



ESF CoNet PROJECT: INTERNATIONAL LEARNING MODELS

REPORT FOR FRIULI VENEZIA GIULIA

A report prepared by the Local Economic and Employment Development (LEED) Programme of the Organisation for Economic Co-operation and Development in collaboration with the ESF CoNet and the Region of Friuli Venezia Giulia.

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ABSTRACT

This report has been prepared as part of the ESF CoNet supported project: International Learning Models. A team of OECD and Italian experts visited Trieste in the Friuli Venezia Giulia Region of Italy in April 2009 for a short study visit, to examine the integration of migrant workers and their families into the regional and local economies in the area. The study was undertaken as a peer review as part of a broader study investigating the design and effects of social policy funded through the European Union's Social Fund and the CoNET network. A full list of participants and the study timetable can be found in Annexes 1 and 2. This report is based significantly on the available statistics and on material gathered from the study visit. To this extent, the report is largely focused on the way in which systems deal with legal migrants – or the legalisation of arriving migrants – into the region. Both data on, and assessment of the experiences and needs of, illegal migrants are difficult to obtain and beyond the scope of this work.

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Introduction

Migration is the greatest of all problems in our age that we in the west face. The issue of immigration will characterise Europe for decades but, managed properly, will become an economic opportunity for the region, for its business and for its people.

Giovanni Balsamo, Trieste Prefect, OECD visit 2009

Most travel books tell you about a journey that gets you to a place. *Trieste and the Meaning of Nowhere* tells you about a place that leads you to a journey.

Melanie McGrath, (London) *Evening Standard* (reviewing *Trieste and the Meaning of Nowhere*, Morris, 2001).

Friuli Venezia Giulia is a “frontier” region. Its history and culture is dominated by shifting boundaries of nations and regions, shaped by wars, empires, trade and change. The history of Trieste, in particular, is that of a city forged by successive layers of geopolitical change, migration and a constantly changing frontier. The region’s roots are clear to see from the traditions and architecture of the Hapsburgs and the ongoing influences of the Austrians and Hungarians, to the neighbouring cultures and history of Slovenia and Croatia and the conflicts following the bitter demise of the former Yugoslavia. Since the 16th century, migration – both outward and inward – has defined the culture and society of the area. The 20th century was one of almost constant war and unrest in the region and with the sporadic moments of peacetime came dramatic redrawing of boundaries, borders and governments. Even today, the majority of the regions around Trieste and Gorizia are split between the Italian, Slovenian and Croatian governments following the territorial settlements with the former Yugoslavia in the 1960s.¹ And although with the expansion of the EU, these borders are less significant than in the past, there are reminders of frontier all around the region. Some two thirds of the Italian army continues to be based in Friuli Venezia Giulia and the navy and air force have major bases in the region.

In the 21st century, the frontiers have continued to change – no less dramatically, but in very different ways. The border of the European Union has shifted from a just a few to many thousands of miles eastwards. New waves of migration and economic opportunity have come with the expansion of the EU. Every day the region receives new immigrants from Serbia and Albania, from Poland, Moldova and Romania and also from continents much further afield – from Latin America, Africa and Asia. In a country where the population is ageing rapidly, where the economy has historically been characterised by a high degree of informality, low employment and poor productivity levels, these opportunities and migrants are to be welcomed. Friuli Venezia Giulia remains firmly open to these changes and opportunities. And the frontier culture lives on in other ways too. Driven by European, Italian and regional investment, Trieste and Friuli Venezia Giulia has reinvented itself as a region of science – pushing at the frontiers of scientific discovery. Scientific excellence is well established in the Trieste area with major science parks and facilities such as ELETTRA, AREA, ICTP (International Centre for Theoretical Physics), SISSA (International School for Advances Studies) the National Oceanographic Institute, a Postgraduate Science School, and the University of Trieste all based in the region.

Trieste is reinventing itself as a centre of science. It is up on the Karst, says one of the splendidly glossy promotional brochures that are the literature of the new Trieste, “on these hills for which the most ancient of inhabitants of these lands used to look at to sea, that the Trieste of the third millennium is being constructed.” It is true that up there startling things

have been happening. There is AREA a great science park... There is ELETTRA, the light machine... (Morris, 2001)

Together these new frontiers will define the region both socially and economically in the 21st century. The changes will be no less dramatic and the management and facilitation of new types and waves of migration will help to shape the future. In many ways there appear to be few choices but to commit to bold and radical change to the society and economy of the region. Without that, the threats of a falling population and a rapidly ageing society together with economic uncertainty driven by the decline of traditional industries make alternative scenarios stark.

Introduction to Friuli Venezia Giulia

The Autonomous Region of Friuli-Venezia Giulia is situated in the north east of Italy, bordering Austria to the north and the former Yugoslavian countries of Slovenia and Croatia to the east. The region today is made up of territories divided by borders imposed after both World War I and II. It is divided into four provinces: Gorizia, Pordenone, Trieste and Udine. The historic city of Trieste, located in the extreme north west of Italy, close to the Slovenian border, is the capital of Friuli Venezia Giulia and the seat of its autonomous regional government. Trieste is also the largest city in the region and the centre of much economic activity.

The Italian Constitution of 1948 provided for the establishment of 20 regions, of which five were to enjoy special autonomous status. Autonomous status was also granted to Friuli Venezia Giulia in 1963 although it was not fully implemented until a decade later in 1973. Autonomous status to each of the regions was granted, in part, because of the substantial presence of ethnic minorities (such as in Valle d'Aosta, Trentino Alto Adige and Friuli Venezia Giulia), or because of separatist tendencies, such as in Sicily and Sardinia.

For Friuli Venezia Giulia, autonomous status was set out later and due mainly to the "Memorandum of Agreement" in 1954 which defined the new borders between Italy and Yugoslavia and divided the city of Trieste into two parts, Zone A under the Italian administration and Zone B under the Yugoslavian administration. Aside from the rights of ethnic minorities, in Friuli Venezia Giulia the Statute also reflected the primary need to accelerate the growth rate of a territory recognised as being under-developed.

The autonomous regions keep between 60% and 100% of all taxes and decide the allocation of such resources. From an administrative point of view, the autonomous regions have an elected parliament, a regional council (*Consiglio Regionale*) and a regional government (based in Trieste), the executive committee (*Giunta Regionale*), which is headed by the regional president, elected directly by the citizens in the region. The president, who is directly elected, has significant powers, being able to nominate members of the government.

Apart from Italian, the Friulian language is spoken in most of the region; there is also a sizeable Slovenian and a small German minority.

Today there are over 150 different ethnic and national groups resident in the region – with the largest concentrations from Romania, Albania, Serbia and Montenegro and then from Croatia, Ghana and Morocco. But economic and demographic change has created two very distinct types of migration in Friuli Venezia Giulia and its cities of Monfalcone, Gorizia, Udine and especially Trieste. During the study visit a great deal was made of the "two migrations" in the cities and towns of the region. First, there are the long established traditions of immigration to fill day to day vacancies in the labour market – from a vast range of countries in Europe, Africa, Asia and the Americas; and, second, there

are the increasingly large waves of migration from the worldwide scientific and research community, required to work in the expanding opportunities offered by the region's investment in scientific facilities and technology centres. The latter community is estimated to account for some 8 000 people. The International Centre for Theoretical Physics hosts 5 000 researchers from over 150 different countries including India, China, Brazil, Argentina and Egypt. To date, the scientific community in Trieste has amassed some 50 Nobel Prizes.

A Region Driven by Change

Change has been a dominant theme in the history of the Friuli Venezia Giulia region – whether political, economic or social. Further change is inevitable in the region and its towns and cities and so the various authorities have positively embraced it. But these changes are taking place in the toughest of economic times. The free market, underpinned by risk taking in the global banking system, is in crisis. Politicians, academics, commentators and ordinary citizens in every country, city and region are speculating about the short, medium and longer term consequences of worldwide recession. In October 2008, the former U.S. Federal Reserve chairman Alan Greenspan admitted that he could never have envisaged the “once-in-a-century credit tsunami” that has wreaked havoc on national economies throughout the world. Greenspan, who led the Federal Reserve for nearly two decades, said the financial crisis had “turned out to be much broader than anything I could have imagined”, and he warned the economic meltdown will drive millions of people out of work (24th October, 2008 in Evidence to Congress House Oversight and Government Reform Committee).

