



# Bangladesh Association of International Recruiting Agencies (BAIRA)

(ই-মেইল/হোয়াটসঅ্যাপ গ্রুপ যোগে প্রেরিত)

স্মারক নং: বায়রা/৩(৯)/২০২৫/৫১৭

তারিখঃ ২৩ অগ্রহায়ণ ১৪৩২  
০৮ ডিসেম্বর ২০২৫

প্রাপক:  
সম্মানিত সদস্য (সকল)  
বায়রা।

বিষয়ঃ ইতালি সরকার কর্তৃক জারিকৃত ফ্লুসি ডিক্রি সংক্রান্ত প্রতিবেদন প্রেরণ

সূত্র: মন্ত্রণালয়ের স্মারক নং- ৪৯.০০৩.০৩২.২৮.০০.৪১.২০১০ (অংশ-১), তারিখ: ০৪ ডিসেম্বর ২০২৫ খ্রি.

জ্ঞাব

আস্-সালামু আলাইকুম ওয়া রাহমাতুল্লাহি ওয়া বারাকাতুল্হ।

উপর্যুক্ত বিষয় ও সূত্রের প্রেক্ষিতে জানানো যাচ্ছে যে, ইতালি সরকার কর্তৃক অ-ইইউ দেশের অভিবাসী শ্রমিকদের জন্য ২০২৬ থেকে ২০২৮ পর্যন্ত তিন বছরের প্রবেশ কোটা নির্ধারণ বিষয়ক জারিকৃত ফ্লুসি ডিক্রি (Flussi Decree) সংক্রান্ত ইতালিস্থ বাংলাদেশ দূতাবাসের প্রাতবেদনটি প্রয়োজনীয় ব্যবস্থা গ্রহণের নিমিত্ত এতদসঙ্গে প্রেরণ করা হলো।

সংযুক্তি: ৭ পাতা বর্ণনামতে।

বায়রা'র পক্ষে

(মোঃ নজরুল ইসলাম)

সচিব

অনুলিপি (সদয় অবগতির জন্য):

- ১। সিনিয়র সচিব, প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়, ইস্কাটন গার্ডেন, ঢাকা (দৃষ্টি আকর্ষণ: উপসচিব, কর্মসংস্থান-০২ শাখা)।
- ২। মহাপরিচালক (গ্রেড-১), জনশক্তি, কর্মসংস্থান ও প্রশিক্ষণ ব্যুরো, কাকরাইল, ঢাকা।
- ৩। প্রশাসক, বায়রা, ঢাকা।
- ৪। ভারপ্রাপ্ত কর্মকর্তা (অধ্যক্ষ), BISTI, গাজীপুর।
- ৫। নোটিশ বোর্ড (বায়রা ও ডাটাবেজ)/ওয়েবসাইট (www.baira.org.bd)।
- ৬। অফিস কপি/সংশ্লিষ্ট নথি।



**Government of the People's Republic of Bangladesh**  
**Ministry of Foreign Affairs**  
**West Europe and EU Wing**  
**Dhaka**

No.: 19.00.0000.455.40.706.17/712

13 November 2025

**Sub.: Forwarding a Report on Flussi Decree 2025-2028.**

The undersigned is directed to inform that the Government of Italy has issued the Prime Ministerial Decree known as the *Flussi Decree* on 15 October 2025, to determine the entry quota for migrant workers from non-EU countries for the three-year period from 2026 to 2028. The Flussi Decree generates considerable interest among prospective workers, social networks, recruiters and intermediaries who highlight success stories each year, thereby amplifying attention and demand in Bangladesh.

02. In this context, the Embassy of Bangladesh in Rome has shared a detailed report on the *Flussi Decree*. The report summarizes the key figures, procedures and expected timelines as well as the entry channels, quota framework, employer obligations and the implications for Bangladesh and prospective migrant workers.

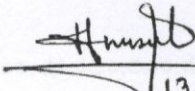
03. A copy of the aforementioned report is enclosed.

