise in labour litigation, he advises companies and executives on highly sensitive disputes. Clients say he is "extremely strategic and authoritative."

- **VALENTINA CASTELLI** (*Counsel*)

Ranked: Recommended

The lawyer, a counsel at the firm, has handled numerous matters, notably providing assistance in litigation concerning the exit of a senior executive from one of the country's most significant industrial groups.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	7	Recommended	Giorgio Albè	Highly Recommended
			Valentina Castelli	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	4	Highly Recommended	Valentina Castelli	Highly Recommended
			Laura Capobianco	Recommended
Litigation	7	Highly Recommended	Giorgio Albè	Highly Recommended
			Valentina Castelli	Recommended
Non-Contentious & Advisory	7	Highly Recommended	Giorgio Albè	Highly Recommended
Top Management	4	Excellent	Giorgio Albè	Excellent
			Valentina Castelli	Excellent
Restructuring & Reorganisations	4	Recommended	Valentina Castelli	Recommended

*Partners and associates included (data provided by law firms)

BCA LEGAL

This boutique firm of young lawyers continues to gain strong client approval and is increasingly involved in strategic projects. Among others, it advised a life sciences company on reorganizing agency agreements following a corporate restructuring.

KEY LAWYERS:

- **SIMONE CARRÀ** (*Managing Partner*)

Ranked: Highly Recommended

Frequently involved in high-profile employment disputes and complex advisory work, he assists companies and senior executives with a strategic and litigation-focused approach developed over more than 25 years in practice.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	14	Recommended	Simone Carrà	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	6	Highly Recommended	Simone Carrà	Highly Recommended
Litigation	7	Highly Recommended	Simone Carrà	Highly Recommended
Non-Contentious & Advisory	4	Recommended	Simone Carrà	Highly Recommended
Restructuring & Reorganisations	8	Recommended	Simone Carrà	Recommended
M&A and Employment-Related Issues	10	Highly Recommended	Simone Carrà	Highly Recommended
Agency Relationships	8	Elite	Simone Carrà	Market Leader
Social Security	8	Excellent	Simone Carrà	Excellent
Public Sector Employment	10	Elite	Simone Carrà	Elite
Equality Plan	-	Elite	Laura Corbeddu	Market Leader

*Partners and associates included (data provided by law firms)

BIP LAW & TAX

The team advises clients on employment law issues connected to organisational models, compliance, and workforce management. It is particularly active in supporting companies undergoing transformation projects, often working closely with HR and governance functions.

KEY LAWYERS:

- **STEFANIA RADOCCIA** (*Founding and Managing Partner*)

Ranked: Excellent

A senior employment lawyer with over 20 years of experience, advising on labour law and workforce transformation projects, with a strong focus on HR governance and compliance.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Recommended	Stefania Radoccia	Excellent

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Non-Contentious & Advisory	-	Highly Recommended	Stefania Radoccia	Excellent

*Partners and associates included (data provided by law firms)

CAPPELLI RIOLO CALDERARO DEL DIN & PARTNERS

Known for its long-standing presence in the Italian labour market, the firm advises on restructuring, M&A operations and sensitive HR matters, with clients praising its "authoritative advice and strong litigation capabilities".

KEY LAWYERS:

- **SILVIA TOZZOLI** (*Partner*)

Ranked: Highly Recommended

This highly regarded professional is recognized for her expertise in restructuring and social security work. She assists companies with clarity and precision.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Recommended	Silvia Tozzoli	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Restructuring & Reorganisations	-	Recommended	Silvia Tozzoli	Recommended
M&A and Employment-Related Issues	-	Highly Recommended	Elena Ryolo	Highly Recommended
Social Security	-	Highly Recommended	Silvia Tozzoli	Highly Recommended

*Partners and associates included (data provided by law firms)

DELOITTE LEGAL

The firm's labour team supported, among others, a company operating in the import-export sector in designing a restructuring plan for intensive labor service contracts with cooperatives, ensuring compliance with applicable regulations.

KEY LAWYERS:

- IVANA AZZOLINI** (*Partner*)

Ranked: Recommended

A senior practitioner with more than 20 years of experience, advising multinational groups on employment law in complex deals and drafting equality plans.

