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Governance and the Local Integration
of Migrants and Europe's Refugees

Integration into the Labour Market and Skills Training of Migrants in Italy

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Executive Summary

1. The right to work is one of the fundamental pillars of the Italian Constitution (Articles 1 and 4); it is granted to everyone as an instrument for the social, economic and material development of the Nation. However, the Italian Government is free to define certain areas of economic initiative (Article 41) that are considered strategic and of high interest.
2. Italian legislation safeguards the learning of professional skills and the development of an apprenticeship, with no distinction between different types of migrants: asylum seekers and refugees, for example, can be employed after 60 days from the authorisation to stay in Italy.
3. Instead, in Italy, access to employment, from which so-called economic migration can result, is decided by the Presidency of the Minister Council by adopting a specific Flows Decree that indicates the quotas of foreign workers admitted to Italy, divided by type of employment, residence permit and nationality.
4. The governance of active labour policies is substantially decentralised: Ministry of Labour and Social Policies (MLPS) decides the guidelines and manages the national and European budget; the Regions and the Municipalities, respectively, are the operative body, through the Labour Orientation Centres (COL) and the Employment Centres (CPI).
5. The policies for the job placement and training of migrants are carried out by local institutions in cooperation with third sector organisations, through dedicated declarations of intent or, more commonly, by the ordinary reception system (SPRAR/SIPROIMI).
6. The ordinary reception system offers a job orientation service that is combined with other personal support measures (e.g. housing support and pocket money) that is always aimed at the implementation of paid work placement and training for beneficiaries.
7. Calabria is one of the regions with the highest number of ordinary reception projects and the highest rate of residence permits over 12 months (MLPS, 2019).
8. Being a regional economy mainly oriented to agricultural and food production, migrants are employed in this sector, especially in small and medium internal urban areas. There are also significant examples of self-employment and entrepreneurship compared to the national level.
9. Among the main problems, there is the decrease in the supply of agricultural products and the consequent crisis of the productive sector, as well as the illegal exploitation of migrant workers through the peculiar form of the "Caporalato", an illicit intermediation promoted by criminal organisations.
10. In the local cases analysed, a strong capacity was found by the third sector organisations to use and innovate active job policies directed to the employment integration and qualification of asylum seekers and refugees, despite the specific conditions of the regional labour market.



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I. Migrant Workers in the Italian System: Legal and Methodological Framework

The Italian legislation on labour market access and entry of migrants is very difficult to classify. It is important to distinguish between the reasons that led people to migrate and their access to the State: so-called economic migrants are treated differently to asylum seekers and refugees in this specific context. In any case, depending on the legality of access, the principle of equal treatment, provided by Articles 2, 3 and 4 of the Italian Constitution, is always applicable. Under the Consolidated Act on Immigration (TUI), access for third-country workers is regulated, both in terms of the Italian labour market and their residence in the country. The limits set by the legislator are based on two levels of regulation: "one, so-called macro, aimed at determining the programmes and interventions on the phenomenon considered collectively, and another, so-called micro, which instead outlines the procedures for entry and the regulation of residence and employment" of the individual migrant (Castelli, 2003). Therefore, limits are established in general terms to ensure an orderly macro-phenomenon of the arrival of migrants, and procedures are also planned for "the entry of individual migrants in Italy, which represent a coherent development of these limits in the micro dimension" (Rosafalco, 2018).

The empirical research was carried out through semi-structured qualitative interviews. The interviews (14 in total) involved social workers (3); job assistants (2) working on SPRAR projects; social assistants (3) working on Extraordinary reception centres with young people and families (2), located in the municipality of Cosenza, Lamezia Terme and Villa San Giovanni. Other interviews were conducted with mediators/experts from migrant associations (2), members of humanitarian organisations and representatives of the National Refugee Reception System (2). The respondents were contacted both for their experience in the field of work integration and for the quality of the projects they have undertaken to implement innovative measures for the protection of refugees' right to work, including public-private cooperation.

I.1 Main legal framework and work flows management

The management and planning system for migratory flows in Italy for labour reasons is defined by the Consolidated Act on Immigration (TUI) and its implementing regulations: Article 3, Paragraph 1 of the TUI identifies the so-called triennial planning document on immigration and foreigners' policy of the State as one of the key instruments for managing these flows. This document is intended to encourage central government bodies to implement medium-term policies on a pro-active basis. Unfortunately, even with the numerous reforms of Italian immigration legislation, this instrument has practically been abandoned: the latest approval of the three-year programme document was in 2004.

However, the implementation of this document, from a procedural point of view, requires the direct intervention of the President of the Council of Ministers, after consulting the Ministers involved; the National Council of Economy and Labour (CNEL); the Permanent Conference for relations between the State; the regions and the autonomous provinces of Trento and Bolzano; the Conference State, cities and local authorities; the national bodies and associations most active in the assistance and integration of immigrants; and the workers' and employers' organisations most representative at the national level. A cohesion effort required from the executive power of the State to identify the actions and interventions concerning immigration, including agreements with the countries of origin (Article 3, Paragraph 2), as well as economic and social measures regarding immigrants residing in the State.



Moreover, Article 3.3 of the TUI requires not only that public interventions aimed at promoting social cohesion and dedicated to the integration of non-citizens are defined, but also the general criteria for the definition of entry flows into the State. These general criteria should be built on the basis of a close monitoring of labour market needs in Italy, based on the different labour demands in the different economic sectors. The lack of use of this instrument merely endorses the thesis according to which "the government has renounced to 'govern' migration". (Chiaromonte, 2013). In any case, Law No. 189/2002 (so-called Bossi-Fini Law) has allowed the implementation, over a period of three years, of programmatic documents, with the aim of making them more flexible and adaptable to the country's changing socio-economic needs. Despite this new possibility, the path of flow planning has been largely abandoned.

Currently, admission to the State for reasons of subordinate work (including seasonal work) and self-employment is only possible – except for some professional profiles that are allowed overtime – within the so-called annual maximum entry quotas established by the corresponding decrees of entry planning for work reasons (usually annual) emanating from the President of the Council of Ministers. Flow decrees normally establish a quota reserves for citizens coming from countries having concluded agreements with the State for the regulation of entry flows and readmission procedures.

The so-called "flows decree" also includes quotas for the conversion of residence permits for seasonal reasons from study/training/work experience into subordinate and self-employed work. In this way, the maximum quota of entries established in the flow decrees is then allocated at regional level to the territorial employment offices with circulars from the Ministry of Labour and Social Policies. The distribution of quotas takes place through a computerised system (SILEN), according to the requirements reported after consultations. An Italian or foreign employer residing in Italy may apply for authorisation to recruit a non-EU worker only after the annual flow planning decree has been published in the Official Bulletin of Italy, in accordance with the procedures indicated in specific circulars adopted jointly by the Ministry of Labour and Social Policies and the Ministry of the Interior.

There is a clearer and more central role played by the flows decree: it seems to be the only regulatory instrument for regulating the physiology of migratory flows. This is the case even if the flows decree is an instrument that is appearing to be profoundly inadequate (Calafà, 2012). The lack of any medium-term planning, with regard to the government of regular entries, makes it difficult to correlate the number of admissions allowed to the needs expressed by the economic system. Since the possibilities of legal access are very limited, the management of the phenomenon is still very slow and ineffective, which leads to an equal advance in the irregularity sector. This provision, in fact, which is intended to restrict the supply of stable manpower from other countries, has no impact on arrivals.

With the Decree of the President of the Council of Ministers of 12th March 2019, non-EU citizens are admitted to Italy, for reasons of seasonal and non-seasonal employment, and self-employment, within a maximum total quota of 30,850 employees. In the text there is a reference to non-nationals who have completed training programmes in their country financed by the Italian State (500 authorised entries); workers of Italian origin from certain Latin American countries (100 entries); and investors, freelancers, famous artists and proposers of "innovative start-ups" (2,400). This great variety of profiles seems to contradict the idea that the national labour market is so saturated by unemployed people that there is no need for migrant workers. In any case, there is a lack of a comprehensive strategy to build a network of cooperation with countries of common interest, including the readmission of expelled



immigrants. A more adequate volume of authorised entries would represent a real alternative to the asylum channel for the so-called economic migrants, who are not criminals but aspiring workers (Ambrosini, 2019).

