

Work Package 2 – National Report (NR) Italy

Report Headings	Key Areas
	I. <u>NGO focused on migrants and cooperation with developing countries</u> • ASes Agricoltori Solidarietà e Sviluppo https://www.ases-ong.org/ based in Rome with offices in Piemonte, Veneto, Abruzzo, Lombardia, Lazio, Puglia, Marche, Trentino, Basilicata, Toscana, Emilia Romagna and Campania and international offices in Mozambique, Paraguay and Senegal (Interviewee Niccolò Zavattoni) II. <u>Farms employing migrants at work</u> • Le Olivastre https://leolivastre.org/it based in the Lake Trasimeno area it was born in 2014 from three female entrepreneurs with the scope to recover an old abandoned olive grove and a garden transformed into saffron field and including migrants at work (Interviewee Paola Sticchi). • Nucciarelli Cecilia Az. Agr. based in Giano dell'Umbria it is a specialized poultry farm also with production of olive oil, employing migrants at work. (Interviewee Cecilia Nucciarelli) • Stefania Zoi Az. Agr. https://www.rainews.it/tgr/umbria/video/2023/02/watchfolder-tgr-umbria-web-millette---azienda-agricola-senza-manodoperamxf-c384fa56-e69b-4c38-91f2-b365bc21e151.html located in the Upper Tiber Valley it is a specialized tobacco farm which is diversifying the traditional primary production with the cultivation of greenhouse vegetables. (Interviewee Cecilia Zoi) • Società Agricola Anzola Carlo e Achille Ss https://www.facebook.com/agricolanzola/?locale=it_IT located near Reggio Emilia it is a farm specialized in production of many species of vegetables, partly cultivated in greenhouse and partly in open field, controlling by digital technologies water needs and quality as well as climate forecast, potential risks from pests, etc. and employing migrants for part of the harvest done manually to ensure high quality vegetables not intended for industry but for fresh consumption. (Interviewee Marco Anzola) • Madrevite Az. Agr. located on the hills between Lake Trasimeno, Umbria and Lake of Chiusi, Tuscany, it's a farm specialized in wine production, holding vineyards producing quality DOC wines and a special vine called Gamay del Trasimeno, and cereals and legumes including the biodiversity represented by the famous cowpea Fagiolina del Trasimeno, and employing migrants at work for pruning and harvesting. (Interviewee Nicola Chiucchiurlo)

	III. Social farm hosting persons with disabilities and migrants https://www.arielcoop.it/chi-siamo/la-nostra-storia/ https://raccoltidicomunita.it/negozio/ariel-coop located near Foligno, Umbria, it's a cooperative type B specialized in organic vegetables, extra-virgin-olive oil, and ornamental plants productions in greenhouse and open field and a shop for direct on farm selling, employing persons with different kinds of mental disabilities and migrants and organizing solidarity actions supporting migrants. (Interviewee Fabrizio Dionigi)
Introduction	➤ Free introductory text with the highlights of the report. ▪ The report is based on punctual analyses for Italy responding to the headings chosen. All data and statistics are referenced with a specific attention to the most recent evolution and data interpretation is connected existing studies and publications. ▪ Wherever possible the analyses are also connected to the experience of CIA Agricoltori italiani dell'Umbria as a partner of two national projects, Social Rural Act https://ruralsocialact.it and PINA-Q https://pina-q.eu funded by the Ministry of Interior Affairs, Fondo Asilo, Migrazione e Integrazione (FAMI).
Farming figures: Structure and typology of farms	➤ Farm size and structure. The last Census of Italian Agriculture (ISTAT, October 2020) there are in Italy 1,133,023 farms in comparison with 1,620,884 (ISTAT, 2010), with a reduction of 487,861 units. The reduction was more than 50% in the last 20 years. In the last 40 years the Utilised Agricultural Area (UAA) decreased -20.8% and the Total Agricultural Area (TAA) -26.4%, while the farm average UAA increased from 5.1 to 11.1 ha and the TAA from 7.1 to 14.5 ha. By comparing the last two Census 2010 and 2020 the UAA has slightly diminished -2.5% and the TAA -3.6%, demonstrating that this trend is decreasing. ➤ Main crops and productions. The type of use of agricultural land does not substantially change in ten years. Over half of the Utilized Agricultural Area continues to be cultivated with arable land (57.4%). Permanent meadows and pastures (25.0%), woody agricultural crops (17.4%) and family gardens (0.1%) follow. In terms of hectares of surface, only arable land is slightly increasing compared to 2010 (+ 2.9%). More in detail, arable land is cultivated in over half of the Italian farms, i.e. more than 700,000 (-12.9% compared to 2010), for an area of over 7 million hectares (+ 2.7%) and a size average of 10 hectares. 41.4% of the national area dedicated to these crops is concentrated in Emilia-Romagna, Lombardy, Sicily and Puglia (see Map1). Among the arable crops, the most common are cereals for the production of grain (44% of the arable land). In particular, durum wheat is grown in over 135,000 farms for an area of over 1 million hectares. Agricultural woods are cultivated by about 800,000 companies (-32.8% on 2010) for an area of 2.1 million hectares (-8.2%) and an average size of 2.7 hectares. Although widespread throughout the national territory, they are mostly concentrated in the South, especially in Puglia, Sicily and Calabria which together hold 46% of the companies and 47% of the surface invested.

