

Overview of national measures regarding employment and social security of displaced persons coming from Ukraine

Country Fiche – Italy
February 2023

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1.0 Legal and institutional framework

1.1 Legal framework

1.1.1 List of the legal framework

- I. Legislation implementing the Temporary Protection Directive (TPD or the Directive)¹ and Council Implementing Decision (EU) 2022/382²

The Temporary Protection Directive has been transposed into the Italian legal system through the [Legislative Decree No. 85 of 7 April 2003](#), Implementing Directive 2001/55/EC on the granting of temporary protection in the event of a mass influx of displaced persons and on cooperation within the Community (*Decreto Legislativo 7 aprile 2003, n. 85, Attuazione della direttiva 2001/55/CE relativa alla concessione della protezione temporanea in caso di afflusso massiccio di sfollati ed alla cooperazione in ambito comunitario*), published in the Official Gazette No. 93 of 22 April 2003, in force from 22 April 2003.

Other norms that are relevant for the transposition of the Directive:

- ▶ **Article 20** and **Article 29** of the [Legislative Decree No. 286 of 25 July 1998](#), Consolidated text of provisions governing immigration and rules on the status of foreigners (*Decreto Legislativo 25 luglio 1998, n. 286, Testo unico delle disposizioni concernenti la disciplina dell'immigrazione e norme sulla condizione dello straniero*), published in the Official Gazette No. 191 of 18 August 1998, in force from 2 September 1998.
- ▶ [Decree of the President of the Republic, No. 394 of 31 August 1999](#), Regulation laying down rules for the implementation of the Consolidated Text of the provisions governing immigration and rules on the status of foreigners (*Decreto del Presidente della Repubblica 31 agosto 1999, n. 394 Regolamento recante norme di attuazione del testo unico delle disposizioni concernenti la disciplina dell'immigrazione e norme sulla condizione dello straniero*), published in the Official Gazette no. 258 of the 3 November 1958, in force from the 3 November 1958.
- ▶ According to Article 20 of Legislative Decree no. 286 of 25 July 1998 and Article 3 of Legislative Decree No. 85 of 7 April 2003, a Decree of the President of the Council of Ministers - DPCM (*Decreto del Presidente del Consiglio dei ministri*) must implement the Council Decision implementing the TPD. The Council Implementing Decision (EU) 2022/382 has been thus implemented by the [Decree of the President of the Council of Ministers \(DPCM\) of 28 March 2022](#), Temporary Protection Measures for persons coming from Ukraine due to the ongoing events of war (*Decreto del Presidente del Consiglio dei ministri del 28 marzo 2022, Misure di protezione temporanea per le persone provenienti dall'Ucraina in conseguenza degli eventi bellici in Corso*), published in the Official Gazette No. 89 of 15 April 2022. The decrees of the President of the Council of Ministers (DPCM), as well as other sources on which they are based, do not contain specific indications on the date of entry into force of the act. However, Italian law provides that an act enters into force on the same day or the day following the publication in the Official Gazette.

¹ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof, OJ L 212, 7 August 2001, p. 12-23, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32001L0055>.

² Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection, OJ L 71, 4 March 2022, p. 1-6, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32022D0382>.

- ▶ **Article 7** of the [Ordinance of the Head of Civil Protection No. 872 of 4 March 2022](#) (Ordinance No. 872/2022) establishes urgent civil protection provisions to ensure, on national territory, the reception, aid and assistance to the population as a result of the events taking place in the territory of Ukraine (*Ordinanza del Capo della Protezione Civile n. 872 del 4 marzo 2022 - Disposizioni urgenti di protezione civile per assicurare, sul territorio nazionale, l'accoglienza il soccorso e l'assistenza alla popolazione in conseguenza degli accadimenti in atto nel territorio dell'Ucraina*), published in the Official Gazette No. 60 of 12 March 2022, in force from 4 March 2022. The ordinances of the Head of Civil Protection, as well as other sources on which they are based, do not contain specific indications on the date of entry into force. However, according to Article 25(4) of the Legislative Decree No. 1 of 2 January 2018, the ordinance of the Head of Civil Protection become effective from the date of adoption.
- ▶ [Ordinance of the Head of the Civil Protection Department No. 881 of 29 March 2022](#) establishes further urgent civil protection provisions to ensure, on the national territory, the reception and assistance to the population as a consequence of the events taking place in the territory (*Ordinanza del Capo Dipartimento della Protezione Civile n. 881 del 29 marzo 2022 – Ulteriori disposizioni urgenti di protezione civile per assicurare, sul territorio nazionale, l'accoglienza, il soccorso e l'assistenza alla popolazione in conseguenza degli accadimenti in atto dell' territorio*), published in the Official Gazette No. 77 of 1 April 2022, in force from 29 March 2022.
- ▶ [Ordinance of the Head of Civil Protection No. 873 of 6 March 2022](#) establishes additional urgent civil protection provisions to ensure, on the national territory, the reception, relief and assistance to the population as a result of the events on the territory of Ukraine (*Ordinanza del Capo della Protezione Civile n.873 del 6 marzo 2022 - Ulteriori disposizioni urgenti di protezione civile per assicurare, sul territorio nazionale, l'accoglienza, il soccorso e l'assistenza alla popolazione in conseguenza degli accadimenti in atto nel territorio dell'Ucraina*), published in the Official Gazette No. 60 of 12 March 2022, in force form 6 March 2022.
- ▶ [Decision of the Council of Ministers of 28 February 2022](#) declares a state of emergency in relation to the need to provide emergency aid and assistance to the Ukrainian population on the national territory as a result of the current serious international crisis (*Delibera del Consiglio dei Ministri del 28 febbraio 2022, Dichiarazione dello stato di emergenza in relazione all'esigenza di assicurare soccorso ed assistenza alla popolazione ucraina sul territorio nazionale in conseguenza della grave crisi internazionale in atto.*), published in the Official Gazette No. 58 of 10 March 2022. The decisions of the Council of Ministers, as well as other sources on which they are based, do not contain specific indications on the date of entry into force. However, Italian law provides that an act enters into force on the same day or the day following the publication in the Official Gazette.
- ▶ **Article 1(669)** of the [Law No. 197 of 29 December 2022](#) allocates State budget for the financial year 2023 and multi-year budget for the period 2023-2025 (*Articolo 1(669) Legge 29 dicembre 2022, n. 197 Bilancio di previsione dello Stato per l'anno finanziario 2023 e bilancio pluriennale per il triennio 2023-2025*), published in the Official Gazette No. 303 of 29 December 2022. The state of emergency, declared by the Decision of the Council of Ministers of 28 February 2022, concerning the need to provide emergency aid and assistance to Ukrainian population as a consequence of the international crisis, is extended until 3 March 2023, the date of expiration of the Council Implementing Decision (EU) 2022/382 of the of 4 March 2022.

