

NAME

New Actions for Migrant womEn

National Needs Assessment Report

- Italy -



Co-funded by the
Erasmus+ Programme
of the European Union

NEW ACTIONS FOR MIGRANT WOMEN:

National Needs Assessment Report – ITALY

[TARGET LENGTH FOR REPORT: 15-20 pages, including figures, excluding the appendix]



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Contents

1. Introduction: Immigrant women in Italy	3
2. The employment status of immigrant women in Italy	8
3. Resources and barriers to employment among key groups of immigrant women	10
4. What is working? Best practice examples from Italy	13
Appendix	15
Relevant stakeholders	15
Methods	15

1. Introduction: Immigrant women in Italy

According to the last Annual report of the Italian Ministry of Labour and Social Affairs “Foreigners in the labor market in Italy”, over the last two decades, **Italy has become a country of immigration** and – for obvious geographical reasons - it is the **first country of arrival**, facing the impact of huge waves migratory mainly linked to the search for asylum and protection: the main peak was in 2011 – when the so-called “Arab Spring revolutions” spread throughout North Africa and due also to the military intervention in Libya. In 2017 there was a significant reduction.¹ In 2020, the arrivals of migrant people have increased according to the data provided by the Minister of Internal Affairs: 2.010 migrants compared to the 215 of 2019.² Migration flows represent an important phenomenon for Organization for Economic Co-operation and Development (OECD) countries, with a **significant impact on their population and workforce**, but Italy shows two main differences:

- On the one hand, the recent slowdown in incoming flows;
- On the other, the high employment rate among immigrants, although with **persistent problems of entering the labor market and quality of jobs occupied by immigrants**.³

In 2018, in Italy there were **5,144,440 immigrants**, namely 8,5 per cent of residents. Among them, the major group is composed by **Romanians – 1,151,395 residents, almost the 23% of all foreign people living in Italy until the 1st January 2015** – followed by **Albanians, Moroccans, Chinese, Bangladesh**.⁴ It is important to highlight that, in spite of the above-mentioned data, the **Nigerian community** is the one that has experienced the most significant growth in 2018, +10,6%.⁵

¹ *Gli sbarchi in Italia negli ultimi 10 anni*, Open Polis <https://www.openpolis.it/numeri/gli-sbarchi-italia-negli-ultimi-10-anni/>

² *Cruscotto statistico al 15 febbraio 2020*, Ministero dell’Interno, 2020

³ IX Rapporto Annuale, *Gli stranieri nel mercato del lavoro in Italia*, Ministero del lavoro, July 2019

⁴ *Vita e percorsi di integrazione degli immigrati in Italia*, ISTAT, 2018

⁵ *Comunità nigeriana in Italia: rapporto annuale sulla presenza dei migranti*, Ministero del lavoro, 2018

Tavola 1.1 - Cittadini non comunitari regolarmente soggiornanti, indicatori per cittadinanze selezionate. Anni 2016 e 2017 (valori assoluti e percentuali)

Paesi di cittadinanza	Totale	Donne	Minori	Soggiornanti di lungo periodo	1^ regione
		Valori %	Valori %	Valori %	
2017					
Marocco	454,817	45.4	27.3	68.9	Lombardia (23,1%)
Albania	441,838	48.6	25.7	71.3	Lombardia (20,7%)
Cinese, Repubblica Popolare	318,975	49.6	25.7	51.0	Lombardia (22,4%)
Ucraina	234,066	79.1	8.7	69.4	Lombardia (21,5%)
Filippine	162,469	57.3	20.9	59.3	Lombardia (33,6%)
India	157,978	39.8	22.1	56.5	Lombardia (32,2%)
Egitto	137,668	30.9	32.6	62.8	Lombardia (65,9%)
Bangladesh	132,397	27.2	19.3	54.0	Lazio (29,8%)
Moldova	130,447	66.9	17.5	71.2	Veneto (26,6%)
Pakistan	118,181	28.5	22.9	51.3	Lombardia (34,1%)
Altri paesi	1,425,301	47.9	20.0	56.4	Lombardia (24,8%)
Totale	3,714,137	48.5	21.9	60.7	Lombardia (25,6%)
2016					
Marocco	510.450	45,1	31,6	68,2	Lombardia (23,7%)
Albania	482.959	48,3	28,4	71,1	Lombardia (21,1%)
Cinese, Repubblica Popolare	333.986	49,4	25,9	46,3	Lombardia (22,3%)
Ucraina	240.141	79,2	9,0	63,8	Lombardia (21,9%)
India	169.394	39,1	24,7	54,8	Lombardia (33,5%)
Filippine	167.176	57,3	21,8	55,8	Lombardia (34,3%)
Egitto	143.232	30,7	34,3	59,8	Lombardia (67,4%)
Bangladesh	142.403	28,4	23,0	53,7	Lazio (28,1%)
Moldova	141.305	66,9	18,0	63,8	Veneto (26,8%)
Pakistan	122.884	30,4	27,3	53,6	Lombardia (36,8%)
Altri paesi	1.477.203	48,7	22,1	56,5	Lombardia (25,9%)
Totale	3.931.133	48,7	24,2	59,5	Lombardia (26,3%)