Greenspan admitted that his view of the world that had served and defined the world economy had been “absolutely, precisely” wrong. The wisdom of Greenspan, and that of most economists, commentators and politicians, is now in question. Their collective view of the world – their understanding of how economies function – is in serious doubt for the first time in thirty years. But for many regions and localities the last twenty to thirty years have not been an economic or social success story. Despite nearly twenty years of rapid and widespread global growth, there have been thousands of communities around the world – in both developed and developing countries – that have not benefited as others have. Structural change, high unemployment and deprivation have remained major challenges in many regions, towns, cities and rural areas, alongside poor health, low education, inadequate housing and transport and high levels of dereliction and crime.

Many cities, regions and people were already experiencing major challenges linked to economic events and crises of the relatively distant past; deindustrialisation, shifting global trade patterns, new methods of production and rapid technological and economic change. So many cities and regions must now face all of these crises together. Rapid economic and social change exacerbated by the global economic crisis, deep seated population issues and uncertain future. Further challenges add to this – structural problems at the national level – ageing populations, declining birth rates, high levels of migration and environmental issues. Friuli Venezia Giulia is one such region and Trieste one such place.

The history of Friuli Venezia Giulia and its major cities such as Trieste, Gorizia, Udine and Monfalcone is characterised by change, conflict and a constant flux in population. Nationality, wars and empires have been at the heart of this change; emigration, immigration, transient industries and populations. Change is a constant challenge but also a constant feature so real that people are not frightened of it.

The Italian Economic and Social Context

Friuli Venezia Giulia and its provinces, like Italy and much of Western Europe, were already having to rise to the challenges of economic reform and respond to major demographic and social problems. The Italian state knew that reform was required prior to the recent economic crisis and that this has intensified because of it. In 2007, the OECD's economic study of Italy summarised the challenges of poor productivity, high public debt, demographic problems and costs associated with an ageing population and a relatively bleak warning on living standards:

A welcome economic recovery is under way in Italy. In part, this reflects the cyclical upswing in the rest of Europe, but there are also early signs of a more fundamental improvement, notably in terms of export and labour market performance. Even so, medium-term prospects remain challenging: total factor productivity shows little signs of resurgence, high public indebtedness threatens fiscal sustainability and population ageing looms large. Without further reforms to restore economic dynamism, living standards will be dragged down relative to other countries. (OECD, 2007)

In the OECD study, several positive labour market developments were highlighted including wage restraint, increased labour market flexibility and positive attempts to increase and to formalise labour migration;

First, there has been a long period of wage moderation in the private sector following the renegotiation of wage contracting arrangements (elimination of *scala mobile*) in the early 1990s, bringing to a halt past overruns in real wages. Second, the reform of labour contracts and taxation have triggered a surge of atypical jobs, notably part-time and fixed-term contracts for low-skilled workers with reduced social security contributions. **Third, inward migrants have contributed positively by filling vacancies unoccupied by Italian workers, helping to get a better matching and lowering structural unemployment. Finally, the regularisation of migrants has helped the functioning of the labour market, not by directly creating new jobs (existing jobs were brought into the formal economy), but by allowing migrant workers to build up their skills and move upscale in their careers [emphasis added].** The burst of new jobs has been highly beneficial, but the increase in labour market flexibility implied by rising fixed term contracts (some 12% of total employment) has mainly affected workers at the margin of the labour market, as the protection of workers with indefinite contracts remained untouched. (OECD, 2007)

These are even more significant issues in Friuli Venezia Giulia and its major urban areas where migration continues to underpin economic change. Like the rest of Italy, the region is still facing many significant economic and social challenges. Italy's economic improvements are threatened by poor productivity and a declining relative working age population (see Table 1 and Table 2 below).

Since the publication of the OECD 2007 study, the economic crisis has had a swift and dramatic impact. Italy is facing a difficult period. The economy is in a sharp recession, mainly because of external developments linked to the global financial crisis, and there is great uncertainty about the strength and timing of the recovery. Despite a relatively healthy banking system, Italy seems particularly sensitive to both the credit tightening which has occurred in line with that in other countries and the weakness in external demand.

Table 1. Italy's per capita GDP growth relative to population change 1970-2005

Annual average growth rates

	Per capita GDP	GDP per hour worked	Hours / working age person	Working age population/ total population
1970-1980	3.1	4.7	-1.6	0.0
1980-1995	2.0	2.2	-0.6	0.4
1995-2005	1.2	0.9	0.6	-0.3
1995-2000	1.9	1.5	0.6	-0.2
2000-2005	0.9	0.7	0.5	-0.4

Source: OECD Economic Outlook No. 81 database and OECD Productivity database

This sensitivity has probably been accentuated both by the poor productivity and aggregate profitability performance of the economy over the past decade or more, and by the weak underlying fiscal situation. An array of budget neutral measures have been taken in the short term, but economic performance can be enhanced over the longer term by both macroeconomic and structural policy reforms.

On top of the current economic crisis and the underpinning economic and structural changes of the last three decades, Italy is among the OECD countries that are being most severely hit by population ageing. Very low fertility rates and the lengthening life expectancy of a relatively large post war baby boom generation exacerbate the sharp rise in the dependency ratio over the next 30 years (to 62%, at the EU's high end).

Table 2. Age structure of Italian population

Year	Age 0-14	Age 15-64	Over 65
1980	22.6	64.4	13.1
1990	16.8	68.5	14.7
2000	14.3	67.6	18.1
2001	14.3	67.3	18.4
2002	14.2	67.1	18.7
2003	14.2	66.8	19.0
2004	14.1	66.4	19.2
2005	14.1	66.2	19.7
2006	14.1	66.0	19.9
2006 Friuli Venezia Giulia	12.3	64.7	23.0

Source: Annuario Statistico Italiano 2005 and 2008, ISTAT (Italian National Statistical Institute)

The challenge to address this, in Friuli Venezia Giulia and in Italy, is to make fuller use of the human resources available, including those via immigration, better rates of female and older worker participation, and the highest possible youth employment rates. The real levels of participation and integration of many of these groups are hidden, as the informal economy is a major feature of both the Friuli Venezia Giulia and the Italian labour markets.

Figure 1 (below) shows that Italy has experienced a consistently poor employment rate amongst both OECD and EU countries. Even though it has risen (particularly for women) over the last two

decades – from 52.1% in 1985 to 57.5% in 2005 (caused mainly by the rise from 35.3% to 45.3% for women, whereas male employment rates have remained more or less constant), Italy still trails the EU 15 average of 65.2% and the OECD average of 65.5%.

Figure 1. Labour Market Performance: International Comparisons

	1985-1995			1995-2005			1995			2005		
	Italy	EU15	OECD	Italy	EU15	OECD	Italy	EU15	OECD	Italy	EU15	OECD
Employment rate ¹	52.1	60.3	52.5	54.1	62.9	54.9	51.2	58.5	63.4	57.5	65.2	65.5
<i>of which:</i>												
Men	69.2	72.7	76.5	68.3	72.1	75.6	67.0	73.0	76.3	69.7	72.9	75.0
Women	35.3	48.1	52.5	39.9	53.7	54.9	35.4	44.2	50.8	45.3	57.5	56.1
Unemployment rate	11.4	10.0	7.3	10.2	9.1	6.9	11.7	10.7	8.0	7.8	8.4	6.8
<i>of which:</i>												
Men ¹	8.0	8.6	6.8	7.9	8.1	6.5	9.0	9.6	7.5	6.3	7.7	6.5
Women ¹	17.3	12.0	8.0	14.0	10.4	7.4	16.3	12.5	8.7	10.1	9.2	7.1
Long term ^{1, 2}	81.8	67.8	48.3	75.9	64.4	47.5	80.2	71.8	48.8	67.7	60.4	46.9
Young ³	32.6	19.4	14.2	28.7	17.3	13.1	31.9	22.3	16.4	24.0	16.6	13.3
Participation rate	58.8	66.9	69.5	60.2	69.2	69.9	57.9	65.5	68.8	62.4	71.1	70.2
<i>of which:</i>												
Men	75.2	79.5	82.0	74.1	78.4	80.8	73.6	80.7	82.5	74.4	78.9	80.3
Women	42.6	54.3	57.2	46.3	60.0	59.2	42.3	50.5	55.6	50.4	63.3	60.3
Older persons ⁴	32.5	40.4	49.3	30.1	42.8	51.2	29.6	41.3	49.2	32.6	50.6	54.5
<i>of which:</i>												
Men	51.6	55.7	32.5	44.0	53.7	30.1	46.5	59.3	33.9	44.3	57.2	32.6
Women	15.1	26.3	35.2	17.2	31.9	39.5	14.1	25.4	34.1	21.5	38.3	43.9
Hours worked ⁵	1 906.6	1 543.0	1 448.2	1 847.7	1 665.8	1 669.5	1 876.0	1 413.2	1 292.0	1 791.0	1 634.0	1 541.2

