

Mobility: Immigration alert

February 2023



Italy

Work quotas released, labor office confirmation now required to hire foreign employees

Executive summary

On 26 January 2023, the Italian authorities released the latest work permit quota numbers for third-country nationals. In addition, employers must now ensure that there are no eligible candidates in Italy or other EU/EEA Member States before hiring third-country nationals.

Labor office pre-confirmation

The Italian government recently implemented the 2022 Immigration Quota Decree ("[Decreto Flussi](#)"). The decree mandates that effective 26 January 2023, prior to hiring third-country nationals, Italian employers must obtain confirmation from the relevant local labor office that there are no qualified citizens or residents of Italy or other EU/EEA Member States in the local labor market who are capable of filling their vacancies. Employers may hire third-country nationals only after the labor office confirms the unavailability of Italian/EU/EEA nationals and residents with the required skills.

Quota numbers

The Decreto Flussi sets a work permit quota of 82,705 for 2023, which includes 44,000 spots for seasonal workers and 38,705 for qualifying individuals who are self-employed or engaged in non-seasonal work. Of the 38,705, 30,105 quota spots are reserved for non-seasonal workers in specific sectors, including the newly added mechanics, telecommunications, food and shipbuilding sectors. The quotas apply to individuals who seek to obtain new work permits as well as holders of Italian permits who convert their existing documents to work permits.

Employers may submit work permit applications online on the [website](#) of the Ministry of Interior starting on 27 March 2023

until 31 December 2023. Applications will be considered approved provided they are not rejected within 30 days from the date of filing. In these cases, work permits will automatically be issued to the Italian embassy or consulate in the applicant's home country or country of residence. The applicant will then be required to apply for a visa prior to travel to Italy. Visas are generally issued within 20 days of the date of filing the application.

Impact on employers

Employers may take into consideration the requirement to obtain labor office confirmation prior to hiring third-country nationals and the new work permit quotas to assist with workforce planning.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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ey.com

Claudia Giambanco

Partner - People Advisory Services, Global Immigration
Tel: +39 06 85567111
Email: claudia.giambanco@it.ey.com

Paolo Santarelli

Partner - People Advisory Services, Global Immigration
Tel: +39 02 85141
Email: paolo.santarelli@it.ey.com

Fabrizio Cimino

Partner - People Advisory Services, Global Immigration
Tel: +39 02 8514241
Email: fabrizio.cimino@it.ey.com

Barbara Damin

Partner - People Advisory Services, Global Immigration
Tel: + 39 06 85567240
Email: barbara.damin@it.ey.com

Francesco Buzzegoli

Director - People Advisory Services, Global Immigration
Tel: +39 02 8514583
Email: francesco.buzzegoli@it.ey.com