

## FAMET COUNTRY STUDY – ITALY

By Euro-Net

### Section 1: Introduction

#### Subsection 1:

This report is part of a wider study of the Fostering Adult Migrant Entrepreneurial Training and Qualification (FAMET) project. The project consists of partners from Denmark, Spain, Poland and Italy. The focus of the project is on migrant/refugee entrepreneurship education and lifelong learning. The project aims at doing away with discrimination barriers and obstacles using education and training. The project hopes to achieve this aim by creating, developing and enhancing the knowledge, skills, competencies and capacity of migrants and refugees.

The first task, in the bid to develop the entrepreneurial capacity of migrants and refugees, is to understand the needs and competences required by migrant groups in the EU represented by the FAMET partners. To achieve this task, each FAMET partner has conducted country studies that will highlight opportunities, challenges and competences needed by migrants and refugees to become entrepreneurs. Entrepreneurship is an avenue by which migrants and refugees can establish themselves economically as well as provide employment opportunities. Migrant entrepreneurship will contribute positively to the GDP of EU member states. As highlighted in the Entrepreneurship 2020 action plan, 52% of start-ups in Silicon Valley, are created by immigrants. Hence it is an important initiative that deserves attention.

In the EU Migrant entrepreneurship is being promoted. Such initiatives include the entrepreneurship 2020 action plan, EU networks for exchange of best practice in migrant entrepreneurship, and EU projects on entrepreneurial capacity building for young migrants<sup>1</sup>. However, at the national level the initiatives vary. Some national level initiatives are available only to immigrants than refugees. In other cases the initiatives are available for both. Despite the existence of these initiatives, most migrants are either unaware of the opportunities available for them, face market entry barriers that discourages their participation in the national entrepreneurship landscape or lack the competences to become an entrepreneur. As a result, there is the need for study that will provide a close to accurate picture of the entrepreneurship related needs of migrants in EU member states.

This report provides that picture. The report is based on the outcomes of focus groups conducted by FAMET partners namely, Aalborg University Denmark, Crossing Borders Denmark, Euro-Net Italy, MEUS, Spain, Danmar Poland and Kainotomia, Greece. Each partner conducted focus group interviews with 10 migrants/refugees, 5 organization dealing with migrants and 2 migrants that currently own businesses. In all insights from 51 respondents have been gathered. The interviews have been transcribed and analyzed to extract insights on the opportunities, challenges and competence needs of Migrants. In this report, analysed insights from Italy is represented. The insights gathered from this report will be used to understand the migrant needs which will result in the development of training modules for a certified training programmes for migrants. The training programme will be available for migrants online where they can on part-time basis follow the course which will equip them with competences to become entrepreneurs.

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<sup>1</sup> [https://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/migrants\\_en](https://ec.europa.eu/growth/smes/promoting-entrepreneurship/we-work-for/migrants_en)

- Subsection 2: Overview of national initiatives on migrant entrepreneurship

It is difficult, if not impossible, to outline in a few words a complete picture of national initiatives, public or private, aimed at promoting the entrepreneurial initiative by migrants.

The Italian bureaucracy and the numerous laws in the field of entrepreneurship have always been known more as an obstacle than as a support to the business initiative in general. In the context of the entrepreneurial initiative of migrants, this was even more true at least until the end of the last century.

It was only starting from 1998, with the so-called Turco-Napolitano Law (after the names of the then Centre-Left Government Ministers of Social Affairs and of the Interior), that non-EU-immigrants were allowed to engage themselves in independent enterprise activity. The prior law resulted in a state of emergency which required an urgent modification. In fact, it did not stop the rise of immigrant enterprises, but the rise of illegality. This law was very restricted, and limited access to some immigrants regarding informal and subordinate activities.

Following the Turkish-Napolitano law and, even more, following the inclusion of the theme of migration in the United Nations 2030 Agenda for Sustainable Development, in response to the substantial flows of migrants and refugees that occurred in different areas of the world, there are There have been various initiatives, both public and of the third private sector (ONG Sector), aimed at promoting, stimulating and supporting the entrepreneurial initiative by migrants.

In particular, as regards the public component, one of the main roles has been and is carried out by the Chambers of Commerce, also in concert with the ministry of labour and the migration observatory with various projects in support of the entrepreneurial initiative.

Nonetheless, much remains to be done to bridge a large gap, especially from the point of view of professional training and recognition of skills for access to the business world. In particular, it is necessary to act on:

1. the regulatory and legislative context which makes it difficult to access credit, local markets and the transfer of businesses together with the fear of punitive sanctions in case of bankruptcy;
2. recognition of education and qualifications, reception in the host society, accessibility of information and other resources of the host country, the lack of policies and mechanisms to facilitate the entrepreneurship of refugees;
3. awareness of existing training offers and access to aid for entrepreneurial training (the lack of existing initiatives / specific entrepreneurial training offers for migrants and refugees).