Fonte: Elaborazioni Istat su dati del Ministero dell'Interno

Figure 1: Vita e percorsi di integrazione degli immigrati in Italia, ISTAT, 2018

The foreign population is concentrated in the **Northern Region of the country** – mainly in the Lombardy Region – while the **South** is considered an **entrance door and a transit area** for migrants, who are unlikely to stay: in Southern Italy, foreigners represent 4% of the total population, while in Northern Italy around 11%. Anyway, Sicily is the region in Southern Italy with the highest percentage of legally resident immigrants: foreigners resident on 1 January 2018 amounted to 193,014 of the total population, with an increase of 2% compared to the previous year (3,845 units). Most of them are settled, for 67,3%, in the city of Palermo (36,381 presences representing about 18,8% of the total population), Catania (36,009), Ragusa (28,827) and Messina (28,681). The most common nationalities are Romanian in first place (with 56,978 presences, equal to 29.5% of the total population), followed by people from Tunisia (20,288 – 10,5%), Morocco (15,055 – 7,8%), Sri Lanka (13,547 - 7%), Albania (8,598 – 4,5%) and Bangladesh (8,232 – 4,3%). Among the residents with migrant background, the non-EU component consists of 112,692 people, 44,703 of whom are women (about 39,6% of the total). In

general, 51,07 % of the non-EU members present in Sicily come from Africa.⁶

In recent years, the presence of foreigners who came to Italy for work reasons has decreased – while in the past it was the main reason of migration flows – and the characteristics of the arrivals has changed: **family reunification and humanitarian reasons** are nowadays the most common reasons of leaving.⁷

The **gender composition** of the foreign population is quite balanced: indeed, women represent the **51,4 per cent**, even if the composition is different depending on the national group. In fact, some migrant groups, such as Romanian, Polish or Ukrainian, are characterized by a majority of women, while for the Bangladesh, Egyptian or Tunisian one there is a prevalence of male presence. On the other hand, among asylum seekers and refugees, the gender composition is very unbalanced: the majority of them are male (88 per cent) and less than 22 per cent are women, mostly from Nigeria or Ivory Coast.⁸ More specifically, the gender composition could vary also depending on the region: for instance, Sicily is characterized by a predominance of men over women in the workplace; the percentage of women is 36,6%, compared to a male presence that reaches 45,9% of the national level.⁹

The way in which those women enter in Italy and why they decide to migrate is important to understand some characteristics of their future life once arrived in Italy: indeed, the role of women and the ability to take decisions regarding their working condition or their migration fate changes depending also on their group of origin: Pakistanis and Moroccans are the most penalized ones, rather than Polish, Romanian and Ukrainian women are placed on the opposite side. The first ones stated that the decision to migrate was taken by their husband and that they depend economically from him; moreover, they do not have working experiences in their country of origin and even less in Italy. On the other hand, women from Poland or Romania are more conscious of their migration fate and their role, they arrive in Italy oriented to find a job and with some past working experiences. **Three are the main groups of nationalities** when referring to immigrant women living in Italy:

- The first group is composed by women from **Eastern Europe and Peruvian**: they are more autonomous, have greater access to resources and less willing to accept disadvantageous gender asymmetries. Generally, they have a higher level of education, compared to women from other country and less inclined to have a big family;

⁶ Dipartimento della Famiglia e Politiche Sociali della Regione,
<http://www.integrazionemigranti.gov.it/leregioni/sicilia/Pagine/default.aspx>