1.2 Regulation of subordinate and seasonal employment

The so-called micro level of labour migration management in Italy is composed of a very complex series of "typical authorization procedures" (Viscomi, 1998) which actually consists of two parts: on one side, the rules of access to the labour market that join, on the other side, the procedure to obtain a residence permit. In fact, the qualifications that justify the worker's residence in Italy are various: the single residence permit for work; the EU residence permit for long-term residents; the EU Blue Card; and some special permits. Migrants who intend to come to Italy, according to the system in force, are considered as both job seekers and foreign citizens whose presence in Italy must be authorised. This is, therefore, a "dual condition – legal and social – of the immigrant" (Del Punta, 2012: 400) that requires interdisciplinary attention because "the migrant comes into Italy and can stay there if and when he or she is a worker" (Santini, 2005).

The procedure gives a central role to the so-called employer, more than to the individual immigrant: the first phase before the entry, in fact, begins with the submission by an employer, who is either Italian or a foreigner regularly resident in Italy, of the request for "nulla osta" for the recruitment of a non-European worker. Consequently, in order to obtain an entry visa for subordinate employment reasons, the worker must, in this case, obtain this special work permit issued by the Immigration Office (Sportello Unico Immigrazione). In any case, the application for the work permit can only be submitted after the publication in the Official Gazette of the Annual Flow Planning Decree (Decreto Flussi). Only after the corresponding quotas have been indicated will the Immigration Office grant authorisation to apply for a visa, pending the application for employment is made within the annual quota established by the flows decree or if nobody, whether Italian, EU or non-EU, registered on the employment lists or registered as unemployed, is willing to accept that particular job.

Workers from outside Europe can also enter Italy for seasonal reasons only within the limits of the annual quotas established by the specific Decree planning entry flows. Sectors where it is possible to establish seasonal employment relationships relate to agricultural production and the hotel and tourism sectors. In any case, these sectors must be covered by one of the collective labour agreements that appear in the application form for seasonal work available on the website of the Italian Ministry of the Interior. A seasonal worker can also be recruited part-time, but only if the weekly average is not less than 20 hours. The migrant worker must be paid no less than the monthly gross salary provided for by the national collective agreement in force for the category. For the recruitment of seasonal or non-seasonal employees, separate flow decrees may be adopted or, more recently, only one flow decree may be adopted, with comprehensive entry quotas for all available positions.

With regard to these two procedures, which are very similar to each other, the legislator requires firstly that the migrant worker has received a job offer while being outside the State; secondly, this procedure seems to underestimate that to carry out numerous employments – especially in southern Italy, where the economy is strongly characterised by artisan activities and small industry – it is necessary to have direct contact between the employer and future worker. Also for this reason, immigrants in Italy are inclined to work in the low-skilled sectors of the labour market, which is therefore highly "racialised" (Ferrero and Perocco, 2011) considering the lack of efficiency in the allocation of immigrant human resources. A very high risk, however, is represented by the use of



migrants of "informal circuits" to match job demand and supply. It is as if immigration were forced to pass through irregular channels (Papa, 2017), considering that there is a real difficulty in performing non-specialised tasks for the migrant receiving a job offer from Italy before he or she arrives.

1.3 Self-employment and entrepreneurship of migrants

Entrepreneurship growth in the European immigrant community is not to be considered as a totally new phenomenon: the inclusion of immigrants in self-employment is a process related to migratory movements, even if until now this sector has been mostly unnoticeable, especially in Italy. However, in the last few years, attention towards these activities in Italy has increased and its distinctive features are more appreciated.

Entrepreneurship (or, as it might be better to say in the Italian context, self-employment) is a very interesting dimension of the migration phenomenon because it "allows us to capture those aspects of change that indicate new dimensions of migration projects and different forms of the immigrant presence, enabling us to go over the stereotyped and schematic interpretations" (Chiesi & Zucchetti, 2003). The analysis of non-national self-employment, in fact, highlights some evolutionary aspects, including mobility paths and professional growth; changes in life projects of people who seek, in most cases, greater stabilisation within the landing context; and, finally, processes of relationship building and interdependence that develop between the migrant's country and the host nation, the community of co-nationals and other variables that affect the construction and redefinition of the same personal and social identity of self-employed immigrants.

Italian legislation regarding the access of third country nationals to self-employment cannot be disregarded from the statements contained in Articles 2 and 43 of the TUI, which clearly show that the free exercise of an economic activity must be included among civil rights (which must therefore be attributed to the non-national legally residing on equal terms with Italians, except for an express derogation contained in any other act having the power of law) because Article 43 expressly qualifies as discrimination as unauthorised restriction of access to employment for the non-EU national.

For other aspects, the autonomous activity of the immigrant must be analysed in the context of the incidence exercised in the legal system of the mechanisms used to manage the migration policies. The access to the territory of the State, as well as any other authorisation to stay in a more or less stable form, are planned and decided in a preventive way by the Council of Ministers through the already cited quotas of access for self-employed activities.

For this reason, a self-employed job is considered every activity which is different from subordinate work – as deduced from Article 26, Paragraph 2 of the TUI – and involves the issue of a residence permit for industrial, professional, artisan or commercial activity, when not reserved to Italian citizens or nationals of the EU Member States. These exclusions with regard to the purpose of the activity must be considered in addition to a requirement that in the migrant's country of origin, which intends to set up an autonomous enterprise in Italy, a reciprocity regime must be granted, meaning that the same activity may be carried out by Italian citizens in foreign territory. This condition is verified by the diplomatic authorities, if not already expressed in bilateral agreements signed by the two nations. While this attitude protects the national economic system in such strategic sectors, it is also an explicit limit to the economic activity of migrants that, for some reason, can be considered less free, as prescribed by Article 41 of the Italian Constitution.



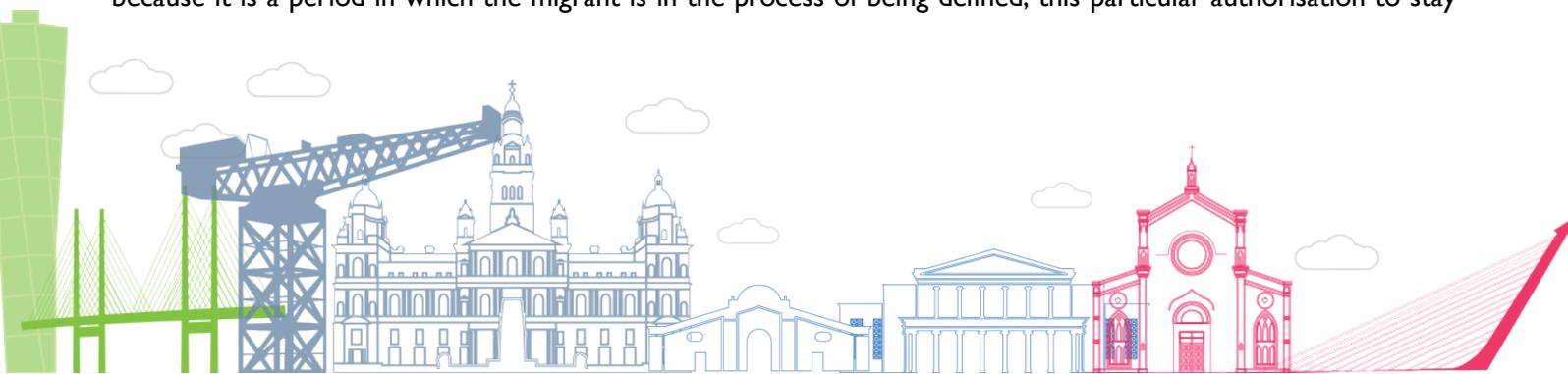
For this intention, foreign nationals must be able to demonstrate compliance with the criteria required by Italian law for carrying out this specific activity and, if necessary, be included in professional associations and registers. It should be noted that, in more than one case, inclusion in these professional registries may also imply an application for recognition of any academic or professional qualifications obtained abroad in order to work in the desired activity. In addition, public authorities will check that there is an adequate amount of financial commitment, as well as the minimum and sufficient resources that every individual has to demonstrate in order to maintain themselves, with related certification from lawful sources and in a greater amount than required for health exemption regulations.

