

MUMS AT WORK

SUPPORTING MIGRANT MOTHERS' LABOUR INTEGRATION

The assessment of status of labour market integration of migrant mothers

Project No.: 957902

**National report - ITALY
April 2021**



Desk Research

A. Identification of the partner and report details

- 1) Partner: **CIDIS ONLUS**
- 2) Country: **ITALY**
- 3) Period in which the research was carried out: **APRIL 2021**

B. Background information

- 1) Describe migrant mothers in your country.

Points to be included:

- From which countries are they coming from? (Are there any statistics)
- Number of migrant mothers in your country
- What is their status? (Refugees, economic migrants, etc.) Are there any statistics?

According to the data, from 1st January 2005 to 1st January 2020, the number of women of foreign citizenship residing in Italy recorded an increase of 141.0% (against a + 112% of men) and in 2020 represent 51.8% (2.748.476) of the total of foreigners residing in Italy (5.306.548). Among them 38% come from a EU Country and the most represented nationality is Romanian. While, female foreign residents from non-European countries count for a total of 1,747,000 and the most numerous nationalities are: Albania, Morocco, Ukraine, China, Philippines, Moldova, India, Peru, Sri Lanka, Nigeria, Egypt, Bangladesh, Ecuador, Pakistan and Tunisia. Compared to the residence permit, 56% are long-term stayers, as regards temporary residence permits, most are granted for family reasons (70% of the total), followed by the one for work reasons (17%) or for reasons of international protection (5.1%, Nigerian and Ukrainian citizens have the highest data). Among non-EU foreign women citizens, the number of single migrating women (breadwinners) is increasing, representing 65%. Considering the population between the age of 18 and 64, there are 6.793.768 women in Italy who care for children and family members on a daily basis: 87.0% are Italian citizens, 4.2% from the EU Countries, 8.8% non-EU Countries (600.000). The 37,2% of Non -EU women aged between 18-64 years who take care of their children (0-5 years) cannot access support structures for care (nursery school, childcare centers, etc.) for economic reasons compared to 8.9% of Italian women, while 55,1% declare they are not interested or they do not need childcare services.

Non-EU migrant mothers live in a family unit consisting of their spouse/partner, and children (around 90%), have a generally low level of education (only compulsory schooling 60% or a diploma 30%), only 36% are employed, 10% are looking for work and 54% are inactive. In fact, several studies concerning the determinants of exclusion from the labour market show that the status of young non-EU mothers, married co-resident with their spouse, with a low degree of study and resident in the South of Italy, is the one that has the greatest risk of exclusion from the labour market. According to a more detailed analysis, the situation varies and polarizes depending to the communities: women married with children and mainly coming from Bangladesh, Egypt, Tunisia, India, Pakistan highlight the lowest level of inclusion in the labour market; instead, women with a partner and children mainly coming from China, Ecuador, Peru and the Philippines feature a high level of inclusion in the labour market.

- 2) What are the unemployment rates among migrant mothers in your country?

In 2019, the employment rate of Italian women with preschool children was 48.9%, compared to 32.0% among women from EU-countries and 22.7% among women from non-EU countries. The latter are also predominantly inactive (more than 70 out of 100), and only 6 out of 100 are looking for a job. In general, unemployed migrant women represent 52.8% of total foreign unemployed (compared to

47.7% of Italian women) highlighting very high unemployment rates for some nationalities (Egyptian, Ghanaian, Tunisian, Moroccan).

- 3) Are there any statistics or research about the wage gap between migrant women workers and native-born women workers? What are the main findings?

Foreign workers from a non-EU country receive on average lower wages: foreign women (non-EU countries) have a net monthly wage of € 852 compared to € 1230 for Italian women, pointing out a percentage differential of 31%. The difference in salary is partly justified. Although employed foreign women have good level of education on an average basis, the level of education of Italian women is higher, but work experience and the employment sector only partly motivate a higher wage. The segregation of foreign women in certain sectors (see below), and the enormous difficulties in finding and changing jobs, are probably partly the result of discrimination, and should be analyzed. However, considering the sectors of employment it turns out that the ethnic wage differential over 58% is justified while the ethnic discrimination is therefore responsible for about 42% of the gap.

