

Silvia Tozzoli

PARTNER

Silvia Tozzoli regularly assists leading Italian and foreign clients in many aspects of employment law, including trade union law (also in consultations before the Ministry of Labour), litigation, labour-focused transactions, insolvency procedures and contracts to establish/regulate sales networks.

She is often sought after as a reference point for delicate matters such as confidential projects, workforce restructuring and dismissal or hiring of senior executives.

Thanks to a strong network of international contacts and her familiarity with foreign jurisdictions, Silvia also became a “go-to” lawyer for matters requiring multi-jurisdiction capability.

After a “summa cum laude” degree in law, she obtained a Ph.D. in Labour Law and Industrial Relations at the University of Pavia, and a LL.M. in Labour Law at the London School of Economics.

She frequently speaks at national and international conferences and postgraduate courses, deploying her academic and research experience.

Silvia Tozzoli is mentioned in Chambers and Partners as follows: “Silvia is an absolutely concrete and reliable legal partner who has helped us to successfully manage multiple projects” (2023), “she has strong knowledge of the Italian employment law” and “she can explain complex concepts in a clear way so that her clients can navigate through employment topics” (2021), “fast and able to provide responses in real time, with strong business know-how” (2019), “for her excellent knowledge of judicial institutions coupled with her in-depth analysis of every case” (2018), “she is very reliable and great ability to understand the overall situation, even the emotional aspects of a negotiation” (2017), “clients recommend her for her expertise in a variety of areas including collective dismissals, outsourcing and trade union matters” (2016), “praised for her academic approach” (2015), “noted for her capacity to handle complex cases, with sources commenting on her tenacious approach and successful track record in handling difficult cases” (2014).







Silvia Tozzoli is also mentioned in The Legal 500 as follows: “Silvia Tozzoli is really competent, oriented towards the client needs and she can also understand very quickly what the client needs in order to solve their issues. Strong capacity to manage negotiation with the employee’s lawyers in order to reach the best solution for the client” (2020).

PROFESSIONAL EXPERIENCE

- Partner** | 2012
Legance – Avvocati Associati, Milan, Italy
- Senior Counsel** | 2011
Legance – Avvocati Associati, Milan, Italy
- Counsel** | 2007 – 2010
Legance – Avvocati Associati, Milan, Italy
- Associate** | 1999 – 2007
Gianni, Origoni Grippo & Partners Studio Legale Associato, Milan, Italy
- Stage** | 1999
Human Resources Dept., Montedison S.p.A.
- 1999
Honorary fellow at the Faculties of Law and Economics at Università degli Studi di Pavia and at the Faculty of Political Sciences of Università degli Studi di Milano, Milan, Italy.
Member of the European Employment Lawyers Association and international associate of the American Bar Association



INFO

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24th April 1975
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-  **Languages**
Italian
English
French

PRACTICE AREAS



Employment and Industrial
Relations

Silvia Tozzoli

PARTNER

EDUCATION

- 2006**
Member of the Milan Bar, Italy
- 2002**
Admitted to the Bar
- 2004**
Ph.D., Labour Law and Industrial Relations, with merit, Università degli Studi di Pavia, Pavia, Italy
- 2003**
LL.M., Labour Law, with merit, London School of Economics and Political Sciences, London, United Kingdom
- 2000**
Introduction to English Law, Summer School, with distinction, London School of Economics and Political Science, London, United Kingdom
- 1999**
Law Degree, *maxima cum laude*, Università degli Studi di Pavia (Collegio Ghislieri), Pavia, Italy







PUBLICATIONS

She is the author and co-author of several papers and commentaries in leading publications on in the field of labour, employment and pension law. Among others:

- > *"Il "nodo gordiano" della natura contrattuale ovvero organica del rapporto tra società di capitali ed amministratore: un dilemma (apparentemente) risolto dalle Sezioni Unite"* (with M. Tecchia), *Diritto delle relazioni industriali*, Giuffrè Editore, 2017;
- > *"Il contratto di appalto e i profili distintivi rispetto ad altri rapporti negoziali con caratteristiche affini", "I profili soggettivi" and "Il subappalto e la cessione del contratto di appalto"*, (edited by) Paolo Pototschnig, Gabriele Capocchi, *Appalti privati e Outsourcing*, Milanofiori Assago (MI), 2016;
- > *"Le prestazioni di previdenza complementare"*, A. Tursi (ed.), *La nuova disciplina della previdenza complementare* (d.lgs. 5 dicembre 2005, n. 252), *Le Nuove Leggi Civili Commentate*, n. 3 – 4, 2007;
- > *"Labor and Employment Law in Italy"* (with A. Maggi), P.M. Berkowitz and T. Müller-Bonanni (eds), *International Labor and Employment Law*, American Bar Association, 2006;
- > *"Italy Chapter"* (with A. Maggi), A.R. Kontrimas and M.K. Samsa (eds.), *International Expatriate Employment Handbook*, Kluwer Law International, 2006;
- > *"La cornice internazionale ed i principali modelli europei di regolazione del fenomeno migratorio per ragioni di lavoro"*, A. Tursi (ed.), *Lavoro e immigrazione*, Giappichelli, 2005;
- > *"Lo sciopero nei servizi pubblici essenziali nel Regno Unito tra frammentarietà degli interventi legislativi ed uso degli emergency powers"*, *Newsletter della Commissione di Garanzia sullo sciopero nei servizi pubblici essenziali*, 2003 (also available on – line at www.commissionegaranziasciopero.it/newsletter/n1-2003.pdf);
- > *"Il lavoro subordinato a domicilio in alcune recenti pronunce della Cassazione: subordinazione "tecnica", facoltà di rifiutare il lavoro commissionato, ruolo degli istituti previdenziali"*, *Rivista Italiana di Diritto del Lavoro*, 2003, II;
- > *"Richiesta nominativa e monopolio del collocamento: la Cassazione torna a pronunciarsi sull'estensione di Job Center II e Carra ed altri"*, *Rivista Italiana di Diritto del Lavoro*, 2003, II;
- > *"Obbligazione solidale. Fondo di garanzia e crediti da lavoro diversi dal t.f.r.: una pronuncia subito smentita?"*, *Rivista Italiana di Diritto del Lavoro*, 2002, II;
- > *"A Wind of Change Blows over Italian Employment Contracts"* (with A. Maggi), *The Metropolitan Corporate Counsel*, 2002;
- > *"Problematiche dell'inquadramento ai fini previdenziali. Il commento"*, *Rivista della Previdenza Pubblica e Privata*, 2001, n. 3;
- > *"Licenziamento: fonti internazionali e comunitarie"*, *Quaderni di Diritto del Lavoro e delle Relazioni Industriali*, 2001, n. 26;
- > *"Assenza ingiustificata dal posto di lavoro e dimissioni per comportamento concludente"*, *Rivista Italiana di Diritto del Lavoro*, 2001, II;
- > *"Ferie e assenza con diritto alla conservazione del posto ex art. 2103 c.c."*, *Rivista Italiana di Diritto del Lavoro*, 2000, II;
- > *"Licenziamento per giusta causa: violazione di obblighi contrattuali, giudizio di proporzionalità, gravità dell'inadempimento"*, *Rivista Italiana di Diritto del Lavoro*, 2000, II.



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