The application for a consular Visa, or in other words what we could call the "reason for the activity in the host country", is one of the last steps that completes a series of very complex procedures, "where the administrative process is intersected with the incomprehensible timing of the previous authorizations" (Di Maio, 2016). In this regard, the statement of authorisation (Nulla Osta) is necessary for the exercise of the activity which, in this specific case, will be issued by the competent Chamber of Commerce. The Visa is granted by the diplomatic representation after having received at least three authorisations by: the Ministry of the Interior, the Ministry of Foreign Affairs and, if present, the Ministry responsible for the activity examined. Admission is then subordinated to the limits provided by the "flows decree" for the activity required. Finally, after the submission by the immigrant of the required documents, the Italian Police Headquarters shall issue a residence permit for self-employed workers in accordance with Article 5, Paragraph 3 of the TUI for a maximum period of two years. Withdrawal of authorisation and any expulsion will occur if the applicant is condemned for violation of copyright, counterfeiting, abuse in the use of distinctive signs of industrial products and other crimes related to intellectual property, as provided by Article 26, Paragraph 7 bis of the TUI.

Therefore, the analysis reveals an administrative procedure with complicated, sometimes repetitive, steps, that suggest an attitude of unreasonable precaution by the legislator. Otherwise, besides the bureaucratisation related to the residence permit, there is the short time (two years) granted to the applicant for the launch of an activity, also limited by the preventive authorisations that, actually, affect the autonomous view of the economic initiative. In addition, the current approach of the labour market is multifaceted and the business initiative itself is based on further forms of organisation; consequently, it represents a primary choice compared to other opportunities, helping to make this autonomous/subordinate combination that the legislator wanted to create more obsolete than ever, with an admission approach that is considered "difficult to understand and unnecessarily binding" (Nappi, 2005).

1.4 Job integration of refugees and asylum seekers

The residence permit granted to the refugee or other person requiring international protection enables the applicant to work. In the Italian legal system, this status, which is, on the contrary, very clear in European regulations, was the subject matter of significant discussions and changes. Under the legislation currently in force until the implementation of the new Law No. 132/2018, which converted the so-called Salvini Decree, the residence permit for asylum seekers allows the possibility of employing migrants in any self-employed or employed activity, until the effective approval of international protection, after 60 days from the submission of the asylum application. Precisely because it is a period in which the migrant is in the process of being defined, this particular authorisation to stay



gives the opportunity for everyone to participate in the labour market, as provided by Articles 4, 10.2 and 41 of the Italian Constitution, but the residence permit cannot be temporarily converted into a permanent residence permit for employment-related reasons, at least until the Territorial Commission for the Recognition of International Protection has given its response.

Residence permits granted in accordance with Article 20 of the TUI, based on the relevant humanitarian reasons arising from conflicts, natural disasters or other events of special gravity in countries outside the EU, can be useful for working activities. Therefore, until the new legislation became effective in December 2018, migrants admitted to stay in the country for these reasons became potentially part of the working population. However, Law No. 132/2018, currently has restricted situations where the so-called humanitarian protection – a status that is only issued in Italy in accordance with internal rules and not derived from EU law – is granted to a few specific cases (special protection, disasters, medical treatment, acts of particular civil importance and generic special cases, each of them for one year). These regulatory provisions had retroactive effect, but the Supreme Court ruled that the new restrictive rules on humanitarian protection launched by the so-called Salvini Decree cannot be extended to applications that were submitted before the 5th of October 2018, when the law was approved.

A particular aspect that concerns the restriction of the possibilities of employment for asylum seekers relates to the prohibition of people who apply for international protection to be included in the population register of the municipality in which they intend to reside. This introduced provision has caused numerous protests, including from some mayors, who have announced their voluntary non-application. However, some judgements and the interpretation of the current rules have already bypassed this prohibition, and many municipalities are already proceeding again to register asylum seekers in their population registers. In fact, "the previous administrative procedure is re-established but, in any case, without prejudice to the equal treatment and, of course, the protection of fundamental rights" (Di Maio, 2019).

A further aspect to be clarified concerns the consequences of non-registration of asylum seekers, as regards access to all services provided locally on the basis of the residence declared when the asylum application is formalised. In other words, the asylum seeker has the right to all the services provided in the municipal territory, underlining that the provision does not only refer to services provided by the Public Administration, and therefore also includes private services such as banks, insurance companies, real estate agencies, etc. More specifically, with their registration, migrants also re-acquire insertion in the lists of employment agencies, the offices responsible for managing employment policies. After 60 days from submission of the asylum application form, applicants not only have the right to work, but also the possibility of receiving offers from the Employment Agency, which is preliminary to finding job opportunities. Moreover, with a Circular interpreting the new legislation, the National Agency for Active Policies (Anpal) reaffirms that asylum seekers must be able to be registered in the unemployed lists in the Employment Centres like the Italians, if they reside in a reception centre. For this reason, these people must be able to obtain all the services and active employment policy measures provided by the Employment Centres, even when an immediate declaration of availability is required, because this is a useful step for subsequent processes relating to qualitative profiling, the signing of the personalised employment service pact and the activation of the jobseeker in the search for a new career.



1.5 Access to placements and vocational training for migrants

Work represents the main inclusion driver. Lifelong learning should therefore be considered the main element of an integration system. However, training is often reduced to a mere functional substitute of employment and policies for integrating immigrants into the labour market. Specifically, "the training can be asked to encourage in the long term the matching of supply and demand of work, to promote good employment, but cannot be taken for granted that it will create new ones" (Lodigiani, 2008: 165). Adult learning would represent a "vehicle of empowerment and activation of individuals' capacities". As a consequence, the objective of national reception and inclusion systems should be to make each person "able to do his or her part, participating in the economic, social and political life of his or her country: to support him or her in acquiring the skills to face situations, to act with awareness and effectiveness, to realize his or her desire for autonomy and self-determination. In a word, by developing its empowerment, at different levels. If we leave all the responsibility for its activation to the individual, the differences between the people who are able to be activated or not will be amplified" (Margiotta, 2013: 90).

In Italy, the training of asylum seekers and refugees has been almost totally entrusted to Third Sector organisations that have activated learning programmes parallel to the educational paths of professional schools, principally within the reception projects of the SPRAR (Protection System for Asylum Seekers and Refugees), and in some specific occasions also within the Extraordinary Reception Centers (CAS). In this regard, it should be noted that the new Llaw No. 132/2018 has restricted the group of beneficiaries in the ordinary reception system (now called SPRAR/SIPROIMI): in the territorial reception projects now can take part in vocational training for refugees and unaccompanied foreign minors only, always outside of the existing framework of educational institutes.

With regard to admission to training courses, it is important to underline that the so-called Salvini Decree No. 113/2018 has abrogated Article 22, Paragraph 3, of Legislative Decree No. 142/2015, which established that "Applicants, who benefit of reception measures [...], may attend vocational training courses, eventually provided by the local authority program designed to receive the asylum seeker". However, the implementation and interpretation of this legislation considers asylum seekers excluded from courses provided within the national reception system (e.g. SPRAR, SIPROIMI or CAS) but certainly not the ones offered to all residents indiscriminately in the municipal territory. Of course, there will be the problem of costs to ensure participation in these courses, considering that the new conditions for the management of the reception centres will not necessarily provide supply services of this type. In this regard, local authorities will have a decisive role to introduce in the municipal or regional budget expenses for asylum seekers, to make the reception effective and rationally manage this phenomenon (Consoli, 2019).