- 4) In what fields of work are migrant mothers usually occupied in?

In Italy Non-EU women are mainly employed in domestic services, household services, personal care and cleaning services, often facing illegal and unfair working conditions. This sector employs more than 50% of foreign women in Italy.

- 5) What is their (migrant mothers) chosen type of employment (i.e. full-time, part time & self-employed, employee)?

In general, working mothers from non-EU countries, compared to Italian mothers, are compelled to work on a part-time basis (33% of Italian employees, 45% of non-EU employees) due to the impossibility of accessing childcare services (0-6 years) as they are too expensive together with the lack of a supporting family network in the management of preschool children. Employed migrant women are 43,7% of total foreign employed (compared to 42,3% of Italian women) and are mainly aged between 35 and 45 years old. While, as far as self-employment is concerned, 24% of enterprises run by foreign workers are led by a migrant woman.

C. Social and economic aspects of labour market integration

- 1) What are the main challenges in your country in regards to the labour market integration of migrant mothers?

Please address the following aspects (*Challenges in skills development, societal challenges, discrimination, child-care provision, training needs, mentoring/coaching support, education*)

Italian labour market integration strategy lacks on the fields of proper evaluation and recognition of migrant's skills and qualifications. The difficulty to include higher-qualified third-country citizens in the public or private sector's workforce could be related to the economic crisis and the broader unemployment rate, beyond that it is also necessary to consider the lack of knowledge of the Italian language and situations of social discriminations by the employers. Thus, the obstacles to access the labour market encourage informal work, denying and undermining further rights of migrants such as housing and health services. The picture of the complex situation underlines the need for gender-sensitive measures capable of supporting the participation and inclusion of migrant women in society. Some measures could support the work-life balance (baby-sitting and general childcare services for 0-6 years) and could cover training opportunities for migrant women, including courses to strengthen language skills. Of course, Italian context face a problem of recognition of qualifications and professional skills. Official data show that women with children have predominantly a basic education, but often their level of education are not registered properly for the diversity of the Education Systems. In the case of foreign women, getting this recognition would make possible for them to participate more in the labour market and to become less dependent on

their relatives. Foreign citizens in Italy can benefit from access to basic rights and halfway favorable policies on equal opportunities, but they do not enjoy the long-term security to settle permanently, invest in integration and participate as full citizens. The Italian 'Temporary Integration' approach encourages the public to see immigrants as equals but as foreigners. Some policy recommendations state by ISMU are: 1) Support immigrants' labour market integration through on-the-job training and support, specifically for youth and in light of the challenges posed by the current Covid-19 pandemic; 2) Remedy IT's widespread problem of 'over-qualification' so that educated immigrant workers find jobs matching their expectations and avoiding the unproductive waste of their skills and expertise.

- 2) Is there any research about the attitudes on gender equality in job access in your country? If so, what are the main findings?

In Italy, more than in other OECD countries, a key challenge remains to facilitate the entry and stay of women in the labour market. Less than half of working-age women are employed, and the gender gap in the employment rate, equal to 18 percentage points, is one of the highest among the OECD countries. Gender gaps in employment are particularly high among the less qualified. Especially after motherhood, less educated women have 40 percentage points less likely to be employed than fathers with the same level of education. It is crucial to make work attractive for less educated women, since encouraging these women to work is essential to decrease the overall gender gap in employment. The goal aims at equality between all women and girls in rights and in accessing economic, natural and technological resources, as well as full and effective participation of women and equal leadership opportunities at all political and economic decision-making levels. In particular, regarding the achievement of the 5.4 SDGs that recognize and enhance unpaid domestic care and work, providing a public service, infrastructure and social protection policies and the promotion of shared responsibilities within families.

In addition, during the Covid19 health emergency, the already difficult situation for women has further worsened: of the 444.000 jobs lost in 2020, as many as 70% (that is 310.000) were women's job. The most affected are migrant women, employed in low-skilled, low-wage and low protection sectors; self-employed workers, with precarious contracts and women taken in care by anti-violence centres already included in paths of autonomy and work placement before the outbreak of the pandemic who have seen contracts and internships suspended.

