



Transparency and Self-employment  
for migrant workers through  
Assessment Center

**GIVE COMPETENCE a CHANCE**



Education and Culture DG

Lifelong Learning Programme



**LABOUR MARKET ASSESSMENT  
NEEDS AND CONTEXT ANALYSIS OF  
THE RECEIVING COUNTRIES  
INTEGRATED ANALYSIS: ITALY –  
POLAND – ROMANIA**

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Project:

**GC-AC Give Competence A Chance**

Transparency and Self-employment for migrant workers through  
**Assessment Center**

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### **Relations among the 4 examined territories: Connections between migratory flows and number of foreign enterprises in terms of required skills and human resources needs**

The four researches carried out in the different territories involved in the project highlighted interesting intersections as for the trying out of an assessment model centred on reference sectors and the skills needs shared by different countries.

The survey allowed the comparison among three typically “emigration-oriented” areas: Poland (Varmia-Masuria), Romania (Hunedoara), Italy (Sicily) and an Italian territory (Umbria) strongly characterized, at least over the last twenty/twenty-five years, by a significant “immigration” phenomenon.

Before analysing the possible relations identified among the different areas, we want to highlight their individual main characteristics relevant to our objective.

#### **Italy – Umbria**

- The main country of origin of the immigrant population as at today is **Romania**, representing 22% of overall foreign residents and 32.5% of employed immigrants, where 37.1% of such ratio are women.
- The main reason for the request of permits to stay is work (60.1% of requests).
- Unemployment mostly concerns **women**. Foreign unemployed women are over 3,000 and represent about 28.6% of overall female unemployment in Umbria.
- Nowadays immigrants **mainly perform unqualified tasks**, but, considering the progressive ageing of the local population, they will probably reach **medium-high qualification levels** in not far-distant future.
- 20% of immigrant workers want to attend professional courses in order to **improve their job position** and to reach an **higher independence** in performing their tasks.
- Courses and work are mainly accessed through **non-institutional networks**, it is consequently necessary to develop and strengthen a **guidance system** aimed at assisting immigrants in their project of personal and professional growth.
- **Women**, who generally feature an higher education average level, are **the most inclined to attend professional courses**.
- **Most in-demand jobs** by women are all related to the **service industry**: pastry maker, hairdresser, beautician, social-health operators, cook assistant.
- In general, the **qualified positions in the tourist and accommodation** sector are the most in demand by foreign residents.

### Italy – Sicily

- In spite of being a region characterised by an high emigration rate, Sicily reports a growing number of resident immigrants; 10.5% of overall immigrants come from **Romania** and they are mostly **women**.
- The sectors featuring higher foreign employment are **service industry** (52.1% of employed workers), that is preponderant, especially regarding trading business, in Messina, Palermo and Catania, and **accommodation and catering** sector.
- We highlight a considerable number of women pursuing a personal immigration project, irrespective of their family of origin, seeking an improvement in their financial situation: 50.4% of immigrant women obtained a permit to stay for employment reasons and 4.3% for self-employment.
- A large number of job and training requests come from East European women, also from over 50 years old women, recently regularized as personal aides.
- Many immigrants are **driven into attending training courses by their will of finding a more stable regular job**. Some of them are already regularly employed, but they want to acquire new skills in order to change job or to improve their own position.
- Training courses, as well as the related *Stages*, often represent the first experience, for women, in the world of work. Sometimes, training courses also serve a function that goes beyond job integration, as they activate wider pathways of **social re-integration**.

### Romania (Hunedoara)

- **Italy** is the main country of origin of foreign residents.
- Italians living in Romania are all **employed or self-employed**.
- As at 2009, there were 321 **companies with Italian associates** registered, in the following sectors: 89 in manufacturing industry, 17 in agriculture, 27 in building industry, 42 in wholesale trading, 21 in retail trading, 125 in service industry.

### Poland (Varmia-Masuria)

- The Varmia-Masuria voivodate, as well as Poland itself, confirms to be a country of emigration, especially towards Great Britain, Iceland, Germany and Sweden.
- We register a remarkable “**Homecoming flux**”, but it is difficult to establish how many of the people heading back to their country will stay or whether they are going to leave again. Many people seem to have chosen to permanently live in both countries.
- Most homecomings are from Great Britain, Ireland and the United States of America.

- Homecoming fluxes specially involve cities and towns and mostly concern **women** between 30 and 34 years old.
- Almost 60% of people declare they could go working abroad and above 40% of people would accept a job offer abroad.
- **The problems met by homecoming immigrants seem to be quite similar to those of common immigrants:** lack of contact with the labour market, tasks inadequate to their skills, cultural integration, xenophobia, etc.
- The labour demand of Polish enterprises, regardless of it involves local or immigrant workers, is mostly centred on **qualified job positions** (13.8%) against 2% of unqualified positions. Many enterprises (17.7%) also calculate a future increase in labour demand.
- In the voivodate of Varma-Masuria, tourism is the strategic development sector and it will also create new employment in the near future.

Aiming at identifying elements highlighting the relations between the immigration fluxes in the observed territories and their incidence on labour market, we can first of all state that there is a lowest common denominator connecting the different countries, to be found in the sector that will potentially develop new employment opportunities, both for local people and for immigrants, that is to say **tourism**.

The analysis of the relations among immigration fluxes, we observe a strong **connection between Italy and Romania** in terms of labour demand and offer: Romanian immigrants, whether employed or unemployed, rank first among overall immigrants in Italy, while most foreign companies in the area of Hunedoara are Italian. The flux connections between Italy and **Poland** are weaker, as Poland is, as we know, traditionally linked to Great Britain as for emigration. It is, however, interesting to observe the “**homecoming flux**” phenomenon, driving Polish institutions to face issues that are quite similar to those concerning ordinary immigration phenomenon.

In every context female component play a remarkable role: **women** are the ones experiencing the greatest difficulties in employment, but they are also the most ambitious towards their personal and professional realization.

Another element to be highlighted, especially for the future, is that labour demand is shifting towards **qualified positions** in every observed territories, and that such phenomenon is bound to involve also future immigrants (or homecoming immigrants). Immigrants that (especially concerning women) are highly interested in working in the **service industry**.



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