- ALESSANDRA MANIGLIO** (*Partner, Head of People Law Team*)

Ranked: Recommended

Known for combining employment law expertise with a strong understanding of business and organisational dynamics, she advises clients on workforce transformation, compliance and sensitive HR matters.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	28	Recommended	Ivana Azzolini	Recommended
			Alessandra Maniglio	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	28	Recommended	Alessandra Maniglio	Recommended
Non-Contentious & Advisory	28	Elite	Ivana Azzolini	Elite
Restructuring & Reorganisations	28	Highly Recommended	Andrea Bonanni Caione	Highly Recommended
M&A and Employment-Related Issues	28	Excellent	Stefano Piero Luca Miniati	Excellent
Agency Relationships	28	Excellent	Alessandra Maniglio	Elite
Social Security	28	Excellent	Andrea Bonanni Caione	Excellent
Public Sector Employment	28	Elite	Alessandra Maniglio	Elite
Equality Plan	-	Elite	Ivana Azzolini	Elite
Sport Law	4	Elite	Stefano Piero Luca Miniati	Market Leader

*Partners and associates included (data provided by law firms)

DWF

The firm has been among the most active in this area, demonstrating a high-level understanding of the market. It advised, among others, a multinational healthcare company in a highly sensitive dispute involving a senior executive.

KEY LAWYERS:

- **GIORGIO MANCA** (*Partner, Co-Head of Employment*)

Ranked: Recommended

The professional provides pragmatic employment advice to international clients, particularly on workforce restructuring, HR compliance, and employment litigation in a cross-border context.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	10	Recommended	Giorgio Manca	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	10	Recommended	Giorgio Manca	Highly Recommended
Litigation	10	Excellent	Giorgio Manca	Excellent
			Andrea Morone	Recommended
Non-Contentious & Advisory	10	Excellent	Giorgio Manca	Excellent
			Andrea Morone	Highly Recommended
Top Management	10	Highly Recommended	Giorgio Manca	Highly Recommended
Restructuring & Reorganisations	10	Highly Recommended	Giorgio Manca	Highly Recommended
			Andrea Morone	Recommended
M&A and Employment-Related Issues	10	Highly Recommended	Giorgio Manca	Highly Recommended
			Andrea Morone	Highly Recommended

*Partners and associates included (data provided by law firms)

EY

The law firm of the consulting group is a major player capable of handling large-scale advisory work. It stands out for assisting several public administration bodies managing vast workforces under public-sector employment contracts.

KEY LAWYERS:

- **MARIA TERESA IANNELLA** (*Partner*)

Ranked: Highly Recommended

The highly experienced lawyer assisted a leading player in its sector in correctly classifying the various types of agency agreements within the client's sales network, following an inspection by the competent authority that had redefined all existing contractual relationships.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	19	Recommended	Maria Teresa Iannella	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	4	Recommended	Maria Teresa Iannella	Highly Recommended
			Livia Saporito	Recommended
Non-Contentious & Advisory	10	Highly Recommended	Maria Teresa Iannella	Highly Recommended
M&A and Employment-Related Issues	7	Recommended	Maria Teresa Iannella	Highly Recommended
Agency Relationships	6	Elite	Maria Teresa Iannella	Market Leader
Public Sector Employment	2	Market Leader	Maria Teresa Iannella	Market Leader

*Partners and associates included (data provided by law firms)

GREENBERG TRAURIG

Globally integrated law firm with a growing Italian labour and employment practice backed by decades of cross-border expertise, offering strategic counsel on complex employment litigation, industrial relations and HR compliance issues, and recognised for responsive client service and collaborative teamwork.

KEY LAWYERS:

- **GIUSEPPE BULGARINI D'ELCI** (*Partner*)

Ranked: Highly Recommended

Globally integrated law firm with a growing Italian labour and employment practice backed by decades of cross-border expertise, offering strategic counsel on complex employment litigation and HR compliance issues and recognised for responsive client service and collaborative teamwork.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Recommended	Giuseppe Bulgarini d'Elci	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Litigation	-	Highly Recommended	Giuseppe Bulgarini d'Elci	Highly Recommended
Non-Contentious & Advisory	-	Highly Recommended	Giuseppe Bulgarini d'Elci	Highly Recommended
Restructuring & Reorganisations	-	Highly Recommended	Giuseppe Bulgarini d'Elci	Highly Recommended
Agency Relationships	-	Highly Recommended	Giuseppe Bulgarini d'Elci	Excellent

*Partners and associates included (data provided by law firms)

LCA

The firm's employment practice has developed specific expertise in advising major players in the sports industry, handling all employment-related matters for elite athletes across multiple competitive disciplines.

