



I-WELCOME - Reinforcing migrant women's  
integration in society and the labour  
market

**DESKTOP RESEARCH**

**Developed By:**



## INFORMATION ABOUT OUTPUT

Output: IO1 - A BLENDED UP-SKILLING PROGRAMME FOR TCN WOMEN  
Activity: IO1 - A1 : QUALITATIVE AND QUANTITATIVE RESEARCH

## PROJECT INFORMATION

Project acronym: I-WELCOME  
Project title: I-WELCOME - Reinforcing migrant women's integration in society and the labour market  
Project number:  
Sub-programme or KA: KA2 Cooperation for Innovation and the Exchange of Good Practices  
Project website:



## 1. General Introduction

The present research aims to pinpoint the characteristics and profiles of third-country national women in Italy. To achieve that goal, a data analysis of refugees, asylum seekers and migrants was conducted based on statistics and reports from governmental agencies and NGOs. The Mediterranean countries, including Italy, were the first point of access to Europe, with the aim to move forward and spread in other European countries.

In addition, the research features the most relevant Italian public policies for the inclusion of immigrants and refugees in the host society, along with good practices from organisations working on the field of labour integration from a gender perspective.

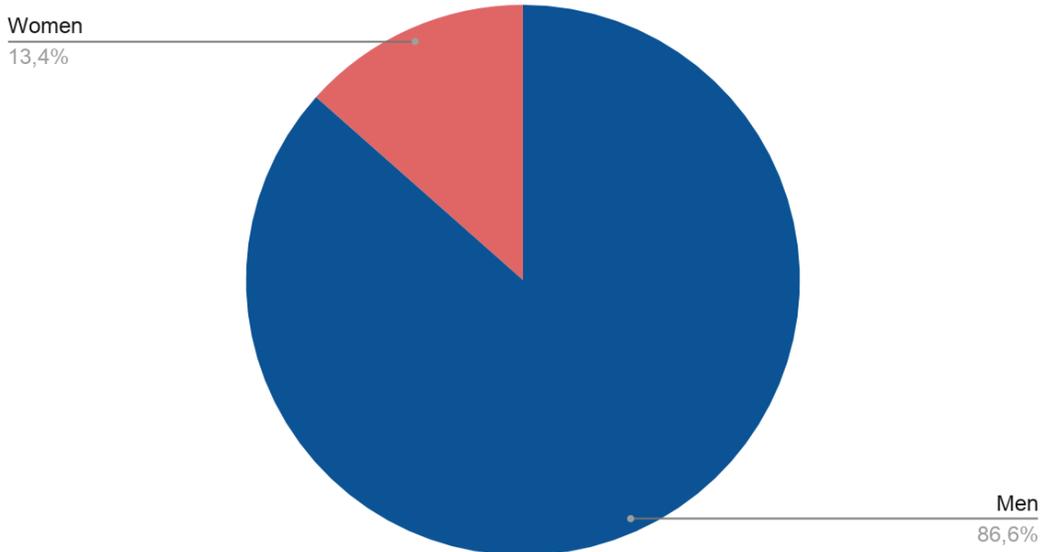
The number of applicants for international protection in Italy during 2017 came to 81.527 persons, of which 70.581 were men and 10.946 were women<sup>1</sup>. Itemising the data by continent and sex provides a clear vision of which are the main origins of women asking for international protection. Nigeria is the continent with more petitioners, highlighting the countries of Bangladesh, Pakistan, Gambia and Senegal. Other nationalities are Costa D' Avorio, Guinea and Mali, as it shows in the charts below.