- II. Legislation having an impact on the (access to) (self-)employment and social security/welfare for the displaced persons coming from Ukraine

Recognition of health professional qualifications for Ukrainian medical practitioners

- ▶ [Law No. 51 of 20 May 2022](#) Conversion into law, with amendments, of Decree-Law No 21 of 21 March 2022, containing urgent measures to counter the economic and humanitarian effects of the Ukrainian crisis (*Legge del 20 maggio 2022, n. 51 Conversione in legge, con modificazioni, del decreto-legge 21 marzo 2022, n. 21, recante misure urgenti per contrastare gli effetti economici e umanitari della crisi ucraina*), published in the Official Gazette no.117 of the 20 May 2022, in force from 21 May 2022. .

Access to labour market

- ▶ [Legislative Decree No. 215 of 9 July 2003](#) implementing Directive 2000/43/EC on equal treatment between persons irrespective of racial or ethnic origin (*Decreto legislativo 9 luglio 2003, n. 215 Attuazione della direttiva 2000/43/CE per la parità di trattamento tra le persone indipendentemente dalla razza e dall'origine etnica*), published in the Official Gazette No. 186 of 12 August 2003, in force from 27 August 2003.
- ▶ [Legislative Decree No. 216 of 9 July 2003](#) Implementation of Directive 2000/78/EC for equal treatment in employment and occupation (*Decreto legislativo 9 luglio 2003, n. 216 Attuazione della direttiva 2000/78/CE per la parità di trattamento in materia di occupazione e di condizioni di lavoro.*), published in the Official Gazette No. 187 of 13 August 2003, in force from 28 August 2003.

Recognition of Ukrainian driving licenses

- ▶ **Agreement between the Government of the Republic of Italy and the Cabinet of Ministers of Ukraine on Mutual Recognition in the Matter of Conversion of Driving Licences** (*Accordo tra il Governo della Repubblica Italiana e il Gabinetto dei Ministri dell'Ucraina sul reciproco riconoscimento in materia di conversione delle patenti di guida*), signed on 20 July 2021, in force on 24 January 2022. While links to the document are not available, the Circular No. 5190 of 11 January 2022 of the Ministry of Infrastructure and Transport available [here](#) cites the provisions of the agreement and gives guidance on their practical implementation.

Social security

- ▶ [Legislative Decree No. 22 of 4 March 2015](#), Provisions for the reorganisation of the legislation on social shock absorbers in case of involuntary unemployment and outplacement of unemployed workers (*Decreto Legislativo 4 marzo 2015, n. 22, Disposizioni per il riordino della normativa in materia di ammortizzatori sociali in caso di disoccupazione involontaria e di ricollocazione dei lavoratori disoccupati*), published in the Official Gazette No. 54 of 6 March 2015, in force 7 March 2015.
- ▶ [Law No. 214 of 22 December 2011](#), Conversion into law, with amendments, of Decree-Law No. 201 of 6 December 2011, containing urgent provisions for growth, equity and the consolidation of public accounts. (*Legge 22 dicembre 2011, n. 214, Conversione in legge, con modificazioni, del decreto-legge 6 dicembre 2011, n. 201, recante disposizioni urgenti per la crescita, l'equità e il consolidamento dei conti pubblici*), published in the Official Gazette No. 300 of 27 December 2011, in force from 28 December 2011.
- ▶ [Decree of the President of the Republic, No. 1124 of 30 June 1965](#), Single text of the provisions for compulsory insurance against accidents at work and occupational diseases (*Decreto del Presidente della Repubblica 30 giugno 1965, n. 1124 Testo unico delle disposizioni per l'assicurazione obbligatoria contro gli infortuni sul lavoro e le malattie professionali*), published in the Official Gazette No. 257 of 13 October 1965, in force from 1 July 1965.

- ▶ [Law No 112 of 30 July 2021](#) Converting into law, with amendments, Decree-Law No 79 of 8 June 2021 on urgent measures concerning temporary child allowance (*Legge 30 luglio 2021, n. 112 Conversione in legge, con modificazioni, del decreto-legge 8 giugno 2021, n. 79, recante misure urgenti in materia di assegno temporaneo per figli minori*), published in the Official Gazette n.188 of the 07 August 2021, in force from the 8 August 2020.
- ▶ [Royal Decree-Law No. 1827 of 4 October 1935](#), Refinement and legislative coordination of social security (*Regio Decreto Legge, 4 ottobre 1935, n. 1827, Perfezionamento e coordinamento Legislativo della previdenza sociale*), published in the Official Gazette no. 251 of 26 October 1935, in force from 26 October 1935.

