

| List of leaves | | |
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| | Type of leave | Description |
| 1 | Anticipation of mandatory maternity leave (Legislative Decree 151/2001) | Pregnancy at risk and risky work (risky work) are the two cases in which a mother may abstain from work during the first months of pregnancy. In fact, Italian law recognises the possibility for pregnant workers to abstain from work earlier than the ordinary time limits for compulsory maternity leave. |
| 2 | Maternity leave (Law 1204/1971) | Maternity leave is the period before and/or after childbirth, during which the mother is obliged to abstain from work. The total duration of the leave is five months. |
| 3 | Alternative paternity leave (Article 28 Legislative Decree 151/2001) | In the event of the death or serious infirmity of the mother, or of abandonment, as well as in the event of the child's exclusive custody of the father, the working father has the right to abstain from work for the entire duration of the maternity leave or for the residual part that would have been due to the working woman. |
| 4 | Compulsory paternity leave (Law 28/06/2012 no. 92 and article 27 bis Legislative Decree 151/2001) | Paternity leave is the period during which the father is obliged to abstain from work. The total duration of leave is 10 days. In the case of multiple births, the duration of leave is increased to 20 days. Leave may be taken between two months before the expected date of birth and five months after the birth (or from entry into the family/Italy in the case of National/International adoptions or from fostering or temporary placement). The provisions apply to childbirth, adoption or fostering events occurring after 13 August 2022, the day on which Legislative Decree No. 105 of 30 June 2022 came into force, and also for events prior to 13 August 2022, provided that the working father can still take advantage of residual periods not taken under the father's compulsory leave under Law 92/2012. |
| 5 | Maternity/paternity leave for adoptions or fostering (Legislative Decree 151/2001) | This is leave due to mother (or alternatively to father -> see point 3) on adoption or fostering of a child. In the case of adoption, the duration of the leave is five months, while in the case of fostering it is three months (which must be taken continuously or in instalments within the first five months of the child's entry into the family). A distinction is made between domestic adoption and intercountry adoption: - domestic adoption: the five months start from the child's actual entry into the family; - intercountry adoption: the leave may be taken even before the child joins the family, during the period that the parents spend abroad to meet the child and the fulfilment of the adoption procedure. |
| 6 | Parental leave (Legislative Decree 26/03/2001, No 151 and subsequent amendments) | Parental leave may be taken for a total of 10 months between both parents within the child's 12 years of life. The limit can be raised to 11 months if the father abstains from work for a continuous or fractioned period of not less than 3 months. Parents may take parental leave within the above-mentioned limits, as follows - the mother, after the period of maternity leave, may abstain from work for a continuous or fractionated period not exceeding 6 months; - the father, after the birth of the child, may abstain for a continuous or fractionated period not exceeding 6 months, increased to 7 if he exercises his right to abstention for a period of not less than 3 months; - a single parent, or a parent to whom sole custody of the child has been granted, may abstain for a continuous or fractioned period not exceeding 11 months. In the case of multiple births, the periods of parental leave described above are granted for each child. |
| 7 | Parental leave in case of adoption/foster care (Legislative Decree 26/03/2001, No 151 and subsequent amendments) | Adoptive and foster parents may also take parental leave, regardless of the child's age, within 12 years of the child's entry into the family, but no later than the child reaching the age of majority. Parental leave is for a total of 11 months between both parents. The mother may abstain for a period, continuous or fractioned, not exceeding 6 months. The father may abstain for a period, continuous or fractioned, not exceeding 7 months, if he exercises his right to abstention for a period of not less than 3 months. Both parents are also entitled to apply for parental leave at the same time. |
| 8 | Child sick leave (Legislative Decree No 151 of 26/03/2011, as amended) | Both parents, alternately, are entitled to take time off work for periods corresponding to the illness of each child as follows - for all periods corresponding to the illness of the child aged three years or less; - up to 5 working days per year for the illness of the child aged between three and eight years. |
| 9 | Leave for parents with a severely disabled child (Legislative Decree 151/2001 and subsequent amendments). | The working mother, or alternatively the working father, of a child recognised as suffering from a serious handicap within the meaning of Article 3, paragraph (3) of Law no. 104 of 5.2.1992*, is entitled to extend parental leave by the child's twelfth birthday for a maximum period of no more than three years (including normal parental leave), provided that the child is not placed full-time in specialised institutions where (according to the health authorities) the presence of the parent is not required. The extension of parental leave starts from the end of the period of normal leave. Until child's third birthday, as an alternative to extension of parental leave period, parent is entitled to take leave for disability in proportion to working hours - to the extent of 2 hours of leave for each working day of the month if working time is equal to or more than 6 hours per day - to the extent of 1 hour if less than 6 hours per day. |
| 10 | Leave for parents with a severely disabled child in cases of adoption or fostering (Legislative Decree 151/2001 and subsequent amendments) | In the case of Domestic or International adoption or fostering, the extension of parental leave: - may be taken for a maximum period not exceeding three years inclusive of the normal parental leave theoretically available to the applicant parent - may be taken regardless of the child's age, within 12 years of the child's entry into the family and, in any case, no later than the child reaches the age of majority. Even in the case of domestic or international adoption or fostering, the extension of parental leave shall take effect from the end of the period of normal parental leave theoretically available to the applicant parent. As an alternative to extending the period of parental leave, the parent shall be entitled to take disability leave, within the third year of the child's entry into the family, in proportion to working hours: - to the extent of 2 hours of leave for each working day of the month if working time is equal to or more than 6 hours per day - to the extent of 1 hour if less than 6 hours per day. |
