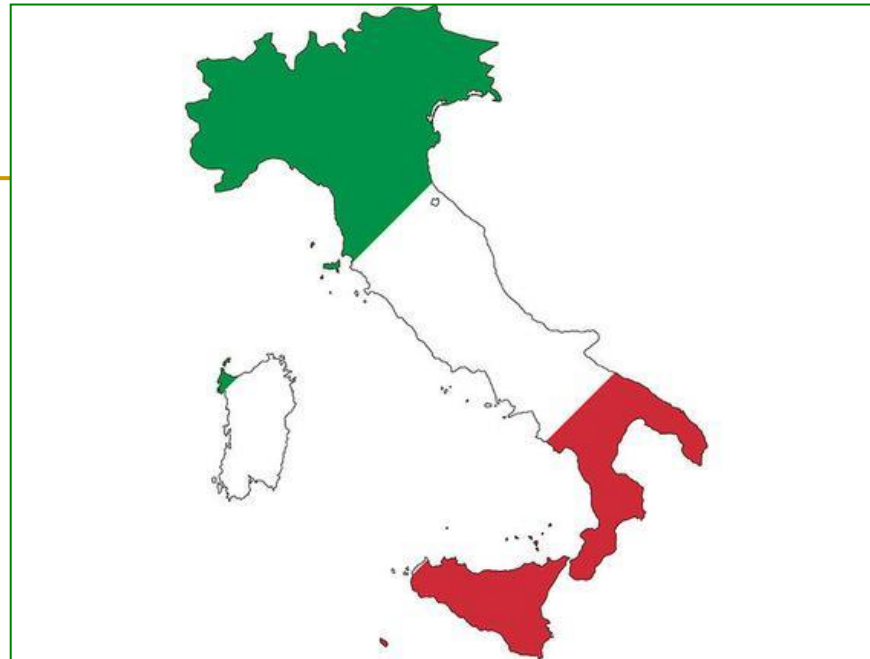


Basic legal system in Italy



When can asylum seekers start working in Italy?

- Asylum seekers in Italy may work after **sixty days** from the submission of their asylum application.
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Which documents must asylum seekers submit to the employer in order to be able to be assumed?

- The residence permit
 - To verify the validity of the residence permit, the receipt attesting to the filing of the application for international protection is sufficient.
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How can asylum seekers be hired?

- Asylum seekers have the possibility to be employed by both private and public employers according to the general rules in force, 60 days after the submission of the asylum application.
 - **They are treated in the same way as any other worker.**
-

How long can the employment contract last?

- The duration of the employment contract is always linked to the residence permit.
 - This means that an asylum seeker, as long as no decision has yet been taken on his/her asylum application, can take up employment 60 days after his/her application has been made.
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How long can the employment contract last?

- The asylum procedure often lasts more than 10 months and can have the following results:
 - 1) recognition of refugee status or subsidiary protection: people are basically equal to Italian citizens and can therefore be hired **according to the labour law valid for all workers**;
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How long can the employment contract last?

- 2) receipt of a residence permit for humanitarian reasons: right of residence for two years on the national territory, with which persons are allowed to engage in employment or self-employment for the duration of the residence permit;
 - 3) asylum seekers who have lodged an appeal in the event of a negative outcome: they have the same rights as asylum seekers;
 - 4) final rejection of the application: persons are invited to leave the national territory.
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Is there also the possibility to do **internships?**

- Asylum seekers can take part in internships and guidance courses aimed at increasing their personal and professional skills in the workplace.
 - They do not correspond to an employment relationship, they cover a maximum of 500 hours and the trainees receive a compensation of € 4 for each hour of actual presence.
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Challenges to face

- insufficient language skills
 - self overestimation of the asylum seekers: “I don't need the language to find a job”, “I can already speak enough Italian to find a job”,...
 - ignorance of employers and territory about the possibilities to hire asylum seekers
 - employers are hardly willing to employ asylum seekers
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Thank you for your attention!
