

**MEMORANDUM OF UNDERSTANDING
ON MIGRATION AND LABOUR MOBILITY
BETWEEN**

**THE MINISTRY OF FOREIGN AFFAIRS AND INTERNATIONAL COOPERATION,
THE MINISTRY OF INTERIOR AND THE MINISTRY OF LABOUR
AND SOCIAL POLICIES OF THE ITALIAN REPUBLIC, ON ONE SIDE,**

AND

**THE MINISTRY OF FOREIGN AFFAIRS, THE MINISTRY OF INTERIOR AND THE MINISTRY OF
OVERSEAS PAKISTANIS AND HUMAN RESOURCE DEVELOPMENT OF THE ISLAMIC
REPUBLIC OF PAKISTAN, ON THE OTHER SIDE,**

The Ministry of Foreign Affairs and International Cooperation, the Ministry of Interior and the Ministry of Labour and Social Policies of the Italian Republic and the Ministry of Foreign Affairs, the Ministry of Interior, the Ministry of Overseas Pakistanis and Human Resource Development of the Islamic Republic of Pakistan, herein after referred to as the "Participants",

- recognising the long-standing and friendly political and economic ties between the two Countries;
- recognising the mutual benefit of managing orderly, safe and legal pathway of legal migration for work reasons, also via vocational and civic linguistic pre-departure training, to create opportunities of entry for work reasons in Italy in alternative to irregular migration routes;
- convinced to expand cooperation to prevent irregular migration also through media campaigns on the opportunities of regular employment and on the dangers of irregular migration;
- determined to jointly take the necessary steps to prevent irregular migration and to counter criminal organisations exploiting the trafficking of human beings, and in the matter of readmission of irregular migrants, in accordance with respective national legislations and international obligations;
- considering the obligations on Italy arising from its membership of the European Union, including the protection of natural persons about processing of personal data by relevant authorities with the finalities of prevention, investigation and prosecution of criminal offences or execution of criminal sanctions;

Have concluded the following Memorandum of Understanding (Memorandum):

Article 1

Definitions

For the purposes of this Memorandum, the expressions below will have the following meanings:

- a) "Flows Decree": the Decree of the President of the Council of Ministers of the Italian Republic, which regulates the maximum number of admissions of Pakistani citizens into the Italian territory for work reasons within the identified production sectors.
- b) "Employee/employed worker": someone hired by another person or company to perform a service through Employment Ministries of Italy and Pakistan. Employees have a specified pay rate and a written employment contract with the employer they work for.
- c) "Self-employed worker": someone who works in their own business, professional practice for the purpose of earning a profit. A self-employed person may also be defined as an independent worker/freelance.
- d) "Seasonal worker": a worker who stays legally and temporarily on the Italian territory (up to nine months) to carry out an activity dependent on the passing of the seasons, in agriculture and tourism sectors, under one or more fixed-term work contracts according to the Italian legislation.
- e) "Non-seasonal worker": a worker who enters Italy with a fixed-term contract or long-term contract to carry out an activity as employed worker.

Article 2

Objectives and principles

1. The objectives of this Memorandum are:

- a) To develop and expand cooperation between the Participants, by facilitating the mobility of employed and self-employed Pakistani workers and professionals in Italy, also via vocational and civic linguistic training;
- b) To exchange information and to agree on initiatives to prevent irregular migration, also via initiatives to inform Pakistani citizens about the risks of irregular migration channels of legal mobility;
- c) To cooperate in the fight against illegal migration, the exploitation and trafficking of human beings, including the return of persons in irregular situations, in accordance with respective national legislation;

2. This Memorandum will be implemented in accordance with Italian and Pakistani legislations, as well as applicable international law and, as for the Italian Participant, the obligations arising from Italy's membership of the European Union.

3. The Participants will publish and will make available updated information in case the introduction of changes to the national or European legislation will make inapplicable one or more provisions of this Memorandum.

4. Personal data, which will be transmitted between Participants will be collected, processed and transmitted only when necessary for the purposes of this Memorandum, under conditions set by Article 9.