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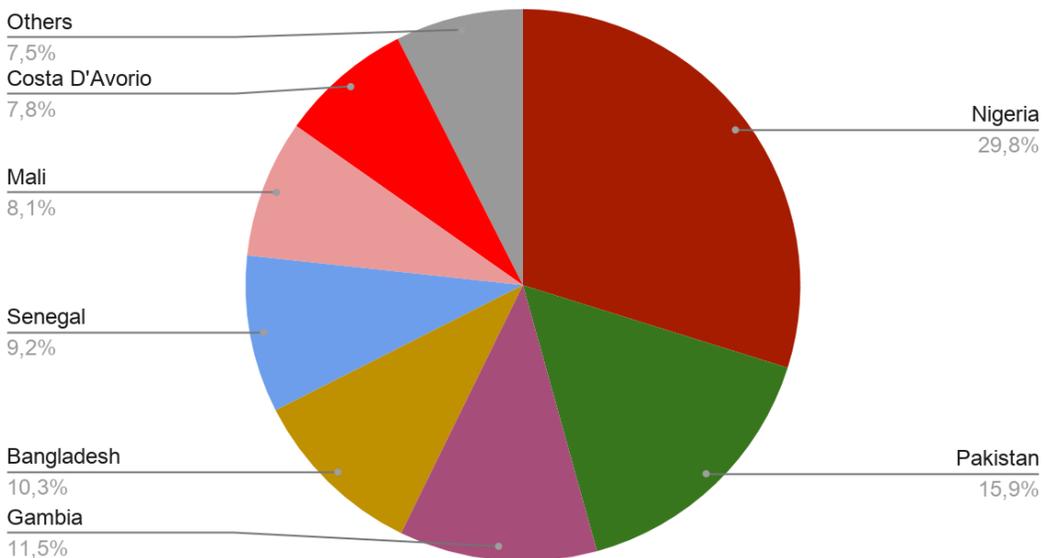
<sup>1</sup>[http://ucs.interno.gov.it/ucs/contenuti/Le\\_statistiche\\_ufficiali\\_del\\_ministero\\_dell\\_interno\\_ed.\\_2018-7358400.htm](http://ucs.interno.gov.it/ucs/contenuti/Le_statistiche_ufficiali_del_ministero_dell_interno_ed._2018-7358400.htm)



Asylum seekers by gender in 2017 - Italy



Asylum seekers by nationality - Italy 2017



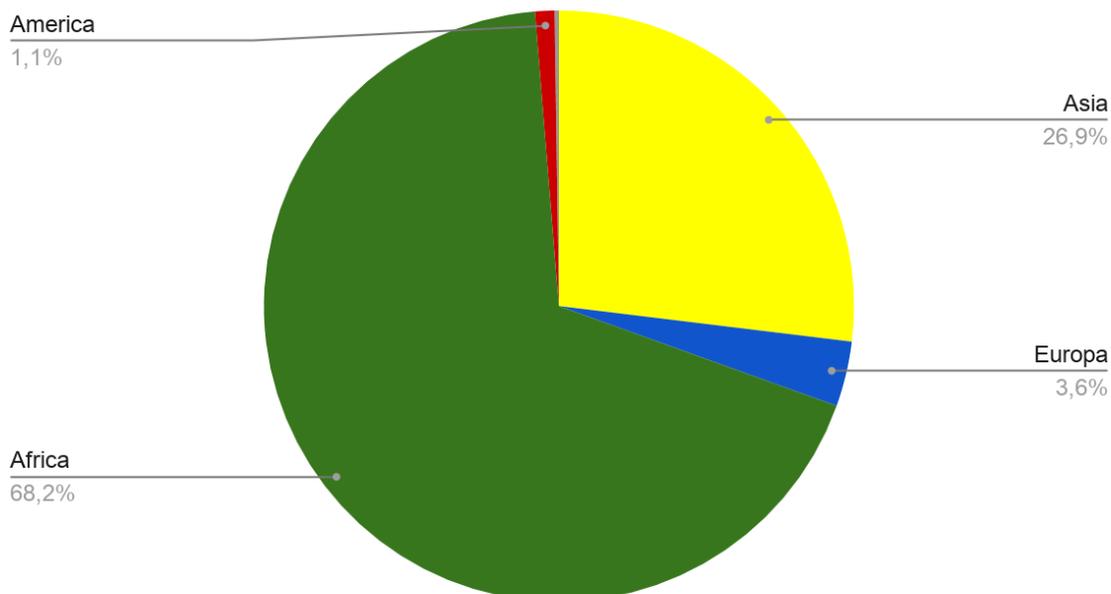
[http://ucs.interno.gov.it/ucs/contenuti/Le\\_statistiche\\_ufficiali\\_del\\_ministero\\_dell\\_interno\\_ed.\\_2018-7358400.htm](http://ucs.interno.gov.it/ucs/contenuti/Le_statistiche_ufficiali_del_ministero_dell_interno_ed._2018-7358400.htm)