2. Calabria: Labour Context and Integration Policies

According to the Italian Ministry of Labour and Social Policy, the number of foreign workers (15-64) living in Italy in 2018 was more than 3.950 million. There are 2,455,000 employed people over 15 years of age, 399,746 jobseekers and 1,137,742 inactive people between 15 and 64 years of age (MLPS, 2019). In the map of the active migrant population, Calabria occupies a very peculiar place, both for its geographical conformation, which diversifies the region between provinces, and for its prevalence of a work context which is more affected by less qualified and labour-intensive jobs.



It should be noted that Calabria is now the region with the highest unemployment and the lowest employment rates in Europe. From the occupational point of view, there are increasing gaps compared to the rest of the country, with a female employment rate in Calabria that is 50% less compared with Central Northern Italy (Eurostat, 2018). Regarding these aspects, the "relative disadvantage of the Calabrian labour market is very strong, being the irregularity rate the highest in Italy" (Anpal, 2019). This particular incision of irregular employment relationships is explained not only by the specific structural composition of the regional economy, which specialises in those sectors where the use of undeclared work is more frequent, but also by the exceptional proliferation of micro-enterprises. For this reason, high incidence of the illegal sector is a particular aspect of a more general problem of economic development and of weakness in regional productive activity, with inevitable consequences for the migrants, refugees and asylum seekers population.

2.1 Public policies on employment integration: a semi-decentralised governance

The governance of public policies on the employment inclusion and integration of migrants in Italy is entrusted to the Directorate General for Immigration and Integration Policies of the Labour Ministry. Since 2017, this central authority has been specifically responsible for analysing and managing migration flows, monitoring the entry quotas of foreign workers and overseeing bilateral cooperation with the origin countries. The three offices of which the Directorate is composed also identify and implement the active policies and involvement of the appropriate services in the activities of integration and reintegration of foreign workers into the labour market. Thus, the central unit of the Ministry is responsible for the financial resources related to migration policies and, among its numerous tasks, for the development and management of the registry system for non-EU workers established by current Italian legislation.

In addition to these activities, a multi-level coordination is used to control the employment of migrants, fortified by the direct dialogue with the Italian Regions. Currently, a multi-year programme on labour policies and integration of foreigners is in force, which the Directorate-General has intended to develop together with 17 Italian Regions, including Calabria, according to an approach of coordination and amalgamation of national and regional actions and financial instruments. In this context, the policy framework used is the Programme Agreement (Accordo Programma), which promotes the development by the Regions involved of a so-called integrated plan of interventions in the field of work integration and social integration of the migrant population. Integrated plans are not only programmatic documents but are also implemented according to a pre-established model, and must be applied in the different territories through three steps of coordinated action: a) analysis of the regional context; b) preparatory actions for the design, structuring and testing of the system of integrated territorial services; and c) pilot actions according to the intervention priorities defined in the integrated programme.

Regarding point a), the Regions involved have already had to highlight the qualitative and quantitative characteristics of the migration phenomenon, as well as the structure of local services available for employment and integration. Regarding point b), the identification of integrated local services has as a financial framework: the national resources of the Migration Policy Fund (FPM). Regarding point c), Calabria identified the following actions of active policies for employment:

- I. Creation of territorial coordination between the Region, and public and private entities providing services for the integration of migrants;



2. Mapping of services aimed at migrants present in the territory, with particular attention to unaccompanied foreign minors and persons with international protection status;
3. Creation of a regional Observatory on Immigration;
4. Creation of a Foreign Corner that indicates paths of social integration addressed to international protection beneficiaries, both as guests of the SPRAR as well as those who have left the reception system;
5. Creation of territorial coordinating/consulting among public, private and migrant associations.

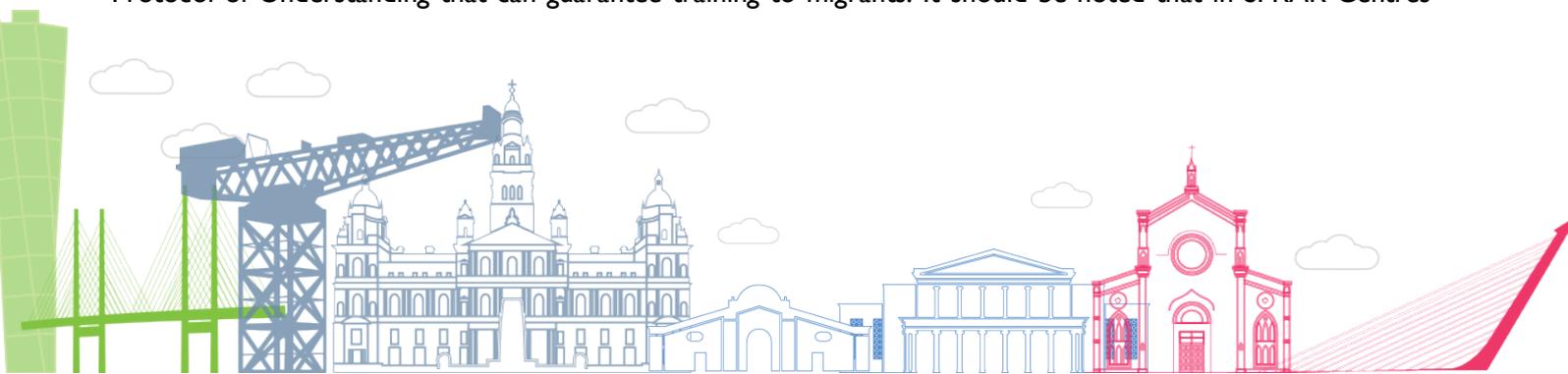
These policies – with regard to points 1, 2 and 5 listed above at least – are implemented in a number of documents and expressions of interest for the development of individual actions. The operational branch of these actions are the so-called Employment Centres (CPI), which are public structures coordinated by the Regions that are responsible for encouraging the matching of supply and demand for employment with initiatives and interventions of active labour policies. Employment Centres' activities are aimed at all residents in the region, both unemployed and workers at risk of unemployment, as well as occupied workers in search of new employment. Since 1 July 2018, Calabria offers 15 Employment Centres (structured on a provincial basis), in addition to 25 offices and local information points relating to the CPI.

According to the latest estimations of the Italian Labour Ministry, Calabria shows that between 77% and 88% of immigrants have used employment services. Compared to the number of jobs and work carried out in 2018, the province of Cosenza has a very high rate of non-specialised workers in the agricultural sector (5,361), with a preponderance of the age group between 25 and 34 years (2,735), with a fixed-term contract. With respect to gender, the labour supply for women is on the rise, even if it is still sectional (Anpal, 2019).

2.2 Refugees and asylum seekers in the labour market: an evolving reception system

Since December 2018, the Integrated Reception System for Asylum Seekers and Refugees (SPRAR) has been evolving into a much more delimited form, while maintaining a service level similar to the previous one. The new system – known as SIPROIMI – is aimed only at those who have already been recognised as a refugee or have any type of protection in the State. Aside from the considerations relating to the reduction of beneficiaries, it is important to underline that job placement is always one of the strongest points of this integrated reception system: according to the operational indications already provided for each SPRAR project, the implementation and the successful conclusion of the project team's work on training and job integration necessarily presupposes that the programme develops and consolidates collaborations and synergies. In fact, the integrated reception consists of a greater possibility of dialogue between the third-sector organisations that manage the reception project and the municipal and regional authorities that are responsible for the job placement, such as the Employment Centres (CPI), the Work Orientation Centres (COL) or other municipal services that provide counselling, such as the Territorial Centres for Adult Education (CPIA), the accredited training centres, etc.