D. Local/National initiatives

1. Who are the main organisations (public, private, NGOs, international organisations, other) working with migrant women/migrant mothers and what type of services/support do they provide?

Generally, all NGOs and associations working with women or migrants provide general information and orientation services. In specific projects NGOs provide coaching and tutoring for the active job search trainings (ITCs trainings, Italian language courses, workshops on how to look for a job, workshop on CV writing) to promote employability; list with job openings at local level and matching. The job placement takes place through the public services of PES and the SAL services (job support services) of the municipalities for people reported from social services. In some project, especially in the Italian Asylum System (SAI) for international protection holder, there is also the opportunity to directly carry out work placements in companies and to support the first step of employment (from 0-6 months) through tutoring, intercultural mediation, payment of transport cost, and payment of trainings to improve the work skill. At local level the regional project "CIC to CIC" carried out by a large partnership aims to guarantee the acquisition of the Italian language, history and functioning of the Italian institutions and society in the perspective of full social integration of Third-Countries Nationals and the construction of an intercultural and cohesive citizenship.

2. Who are the main organisations that provide information about employment rights for migrant women and migrant mothers? Please describe the type of support.

Unions throughout the country have the function of defending workers' rights. All migrants have free access to information on workers' rights, in case of taking charge for violation of rights it's required to pay an association's fee between 30 and 50 €.

NGO, women's associations, immigrant associations working in immigration field provide information on workers' rights throughout the whole national territory, generally developing work-oriented services which have the task of informing and sensitize about the rights/duties of workers and informing about the public and private services responsible in the territory for the protection of their rights.

3. Are there any organisations that assist migrant mothers/women with finding employment in your country/region?

Points to be included: What type of services do they provide? Are they matching them with employers? Do they give them a list with job openings? Are they any other types of services offered to them (e.g. coaching, mentoring, training, etc.). *If there are no specific organisations providing help specifically to migrant mothers/women, please include the organisations that migrant women could go to get help with finding employment.*

The Public Employment Services – PES (the territorial branches of The Ministry of Labor and Social Politics) are the authorities that connect jobseekers with employers, helping match supply and demand on the labor market through information, placement and active support services at local and national level.

The “Agenzia interinale” or employment agency is a private operator that deals with the intermediation between labour supply and demand. Usually each agency publishes job advertisements on its website from companies that are looking for workforce. Afterwards, the most suitable resumes are selected and candidates are presented to the company.

4. Are there any initiatives that aim to enhance the labour market skills of migrant mothers at local/regional/national level? If so, could you please provide a short description of the initiative (duration, organisations implementing the initiative, short description of the type of service provided). Generally, all the action at national, regional or local level are dedicated to all women or migrants or international protection holders and asylum seekers. Some significant initiatives are reported below.

Grase- Gender and Race Stereotypes Eradication in labour market access is an European project funded under the REC programme, coordinated by ISMU and started in 2021. The project focuses on the reduction of barriers system of career guidance services to facilitate the access of women with a migratory background to the labor market and to positions and sectors adequate to their skills. Among its many activities to be carried out, the project will identify the need to improve both career counselling services and of their professional's ability to recognize and address gender and race stereotypes; train the staff in career counselling services in the three countries (Italy, Spain, Portugal); sensitize IT professionals to develop gender and race-sensitive job search and skills matching digital platforms.

The **Alpha project- rights literacy and empowerment of migrant women, refugees and asylum seekers in Italy**, financed by the Fund of the Waldensian Church and coordinated by Differenza Donna (Difference Woman), aims to respond to the need of women to access information on the rights and services of which they can enjoy in Italy to prevent discrimination and gender-based violence. The project seeks to raise the awareness of migrant and refugee women about their rights and support them in participating in the Italian cultural, social and economic life. The project started in March 2020 and ended in February 2021.