Social welfare

- ▶ [Decree of the President of the Republic, No. 394 of 31 August 1999](#), Regulation laying down rules for the implementation of the Consolidated Text of the provisions governing immigration and rules on the status of foreigners (*Decreto del Presidente della Repubblica 31 agosto 1999, n. 394 Regolamento recante norme di attuazione del testo unico delle disposizioni concernenti la disciplina dell'immigrazione e norme sulla condizione dello straniero*), published in the Official Gazette No. 258 of the 3 November 1958, in force from the 3 November 1958.
- ▶ [Circular of the Ministry of Health of 3 March 2022, Ukraine Crisis](#), provides first Directions for Local Health Authorities (*Circolare del Ministero della Salute del 3 Marzo 2022 – Crisi Ucraina – Prime Indicazioni per Aziende Sanitarie Locali*).
- ▶ [Ordinance of the Head of the Civil Protection Department No. 895 of 24 May 2022](#), Additional urgent civil protection provisions to ensure, on the national territory, the reception, relief and assistance to the population as a result of the ongoing events in the territory of Ukraine (*Ordinanza del Capo della Protezione Civile n. 895 del 24 maggio 2022 - Ulteriori disposizioni urgenti di protezione civile per assicurare, sul territorio nazionale, l'accoglienza, il soccorso e l'assistenza alla popolazione in conseguenza degli accadimenti in atto nel territorio dell'Ucraina*), published in the Official Gazette No.125 of 30 May 2022, in force from 24 May 2022.
- ▶ **Article 1(670)** of the [Law No. 197 of 29 December 2022](#) State budget allocation for the financial year 2023 and multi-year budget for the period 2023-2025 (Articolo 1(670) *Legge 29 dicembre 2022, n. 197 Bilancio di previsione dello Stato per l'anno finanziario 2023 e bilancio pluriennale per il triennio 2023-2025*), published in the Official Gazette No. 303 of 29 December 2022. The provision extends the application for the special social allowance to those who applied for temporary protection after 30 December 2022.
- ▶ [Ordinance of the Head of the Civil Protection Department No. 937 of 20 October 2022](#), Additional urgent civil protection provisions to ensure the reception, relief and assistance to the population on the national territory as a result of the events in the territory of Ukraine (*Ordinanza del Capo della Protezione Civile n. 937 del 20 ottobre 2022 - Ulteriori disposizioni urgenti di protezione civile per assicurare, sul territorio nazionale, l'accoglienza, il soccorso e l'assistenza alla popolazione in conseguenza degli accadimenti in atto nel territorio dell'Ucraina*), published in the Official Gazette No. 253 of 28 October 2022. In force from 20 October 2022.

1.1.2 Beneficiaries (persons covered by temporary protection)

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
<p>Ukrainian nationals</p> <ul style="list-style-type: none"> ▶ residing in Ukraine ▶ displaced from 24 February 2022 	<p>Yes</p> <p>Article 1(2)(a) of the DPCM of 28 March 2022 includes among the beneficiaries, persons who are displaced from Ukraine, from 24 February 2022 (included), who are Ukrainian citizens residing in Ukraine before 24 February 2022.</p>
<p>Family members</p> <ul style="list-style-type: none"> ▶ of a Ukrainian national present or residing in Ukraine before 24 February 2022 and displaced from Ukraine on or after 24 February 2022 ▶ of third-country nationals and stateless persons, who benefitted from international protection or equivalent national protection in Ukraine before 24 February 2022 and were displaced from Ukraine on or after 24 February 2022 	<p>Yes</p> <p>Article 1(2)(c) of the DPCM of 28 March states that family members of the following groups of persons are eligible for temporary protection:</p> <ul style="list-style-type: none"> ▶ Ukrainian citizens residing in Ukraine before 24 February 2022; ▶ stateless persons and third-country nationals other than Ukraine who benefitted from international protection or equivalent national protection in Ukraine before 24 February 2022. <p>The condition of displacement after 24 February 2022 also applies.</p> <p>According to Article 1(4)(a)(b)(c) of the DPCM of 28 March, the persons falling under the definition of family members are:</p> <ul style="list-style-type: none"> ▶ spouses of the applicants; ▶ unmarried persons who are in a stable relationship with the applicants; ▶ legitimate, natural or adopted minor children, unmarried, of the applicants or spouses; ▶ other relatives falling under the categories set by Article 29 (1)(c)(d) of the Legislative Decree 286/1998, namely dependent adult children who are totally disabled and parents over 65, “cohabiting and belonging to the same household during the period in which the circumstances related to the mass influx of displaced persons occurred and who were fully or partially dependent on the applicant during that period” (Article 1(4)c) of the DPCM). <p>In order to benefit from protection, the family members should be “residing in Ukraine before 24 February 2022 on the basis of a valid residence permit issued in accordance with Ukrainian</p>

Type of beneficiary	National regime of temporary protection for displaced persons coming from Ukraine
	law and in possession of documentation proving the family relationship, previously validated, where possible, by the competent foreign consular representation”.
Third-country nationals and stateless persons beneficiaries of international or equivalent national protection in Ukraine until 24 February 2022	Yes Article 1(2)(b) of the DPCM of 28 March 2022.
Stateless persons and nationals of third countries, legally residing in Ukraine before 24 February 2022 on the basis of a valid permanent resident permit and unable to return in safe and durable conditions to their country or region of origin	Yes Article 1(3) of the DPCM of 28 March 2022.
Other persons who are displaced for the same reasons and from the same country of region of origin (Article 7(1) of TPD), including ▶ stateless persons and ▶ nationals of third countries other than Ukraine, who are residing legally in Ukraine and who are unable to return in safe and durable conditions to their country or region of origin (Article 2(3) Council Decision).	No
Any additional category of beneficiaries (i.e. persons who arrived from Ukraine before 24 February 2022)	No

1.2 Institutional framework

- a) National competent authority(ies) providing assistance to the persons enjoying temporary (or adequate) protection coming from Ukraine.