This preliminary dialogue between SPRAR social workers and local authorities allows the creation of on-the-job training experiences – such as internships and job grants – as well as possible work placements for migrants. The territorial network of the project, in fact, has always been framed as a collector of relationships with local enterprises, starting from a mapping of the code of ethics with which they are endowed, up to the proposal of a Protocol of Understanding that can guarantee training to migrants. It should be noted that in SPRAR Centres –



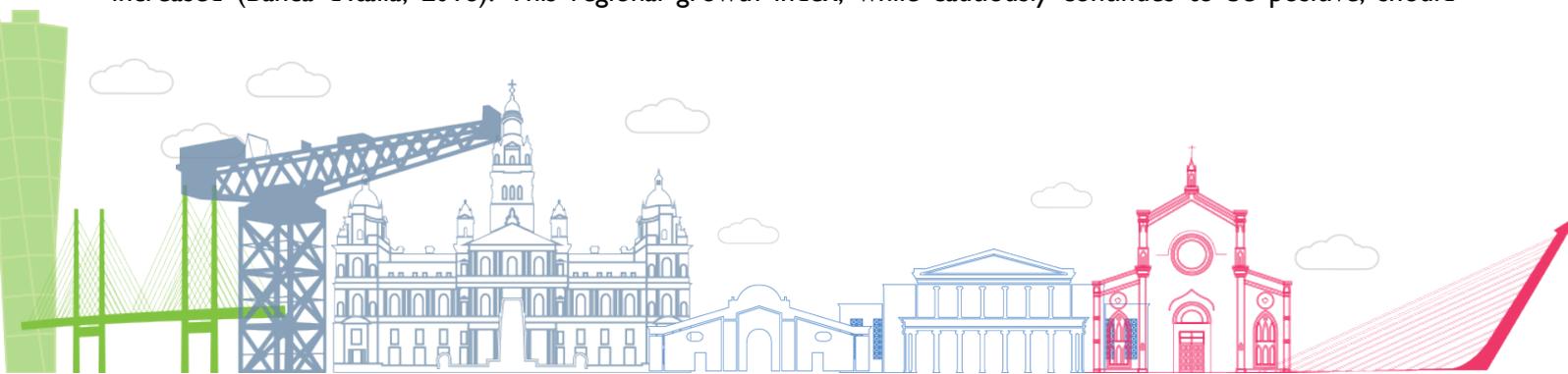
which are now involving SIPROIMI – the so-called skills balance is one of the tools used. This involves the reconstruction of personal baggage of the workers in terms of skills, abilities, acquired knowledge, acquired experiences, interests, attitudes and aspirations, using a variety of instruments: fact sheets, self-assessment questionnaires, retrieval of personal biography, and analysis of previous experiences, tests and simulations. This path requires an important commitment in terms of time and exchange of information both for the user and the consultant, assuming adequate linguistic skills of the people involved (Loprieno, Elia and Di Maio, 2019).

The personnel tasked with assisting the migrant towards work autonomy will certainly proceed to the certification of any skills and qualifications. Regarding previous competencies, the Italian law No. 92/2012 (the so-called "Fornero reform") and the subsequent legislative decree No. 13/2013 have provided for the implementation of a national competence certification system, for the definition of general rules and essential performance levels to identify and validate learning acquired in non-formal and informal contexts. Calabria Region started the process of implementation of its system of recognition, validation and certification of professional skills; in June 2016 the Regional Register of Qualifications and Competencies (Resolution of the Regional Council No. 215 of June 13, 2016) was established, starting from the framework of the Register of Professional Figures of the Tuscany Region, with which a Cooperation Protocol was signed. The implementation of this recognition system not only gives legal value to all professional certificates issued by the Calabria Region, but also allows the Public Administration to adopt a unique system applicable to Italy as a whole to identify the working skills of migrants, in line with the European Qualification Framework. Finally, it should be remembered that for local reception projects, also the Territorial Centres for Adult Education (CPIA) are partners for the certification of certain qualifications, such as IT skills.

Regarding the recognition of educational certificates, in Italy the collaboration between MIUR (Ministry of Education) and the private company CIMEA has recently been consolidated, using its certification service for foreign qualifications (known as Credential Information Service) to produce free "Certificates of Comparability" of foreign certificates to refugees, and people with subsidiary or international protection status. In this context and with the collaboration of the Ministry of Foreign Affairs (MaeCi), the National Coordination on the Evaluation of Refugee Qualifications (CNVQR) has been activated. This is an informal network of experts in the administrative sector working within higher education and training institutions that are involved in the recognition of qualifications, to share evaluation practices, problem cases, information sources and methodological practices in the evaluation of refugee skills, with or without documentation. Italy, in fact, is one of the leaders in the testing of the so-called European Qualifications Passport for Refugees, a European project that uses block-chain technology to create a portfolio of degrees and skills, certifying these officially, even for people who do not have diplomas or original certificates validated.

2.3 Migrants' employment situation in the Calabrian labour market

The labour market in Calabria is variable not only by the current economic cycles, but also by the different demographic periods affecting the regional population. In fact, to understand the employment situation of immigrants in Calabria it is necessary to consider the general condition and background in which the specific work capacities of newcomers, refugees and foreign resident population are inserted. According to the latest report on regional economies, the Bank of Italy estimates a slight increase in the number of people employed in Calabria from 2017, which was higher in that year compared to the national figures for Italy. However, in Calabria employment rates are still about 10% lower than in 2007, while the national figures for Italy show that pre-crisis levels have increased (Banca d'Italia, 2018). This regional growth index, while cautiously continues to be positive, should



certainly be contextualised with a general expansion of the labour market at national level. The most significant acceleration of growth in the period 2015–2017 was recorded in Calabria, according to the data emerging from the most recent report published by SVIMEZ (Associazione per lo sviluppo nell'industria del Mezzogiorno). The growth was mainly driven by construction, with a 12% increase during the three years, followed by agriculture with an increase of 7.9%, and then industry with an increase of 6.9% (SVIMEZ, 2019).

These data are reflected in the employment of immigrants residing in Calabria, which currently amounts to 113,078 units as of 1st January 2019 (ISTAT, 2019), showing a moderate but consistent increase compared to previous years. These last statistics are very important for our research, especially when compared with the general demographical trend in the region, which also indicates some peculiar endogenous pathologies: according to the latest population estimates, over the last 25 years the dynamics of the population in Calabria have been marked by the continuous internal migration of the Italian youth population to central-north areas; the province of Cosenza with 709,000 residents, equal to 36.2% of the inhabitants of the Region, remains the most populated, followed by the province of Reggio Calabria with 551,000 inhabitants, and then the more distant Catanzaro with 361,000 inhabitants, while a much smaller demographic size characterises the provinces of the most recent constitution, Crotone and Vibo Valentia, with 175,000 and 161,000 residents, respectively. At the same time, the number of newborns in the region has decreased, while the age of the population has increased (SVIMEZ, 2019).

Compared to this internal autochthonous emigration and the consequent reduction of the workforce, it is possible to deduce the average profile of the migrant worker from our research and from the collected statistical data: an unskilled worker who finds employment especially in the agricultural sector (agronomic products and oil fruits), in the services sector (domestic personal work) and in the tourism sector (restaurants and hotels). With a strong predominance of the male gender, the migrant worker in Calabria – when it is possible to identify his/her working situation – is characterised by fixed-term employment contracts, with an age range between 24 and 44 years of age (MLPS, 2019).

With regards to their presence in Calabria, migrants have been the main players in those processes of territorial spread of immigration (Balbo, 2015), with particular interest for municipalities of small or very small size (Sarlo et al, 2014). Therefore, it is possible to identify distinct local systems with a high intensity of immigrant labour: a) agricultural systems specialised in seasonality and transhumance (Sibari, Gioia Tauro, Lamezia Terme, Cirò and Crotone); b) minor agricultural systems characterised by zootechnics, flower cultivation and production for a few consumers (Pollino Meridionale, Valle del Crati and Sila, Altopiano del Poro, Locride and Area Grecanica); and c) tourist and seasonal systems (Alto Tirreno cosentino; area of Capo Vaticano; coastline of Piana di Sibari; Crotone Coast and Ionian coast of Catanzaro). Finally, to all this is added the so-called Hospitality dorsal (Dorsale dell'ospitalità) from Badolato to Riace, thanks to the pioneering experiences of reception of asylum seekers and refugees (Cicerchia & Pallara, 2009). In many cases, migrants change activities (street trade, construction, agriculture, tourism), moving to different locations, from internal areas (where they often reside) to coastal valleys where seasonal activities are located, in agriculture or in the tourism sector (Corrado & D'Agostino, 2016).