⁷Vita e percorsi di integrazione degli immigrati in Italia, ISTAT, 2018

⁸ Ibidem

⁹ I contesti regionali: la Sicilia, INAIL, 2017

- The second group is composed by women from **North-African country, Pakistan and Sri Lanka**: they have less resources, lower level of education and they arrived in Italy mostly for family reunification;
- The third and last group is composed by women from **China or Philippine**: they have a mix of characteristics from the two groups above, they work and often precede the husband in emigration. But – at the same time – they recognize the husband as the one who should take the responsibility to maintain the family.¹⁰

Within these groups there is also a high percentage of women victims of trafficking and exploitation: according to the Report from the NGO “Save the Children”¹¹ the Regions mostly affected by the phenomenon are **Sicily, Campania and Veneto**. The 9,5% of victims are **Nigerian girls between 16 and 17 years of age**. These girls are taken from their country of origin with the promise of a better life, but once arrived they are forced to enter in the sexual exploitation path with threats. The **inclusion in the Italian labor market is extremely difficult** for these women because they arrive in Italy crossing the Mediterranean Sea– that is the only way to arrive in Italy – and they usually have to pay very high debts to parents or friends – usually the cost of the travel from Nigeria to Italy for a Nigerian girl is around 20,000 or 50,000 euro.

The situation of immigrants seems to be drastically worsened after the approval of the Italian **Decree 840/2018 regarding security and immigration**. The decree was voted by extreme right parties and it provides the abolishment of humanitarian protection for humanitarian reasons. Indeed, before the approval of the decree, the police headquarters granted a residency permit to foreign citizens who presented "serious reasons, in particular of a humanitarian nature or resulting from constitutional or international obligations of the Italian State", or to persons who fled emergencies such as conflicts, natural disasters or other particularly serious events in country outside the European Union. The result of this abolishment was the **“creation” of thousands of irregular immigrants** who also lost their jobs after years of training and waiting for the residency permit. The lack of regularization and documentation of migrants increase their vulnerability to attacks and exploitation and it is one of the reasons that dissuade employers to hire them.

Finally, important changes invested the integration system with the abolition of the **Protection System for Asylum Seekers and Refugees (SPRAR)**, considered as an example of best practice in Italy. The system is now divided in: **first reception system**– for asylum seekers –and **second reception system**–

¹⁰ibidem

¹¹ *Piccoli Schiavi Invisibili*, Save the Children, Rapporto 2018

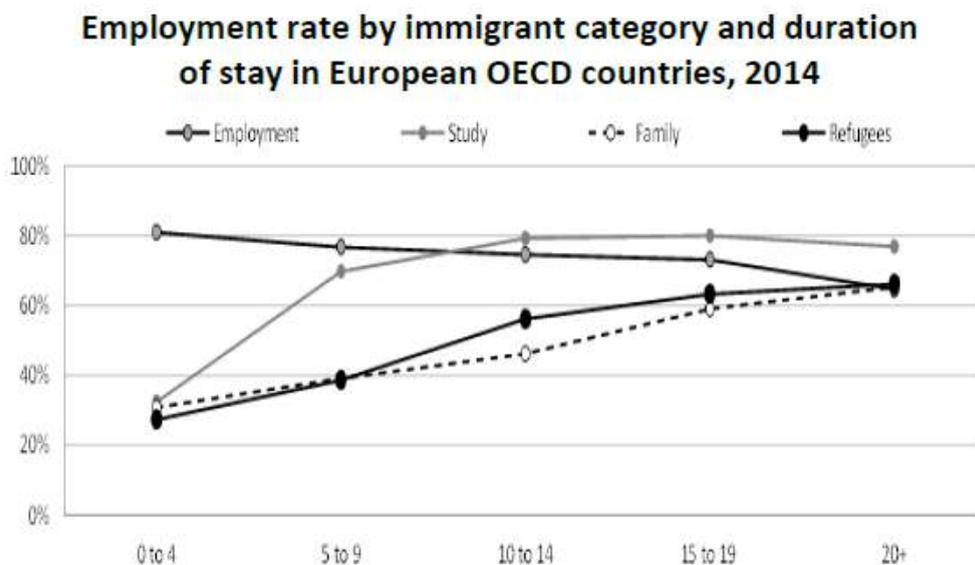
exclusively for those who obtain the international protection. It is evident from the differences in the name, now called **SIPROIMI - Protection System for International Protection Holders and Unaccompanied Foreign Minors**. The services ensured by the SPRAR centers go beyond the simple distribution of food and housing, providing social and legal guidance, promoting the labor inclusion through individual strategies as well as special training and internship programs. More people enter in the SPRAR system, more people can benefit from the services they offer for social and professional inclusion. The approval of the Decree 840/2018 prevents the access to these centers to those people suffering particular vulnerabilities, such as health, psychological, psychiatric, increasing the possibility that they remain in the first reception system, which proves its incapacity manage these vulnerabilities correctly with an exclusion of an ever-increasing number of people from the integration paths.¹²

