

Mobility: Immigration alert

October 2023

Italy

Italy publishes work permit quotas for 2023 until 2025

Executive summary

On 3 October 2023, Italy published its 2023-2025 Immigration Quota Decree ("*Decreto Flussi*") allowing non-EU nationals who fall within the circumstances set out in the Decree to obtain a work permit. Applications can be filed beginning December 2023.

Background

Italian work permits are not always immediately available, and individuals may be required to wait to apply until the relevant quotas are released by the government. Effective May 2023, the government began issuing Immigration Quota Decrees every three years, and the latest Decree will be applicable for three years starting from the date of its release. These Decrees set quota limits for each type of work permit and outline the period during which applications can be submitted. Permits are normally granted on a first come, first served basis.

Overall quotas for 2023, 2024 and 2025

The 2023 Quota Decree issued on 3 October 2023 sets different quotas for work permits depending on the year in which an individual files an application. Foreign nationals will be admitted for the purpose of subordinate employment, seasonal and non-seasonal employment, or self-employment subject to the following overall quotas:

- ▶ 136,000 units for 2023
- ▶ 151,000 units for 2024
- ▶ 165,000 units for 2025

Non-seasonal subordinate work and self-employment

Within the aforementioned overall quotas, foreign nationals residing outside Italy will be admitted for the purpose of

non-seasonal employment (in the sectors of freight transport for third parties, construction, tourism and hotel industry, mechanics, telecommunications, food, shipbuilding, bus passenger transport, fishing, hairdressing, electricity, and plumbing) or self-employment subject to the following quotas:

- ▶ 53,450 units for 2023: 52,770 for subordinate work and 680 for self-employment
- ▶ 61,950 units for 2024: 61,250 for subordinate work and 700 for self-employment
- ▶ 71,450 units for 2025: 70,720 for subordinate work and 730 for self-employment

Within the above quotas, for each year, nationals of countries which, in collaboration with Italy, promote media campaigns for their nationals concerning the risks for personal safety from involvement in irregular migratory trafficking, in accordance with agreements or understandings concluded with Italy, will be admitted for the purpose of non-seasonal employment and self-employment, on a preferential basis, subject to the following quotas:

- ▶ 2,000 units for 2023: 1,900 for employment and 100 for self-employment
- ▶ 2,500 for 2024: 2380 for employment and 120 for self-employment
- ▶ 3,000 for 2025: 2,850 for employment and 150 for self-employment

Within the quotas for non-seasonal subordinate work and self-employment, and taking into account the specific agreements or arrangements regarding cooperation in migration issues

already in force or which will enter into force from 2023 to 2025, nationals of the following countries will be admitted to Italy for the purpose of non-seasonal subordinate work, in the aforementioned sectors:

- ▶ Non-seasonal subordinate workers who are nationals of Albania, Algeria, Bangladesh, Bosnia and Herzegovina, South Korea, Ivory Coast, Egypt, El Salvador, Ethiopia, the Philippines, Gambia, Georgia, Ghana, Japan, Jordan, Guatemala, India, Kyrgyzstan, Kosovo, Mali, Morocco, Mauritius, Moldova, Montenegro, Niger, Nigeria, Pakistan, Peru, North Macedonia, Senegal, Serbia, Sri Lanka, Sudan, Tunisia and Ukraine: 25,000 units each in 2023, 2024 and 2025
- ▶ Non-seasonal subordinate workers who are nationals of other countries with which migration cooperation agreements enter into force from 2023 to 2025: 12,000 in 2023, 20,000 in 2024 and 28,000 in 2025

Certain quotas within the overall non-seasonal subordinate work and self-employment quotas are set for the following individuals:

- ▶ Individuals of Italian origin on at least one of their parents' side up to the third degree in the direct line of descent, residing in Venezuela: 100 units each in 2023, 2024 and 2025 (90 for subordinate work and 10 for self-employment)
- ▶ Stateless persons and refugees recognized by the United Nations High Commissioner for Refugees or by competent authorities in countries of first asylum or transit: 200 units each in 2023, 2024 and 2025 (180 for subordinate work and 20 for self-employment)
- ▶ Non-seasonal subordinate workers in the domestic and socio-medical care sector: 9,500 units each in 2023, 2024 and 2025