KEY LAWYERS:

- **RANIERI ROMANI** (*Partner*)

Ranked: Recommended

Well regarded for assisting clients on employment contracts, contentious terminations and sensitive workplace issues, he is praised for his "commercial awareness and practical advice."

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Recommended	Ranieri Romani	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Recommended	Ranieri Romani	Recommended
Litigation	-	Highly Recommended	Ranieri Romani	Highly Recommended
Non-Contentious & Advisory	-	Highly Recommended	Ranieri Romani	Highly Recommended
Restructuring & Reorganisations	-	Recommended	Ranieri Romani	Recommended
Agency Relationships	-	Highly Recommended	Ranieri Romani	Elite
Sport Law	-	Market Leader	Federico Venturi Ferriolo	Market Leader

*Partners and associates included (data provided by law firms)

MORRI ROSSETTI & FRANZOSI

The employment team assists clients on a wide range of labour matters, including restructurings, employment contracts, and disputes. Its work benefits from close integration with other practice areas, offering coordinated and business-oriented advice.

KEY LAWYERS:

- **EMANUELE LICCIARDI** (*Partner, Head of Employment and Labour Relations practice*)

Ranked: Highly Recommended

Leading his team, the lawyer provided assistance to one of Europe's most advanced molecular diagnostics laboratories in a complex and multifaceted set of proceedings opposing payment injunctions.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	4	Recommended	Emanuele Licciardi	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	4	Recommended	Emanuele Licciardi	Highly Recommended
Litigation	4	Highly Recommended	Emanuele Licciardi	Highly Recommended
Non-Contentious & Advisory	4	Excellent	Emanuele Licciardi	Excellent
Top Management	4	Highly Recommended	Emanuele Licciardi	Excellent
Restructuring & Reorganisations	4	Highly Recommended	Emanuele Licciardi	Highly Recommended
M&A and Employment-Related Issues	4	Highly Recommended	Emanuele Licciardi	Highly Recommended
Agency Relationships	4	Elite	Emanuele Licciardi	Market Leader
Social Security	4	Excellent	Emanuele Licciardi	Excellent

*Partners and associates included (data provided by law firms)

PAVIA E ANSALDO

The Italian firm is highly active across all areas of employment law. In social security matters, it has successfully assisted multiple clients both in litigation and pre-litigation phases concerning pension and benefits issues.

KEY LAWYERS:

- **ENRICO DEL GUERRA** (*Partner, Head of Labour Department*)

Ranked: Highly Recommended

An experienced employment lawyer assisting domestic and international clients on workforce management, compliance, and labour litigation, with a strong reputation for reliability and commercial awareness.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Recommended	Enrico Del Guerra	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Recommended	Enrico Del Guerra	Highly Recommended
Litigation	-	Highly Recommended	Enrico Del Guerra	Highly Recommended
Non-Contentious & Advisory	-	Highly Recommended	-	-
M&A and Employment-Related Issues	-	Recommended	Valentina Simonelli	Recommended
Social Security	-	Elite	Enrico Del Guerra	Elite
Public Sector Employment	-	Excellent	-	-
Social Security	4	Excellent	Emanuele Licciardi	Excellent

*Partners and associates included (data provided by law firms)

SOLVING

A boutique firm specialised in labour law and HR consulting, assisting clients on non-contentious issues, public sector employment. Clients highlight its "hands-on approach and strong business Awareness".

KEY LAWYERS:

- **MADDALENA BOFFOLI** (*Founding Partner*)

Ranked: Highly Recommended

With over 20 years of experience, she advises companies on employment law, HR strategy and public sector relations, combining legal expertise with a strong operational understanding of business needs.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Recommended	Maddalena Boffoli	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Non-Contentious & Advisory	-	Highly Recommended	Maddalena Boffoli	Highly Recommended
Public Sector Employment	-	Elite	Maddalena Boffoli	Market Leader

*Partners and associates included (data provided by law firms)

TONUCCI & PARTNERS

A long-standing player in the Italian legal market, the firm advises domestic and international clients on employment issues, specifically in sport industry. It is recognised for its experience in handling complex, multi-jurisdictional matters.