¹² *Sommersi dell'accoglienza: conseguenze del decreto legge 113/2018 sul sistema di accoglienza italiano*, Amnesty International, 2019

2. The employment status of immigrant women in ITALY

The employment of immigrant women in Italy is characterized by a **strong sectorial dualism**, that afflicts especially **immigrant women** in certain **low-skilled job sectors**, namely **caregivers or as cleaning ladies**. Women from non-EU country or Bulgaria, Romania and Hungary are the most damaged ones: segregation in these sectors affects women immigrants more strongly – half of them work in the personal care sector, against less than 8% of their native peers.

It is true that Italy is – among OECD country – the one in which the percentage of elderly people is the highest and the country suffers from a structural need of caregivers and long-term public services in nursing care. Due to cultural choices – for instance the choice to keep elderly people at home instead of a retirement house – and lack of public services, family rely on low-paid immigrant women, without any special qualifications, as a way to solve these problems.



Source: EU-OECD (2016); European Union Labour Force Survey Ad-Hoc Module on the Labour Market Situation of Migrants and their Immediate Descendants, 2014.

Unfortunately, access to the labor market may also be restricted by **administrative** (e.g. work permits) and **practical barriers** (e.g. language).

Due to the growing inclusion in the labor market of native women in last decades, immigrant women often take the role of **housekeeper**. They have indeed entered into a less desirable sector for Italian women, given the very **low wages**, the **impossibility of professional growth**, the **heaviness of the tasks**,

as well as the lack of social consideration.¹³ According to the feminist Andall, this phenomenon can be understood as a form of exploitation of the women of non-EU country by the Western ones, as "some Italian women accept and become accomplices of a system that protects their social roles while at the same time denying those of other women".¹⁴

For immigrant women, moving to Italy and starting a new job is characterized – in most cases – by a significant process of **job downgrading**. If in their country of origin, they carried out a qualified job – as entrepreneur, intellectual or technical job – in Italy the trend is completely different, with a 27 per cent of immigrants who has a non-qualified job and only 8 per cent of them with a qualified non-manual job. Nowadays, the possibility of professional growth seems to be very low.¹⁵

As this Report will analyze in next section, the integration and status of immigrant women in the host country is made difficult by several factors. Employers have to face several difficulties when they want to hire immigrants: uncertainty regarding rights and length of stay, information on skills and matching of migrants, training courses and, at last, lack of business incentives. Such difficulties may also discourage immigrants from investing into building their human capital, notably regarding language skills, or employers from investing in training paths for immigrants.¹⁶

¹³*Vita e percorsi di integrazione degli immigrati in Italia*, ISTAT, 2018

¹⁴*Donne in movimento: la condizione lavorativa delle donne migranti in Italia*, Maria Parente, «Osservatorio Isfol», Il n. 3, pp. 139-150, 2012

¹⁵*Vita e percorsi di integrazione degli immigrati in Italia*, ISTAT, 2018

¹⁶*Hiring refugees: what are the opportunities and challenges for employers?*, OECD/UNHCR, N°10 September 2016

3. Resources and barriers to employment among key groups of immigrant women

Here below, a list of the main obstacles that migrant women have to face their path to integration in Italy:

- **Language competences:** one of the main characteristics about immigration in Italy is that the majority of immigrants **do not speak or understand the Italian language**. This represents one of the main barriers to a complete integration of foreigners in the labor market, especially in occupations for which qualifications are needed. Due to the importance of the language, from 2012 all third-country nationals who have obtained their residence permit in Italy must commit to acquiring the **certification of a language level** equivalent at least to A2 LEVEL according to the Common European Framework of Reference for Languages (CEFR). Statistics reveal that the numbers of immigrants – included women – who attended the language courses has increased in the last decade.¹⁷ Employers have emphasized, however, that on-the-job language learning is highly effective and that – for jobs where this is possible – initially limited language skills should not be a reason to avoid hiring asylum seekers and refugees.¹⁸
- **Education level:** compared to other OECD country, immigrants in Italy – especially women – have a relatively low education level: less than 10% have university degree, the lowest percentage in OECD country.¹⁹
- **Illegal employment:** it puts migrants at risk of exploitation, introduces unfair competitive advantages for employers and it can adversely impact the employment and wages of the legal workforce.²⁰ The effectiveness of regularization measures has a great impact on the integration process and on the labor condition of immigrants, going beyond an improvement of working conditions but also giving immigrants equal access to social rights, particularly in terms of access to social benefits, health services, to education and training opportunities and access to council housing service.
- Another important factor is **the way in which women enter in the Italian labor market:**

¹⁷Lavoro per gli immigrati: L'integrazione degli immigrati e dei loro figli in Italia, OECD, 2014

¹⁸Hiring refugees: what are the opportunities and challenges for employers?, OECD/UNHCR, N°10 September 2016

¹⁹Ibidem

²⁰What are the Possible Policy Responses to Future Irregular Migration?, Migration Policy Debates © OECD, 22 January 2020

many immigrant women found a job once arrived in Italy and **through personal contacts** (people from the same ethnic group or relatives), which is the most effective method to find a job, but not necessarily the most efficient, at least in the Italian market. Usually it means to find a **less profitable and unstable job** and it is true especially for immigrant women who don't have a great knowledge of the Italian labor market and cannot rely on a network of contacts with locals.

- **The reason of migration:** the emotional reasons of migration – such as reunification with the partner, marriage – are indicated by more than 64 per cent of women. Usually, the empowerment of these women – working experiences in their country of origin, level of education or political participation – is very low and they rely on their partners. Among these women, a **relevant barrier** to their integration is represented by **the idea they have of their family role and position within the family:** they accept the authority of the husband and are less inclined to work outside home or abandon their role of caregiver to the partners and children.²¹

Immigrant women suffer from a **“double” discrimination:** being immigrants and being women. Male immigrants earn on average of 16% less than their native peers; for women, this difference increases to 27%.²²

Regarding **resources** immigrant women may have – in terms of human and social capital – that may support initiatives to help them into the labor market:

- Most employers claimed that the main quality immigrant women have is the **adaptability** of foreign workers compared to that of Italian female staff and the proactive involvement in the job;²³
- The most effective tool for job placement recognized by some associations is the **internship**;
- Most immigrant women stated that they have found a job thanks to the **support of organizations and associations**, that deal specifically with the job-placement of foreign women. Many associations and NGOs offer training courses on different subjects; their role is very important because they try to empower women to increase their employability, their

²¹*Vita e percorsi di integrazione degli immigrati in Italia*, ISTAT, 2018

²²*La doppia discriminazione delle donne immigrate*, In *Genere*, Piazzalunga Daniela, 2012

²³*L'inserimento lavorativo delle donne migranti nella Provincia di Padova*, Progetto L

motivation and their self-esteem, conscious that heterogeneity is a strength;²⁴

- It is crucial the figure of the **cultural mediator**: the main challenge is overcoming the cultural impact with employers. The cultural mediator can be also useful in helping women, motivating and supporting them in these training pathways, which in some cases are indispensable for finding stable employment.²⁵
- Finally, the role of “**mediator**” that migrant women themselves have: mediator between cultures, between tradition and modernity, a role that should be enhanced and strengthened, creating the conditions for its emergence, also against the prejudices existing within the communities.²⁶

²⁴For further information: [Advancing Migrant Women: Migrant Women and their path of Inclusion on the Labour Market](#)

²⁵Ibidem

²⁶*Immigrate. Protagoniste invisibili*, Noi Donne

4. What is working? Best practice examples from Italy

Here below, a list of best practice examples of programs/projects addressing the employment deficit or related barriers for the identified groups, or groups with similar characteristics, in Italy:

- [**AsSaP \(Sviluppo di sistemi integrati di servizi alla persona\)**](#): developed by Italia Lavoro S.p.A. – a body of the Ministry of Labour and Social Policy – for the area of Southern Italy that includes Calabria, Sicilia, Puglia, Campania and then extended to other regions of Northern Italy. It was developed because of a serious lack of competences of people working in this sector. The main aim of the program is to participate in professional training of unemployed and inactive people who need qualifications in cleaning ladies or caregivers' sectors. Moreover, it aims to facilitate the emerging from black market labor of many non-EU workers involved. The project was launched in 2011 and in 2013 more than 3,767 new contracts have been signed, 38 per cent of them are foreigners.
- [**RAGAZZI HARRAGA – Social Inclusion Processes for unaccompanied minors in the city of Palermo**](#): the project was carried out in the period between 2017/2019 and it is addressed to 400 migrants. It aims to strengthen, experiment with and evaluate innovative pathways of autonomy in the transition to adulthood, through a path of social inclusion, training, orientation and job placement, as well as new solutions for independent housing for single migrant children received in the city of Palermo. The project aims to improve the reception system of unaccompanied minors by promoting models ensuring the protection of children's rights in Italy, to promote social inclusion, to give unaccompanied minors the opportunity to strengthen and develop soft and relational skills. The main result of the project was the creation of a model of social housing combining reception and low-cost accommodation for unaccompanied minors and a tourist hostel, alongside the enhancement of the urban heritage of the historical centre of the city.
- [**MedLIT - Media literacy for refugee, asylum seeking and migrant women**](#): the project aimed at developing innovative learning tools to increase media and digital competences of low-skilled refugee, asylum seeking and migrant women and at improving media and digital literacy skills of low-skilled refugee, asylum seeking and migrant women encouraging them with effective awareness raising actions. The project has achieved several results, including enhanced media

and digital literacy skills of at least 120 low-skilled refugee/asylum seeking and migrant women in the UK, Ireland, Italy, Greece, Austria and Malta. Moreover, it developed online training tools and methodologies for refugee/migrants associations and other organizations and/or professionals useful to work with low-skilled refugee, asylum seeking and migrant women.

- **Tailoring Workshop**: the project was launched in 2016 and it lasted until 2017 and carried out in Lecce, Apulia region (Southern Italy). The initiative was financed by the Minister of Internal Affairs and it involves 20 migrant women. The partnership of the project – composed by ARCI association, the training school Global Training Association (AFG), “Migrants du monde”, the organisation “Ricomarte” and different municipalities – promoted a workshop in which migrant women of different nationalities work together, some by implementing skills that have recently acquired, others by making available the skills already acquired in their country of origin, for a mutual exchange of knowledge and tailoring techniques. The project has developed women abilities in terms of responsibilities and competences usable in domestic field and workplace and it was focused on artisanal creation of clothing. The promoting associations, intend to reach an agreement with local institutions in order to involve other women in vocational training paths. The workshop allowed migrant women to use their knowledge and skills in tailoring, giving them the opportunity to find a job and become more qualified.
- **EUMentorSTEM project**: the project aimed at fostering the learning of women with migrant background to consolidate their career in STEM (Science, Technology, Engineering and Mathematics) jobs in Europe. It was carried out from 2017 to 2019 and it is addressed to those highly-skilled migrant women facing several difficulties and disadvantages in the labour market. All the partners of the project are members of WiTEC – the European association for Women in SET (Science, Engineering and Technology), aiming at empowering women in this field; the University of Bologna is the lead partner of the project. Migrant women have benefited from workshops fostering their employability in this field and, at the same time, aiming at reducing the gender gap interesting STEM-related jobs.

Appendix

Relevant stakeholders

[List relevant organisations who have knowledge, who may be potential partners or can facilitate contact to the identified target group(s).]

The stakeholders in Italy (Sicily):

	State	Municipality	Civil society	Employer
Palermo municipality, Department of Social affairs		x		
Employment services	x			
Ministry of Labour and Social Policies	x			
Centro Astalli (Jesuit Refugee service)			x	
Association Women of Benin City			x	
SEND (Job agency)	x		x	
PENC - anthropology and etno-psychology Centre			x	
CESIE			x	
Le Onde			x	
Il Pellegrino della terra			x	
Moltivolti			x	
Porco Rosso			x	
Booq			x	
Ikenga			x	
Freschette				x
Kemonia				x
Wanderlust				x
POT				x

Methods

[Describe the methods used to collect and, if relevant, analyse the data. Give any further relevant information on where the data may be found.]