- Subsection 3: Profile of the respondents of the report.

The survey conducted involved some focus groups with 10 migrants / refugees, 5 organization dealing with migrants and 2 migrants that currently own businesses. The interviewees come from different countries with a higher percentage for non-EU countries and, in particular, from African countries.

The interviewed migrants are divided into 67% migrants for work / economic reasons and 33% migrants for family reasons.

The age of the interviewees ranges from 24 to 49 years old and the gender division is 75% male and 25% female.

As for associations that operate with migrants, they all deal mainly with the reception and hospitality of migrants and operate in the southern area of the country.

## Section 2: State of the Art based on indicators on Migrant entrepreneurship per country

### Indicator

Indicators	
<ul style="list-style-type: none"> <li>• Number of migrants</li> </ul>	<p>There were 5.255.503 foreigners residing in Italy on 1 January 2019 and represent 8.7% of the resident population.</p>  <p>Andamento della popolazione con cittadinanza straniera - 2019 ITALIA - Dati ISTAT 1° gennaio 2019 - Elaborazione TUTTITALIA.IT (*) post-censimento</p> <p>The largest foreign community is the one coming from Romania with 23.0% of all foreigners present in the territory, followed by Albania (8.4%) and Morocco (8.0%). As of 1 January 2019, 3.717.406 non-EU citizens regularly residing in Italy (+2,472 units compared to the previous year), mainly from Morocco, Albania, China and Ukraine, covering 38% of the presences. The incidence of minors is 21.7%.</p>
<ul style="list-style-type: none"> <li>• Educational level and income level for migrants</li> </ul>	<p>Italy is distinguished by the presence of immigrants with a particularly low level of education: half (49.4%) have, in fact, a level of education that does not exceed lower secondary school. In Italy, only 12.6% of immigrants have a high level of education.</p> <p>Simplifying it could be said that among the immigrants who arrive in Europe through Italy, the least qualified stop here. Which means: the least educated and the least productive. If we are not invaded by migrants, as the latest Istat update points out, a well-known national magazine shows in a long investigation that Italy</p>

in fact stands out because it has the highest share of foreigners with at most the junior high school license.

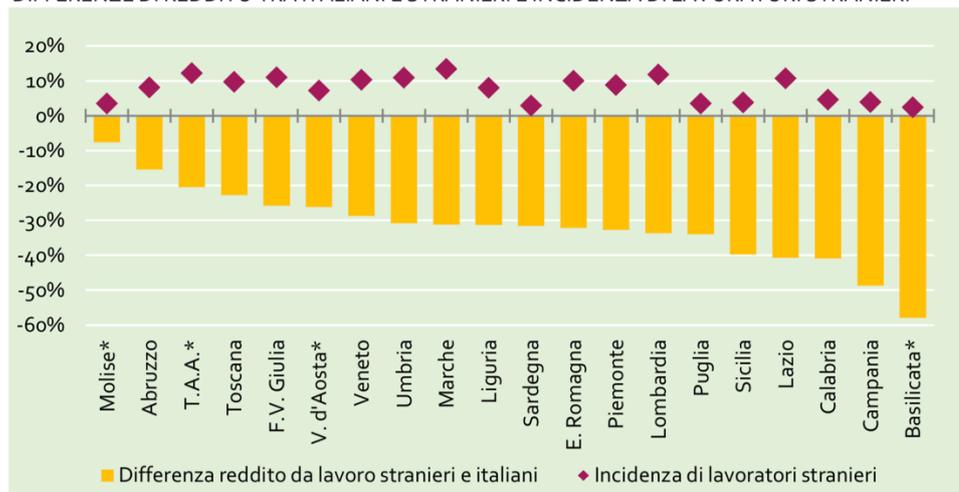
The migrant presence is also a consolidated element in the Italian labour market, where 7.4% of the workforce is of non-EU citizenship. Also this year the characteristics of non-EU employment in Italy are confirmed, with better employment indices than the autochthonous population in the face of complementary labour markets: the non-EU population in Italy historically responds to a demand for unskilled work involving jobs low skills and low paid. In 2018, the employment rate of the population from third countries in Italy was 60.1%, compared to 58.2% recorded among Italians. The unemployment rate of the non-EU population in Italy is instead equal to 14.3% compared to 10.2% relating to the native population, while as regards inactivity the rate recorded on the non-EU population is equal to 29.8 %, against 35% for Italians only.

Foreign workers in our country earn 31% less than Italians. The income difference tends to be higher in the southern regions, where economic conditions are worse and the incidence of foreign workers is lower than in central and northern Italy.

