

## Francesca Lauro

Counsel  
Rome

### Biography

With over 25 years' experience in employment law, Francesca Lauro is counsel of the Italian employment practice and assists clients in relation to all aspects of employment law. Also thanks to her past experience as in-house counsel of several major multinational companies, Francesca is able to combine her legal knowledge with suitable solutions tailored to the client's needs and organisation, with a practical and problem solving approach.

She deals with a variety of employment issues, both ordinary and extraordinary, including the drafting of the relevant contracts, collective agreements, policies, handbooks and codes of conduct, also with respect to anti-discriminatory and anti-harassment, company's welfare as well as evaluating Mother Companies documentation's compliance with Italian law, she assists clients in implementing reorganisations, also including individual or collective dismissals and business transfers. She assists clients in out-of court negotiations with employees and in Court proceedings on any aspect of an employment relationship, including discrimination. She also assists clients in carrying out internal audits on the company's compliance with Italian laws, including anti-harassment and anti-discrimination rules.

She is a member of the Association "Avvocati Giuslavoristi Italiani" (Italian Experts in Employment and Labour Law).



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### Languages

English  
Italian

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### Practices

Employment  
Litigation Services  
Pensions  
Immigration  
Executive Compensation, Employee Benefits, and Share Incentives  
Technology Litigation

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### Industries

Aerospace and Defense  
Consumer

## Representative experience

Advising several multinational companies in employment aspects related to the change of corporate governance, including the change of Managing Directors.

Advising a major UK Insurance Company in dealing with the closure of its business in Italy.

Assisting U.S. pharmaceuticals and technology companies in the employment aspects related to the start-up phase of their businesses in Italy.

Advising multinational companies in different sectors in implementing a reorganisation and reduction of their workforce in Italy.

## Awards and rankings

- Acritas Star, *Acritas Stars Independently Rated Lawyers*, 2018-2020
- Employment, Next Generation, *Legal 500 EMEA*, 2018-2019

## Latest thinking and events

- News
  - Italy – COVID-19 pandemic: new measures issued by the Italian Government
- News
  - The new Italian procedure to contrast offshoring and related dismissals
- News
  - The collective bargaining role on agile work in Italy
- News
  - New provisions to implement equal opportunities/treatment at work in Italy
- News
  - Mandatory health pass (“Green Pass”) in Italy to enter workplaces - Work & Safety against COVID-19
- News
  - Companies need to implement a plan to reduce the

Energy and Natural Resources

Financial Institutions

Technology and Telecoms

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## Areas of focus

Employment

Workplace Privacy

Pensions Litigation

Fashion and Luxury Brands

Retail and Consumer Goods

Oil and Gas: Exploration and Production

Oil and Gas: Pipelines and Midstream Facilities

Oil and Gas: Liquefied Natural Gas (LNG)

Oil and Gas: Refinery and Petrochemical Projects

Oil and Gas: Supply, Marketing, and Trading

Power: Renewable Power

Medical Devices

Pharmaceuticals and Biotechnology

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## Education and admissions

### Education

Università Cattolica del Sacro Cuore of Milan, 1987

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## Memberships

impact on environment for the home-work travel

EELA ((European Employment Lawyers Association), XBHR (Global Forum for Cross Border Human Resources)

Italian Association of Labour Lawyers (Associazione degli Avvocati Giuslavoristi Italiani)

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