04. This is for your kind information and necessary action.

Encl.: As stated

A.O  
28.11.25  
28.11.25

সিনিয়র সচিবের দপ্তর	
প্রবাসী কল্যাণ ও বৈদেশিক কর্মসংস্থান মন্ত্রণালয়	
ডায়েরী নং.....১৬৭/২৫	তারিখ.....
<input type="checkbox"/> অতিঃ/যুগ্মসচিব (প্রশাসন ও অর্থ)	একান্ত সচিব/ ব্যক্তিগত কর্মকর্তা
<input checked="" type="checkbox"/> অতিঃ/যুগ্মসচিব (কর্মসংস্থান)	
<input type="checkbox"/> অতিঃ/যুগ্মসচিব (মনিটরিং ও এনালিসিস)	
<input type="checkbox"/> অতিঃ/যুগ্মসচিব (বিমান ও কল্যাণ)	
<input type="checkbox"/> অতিঃ/যুগ্মসচিব (সংসদ সংস্থার প্রশাসন)	
<input type="checkbox"/> অতিঃ/যুগ্মসচিব (প্রশিক্ষণ)	
<input type="checkbox"/> অতিঃ/যুগ্মসচিব (পরিচালনা ও উন্নয়ন)	
<input type="checkbox"/> অতিঃ/যুগ্মসচিব (আঞ্চলিক সংস্থা ও দপ্তর)	সিনিয়র সচিব

  
 13.11.2025  
 (Md. Anisul Islam)  
 Assistant Secretary  
 Phone: 01884581308  
 Email: aseurope@mofa.gov.bd

✓ **Senior Secretary**  
 Ministry of Expatriates' Welfare  
 and Overseas Employment  
 Probashi Kallyan Bhaban  
 71-72 Old Elephant Road, Dhaka-1000

অতিরিক্ত/যুগ্মসচিব (কর্মসংস্থান) এর দপ্তর	
ডায়েরী নং.....১৬৭/২৫	
তারিখ.....১৩/১১/২৫	
যুগ্মসচিব (কর্মসংস্থান)	
উপসচিব (কর্মসংস্থান-১/২)	
সঃ সচিব (সিঃ সঃ সচিবঃ কর্ম-১/২/৩/৪)	
ব্যক্তিগত কর্মকর্তা	

### Report on Decreto Flussi-2026-2028

The Decreto Flussi is the Italian government's quota plan for how many non-EU nationals can enter Italy for work (subordinate employment, seasonal, non-seasonal work, and self-employment). With this decree, Italy is setting a full three-year window for employing foreign workers from non-EU countries with determined number for three years from 2026 to 2028. The stated goal is to make labor inflows more predictable for companies, especially in sectors with chronic shortages like agriculture, tourism, construction, logistics, and elderly and family care.

2. **Objectives of the Flussi Decree:** i) Demographics & labor shortage: Italy's workforce is aging and shrinking. The decree is framed by the government as necessary to "guarantee workforce supply," especially in low-attractiveness, high-turnover sectors like agriculture, caregiving, and tourism. ii) Control over irregular migration: Italy is using legal work channels as leverage to secure cooperation from origin/transit countries on border control and returns. Quotas are explicitly tied to migration agreements and even to running media campaigns in third countries warning about the dangers of irregular routes. iii) Predictability for firms: A three-year horizon allows Italian companies (and industry groups like agriculture and hospitality) to plan staffing in advance, rather than scrambling each winter not knowing how many non-EU workers they can recruit.

3. **Important numbers:** Altogether 497,550 total entries of non-EU workers are authorized over the three-year period under the Flussi Decree. Among the total numbers 230,550 for non-seasonal / self-employed, and 267,000 for seasonal work (mostly agriculture and tourism). This is about 50,000 more than the previous triennial programming (2023-2025), signaling an incremental increase rather than a dramatic surge.

Year	Total Entries	Seasonal Work	Autonomous Work	Non-seasonal Subordinate Work
2026	164,850	88,000	650	76,200
2027	165,850	89,000	650	76,200
2028	166,850	90,000	650	76,200

4. Italy will the above numbers as ceiling of quotas. The employers in Italy can only request work permits (*nulla osta*) up to these caps. Once a quota is filled, no more authorizations can be issued on that channel for that year. The determination of these quotas takes place through an inter-institutional consultation process: the Presidency of the Council of Ministers consults with the competent ministries (the Ministry of Foreign Affairs and International Cooperation, the Ministry of the Interior, the Ministry of Agriculture, Food Sovereignty and Forests, and the Ministry of Tourism).

4. **Seasonal work:** Seasonal work remains the single largest channel numerically. About 267,000 of the 497,550 positions across 2026-2028 are seasonal, heavily concentrated in Agriculture and Tourism/hospitality.

5. **Non-seasonal subordinate work:** Non-seasonal subordinate work covers construction, logistics, manufacturing, transport, shipbuilding, mechanics, and newly emphasized domestic and personal assistance roles. The decree carves out a specific, protected sub-quota for "assistenza familiare" (caregivers /family assistants). For example, for care work (family assistants), the decree reserves up to 13,600 entries in 2026; 14,000 in 2027; 14,200 in 2028.