Fig. 1 - ■ Difference in income between Italians and foreigners and ◆ incidence of foreign workers.

Figura 1

DIFFERENZE DI REDDITO TRA ITALIANI E STRANIERI E INCIDENZA DI LAVORATORI STRANIERI



\*Il dato ha scarsa rappresentatività statistica

Fonte: nostre elaborazioni su dati Eusilc (ISTAT) 2017

It is not so clear and underlined, however, that immigrants receive a lower hourly wage than natives for every hour worked, even with the same characteristics. A share of the wage distance between foreigners and natives, a significant share, is not attributable to the different characteristics that affect the determination of income levels. This constitutes an alarm signal, on the presence of discriminatory dynamics towards immigrants, which should not be overlooked.

Of course, no estimation exercise, not even ours, for the unavailability of the data that would be necessary for this purpose, is able to measure whether the lowest

	<p>income of foreigners - in part not attributable to the different observable characteristics - is in part associable to a problem of lower language skills, an inadequate degree of resourcefulness or an unproactive attitude towards work. These elements can certainly play a role.</p> <p>However, given the size of the unexplainable share of the wage difference, less likely elements, veiled in discrimination, which also lead employers to hinder the access of immigrants to intellectual, white-collar and / or professional jobs, also play alongside them they would have the ability to do it. Fortunately, this is not the case everywhere in the national territory.</p> <p>An Istat report relating to the years 2008/2009 on foreigners born abroad and resident in Italy finds that two thirds are immigrants for work reasons.</p> <p>The economic conditions of foreign families are generally worse than those of Italian families. In fact, the former have a median net income of € 14,469.00 against the € 24,631 of the latter. Households with a net income closer to that of Italian households are Albanian (70.1% of the average income of Italian households), Filipino (68.3%) and Chinese (67.1%) communities). On the contrary, those furthest from the Italian standard of living are the Ukrainian (40.8%), Moldovan (48.6%) and Romanian (47.6%) families.</p> <p>It is also necessary to give just evidence of the well-known phenomenon of overqualification in Italy. That is, it is possible and necessary to give statistical evidence of the lack of consistency between formal competences and duties covered. By crossing the data by skill level of the profession and education level, it is possible to estimate the so-called rate of overqualification of the employed, in other words to know in what percentage the individuals with high education (equivalent at least to the degree) perform a medium or low qualification job.</p> <p>The data say that the share of foreign graduate workers employed in a low or medium skill profession is considerable and equal to 63.1% compared to the estimated 17.5% for Italians, or out of 100 foreign workers with third level education, 63 have formal competences higher than those which would be needed to perform the job for which they are remunerated; Italians in the same condition are just under 18 out of 100.</p> <p>However, there are differences between EU and non-EU citizens: the rate of overqualification of EU workers (46.2%) is lower than that of non-EU workers (73.6%). Therefore, by comparing the estimated values, it is observed that compared to the natives, the share of EU citizens in over-qualification is greater than 28.7 points and that of non-EU citizens higher than 56.1 points.</p>
<ul style="list-style-type: none"> <li>• Number of migrant entrepreneurs compared to the rest of</li> </ul>	<p>At the end of 2018 in Italy there are 447.422 business owners born abroad (81.1% of whom come from a non-EU country), which represent 14.6% of the total of 3.062.199 active owners.</p>

<p>the population.</p>	<p>The protagonism of the non-EU population in the business sector is significant, with 379.161 individual companies led by citizens born in third countries, registered at 31 December 2018.</p> <p>The most represented communities among individual non-EU entrepreneurs are the Moroccan (17.7%), the Chinese (14%), the Albanian (8.5%) and the Bangladeshi (8.2%). If the male gender prevails among individual entrepreneurs born in non-European countries, reaching an incidence of 78%, the share of female entrepreneurs among Ukrainian (55.8%), Filipino (48.9%), Chinese (46, 3%) and Nigerians (42.6%).</p> <p>Considering the year 2018, companies belonging to non-EU citizens - a total of 379,161 units, equal to 11.9% of the total - represent 17.6% of companies in Tuscany, 17.1% in Lombardy, Liguria in 16.9% and in Lazio 16.3%.</p> <p>Non-EU entrepreneurs are mainly concentrated in wholesale and retail trade; repair of motor vehicles etc. (44.0% of the total) and in Construction (20.8%), while the remaining 30% of non-EU individual companies are distributed among other sectors and mainly in Manufacturing Activities (8.2%), in Rental, travel agencies, business support services (6.3%) and in the sector of accommodation and restaurant services activities (5.9%).</p>
<ul style="list-style-type: none"> <li>• Number of migrant entrepreneurs with 10 employees and more</li> </ul>	<p>Despite not having real statistical data available, the analysis carried out on the characteristics of the companies or activities managed by entrepreneurs and self-employed workers of foreign origin seem to reveal a situation for which the vast majority of migrant entrepreneurs have chosen to undertake intentional and aware way of his own entrepreneurial adventure, even if opting for little complex and small structures, mostly owners of small or very small businesses.</p> <p>In fact, about 60% own a sole proprietorship, while about a quarter have opted for collective companies of more complex management, in the form of partnerships, which generally have a more limited turnover and number of employees, or joint stock companies (about 10%), which are the most complex realities. Residual (about 2%) the members of a cooperative. Finally, about 8% are self-employed. The average number of workers per enterprise is around 3-4 employees per enterprise.</p>
<ul style="list-style-type: none"> <li>• Number of new migrant entrepreneurs per year.</li> </ul>	<p>Since the 90s of the twentieth century, foreign entrepreneurs have always increased, maintaining a positive trend even in the years of the crisis: from 2010 to 2018, while Italian entrepreneurs decreased by 12.2%, foreign entrepreneurs grew by 31.7% .</p> <p>The following table shows, by Region by Region, with both absolute and percentage changes, the increase in companies managed by extra-UE migrants in Italy.</p>