Applications from African men take a relevant role which is not much noticed among African women. In particular, the countries of Morocco, Algeria, Tunisia and Mali have numerous petitions. Those divergences are justified by the different types of migratory process undertaken by men and women from those regions.

INTERNATIONAL PROTECTION RESOLUTIONS IN ITALY 2017							
Continent	Refugee Status	Subsidiary Protection	Humanitarian Reasons	Rejected	Untraceable	Other Results	TOT.
Asia	3.151	3.437	3.932	10.204	1.130	96	21.950
Europa	169	307	1.497	750	157	23	2.903
Africa	3.257	3.054	14.261	31.551	2.955	538	55.616
America	239	50	423	108	40	5	865
Others	11	32	53	87	10	-	193
<b>TOT.</b>	<b>6.827</b>	<b>6.880</b>	<b>20.166</b>	<b>42.700</b>	<b>4.292</b>	<b>662</b>	<b>81.527</b>



International Protection Resolution by geographic area - Italy 2017



## 2. The presence and characteristics of migrant women

Inequalities between regions, the lack of socio-economic opportunities and the exploitation of resources from multinationals companies are the main causes which favour the migratory

decisions. Other relevant reasons are the war, civil conflicts, corruption, authoritarian regimes and the systematic violation of Human Rights.

According to a research of ISTAT (National Institute of Statistics), at Jan 2020, the census population in Italy registered a number of 59.641.488 people of which 2.235.000 TCN women had a valid residence permit in Italy shorting the 6 most common countries of origin in descending order: Romania, Albania, Brazil, Morocco, India, Bangladesh, China and Pakistan

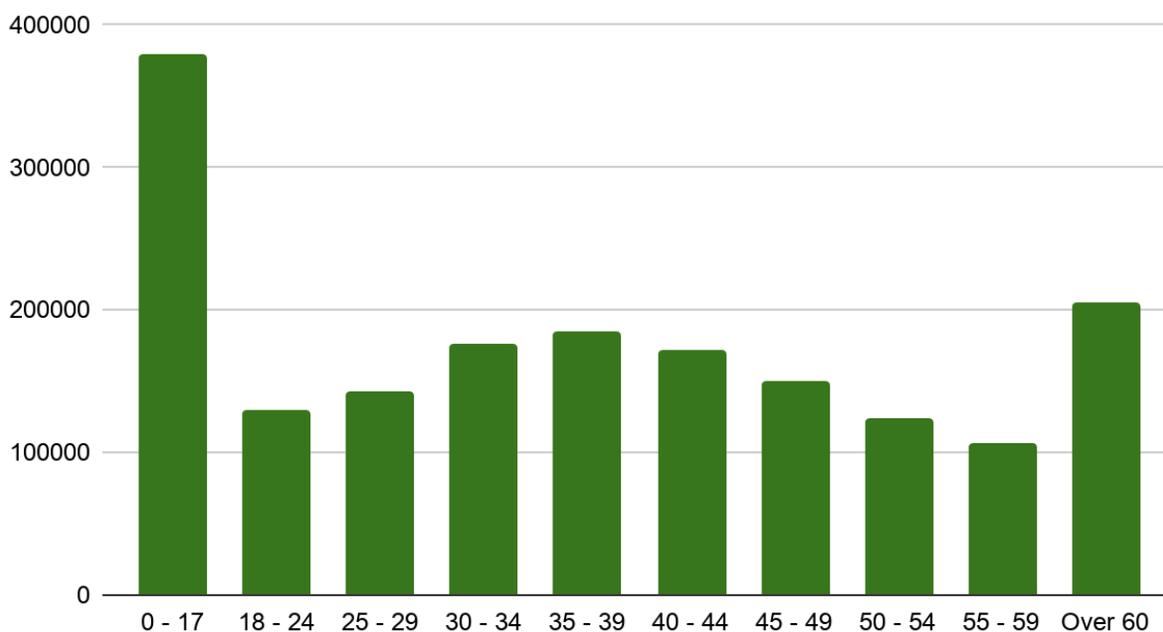
<i>Romania</i>	22.659
<i>Albania</i>	11.310
<i>Brasile</i>	10.516
<i>Marocco</i>	10.507
<i>India</i>	5.799
<i>Bangladesh</i>	5.278
<i>Cina</i>	5.669
<i>Pakistan</i>	3.313