| 11 | Assistance to severely disabled family members (Law 104*/1992) | For people who have been recognised as severely disabled and their carers, there are certain benefits in the employment sphere. In general, the rest periods, permits and leave provided are usable by employees if the severely disabled person to be cared for is not hospitalised full-time (for the full 24 hours). - An employee who cares for a seriously disabled family member, relative or kin within the 2nd degree (or within the 3rd degree, in specific situations), is entitled to 3 days of monthly leave, which can also be used continuously. - The worker may apply for extraordinary leave to assist seriously disabled persons for a maximum total duration of 2 years, for each person assisted, during the whole working life. |

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| 12 | Leave under Article 13 Presidential Decree 382/1980 | This is compulsory leave of absence for the duration of the mandate or office in the case of: 1) Election to the National or European Parliament; 2) Nomination to the role of President of the Council of Ministers, Minister or Under-Secretary of State; 3) Nomination as a member of the institutions of the European Communities; 4) Nomination as Judge of the Constitutional Court; 5) Nomination as President or Vice-President of the National Economic and Labour Council; 6) Nomination as member of the Superior Council of the Magistracy; 7) Nomination as President or member of the Regional Council and President of the Regional Council; 8) Nomination as President of the Provincial Council; 9) Nomination as mayor of the provincial capital city; 10) Nomination to the offices of president, chief executive officer of national, inter-regional or regional public entities, of public economic entities, of publicly-owned companies, including for-profit companies. 11) Nomination as director/editor, co-editor/editor and deputy director/editor of a daily newspaper or corresponding position in the radio or television news sector; 12) Nomination as president or national secretary/secretary of parties represented in Parliament; 13) Nominations to managerial positions pursuant to Article 16 of Presidential Decree no. 748 of 30 June 1972, or in any event provided for by other laws in State administrations, public administrations or economic public bodies. |
| 13 | Leave Law 333/1985 (spouse abroad) | Leave taken to join spouse during his or her stay abroad for work purposes. |
| 14 | Extraordinary leave (Article 37 Presidential Decree No. 3 of 10/1/57) | Leave taken in the case of: - serious reasons; - marriage (max. 15 days); - examinations; - medical treatment in case of disability; In any case, leave may not exceed a total of 45 days per year. |
| 15 | Prime Minister's Decree - Decree of the President of the Council of Ministers (D.P.C.M.) 11/10/91 Article 7 Trade union leave | A leave of absence that allows workers called upon to hold a trade union office to carry out their mandate in full autonomy and freedom. It provides for the possibility of taking a paid day off work to perform activities related to one's trade union mandate, such as participating in negotiations, meetings or congresses of an exclusively trade union type. |
| 16 | Non-tenured position -Law 14/11/95 n. 481 - Authority for Electricity Gas Regulation | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state or other public bodies/organisations (specifically the Electricity Regulatory Authority). |
| 17 | Non-tenured position- article 168 Decree of the President of the Republic -D.P.R. 5/1/67 No. 18 Administrative Experts AA. EE. | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state bodies/organisations or other public bodies (specifically the Ministry of Foreign Affairs). |
| 18 | Non-tenured position Article 58 Presidential Decree 10/1/57 No. 3 | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state or other public bodies/organisations. |
| 19 | Non-tenured position Article 10 Law 287/90 Supervisory Authority | Temporary suspension (max. 7 years) of academic activity (and of the employment relationship with one's own university) in order to take up duties with state or other public bodies/bodies (specifically, the Competition and Market Authority). |
| 20 | Non-tenured position- the Superior Council of the Magistracy | Temporary suspension of academic activity (and of the employment relationship with one's own university) in order to take up duties with state bodies/organisations or other public bodies (specifically with the Superior Council of the Magistracy -C.S.M.). |
| 21 | Non-tenured position Constitutional Judge | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state or other public bodies/organisations. |
| 22 | Non-tenured position Law 27/7/62 No. 1114 - International organisations/foreign Executive | Temporary suspension of academic activity (and of the employment relationship with one's university) to take up duties with international bodies and organisations or to perform duties in foreign countries. |
| 23 | Non-tenured position Law 27/7/62 n. 1114 - International organisations/foreign Professor | Temporary suspension of academic activity (and of employment with one's university) to take up duties with international bodies and organisations or to perform duties in foreign countries. |
| 24 | Non-tenured position International Organisation (Article 32 Legislative Decree No. 165/2001) | Secondment of Italian officials as Seconded National Experts to the Bodies and Organs of the European Union; exchange of officials from different countries. |
| 25 | Non-tenured position Secretary General Presidency Council of Ministers | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state or other public bodies/organisations. |
| 26 | Accidents at work and illnesses due to cause of service (Legislative Decree 81/2008) | Absence from work due to an accident at work or occupational disease (arising from work). |
| 27 | Law 23/8/88 No. 400 - Member Expert Council Presidency Council of Ministers | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state or other public bodies/organisations. |
| 28 | Law 785 No. 428 article 10 - Member Expert Council Ministry of Treasury | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state or other public bodies/organisations. |
| 29 | Law 11/2/94 no. 109 - Member of the Public Works Supervisory Authority | Temporary suspension of academic activity (and of the employment relationship with one's university) in order to take up duties with state or other public bodies/organisations. |
| 30 | Sick leave and health leave (Consolidation Act - T.U. 3/1957, Law 133/2008) | Absences from work due to health reasons. The total duration of leave may not exceed two and a half years in any five-year period. |
| | <p>*Law 104: A person with a physical, psychic or sensory impairment, stabilised or progressive, which causes learning, relationship or work integration difficulties such as to result in social disadvantage or marginalisation, may obtain recognition of the status of severe handicap, provided for by Law 104.</p> | |