Tabella 7.1. Titolari di imprese nati in un paese Extra UE per regione (v.a. e %). Anni 2017 e 2018

REGIONE	2017		2018		Var. ass. 2018/2017	Var. % 2018/2017
	V.a.	Inc. % sul totale	V.a.	Inc. % sul totale		
Abruzzo	7.906	9,1	7.998	9,3	92	1,2
Basilicata	1.189	3,0	1.202	3,1	13	1,1
Calabria	11.317	9,3	11.348	9,4	31	0,3
Campania	34.966	11,3	36.391	11,8	1.425	4,1
Emilia Romagna	33.041	14,0	33.558	14,4	517	1,6
Friuli Venezia Giulia	6.891	12,2	6.910	12,4	19	0,3
Lazio	43.264	15,8	44.293	16,3	1.029	2,4
Liguria	14.507	16,6	14.717	16,9	210	1,4
Lombardia	71.478	16,8	71.952	17,1	474	0,7
Marche	10.304	10,8	10.345	11,0	41	0,4
Molise	1.117	4,8	1.126	4,9	9	0,8
Piemonte	25.149	10,1	25.621	10,5	472	1,9
Puglia	12.360	5,1	12.647	5,3	287	2,3
Sardegna	7.029	7,0	6.997	7,1	-32	-0,5
Sicilia	18.571	6,7	18.121	6,5	-450	-2,4
Toscana	36.578	17,2	37.202	17,6	624	1,7
Trentino Alto Adige	3.639	5,7	3.658	5,7	19	0,5
Umbria	4.737	9,5	4.792	9,8	55	1,2
Valle D'Aosta	358	5,3	375	5,6	17	4,7
Veneto	29.661	11,7	29.908	11,9	247	0,8
<b>Totale</b>	<b>374.062</b>	<b>11,7</b>	<b>379.161</b>	<b>11,9</b>	<b>5.099</b>	<b>1,4</b>

Fonte: Unioncamere-InfoCamere

• Number of policies aimed at promoting migrant entrepreneurship

Immigrant entrepreneurship developed in the Italian economic-productive context starting from the 90s with a certain delay compared to other European countries where the phenomenon was clearly perceptible since the dawn of the 80s. The causes of the delay are attributable to economic, historical and geographical factors, but also to the slowness of the legislative process of opening up self-employment to immigrants in Italy.

Currently, after a tortuous journey, immigrants finally encounter in Italy an economic-productive, political-institutional, and socio-cultural environment which is quite fertile for self-employment, for the following reasons.

With regard to the economic-productive context, Italy is a country favourable to the development of entrepreneurial activities (small and medium enterprises). According to statistics collected by Istat in 2018, self-employment affects about a quarter of total employment in Italy (23.2%), a much higher value than the European average (15.7%).

The Italian political and institutional context has also recently opened up to the development of the entrepreneurial activity of immigrants. The regulatory process that made access to self-employment possible for foreign citizens in Italy was rather slow. However, it should also be noted that Italy has only recently entered the group of large immigration countries, and consequently, so far, in the absence of a quantitatively significant phenomenon, the need to legislate on the theme of self-employment of the foreigners. Until the entry into force of Law 40 of 1998, the so-called "Turkish-Napolitano Law", access to self-employment was allowed, through a series of international agreements, only to citizens coming from the countries to which the Italian emigration, or was conditioned by the acquisition of Italian citizenship.