CESIE conducted both a quantitative and qualitative analysis, using official data and sources both from public and private institutes, e.g. ISTAT, the Italian National Statistics institute, as well as existing reports from NGOs such as Save the Children.

Also, CESIE carried out eight interviews with stakeholders – i.e. two **experts working directly with migrant communities** but also three **employers who have already had experience in hiring/giving**

internship opportunities to migrants (also to immigrant women) as well as three **employers who are interested in entering in the NAME network.**

Results of the primary interviews experts, specialists and community stakeholders

Identification of relevant segments

The majority of the people interviewed said that they have had experiences of **working with men from migrant communities**, who are usually more likely to participate in projects or internships. All the participants indicated the same most common nationalities they meet in their work: **Nigeria, Senegal, Gambia, Bangladesh**; compared to the above-mentioned data, it is interesting to highlight how immigrants from Sub-Saharan Africa and Bangladesh are more likely to take part in activities and easier to be engaged in training projects.

In general, the **Italian labour market** is characterized by **instability and illegal work**. There is already a **gender pay gap** usually discriminating Italian women, the problem is worsened when talking about immigrant women in Italy. According to some interviewed there is a **tendency in paying migrants less than Italians for the same job.**

Identification of barriers and resources

According to all of the people interviewed, the biggest barrier immigrant women have to face in Italy is the **language**: it is hard to find a job if you do not have at least a basic knowledge of Italian.

Many of these women come from poor countryside and **do not speak English or French too**, they are **not able to write and read** and thus they **do not have any information on legal procedures** when looking for a job. Many of them do not have any **digital skill**. Also, participants see the **family role** usually assigned to immigrant women – strictly linked to the **culture of the country of origin** – as one of the biggest barriers to the immigrant woman carrier: they usually feel forced to stay at home taking care of the house and children and they cannot go to work. Moreover, many indicate the “**cultural shock**” of some immigrants as a problem when starting a job in Italy without a proper training before. But also, vice versa, another barrier can be considered the **mistrust** – and sometimes **discrimination** – of the **employer towards migrants**, so that some employers are reluctant in hiring or even consider hiring an immigrant. It is important to raise awareness on the culture background of immigrant women and spread more knowledge on the migration routes and on the traumas those women are often subjected to before arriving to Italy.

Finally, immigrant women lack training in **how to give values to their skills** and they remain relegated in **few sectors** such as **hairdressing or caregiving**. Unluckily, some immigrant women are also **victims of trafficking and sexual exploitation** and it is very hard for them to escape, especially when they seem not to have any alternative to survive.

Actually, **immigrant women do have many hard skills**. First of all, they are often **bilingual** with English or French. Also, many of them who have been living in Italy for a long time are likely to become **intercultural mediators**. Moreover, some immigrant women are very good in **manual labor and handicraft**.

Gathering information on best practices

Two of the interviewed said they didn't know about good practices specifically targeting immigrant women in Italy. Many of the participants instead indicated projects funded by the European Commission or national funds.

- **IN GIOCO** is a project aimed to foster the social and professional integration of young and adult women and men. The main activities are focused on job orientation, but with an innovative **peer to peer**

orientation, called 1st level orientation. Indeed, a counselling service has already been set up in different areas of the city of Palermo, composed by a group of young migrants as Peer to Peer facilitators to help migrant communities in Palermo to know more about the Italian job market and to offer guidance to those looking for a job. The interviewed also described the activities of the “second level orientation” since she has been directly working on the project:

1st Module: teaching Italian language and terminology to be used in job’s market;

2nd Module: use of digital skills, how to find a job through internet, how to get information on the labour market;

3rd Module: legal orientation on labour rights;

4th Module: job orientation through the creation of a kit for migrant women and men, using graphic components and images, consisting of tools to guide the individuals in rebuilding their educational path, to listen to their interests and desires. One of the main aims is to foster the entry in the labour market of immigrants but not necessarily in that specific sectors which are usually considered “appropriate” for them.