Puglia is the region with the largest number of farms (170,000) and of surface area (491,000 hectares), followed by Sicily (111,000 farms and 328,000 hectares). Among the woody agricultural crops, the **olive tree** is the most widespread and affects the distribution of agricultural wood in the South: in Puglia it represents 71% of the area cultivated with agricultural wood (94% of dedicated farms), in Calabria 76% (94% of dedicated companies) (See Map2).

After the olive tree, the **grapevine** is the most widespread woody cultivation, involving about 255,000 companies, 23% of the total, for an area of over 635,000 hectares. Among the regions, Veneto is at the top of the ranking, with about 27,000 companies and 100,000 hectares (see Map3).

The **fruit trees**, which include fresh fruit, nuts or berries, are grown in 154 thousand companies (-34.8%), for an area of over 392,000 hectares (-7.5%). apple tree, with an area of over 55,000 hectares and 38,000 farms; for this cultivation, the Autonomous Provinces of Trento and Bolzano hold a total of 28% of the farms and 52.5% of the area (see Map4).

The **hazel plant** is the most widespread nut, with Piedmont in the lead for the largest number of companies (over 8 thousand) and Lazio for the largest area (over 27 thousand hectares). **Citrus fruits** show a clear concentration in Sicily, where the dedicated area represents 55% of the national total (about 61 thousand out of 112 thousand total hectares).

Permanent meadows and pastures are present in approximately 285,000 farms (+ 3.8% compared to 2010) and occupy an area of 3.1 million hectares (-8.7%). For this type of cultivation, Sicily is the region with the largest number of farms (43,000) and Sardinia the one with the largest dedicated area (698,000 hectares). Since permanent meadows and pastures are extensive crops, farms are generally medium or large in size (national average 11 hectares, with peaks in Sardinia, average 28.2 hectares, and Valle d'Aosta, average 32.1 hectares).

At the end of 2020 in Italy there are 213,984 farms with **livestock** (18.9% of active farms). If, on the other hand, we consider the farms that have declared that they own certain types of head (cattle, pigs, poultry) during the entire agricultural year 2019-2020, the number of farms with livestock rises to 246,161, corresponding to 22 % of total companies (see Map5). This amount expresses the number of "zootechnical" farms in 2020, although the most comparable data with the 2010 census is that referred to 1 December. The overall extensions in terms of UAA and SAT of livestock farms are respectively 5 million and 6.5 million hectares, or 40.4% and 51.9% of the respective national totals.

➤ **Economic weight of agriculture**

In 2020, agricultural production at current prices amounted to **55.7 billion euros**, down 2.4% compared to 2019. This result is partly caused by the decrease in the value of the production of goods and services (-0.5%), which substantially shows a good ability to withstand the COVID-19 pandemic, but it is mainly due to the decrease in secondary activities which have fully suffered the effects of the measures to restrict the mobility of people imposed to stem the pandemic. The added value

therefore marks a further decline (-4.3%), against a stationary nature of intermediate consumption. 53% of the value of production is due to agricultural crops (+ 0.9%), thanks to the rise in prices (+ 2.4%) which more than offset the decrease in volume (-1.5%). Herbaceous crops (+ 3.8%) also grew in 2020, which more than offset the further contraction in the value of production of fodder crops (-4.8%) and wood crops (- 1.6%). **Livestock farms** account for just under 29%, marking a decline compared to 2019 (-2.0%) entirely due to the drop in prices (-2.1%). Among its components, food livestock products showed the same sign and the same intensity of the overall trend of the sector, while non-food productions continue in the positive line, showing a new increase in value (+ 0.9%) despite the drop in prices (-2.8%). **Agricultural support activities** represent 12.2% of the production value, down by 3% compared to 2019, while the remaining 6.2% is due to secondary activities which, for the component strictly related to agricultural activity (agritourism, processing of agricultural products, the one marked in the table by the + sign) recorded a decrease in value of about 21%. The participation of the **agricultural production** to the **national GDP** is around **2.2%**, depending on yearly performances due to climatic factors, but the primary sector is a **strategic driver of the made in Italy food sector that accounts 15% of the GDP**, with 538 billion euros, and more than 17.3 billion euros exported abroad. (See 7° Censimento Generale dell'Agricoltura, ISTAT 2021 in <https://www.istat.it>)

➤ **Farming labour market.**

Family and non-family labour in agriculture

- In 2020 family labor is present in 98.3% of farms (from 98.9% in 2010) and the overall workforce has decreased compared to ten years earlier (-28.8% in terms of people and -14.4% in terms of standard days worked¹⁰), **the incidence of work performed by non-family workers increases significantly.**
- In fact, in 2020 it represents **47.0% of the total people engaged in agriculture** (almost 2.8 million), compared to 24.2% in 2010 (with a growth, therefore, of 22.8 percentage points), and with an incidence of 32% on the total of approximately 214 million standard days worked. Consistent with this trend, the percentage of companies in which non-family labor is present has increased over the decade (from 13.7% to 16.5%).
- The presence of foreign labor among non-family workers has increased over the decade.
- In 2020, about one in **three workers are foreigners** (one in four in 2010).
- The hiring of foreign workers (EU and non-EU) is particularly widespread among the **more flexible contractual forms, occasional workers** and not directly employed by the company.
- In the latter category, **45% of workers are not of Italian nationality** and as many as **29% come from non-EU countries.**

➤ **Farming Challenges** (market, environment, water, profitability, etc).

Migration figures:

➤ **Migratory origins.**

Migrant profiles, sectors, and job conditions.