	<p>This reciprocity clause has prevented for years the citizens of the countries from which the majority of immigrants come from to undertake the entrepreneurial path in Italy. The "Turkish-Napolitano Law" partially removed these restrictions by allowing immigrants with a regular residence permit to create individual companies and to become members of cooperative enterprises, leaving only access to capital companies inhibited (Martinelli 2003: 28 -29).</p> <p>Once the paths of legality were opened, as was foreseeable, the autonomous activities led by foreigners spread rapidly: in a few years the "ethnic" businesses tripled, going from 67,000 in the year 2000 to 181,000 in the first quarter of 2005 with an increase 170% (Micheli et al. 2006). Therefore, in the Italian context, the importance of the liberalization of trade and access to self-employment of foreigners on the growth of immigrant entrepreneurship is empirically demonstrated.</p> <p>However, the presence of complete regulation does not always create favourable conditions for immigrants, even in the absence of discriminatory clauses. Precisely in Italy there are very evident cases of negative incidence in this sense. It must be said that, precisely in the Italian context, the high rate of indigenous entrepreneurship already leaves few opportunities for immigrants to take the initiative. This barrier is even more insurmountable in activities whose diffusion is quantitatively controlled and limited by the institutions. It is here that the penetration of new actors, especially foreigners, is problematic. For example, the taxi sector in many western metropolises is mainly the preserve of the independent work of immigrants; in Italy this does not happen, because the rigid regulation disciplines the granting of new licenses in a very restrictive way.</p> <p>To the intrinsic difficulties of the local regulatory context, new ad hoc measures wanted by the last Italian government are recently being added. In fact, in July 2018, despite the Constitution of the Italian Republic prohibiting discrimination against people based on their ethnicity, the Italian Government introduced "ethnic supervision" which obliges the Labour Inspectorate to carry out greater controls on companies managed by foreigners. The so-called "anti-kebab ordinances" and the measures against Internet Points and Phone Centers of the last decade are other examples of measures with strong repercussions on foreign entrepreneurs.</p> <p>Overall, in Italy, while on the one hand the economic-social context prone to small business and self-employment lends itself well to foreign entrepreneurial initiative (as shown by the large number of micro-businesses and the high rate of self-employment), on the other some regulations considerably limit the opportunities for immigrants.</p>
<ul style="list-style-type: none"> <li>• Amount or number of financial instruments and credits for migrant entrepreneurs</li> </ul>	<p>The business Italy is increasingly multi-ethnic: the individual ones made up of citizens from non-EU countries in 2014 grew by 23 thousand, exceeding 335 thousand overall, one for every 10 companies that adopt this legal form. Considering also the capital companies, the immigrant presence in Italy in the business world still rises, reaching about 500 thousand units.</p> <p>The financial instruments and access to credit are, in general, the same available to the companies managed by the "natives", but there are some specific projects which have as their objective that of incentivizing the businesses managed by migrants.</p>

	<p>For example, between 2012 and 2013 Unioncamere implemented the Start it up initiative - New businesses for foreign citizens, promoted and financed by the Ministry of Labour and Social Policies - Directorate General for Immigration and Integration Policies - to support the path of integration and professional growth of immigrants present in our country, closed with a very positive balance.</p> <p>Promoting the growth of entrepreneurial attitudes of non-EU citizens and transferring those basic managerial skills necessary for starting and managing an entrepreneurial activity are just some of the basic elements of the project. To these are added objectives that concern the awareness of the credit system in favour, for example, of the identification of tools and services for immigrant entrepreneurs, such as microcredit and support for strengthening the participatory and concerted dynamics of institutional bodies and of the economic partnership and social so that we can model a "territorial system" capable of supporting the birth of new economic activities of foreign citizens.</p> <p>As part of the project, an orientation course - info-training - was planned for the preparation of the business plan, intended for 400 non-EU citizens, both unemployed and employed, with a regular residence permit present in our country.</p> <p>There are 10 chambers of commerce identified on the basis of the regions that have financial instruments for business creation and where regular immigrants are more concentrated for territorial experimentation. The Chambers of Commerce are those of: Ancona, Bari, Bergamo, Catania, Milan, Rome, Turin, Udine, Verona and Vicenza.</p>
<ul style="list-style-type: none"> <li>• %measure of Success rate of Migrant entrepreneurs</li> </ul>	<p>Although we do not have data to support this assessment, the growth rate of migrant-run businesses and their history even in recent periods of economic recession testify to a high success rate of migrant entrepreneurs.</p> <p>The surveys conducted show that immigrant-run businesses are quite solid, and they have also been able to cope with the years of crisis. In particular, in a study conducted by Censis, 71.9% of the entrepreneurs interviewed have employees, 60.0% have been in business for more than three years, 53.3% in the last three years have had a stable turnover and 20.5% growth, while 76.6% are fully (21.3%) or partially (55.3%) satisfied with the performance of their business.</p>
<ul style="list-style-type: none"> <li>• Contribution of migrant entrepreneurs to GDP</li> </ul>	<p>Neither Istat nor any ministry publish reports that calculate how much of Italy's GDP is produced by foreign citizens. However, there are some estimates, based on data processing from different sources.</p> <p>According to the most recent calculations of the Leone Moressa Foundation - an institute of studies that since 2002 has been researching the economy of immigration - in 2017 the approximately 2.4 million foreign workers contributed to 8.7 percent of Italian GDP, with a generated added value of approximately 131 billion euros.</p>