6. **Autonomous/Self-employment:** Self-employment is a small but steady channel (often used by highly qualified profiles, entrepreneurs, start-up founders, etc.). This category has reserved 650 per year for self-employed workers in specific categories (e.g. high-skill professionals, company managers, internationally known artists, etc.).

7. **Country prioritization for quotas:** Nationals of 38 non-EU countries are given the opportunity to avail work permits (Nulla Osta) under this Flussi Decree. The 38 countries are : (Albania, Algeria, Bangladesh, Bosnia-Herzegovina, South Korea, Ivory Coast, Ecuador, Egypt, El Salvador, Ethiopia, Philippines, Gambia, Georgia, Ghana, Japan, Jordan, Guatemala, India, Kyrgyzstan, Kosovo, Mali, Morocco, Mauritius, Moldova, Montenegro, Niger, Nigeria, Pakistan, Peru, North Macedonia, Senegal, Serbia, Sri Lanka, Sudan, Thailand, Tunisia, Ukraine, Uzbekistan). This New in this triennium compared to 2023-2025: Ecuador, Thailand, and Uzbekistan are added.

8. The Decree also reserves specific quotas for workers from countries that have signed agreements or memoranda of cooperation on migration matters with Italy, as well as for countries committed to promoting media campaigns on the personal safety risks associated with irregular migration. Finally, the same decree provides for out-of-quota entries for foreign nationals from countries that have signed agreements or arrangements with Italy on repatriation. The objective is to offer viable alternatives to irregular migration by creating safe and legal pathways that are aligned with labour market needs. These pathways are designed not only to meet demand in key sectors, but to ensure that migrant workers are well-prepared through targeted training—thus enhancing their employment prospects and contributing more effectively to the Italian economy.

9. Italy has bilateral arrangement with 12 countries, agreement with six countries (Albania, India, Egypt, Morocco, Philippines and Moldova) and MoU with six countries (Bangladesh, Tunisia, Pakistan, Mauritius, Ecuador and Uzbekistan). These countries will get sub quota/additional quota of 18,000 in 2026; 26,000 in 2027; and 34,000 in 2028. These are mainly for non-seasonal subordinate work. This preferential treatment is to reward countries that help Italy curb irregular routes/accept returns and to give the Italian government leverage in future negotiations.

10. **Employment opportunities beyond Flussi Decree:** In certain specific cases, foreign workers may be admitted to Italy outside the quotas set by the Flussi Decree. These entries can take place throughout the year and are generally not subject to numerical limits, except in cases involving traineeships, vocational training, professional or amateur sports, and volunteering, for which dedicated decrees establish specific quotas. Out-of-quota entries apply to categories such as highly qualified workers, executives, specialized workers and

02

trainees seconded to Italian subsidiaries, researchers, university professors, nurses, and performing artists. Following the legislative reform introduced by Decree Law No. 20/2023, converted into Law No. 50/2023, this category also includes workers trained abroad—namely, individuals who have completed specific vocational and civic-linguistic training program in their countries of origin, as provided for under Article 23 of the Consolidated Immigration Act. The objective is to facilitate targeted employment integration in Italian economic sectors operating within the national territory, targeted reintegration in production sectors of the countries of origin, or the development of autonomous entrepreneurial or productive activities in the countries of origin (Art. 23, para. 2, letters a, b, c), by providing adequate and qualifying training that fosters integration in the destination country.

11. **Application timeline & procedure:** Even though quotas are set by year, employer applications are funneled through very specific digital windows known informally as click days. Pre-compilation phase:

Before the click day, employers must:

- I. Enter and pre-fill application forms on the "ALI" portal.
- II. This pre-compilation window for 2026 quotas runs from 09:00 on 23 October 2025 to 20:00 on 7 December 2025.
- III. After validation, the employer gets a activation code. This code is needed to actually submit for the work permit (nulla osta) during the click day.

This system is meant to reduce last-second form filling and (in theory) cut down on chaotic submission errors.