1. Refers to population aged 15 to 64.

2. Share of unemployment for 6 months and over.

3. Refers to population aged 15 to 24.

4. Refers to the population aged 55 to 64.

5. Refers to annual average, including self employed persons, unweighted average for OECD.

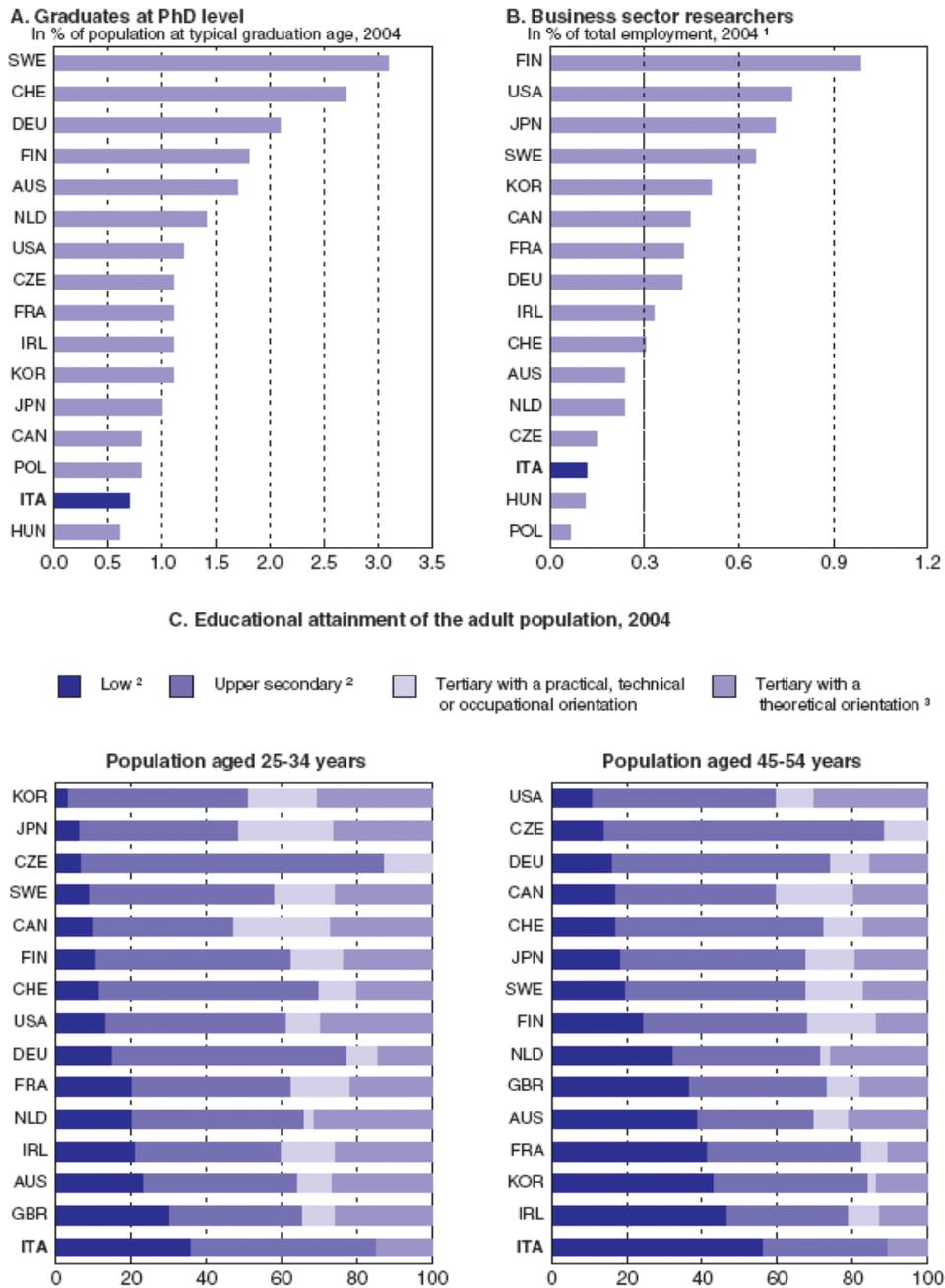
6. Refers to annual average per working age person, unweighted average for EU15 and OECD.

Source: OECD (2006), *OECD Employment Outlook*.

Low Skills and Low Innovation Problems

A problem that underpins both the poor productivity and employment performance of Italy relative to other EU and OECD countries is the country's low levels of education and training especially amongst its adult population (see Figure 2). The relationship between skills and employment levels and overall productivity is important and it is clear that a part of Italy's poor economic performance has been because of poor skills levels in the population and poor utilisation of skills and human capital in the workplace. In recent years, Italy's share in world trade has declined and low productivity growth has led to a widening gap in GDP per capita with the best OECD countries. Improving levels of research and development and innovation in the economy is a crucial part of the solution and Friuli Venezia Giulia's investment in these areas will pay dividends if the supply of human capital can be maintained.

Figure 2. Italy's researcher deficits and low skill problems (OECD 2007)