2.4 Illegal employment and labour exploitation of migrants: the case of Caporalato

Irregular employment and labour exploitation of migrants is a highly economic and social phenomenon in Italy which has assumed considerable dimensions, especially in the southern regions of the country where the economy is



driven by agricultural and food production.

Indeed, agricultural employment is characterised by the prevalence of fluctuating, short-term and markedly seasonal labour relations. At the same time, the internal migrations of the native population and the progressive expectations of more specialised work provided more space where migrant labour is available in this sector: since 2017, foreign workers employed in the agricultural sector have accounted for about a quarter of the total labour force (IDOS, 2018), more than 151,000 are EU workers (53%) and 135,000 (47%) are non-EU workers (Osservatorio P. Rizzotto, 2018).

This economic sector, therefore, is characterised by the irregular work and labour exploitation phenomenon: migrants, in fact, for specific conditions of vulnerability (lack of knowledge of protection measures, unsuitable housing, distance from the workplace, etc.), as well as for cultural, legal, social and economic barriers, represent a potential pool of underpaid and de-qualified labour supply. There are many cases of work exploitation: tax evasion, phenomenon with a high risk of social security and the so-called "caporalato", an illegal form of intermediation, recruitment and organisation of agricultural labour outside the regular employment channels, in contrast to the provisions on minimum wages, social security contributions, and health and safety of workers.

The Caporalato has evolved as a result of several factors (Ismea, 2017):

- The high demand for short-term and extremely flexible labour;
- Indirect agriculture, through outsourcing of workers' recruitment;
- Subcontracting and renting of farmland or equipment;
- Very isolated workplaces in remote rural areas or due to extremely arduous working conditions (e.g. Province of Cosenza and Reggio Calabria);
- The inability of trade associations to effectively protect the interests of local producers;
- The presence of criminal organisations and the inadequacy of public employment services.

However, labour brokering, recruitment and organisation of agricultural workers are very diversified and sometimes determined in an abusive form, including by cooperatives or temporary employment agencies (Corrado, 2018).

According to the latest cognitive analysis of the Italian Ministry of Labour and Research Foundations in this sector, there is a constant presence of criminal infiltrations in the agricultural and food supply and demand management through the use of Caporalato, causing an illegal and submerged economy of over €5 billion in Italy (Osservatorio P. Rizzotto, 2018). Further evidence of the magnitude of the phenomenon can be found in the contrast activity against the Caporalato: among the 1,474 workers involved in the contrast operations, 673 (about 46%) were totally illegal, with about 74% (496) employed in the agricultural sector exclusively; among the number of the above-mentioned illegal workers who are victims of exploitation there are also 478 foreigners (350 in the agricultural sector), to which are added 157 non-EU foreigners without a regular residence permit, 130 of whom work only in agriculture (INL, 2018).



2.5 Primary measures against the illegal employment of migrants

According to Article 18 Paragraph 3-bis of the TUI for migrants, victims of trafficking or slavery crimes, on the basis of the "National Action Plan against trafficking and serious exploitation of human beings" (Law No. 228 of 2003), adequate conditions of accommodation, food and health care are applied as a transitional measure and, subsequently, continued assistance and social integration. In order to reinforce these programmes, Law No. 205 of 27 December 2017 introduced incentives, starting in 2018, for social cooperatives to recruit beneficiaries of international protection and women who are victims of violence, as part of their protection pathways.

More recently, the Conference of Regions and Autonomous Provinces has made the fight against the "Caporalato" one of its priorities and, with the document of May 2016, contributed to the adoption of the regulatory framework introduced by Law No. 199 of 2016. This law has introduced a number of significant changes in the Penal Code, aimed to apply to each case regardless of the methods used to exploit workers and the method (organised or not) of intermediation. Moreover, introducing criminal liability for the employer, it aimed to reduce irregular job demand, making the activity of illegal labour intermediation less profitable. Furthermore, the provision of measures to protect agricultural work is important, especially to improve the "Network of quality agricultural work", established by INPS (National Institute of Social Security) with Law No. 116/2014. Under this measure, all proceeds resulting from the confiscation of funds ordered for illicit intermediation and labour exploitation will also be assigned to the National Anti-Trafficking Fund (Article 12 of Law 228 of 2003), and the Fund's resources will also be assigned to compensate people who have been victims of "Caporalato".

On the national level, the so-called Table on the Caporalato of the MLPS presented in September 2019 a first draft of the Three-year Plan designed to contrast the phenomenon of Caporalato and serious labour exploitation in the agricultural sector. At the same time, the MLPS implemented a total financing of about €60 million in agreement with five regions most affected by the phenomenon: Puglia, Basilicata, Calabria, Sicilia and Campania. The so-called P.I.Ù SU.PR.EME project (Individualised Paths to Exit from Exploitation to Support and Integrate the Actions of the SU.PR.EME Project on Systemic Countering Exploitation) aims to create an interregional system action to fight the phenomenon of irregular work and exploitation through supporting individualised pathways that sustain the autonomy of the beneficiaries.

The European Commission, working in full synergy with these resources, approved on 30 July 2019 the project "SU.PR.EME. ITALY – South". The project aims to implement an Extraordinary Integrated Plan of interventions to contrast and eradicate all forms of serious labour exploitation in the territories of the 5 partner Regions. Specific attention has been placed on the territorial areas recently subject to the prefectural Commissioner's office for Mafia infiltration into local administrations¹: in Calabria, the Municipality of San Ferdinando has been selected, but it will also be available in other Calabrian areas that present the same conditions of social alarm.

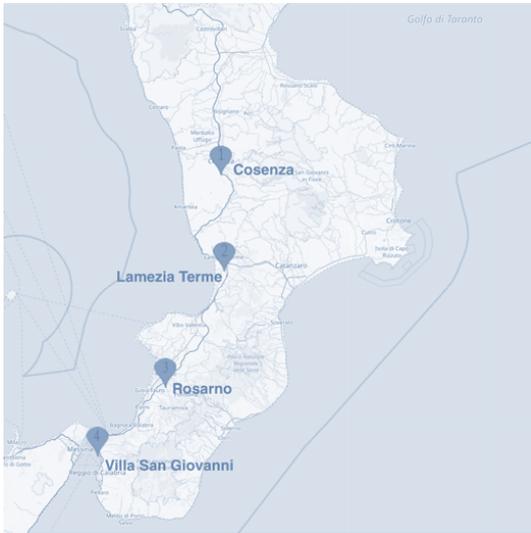
Finally, in Calabria, the Employment Centres (CPI) have already provided booking lists for the agricultural sector where workers available for recruitment or re-employment from agricultural companies can be incorporated; local

¹ The prefectural commissioner is the monocratic authority for extraordinary administration of the municipality, appointed by the Government in cases of dissolution of the municipal council, generally as a consequence of infiltrations or influence by criminal organisations.



authorities sign agreements or conventions with local public transport companies and with producers' and large retailers' organisations to ensure that workers are supported (Law No. 13 of 2012).