- **SAAMA** Project: on raising awareness activities in order to make business companies aware of their responsibility when hiring a person with a migrant background.

- **ARISE** Project: To promote the social and entrepreneurial capacities of migrant women through development and exploitation of food-related knowledge and skills

- **ALCE**: developing intercultural learning competencies, through a series of group activities, especially regarding food and recipes.

- **MEDLIT**: Improving media and digital literacy of migrant women encouraging them with effective awareness raising actions but also with giving values to their passions and desires; one of the main results was a book of recipes directly written by the participants who learned Word’s skills and more.

- In some Italian regions – the participant couldn’t remember which ones – some **kindergartens are free for children of immigrant women**, and this is indicated by the interviewed as a good practice because it can give the woman more chances and time to get a job.

References:

1. Amnesty International, *I Sommersi dell'accoglienza: conseguenze del decreto legge 113/2018 sul sistema di accoglienza italiano*, 2019 <https://immigrazione.it/docs/2020/amnesty-i-sommersi-de llaccoglienza.pdf>
2. Comunità nigeriana in Italia: rapporto annuale sulla presenza dei migranti, Ministero del lavoro, 2018 <https://www.lavoro.gov.it/documenti-e-norme/studi-e-statistiche/Documents/Rapporti%20annuali%20sulle%20comunit%C3%A0%20migranti%20in%20Italia%20-%20anno%202018/Nigeria-sintesi-2018.pdf>
3. EnFem, *Luci e Ombre nell'integrazione delle Donne Migranti*, 2018 https://www.enfem.eu/wp-content/uploads/download/publications/good_practices/it-good_practices.pdf
4. I contesti regionali: la Sicilia, INAIL, 2017 <https://www.superabile.it/cs/superabile/normativa-e-diritti/persone-straniere/approfondimenti/20170921e-l-immigrazione-in-sicilia.html>
5. ISTAT, *Vita e percorsi di integrazione degli immigrati in Italia*, 2018 (<https://www.istat.it/it/files//2019/05/Vita-e-percorsi.pdf>)
6. OECD, *Lavoro per gli immigrati: L'integrazione degli immigrati e dei loro figli in Italia*, 2014 (https://read.oecd-ilibrary.org/social-issues-migration-health/lavoro-per-gli-immigrati_9789264216570-it#page1)
7. OECD/UNHCR, *Hiring refugees: what are the opportunities and challenges for employers?*, N°10 September 2016 (<https://www.oecd.org/els/mig/migration-policy-debates-10.pdf>)
8. OECD/UNHCR, *What are the Possible Policy Responses to Future Irregular Migration?*, Migration Policy Debates, 22 January 2020 (<https://www.oecd.org/els/mig/migration-policy-debates-22.pdf>)
9. Parente Maria, *Donne in movimento: la condizione lavorativa delle donne migranti in Italia*, «Osservatorio Isfol», Il n. 3, pp. 139-150, 2012 (<http://briguglio.asgi.it/immigrazione-e-asilo/2013/aprile/rapp-isfol-donne-migr.pdf>)
10. Piazzalunga Daniela, *La doppia discriminazione delle donne immigrate*, In *Genere*, 2012 <https://www.ingenere.it/articoli/la-doppia-discriminazione-delle-donne-immigrate>
11. Save the Children, *Piccoli Schiavi Invisibili*, Rapporto 2018 https://s3.save.thechildren.it/public/files/uploads/pubblicazioni/piccoli-schiavi-invisibili-2018_2.pdf
12. *IX Rapporto Annuale, Gli stranieri nel mercato del lavoro in Italia*, Ministero del lavoro, July 2019 (<https://www.lavoro.gov.it/documenti-e-norme/studi-e-statistiche/Documents/Nono%20Rapporto%20Annuale%20-%20Gli%20stranieri%20ne l%20mercato%20de l%20lavoro%20in%20Italia%202019/IX-Rapporto-annuale.pdf>)



Coordinator
CLAVIS sprog & kompetence
Denmark
www.clavis.org



RAMBOLL
Denmark
ramboll.com



CESIE
Italy
cesie.org



Magenta Consultoria
Spain
magentaconsultoria.com



CSI - Center for Social Innovation
Cyprus
www.csicy.com



European Innovation Centre
Lithuania
www.einc.lt



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.