Chart Source: ISTAT, Jan 2020

In the past, most immigrants were people originated from Albania mainly, but also from Ukraine, Pakistan, Bangladesh and several other countries. In 2020 the incoming people in Italy were from: Eritrea, Pakistan, Nigeria, Bangladesh, El Salvador, Costa D' Avorio, Perù, Senegal, Ukraine, Iraq, Afghanistan, Syria and Morocco (UNHCR 2020).

Regarding the age of the TCN population, the most recent and reliable data are from 2020. The results regarding the age of TCN women reflect that the collective is more numerous from 30 to 74 years old, with an increase from the age range between 35 to 69, which is more evident looking into the chart of TCN women classified by country of origin.

TCN women population by age - Italy 2020



Source: ISTAT, Jan 2020

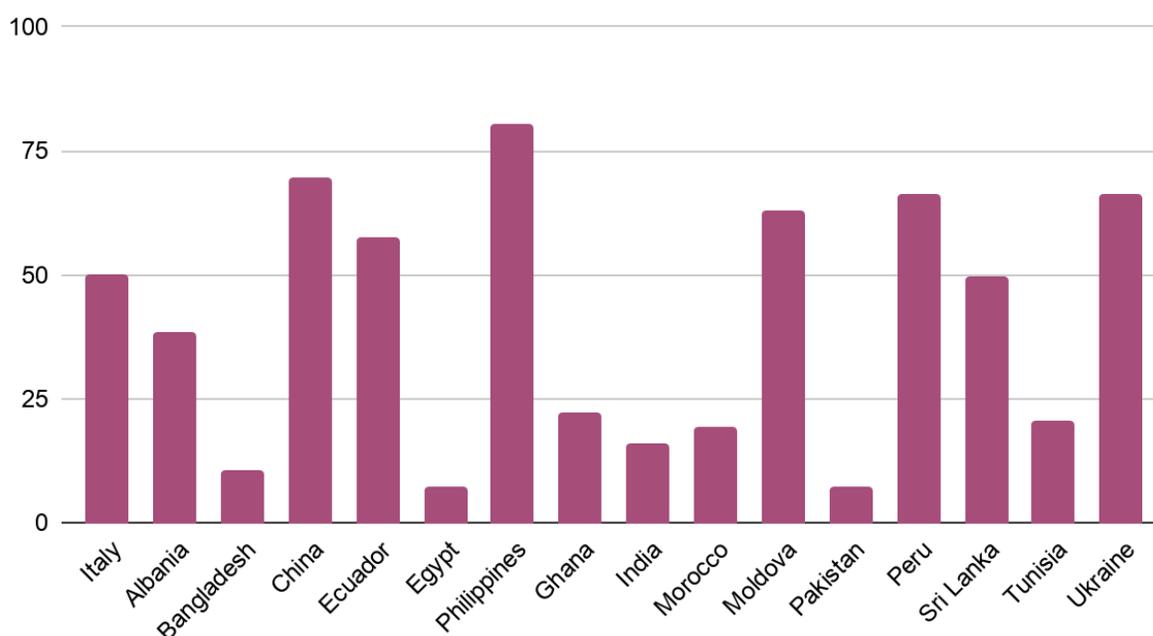
In 2020 the majority of the TCN women population were again age 0-17 years old, followed by over 60 years old women.