3. Migrant Workers and Refugees in Calabria: Best Practices and Problematic Realities



SPRAR/SIPROIMI projects analysed © GLIMER

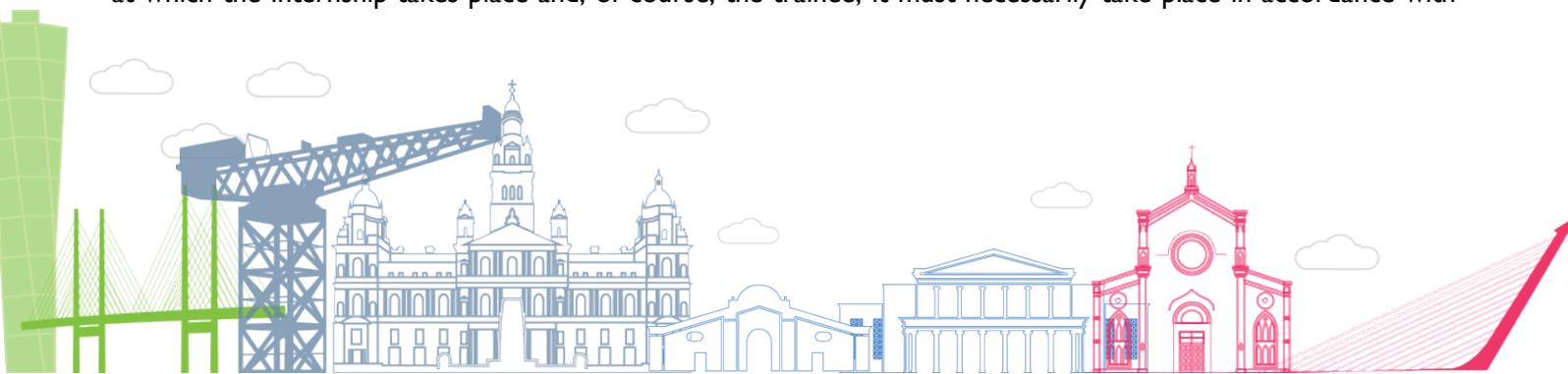
The migrant population located in Calabria fluctuates as a result of the constant incidence of arrivals and the high level of internal migration flows that also affects asylum seekers and refugees. On 1st January 2019, the number of migrants who have a residence permit in the region increased by 4.2%, with a greater presence in the provinces of Reggio Calabria and Cosenza (ISTAT, 2019). However, it is not possible to identify in a single way the migrant presence in Calabria, except through the municipal register of residents, which under Decree No. 113/2018 was inhibited for asylum seekers only. With these difficulties in the correct identification of the presence of immigrants in Calabria, it is important to consider that the Decree Law No. 113/2018, renames the Protection System for asylum seekers, refugees and unaccompanied foreign minors (SPRAR) in SIPROIMI (System of protection for holders of international protection and for unaccompanied foreign minors).

Access to the System is now allowed for beneficiaries of international protection and all unaccompanied foreign minors. In addition, the new legislation provides that holders of residence permits for: victims of violence or trafficking, victims of domestic violence, health reasons, victims of labour exploitation, disasters, acts of particular civil value, who may also have access to the integrated reception services of SIPROIMI. The Protection System is always composed of the network of local authorities that, for the implementation of integrated reception projects, have access, within the limits of available resources, to the National Fund for Asylum Policies and Services.

Currently, there are 123 reception projects in Calabria, with a total of 3,537 places assignable to beneficiaries (SIPROIMI Data Bank, 2019). However, the availability of reception places must be evaluated according to the number of migrants' landings and arrivals which, in the last six months of 2019, has decreased at national level by 79.6% (Department of Public Security, 2019) and mainly affects the southern regions (e.g. Calabria, Sicily). Our research was conducted during this transitional period and, therefore, is based on the experiences and best practices that have been concluded within the SPRAR system in Calabria.

3.1 Cosenza: the extended training project

Each integrated reception project includes staff dedicated to the migrant's professional development. There are many instruments available to carry out this function: from the so-called labour grant to vouchers for occasional relationships. However, the most used method within the SPRAR projects presently analysed is the internship: it is designed to facilitate professional choices through direct knowledge of the professional world but is configured as a formative experience, even if carried out in an enterprise; for this reason it can also be accessed by applicants for international protection. The internship is a trilateral relationship between a promoting organisation, the employer at which the internship takes place and, of course, the trainee; it must necessarily take place in accordance with



special agreements between the promoting organisation and the host company – which formats for which are generally provided by the regional authorities' websites or by the employment centres – and are accompanied by a training project, with provision for the payment of an indemnity to the trainee, that cannot be considered as a form of salary.

The association "La Kasbah" of Cosenza has tried to innovate the use of this active policy instrument by designing a best practice that aims to be a model for all SPRAR projects at the national level: considering that asylum seekers and refugees stay within the reception project over a period of one year, the social workers have decided – in agreement with the Central Service (which coordinates all SPRAR/SIPROIMI projects) – to implement for the first three to four months an intensive course of work recognition and learning of the Italian language; subsequently, the SPRAR staff starts with their own contacts in Cosenza to immediately activate a paid internship for a period of six months, gradually suspending the support for personal expenses (i.e. pocket money) for the beneficiaries but paying the accommodation expenses for at least four months. This is an educational empowerment action that reduces the need for assistance and pushes towards a conscious spill of the migrant. As was emphasised in an interview:

An internship of at least six months gives a much higher percentage of employment. We must explain to the new arrivals in the SPRAR network that we are not saving anyone, that it is not our culture of reference. We must reactivate the capacity of individuals and not see these as passive subjects... (Work advisor, La Kasbah)

The training and orientation internship can also be activated for people under 18 years old who have completed their compulsory education, resulting in one of the most popular and effective tools to establish a fruitful exchange between beneficiaries and the labour market. Frequently, this action set the basis for mutual knowledge, which allowed the further development and transformation of the relationship between the trainee and the company in a real employment contract, through the apprenticeship contract for minors, or through other types of contract for adult beneficiaries. The activities carried out during the internships can be certified by the promoters and count towards training credits that can be included on a trainee's work booklet.

3.2 Lamezia Terme: the local network for the "reasoned" insertion of migrants

The social organisation "Progetto Sud" of Lamezia Terme has always used the internship tool to implement a method of mapping the labour market and "reasoned" introduction of the migrant into the most appropriate and requested positions within the local economy of reference. The action of labour insertion begins with education: inside the SPRAR project are carried out professional introductory courses about some of the most requested and suitable occupations for a high percentage of people (e.g. cook, baker, caretaker). The trainers are selected among the people working in small and medium enterprises located in the urban area, with the agreement of the social workers on an effective method to address asylum seekers and refugees. The same trainers are provided with assistance in cultural mediation and tools for inter-multicultural dialogue.

The training course includes not only the technical part, but also occupational safety and food handling, as well as ten hours of civic education. The participants also have another ten hours of specialized Italian, linked to employment and with the learning of some terms that are generally not used in the school... (Social worker, Progetto Sud)



The meeting between supply and demand of expertise is promoted by a third-sector association and starts with an analysis of the territories, interacting with the Chamber of Commerce, trade associations, trade unions and industrial associations, as well as the Forum of Social Agriculture, another field that creates great opportunities in Calabria. The policy introduced starts with the re-evaluation of skills and the intense exchange with local productive activities, enhancing the previous skills of migrants but without being totally subordinated to them, in order to facilitate the acquisition of new skills that can accelerate the process of work integration in a region with a strong migratory vocation.

3.3 Villa San Giovanni: the inclusion of migrants through anti-racket enterprises

The so-called "widespread hospitality" is one of the special characteristics of the reception projects in Calabria: this means managing specific SPRAR projects inside houses or apartments in central locations in order to facilitate the social inclusion of migrants immediately at the beginning of their protection programme. The project "Approdi mediterranei", managed by the ARCI association in the municipalities of Villa San Giovanni and Reggio Calabria, uses this approach.

These municipalities, geographically contiguous, are famous not only for their commercial vitality and their location on the sea near the coasts of Sicily, but also for a large concentration of Mafia activities and micro-criminality that affects, very often, the development of commercial activities and businesses. Extortion, aggravated by the Mafia method (more commonly called "racket" or "pizzo") is one of the most remunerative activities used by criminal organisations (which, in the Calabrian context, are part of the so-called "Ndranfigheta") to obtain profits that can easily be invested in illicit affairs. The extortive practice is exercised in various economic sectors, by falsified payment or imposed services, supplies and workers (Scaglione, 2008), but it is also an instrument to guarantee control of the area through the so-called power syndicate (La Spina, 2005). This phenomenon complicates the employment of natives and migrants, especially because the profits from these activities often do not allow the hiring of new workers under constant criminal pressure (Parini, 2015).

