

## Debhora Scarano

Associate

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### Focus Areas

Business Restructuring and M&A  
Litigation and Trials  
Labor Management Relations  
Hiring, Performance Management and Termination  
Policies, Procedures and Handbooks

### Overview

Debhora Scarano advises national and international companies on a wide range of employment law matters, with a focus on out-of-court consultancy. She has gained experience in all fields related to employment law and industrial relations, including M&A transactions (labor due diligence), individual and collective dismissals, disciplinary procedures, mutual termination agreements, agency relationships, and the drafting of employment agreements and special clauses (e.g., non-competition and confidentiality agreements). She also represents clients in court proceedings.

Before joining Littler, she worked in a leading Italian employment law boutique and, afterward, in the labor law department of an international law firm.

She has authored articles on labor law published in specialized magazines.

### Education

Master's degree in Labor Law, School of Management, LUM Jean Monnet University, Milan, 2019  
Law Degree, University of Naples Federico II, Naples, 2017

### Bar Admissions

Italy

## Languages

Italian

English

## Publications & Press

### **The Global Guide Quarterly (Quarter 4, 2024)**

*Littler Global Guide Quarterly*

January 23, 2025

### **2024 Summer Olympics Series: Italy**

*Littler Insight*

August 5, 2024

## Books & Book Chapters

- Chapter 2 – Fundamental principles and constitutional guarantees. Chapter 9 – The discipline of immigration and rules about the conditions for foreigners. Chapter 10 – Rules governing the right to work of the disabled. Chapter 12 – The discipline of working hours. Chapter 20 – Autonomous non-entrepreneurial work and agile working., *Italian Employment and Labour Law*, Wolters Kluwer - IPSOA, November 2021