

THE SYSTEMIC APPROACH BETWEEN LABOUR POLICIES AND INTEGRATION IN ITALY

Presentation by

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I) Outline of the presentation

This presentation will cover:

- 1) the **strategic framework** for international protection beneficiaries and the **governance model** to implement relevant immigration policies in Italy;
- 2) the **policy and normative pillars** to counter unlawful employment, undeclared work and exploitation of third-country nationals;
- 3) Italy's response to exploitation and illegal employment of TCNs: **the way foreword**

II) Integration measures

The **strategic framework** for beneficiaries of international protection in Italy includes:

1) The National Plan for the Integration of Beneficiaries of International Protection 2022-2024;

2) The National Plan of the Asylum, Migration and Integration Fund 2021-2027

III) The Italian governance model

Labour migration and integration policies in Italy are designed and implemented through a system based on **multi-level governance including:**

Central level: Ministries with different competencies

Local level: Regions, Local Authorities, Prefectures, Territorial Councils for Immigration, Civil Society Organisations, Social Partners

IV) Setting the Scene - Labour Market Integration Overview 1/2



3,7M

TCN RESIDENTS IN ITALY

2,4M

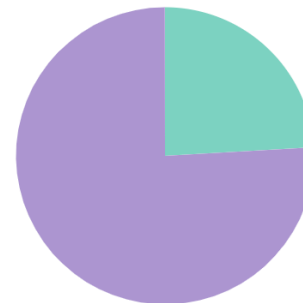
ARE WORKERS

Over  **10%** of the total workers

Growth in Job Activations

Non-EU Workers Lead

While EU worker job activations saw a slight decline, Non-EU workers saw a significant increase, contributing to an overall positive growth in foreign worker employment.

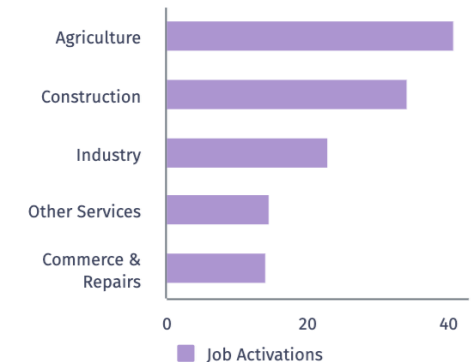


■ EU Workers (24.1%) ■ Non-EU Workers (75.9%)

Foreign Worker Employment

Agriculture Dominates

Agriculture stands out as the sector with the highest concentration of foreign worker job activations, followed by construction and industry.



Source: XIV Annual Report « Foreign Workers in the Italian Labour Market » 2024 – Ministry of Labour and Social Policies

IV) Setting the Scene - Labour Market Integration Overview 2/2

LABOUR EXPLOITATION AND ILLEGAL RECRUITMENT
HAVE A LONG HISTORY IN ITALY:

500K ESTIMATED IRREGULAR MIGRANTS

INSPECTIONS

LABOUR



62,000

67% IRREGULARITIES

2022



+400%

MIGRANT WORKERS VICTIMS OF **LABOUR EXPLOITATION** IDENTIFIED

1206

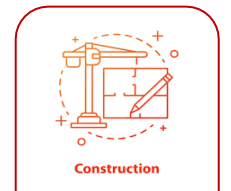
MIGRANT WORKERS WITHOUT RESIDENCE PERMIT