Lastly, as far as concern asylum seekers and international protection holders, integrated in the national reception circuit, the access to the labor market is differently managed. They can take advantage of the orientation/job placement services provided in each of the reception facilities. Legislative Decree N. 251/2007 provides refugees and people granted the status of subsidiary protection, with the same rights as Italian citizens regarding employment, self-employment and vocational training. Moreover, Legislative Decree N. 142/2015 grants asylum seekers the permission to start working 60 days after submitting the asylum application.

5. Are there any initiatives that specifically provide training support (skills training, on-the job training, etc.) for migrant women at local/regional/national level?

PUOI project - Protezione Unita a Obiettivo Integrazione. For the first time, through a strategy based on fundings complementarity and synergy, a work integration project is jointly supported by AMIF and ESF PON Inclusion 2014-2020 Funds. The PUOI project focuses on 4.500 active labour paths and the involvement of public and private labour market actors. It started on 2019 and it will end in December 2021, it is targeted on citizens holding international and humanitarian protection, a residence permit issued in special cases that allow to work, a residence permit for special protection, and citizens who have entered Italy as unaccompanied minors. The path includes access to a series of integrated services for social and work integration (which includes, among others, tutoring, counselling, guidance and assistance to job search and skills qualification) and an extracurricular internship of 6 months.

HER project: Strengthening the socio-economic integration of migrant mothers. This European project aims to develop an educational path for mothers with a migration background, and to share good practices in the field of socio-economic integration and female entrepreneurship. The project also intends to connect women with children to the labour market through a shared learning process, which encourages and develops their entrepreneurial ideas and skills. The project is funded by the European Union, Erasmus+ Programme, Strategic Partnerships for adult education – Exchange of Practices, from November 2020 through November 2022.

6. Are there any initiatives that provide benefits to employees that hire migrant mothers/women at local/regional/national level?

There are not specific initiatives focused on migrant women/mothers. At national level, there is a measure in favour of women's employment and consists in the exemption from social security contributions in favor of employers who hire female workers in the two-year period 2021-2022. Therefore, the employers are entitled to a 100% discount on the contributions due. The exemption from contributions provided by this new bonus can be granted for hiring disadvantaged women, or who fall into the following categories: women aged at least 50 year-old and unemployed for over 12 months; women residing in regions eligible for funding under the structural funds of the European Union, without regular paid employment for at least 6 months, regardless of age; workers who carry out professions or work activities in economic sectors characterized by a marked gender inequality and without a regularly paid job for at least 6 months, without age limits; women of any age, residing everywhere, without regular paid employment for at least 24 months.

7. Are there any initiatives at a local/regional/national level that provide child-care provision for migrant mothers on a volunteer-basis on/and non-volunteer basis? Please explain further.

To combat the tendency to exclude some sections of the foreign female population, projects aimed at female integration have been launched in the autonomous province of Bolzano. In particular, civic-linguistic training courses were held for mothers with school-age children and Italian language courses every six months for mothers, whose attendance is facilitated by the provision of a baby-sitting service and counter activities. A further project was also presented: "HIPPI Project": it

concerns a home program for parents and their preschool children which provides the possibility for mothers and their children to learn the German language together.

8. What are the main initiatives (local/regional/national level) that aspire to promote the integration of migrant mother in the society?

The initiative "**Special Mothers**", carried out in Northern Italy by the social cooperative E-Sfaira, involves migrant women in a path of acquisition of the Italian language, empowerment with respect to the social and cultural context and offers relationships, knowledge and training services. The Italian courses have the aim of providing women with the linguistic tools necessary to approach effectively the services present in the area and to increase the resources for an active job search. The paths to support parenting, intend to support and accompany migrant women in the role of parents and in the processes of social participation in the life of the territory. The meetings with local services allow the women involved to meet socio-health and educational operators (pediatricians, pedagogists, psychologists, social workers, trainers, 0-3 year-old service educators, school teachers, immigration workers, volunteers) and therefore to live with less distance the relationship with the "institutions", often perceived as foreign and hostile.

