

ITALY - Work Permit Options Overview

Type Of Permit/ Eligibility Criteria	Intra-Company Work Permit For Highly Specialized Staff/Managers On Assignment (Art. 27 C. 1 Lett. A) Of Italian Immigration Law)	EU Blue Card Permit	ICT Permit	Comments
Payroll	Foreign	Local	Foreign	
Minimum Annual Salary	Check salary level for manager (dirigente) and middle manager (Quadro) at the Italian host company	Minimum € 25.000 per year	Check salary level for manager (dirigente) and specialists (lavoratori specializzati) at the Italian host company	<p>Depends on the collective bargaining agreement applied by the Italian host company. The salary must not be lower than that indicated for the specific position in the applicable collective bargaining agreement. The salary must be suitable to the foreign worker's age and qualifications. The salary must be sufficient to support accompanying family members.</p> <p>Average amount for middle managers (quadri) approx. € 35.000 per year</p> <p>Average for specialists approx. € 32.500 per year</p> <p>Average amount for managers (dirigenti) approx. € 73.000 per year</p>
Employment Contract	Foreign	Local	Foreign	For ICT/Intra company the sending company remains responsible for payment of salary and social security contributions (to be checked if there's a convention on social security between the two countries or if contributions will be paid in full in Italy)

Type Of Permit/ Eligibility Criteria	Intra-Company Work Permit For Highly Specialized Staff/Managers On Assignment (Art. 27 C. 1 Lett. A) Of Italian Immigration Law)	EU Blue Card Permit	ICT Permit	Comments
Degree	Not required	Required – minimum 3 years	Mandatory only in case of trainees applicants	For EU Blue card, Foreign degree requires validation from Italian Consulate. More lead time needed.
Seniority	Minimum 6 months in the same sector and by the sending company before the transfer	Not required	at least 3 months employment with the sending company immediately preceding the transfer	
Processing Times	1 to 3 months for work permit; 7-21 days for work visa; 4-6 months for residence permit	1 to 3 months for work permit; 7-21 days for work visa; 4-6 months for residence permit	45 days for work permit; 7-21 days for work visa; 45 days for residence permit	This is just an estimate. Processing times differ from city to city.
Spouse	Authorized to work based on dependent permit	Authorized to work based on dependent permit	Authorized to work based on dependent permit	
Children Up To 18 Years	Can accompany and obtain dependent permit (only for assignment of minimum 1 year)	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	
Permanent Residence	After 5 years (if the assignee has been hired locally at the end of the assignment). Income/language/police clearance required	After 5 years. Income/language/police clearance required	No	