12. **Click days for 2026 quotas:**

- I. 12 January 2026: for Seasonal workers in agriculture
- II. 9 February 2026: for seasonal workers in tourism/hospitality
- III. 16 February 2026: for non-seasonal subordinate workers in other sectors, self-employed profiles, workers of Italian origin, refugees/stateless persons
- IV. 18 February 2026: for non-seasonal subordinate workers specifically in family assistance / caregiving

13. **Submission window:** For 2026, applications can be submitted up to 31 December 2026, as long as the relevant quota for that channel/region is still available. However, in practice, most quotas for high-demand sectors fill in minutes or hours on click day based on past years' behavior. (This inference is based on recurring reports in previous Flussi Decree cycles where quotas exhausted extremely quickly; this is a stable pattern noted by labor consultants and employer associations.) After submission, within 10 days after each click day, the Ministry of Labour allocates quotas across provinces, so local Immigration Desks know how many nulla osta they can authorize in each territory. And after 50 days of submission, unused quotas in some provinces can be reallocated to others that have run out. Therefore, quotas are both national (macro cap) and territorial (provincial sub-allocation), and they can be reshuffled midstream.

14. **Responsibilities of the Employers in Italy:** The decree also ties into procedural duties for Italian employers. The employers must show they tried to hire locally and that no suitable workers were available in Italy/EU before requesting a non-EU worker. This requirement, reinforced in recent reforms, aims to defend resident workers. The employers have to also ensure a few pre-application compliances like actual job offer, contract terms, accommodation of the workers and salary in line with the national collective labor contract. False statements can lead to denial or revocation of the nulla osta. The nulla osta (work authorization) has validity limits. If the employer doesn't complete the visa steps with the worker on time, the permit can lapse, and the quota slot is effectively wasted and may be reassigned. The 2026–2028 framework explicitly acknowledges that employer associations organizations can submit applications on behalf of multiple member companies. This is presented as a way to professionalize and avoid amateurish, invalid applications.

15. **New features in Flussi Decree:**

- I. Dedicated care-work channel with its own click day and growing quota each year, acknowledging long-term eldercare needs.
- II. Explicit "diaspora" micro-quota for Italian descendants, signaling political/identity messaging alongside labor policy.
- III. Special Quotas for countries with whom Italy has bilateral arrangements which Italy tend to use as a foreign policy tool.
- IV. Digital pre-compilation window and activation code to (attempt to) reduce fraudulent or copy-paste submissions and make click days more orderly.

16. **Implications for Bangladesh:** Under the Flussi Decree this time, Bangladesh remains listed among the countries with which Italy maintains migration cooperation agreements and is therefore eligible for preferential access within the non-seasonal and seasonal labour quotas though the quotas have not yet been determined. Nevertheless, it is an important opportunity to expand the legal, safe, and orderly migration of Bangladeshi workers to Italy, particularly in the sectors of agriculture, construction, hospitality, logistics, and care services.

17. Bangladesh could increase the governance and transparency issues so that the recruitment for Italy-bound workers occurs exclusively through licensed and verified recruiting agencies registered with BMET, to prevent exploitation and irregular fees. The BMET could establish a joint database to verify employment offers and employer credentials prior to worker deployment.

18. Bangladesh also can negotiate further under the signed MoU on Migration and Mobility through Joint Working Group (JWG) to find further mechanism to mandate a pre-departure training and orientation programme for selected workers, covering labour rights in Italy, visa conditions, and cultural integration. A mechanism also should be in place to provide clear information on contract obligations, wages, accommodation, and renewal procedures under the Flussi framework.

19. **Concluding Remarks:** It is noteworthy that the numbers "497,550 workers" headline can sound huge, but over half are seasonal jobs that often cycle through the same returning workers year after year. That means the new net annual workforce infusion for permanent sectors could be closer to around 75,000 to 80,00 per year. Italy explicitly links work visas to diplomatic cooperation on migration control and returns, reserving 25000 guaranteed non-seasonal slots each year to "friendly" countries (with whom they have already legally binding agreement).

20. The whole exercise remains under a rigorous process: pre-compilation (Oct-Dec 2025 for 2026 quotas), then high-speed "click days" in January-February 2026, differentiated by sector. Employers face tighter obligations (prove no local workers available, respect contracts, meet deadlines), and provincial quota redistribution is planned to reduce bottlenecks. On top of that, click days create a dynamic race. Large employers and intermediaries with legal teams often win the race, while small family businesses (e.g. a single farm) risk being locked out once the quota fills, even if they have genuine need. This has been a recurring complaint in previous cycles, and nothing in the 2026-2028 decree fully resolves the "speed lottery."

21. Withstanding all measures taken, without robust inspections both in host and source countries, some of these quota risk feeding undeclared work, illegal gang-mastering, or dependence on irregular intermediaries, especially in agriculture and care-giving sectors. This concern is longstanding in Italian migration debates and is implicitly acknowledged by the increased procedural checks and employer verification steps.