In 2016, this figure was substantially the same, but the contribution was slightly greater: almost 9 percent of our country's GDP, in line with what Orsini said. This calculation was made assuming that for the same sector and region the productivity of foreign workers is equal to that of Italians.

According to the elaborations of the foundation, in 2016 more than 18 percent of the GDP coming from the hotel and restaurant sector (about 9.9 billion euros) was produced by employed immigrants, as well as over 65.5 billion euros in the services sector and over 26.1 billion euros in manufacturing.

The region with the highest incidence was Emilia-Romagna, with 12 per cent of GDP produced by immigrants (around 16.1 billion euros), followed by Lombardy with 11.1 per cent (35.4 billion euros) and Lazio with 10.4 percent (17 billion euros).

According to data from the public body Unioncamere - the Italian Union of Chambers of Commerce, Industry, Crafts and Agriculture - at the end of 2018 9.9 percent of the total of Italian companies (over 600 thousand out of 6 million) was managed by foreigners.

According to Istat statistics, however, from 2014 to 2016 the number of immigrant new entrepreneurs with employees increased, from 11 per cent to 15.2 per cent.

"The entrepreneurial initiative of foreigners - say the researchers of the Leone Moressa Foundation - plays a fundamental role in the creation of national wealth. Companies managed by foreigners hire staff, pay taxes, contribute to the overall growth of the national system, even in times of crisis ".

"Their increasing liveliness - the researchers continue - makes us reflect on the degree of integration of foreigners in the economic and social fabric, but must at the same time pay attention to the need to adequately govern the phenomenon: not only by allowing immigrants the same tools offered to the Italians, but ensuring truly real competition between all the subjects operating in the national market ".

### Section 3: Opportunities available for migrants

Summarized Feedback extracted from:

- **Subsection 1: A1, - Perspectives for Migrants per partner countries**

The investigation carried out has shown, if it were not already clear in the context analysis, that one of the greatest obstacles for migrants, especially from outside the EU and with the status of refugees, is that of job placement, with evident consequences in the process of social inclusion within the country.

Low schooling, linguistic difficulties and regulatory gaps in the matter are "simply" the main causes that add to a national labour market that has been in crisis for years and which still suffers from the effects of the 2008 recession, as well as insane habits that they have been replicating for years in the Italian working system, above all undeclared work, better known as undeclared work. This situation is dramatically aggravated today (and not only for migrants, but for the entire population residing in Italy) by the emergence of Covid-19 and the consequent economic and labour crisis.

The interviewees, almost all of low schooling and with a profile that largely reflects the migratory flows to Italy (young and homeless men, who arrived in Italy with the hope of being able to rebuild their lives), showed little confidence in the future of Italian social policies in favour of migrants and, in particular, of the possibility of undertaking entrepreneurial initiatives. Many of them interpret their presence in Italy only as a transitory phase and, for this reason, they are willing to accept equally transient, often poorly paid jobs, in order to afford the hope of leaving and building something else.

The difference between migrants and refugees is not well perceived for the simple fact that they all perceive themselves as "refugees", fleeing a war, rather than an economic condition of non-livability. However, it should be stressed that all migrants, with medium / high level education, coming from economically stable areas, are exceptions to this.

For example, the migrants interviewed from Poland and Ukraine are exceptions and are much more satisfied with their life in Italy and cultivate the desire to reunite with their families here in Italy.

According to the interviews carried out, discrimination appears to be still a very present topic in Italy and the causes are mainly attributed to language barriers and economic-working conditions.

According to the interviewees what is missing and needed is a real process of reception and inclusion that necessarily passes through educational support and professional training. A training that can integrate linguistic, cultural, social and professional elements.

What is being asked loudly by all respondents is a fairer socio-political system that is able to give them the opportunity to actively contribute to the growth of the country.

- **Subsection 2: A2 – Perspectives for organizations working with migrants.**

The survey carried out on organizations that work with migrants immediately revealed that these organizations had, in most cases, to readjust the priorities of their corporate mission from socio-employment orientation to the needs of primary reception of migrants. This occurred following the significant increase in migratory flows in Italy, mostly from African countries and the significant socio-economic emergency that accompanied and accompanies these migratory flows. While in the recent past the protagonists of the migration epic were mainly Europeans, today the migratory flows are mainly made up of men and women from the Third World.