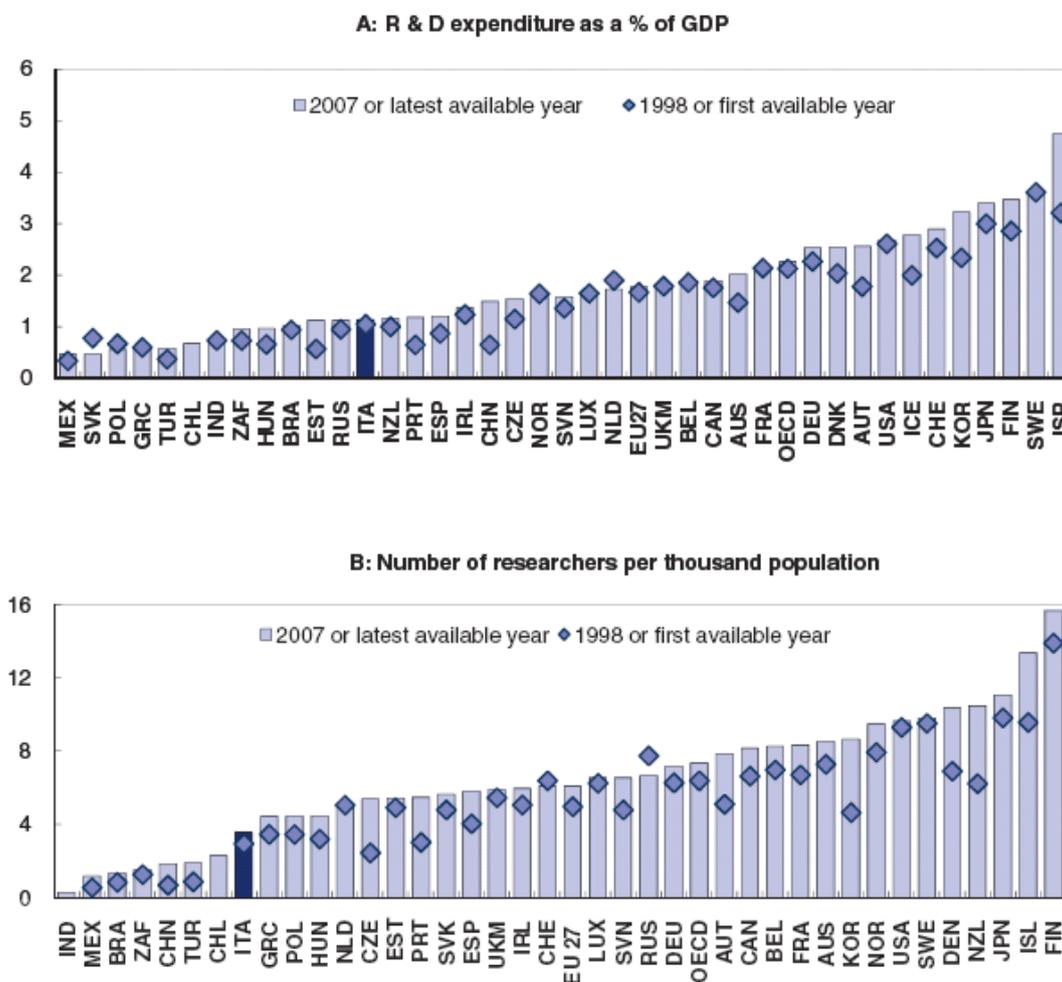


1. 2003 for Netherlands and Sweden, 2002 for Canada and United States.
 2. Low comprises persons having primary school, lower secondary school or ISCED 3C short programmes as their only formal qualification; upper secondary includes also post-secondary-non-tertiary programmes.
 3. Includes tertiary with a practical, technical or occupational orientation for Italy.
 Source: Cotis (2006).

In Italy spending on research and development (R&D) is generally well below the OECD and EU average, and in 2005, R&D intensity (R&D spend as % of GDP) was under 1.1%, compared to 2.25% for the OECD area and over 1.7% for the EU. This proportion has been declining slowly since 2002, when it stood at 1.13% of GDP. The private sector financed only 40% of R&D and performed 50%,

compared to OECD averages of 63% and 68%, respectively. Weak investment in R&D may reflect the specialisation of firms in traditional sectors and the prevalence of small family businesses. Figures 2 (above) and 3 (below) show the low levels of research skills in the population and general education.

Figure 3. R&D Expenditure in Italy and other OECD countries



Source: OECD Factbook 2009.

Potential explanations for low productivity growth in Italy since 2000 are easy to find but hard to evaluate empirically. Some data issues are important. A significant amount of activity takes place in the informal sector, so much so that the national statistical office corrects the official national accounts for this factor. However, it is much harder to estimate either the level or the growth rate of productivity when estimates of significant components of both employment and output are based on highly indirect methods. Besides data and measurement issues, the following explanations can be considered:

- The industrial and export structure.
- The nature of the Italian family firm.
- Low educational attainment and inadequacies in tertiary education.

- The lack of innovation and R&D activity.
- The integration of large numbers of immigrants.
- Regulatory barriers to growth. (OECD, 2009)

There is a specific issue in Italy concerning the comparative deficit of scientific and research skills deployed in innovation intensive firms and sectors. This was highlighted in the recent 2009 *OECD Economic Survey of Italy*:

In most countries, a significant amount of R&D effort occurs in universities or research institutions that are part of the tertiary education sector. In Italy this sector is underdeveloped; indeed, it has been a concern for some time that Italy suffers a net loss of young graduates through emigration and that few foreign researchers appear interested in working in Italy. (OECD, 2009)

This sets out two distinct challenges to the authorities in Italy and in Friuli Venezia Giulia; firstly to boost skill levels generally either through migration or training (or both) and, secondly, to boost the levels of high postgraduate skills in particular. Both are extremely relevant to the migration situation in Trieste and Friuli Venezia Giulia. The good news for Friuli Venezia Giulia is that they can clearly claim to have put in place the investment and policies to set themselves apart from this broader Italian problem. Their approach to migration, in the form of attracting and retaining scientific talent, forms a crucial part of this.

There are firms and sectors in the labour market reporting significant skill shortages and there are likely to be specific gaps at higher levels in knowledge intensive sectors and firms because of the increasing investment and concentration of research and scientific facilities in the region. Because the clustering of these facilities and investments is at least partly designed to boost the region's economic future through technology and research spin-offs it is vital that the concentration of higher skilled scientists and researchers is boosted through both migration and indigenous workers.

Another related aspect of this is that Italy has a relatively large underground economy and, though it is better to be working in the informal sector than not at all, widespread informality will not help to develop a modern market economy.

First, it narrows the tax base, entailing a higher tax rate on those who pay. In the end, lower skill people are likely to enter work through the informal door, as the economy gets stuck in a sub-par equilibrium. Rapid public spending growth exacerbates the syndrome by further pushing up tax pressure. Second, it undermines the development of human capital, hence productivity, because informal workers are rarely trained and, being consigned to second class status, have no pension rights either. (OECD, 2007)

On the other hand, part of the transformation of the Italian economy has involved a more positive aspect of the flexibility of the Italian economy and society over recent decades: the emergence of strong and durable "industrial districts". In contrast to other advanced economies which have seen very dramatic falls in manufacturing output and exports, small and medium sized enterprises (SMEs) in areas of central and northern Italy in particular have managed to buck this trend to a degree. A combination of relatively high levels of R&D including design, allied to decentralised models of production, often involving supply chains and networks of small companies, has enabled the country to retain or even gain market share in improbably "low-tech" manufacturing sectors. Though more prominent in Emilia-Romagna and elsewhere, Friuli Venezia Giulia has several important industrial

districts, whose appetite for skilled and semi-skilled flexible labour in ways which benefit from migrant labour.

Migration Policies in Friuli Venezia Giulia

In 1991 Friuli Venezia Giulia passed its first immigration law and also founded the Regional Agency supporting migrants and providing them with new civil, social and working rights. In 2005 this was further endorsed through the Regional Law No. 5 (5/2005) entitled “Standards for the reception and social inclusion of foreign citizens”. This heralded an holistic approach to migrant workers and their families, aiming to speed up integration into both the economy (with a focus on “hard” policy areas such as employment and training) and society (with a focus on “softer” inclusion such as through health services, housing and family policies aimed at the absorption of migrant families into the region’s education system).²

The integrated regional programme for the years 2007-2009 set out the regional immigration policy goals for the period with a focus on education and training, housing, social policy, information and intermediary activity/guidance and cross cutting policies:

- Regional system to assess and monitor migration, with qualitative and quantitative data;
- Implementation of a regional programme against discrimination;
- Creation of a network of services for social inclusion;
- Regional protocols for the rights of asylum seekers and the protection of foreign minors;
- Definition and setting out of housing policies for migrant workers and families;
- Education programmes with Italian language classes and inter-cultural education; and,
- Accessibility to health and social services, for legal and illegal migrants and asylum seekers.