56%



65%



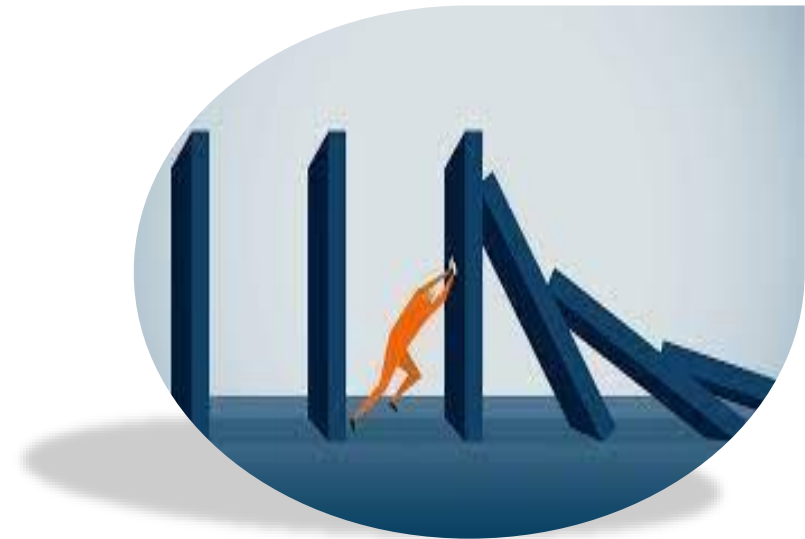
66%

V) Identifying the main challenges

Migrants in Italy face challenges in accessing the labour market regularly, which may increase their vulnerability to labour exploitation.

Some of the main challenges include:

- 1. Complex Administrative Procedures***
- 2. Language Barriers***
- 3. Discrimination and Social Exclusion***
- 4. Skill Recognition and Mismatch***
- 5. Exploitation in the Informal Economy***
- 6. Limited access to Prevention and Protection***
- 7. Housing and Economic Vulnerability***



VI) Legal Framework and **Main National Strategies**

Italy complies with **international and European standards** to tackle **labour exploitation, forced labour, human trafficking** and promote **fair recruitment and workers' rights**

Criminal and labour law punish slavery, human trafficking, forced labour, illegal recruitment (“*Caporalato*”) and labour exploitation

The **Italian Immigration Law** provides protection and support measures for migrant victims of trafficking and labour exploitation

Main **national strategies** to tackle human trafficking, labour exploitation and undeclared work:

- *National Action Plan against Human Trafficking (2022 – 2025)*
- *National Action Plan to tackle labour exploitation and illegal recruitment in agriculture (2020-2022)*
- *National Action Plan against Undeclared Work (2023-2025)*



VII) Rights and Enforcement - Legal Protections for TCNs and Policies 1/2



Seasonal migrant workers are allowed to change employer within the same sector and convert their seasonal work permit to a normal work permit after 3 months




TCNs who are **victims of human trafficking, severe exploitation** (violence and abuses) or **labour exploitation** can be granted a special permit, if **undocumented**

Challenges

- Identification process
- Limited Access to Legal Assistance
- Administrative Delays
- Protection Gaps
- Lack of Harmonized Support Network



VII) Rights and Enforcement - Legal Protections for TCNs and Policies 2/2

- ❖ **2 National Referral Mechanism** for the Identification, Protection and Assistance to victims of trafficking and labour exploitation
-  ❖ National Guidelines for the implementation of **Minimum decent Housing Standards**
- ❖ By making **synergic use of national and European funds**, financed multi-level and multi-actor programs/projects to promote **Decent Work, Labour and Social Integration of Vulnerable Migrants, Skills Development and Qualifications**

VIII) Outcomes, Impacts and Lessons Learnt

- Over 140 million euros (2020-2022) and an additional 86 million euros (2021-2027) were invested to protect victims of labour exploitation, **train 700 professionals**, reach **35,000 migrant workers**, engage over **150 local authorities** and **700 labour market actors**, establish **5 Regional Committees**, involve over **7,200** vulnerable migrants in **professional traineeships** and employment services
- Joint partnership with the **National Labour Inspectors Agency** and **IOM** enhanced worker protection by involving intercultural mediators during labour inspections since 2019



➔ Over 23,000 inspections, 4,000 requests of support, 500 victims received protection

IX) The way forward

Enhancing **legal migration pathways** and integration to counter illegal employment and exploitation of TCNs

- Entry quotas for TCNs extended according to the National Plans
- *Training guidelines in third countries*
- Pilot projects on skills development and legal migration (i.e. *Thamm+*)
- Bilateral Agreements with Partner Countries (i.e. Tunisia)

THANK YOU FOR THE ATTENTION

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