"**Come a casa**" (Like at home) - a programme for migrant mothers and their children, it's an ongoing programme since 2012 in the city of Turin and run by SOS Villaggio dei Bambini Italy. The programme promotes and supports alternative foster care for mothers with children, single pregnant women and, in particular situations, migrant minors, especially if they are victims of trafficking. This initiative aims to reduce the removal of children from migrant families by promoting family strengthening. The project promotes and activates a network that can welcome mothers and children in difficulty, made up of migrant or Italian foster families with strong intercultural skills, supports each mother in foster care, promotes their integration, facilitates their access to work, so that they can reach a good level of personal and economic autonomy.

D. Measures and policies at a national level

1. Are there any measures or policies that aim to ensure fair conditions in employment by addressing marginalisation (marginalization of migrant mothers/or migrant women)?

People living in poverty and marginalization (be they migrants or women) throughout the national territory are supported by public social services widespread in the country and where they can receive different types of aid, such as: partial repayment of rents, repayment of certain household consumption; support in job placement through the job support service - SAL; system of partial or total exemption in direct payments for school services in the 0-6 years-old range and payment for school transport. In addition, ESF funds throughout the country provide vocational training with classroom attendance allowance and paid internships for persons registered as unemployed in Public Employment Services (PES).

2. Are there any measures or policies that aim to promote the integration of migrant mothers in the labour market regional/national level? (child-care provision, incentives for workers, training, mentoring, coaching)

All the measures are targeted to women or family with children. In addition to those already indicated above, some significant measures are reported below:

Nursery bonus: for fees payment related to the attendance of public and private nurseries, as well as for the introduction of forms home-support for children under three years of age, suffering from serious chronic diseases, a voucher of 1.000 euros is awarded on an annual basis.

Family helper: Through ESF funds, many Italian regions have also guaranteed a form of support to families of around 2.000€ for the work-life balance.

E. Summary

in 2020 Migrant women represent 51.8% (2.748.476) of the total of foreigners residing in Italy (5.306.548) of which female foreign residents from non-European countries count for a total of 1,747,000. The 37,2% of Non -EU women aged between 18-64 years who take care of their children (0-5 years) cannot access support structures for care (nursery school, childcare centers, etc.) for economic reasons compared to 8.9% of Italian women, while 55,1% declare they are not interested or they do not need childcare services.

Non-EU migrant mothers live in a family unit consisting of their spouse/partner, and children (around 90%), have a generally low level of education (only compulsory schooling 60% or a diploma 30%), only 36% are employed, this data decrease to 22,7% for mothers with preschool children, 10% are looking for work and 54% are inactive. Foreign workers from a non-EU country receive on average lower wages and are mainly employed in domestic services, household services, personal care and cleaning services, often facing illegal and unfair working conditions. In general, working mothers from non-EU countries, compared to Italian mothers, are compelled to work on a part-time basis due to the impossibility of accessing childcare services (0-6 years) as they are too expensive together with the lack of a supporting family network in the management of preschool children.

Italian labour market integration strategy lacks on the fields of proper evaluation and recognition of migrant's skills and qualifications. The obstacles to access the labour market encourage informal work, denying and undermining further rights of migrants such as housing and health services. The picture of the complex situation underlines the need for gender-sensitive measures capable of supporting the participation and inclusion of migrant women in society. Foreign citizens in Italy can benefit from access to basic rights and halfway favourable policies on equal opportunities, but they do not enjoy the long-term security to settle permanently, invest in integration and participate as full citizens. The Italian 'Temporary Integration' approach encourages the public to see immigrants as equals but as foreigners.

In Italy, more than in other OECD countries, a key challenge remains to facilitate the entry and stay of women in the labour market and during the Covid19 health emergency, the already difficult situation for women has further worsened: of the 444.000 jobs lost in 2020, as many as 70% (that is 310.000) were women's job. Migrant women, among others, are the most affected.

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Focus groups and Interviews

A. Employment and training

1. Preferred type of work and reasons for choosing that type of work

The majority of the women interviewed (7 out of 12) state their preferred type of work is part-time employees. The main reasons given is for family obligations and childcare. While the remaining sample declares to prefer full time work in order to provide for the needs of the family as "the more I work the more I earn".

