



“Investigations at work”

The Seminar will take place in **Milan on 29th of January** from 2.30 p.m. to 6.30 p.m.

in **Villa Necchi Campiglio**, Via Mozart, 14, Milan



This beautiful residence built between 1932 and 1935 by architect Piero Portaluppi and modernized by Tomaso Bussi, brought architectonic rationalism to the Italian Economic Capital. Situated in the heart of Milan, the villa encloses one of the most beautiful Milanese gardens, a heated swimming pool and a tennis court. Every detail of the villa faithfully reproduces architect Piero Portaluppi's design. The villa in Via Mozart embodies the rationalist principles embraced by its architecture expressing at the same time, the fanciful creative imagination of the designer and the persistence of the previous Art Deco style.

Villa Necchi Campiglio survived wartime bombardments and was never modified by new generations. To this day, the richly decorated interiors remain undamaged, mirroring the refined and high lifestyle of the owners. The Necchi Campiglio family, well-known Lombardy upper-middle class Industrialists, lived their lives in comfort and elegance, as the home bears witnesses to with its harmonious fusion between architecture, decorative arts, furniture and works of Art.

Nowadays the villa is a museum and cultural centre and there are two important displays that will enrich your visit: an extraordinary private collection including early 20th century paintings and sculptures donated by Claudia Gian Ferrari, with works by various artists such as Mario Sironi, Arturo Martini, Giorgio De Chirico, and a collection of 18th century-century paintings and decorative arts donated from Alighiero and Emilettta De' Micheli (with paintings by Cataletto, Rosalba Carriera and Tiepolo).

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The power of monitoring is inherent in the nature of an employment. According to our civil code, the entrepreneur, is the head of a business and work is carried out under his management: the employer has the right to monitor compliance with the rules, “requiring” implementation of the regulations laid down and defending the tangible and intangible assets of the Company. In addition, nowadays there are numerous statutory provisions, which impose various types of monitoring connected to the need to guarantee security and prevent unlawful behaviour. The power of monitoring, often entails investigation and therefore gathering of information and personal data: hence, arises a possible conflict with respect to the dignity, freedom and privacy of the employees, guaranteed by a set of rules going from the Statute of the Workers of 1970 to the Data Protection Code of 2003. Finding a balance between these two interests may not be easy, but it is certainly a task, that someone who runs a business cannot relinquish.

Programme

- 14.30 – 14.45 *Welcome*
(Mrs Giovanna Ligas, President AIGI; Mr. Francesco Benigni, General Manager ECLA)
- 14:45 – 15:15 Limitation of Employer monitoring powers: from the Workers Statute to Privacy Legislation
(Mr. Aldo Bottini, Partner Toffoletto)
- 15:15 – 16:00 The use of private investigators and other investigation tools:
- Email monitoring and contents of the computer
- Privacy obligations: recent decisions of the Garante
(Mrs. Stefania Maglienti, Associate Toffoletto)
- 16:00 – 16:30 *Coffee Break*
- 16:30 – 17:15 Managing anonymous letters:
- Obligations under the U.S. legislation
- Conduct of the employer: Duty to intervene?
(Mr. Franco Toffoletto, Partner Toffoletto; Mr. Gregory Keating, Partner Littler Mendelson)
- 17:15 – 18:00 The importance of the corporate procedures: from ethical codes to model organization
(Mrs. Paola Tradati, Partner Toffoletto)
- 18:00 – 19:30 Guided tour at Villa Necchi
Cocktail

The seminar is free and only for ECLA members who will confirm attendance to the Seminar's secretariat at latest the 8th of January.

For any further queries and to confirm your attendance:

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Simultaneous translation Italian / English will be provided depending on the confirmations received.