### 3. Migrant Women in the Labour Market

Since the start of migration phenomenon, in Italy the TCN people and especially women were mostly occupied in sectors where they don't represent a legal work. This phenomenon was related also to the fact that in older laws the immigrant people who did not obtain Italian citizenship did not have the same access to the labour market as Italian citizens. The situation of TCN women in the labour sector is, generally, characterises by three variables: absence (inactivity, underground economy, fragmentation of career paths), discrimination and precarious

conditions (low salaries, temporary jobs) and Job segregation. In the past few decades the need for domestique help in the labour market are increased. The TCN women entered in this type of employment and started to work providing care to elder people, to children when both parents are working and arranging the domestique work. This type of work continues to be an easy and famous option among TCN women nowadays, which creates problems when we need to gather statistics on the employment or unemployment rate of TCN women since this type of work is not legally registered. Even though TCN women occupied in this types of work do not have access to Social Security, since they are not registered as employed, they can profit from benefits from the State by declaring unemployment.

Employed women by nationality - Italy 2019 (percentage)



Source: ISTAT, Jan 2020

Overall, participation in employment for most foreign nationals is high. For example, employment rates are high for some communities such as Filipinos (80,4%) - for wich the highest value is recorded - of the Chinese (75,5%), of the Peruvians (70,7%), of the Moldovans (68,3%), Sri-Lankans (66,7%), Ecuadorians and Ukrainians (both 65%). However, it appears, also high unemployment in some communities such us Moroccan (23%), Ghanaian (20,9%), Tunisian (19,6%), Albanian (15,2%) and Pakistani (14,5%). For the Moroccan community is recorded even the highest inactivity rate (42,5%), very high even for Pakistani (38,5%) and Indians (38,3%). For



many communities the employment status of the female component, as is well known, has an important centrality. The unemployment rate of Egyptian women (54,3%, up by over 18 percentage points compared to 2018), Ghanaians (52,7%), Tunisians (39,5%), Moroccans (36,4%), Bangladeshis (32,6%), Indians (32,5%) is, for example, very high. Also pervasive appears the phenomenon of inactivity: the relative rate, for women from Pakistan, Bangladesh and Egypt, in fact, exceeds 80% (for Pakistani women almost 90%) compared with 43,9% corresponding to both the national average and the average value of extra-community. A further feature of the participation of foreign nationals in the labour market is the age individuals. Out of 100 people employed per 10-years group, the proportion of under-employed people. 34 of the total population of the reference workers, is very high (26,8% and 30,1% respectively). The distribution of job-seekers is different, given that for younger age groups (up to 34 years old) the proportion of unemployed people of foreign nationality (40,1%) stands on percentages not very dissimilar from those recorded for the Italians (45,6%).

Unemployment rates in Italy by nationality and gender - 2019 (v. %)