Article 3

Legal migration for work reason

1. The Participants will consult each other in order to coordinate and assess initiatives to promote pathways of legal migration for work reasons, including inter alia:

- a) Information campaigns on opportunities concerning regular migration for work reason into Italy and the risks linked with irregular migration;
- b) Exchange of information about job opportunities in Italy, in order to match job offer and demand;
- c) Vocational and civic linguistic training in Pakistan.

Article 4

Employed workers

1. The Participants will cooperate in the management of legal labour migration flows between the two Countries, encouraging the mobility of skilled workers and facilitating contacts and exchange of knowledge between employers' organisations in different economic sectors.

2. The Participants will publish and will make available information about the conditions for entry, residence and work in their respective countries; the situation in their respective labour markets and the possibilities it offers in terms of job openings.

3. Pakistani workers in possess of an employment contract and Italian residence permit will benefit of equal treatment and full equality of rights as accorded to Italian nationals and foreign workers legally residing in Italy. They are subject to Italian laws and regulations, in particular with regard to working standards, wages, working conditions, social protection, health, hygiene and workplace safety.

4. Italy will reserve a quota for subordinate seasonal and non-seasonal workers coming from Pakistan for every year within the specific quota of the Flows Decree reserved to citizens of third countries with which Italy has signed a cooperation agreement or arrangement on migration. The maximum number of citizens who can benefit from this provision may be revised according to the needs of the Italian labour market and the conditions set by the Italian legislation and the Flows Decree.

5. The Participants will cooperate to facilitate the matching of job offer and demand of non-seasonal and seasonal employed workers, in accordance with the procedures established by Italian legislation, with the support of public and private bodies and Italian employers' associations authorized by the relevant authorities according to current regulations to carry out employment services.
6. The Participants will cooperate to facilitate the recruitment and entrance of specific professional categories of employed workers who are outside the quota system set by the Flows Decree as well as allowing Pakistani origin workers of various categories to pursue education/training.
7. Detailed information about procedures regarding the entry in Italy of Pakistani workers will be exchanged and discussed upon in the Joint Working Group, as referred to in Article 10.

Article 5

Vocational and civic-linguistic training

1. In accordance with their national legislations, the Participants will encourage the vocational and civic linguistic training of Pakistani citizens, in order to foster their career development, to address the needs of skilled professionals requested by the Italian labour market and the development of productive or entrepreneurial activities in the country.
2. The Participants will discuss appropriate initiatives on vocational and civic linguistic training for selected Pakistani workers, legislation and the Guidelines issued by the Ministry of Labour and Social Policies of the Italian Republic on professional training abroad, which will include basic linguistic skills, professional training, civic education and living in Italy, Italian legislation on rights of workers and safety on the workplace.

Article 6

Cooperation against irregular migration

1. The Participants will strengthen the bilateral cooperation in the field of the prevention and fight against irregular immigration, in a spirit of partnership and solidarity, while respecting their respective national legislations and the applicable international law on the protection of human rights.
2. The Participants will work together to inform and raise awareness among families, children and local authorities on the risks associated with the irregular migration of unaccompanied minors.

Article 7

Return of persons in an irregular situation

Authorities of the Islamic Republic of Pakistan will cooperate with the Italian Authorities for the return of Pakistani citizens who do not respect or do not satisfy anymore the conditions for legal entrance and sojourn in Italy, under the provisions of the Agreement between the European Community and the Islamic Republic of Pakistan on the readmission of persons residing without authorisation, entered into force on 1 December 2010, and subsequent amendments and modifications.