In this context is placed the project of traineeships developed by the SPRAR "Approdi mediterranei". The employment of migrants is supported by the "Reggio libera Reggio" network, a group of companies, individual professionals, associations, cooperatives and consumers who define themselves as "critical" because they have decided to denounce the criminal oppression, with the aim of defining a strategy that can include concrete initiatives to combat the activities of 'Ndrangheta, and in particular the plague of the racket.

In a period like this, where there is strong campaigning against the other and the resulting fear for the immigrants, a good reception project can help the idea that behind the numbers of migratory flows there are people, realities, souls and professionals useful for a territory that has lost faith in its development. (Coordinator, SPRAR "Approdi mediterranei")

In this case, the policies of pocket money and internships assume a strongly social and rehabilitative connotation of the migrant who becomes a player deeply engaged in the causes of contrasting illegal activities and, at the same time, enters into a social cooperative network that gives him/her a safer introduction into the local labour market, even where he/she could easily be subject to practices of illegal work or exploitation.



3.4 Rosarno: re-integration of migrants, victims of exploitation in the agri-food sector

A hot topic related to the presence of asylum seekers and refugees in Calabria is, undoubtedly, the settlement of Rosarno, located in the so-called Piana di Gioia Tauro. Since 2013, there is a constant number of migrants housed in emergency accommodation, ruined tents and sheds made of wood, plastic and steel sheets, where no hygienic or sanitary system is available. The so-called "tendopoli" has hosted, as of the 6th of March 2019, more than 2,000 migrant workers employed mainly in the agricultural sector (MEDU, 2019). The Gioia Tauro area, thanks to its rich oil production and the use of native varieties of citrus fruits, has always been a productive and economically advantaged area that, through its commerce, has provided an income for producers and farmers. However, the growing criminal presence here, which has become ever more powerful, now influences the territorial resources of this social capital, altering the principles of the free market and causing it to become one of the areas where the so-called "Caporalato" takes on ever greater prosperity. Even if it is difficult to have a clear and coherent picture of presence – mostly seasonal – of workers in Rosarno, there are about 4,000 agricultural employees who arrive during the year, at least 60% of whom were surveyed from December 2017 to April 2018, comprising mostly refugees and asylum seekers (MEDU, 2018).

In this context there are several initiatives for the re-integration of migrant workers in the agro-food sector: one of the first was the project "SOS Rosarno", launched in 2011 – a year after a revolt of African workers – by the associations Africalabria and Equosud to prevent the exploitation of agricultural workers and small producers in the Citrus production sector. The project, which has become a retail model, has promoted an alternative distribution of oranges produced by small farmers, harvested by regular migrant workers and distributed through more than 500 GAS (Solidarity Purchasing Groups). This initiative allowed migrants to stay in the same place, avoiding circular and forced mobility from one ghetto to another (Corrado, 2018). The progressive sedentary status of the workers and the need to compensate for seasonal cultivation has also increased the diversification of agricultural production and the intensive use of lands.

On the other hand, there is a wider and more global impact from the work carried out by the "mobile clinic" of MEDU (Doctors for Human Rights) which since 2013 has promoted the project Terragiusta, combating the exploitation in agriculture and development of territories. The team comprises a coordinator, two doctors, two cultural mediators and a lawyer from the association "A Buon Diritto" that provides health care, social and medical advice, and legal support. In 2019, a pilot action was carried out that provided various training and job placement activities for a select number of beneficiaries in a specialised field of agricultural practice, namely beekeeping, with a view to experimenting with a model of social inclusion and employment alternative to the economy of ghettos and exploitation. The activities were carried out within the framework of the national project "Bee My Job", which was accompanied by training and work placement activities on stage. This series of actions connected the associations and institutions present in the Rosarno area (municipalities, trade unions and charities), in order to address the different problems related to work, housing, access to care and procedures for regularisation of residence permits in a synergic and sustainable way.

4. Emerging Themes

Regarding the analysis of the legislative framework and policies oriented to the employment and social integration of migrants, refugees and asylum seekers, the following critical points have been identified and the respective



recommendations presented:

- Reformulate the mechanism of migration flow management in order to better adapt it to national labour market requirements;
- Reconsider the access channels to the regularisation of residence, not only taking into account the attractiveness of some specialised sectors but also the need for self-employment and seasonal work;
- Establish an adequate ordinary reception system that complies with national labour legislation and also offers to asylum seekers a safeguard, together with other forms of international protection;
- Encourage local authorities to provide specific programmes for job placement that include training, accompaniment to self-employment and also efficiency in transports and logistics;
- Ensure widespread protection for victims of the Caporalato racket, through the identification of safe production routes and incentives for the regular recruitment of migrants by small producers;
- Enhance inspection mechanisms in the workplace and against criminal activities to prevent illegal infiltration and illicit use of workers and incomes;
- Support local and regional authorities to increase information services for workers about their rights as well as access to justice and security at work.

Regarding the themes of the GLIMER Project, several actions are recommended:

- Support the protection of asylum seekers and refugees by actions of accommodation support, personal self-reliance and prolonged methods of assistance;
- Associate the job placement with appropriate Italian language courses oriented to the acquisition of technical terms and specific professional qualifications, considering the local job market;
- Encourage training towards specific professional skills that also take into account the gender balance and enhance the inclusion of migrant women in employment opportunities;
- Promote national and regional authorities to sustain the role of workers' associations, NGOs and civil society in supporting the protection of migrant workers' rights. vocational schools (22) which have a relationship of cooperation. Currently, about 900 students can be enrolled in Italian language literacy courses for foreigners with a staff of 48 teachers (CPIA Cosenza, 2018).



Appendix A: Acronyms and Abbreviations

ANPAL: National Agency for Active Labour Policies	[Agenzia nazionale per le politiche attive del lavoro]
CAS: Extraordinary reception centre	[Centro di accoglienza straordinaria]
CNEL: National Council for Economic and Labour Affairs	[Consiglio nazionale dell'economia e del lavoro]
CNVQR: National Coordination of Refugee Qualification Assessments	[Coordinamento Nazionale sulla Valutazione delle Qualifiche dei Rifugiati]
COL: Work Orientation Centres	[Centri di Orientamento al Lavoro]
CPI: Employment Centres	[<i>Centri per l'Impiego</i>]
CPIA: Provincial Centres for Adult Education	[Centri Provinciali per l'Istruzione degli Adulti]
FLAI: Agricultural Industry Workers' Federation	[Federazione Lavoratori dell'Agro Industria]
FPM: Migration Policy Fund	[Fondo Politiche Migratorie]
GAS: Solidarity purchasing group	[Gruppo di acquisto solidale]
INL: National Labour Inspectorate	[Ispettorato nazionale del lavoro]
INPS: National Social Security Institute	[Istituto nazionale di previdenza sociale]
ISMEA: Institute of Services for the Agricultural and Food Market	[Istituto di Servizi per il Mercato Agricolo Alimentare]
MAECI: Ministry of Foreign Affairs and International Cooperation	[Ministero per gli affari esteri e la cooperazione internazionale]
MIUR: Ministry of Education, University and Research	[Ministero dell'istruzione, Università e ricerca]
MLPS: Ministry of Labour and Social Policies	[Ministero del Lavoro e delle Politiche Sociali]
SIPROIMI: Protection system for holders of international protection and unaccompanied foreign minors	[Sistema di protezione per titolari di protezione internazionale e per minori stranieri non accompagnati]
SPRAR: Protection system for asylum seekers and refugees	[Sistema di protezione per richiedenti asilo e rifugiati]
SVIMEZ: Association for the development of industry in the South of Italy	[Associazione per lo sviluppo dell'industria nel Mezzogiorno]
TUI: Consolidated Immigration Act	[Testo unico Immigrazione]



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