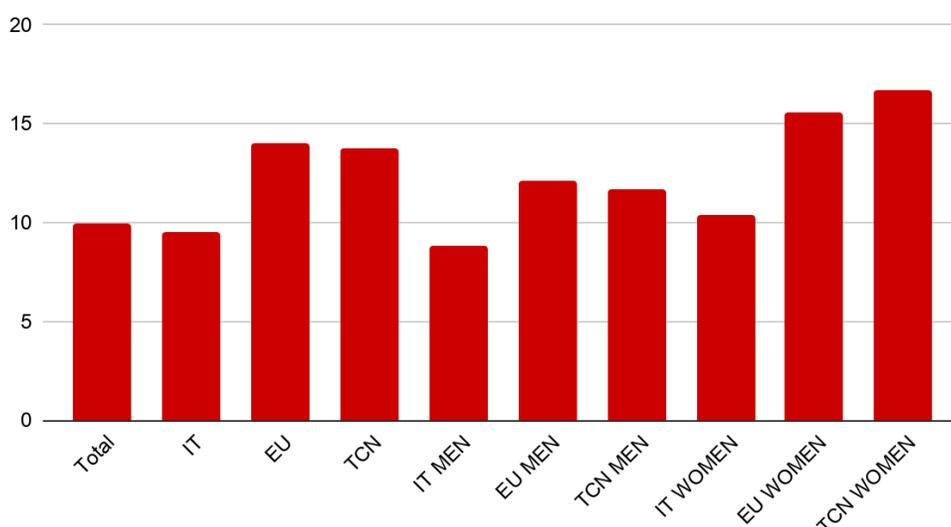


Chart Source: Ministero del Lavoro e delle Politiche Sociali - X rapporto annuale, stranieri nel mercato del lavoro in Italia.

#### 4. State of Art regarding Policies/Guidelines

The immigrant integration policy, carried out by the Secretary of State for Migration, aims to promote the full integration of foreigners into Italian society, within a framework of coexistence of diverse identities and cultures. Italy has its legal competences over immigration divided



between the central government and regional governments. The State, or central government, has jurisdiction over the legal-administrative situation of the immigrant. On the other hand, regional governments or Autonomous Communities have attributed their social integration, including the provision of social and public services. Within the framework of the agreements signed by the Directorate General for Immigration and integration policies for the planning and development of a system of interventions aimed at promoting social integration and employment of migrants regularly present in Italy, 17 integrated regional plans were prepared during 2015. The Regions have defined the essential actions for the planning, structuring and experimentation of the system of the integrated territorial services turned to the immigrant population, with a view to facilitating access to services and making the most of public-private networks. In particular, some key dimensions of the process of establishing/strengthening/maintaining networks of integrated services aimed at fostering the path of social and economic inclusion of migrants have been highlighted:

- **Multi-actions Notice 1/2016**

On 19 April 2016, in order to strengthen the systemic logic of interventions through the participation of additional resources coming from the national and regional programming, the public Multi-actions Notice was issued for the presentation of projects to be financed under the **Immigration and Integration Asylum Fund (FAMI 2014-2020)**, proposing 4 lines of actions:

1. Qualification of the education system in multicultural contexts, including actions against early school leaving;
2. Promotion of access to integration services;
3. Qualified information services, through regional and territorial communication channels;
4. Promoting the active participation of migrants in economic, social and cultural life, including through the promotion of associations.

- **Pathways of socio-occupational integration for unaccompanied minors and young migrants**

The objective of the intervention is the implementation of integrated socio-occupational integration paths aimed at unaccompanied minors, including older or applicants for



International Protection, in transition to adulthood and young migrants who have entered Italy as unaccompanied minors.

- **PRIMA 2/2018 notice - Project for the Occupational Integration of Migrants**

PRIMA Project aims to increase the number of migrants (especially the most vulnerable such as women, young people, holders of International Protection) involved in active employment policies. Precisely to this end, the aim is to encourage the establishment of individualised integrated pathways to support autonomy and socio-economic integration, on the basis of a synergy that sees the link between employment, integration and reception policies.

- **PUOI - Integrated Objective Protection**

The general objective of the project is the introduction of a national integrated model aimed at promoting social-work integration and the acquisition of full long-term autonomy of vulnerable migrants citizens regularly present on the national territory.

- **Observatory on the socio-economic and financial inclusion of companies managed by migrants and expansion/improvement of the supply of services provided by the Chamber Network to migrant citizens**

The project was born from the collaboration between the Ministry of Labour and Social Policies and Unioncamere “to support the development and consolidation of migrant entrepreneurship, in order to foster inclusive grows also in term of job creation opportunities for foreign or Italian citizens”.

- **Portale Integrazione Migranti - Living and working in Italy**

The Migrant Integration Portal is addressed both to the actors dealing with integration policies (Ministries, Regions, Local Authorities, private and social private) and to migrants. The main



objective is to provide information on integration services: Italian language, home, work, health, intercultural mediation, foreign minors and second generations.