Scope of work	Name of the authority (in EN)	Name of the authority (in national language)	Hyperlink
General (including status change in Section 2)	Police Department (Ministry of the Interior)	<i>Questure (Ministero dell'Interno)</i>	https://www.interno.gov.it/it/info-utili-lingresso-dei-profughi-ucraini-italia
	Ministry of Interior	<i>Ministero dell'Interno</i>	https://www.interno.gov.it/it/info-utili-lingresso-dei-profughi-ucraini-italia
Employment rights	Ministry of Labour and Social Policy	<i>Ministero del Lavoro e delle Politiche Sociali</i>	https://integrazionemigranti.gov.it/it/Ricerca-news/Dettaglio-news/id/2487/Protezione-temporanea-e-lavoro-risposte-alle-domande-piu-frequenti
	Employment Centre of the National Agency for Active Employment Policies (Italian public body supervised by the Ministry of Labour and Social Policy)	<i>Centri per l'Impiego, Agenzia nazionale per le politiche attive del lavoro</i>	https://integrazionemigranti.gov.it/it/Ricerca-news/Dettaglio-news/id/2487/Protezione-temporanea-e-lavoro-risposte-alle-domande-piu-frequenti
Social welfare and social security rights	Civil Protection Department	<i>Dipartimento per la Protezione Civile</i>	The platform to request the subsistence allowance Dipartimento della Protezione Civile
	Tax Agency	<i>Agenzia delle Entrate</i>	Agenzia delle Entrate - Home (agenziaentrate.gov.it)
	Ministry of Health	<i>Ministero della Salute</i>	Emergency in Ukraine (salute.gov.it)
	National Social Security Institute	<i>Istituto Nazionale di Previdenza Sociale</i>	https://www.inps.it/

- b) Existence of a mechanism in place to coordinate the work of these national authorities with respect to persons enjoying temporary (or adequate) protection coming from Ukraine.

Coordination among the different State actors involved has been established in the framework of the reception and assistance to displaced persons coming from Ukraine in Italy. A coordination scheme concerning access to labour, social rights and welfare has not been established.

Reception system, housing, and assistance

The National Plan for the Reception and Assistance of the Population from Ukraine (*Piano nazionale per l'accoglienza e l'assistenza alla popolazione proveniente dall'Ucraina*) and the Ordinance of the Head of Civil Protection No. 872 of 4 March 2022 establish the multi-level governance of the emergency assistance for the reception of displaced persons coming from Ukraine, at national as well as regional level. The National Plan is available [here](#).

At national level, in order to ensure coordination between all the operative levels and stakeholders, Article 1 of the Ordinance of the Head of Civil Protection No. 872 of 4 March 2022 establishes a committee composed by all the stakeholders involved, including the Head of the Department for Civil Protection of the Presidency of the Council of Ministers, the Head of the Department for Civil Liberties and Immigration of the Ministry of the Interior, the Director of the Central Directorate for Immigration and Border Police of the Department of Public Security of the Ministry of the Interior, the Technical Coordinator of the Civil Protection Commission of the Conference of Regions and Autonomous Provinces of Trento and Bolzano and the Secretary General of the National Association of Italian Municipalities. Within the Civil Protection Department, the Command-and-Control Directorate (*Direzione di Comando e Controllo - Di. Coma.C*) ensure the coordination of all the actions.

Moreover, the Decision of the Council of Ministers of 28 February 2022 declared a state of emergency until the 31 December 2022. During this period, urgent interventions in support of emergency activities and assistance to the Ukrainian population arriving in Italy are implemented through Ordinances issued by the Head of the Civil Protection Department. Article 1(669) of the Law No. 197 of 29 December 2022 extends the state of emergency until 3 March 2023, the date of expiration of the Council Implementing Decision (EU) 2022/382 of the of 4 March 2022.

At regional level, Regions, Prefectures (*Prefetture*, local representations of the Ministry of the Interior) and Municipalities, coordinate the activities, ensuring the link with the national Coordinating Structure. According to Article 2 of Ordinance No. 872 of 4 March 2022, the Presidents of the Regions (and the Autonomous Provinces of Trento and Bolzano), shall coordinate the organisation of territorial civil protection systems, including temporary housing and assistance, health care, and transport of people.

2.0 Possibility of changing the status

- a) Difference between temporary protection status and other forms of adequate protection³ under national law, in respect of third country nationals and stateless persons coming from Ukraine.

Italy does not provide any form of adequate protection alternative to temporary protection.

³ 'Adequate protection' under national law is referred to in Article 2(2) of the Council Decision as a possible alternative that may be offered by Member States to temporary protection and therefore does not have to entail benefits identical to those attached to temporary protection as provided for in Directive 2001/55/EC. Nevertheless, when implementing the Council Decision, Member States must respect the Charter of fundamental rights of the European Union and the spirit of Directive 2001/55/EC. The respect for human dignity and therefore a dignified standard of living (such as residency rights, access to means of subsistence and accommodation, emergency care and adequate care for minors) has to be ensured in respect of everyone.

However, pursuant to Article 3 of the DPCM of 28 March 2022, a beneficiary of temporary protection may apply for international protection.

Article 3 of the DPCM of 28 March 2022 disciplines two cases: Article 3(2) concerns the application for international protection submitted by a person already holding a permit for temporary protection, while Article 3(3) disciplines the request for temporary protection by a person who has a pending application for international protection. In both cases, Article 3 establishes that the examination and decision of the request for international protection is postponed to the end of the temporary protection.

Finally, Article 3(4) of DPCM of 28 March 2022 states that recognition of international protection precludes access to temporary protection.

- b) Possibility to file status change inside the territory without the requirement for the person to first leave the country or return to Ukraine from temporary protection or other forms of adequate protection to employment-based residence permit during the temporary protection regime and at the end of this regime (e.g. single permit for work, EU Blue Card for highly-qualified workers, seasonal workers, family reunification).

Italian legislation does not expressly regulate the possibility of a change of status while the person is in the country.

- c) Relevant national legislation on changing the status (including the procedure to be followed).

There are no specific issues or salient points identified for this question.

- d) Measures aiming to preclude registration of displaced persons in more than one Member State/EEA-EFTA country (see Article 26 of the Temporary Protection Directive).

According to Regulation (EU) 2018/1806, Ukraine is listed as a visa-free country. This means that Ukrainian citizens holding passports have the right to enter and move within the European Schengen area. This freedom of movement (for a maximum period of 90 days from entry) is independent of whether Ukrainian citizens have applied for temporary protection or not.