- **The most represented nationalities in Italy** as official resident are **Romanians (more than 1 million), Albanians (450,000) and Moroccans (420,000).**
 - **All together the foreign residents in Italy** are about **5,200,000 (8.5% of the total population, ISTAT 2019).** According to the most recent updated figures (www.worldpopulationreview.com) the foreign residents in Italy are 6,386,998 (10.56% of the total population, 11th country on this ranking at world level, 4th in Europe after Germany, France and Spain.
 - The communities of migrants from **China (300,000)** and **Ukraine (230,000)** are growing in the last 10 years. Legal extra-EU migrants are about **3,600,000.**
 - **Very significant is the growth of migrants flows from Africa,** particularly pushed by **poverty, wars, ethnic discrimination or dictatorships limiting rights of the population.**
 - For this **flow of migrants from third countries,** particularly from **Africa,** but also **more limited from Southern-America and Eastern Asia,** there is the **uncertainty of the travel and of the destination.**
 - **Economic emergencies are estimated to grow up** with consequent sudden flows of migrants, such as i.e., from **Tunisia,** due to a deep economic and social crisis.
- **Migrant profiles and sector distribution.** (occupation, education, age, gender, etc)
- Non-EU citizens play an important role in the Italian labor market. Their presence, over the last few years, has recorded a significant **upward trend,** which however stopped in 2020, with the arrival of the pandemic crisis from SARS-COV 2.
 - Despite the cyclical change, workers with foreign citizenship represent 10.4% of the national workforce in the last year, the incidence is equal to 7.1% in the case of the non-EU component only.
 - There are **1,583,352 non-EU citizens employed in Italy** in 2020, 100 thousand fewer than in 2019, with a drop of 6.2% over the year. The number of unemployed, on the other hand, amounts to 237,592, which with 31,000 fewer units marks a decrease of 11% compared to the previous year. At the same time, the number of inactive people increased significantly (+15.3%), going from approximately 830 thousand in 2019 to 955 thousand in 2020. This is an important figure which signals the discouragement of a large part of the workforce with respect to the possibility of find employment and the consequent exit from the condition of activity.
 - The employment of non-EU citizens is mainly channeled towards unskilled jobs, with **low skills and poorly paid jobs,** for which adequate protection measures are often not provided against the risk of leaving the labor market, a decisive issue for interpreting last year's trends as well.
 - If you analyze the weight of non-EU workers in the various sectors of activity, there is a significant presence in the Other collective and personal services sector, where one employee out of four is a non-EU

citizen. In the **industrial sector**, on the other hand, about **one out of 6 workers is a non-EU citizen**. The weight in the **building sector** is significant (**9.9%**) as well as in **agriculture (12.6%)**, **transport and other business services (12.4%)**, and in the **hospitality sector (12%)**, while the share of non-EU workers is completely residual (**2%**) in **public administration, education and health**, areas that remain mostly prerogative of the native population.

➤ **Contractual and income distribution.**

- The data on professional types in 2020 confirms the channelling of non-EU workers towards low-skilled jobs. In fact, **36.4% are employed in unskilled manual labour**, compared to **8.2% of Italians**. Overall, non-EU workers represent 23.4% of the total employed in the same professional category. At the same time, the figure reverses for **highly specialized professions**, where **39.1% of natives** and only **5.7% of non-EU workers** are employed as managers, intellectual and technical professionals.
- In 2020, among non-EU citizens, there was a **female employment rate of 41.5%** (the rate rises to 49.6% of the Italian population), compared to **72.1% for the male component**; an **unemployment rate of 15.6%**, compared to **11.4% for men**, and an **inactivity rate of 50.6% for women and 18.5% for men**.
- There are **498,349 businesses led by non-EU citizens in 2020**, despite the economic crisis due to the pandemic, with an increase of 2.5% compared to the previous year. Overall, they represent **8.2% of companies in the country**. They are **mostly (79%) sole ownerships**. The most represented sectors are commerce and transport (42,2%) and building sector (21,7%). Overall, one out of two non-EU sole ownerships has its registered office in the regions of northern Italy (49%), one out of four in the center (25%) and one out of five in the south (19%).
- Confirming the channeling of non-EU employment towards low-skilled sectors and tasks, the data on activations, by single qualification, gives absolute centrality to the **agricultural and care fields**. The **regularization procedure** launched with **law no. 34 of 16 May 2020**, aimed precisely at the **emergence of undeclared work in these two employment sectors**. Except for the Ecuadorian community (-1.2%), all the other communities recorded a significant increase in hiring relating to the main qualification, which even reaches +40.8% for Peruvian citizens hired as qualified professionals in services to the person and +23.5% for Pakistanis contracted as unskilled personnel in agriculture and green maintenance.

➤ **Job search mechanism.**

- The prerequisite for the job placement of non-EU migrants is the regularity of identification documents, residency permit and/or the qualification of refugee. Given the high percentage of migrants without documents and regular visas and without the qualification of refugees (so-called economic migrants) on the one hand, and the need for mostly unskilled labor in sectors such as agriculture and agri-food,

construction and care of the fragile person, regularizations have been made to allow the emergence of undeclared workers. This premise is necessary to understand the difficult process of migrants towards work and the recurrence of practices such as undeclared work and illegal hiring, the latter sometimes hidden under the guise of on-call work cooperatives. Starting from these legal aspects, it is possible for the migrant to request the family reunification. Migrants move according to the attractive factors of the different territories and/or following the dynamics traced by migratory chains to reach loved ones and acquaintances. It is the North of the country that welcomes most of the non-EU population, with more than three fifths of the presences; the Center follows with 24% and finally 14.2% is found in the South.