If in the past these organizations could focus more on the training and career orientation of migrants, today, also due to the reduced economic resources available and the phenomenon of the so-called "politicization of migrations", i.e. the fact that migratory flows tend to be regulated by the migration policies of the arrival countries which, increasingly frightened and worried about the massive presence of immigrants, tend to develop increasingly restrictive policies, which often, instead of achieving the desired effect, end up increasing the area of clandestinity and irregularity, they must deal almost exclusively with welcoming migrants and accompanying them in the complex process of regularizing their presence in the country.

Nonetheless, it seems clear to each of them the need for inclusive policies that focus more on training and job placement, factors that would trigger positive consequences on the entire migration phenomenon, highlighting the great potential that these flows can constitute for the entire system. Italian socio-economic. This would be, in essence, an opportunity to be offered not only to migrants, but to the whole country.

- **Subsection 3: A3 – Perspectives for migrants that have started business in the last three year**

The two migrant entrepreneurs interviewed arrived in Italy several years ago, from countries with family motivation and the intent to build their future in our country. Both graduates arrive in Italy with the clear idea of creating their own business, in the field of tourism one and catering the other, taking advantage of their cultural roots and integrating them with Italian culture.

The interview certainly reveals a not simple path in the creation of one's business, but considered possible also thanks to the socio-political situation of Italy of several years ago. Both do not consider the current situation in the country favourable to the business initiative in general and, even more, compared to that of migrants. They underline, in fact, wide difficulties in keeping their business stable and profitable, not only because of the economic crises, but also due to the increasingly stringent rules on business and the level of taxation in Italy.

There is a substantial absence of support both from the government and from migrant associations, now totally devoted to the needs that concern the reception of refugees.

The lack of skilled workforce is one of the elements that does not allow these entrepreneurs to grow and to be able to hire other migrants in their company. They are essentially very small businesses that struggle to survive and are unable to afford employees to train internally.

#### Section 4: Challenges available for Migrants

Summarized Feedback extracted from:

- **Subsection 1: A1, - Perspectives for Migrants per partner countries**

The challenges available for migrants is directly linked with their issues.

The survey shows that the main problems to be addressed, in the opinion of migrants, are related to social and economic emancipation, therefore to the possibility of finding decent work that allows them to gain autonomy and the possibility of creating their own space in the Italian community. But before facing this challenge, there is the problem of regularisations that are subject to increasingly restrictive rules and increasingly tortuous paths.

For this reason, the interviewed migrants highlight the need to be accompanied on this path, as well as on training courses that can help them overcome, above all else, linguistic and cultural barriers.

To meet all possible challenges, the support and support of social policies and both public and private initiatives which should take the opportunity to see in the migrant people a resource to be invested for the country is indispensable.

Last but not least, the most important challenge remains that of "recognition", not only from a human and social point of view, but also from a working one. Recognition of the skills and competences of each migrant, evaluation of the same and spendability in socio-working life.

As for the possibility of undertaking an entrepreneurial initiative, the question seems to represent, for most of the interviewees, a goal too far for their reality, even if some of them cultivate this hope by requesting greater support from the Italian government, in directing these paths, in providing the right resources (access to credit, dedicated financing) and, above all in providing professionalizing training support.

- **Subsection 2: A2 – Perspectives for organizations working with migrants.**

From the point of view of NGOs, the challenge to be taken remains that of socio-occupational inclusion which, however, requires more resources, both in economic terms and in terms of useful tools to make these people able to conquer their autonomy, to build their work paths without having to give up their skills and respecting the work done.

This challenge is even more important because it would have a positive effect on another phenomenon that has become very important in Italy, that of crime which, taking advantage of the needs of migrants and refugees in difficulty, easily makes them "soldiers" of bad business.

According to NGOs, it is essential to build support networks for the phenomenon of migration that allow public subjects, private subjects and institutions to interact in order to build a common path of welcome and accompaniment in the Italian community.

With regard to training, also highlighted by them as a primary need for this process, the need to develop entrepreneurial and business skills tailored to migrant and refugee communities is essential as it can lead to greater global benefits for society and the economy.

The possible and probably winning key could be the integration of the different cultures, as an added value useful not only to migrants, but to the entire Community.

- **Subsection 3:A3 – Perspectives for migrants that have started business in the last three years**

The two migrant entrepreneurs underline, for their part, the importance of continuing to meet the entrepreneurial challenge in a country that has been committed to struggling with economic and labour crises for years.

They require greater support from the government and institutions to be able to carry out their business and "not to have to give up a country that has now become theirs too".

They recommend the establishment of helpdesks for work and the world of business dedicated to migrants, also to overcome linguistic difficulties that add to the regulatory ones.