Legislative Decree No. 85 of 7 April 2003 includes provisions concerning the possibility of intra-EU mobility of temporary protection beneficiaries. Article 10 thereof states that persons enjoying temporary protection cannot leave the national territory. Furthermore, the article specifies that persons enjoying temporary protection granted by another EU Member State who illegally enter Italy, shall be returned to the Member State issuing the temporary protection.

The exceptions to this general rule are:

- ▶ bilateral agreements with another Member State
- ▶ voluntary transfer between Member States
- ▶ prior authorisation of the Authority that issued the residence permit.

3.0 Access to labour market (Article 12 of the Temporary Protection Directive)

- a) Overview on how equal treatment on the labour market as regards working conditions is ensured for persons enjoying temporary (or adequate) protection from Ukraine.

Legislative Decree No. 215 of 9 July 2003 and Legislative Decree No. 216 of 9 July 2003 establish the principle of equal treatment for all persons, in “access to employment, to self-employment or to occupation, including selection criteria and recruitment conditions”. Thus, equal treatment is ensured also in the case of beneficiaries of temporary protection.

- b) Conditions applicable to persons enjoying temporary (or adequate) protection from Ukraine, (including the procedure to be followed):

- I. The conditions regulating work permits/work authorisation, if required

Article 4(1) of the Legislative Decree No. 85 of 7 April 2003 provides that the Decree of the President of the Council of Ministers (DPCM) implementing temporary protection shall lay down, *inter alia*, the “the procedures for issuing to displaced persons [beneficiaries of temporary protection] residence permits extended to study and work”. According to Article 2(3) of the DPCM, the application for the residence permit is submitted directly to the police headquarters (*Questure*). The permit is issued in electronic format and is free of charge.

In the specific case of displaced persons coming from Ukraine, Article 2(1) of the DPCM of 28 March 2022 states that the Police Headquarters (*Questure*) shall issue a residence permit for temporary protection for one year. This permit allows the holder access to the assistance provided in Italy by the National Health Service, to the labour market and to education (Article 2(2) of the DPCM).

Article 2(2) of the DPCM of 28 March 2022 also refers to the provisions contained in the Ordinance of the Head of the Civil Protection Department No. 872 of 4 March 2022, which concerns, *inter alia*, the conditions to access employment. Article 7 of Ordinance No. 872/2022 states that displaced persons coming from Ukraine can access employed and seasonal work, as well as self-employment on the basis of the sole application for a residence permit submitted to the competent Police Headquarters (*Questure*). Thus, the right to access to the labour market can be exercised as soon as the receipt of the application for a residence permit for temporary protection is issued, and therefore also prior to the issuance of the electronic residence permit.

Article 7 of Ordinance No. 872/2022 also specifies that access to employment within the framework of temporary protection is not subject to the “maximum quotas defined by the annual programming of entry flows” regulated by Article 3(4) of Legislative Decree No. 286 of 25 July 1998.

Procedure for accessing employment

Article 7 of Ordinance No. 872/2022 does not mention any specific requirements or procedures for temporary protection beneficiaries to access employment, stating that a person can access employment or self-employment on the basis of the sole application for a residence permit. The employment of the person can take place as soon as the receipt of the application for temporary protection is issued by the Police Headquarter (*Questura*). While the applicants are still waiting for the permit (and therefore they only hold the receipt of the application for temporary protection), it shall be indicated “awaiting for permit” in the *Modello Unificato Lavoro* (UNILAV) form.

The employer must send to the Employment Centre (CPI) the 'UNILAV' compulsory recruitment communication form at least 24 hours before the day of recruitment. This form has to be submitted through the portal of the Ministry of Labour and Social Policies and is available [here](#). The procedure is the same as for the employment of an Italian citizen.

Recruitment process for domestic worker

A notification from the employer to the National Social Security Institute latest a day before employment is requested. The procedure is the same as for the employment of an Italian citizen. Details are available [here](#).

II. Recognition of qualifications/diplomas

Access to regulated professions

In Italy, professions are divided into two categories: "regulated" and "unregulated" professions. The access to an unregulated profession does not require a specific diploma, nor recognition of foreign qualification. For regulated professions, sectorial laws instead establish the diploma as well as mandatory requirements for practising the profession.

The procedure for the recognition of a foreign professional qualification to exercise a regulated profession requires the submission of an application to the competent Ministry (Ministry of Health, Ministry of Justice, Ministry of Education and University, etc.). Within four months, the Ministry should provide recognition of the title. In case of a gap identified in the foreign country's training, the Ministry might require additional training or an examination. The Ministry issues a recognition decree, which is valid for two years. In any case, the person is obliged to register as a member of the professional body in order to be allowed to practice such regulated profession (more information [here](#)). This procedure applies to all persons with foreign professional qualification, and thus also to beneficiaries of temporary protection.

Health professional qualifications: exception for beneficiary of temporary protection

Article 34 of Decree Law No. 21 of 21 March 2022 establishes a derogation "from the rules on the recognition of health professional qualifications for Ukrainian medical practitioners", applicable until 4 March 2023. The aim of this provision is to facilitate access to the healthcare labour market for beneficiaries of temporary protection. Article 34 of Decree Law No.21/2022 provides that "the temporary exercise of health professional qualifications and the qualification of socio-health professional is permitted to professionals who are Ukrainian citizens resident in Ukraine before 24 February 2022, who intend to exercise, in the national territory, public or private health or socio-health services, a health profession or the profession of socio-health professional".

The requirement is to hold a "qualification as a health or social care professional obtained abroad", as well as the European Qualifications Passport for Refugees. The provision also specifies the rules for the recruitment process carried out by the healthcare structures concerned, which "may proceed with the temporary recruitment of these professionals [...] by means of fixed-term contracts or free professional appointments, also of coordinated and continuous collaboration".

General rules for recognition of academic qualifications

Italy ratified the Lisbon Convention through Law No. 148 of 11 July 2002, which introduced the concept of finalised recognition of foreign qualifications in Italy. Italy and Ukraine have both ratified the Lisbon Convention, thus the general rules for the recognition of qualifications apply to persons holding a Ukrainian qualification.