- The location of the different communities on the territory makes clear the strength of the ties and of that mechanism known as the "migratory chain", but also the dynamics set in place by the inclusion in specific sectors of employment, which push people to settle in certain contexts with peculiarities specific by nationality, with strong concentrations in certain areas of the country which characterize their presence.
 - In this context, local job placement services, responsible for placement and job matching, have a limited function with most placements taking place outside them and often taking the illegal routes described above.
 - It should also be said that the existence so far of the Citizenship Income, as a subsidy to unemployed, fragile or with social problems to avoid complete marginalization, has contributed to increasing the finding of low-skilled labor by resorting to migrants. This subsidy is limited by decree by the current Government to objectively and chronically unemployable people, taking it away from the rest of the people deemed employable. The ineffectiveness found in the active labor policies entrusted to local authorities has certainly contributed to not creating employment opportunities for these categories and to creating passageways to illegality in the jobs of migrants.
 - As far as the education policies of migrants are concerned, they turn out to be more effective both for the role of public schools towards minors and for the public organization of evening schools, also with the help of voluntary associations, and in the framework of education linguistic and primary, both for technical and practical professional training.
- **Migration and farming sector.** (Nº workers, occupation level, recruitment process, conditions, hosting, etc)
- Migrants are more and more necessary in many countries where their work is absolutely needed for agricultural operations such as i.e. **pruning orchards, olive groves and vineyards, or harvesting fruit, olives, grapes and vegetables.** Those needs have been more evident during the pandemic when there were no workers available from other countries due to mobility limitation. This extraordinary crisis has

	demonstrated one more time the needs of workers and the feasibility and importance to train migrants to farm works as a way of including and integrating them transforming their tragic difficulties and social problems into virtuous opportunities. ▪ The EU's Farm to Fork strategy, published on 20 May 2020, aims to redesign food systems to make them healthy, environmentally friendly, and socially fair. As reported from a briefing of the European Parliament on those issues: “This is why it will be particularly important to mitigate the socio-economic consequences impacting the food chain and ensure that the key principles enshrined in the European Pillar of Social Rights are respected, especially when it comes to precarious, seasonal, and undeclared workers. The considerations of workers' social protection, working and housing conditions as well as protection of health and safety will play a major role in building fair, strong and sustainable food systems”. ▪ The official figures related to migrants working in the agricultural sector in Italy are not sufficiently close to the reality. According to the UNHCR https://unhcr.org , between 450,000 and 500,000 migrants work in Italy's agricultural sector, and it is estimated that 40 % of them are irregular workers. Most of them find (seasonal) work through “<i>caporalato</i>”, a widespread form of illegal intermediation between farmers and workers. The system relies on the exploitation of the vulnerability of workers, mostly leading to inhumane conditions of employment and living. The <i>caporali</i> (gang-masters) organise the teams of workers needed in the fields, and provide food, housing and transportation from their homes to the workplace. Their fee is deducted from the wages of the workers. In many cases migrant workers hold no legal or social protection, are forced to accept extreme working and living conditions and are underpaid. They live under the threat of losing their jobs, being repatriated, or suffering physical or psychological violence. Women are at risk of being exploited and sexually abused. Several reports show that migrant workers suffer slavery-like conditions particularly in the olive oil, tomato and grape industry. ▪ On the other hand, voluntary groups, trade unions and cooperatives have introduced work placement initiatives in rural communities, with the aim of bringing out and freeing up the work of migrants in agriculture and giving them forms of hospitality, empowerment and professional growth. ▪ Migrants have been recently included, in September 2022, with an addendum to the national law 141/2015 on social farming, adding officially them as disadvantaged persons included in the categories supported down by law. This is also an interesting approach to favour the inclusion at work and in communities of migrants.
Social and economic situation in Rural Areas: Farmers and Migrant Workers	Economic and Social position of the farmer (Education, visibility, recognition, empowerment, representation).

	Only in recent years and in particular with the latest generation of young farmers has agricultural work been re-evaluated as a specialized and/or multifunctional business activity. An important role has been played by the growing commitment of the European institutions towards the fight against the generation gap which puts at risk above all the territories undergoing abandonment, through incentive measures for first installment and investments in agriculture for young people. In Italy ISMEA, Institute of Services for the Agricultural and Food Market, has for years launched the initiative <i>Banca delle Terre</i>, making available to young agricultural entrepreneurs the possibility of taking possession of state lands no longer used. The growing trend towards smart mechanization and the use of digital technologies that allow for less work to be done in manual operations is also attracting young people to agricultural enterprises. ➤ Economic and Social position of the migrant workers (Education, visibility, integration, discrimination, representation). The high birth rate of migrant families, while the birth rate of native Italians is constantly decreasing, leads to a consistent inclusion of second-generation young people born in Italy or who arrived in Italy as children, within the Italian school system with a relative confirmation in the family of the growth of the knowledge of the Italian language and of the literary, scientific, and technical culture. Although to a lesser extent than in primary, secondary and higher education, access to university is also becoming more widespread. Even this greater integration and this cultural growth can strengthen the tendency of migrants to rebel against illegal work practices, wages well below the contractual minimum wages, and inhumane living conditions, with the growth of trade union and cooperative awareness. ➤ Risk of social exclusion of rural areas, migrant workers and farmers. Migrants are mainly engaged in seasonal agricultural works with little or no specialization, and above all in harvesting. This precarious and episodic nature of the work forces them into a condition of subjection which often leads to illegality. The conditions in which the migrants are kept are characterized by low wages, partly retained by recruiters (<i>"caporali"</i>), and precarious housing, often overcrowded shacks, without any privacy, running water or decent toilets. This condition represents a real ghetto without any relationship with the community of the inhabitants of those areas creating an insurmountable separation with respect to their inclusion.
Challenges and opportunities for migrant workers integration	➤ Economic-sectoral challenges/ opportunities. There are two trends that undermine the existence of rural communities: i) land consumption by construction companies and ii) the abandonment of villages with a shortage of services by young people. Migrants could represent part of the solution by finding in rural areas working conditions in agriculture and life in houses otherwise destined to be definitively abandoned. The presence in the rural areas of elderly people who still keep knowledge and traditions alive could be the friendly card capable of curbing the land abandonment and loss of traditional knowledge through

