



Global Immigration alert

November 2024

Italy

Italy announces new, streamlined work authorization processes

Executive summary

On 11 October 2024, Italy published several changes that impact work permit applicants (including EU Blue Card applicants) and their sponsoring companies. The new regulations will go into effect in phases starting in January 2025. They are designed to streamline the application process for EU Blue Cards and Italian work permits.

Key developments

The following changes will be introduced to the current work permit regulations system starting in January 2025:

- ▶ **Labor market test:** Companies that sponsor third-country nationals for EU Blue Cards will be required to conduct a labor market test for eight days (down from 15 days currently). In general, these companies must conduct a labor market test prior to sponsoring EU Blue Cards for third-country nationals, by advertising relevant vacancies through the Italian Employment Agency.
- ▶ **New employment validation requirement:** Once the immigration authorities approve an applicant's work permit application, the Italian consulate in their home country will issue a work visa and notify the sponsoring company. The company will be required to confirm their interest in employing the applicant within seven days of receiving the notification. If the company does not respond within seven days, the authorities will cancel their approval of the work permit application.
- ▶ **Digitization of immigration processes:** Applicants and company representatives will be able to provide their signatures on the following documents online:

- ▶ **Supporting documents for work permit applications.** Currently, applicants and company representatives must physically sign these documents and submit them to the immigration authorities in person (if they are in Italy) or via mail (if they are outside Italy) during the application process. Digitization of the signature process would eliminate the need to send physical documents to the authorities.
- ▶ **Contract of Stay.** Currently, work permit holders must visit an office of the immigration authorities within eight days of their arrival in Italy and sign a Contract of Stay. Effective January 2025, they will be able to sign this document online after their arrival, within the same timeframe.
- ▶ **Conversion of residence permits issued by other EU countries.** Holders of permanent residence permits issued by another EU Member State who apply to convert their permit to an Italian permanent residence permit will no longer be subject to a quota.

Impact on employers

The new regulations are expected to streamline the immigration process for third-country nationals and enable Italian employers to further attract international talent.

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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