

# 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.

## EY | Building a better working world

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [ey.com/privacy](https://ey.com/privacy). EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit [ey.com](https://ey.com).

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2023 Ernst & Young LLP.  
All Rights Reserved.

EYG no. 001022-23Gbl

2101-3682263  
ED None

[ey.com](https://ey.com)

### **Claudia Giambanco**

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

### **Paolo Santarelli**

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

### **Fabrizio Cimino**

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

### **Barbara Damin**

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

### **Francesco Buzzegoli**

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