its transfer to migrants. In fact, the farmer and family farm of the past had knowledge of all kinds of agricultural works, food processing and recipes, handcraft from natural materials, but also how to build and maintain stone houses, do carpentry, drainage ditches, etc. All those competences could empower the skills of migrants giving them the opportunity to work beyond the seasonal agricultural work.

➤ **Personal-cultural challenges/ opportunities.**

The main challenge for migrants in Italy is the language knowledge enabling them to communicate with i) people in general, ii) front office persons to get permissions and papers (refugee, work permission or other kind), iii) health assistance or employment offices, iv) other workers and person/s responsible to lead their work, v) chamber of commerce in case they should decide to be self-employed, etc. There are schools and no-profit organizations providing migrants with basic, medium and advanced courses to learn Italian.

Another challenge is how to get a work and, in case of getting it, how to be professionally trained and match the requirements such as skills, competences and abilities. There are options to be trained directly at work but also a pre-work training including safety at work with some in-depth vocational education depending on sector and specialties. This approach is mainly managed by authorized training centres certified usually at regional level.

➤ **Social-labour challenges/ opportunities.**

Another challenge is how to get a work and, in case of getting it, how to be professionally trained and match the requirements such as skills, competences and abilities. There are options to be trained directly at work but also a pre-work training including safety at work with some in-depth vocational education depending on sector and specialties. This approach is mainly managed by authorized training centres certified usually at regional level. Unfortunately, illegal work is still largely spread in many parts of Italy and it is a concrete threat to the life and work opportunities of migrants. Labour unions, migrants' cooperatives and no-profit organizations are engaged to tackle those difficulties and help improve the legal status and work of migrants.

**Building
Multicultural
Agricoltura Teams**

➤ **The role of the farmer as a manager of multicultural teams.**

Farmers are used since many years to face the lack of workers in agriculture and above all sectors and seasons with an intensive need of manual work are crucial to cope with this kind of problems. The main issues are related on one side to the just in time availability, often without a planning of seasonal work, and on the other side a strategy of flows not adequate to the needs. This bottleneck continues to be the biggest problem within the work management context in agriculture and it is directly connected to the illegal work.

Mostly professional farmers, above all in some sector with high need of specialization and intensive work, such as olive oil, wine, or fruit, are prepared to plan pruning or harvesting in time and booking through cooperatives workers already experts. Same in the zootechnic, dairy and meat, or agritourism sectors where the need of continuous qualified work

	is requested. Less developed is the system adopted in other sector, such as for vegetables, with low content professional skills. ➤ Role of native/migrant workers within multicultural teams. The multicultural approach is very important to get a sound work environment and a first option should be the integration of migrants in the rural community to make easy their inclusion at work. Unfortunately, there are very serious problems to be solved, such as houses and transports, that it is hard to let solve by the employers only, and that should be a specific task of the approach to the integration policies. The inclusion process is fundamental as the native population can be involved only if it is clear that there is no hard competition but a common feeling of coexistence and mutual respect. ➤ Communication tools of multicultural teams. The communication passes mostly through the language, that is why it is very important to strengthen the opportunities for schools and courses dedicated to all age migrants. Some migrants speaking native mother tongues such as English, French, or Spanish can be advantaged as they can be more understandable for the Italians compared to other languages or, i.e., African dialects very unusual in the general communication. ➤ Cultural principles that should govern a multicultural team. Combined languages are not usually the solution for a feasible and current communication, but they can facilitate the efforts for a mutual comprehension. Also, gesticulations and other tools, including translation apps can help a multicultural team to work together and find common interests of communication avoiding isolation and loneliness. Racism, as a prejudice towards the migrants, has to be carefully faced (Razzismo come una “giustificazione ideologica” per la violenza delle relazioni sociali agrarie (Berlan 2008): “barriere artificiali”, corrispondenti alle barriere amministrative legali, create al fine di trattenere la mobilità della manodopera, di garantire il sottoimpiego e l’esistenza di un “esercito di riserva” di lavoratori agricoli per i bisogni dell’agricoltura intensiva.)
Migratory Regulation	➤ Legal Framework: Resident and work permissions Resident and work permission are given to non-native people without Italian or EU nationalities who: i) are regularly occupied and can demonstrate to have a resident permission; ii) are less than 18 years old and are daughter/son of non-native with valid resident and/or work permission; iii) are regular workers, therefore with related resident permission, with limited work permission depending on migrant flows decree. About this last case, the permission goes under the rules of the law decree 2 January 2023, nr.1 modifying the previous law decree 2018/113, 2019/53 and 2020/130, with the scope of limiting the temporary permissions of persons illegally arrived in Italy, mostly from Africa. The efforts of the new government in Italy are targeted to avoid large flows of people that should be hosted in centres waiting for the control of their rights to be qualified as refugee or their sending back to their country of origin. In the reality the time for this control is long and complicated (180 days, or more...) and the procedures are therefore not effective at all. This

is also in contradiction to the fact that there is a call for work needs from entrepreneurs of various sectors fixing numbers that are largely lower than the demand.