Article 8

Technical and operational police cooperation of Law Enforcement Agencies to prevent irregular migration

1. The Participants will develop technical and operational Law Enforcement Agencies co-operation within the framework of the respective law with the aim of preventing irregular migration and fighting against smuggling of migrants and trafficking in human beings, through
 - a) Exchange of best practice and experience on investigation, of analysis products and any relevant information in order to identify criminal organizations;
 - b) Exchange of best practice and experience on document fraud detection and on training of specialists in this field;
 - c) Exchange of best practice and experience on identity and travel document production, in order to increase the level of security of respective national identity and travel documents and to design new documents as per international standards;
 - d) Exchange of information between the competent police authorities in order to establish a capacity for mutual support in the activities of documentary control of people in movement between the two countries to limit, real time, irregular departures.
2. The Participants will designate the relevant national Authorities in charge of implementing technical cooperation in these specific areas.
3. Following the conclusion of an agreement on security cooperation between the Italian Republic and the Islamic Republic of Pakistan, each Participant will consider the possibility of deploying its own experts to the territory of the other Participant in order to improve the bilateral technical cooperation in tackling irregular migration, including readmission.

Article 9

Personal data processing

1. For the implementation of this MoU, the Participants will exchange personal data only if it is necessary and proportionate to achieve the agreed purposes.
2. The receiving Participant will not use these data for other purposes or transfer them to third parties without the prior written consent of the transferring Participant.
3. The Participants will take the necessary technical and organizational measures to ensure a level of security and confidentiality that is appropriate to the risk of data breach.
4. The transferring Participant will guarantee the accuracy and timely updating of the transmitted data, as well as the prompt correction of any errors.
5. Personal data exchanged under this MoU will be deleted as soon as they are no longer required for the purposes for which they were transferred.
6. The exchange of personal data aimed at returning persons in an irregular situation or at preventing irregular immigration will be carried out only in the following cases:
 - a) protect a key interest of the data subject or of another natural person;
 - b) safeguard the legitimate interests of the data subject as provided for by the law of the transferring Participant;
 - c) prevent an immediate and serious threat to the public security of the States of the Participants or of a third country;
 - d) In specific cases, with a view to preventing, investigating, establishing and prosecuting crimes and to enforcing criminal sanctions at the transferring Participant or with a view to establishing, exercising or defending a right before the competent judicial authorities in relation to the above-Mentioned aims.

Article 10

Joint Working Group

1. The Participants will create a Joint Working Group to monitor implementation of this Memorandum, composed of their representatives.
2. The Joint Working group will meet at least once a year in either country alternately or through VTC, or as necessary at the request of either Participant. It will evaluate the implementation of the provisions set forth in the present Memorandum and will frame all appropriate proposals to improve it, as deemed appropriate. The agenda and the composition of the Joint Working Group will be set for each meeting by mutual consultation and common understanding between the Participants.
3. The Joint Working Group will assess the opportunities to conclude further technical arrangements to support mobility and migration, Mutual Recognition of Skills, and "Certification of Qualification" from non-seasonal/skilled workers.

Article 11

Financial coverage

The expenses arising from the implementation of this Memorandum will be covered by the Participants according to their ordinary budget availability without any additional cost for the State budgets of the Italian Republic and the Islamic Republic of Pakistan.

Article 12

Divergences

Any divergence in the interpretation and/or implementation of this Memorandum will be settled within the Joint Working Group referred to in Article 10 of the present Memorandum or, otherwise, will be solved amicably through direct consultations and negotiations between the Participants.

Article 13

Final Provisions

1. This Memorandum will take effect on the date of signature and will remain valid for an initial period of five (5) years. Thereafter, it will be automatically renewed for successive periods of five (5) years, unless one of the Participants notifies the other of its intention to terminate it three (3) months before the date of renewal.
2. Either Participant may terminate this Memorandum at any time by notifying the other six (6) months' written notice of its intention to do so.
3. The Participants may amend this Memorandum in writing by mutual consent.

Signed in ISLAMABAD on 07 MAY 2025, in two originals, each in the English language, both texts being equally authentic.

FOR THE MINISTRY OF FOREIGN AFFAIRS
AND INTERNATIONAL COOPERATION,
THE MINISTRY OF INTERIOR AND THE
MINISTRY OF LABOUR AND SOCIAL
POLICIES OF THE ITALIAN REPUBLIC



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