However, for the purposes of recognition, it is necessary to differentiate between academic, non-academic and professional purposes.

The webpage [Focus Ukraine](#) developed by CIMEA – Information Centre on Academic Mobility and Equivalence, provides an overview of procedures and relevant norms (more information [here](#)).

Recognition of Ukrainian driving licences

Prior to the activation of the TPD (on 24 January 2022), the agreement on mutual recognition of Ukrainian and Italian driving licences had been introduced. Ukrainian citizens in Italy can apply for the conversion of the Ukrainian driver's licence without additional exams. More information [here](#).

III. Eligibility to receive assistance for job seekers (e.g., career counselling, skills assessment, locating appropriate job openings, etc.)

In Italy, temporary protection beneficiaries receive general assistance, thus no specific support or channel is provided. It is possible to receive assistance at the public employment centers (*Centri per l'impiego - CPI*) or through private employment agencies. Registration in the lists of the employment centers as job seeker, is free of charge. However, it is necessary to be a resident in Italy. The residence in Italy is obtained by the registration in the registry office of the municipality (where the person lives), which requires:

- ▶ filling a form
- ▶ a valid identity document
- ▶ a residence permit or the receipt of the residence permit application (as permit for temporary protection grounds).

In order to complete the inscription to the public employment centers, it is also necessary to fill in the DID, i.e. the Declaration of Immediate Availability for Work. To subscribe to the DID, it is necessary to hold:

- ▶ a fiscal code
- ▶ a valid identity document
- ▶ a valid residency permit allowing work or having a receipt of the request for a permit (as permit for temporary protection grounds).

IV. Availability of vocational training/educational opportunities for adults/practical workplace experience.

Access to "vocational training or internships in enterprises" for temporary protection holders refers to the general one directed to all jobseekers, so there are no special channels or specific opportunities.

Pursuant to Article 38(5) of Legislative Decree No. 286 of 25 July 1998 (applicable *ex vi* Article 2 of the DPCM of 28 March 2022), "Educational institutions, within the framework of a territorial planning of interventions, [...], promote [...] the realization and implementation of Italian language courses; the implementation of training courses, including within the framework of international cooperation agreements in force for Italy."

Initiatives to support Ukrainian students and academic staff

Several universities promote initiatives to support Ukrainian students, professors and technical-administrative staff by activating calls for scholarships, visiting research, exemption from paying tuition fees, etc. All the initiatives are listed on a dedicated [webpage on the Ministry of University and Research](#).

- V. Any exceptions to the general law in force in the country applicable to remuneration and other conditions of (self-) employment

No.

4.0 Social security, social welfare and means of subsistence assistance, as well as medical care (Article 13 of the Temporary Protection Directive)

- I. Types of benefits with description and coverage

In Italy, no particular social security arrangement for temporary protection beneficiaries has been established.

The main **social security benefits** are

Unemployment benefits: To be entitled to unemployment benefits (NASpl), it is necessary to have been covered by the National Social Security Institute (INPS), i.e. to have a regular employment contract, and to have worked for at least 13 weeks in the four years preceding the start of unemployment. NASpl benefit is paid for a number of weeks equal to half of the number of weeks the person worked in the four years preceding the unemployment. The amount is equal to 75 % of the salary, progressively decreased by 3 % starting for the fourth month. The condition for receiving the benefit is to participate in training courses offered by the Job Centre (*CPI – Centri per l'Impiego*) (more information [here](#) and [here](#)).

Old-age benefits: The requirements for an old age pension are twofold, requiring both at least 20 years of employment contributions and a minimum age of 67. For the early old age pension a minimum of 42 years and 10 months of employment contributions for men and a minimum of 41 years and 10 months of employment contributions for women are required (more information [here](#)).

Accidents at work: National Institute for Insurance against Accidents at Work and Occupational Diseases (*INAIL - Istituto Nazionale per l'Assicurazione contro gli Infortuni sul Lavoro e le Malattie Professionali*) is competent in this area. The requirements for entitlement to occupational accident benefits are: to be an employee or self-employed person and to have suffered, as a result of an occupational accident, total but temporary inability to work for at least three days, permanent disability (partial or total) or death. If persons have been victims of an accident at work, they are entitled to monetary payments and health services (medical and rehabilitation treatment, etc.) (more information [here](#)).

Occupational illnesses: Workers who have contracted an occupational disease in the performance of their duties must notify the employer within 15 days of the onset of symptoms. The employer must notify INAIL within five days after receiving the relevant medical certificate. Occupational diseases are those included in a specific list recognised by law (based on Article 139 of Presidential Decree No. 1124 of 30 June 1965, Consolidated

Text of the provisions for compulsory insurance against accidents at work and occupational illnesses). In order to qualify as an occupational disease, it must be contracted in the performance of the working duties. If workers have contracted an occupational disease, they are entitled to monetary payments as well as health services (medical and rehabilitative care etc.) (more information [here](#)).

The main **social benefits** are

Access to a special social allowance and reception system

Article 2 of Ordinance of the Head of the Civil Protection Department No. 881 provides that persons seeking temporary protection who are not housed in public reception systems will receive a “lump-sum living allowance of EUR 300 per person per month, for a maximum duration of three months from the date of entry into the national territory, conventionally identified as the date of submission of the application for temporary protection if not otherwise determinable”. This measure applies until 3 March 2023. Article 2 adds that an adult holder a legal guardianship or a custodian of a child (under the age of 18) is granted an additional monthly contribution for each child of EUR 150.

Article 2(d) also provides that payment is made after the beneficiaries have been recognised, by showing their identity documents and the receipt of the application for a temporary protection permit issued by the competent Police Headquarters (*Questura*).

Article 2(4) specifies that persons eligible for the subsistence contribution provided for in this article may submit the relevant application by accessing a [special IT platform made available by the Civil Protection Department](#).