The choice made by the actual Government is based on cancellation of the “special protection” permission giving the opportunity of a longer time to persons under procedure of verification vs the requisites for the regularization. Hereby the statistics of effects of the protection reform elaborated by ISPI (Istituto per gli Studi di Politica Internazionale) <https://www.ispionline.it/it/pubblicazione/migranti-e-migrazioni-in-italia-la-dashboard-con-tutti-i-numeri-126051> .

➤ **Naturalization**

The naturalization is also a difficult issue, easily accepted for migrants from Italy abroad or their successors, who are demanding to recover the Italian nationality, more difficult for people even if living and working in Italy since long time or for their children less than 18 years old. Efforts of past governments to make easier for children born in Italy and/or their families to get the Italian nationality were not successful and the actual situation is still precarious. For workers they should demonstrate to have been working without interruption for 10 years to become Italian. This situation determines also different treatments in terms of time for ordinary people working and athletes or persons facilitated by a special status in the society.

➤ **Collective Management at Origin**

Already many years ago Italy started relationships with countries from where the migrant flows are particularly massive. Libya was one of the first countries that accepted by agreement with the Italian government to host migrants from various African countries, often escaping from famine or horrible tribal wars, in centres keeping them and delaying or limiting their arrivals by precarious boats. The centres are considered by UNHCR authorities awful concentration camps with terrible unhuman conditions and violence against the people closed in there. This situation is even more worsening due to the economic depression of many African countries, also as Tunisia and Algeria, and for the increasing dangers due to war in many central African countries. So, the differences between so called refugees and economic migrants are in fact not so meaningful.

Public or private initiatives and entities.

➤ **Institutions responsible for and public initiatives on migration.**

There are many institutions involved on affairs related to migration. The Ministries are: i) Foreign Affairs, ii) Interior Affairs, iii) Justice, iv) Employment and Social Security, v) Health, and vi) Maritime Transports (responsible for sea security), and the Ministries of the economic sectors involved, mainly Agriculture and Constructions.

Many public institutions are involved in initiatives of studies, data collection, reports, and strategy elaboration.

For the agriculture sector CREA, Centre of Research, Policies and Bioeconomy, is in charge to provide the Ministries with updated analyses and reports (L'impiego dei lavoratori stranieri nell'agricoltura in Italia-Anni 2000-2020. CREA 2021 ISBN 9788833850580)

➤ **Social-labour policies oriented to migrants.**

	The Social-labour policies are based on the results from the commissions on migration impact by the two branches (Camera dei Deputati and Senato della Repubblica) of the Parliament. A recent Manual for Integration, edited in 2021 by the Ministry of Labour and Social Policies, is available but it has to be highlighted obviously the change consisting in the recent restrictions to host migrants by cancelling the temporary permission conceived to persons not having the official status of refugee. It is operative since more than 10 years (2011) the Collaboration Pact, mostly in the Southern part of Italy, aiming to integrate migrants. The most recent reference rules are included in the “Dossier Flussi Gennaio 2023, Ufficio Studi Senato della Repubblica, Ufficio Studi Camera dei Deputati”. ➤ Organisations working on migrants. There some trade unions active in the work and social integration of migrants, and some independent cooperatives acting in name of their members. An important observatory has been constituted by the agriculture and food branch of the trade union CGIL, publishing the “Rapporto del laboratorio <i>“ALTRO DIRITTO”/FLAI-CGIL sullo sfruttamento lavorativo e sulla protezione delle sue vittime, 2020</i>” a report highlighting the problems of the illegal work of migrants and how to fight against them. ➤ Initiatives working on migrants in rural areas. Cooperatives have been constituted by migrants themselves, sometimes in collaboration with the trade unions of the agriculture sector, with the scope of strengthening the representativeness of the migrant workers and the defence of their economic, social and citizenship civil rights. The agricultural sector has still many problems of transparency and emersion of illegal work. Two cases can give recent examples about the protest of migrants in Italy: the first one in the province of Foggia, migrants were not able to organize protests against the “caporals”; in the second case, in the rural areas surrounding Nardò, they started a strike that gave this phenomenon national visibility. (Tra sfruttamento e protesta: i migranti e il caporalato agricolo in Italia meridionale - <i>Between exploitation and protest: migrants and the agricultural gangmaster system in Southern Italy</i>, Angelo Scotto – University of Pavia Department of Economic and Social Studies, 2016).
Migration and Rural Areas	➤ Existence of support in rural areas to improve migrants’ integration. CIA Umbria is involved at national level as a partner of two FAMI national projects, Rural Social Act and PINA-Q, the first one aiming to stimulate and train the social farms to integrate migrants in the farming sector, the second one aiming to provide help desk for migrants with good practices of work integration. ➤ Opportunities to improve these situations (Higher awareness, more training, orientation services, institutional support, etc.). Awareness on the importance of the integration policies at work for migrants is needed at level of policy makers, farm owners, farmers’ associations, work employment services, municipalities, citizens, and migrants, because the efforts made should be targeted to solve the main problems vs illegal work conditions, dignity and job security, decency of