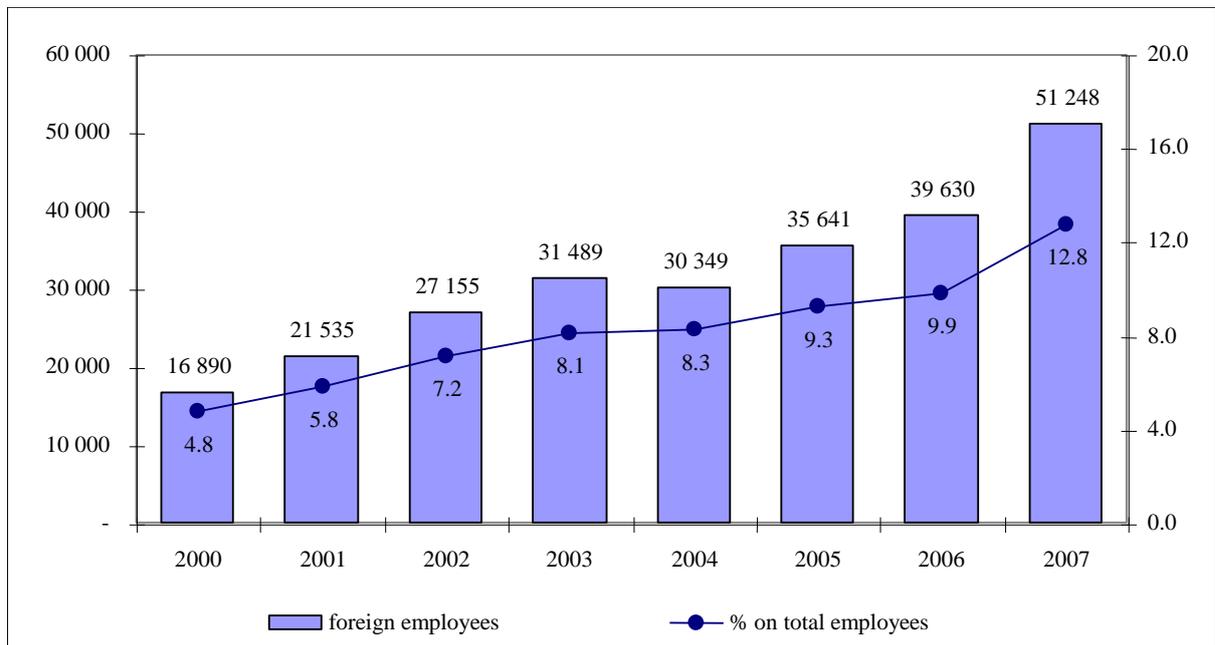
These policies drew on a regional fund amounting to EUR 3.6 million for 2009 with further co-financing available from the Italian Government, as well as from each of the four provinces and municipalities and associations acting together to deliver migration policy.

Table 3. Foreign residents in Friuli Venezia Giulia broken down by province and their incidence in the overall population in 2006/2007

Foreign residents	2006	2007	% 06-07	% by Province	% Women	% Overall
Udine	26 680	31 313	17.4	37.6	50.5	5.8
Pordenone	24 895	28 781	15.6	34.5	48.7	9.4
Gorizia	7 451	8 360	12.2	10.0	43.2	5.9
Trieste	13 436	14 852	10.5	17.8	48.7	6.3
Friuli Venezia Giulia	72 462	83 306	15.0	100.00	48.8	6.8

Source: ISTAT (2008)

Figure 4. Foreign workers employed in Friuli Venezia Giulia in the 2000-2007 period as determined by stock-flow analysis (absolute values and percentage incidence on the total number of employees



Source: NetLabor and Ergon@t - "Work contracts" database (2008)

Following EU enlargement, of the 24.6% of permanently settled EU migrants in the region in 2007; 20.6% were from the eight accession countries. Romanian residents in Friuli Venezia Giulia amounted to over 13 500 citizens at 31 December 2007; some 16.3% of all migrants permanently living in the region and 66% of all resident EU27 citizens. Migrants of African origin are still relatively underrepresented in the region compared to the rest of Italy and in neighbouring regions like Veneto. Most African residents in Friuli Venezia Giulia are in the province of Pordenone, bordering Veneto, where there are some 2 694 residents from Ghana. There has been a significant increase in migrants from Central-East Asia (8.2% of total) and especially Chinese, Indians and Bangladeshi nationals – with the latter group mostly concentrated in Monfalcone in the shipbuilding and repair sector. South America accounts for almost 5% of migrants in Friuli Venezia Giulia, coming mainly from Central and Latin America (4.1%).

Albania, Romania and Serbia and Montenegro are the only national communities exceeding 10% of all foreign residents (with 15% and 10 877 Albanians, 12% and 8 661 residing Romanians and 11.3% and 8 189 residents from Serbia-Montenegro). Recent data shows that the fastest growing groups are now from Macedonia, growing by 44.5% since 2006, Ukraine (up by 23.5%) and Romania (up by 23.3%). One surprising finding from the data is the low number of resident migrants from adjacent countries including Slovenia and Slovakia. During the study visit it was established that this is due to the very porosity of the border – many workers from these countries work in the region whilst remaining resident in their own countries. This is to an extent true of those nationalities including those from as far away as Poland – though here residence may be more seasonal in the region.

It is not yet clear whether, as in other EU countries such as the UK, the levels of migration have fallen as the effects of the economic downturn have led to reduced labour demand. This is an issue which should be kept under review so as to enable service priorities to be amended.

Table 4. 15 top ranking countries of origin of migrant workers employed in Friuli Venezia Giulia in 2005 and 2007

No.	Country	2005	2007	Absolute variation 2005-2007	% variation 2005-2007
1	Romania	5 388	11 203	5 815	107.9
2	Albania	4 054	4 608	554	13.7
3	Serbia and Montenegro	3 821	4 337	516	13.5
4	Slovenia	1 700	2 739	1 039	61.1
5	Ukraine	1 540	2 622	1 082	70.3
6	Croatia	2 522	2 422	-100	-4.0
7	Poland	1 183	2 189	1 006	85.0
8	Morocco	1 535	1 844	309	20.1
9	Ghana	1 390	1 822	432	31.1
10	Bosnia	1 218	1 605	387	31.8
11	Bangladesh	1 040	1 463	423	40.7
12	China	800	1 332	532	66.5
13	Moldova	555	1 133	578	104.1
14	Macedonia	675	998	323	47.9
15	India	471	691	220	46.7

Source: NetLabor and Ergon@t - "Work contracts" (2008)

The Experience of Migrants in Friuli Venezia Giulia

During the study visit several ‘newcomers’ to Trieste were interviewed.³ One, a physicist, and therefore one of the many scientists working in Trieste had recently arrived accompanied by his young family. He made the point that there are over 8 000 similar people (from 155 different nationalities) and, because of lengthening scientific careers, many now have families in tow (he has three children). Internationally this is part of the increasing phenomenon of the ‘suitcase physicist’⁴ where the location of universities and important scientific facilities attract short and longer term residents for work and research. He described some of the bureaucratic problems, such as the slow processing of research visas, but also the ‘under the radar’ problems encountered by the families that accompany the scientists. The difficulties of arranging schooling and healthcare of dependants while working in Friuli Venezia Giulia are seen as the same (and a unifying issue) as that experienced by other migrant workers bringing families into the region.

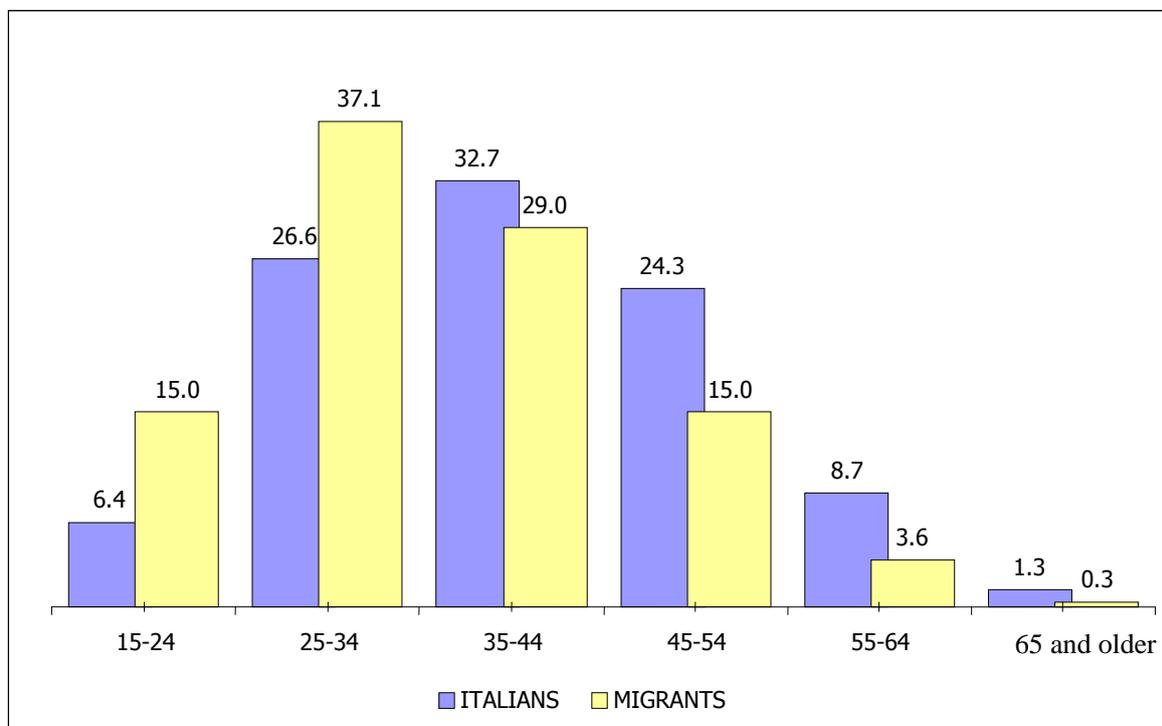
The Chair of the Territorial Migrant Council in Trieste is a member of Friuli Venezia Giulia’s well established Peruvian community and is involved in running their Migrant Association. He also described the overlaps between the ‘two migrations’ and the fact that the family needs of both groups of migrants often brought them together, noting the generally very healthy attitude towards migrant workers, their families and migration in general in Friuli Venezia Giulia.