Article 1(670) of the Law No. 197 of 29 December 2022 extends the application for the special social allowance also to those who applied for a residence permit for temporary protection after 30 September 2022.

Beneficiaries of temporary protection are eligible to access both the Reception and Integration System (*Sistema di Accoglienza e Integrazione - SAI*) managed by Local Authorities and the Extraordinary Reception Centres (*Centri di Accoglienza Straordinaria - CAS*) managed by Prefectures. In addition, the Decree Law 21 of 2022 introduces additional forms of diffuse reception in collaboration with NGOs.

Article 1(1) Ordinance of the Head of the Civil Protection Department No. 937 of 20 October 2022 establishes relocation of temporary protected people accommodated in hotels to other forms of reception and subsistence, including those of an extraordinary nature.

According to Article 4 of the Ordinance of the Head of Civil Protection No. 881 of 29 March 2022, applicants or beneficiaries of temporary protection who benefit from special social allowance or are housed in public reception systems can continue to benefit from these measures for up to 60 days after the start of work.

Access to national public health care system

Article 5 of the Ordinance of the Head of the Civil Protection Department No. 881 states that “persons granted temporary protection are, for the purposes of access to the National Health Service, equal to Italian citizens”. Article 5 states also that when the application for a residence permit for temporary protection is submitted, the applicant is issued with a fiscal code/social security number by the police headquarters (*Questura*), through the IT system of the Tax Agency (*Agenzia delle Entrate*). Article 5(2) concludes that “in addition to the personal data, information is also transmitted to the Tax Agency (*Agenzia delle Entrate*) enabling to automatically identify the applicant as a beneficiary of [public] healthcare assistance”. Thus, according to national law, the applicant of temporary protection is a beneficiary of health care public assistance.

Article 9 of the Order of the Head of the Civil Protection Department No. 895 of 24 May 2022 states that temporary protection beneficiaries have access to the National Health Service without charge if they do not work.

Public health measures after arrival

Article 2(3) of the Ordinance of the Head of Civil Protection No. 873 of 6 March 2022 states that, upon arrival, public health services must be ensured to Ukrainian persons. Article 2 in particular refers to vaccination against Covid-19, diphtheria, tetanus, whooping cough and polio. In the post-arrival period, people must be vaccinated against measles, parotitis, rubella and be submitted to a tuberculosis screening test.

Free public transport

According to Article 3 of the Ordinance No. 876 of 2022 of the Head of Department of the Civil Protection, displaced persons from Ukraine can travel free of charge **within five days of their arrival** in Italy. The measure is aimed at facilitating access to public or private reception facilities. The measure includes free travel on train public services, maritime services as well as freeway networks.

II. Eligibility conditions

Social security

In Italy, no particular social security arrangement for temporary protection beneficiaries has been established.

Article 37 of the Royal Decree-Law No. 1827 of 4 October 1935 states that “persons of either sex and of any nationality [...] who perform paid work in the employ of others”, must be insured according to Italian regulations. This principle of equal treatment therefore extends the application of social security benefits also to persons benefiting from temporary protection.

Social welfare

To be eligible for social welfare benefits, the application for a residence permit for temporary protection is sufficient. Notwithstanding, access to the public health care system is ensured also before the application. Upon arrival (until the application for temporary protection), it is possible to access emergency and urgent care. For that effect, the beneficiary must have a STP (*Straniero Temporaneamente Presente* - Temporarily Present Foreigner) code. Article 43(1)(3) of the Decree of the President of the Republic No. of 31 August 1999 states that legally resident foreign nationals who are not registered in the National Health Service can access to emergency healthcare services, on the basis of a regional STP code. This code is issued by the Local Health Authority (*Azienda Sanitaria Locale*).

III. Any exceptions to the general law in force in the country to access to social security systems or social welfare system relating to employed or self-employed activities

In Italy, no particular social security or social welfare arrangements for temporary protection beneficiaries have been established.

5.0 Public support instruments

Overview of other public support instruments facilitating labour market participation, information about and enforcement of rights and entitlements for displaced persons.

At national public level

Dedicated webpage of the Ministry of Labour and Social Policy

A [dedicated webpage](#) by the Ministry of Labour and Social Policy has been created. The page provides information on the link between access to work and temporary protection, recruitment procedures, employment of domestic workers or babysitters as well as explanation concerning the Italian system of public and private Job Centres. The webpage provides all these information translated into Russian and Ukrainian.

Dedicated webpage of the Ministry of Labour and Social Policy

A brochure with the relevant information on the application procedure for temporary or international protection has been published on the webpage of the Ministry of the Interior. The brochure has been developed by the Ministry of the Interior-Department of Public Security, Department for Civil Liberties and Immigration, the National Commission for the Right to Asylum, with the cooperation of the Civil Protection Department and the support of the European Asylum Agency (EUAA). The brochure is available [here](#) in Ukrainian and Italian languages.

EU Skills Profile tool

The web-platform of the Ministry of Labour dedicated to the integration of humanitarian protection beneficiaries fleeing Ukraine promotes the use of the [EU Skills Profile tool](#). This toll created by the European Commission provides an initial profiling of the skills of displaced persons from Ukraine.

Project for the labour inclusion of Ukrainian women

The project 'Interventions in favour of vulnerable displaced women from Ukraine and professional empowerment to facilitate their socio-occupational inclusion' (*Interventi a favore delle donne vulnerabili sfollate dall'Ucraina ed empowerment professionale per facilitare la loro inclusione socio-lavorativ*) is aimed at facilitating the labour inclusion of Ukrainian women who are temporarily protected in Italy. The project has been launched in December 2022 and it is funded by the Department for Equal Opportunities and the Department of Civil Protection and implemented by International Organization for Migration (IOM), Adecco Formazione and the association Santa Sofia. the project is aimed at supporting and facilitating the process of socio-labour inclusion, with the remote Italian language courses, a support service for the drafting of CVs and/or skills assessment in Italian, and remote vocational training courses. In addition, the project includes courses on Italian culture, prevention of risks related to trafficking and labour exploitation.