2. Participation in trainings that aimed to support job-related skills

Only 5 respondents participated in trainings aimed to support job-related skills: in details 3 of them have obtain the HACCP certificate in Italy (in order to work in the food industry, it is necessary to have this certificate) and 2 of them in their Country of Origin (Pakistan and Nigeria) but have not specified.

3. Experience with accessing services that assist individuals with finding employment

Few women have accessed this type of services, in particular only 2 respondents have benefited from the Public Employment Centre and employment/recruitment private agencies, while only one woman said she signed up on websites for job seekers and on websites of employment private agencies. The whole experience is not positive, the women report that is simpler to find a job by the words of mouth and personal contacts compared to the employment agencies and that the job offers they receive through agencies are for domestic services, household or caregiver (called "badante" in Italian) services only.

4. Main challenges in finding employment

Challenges that women face are manifold: 1)knowledge of the Italian language is the first and huge obstacle to access the job market as reported by all women interviewed; 2)the request for qualifications and certificates to carry out many jobs and the difficulty in obtaining the recognition of qualifications (including university degrees) earned in the countries of origin; 3) Discriminations and prejudices, women state that is very difficult to find a job because there is no one who can guarantee and make a reference for them in front of employers; 4) to find a part time job adapted to the mothers' needs and in an accessible place since almost all of women interviewed are not autonomous in their movements and the public transport service is very lacking.

5. Main needs in terms of labour market orientation

Interviewees report the need to receive labour market orientation in order to: know which are the job placement services in the area and online services to contact, have support on how to look for a job and how to read job advertisements, how to write a CV and get an interview, have support on how to prepare for an interview, obtain information and guidance on sector-specific training courses, get orientation on their skills and on their labour market integration opportunities in order to determine which labour sectors and jobs would be more suitable for them.

6. Main needs in terms of training and support

The main needs declared by interviewees are to get support to: understand how to choose the training course suited to their needs; access free training courses (the problem of the training's cost is shared among respondents) and check the validity or not of trainings proposals. Some women report that training courses are often in distant places where it is difficult to get there without a car, they are not accessible. Moreover, some respondents highlight the need to participate in group activities with other women in order to improve the Italian language skills, to share competences and to help each other's.

B. Societal aspects/Cultural aspects

1. Employers/potential employers towards native-born mothers and migrant mothers

The majority of the interviewees (7 up to 12) declared to have received or to receive a different treatment by employers/potential employers because they are migrant, black, Muslim and/or because they work illegally without guarantee. They refer to episodes of discrimination, racism and xenophobia against migrant women often employed in domestic services, women declare a lack of trust in them by employers, to be the object of a hostile attitude, to receive answers in an unpolite and aggressive tone, declare of being treated badly and not respected. As stated by women “migrant must prove that he/she deserves the opportunity to have a job” and again “I got a job interview through the employment agency, but when I showed up and the potential employer realized that I’m foreigner and I wear a veil ...well, it’s hard to get hired! The veil is their problem!”.

C. Child-care provision support

1. Children attending school

All women have one or more children and all of them are attending schools, except two of them: one is an infant and the other doesn’t have personal identity documents to enroll in school - she has not been registered in the Italian civil registry. Cidis is helping her to obtain the documents needed so that the daughter can be enrolled in the next school year. Moreover, some women report episodes of bullying at school that emerges as a place where children face/have faced discriminations because they are foreigners.

2. Describe the child-care services attended or/and the reasons for not attending such services

Due to Covid19 pandemic disruption, children are not attending any kind of child-care services. Previously, many women interviewed report that their children attended after-school service, summer and play centres for children, scout groups. While some respondents report the economic difficulty in bearing the costs for these services, therefore not being able to use them in any case, others report to not having/being aware of this type of services near their home.

3. Main challenges in finding child-care support

The majority of women declare having no particular challenges in finding child-care support. This is due to a mutual aid network made up of friends and relatives both belonging to ethnic’s communities and/or country of origin, with few exceptions of Italian friends, or to the religious community to which they belong. On the other side, some respondents declare that is hard to find information on this kind of services available in the area and others state that the costs of child-care services are high and unsustainable for families.