However, in the context of the “two migrations” described, the estimated number of 8 000 scientists working mainly in the Trieste area, would collectively be classed as the second largest “community” if described in the same way as the different national groups in Table 5 above. This is an extremely significant aspect of migration in the region and one that should be borne in mind when considering the presentation of migration policies as well as the delivery of the range of services that aim to welcome and integrate migrants into the region.

It was not possible to fully assess the experience of migrants during the visit. From the interviews, however, it was noted that there were difficulties in communicating effectively with migrants themselves (rather than through intermediary bodies) regarding the design of services to meet

their needs. This is in part a reflection of migrants’ working hours suggesting a need for flexibility in the forms of engagement used by government agencies.

Figure 5. Percentage distribution by age, Italian/Migrants comparison, Friuli Venezia Giulia Region



Source: Ergon@t data, presented in Friuli Venezia Giulia background report prepared for OECD study 2009

The Friuli Venezia Giulia Regional Administration supports a range of specific projects focusing on the teaching/training for, and provision of, “cultural/linguistic mediators” especially focused on the economic and social integration of migrants and their families. Further innovative features of migration policy in Friuli Venezia Giulia include the provision of a “Front Desk” or “One Stop Shops” to process and support newly arriving migrants into the region and Italy, the establishment of a Migration Regional Council to analyse migration data and policy and a range of education and health initiatives designed to integrate migrants and their families rapidly into Italian life. All were specific areas of interest in the visit and peer review evaluation.

Good Practice 1: The Migration “Front Desk”

In every province in Friuli Venezia Giulia there is a “Migration Front Desk” containing regional, state and provincial staff offering a range of initial services and information, advice and guidance to migrants arriving in the area. Migrants can attend the desk in person or “virtually” through electronic communication.

The “Front Desk” offers advice and support as well as initial registration for a range of key services and entitlements, providing essential documentation for service access. This type of service was first established in 2005 along with the obligation that all migrants should attend the “Migration Front Desk” within eight days of arrival in Italy. In all the four provinces the “Front Desk” is situated in the Prefecture building which at Trieste, is situated in the *Palazzo del Governo* building on *Piazza*

Unita (the same building that houses the regional government and the Prefect of the city), opening out to the harbour and to the Adriatic. It brings together a range of reception services and immediate advice on guidance on migrants' rights and key local services (employment, welfare, training, housing, health, education, etc.) – all under one roof.⁵

The “Front Desk” also arranges free Italian courses as well as information on Italian law, culture and citizenship. All courses, including those on history, culture and access to services, need to be endorsed by the local Territorial Council (see below). It is one of the principle services funded through the regional government to improve integration.

There are several similar services in the region that offer initial help to migrants entering the region. Whilst these may not provide the same access to official services or entitlements, there are overlaps in softer areas of integration such as information on housing, health services and training. Caritas, the Catholic charity also provides a “One Stop”/“Front Desk” service – established in Trieste in 1992 especially serving refugees from the wars in the former Yugoslavia, focusing on emergency housing, clothing, food and training. Other partners also provide advice and training services for migrants including trade unions, employment advice centres and health and social services.

Good Practice 2: Trieste Territorial Council for Migration Policies

The Trieste Territorial Council – replicated in the other provinces of Friuli Venezia Giulia – brings together all state and regional bodies at a local level along with trade unions, employer associations, private and voluntary sector bodies providing services and migrant community representatives themselves to discuss policy, analyse and monitor migration data and to promote integration measures at the local level.

The Territorial Council in Trieste took eight years to set up – the process began in 1997 – but is widely seen as hugely important and influential today. It is non-political, but depends on a continuing local mandate for its operation and for the resources and administrative support for it to carry on. Its primary functions are to:

- Represent migrants to all public institutions;
- Create working groups with other bodies/services on key policy matters;
- Promote cultural awareness through specific events and activities; and,
- Consider economic and social problems experienced by migrants and potential policy solutions.

There are 37 representatives in total on Trieste's Territorial Council:

- 10 representatives of state and national bodies;
- 11 representatives of Provinces, Municipalities and Region;
- 8 representatives of employers and trade unions;
- 4 representatives of migrant communities; and,

- 4 representatives of intermediary bodies/organisations providing help and assistance to migrants.

In the past two years the Council has improved the reception and services for asylum seekers, introduced statutory agreements between the Prefecture and migrant community representatives to improve these services and reduced issuing times for work permits, especially for researchers and scientists working in Trieste's international research facilities.

Like other cities and regions in Italy, there are migrant associations in most major urban areas in Italy – Turin, Rome, Florence, Verona, Ancona, Trieste and Naples – many spontaneously organised around the need for mutual support and solidarity. Currently there are 14 associations active in Trieste, including associations for Somalis, North Africans and Peruvians and some 30 associations in Udine. During the Study Visit, it was clear that the existence of migrant associations was a great help to the authorities and public services in Friuli Venezia Giulia, providing a locus for communication and dissemination and also a resource from which to train community mediators and representatives for bodies like the Territorial Council.

However, it was pointed out by some of the participants and interviewees that the associations receive very little public support for these activities and that the existence of bodies can be very fragile – based around the goodwill and volunteering of members and communities. At several points, the idea of providing extra resources to support the work of migrant associations was raised.

Good Practice 3: The “Community or Cultural Mediator”

One of the most impressive innovations relating to migration in Friuli Venezia Giulia is the establishment and support for the “Cultural Mediator” figure. Part representative, part advocate, part social, health or education worker, the mediator function provides a key component in the process of integration. Providing a range of hard and soft services the mediators act as a conduit between migrant families and communities and a range of key national and regional government functions and the key services of education, health, housing and employment.

The focus of the mediators looks in both directions; advocating the needs of migrants and their families and also educating public services and professionals about how to deliver and improve services to migrants. In this sense they represent a kind of “glue” between cultures as well as between individuals and the state in its various forms.

Many mediators come from migrant communities – sometimes recently arrived and sometimes second or third generation, all proficient in languages, and with an understanding of social needs and the services with which migrants need to interact. The majority are women, around half are from European (EU) backgrounds, a quarter are African and around a sixth from South America. In 2007-2008 in the Region 197 cultural mediators were recorded: only 12% are male; the average age range is between 38 and 52 years old; 51% come from Eastern European Countries, 26% from Africa, 15% from the Americas, and, 8% from Asia. In 2009 an Official Register of cultural mediators working in Friuli Venezia Giulia was established, including participating/sponsoring associations and the nationally recognised training curricula and programme(s).

Whilst the idea of a mediator role or profession can be found in many places in Italy and in other parts of the world, the Friuli Venezia Giulia region has embraced and developed the idea into a mainstream occupation and function of both government and public service.

There is a wide range of mediators working in Friuli Venezia Giulia including linguistic and cultural mediators – offering translation, advocacy, information, guidance and support. There are also mediators operating between migrant users and public service providers (health, education, housing etc.), meeting the needs of a multicultural society (and meeting the needs of public services themselves).