## 5. Other training programmes/ initiatives

GOOD PRACTICE 1	
Name	SKILLS TO WORK
<b>Description (50-70 words)</b>	The project aims to create customized inclusive paths in order to promote and support migrants' integration and autonomy. It provides with certification of formal and non-formal, personal and professional skills, creation of cv and skills balance. Migrants have access to European platform "Skills profile tool for Third Country Nationals" for job mentoring and placement. The individual online profile allows matching migrants' job experiences and labour market placement in European Countries.
<b>Key Stakeholders/ Provider</b>	EU, Interior Minister, A.F.G. (Association of Global Training), ARCI, CeFAS (Center of Training and Higher Specialization), Cooperativa Rinascita
<b>Level (Organisational, Regional, Local, National)</b>	European, National, Regional
<b>Type (Digital Skills, Professional Skills etc.)</b>	Personal and professional skills, formal and non-formal skills in labour market
<b>Tools/Resources/ Services</b>	Online platform, Skills Profile Tool, contribute of local, Territorial Job Desks ( CPI – employment center),
<b>Link/ Website</b>	<a href="https://ec.europa.eu/migrantskills/#/">https://ec.europa.eu/migrantskills/#/</a>

GOOD PRACTICE 2	
Name	CPIA (Provincial Centres for Adult Education)



<b>Description (50-70 words)</b>	Adult education, including migrants regularly resident in Italian territory, is promoted by the CPIAs established with the decree of the President of the Republic 263 of 29 October 2012. They constitute a type of autonomous educational institution with its own staff and specific didactic and organizational structure. The CPIAs are divided into “territorial service networks” working on adult illiteracy thanks to Italian language classes.
<b>Key Stakeholders/ Provider</b>	Minister of Education, University and Research, CPIAs Provincial Network
<b>Level (Organisational, Regional, Local, National)</b>	National, Local
<b>Type (Digital Skills, Professional Skills etc.)</b>	Educational skills, language and cultural skills
<b>Tools/Resources/ Services</b>	Italian classes starting from PRE-A1 level, administrative support to migrants, schooling
<b>Link/ Website</b>	<a href="https://www.miur.gov.it/i-centri-provinciali-per-l-istruzione-degli-adulti">https://www.miur.gov.it/i-centri-provinciali-per-l-istruzione-degli-adulti</a>

<b>GOOD PRACTICE 3</b>	
<b>Name</b>	<b>MUSEI ACCOGLIENTI (MUA)</b>
<b>Description (50-70 words)</b>	The MUA promote a training program for intercultural dialogue aimed at migrants and refugees from the provinces of Lecce and Brindisi. The project aims to explore and build skills and practices to make cultural heritage more accessible and to promote social and collaborative interaction. The activities will include several methodologies, such as digital storytelling, which allows combining traditional forms of storytelling with modern digital tools; starting from personal values and views.
<b>Key Stakeholders/ Provider</b>	CIR (Italian Refugees Centre), Local NGOs, Apulia Region, Rete del Teatro Pubblico Pugliese



<b>Level (Organisational, Regional, Local, National)</b>	Regional
<b>Type (Digital Skills, Professional Skills etc.)</b>	Cultural skills, multidisciplinary skills (writing, art, photography, video)
<b>Tools/Resources/ Services</b>	Non-formal education tools, support of TPP (Apulian Public Theatre)
<b>Link/ Website</b>	<a href="http://www.cir-onlus.org/2018/10/15/cir-aperta-la-selezione-per-il-percorso-formativo-del-progetto-musei-accoglienti/">http://www.cir-onlus.org/2018/10/15/cir-aperta-la-selezione-per-il-percorso-formativo-del-progetto-musei-accoglienti/</a>