	housing and availability of transports that favour basic conditions acceptable for migrants. (Vita e percorsi di integrazione degli immigrati in Italia, ISTAT, 2018).
Training programs and/or training needs	➤ Existing personal and occupational training for migrants. There is a lack of personal and occupational training for migrants, offered mostly by GNO supporting migrants' integration, but particularly the vocational training concerning specific farm needs, such as pruning of vineyards, olive groves and orchards, is not at all or insufficiently offered to migrants, so that the training is mostly learnt on the field, often without any care on security measures. ➤ Farmers training needs to improve migrants social/labour integration. Some NGO engaged to support migrants' integration are particularly engaged to provide migrants with training empowering them and contributing to their cultural, social, and work integration. The problem is that the courses given are largely not sufficient compared to the number of migrants and their training needs, and as a result this has caused a separation between those aiming to bring services and support to migrants in their precarious life conditions and those preferring to tackle illegal work and enhance protests against the "caporals". (University of Pavia Department of Economic and Social Studies, A. Scotto, 2016, quoted above). ➤ Recommendations on the approach to meet these needs. The training approach should be combined, focused on cultural, social and legal issues, to increase migrants' awareness on their integration path towards their citizenship as members of the society, and based on vocational issues related to the training needs connected to the work offer in agriculture. This combined approach should be shared by migrants' cooperatives and NGO on one side, and farmers' associations and vocational training centres on the other side, within a common framework of incentives from the national to the regional level. The training courses should be also regularly provided every year, referred to different progressive levels year after year and open to the participation of all migrants, also with field practical activities at farm. Social farms could constitute the initial level of integration for migrants, as foreseen down by law 2015/241.
Capacity building	➤ Skills, competences, tools, strategies to improve migrant integration and management of multicultural farming teams. The language should be obviously the starting point for the cultural integration, as well as a socio-anthropological approach referred to the country and more in details the region and the communities of integration. In this way language and basic knowledge of the country and regions can pave the way to the multicultural farming teams starting from a basic shared comprehension. The importance of work safety and quality is vital to strengthen the human and professional relationships as a common background evolving towards normal work contexts that can influence practical behaviours tackling illegal work demonstrating alternative positive examples. The farmers' associations are particularly stimulated by their members to create the conditions for an integrated cultural and vocational farming training.

The **cultural and legal framework** should be set up and included in the course for migrants with help of experts in this specific approach and combined with vocational training modules adapted to migrants under the profile of easy concepts, simple language and pictures showing the described actions.

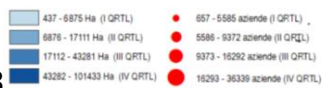
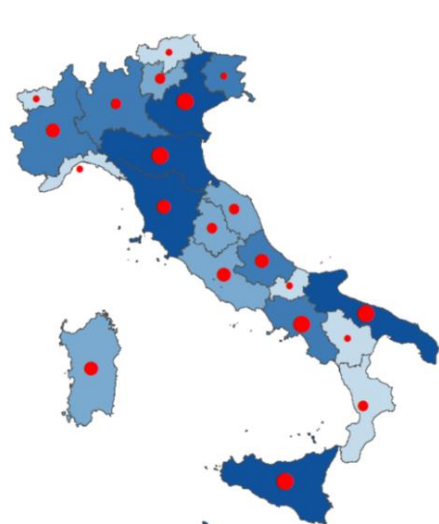
The **technical themes** would be i.e., i) the presentation of a farm sample, ii) pruning and harvesting olive groves, vineyards and orchards, iii) work safety, iv) agricultural machineries and equipment, etc. with **practical field demonstrations**.