Many are now working in schools to support education and family policies – and many are also now established in healthcare. In the period 2002-2005, the Province of Udine used ESF EQUAL Community Initiative funds to promote the integration of migrants into the social and economic fabric of Friuli Venezia Giulia. Trained mediators are also accessible through the Provinces’ “Front Desk” services and as a delivery arm to the Migrant Regional Council. Now well established in these areas, new cultural mediators are now being placed in employment centres in Udine, in order to facilitate the easier integration of migrants into the labour market.

The profession of the cultural mediator dates back to the mid-1980s – with very little formal training at the time – but has now developed into a basic pillar of the region’s integration policies

In Friuli Venezia Giulia, the Regional Administration has also helped to define and regulate the professional competences and training for the pivotal profession of the “cultural mediator” by:

- establishing a mediators’ register and processes for admission and removal from it;
- validating training courses required for admission to the profession and register;
- evaluating criteria for work and training experience acquired;
- providing refresher courses;
- assessing previous working experiences relevant to cultural mediators; and,
- ensuring qualifications are in place for cultural mediators.

Good Practice 4: Migrants and Health Services in Friuli Venezia Giulia

Health problems stemming from migration are not new in Friuli Venezia Giulia – centuries of a changing population have ensured a need for an adaptable and knowledgeable health sector. The services are also experienced at working with older people including returning migrants to the region, such as ex-Friulian mineworkers from coalfields in Belgium and northern France now returning with health problems including lung disease and musculo-skeletal issues.

As previously explained in this report, the migrant population of the Friuli Venezia Giulia is extremely diverse with over 150 different nationalities and ethnic groups. There are strong public and individual health risks amongst such a diverse migrant population with incidents of common and exotic diseases, varying levels of immunisation as well as a range of social and religious practices that all have health impacts. Added to this, the uncertain legal status of migrants, the precarious and temporary nature of the migrant’s stay in Italy, the social and cultural marginalisation of many migrants, and, frequently, their inability to read Italian all make the maintenance of individual and public health a significant challenge for health services in the region.

The Regional Health Service in Friuli Venezia Giulia has therefore faced three major challenges:

1. Guaranteeing rights to health services for foreign migrants that take account of attitudes, values and cultural differences amongst migrant communities;
2. Reforming and improving health services for migrants so that actual access to the services takes place and the services are effective; and,
3. Managing the overall public health of the region and the various groups and communities (indigenous and migrant) within the region.

The specific measures adopted in Friuli Venezia Giulia include:

- measures that allow effective access and use of health services;
- access to health services for illegal as well as legal immigrants (important to help counter spread of diseases like tuberculosis);
- intensifying and improving measures taken for mother and child medicine (childbirth, family planning, children's health including vaccinations, issues around circumcision and other ritual procedures);
- intensifying and improving measures taken to improve health and safety at work and promote the prevention of workplace, traffic and domestic accidents;
- new strategies capable of acting more efficiently on serious inequalities in access to health services (especially related to migrant involvement in prostitution and drug use);
- developing continuing training and refresher training for social and health staff, focusing especially on trans-cultural relationships/mediation issues;
- preparing and circulating multilingual information material understandable by migrant users;
- improving the health services' provision of reception, counselling, and cultural mediation measures for migrants;
- consolidating cultural mediation measures and gradually including them among all health and social services; and,
- creating a Regional Observatory for health issues stemming from migration.

In 2005 a Regional Monitoring Body on Migrant Health was established in the region, developing multilingual information packages covering healthcare prevention, pregnancy, infectious diseases, mental health, healthcare in jails and improved staff training.

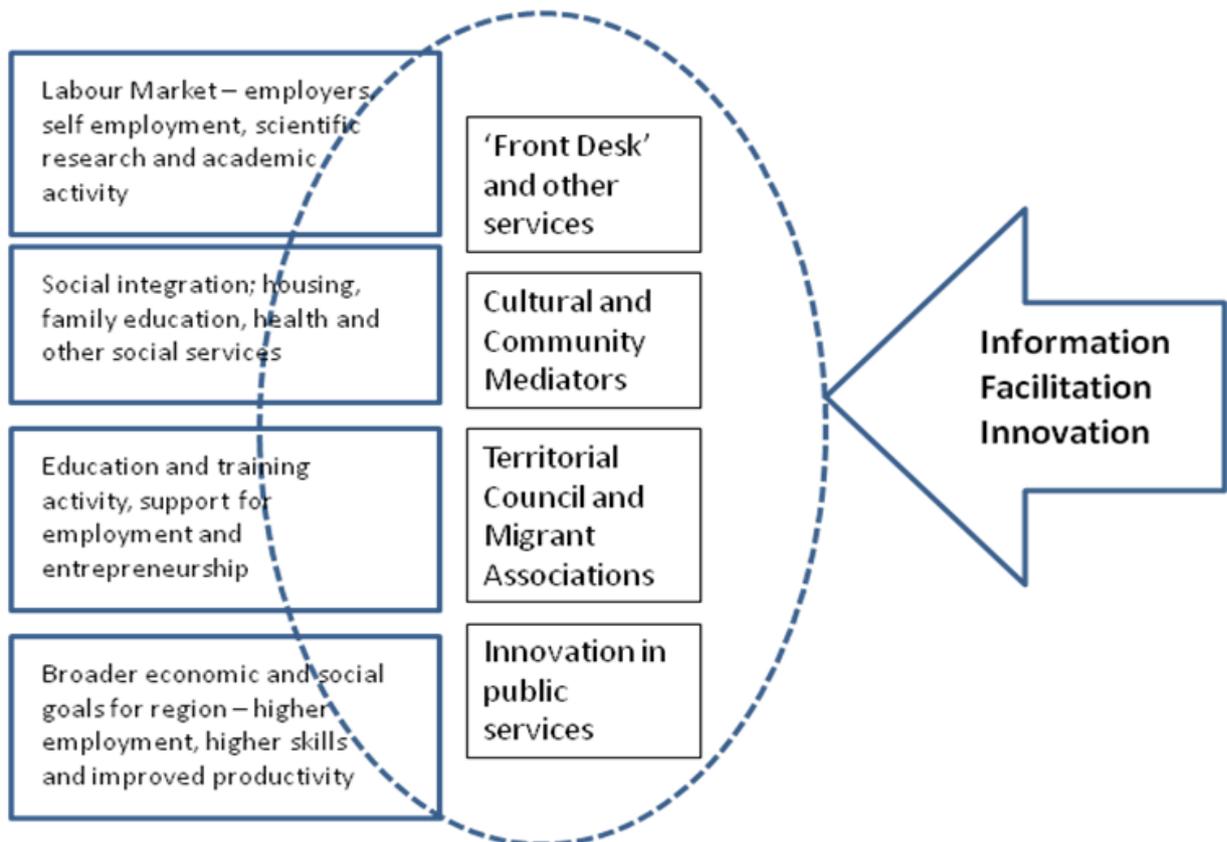
The gradual change in the nature of migration flows has enabled more long term attention to the issues of women and child health, increasingly vital given the younger and more female profile of migrant groups compared to the indigenous Italian population. Children born to foreign migrants currently account for 14% of the overall amount of children born in Friuli Venezia Giulia – way above the 8-9% proportion of migrants generally in the population, reflecting the much younger age profile of migrant communities and also the higher birth rates of migrant families. Since 2007, a local law also guarantees all children under 14 years old the services of a paediatrician who can support them in

the Reception and Citizenship process. This includes a doctor’s visit, a vaccination check, health examinations, tuberculosis test and the provision of up to date health certification.

Together, these services make up a coherent and comprehensive policy programme for the economic and social integration of migrants into everyday life in Friuli Venezia Giulia (see Figure 5 below). It is a combination of local innovation, a comprehensive approach to integration covering both hard and soft methods for social inclusion (*i.e.* family support, advocacy, integration into health, social, education and housing services alongside labour market and training services) and a clear commitment to good personal information and relationships through both the mediator roles and the formal representation of migrants into the governance structures of the region.