KEY LAWYERS:

- **CRISTINA MAZZAMAURO** (*Partner, Head of Labour and Employment practice*)

Ranked: Highly Recommended

A well-known and highly respected name in the sports sector, she advised on all aspects relating to the drafting and negotiation of employment contracts for a prominent Italian sports federation.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	5	Recommended	Cristina Mazzamauro	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	5	Recommended	Cristina Mazzamauro	Highly Recommended
Litigation	5	Excellent	Cristina Mazzamauro	Excellent
Non-Contentious & Advisory	5	Highly Recommended	Cristina Mazzamauro	Highly Recommended
Top Management	5	Excellent	Cristina Mazzamauro	Excellent
Agency Relationships	5	Excellent	Cristina Mazzamauro	Excellent
Public Sector Employment	5	Elite	Cristina Mazzamauro	Elite
Equality Plan	-	Elite	Cristina Mazzamauro	Elite
Sport Law	5	Market Leader	Cristina Mazzamauro	Market Leader

*Partners and associates included (data provided by law firms)

UGHI E NUNZIANTE

A historic name in the Italian legal market, the firm advises clients on labour issues arising in major corporate transactions and reorganisations. Its work is characterised by strong technical expertise and long-standing market credibility.

KEY LAWYERS:

- **FEDERICO TORZO** (*Partner, Head of the Employment and Labour Law Department*)

Ranked: Highly Recommended

The lawyer advises domestic and international clients on employment aspects of M&A, restructuring and social security, and non-contentious exits, appreciated for his balanced, deal-oriented mindset.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	10	Recommended	Federico Torzo	Highly Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	6	Recommended	Riccardo Maraga	Recommended
Non-Contentious & Advisory	7	Highly Recommended	Federico Torzo	Highly Recommended
Restructuring & Reorganisations	4	Highly Recommended	Federico Torzo	Highly Recommended
M&A and Employment-Related Issues	4	Highly Recommended	Federico Torzo	Highly Recommended
Agency Relationships	6	Highly Recommended	Federico Torzo	Excellent
Social Security	4	Highly Recommended	Federico Torzo	Highly Recommended

*Partners and associates included (data provided by law firms)

ALTEREGAL

The firm supports companies in managing day-to-day employment issues, from contractual matters to workforce reorganisations. It is valued for its accessibility, responsiveness and practical problem-solving approach.

KEY LAWYERS:

- **IACOPO ALIVERTI PIURI** (*Founding Partner, Head of Employment Italy*)

Ranked: Recommended

The founding partner of the Italian-French firm has assisted major foreign clients operating in the telecommunications and e-commerce sectors, advising on industrial relations and trade union matters in Italy.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	10	Other Remarkable Players	Iacopo Aliverti Piuri	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	2	Highly Recommended	Iacopo Aliverti Piuri	Highly Recommended
Litigation	2	Recommended	Iacopo Aliverti Piuri	Recommended
Non-Contentious & Advisory	2	Recommended	Iacopo Aliverti Piuri	Recommended
Top Management	2	Highly Recommended	Iacopo Aliverti Piuri	Highly Recommended
Restructuring & Reorganisations	2	Recommended	Iacopo Aliverti Piuri	Recommended
M&A and Employment-Related Issues	2	Recommended	Iacopo Aliverti Piuri	Recommended
Sport Law	2	Excellent	Iacopo Aliverti Piuri	Elite

*Partners and associates included (data provided by law firms)

CARBONETTI E ASSOCIATI

The firm has developed a recognised niche in employment litigation, assisting clients in sensitive disputes and termination matters. Its practice is known for a focused, technically sound and strategic approach before labour courts.

KEY LAWYERS:

- **PAOLA PRIMERANO** (*Partner*)

Ranked: Recommended

She has played a key role in shaping client strategies, guiding employers towards sustainable workplace practices by promoting fair labour standards, inclusive employment policies and long-term workforce resilience. Her work effectively bridges legal compliance and ethical workforce strategy.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	2	Other Remarkable Players	Paola Primerano	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	2	Recommended	Paola Primerano	Recommended
Litigation	2	Highly Recommended	Paola Primerano	Highly Recommended
Non-Contentious & Advisory	2	Recommended	Paola Primerano	Recommended
Top Management	2	Highly Recommended	Paola Primerano	Highly Recommended
M&A and Employment-Related Issues	2	Highly Recommended	Paola Primerano	Highly Recommended
Public Sector Employment	2	Elite	Paola Primerano	Elite
Equality Plan	-	Elite	Paola Primerano	Market Leader

*Partners and associates included (data provided by law firms)

CASTALDIPARTNERS

The firm's team boasts a long-standing tradition of cooperation between Italy and France. It has advised on numerous cross-border restructuring projects, successfully delivering results for Italian clients in France and French clients in Italy.