About the skills to be developed and the soft skills required, the two entrepreneurs highlight the importance of developing every possible skill, with a particular preference, as regards the Italian market, for creativity, lateral thinking, flexibility and communication. Obviously, knowledge of Italian culture and the Italian market cannot be ignored and, for this reason, they suggest orientation and training courses that can fill this lack.

## **Section 5: Overview of condensed Migrant and refugee needs**

Following the interviews done, there are several possible needs to be met in order of:

- Legal reforms needed to enable more migrant entrepreneurs

A reform that makes migrants' access path to the Italian business world less tortuous and above all less solitary, through the creation of simpler rules, orientation counters and greater ease of access to credit.

- Need for awareness of entrepreneurial opportunities for migrants

Regarding self-awareness, the training courses to be made available to the migrant people are fundamental, not only to recognize their own value and their ability to do business, but also to develop knowledge and skills essential in this sector in order to pursue success.

- Soft skills and training needs

Although Italy is one of the countries that most represents some of those characteristics that are summarized today in the term soft skills, such as creativity, the spirit of initiative, flexibility and lateral thinking, still too little is invested in training processes useful for stimulate and develop these skills.

It is also evident from our investigation the importance of doing more for the removal of linguistic and cultural barriers, in addition to the need to build continuous training courses, as already foreseen in the Italian job market, dedicated to migrants, but that they are able to respect the various cultural, social and educational levels of this broad target.



- Need for funding (financial support for migrants)

The theme of financial resources, also highlighted by our interviewees, is a very hot topic in Italy for the whole population and in particular for the business world. It is clear that it is necessary to find more resources to invest in this great challenge and to provide resources dedicated to migrants who are however invested in a production system and not granted as simple assistance subsistence funds. For this reason, these investments lose all meaning if not accompanied by the measures mentioned above.

- Capacity building for organizations dealing with migrants

Even with respect to NGOs, the most emerging need is that of available resources, but probably the most important challenge remains that of building a network of relationships and work between NGOs, government and institutions to build together the whole process and the accompanying path. In this regard, it is important to consider the possibility, or rather the opportunity, of including migrants within this network, so as not to give up the most important resource, listening and observing the real needs of those who live. the difficulties of this path on your own skin.

## **Section 6: Recommendations**

The investigation carried out highlights a fairly clear picture. Most migrants who landed in Italy are still far from an entrepreneurial idea because they face priority problems such as regularization, language barriers and the lack of recognition of their social and professional value.

For those who instead believed in their goal and managed to cross it, in the path towards the realization of the business idea, they faced difficulties concerning above all bureaucratic aspects, such as for example the handling of concession procedures for starting the business. Among the difficulties, there is a lack of economic resources, financing, bank facilities and loans: in several cases, these are problems that do not only concern the time of the start of the business, but which persist even later making management more difficult Business. Economic difficulties cause, among other consequences, the forced choice of very small or zero investments.

From this framework arise two main recommendations, one for the Italian institutions: seize the great opportunity to transform what is too often identified as a problem into a great socio-economic and cultural resource of our country, starting from the real needs and investing the appropriate resources with a broader perspective, reasoned with all the actors necessary for this project: institutions, NGOs, businesses and migrants.

The other recommendation is for migrants: an Italian writer says "show your dream that you care to meet him, do not allow him to go all the way by himself to get to you. Dreams need to know that we are brave. " We need to get out of the welfare policy and "demand" paths of recognition and affirmation of our identity, highlighting the added value that each of us brings with us, through our training and above all through the great desire to be part of a Community, working hard, making its values and competences available to the Community.

These two recommendations translate concretely into everything that has previously been described and highlighted through the focus groups carried out.

## **Section 7: Conclusion**

Due to the recent and significant increase in the number of migrants and refugees around the world, the question of their integration becomes increasingly important at a political and practical level. The participation of migrants and refugees in the world of work is an important part of their positive social integration. Furthermore, it would certainly also be useful for the Italian economy and society.

The importance of the growth of the business world to overcome the economic crisis of 2008 and also the subsequent economic and social repercussions of the country has been affirmed by many parties. Migrants represent an important pool of potential entrepreneurs in Europe, which should be put to good use, but this opportunity clashes with the difficulties they face on this path: the lack of information, knowledge of the local market, language skills.

All difficulties that must be overcome through the support of a network of aid that brings together institutions, committed to creating leaner rules, NGOs engaged in the path of accompaniment, guidance and professional training and migrants, committed to building a new life path that must necessarily cross barriers of non-knowledge.

It therefore appears necessary to support migrant and refugee entrepreneurs through joint help which is useful for migrant and refugee entrepreneurs and which can have the greatest long-term impact in this constantly evolving environment.

It is now more than certain that this aid will represent a highly productive investment for the whole country.