At regional public level

- ▶ A guide to accessing Job Search Services has been prepared (also in Ukrainian language) by the Employment Agency in Trentino Alto Adige region. The dedicated webpage is available [here](#).
- ▶ The Autonomous Province of Trento has published a brochure with the relevant information to accessing job search services, dedicated to beneficiary of temporary protection. The brochure is available [here](#).

- ▶ In Sardinia region, the Sardinian Agency for Active Employment Policies (*ASPAL - Agenzia sarda per le politiche attive del lavoro*) has set up a dedicated orientation desks, within the Employment Centres, aimed at supporting Ukrainian citizens in different areas, including access to medical care and labour market.
- ▶ The Friuli Venezia Giulia region activated a dedicated task force composed by Worker and Business Intervention Service (*Servizio interventi per i lavoratori e le imprese*), EURES - FVG Service and operators from the Regional Guidance Centers (*Centri di Orientamento regionali – COR*) aimed at supporting the beneficiary of temporary protection in the access to the labour market.
- ▶ In Tuscany region, the Regional Employment Agency (*Agenzia regionale per il lavoro - ARTI*) created a dedicated brochure with relevant information for Ukrainian citizens seeking employment. The brochure is available on the Agency's webpage, [here](#).
- ▶ On 23 September 2022, teachers in Valle d'Aosta will be able to follow [an online training course](#), within the framework of the Asylum, Migration and Integration Fund (AMIF 2014 - 2020), aimed at providing the necessary tools to foster the integration of displaced persons coming from Ukraine.
- ▶ In Umbria region, in the city of Terni, workshops and Italian courses have been launched for displaced children coming from Ukraine.

Initiatives by associations at national, regional and local level

National project of Conflavoro - National Confederation of Small and Medium-sized Enterprises (*Conflavoro-Confederazione Nazionale Piccole e Medie Imprese*)

Conflavoro created the [platform 'Conflavoro for Ukraine'](#), setting up an online platform where companies and employers can offer employment to displaced persons coming from Ukraine. The web platform requires the completion of a dedicated form, where employers have to indicate the professional profile of persons they want to offer employment. Displaced persons coming from Ukraine can also register on the platform, describing professional background and experiences. Conflavoro matches the offer with different profiles of displaced persons coming from Ukraine.

Measures for temporary protection beneficiaries (as well as refugees and asylum seekers) launched by Assolavoro, UNHCR and the three major Italian trade unions (CGIL, CISL, UIL)

The National Association of Employment Agencies (*Assolavoro – Associazione Nazionale delle Agenzie per il Lavoro*), UNHCR - UN Agency and the three major Italian trade unions (CGIL, CISL, UIL) adopted an agreement allocating EUR 5 million for support measures for temporary protection holders. The measures include Italian language and vocational training courses, reimbursement for psychological assistance and educational support. The dedicated webpage with all the detailed information is available [here](#).

Training tool allowing free training courses for domestic helpers and caregivers for displaced persons coming from Ukraine

The course, composed of a basic module for domestic helpers and a supplementary module for carers, facilitates access to the labour market as a family assistant. The initiative MyColf Ukraine is supported by Caritas Italiana and the contribution of the Association of Domestic Employers “New Collaboration” (*Associazione datori di lavoro domestic*) Nuova Collaborazione and Fondazione Comunità del Novarese. The dedicated webpage with all the detailed information is available [here](#).

Project supporting the autonomy and integration of displaced persons from Ukraine (*Sostegno all'autonomia e integrazione dei profughi ucraini*)

The project is aimed at facilitating access to the labour market for displaced persons from Ukraine through orientation and training. The project includes Italian language courses, training courses and modules on soft skills and self-empowerment. This six-months project started in July 2022, in Milan and in the provinces of Forlì-Cesena and Rimini. The project has been developed by AVSI Foundation, and founded by ACRI-Association of Foundations and Savings Banks (*ACRI - Associazione di Fondazioni e di Casse di Risparmio*). The dedicated webpage with all the detailed information is available [here](#).

Project aimed at the labour inclusion of displaced persons coming from Ukraine (with refugee and temporary protection status) implemented by Assolavoro National Association of Employment Agencies and trade unions (NIDIL CGIL, FELSA CISL, UILTEMP)

The initiative is called 'Form.Integra' and its objective is to facilitate the reception, inclusion and socio-occupational integration of Ukrainian citizens with refugee and temporary protection status through the activation of training courses that can facilitate their entry into the world of work. The dedicated webpage with all the detailed information is available [here](#).

Initiatives by (private) employment agencies

Adecco and GiGroup (private multinational employment agencies) have set up, at international level, dedicated platforms matching displaced persons coming from Ukraine seeking employment with companies looking for workers in countries where the agencies have a presence, including Italy. The Adecco webpage is available [here](#) and the GiGroup dedicated platform [here](#).

Randstad Risesmart, in the framework of the project Without Borders, provides personalised support for displaced persons coming from Ukraine, with the aim of facilitating labour inclusion. The activities include counselling, language training and skills assessment. The dedicated webpage with all the detailed information is available [here](#).

Other relevant initiatives

Remote psychological support

The Italian Red Cross organised a remote psychological support service for all displaced persons coming from Ukraine in Italy. More information [here](#).

Dedicated webpage of the Ministry of Health

The Ministry of Health has also created a [dedicated page](#) listing all the information to facilitate access to the national healthcare service.

Free temporary car insurance for refugees from Ukraine

The National Association of Insurance Companies has launched an [initiative](#) that provides free temporary insurance for 30 days for the cars of displaced persons coming from Ukraine. The temporary insurance will be issued at the request of the person concerned.

Platform for donations to displaced persons from Ukraine

The objective of the Platform #OffroAiuto: is to create a tool to respond to the needs of displaced persons coming from Ukraine in a timely and effective manner, and to offer goods, services and housing to support the displaced persons coming from Ukraine. The Platform is accessible [here](#).