KEY LAWYERS:

- **SARAH BARUTTI** (*Partner*)

Ranked: Recommended

An employment law professional with over 15 years of experience, advising domestic and international clients on complex day-to-day HR matters and employment litigation, appreciated for her "clear, pragmatic and business-oriented Advice".

- **ELISABETH BIGET** (*Partner*)

Ranked: Recommended

With over 20 years of experience, she is a trusted adviser on restructuring matters in international and cross-border contexts, particularly for foreign clients entering or operating in the Italian market.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	8	Other Remarkable Players	Sarah Barutti	Recommended
			Elisabeth Biget	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	2	Recommended	Paola Primerano	Recommended
Industrial & Trade Union Relations	2	Recommended	Elisabeth Biget	Recommended
Non-Contentious & Advisory	8	Recommended	Sarah Barutti	Recommended
Top Management	1	Highly Recommended	Sarah Barutti	Recommended
Restructuring & Reorganisations	5	Excellent	Sarah Barutti	Highly Recommended
			Elisabeth Biget	Highly Recommended

*Partners and associates included (data provided by law firms)

PIROLA PENNUTO ZEI & ASSOCIATI

With a consolidated presence in the Italian professional services market, the firm advises clients on employment matters related to organizational sustainability, including gender equality certification processes and workforce transformation tools. It is particularly active in supporting companies with early retirement schemes linked to innovation, reskilling, and generational turnover.

KEY LAWYERS:

- **OTTAVIO SANGIORGIO** (*Partner*)

Ranked: Recommended

The professional advises companies on employment law with a strong focus on executive compensation, compliance, and non-contentious matters, benefiting from a long-standing experience in advisory work.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	8	Other Remarkable Players	Ottavio Sangiorgio	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Industrial & Trade Union Relations	-	Recommended	Ottavio Sangiorgio	Recommended
Non-Contentious & Advisory	-	Recommended	Ottavio Sangiorgio	Recommended
M&A and Employment-Related Issues	-	Recommended	Giuseppe Merola	Recommended
Social Security	-	Highly Recommended	Carlo Dori	Highly Recommended
Equality Plan	-	Elite	Roberta Di Vieto	Elite

*Partners and associates included (data provided by law firms)

SQUIRE PATTON BOGGS

With a strong international footprint, the firm advises multinational clients on Italian employment law, including corporate matters, cross-border workforce issues and compliance, and is praised for its "international mindset and practical, business-focused advice".

KEY LAWYERS:

- **ELSA MORA** (*Partner, Head of Labour and Employment Practice*)

Ranked: Recommended

An experienced employment lawyer with more than 15 years of experience, assisting multinational clients on cross-border employment matters, and compliance, described as "practical and internationally minded".

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	-	Other Remarkable Players	Elsa Mora	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Non-Contentious & Advisory	-	Highly Recommended	Elsa Mora	Highly Recommended
M&A and Employment-Related Issues	-	Recommended	Elsa Mora	Highly Recommended

*Partners and associates included (data provided by law firms)

STUDIO LEGALE VALCANOVER

The firm assists clients on employment contracts, labour disputes, and compliance matters. It is appreciated for its "hands-on involvement and clear, solution-driven advice."

KEY LAWYERS:

- **FILIPPO VALCANOVER** (*Partner*)

Ranked: Recommended

A highly skilled litigator, he is widely appreciated for his assistance to a variety of entities, including public administration bodies, which rely on him to resolve particularly sensitive disputes.

LABOUR | EXPERTISE AREA RANKINGS

Practice / Department	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Labour	9	Other Remarkable Players	Filippo Valcanover	Recommended

Expertise Area	Team dedicated*	Team Ranking	Lawyers / Team Leader	Lawyers Ranking
Litigation	4	Recommended	-	-
Restructuring & Reorganisations	4	Recommended	Filippo Valcanover	Recommended
Social Security	1	Highly Recommended	Filippo Valcanover	Excellent
Public Sector Employment	2	Market Leader	Filippo Valcanover	Market Leader

*Partners and associates included (data provided by law firms)

Corporate M&A 2025

ITALY

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