<b>GOOD PRACTICE 4</b>	
<b>Name</b>	<b>CeFAS (Training Centre for Social and Healthy Assistance) – job placement</b>
<b>Description (50-70 words)</b>	Activation of individual training and job placement paths for migrants. This Centre based in Magliano (Lecce- South Italy), offers a service of professionals integration and it's a bridge between individuals and local companies. Starting from practical training activities (classes of cooking, carpentry, barman, etc.) CeFAS allows developing of paid internships for migrants.
<b>Key Stakeholders/ Provider</b>	Local NGOs and Private and Public Organizations
<b>Level (Organisational, Regional, Local, National)</b>	Local and Regional
<b>Type (Digital Skills, Professional Skills etc.)</b>	Professionals skills
<b>Tools/Resources/ Services</b>	Practical training activities for job placement / national and European financial funds
<b>Link/ Website</b>	<a href="http://www.cefasslecce.it/corsi.html">http://www.cefasslecce.it/corsi.html</a>

#### **GOOD PRACTICE 5**



<b>Name</b>	<b>FA.Ci.L.E.</b>
<b>Description (50-70 words)</b>	Project for civic-linguistic training and experimental services. The project aims to activate 5 integrated training courses of Italian language (L1 / L2) and civic education; to achieve the knowledge and language skills useful for the socio-economic integration in the territory of 100 applicants, holders of international protection belonging to vulnerable categories, selected within the CAS Centres and SPRAR active in the provinces of Lecce, Brindisi and Taranto (Apulia).
<b>Key Stakeholders/ Provider</b>	European Project approved by Interior Minister/ Rinascita Social Cooperative / Province of Lecce, Brindisi and Taranto / Professional Training Schools and Institutes
<b>Level (Organisational, Regional, Local, National)</b>	Organizational and Regional
<b>Type (Digital Skills, Professional Skills etc.)</b>	Linguistic and cultural skills
<b>Tools/Resources/ Services</b>	AMIF funds / Italian classes for integration
<b>Link/ Website</b>	<a href="http://www.cooperativarinascita.org/servizi/al-via-il-progetto-fa-ci-l-e-formazione-civico-linguistica-e-servizi-sperimentali">http://www.cooperativarinascita.org/servizi/al-via-il-progetto-fa-ci-l-e-formazione-civico-linguistica-e-servizi-sperimentali</a>

## GOOD PRACTICE 6

<b>Name</b>	<b>Internal Literacy Courses</b>
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<b>Description (50-70 words)</b>	Formal and non-formal educational activities provides to asylum seekers of CAS (Extraordinary Welcoming Centres) of Lecce and holders of international protection of SPRAR (Protection System for Refugees and Asylum Seekers). Everyday educational activity made by Rinascita Social Operators helping beneficiaries of its own projects to develop linguistic and cultural skills.
<b>Key Stakeholders/ Provider</b>	Rinascita Social Cooperative, Interior Minister, Prefecture, CAS and SPRAR Centres based in Lecce, Taranto and Brindisi Province.
<b>Level (Organisational, Regional, Local, National)</b>	Local and regional
<b>Type (Digital Skills, Professional Skills etc.)</b>	Linguistic and educational skills
<b>Tools/Resources / Services</b>	Interior Minister and Prefecture funds
<b>Link/ Website</b>	<a href="http://www.cooperativarinascita.org/">http://www.cooperativarinascita.org/</a>



## 6. Conclusion/ Summary

Third Country National women generally face greater obstacles to achieve social and labour inclusion than men who have the same nationality as them. These differences are also visible in relation to migrant women from the European Union countries, whose situation the statistics shows to be better regarding employment.

TCN women is one of the collectives with a higher unemployment rates and exposed to a higher risk of poverty in the Italian society. One of the barriers is the lack of work permits and the irregular administrative situation, along with the deficiency of social and personal resources.

Secondly, the labour sectors in which most of them are working underline for being temporary, with low salary conditions and highly feminised. The majority of TCN women worked in the hospitality and customer service fields, along with the care and cleaning areas. The number of TCN women working in the domestic sector, mainly without a work contract, led them to an enormous vulnerability, which has been especially increased during the COVID pandemic. Also, seasonal workers related to agricultural tasks have, quite often, their rights diminished and the living conditions do not comply with the minimum standards.

It needs a greater commitment and action from public authorities both national and European, business companies, and social entities to provide opportunities in education and work to all citizens from a gender and intercultural perspective, as the only way to achieve an inclusive society.



## 1. References

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