Map1



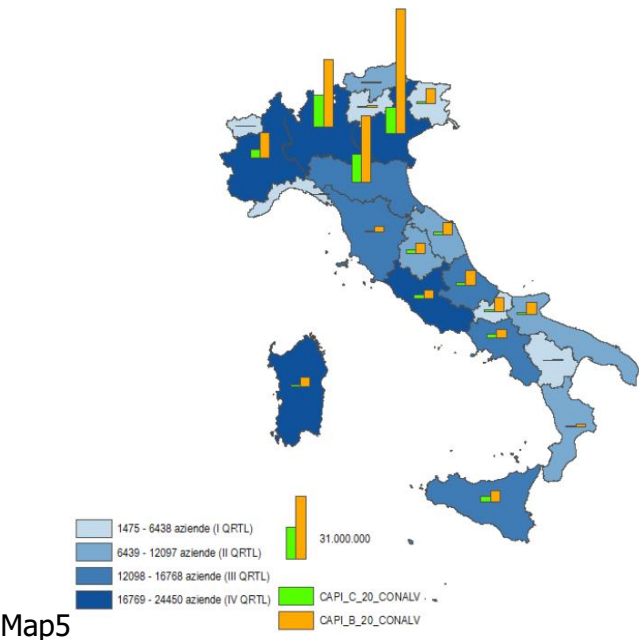
Map2



Map 3



Map4



Map5

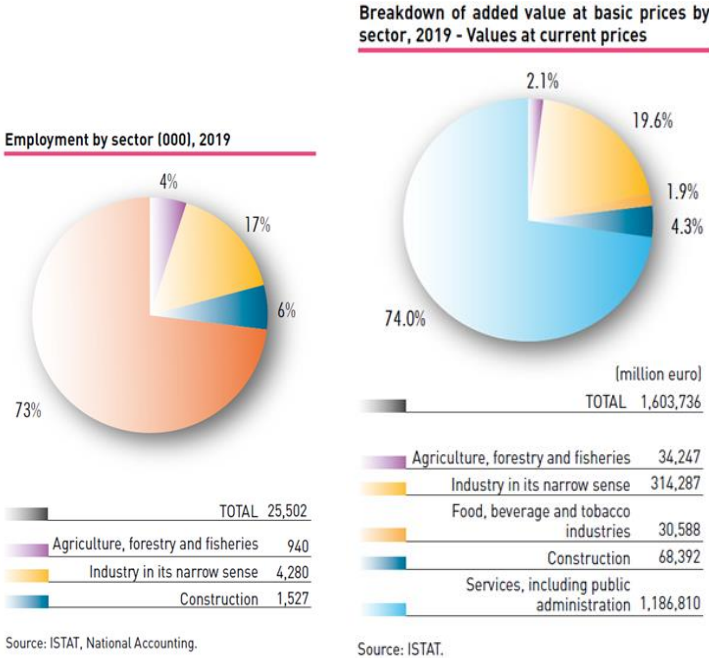


Diagram 1

Table 1 – Main qualification of employment activation per nationalities. Year 2020 and var.% 2020/2019

Main hiring qualification in 2020	Incidence nationality/total extra EU
-----------------------------------	--------------------------------------

Albania	Non-qualified personnel in agriculture and green keeping	13,2%	3,4%
Bangladesh	Non-qualified personnel in cleaning services (offices, hotels, ships, restaurants, public areas and vehicles)	10,6%	-51,1%
China	Managers and operators in restaurants and catering	13,5%	-43,6%
Ecuador	Qualified professions in personal services and similar	3,5%	-1,2%
Egypt	Non-qualified personnel of the building sector and similar professions	20,9%	-13,5%
Philippines	Non-qualified personnel of domestic services	12,6%	9,1%
India	Non-qualified personnel in agriculture and green keeping	12,0%	2,8%
Morocco	Non-qualified personnel in agriculture and green keeping	15,4%	4,7%
Moldova	Qualified professions in personal services and similar	8,3%	24,2%
Nigeria	Non-qualified personnel in agriculture and green keeping	5,5%	1,5%
Pakistan	Non-qualified personnel in agriculture and green keeping	7,4%	23,5%
Perù	Qualified professions in personal services and similar	8,7%	40,8%
Senegal	Non-qualified personnel in agriculture and green keeping	8,6%	4,0%
Sri Lanka	Non-qualified personnel of domestic services	6,4%	6,9%
Tunisia	Non-qualified personnel in agriculture and green keeping	6,3%	1,6%
Ukraine	Qualified professions in personal services and similar	24,1%	20,5%

**Var.% hiring per
qualification
2019/202**

Source: Processing of the SpINT Area of **Anpal Servizi** on data from the **Ministry of Labor and Social Policies**
Compulsory Communications Information System

REFERENCES

- International Organization for Migration, IOM – World Report 2020, ISBN 978-92-9068-789-4
- Vita e percorsi di integrazione degli immigrati in Italia, ISTAT, 2018 ISBN 978-88-458-1968-1
- Il contributo dei lavoratori stranieri all'agricoltura italiana, CREA, 2019
- L'impiego dei lavoratori stranieri nell'agricoltura in Italia – Anni 2000-2020, CREA, 2022
- Dossier, Disposizioni urgenti per la gestione dei flussi migratori, Senato della Repubblica-Camera dei Deputati, 2023
- Agromafie e Caporalato
- Le mappe delle aree a rischio caporalato e sfruttamento lavorativo in agricoltura, FLAI-CGIL, 2019
- Rapporto del laboratorio "Altro Diritto" / FLAI-CGIL sullo sfruttamento lavorativo e sulla protezione delle sue vittime, CGIL, 2022
- Immigrazione, Come, Dove, Quando - Manuale d'uso per l'integrazione, Ministero del Lavoro e delle Politiche Sociali, con ILO Organizzazione Internazionale del Lavoro, 2021
- Tra sfruttamento e protesta: i migranti e il caporalato agricolo in Italia meridionale, A. Scotto, Università di Pavia, 2016
- Le condizioni abitative dei migranti che lavorano nel settore agro-alimentare, ANCI, 2021
- Gli effetti delle riforme delle protezioni, ISPI, Istituto per gli Studi di Politica Internazionale, <https://www.ispionline.it/it/pubblicazione/migranti-e-migrazioni-in-italia-la-dashboard-con-tutti-i-numeri-126051>
- Progetto FAMI, Social Rural Act: promuoviamo l'Agricoltura Sociale come modello vincente per prevenire e contrastare il fenomeno del caporalato, arginare le agromafie e promuovere processi virtuosi di inclusione e/o re-inserimento socio-lavorativo dei migranti <https://www.ruralsocialact.it/>
- Progetto FAMI, PINA-Q, Promozione di percorsi di inclusione attiva nel settore agricolo di qualità <https://pina-q.eu/>