4. Describe the kind of support migrant mothers receive from individuals in terms of child-care

Women state they receive several types of support in terms of child-care: School’s homework support, help in moving because they are not self-driving, general help in childcare, assistance in cleaning and cooking to have more time to spend with their children. Individuals involved in this support are various: mainly are friends and relatives (such as husbands, cousins, older children that help out, sisters), in two cases are nuns, the parish priest and parishioners and in one case also the neighbor. For all the interviewees the support received is on a voluntary basis centered on a mutualistic support: women’s social group is powerful and they support and help each other in times of need

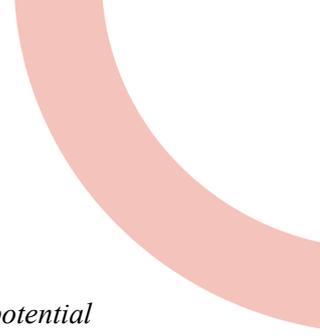
D. Recommendations

1. Type of support the target group would like to receive in terms of labour market orientation

The majority of the interviewees state that they would like to receive orientation and support in the search for suitable and paid work, CV writing, on how to prepare for a job interview, support in the

assessment of skills aimed at knowing what they are good at, orientation to local employment services and finally on the use of ICTs tools to know where and how to search for a job.

2. Type of support the target group would like to receive in terms of training and support
The respondents state that they would like to receive counseling on training courses available, free and qualifying to find a job. Moreover, women declare they would receive support in Italian language courses as this remains the first and hard obstacle to job placement.
3. Type of support the target group would like to receive in terms of child-care provision in order to start working full-time or part-time
As already reported, the majority of women interviewed declare to have a solid network of mutual help that can support them with the child-care and highlight their interest in part time job as after school, in the afternoon, they want to spend good time with their children and take care of them. Nevertheless, few of them declare they would like to get support from public child-care services (0-3 years old) and request the private babysitting service.
4. Changes migrant mothers would like to see to ensure fairer working conditions for migrant mothers in general
The difficulties to validate the qualifications obtained in their countries of origin emerged in many voices. Some women interviewed highlight as foreign women have studied more than foreign men, they know languages but their skills are not enhanced in any way, they are “wasted brains” that leads to accessing only unskilled jobs. The women interviewed would like to see tolerance towards foreigners and their difficulties in expressing themselves in Italian language, they would like to see a change in terms of facilitation for job placement and qualified jobs that are more accessible to foreigners and a simplification in the Italian bureaucracy. Women also declare that they would like to see a change in terms of trust in them without the need to find references and guarantees from Italian people. This aspect is link to respect issue and the fight against discrimination, potential employees should look at the person and her skills and not be judged because she is a migrant woman, everyone must be treated equally!
5. Any other comments
A respondent specifies that she has not seen foreign people working in the offices of schools or public institutions, she does not know the reasons why but certainly the opportunities for migrants are not the same as those of the natives-born.
6. Significant quotes
“I would like to tell to many mothers like me, who have difficulties in finding work, that you can find it but you must have faith, desire and will mainly. I’d like to tell them that any job is good even if it does not correspond to your sector and is not a high-level job...it is difficult but we must go on!”
“In Venezuela, my country of origin, I worked in a bank, but here I was told “you can't find a job in a bank here, to work in a bank you have to be Italian!”
“We only find jobs in home service and personal care services. you can't find a job in the office”
“Experience is not enough, being good and knowing how to do a job is not enough, in Italy you always need a qualification to work ... in my country (in Syria, ndr.) it is much easier.”
“Migrant must prove that he/she deserves the opportunity to have a job”



“I got a job interview through the employment agency, but when I showed up and the potential employer realized that I’m foreigner and I wear a veil ...well, it’s hard to get hired! The veil is their problem!”.

“Don't judge people because they have a different skin colour, speak a different language, have a different culture or a different religion. Instead, people need to be judged on their skills”.