Quotas for conversion of work permits into residence permits are as follows:

- ▶ Residence permits (seasonal work): 4,000 units each in 2023 and 2024 and 5,000 units in 2025
- ▶ EU long-term residence permits issued to third-country nationals by another EU Member State (seasonal work): 100 units each in 2023, 2024 and 2025
- ▶ Residence permits (self-employment) or EU long-term residence permits issued to third-country nationals by another EU Member State: 50 units each in 2023, 2024 and 2025

In addition, in each of the years 2023, 2024 and 2025, the following categories of foreign nationals residing abroad will be admitted into Italy for reasons of self-employment, subject to a quota of 500 and other restrictions: entrepreneurs, freelancers, certain officers and administrators of Italian companies, highly skilled or renowned artists, and founders of start-up companies.

Seasonal work

Within the overall quotas, nationals of the aforementioned countries will be admitted into Italy for the purpose of seasonal employment in the agricultural and tourist hotel sectors in accordance with the following quotas: 82,550 units for 2023, 89,050 units for 2024 and 93,550 units for 2025.

Within these quotas, the following individuals will be admitted for the purpose of subordinate seasonal work subject to the quotas mentioned below:

- ▶ Seasonal subordinate workers who are nationals of countries with which, during the period 2023 to 2025, cooperation agreements on migration enter into force: 8,000 units in 2023, 12,000 units in 2024 and 14,000 units in 2025
- ▶ Workers from countries that, in cooperation with Italy, promote media campaigns for their nationals concerning the risks to personal safety from involvement in irregular migration trafficking: 2,500 units in 2023, 3,000 units in 2024 and 3,500 units in 2025
- ▶ Stateless persons and refugees recognized by the United Nations High Commissioner for Refugees or by competent authorities in countries of first asylum or transit: 50 units each in 2023, 2024 and 2025

A quota of 2,000 units per year will be reserved for nationals of the aforementioned countries who entered Italy at least once in the previous five years to perform subordinate seasonal work and for whom the employer submits a request for a multi-year work permit for subordinate seasonal work.

A quota of 40,000 units in 2023, 41,000 units in 2024 and 42,000 units in 2025 will apply for nationals of the aforementioned countries whose seasonal work permit applications, including those for multi-year work, are submitted by certain associations of employers (e.g., "*Confederazione nazionale coltivatori diretti*").

Further, a quota of 30,000 units in 2023, 31,000 units in 2024 and 32,000 units in 2025 will be reserved for nationals of the aforementioned countries who undertake seasonal work in the tourism sector.

Timelines for application submission

The timelines for submission of work permit applications for 2023 are as follows:

- ▶ Subordinate workers who are nationals of countries that have implemented cooperation agreements with Italy: from 2 December 2023 until the respective quotas have been met or 31 December 2023, whichever is earlier
- ▶ Subordinate workers belonging to other mentioned categories: from 4 December 2023 until the respective quotas have been met or 31 December 2023, whichever is earlier
- ▶ Seasonal workers: from 12 December 2023 until the respective quotas have been met or 31 December 2023, whichever is earlier

The authorities are expected to release further details regarding application submission for 2023 (e.g., document requirements) through a joint memorandum in the coming weeks. For 2024, work permit applications can be filed on 5, 7 and 12 February 2024

(starting at 9 a.m.) until the quotas are met or 31 December 2024, whichever is earlier. For 2025, work permit applications can be filed on 5, 7 and 12 February 2025 (starting at 9 a.m.) until the quotas are met or 31 December 2025, whichever is earlier.

Impact on employers

Employers may evaluate their need for work permits for non-EU nationals in the appropriate categories and consider applying at the earliest possible, as high application volumes are expected.

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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