It may be more widely helpful to consider the innovative design and delivery of services for migrants alongside the economic needs and aspirations for the region so that more people are able to see how migration contributes positively to these areas, rather than the issue being seen as an end in itself.

Figure 6. How innovation and Process Drives Integration in Friuli Venezia Giulia



International Learning Examples

1. Montreal's "World on Our Doorstep" Campaign to recruit migrant workers

The "World on Our Doorstep" campaign is a pilot project organised by the Board of Trade of Metropolitan Montreal. Launched in October 2007, the programme is designed to introduce businesses to qualified potential employees from immigrant and ethnic minority communities that they might not ordinarily come across through their usual recruiting processes and social or business networks.

Isabelle Hudon, CEO of the Board of Trade of Metropolitan Montreal describes the programme as a way to "build bridges between foreign talent and local enterprises". Organised and funded jointly by major employers, the Montreal city authorities and the Quebec Ministry of Immigration and Cultural Communities, the programme allows key sectors and companies of any size to tap into highly skilled talent from immigrant communities.

Box 1. Advert: WORLD ON OUR DOORSTEP: Mini-traineeships for qualified immigrants

Discover new talent while hosting an **unpaid trainee** chosen in accordance with your company's profile for **one, two or three days**.

As is the case with most companies, skilled workers are central to your current success, while their recruitment will guarantee your future prosperity. Many businesses have already discovered the value and key contributions of immigrant workers. We offer you the opportunity to spend a day with the best of them. Why not extend an invitation?

Why participate?

To take advantage of a potential source of innovation, in the area of problem solving, for example

To expand your horizons and those of your employees while promoting the sharing of knowledge

To build intercultural bridges in your workplace

To give new immigrants a first-hand look at our companies and institutions

To discover an approach that may complement that of existing employees.

Desjardins – one of Quebec's largest companies – believes that openness to other cultures offers direct benefits to the company. *"Welcoming new arrivals gives you access to a new vision. We want to innovate, we like change, we want to be surprised; and other cultures bring you something different. That colours your experience"*. Francois Forté – Desjardins.

Source: http://www.btmq.qc.ca/en/boardoftrade-Getting_involved-World_at_our_doorstep

Like many cities and regions in Italy, the Montreal city region is likely to have to depend on migrants for any net growth in the labour pool in the next decade. Skill shortages in several industries make this a doubly critical problem. This is especially the case in high skilled or knowledge industries including technology, public service and engineering/manufacturing sectors. The "mini-traineeships" last one to three days and effectively act as an extended interview process. The clear goal is to recruit staff into existing vacancies in participating firms.

In 2008 it was estimated that Quebec received some 45 000 immigrants, with 25 000 between the ages of 25 and 40 and with professional qualifications equivalent or greater than a Canadian college education. This guarantee stems from Canada's immigration controls and allows participating firms in the Montreal scheme to be confident that they'll be investing time in high calibre applicants.

Lorraine Simard, HR Manager for the intellectual property firm Goudream Gage Dubuc (GGD), describes their interest as primarily motivated by labour market shortages of specialist skills: "It's tough to find competent people in the niche of intellectual property which requires very specific knowledge. Quebec is small and we regularly have to recruit outside the province."⁶

2. Cultural Mediation Projects in Portugal – funded through the EU EQUAL programme

In Portugal, migrants and asylum seekers are allowed to start working as soon as they have received their provisional residence permit, which also gives them access to education and vocational training. If asylum seekers arrive at the airport, they are given this permit directly when they lodge their asylum application and a preliminary check has been made that they have the right to apply for asylum. In other cases it takes up to 20 days to receive the permit. Such rapid access to work, education and vocational training is far from standard across EU member states.

For asylum seekers to take a job, Portuguese language and relevant vocational training is obviously important. The Portuguese EQUAL partnership VIAAS⁷ (*Vias de Interculturalidade na Area do Asilo*) has created a number of activities to facilitate the integration of migrants into the labour market and into Portuguese society, including methods of assessing and validating the skills of asylum seekers, and the provision of vocational training, Portuguese language courses and other programmes.

The partnership is co-ordinated by the Portuguese Refugee Council (PRC) and goes beyond the delivery of key services into general education, promotion and awareness raising activities too. Even though asylum seekers receive their provisional residence permit quickly, many employers are unaware of the process compared to more familiar visas and are also sceptical about recruiting asylum seekers.

In the reception phase, it is very important for asylum seekers to not only receive judicial aid, but also assistance with preparing their social, vocational and educational integration in our ... new society. Our organisation is the first contact point for asylum seekers when they arrive in Portugal since we run the Reception Centre here in Lisbon. (Dr. Maria Teresa Tito de Morais Mendes, Head of Portuguese Refugee Council)

The PRC operate a "front desk/ one stop shop" and accommodation centre in Lisbon, similar to the service offered by Caritas, the Catholic charity, in Trieste. The centre is being expanded to house more residents (over 30 places) but also provides a meeting place for asylum seeker and migrant communities to come together, to access services and information, and to provide further networks and informal support for residents and new arrivals in the city.

Learning Portuguese is integrated into all activities that have been developed by the VIAAS EQUAL partnership. Vocational training programmes in a variety of fields are available through the partnership, and asylum seekers have so far participated in three different areas with recognised skill shortages. Interviews were undertaken with representatives of a number of different sectors in order to find out where there are labour market needs for new employees, and on the basis of these interviews, it was decided to give the asylum seekers the possibility to train to become butchers, service waiters and to carry out food controls.

Prior learning is assessed through the Centre for the Recognition, Validation and Certification of Competences (CRVCC) and through colleges in Lisbon and other parts of Portugal. With the assistance of an education “mediator”, asylum seekers assess their education and training and receive certificates of competence equivalent to accepted EU or Portuguese qualifications. This professional mediation process can take anything between 46 hours and two years and is combined with parallel processes of job search, language and other vocational training.

3. Frankfurt: Language Lessons for Parents and Children from Migrant Communities

Frankfurt has long boasted a highly international population. An estimated 38-40% of its population is foreign born, collectively representing over 170 countries of origin. This means one in three residents have a non-German passport. Since 1973, when Frankfurt founded Germany’s first language and training course for foreign migrants, the city has focused on the goal of ensuring that immigrants have sufficient German skills to participate equally in civil and social life.

The authorities in Germany are experimenting with family learning amongst immigrant groups, and especially from the Turkish community. The idea is to allow parents to accompany their children as they learn German in special school based language classes.

Because a child’s academic success is strongly influenced by the involvement and collaboration of parents, and because adults are often most keen to learn a new language or other new skills in order to help with their child’s education, this is an experiment with two simultaneous goals. Furthermore, the learning of German throughout whole households will also help them to integrate more easily into a range of other services and parts of society.

The city of Frankfurt developed this programme⁸, together with the Office for Multicultural Affairs and the city’s schools and nurseries, and called it, “Mums learn German – even Dads”. Beginning in 1997 as a pilot in a Frankfurt suburb with eight elementary schools, there are currently about 100 courses in Frankfurt. Immigrant parents of children in primary schools and kindergartens join their children in the classroom for two mornings a week. The parents learn German along with their children and receive real insight into the lives that their children will be leading in their new country. The contents of the languages classes are very much focused on the practical – the everyday words and expressions that the parents need to navigate their new life in Germany and to understand the activities of their children. It also forms the basis for a stronger, participative relationship between schools and immigrant parents and a process which builds more binding social capital amongst the community. With lessons incorporated into the school day, parents are also able to learn German without having to pay or make arrangements for costly childcare.

The classroom provides a forum for the parents to learn and also to meet and discuss challenges, and their solutions, and find support and friends in an environment that is free from judgment and prejudice. It is also a place where further learning and community participation can be triggered.

All the schools that participated in the “Mums learn German – even Dads” programme have found that children had demonstrated a significant improvement in their language and vocabulary skills as a result of the increased use of German in their homes and with their parents. Improved communication skills also enabled the children to participate more in school and in the playground, making both their education and social integration easier, more successful and more enjoyable.

After the success of the “Mums learn German – even Dads” programme, Frankfurt has begun to extend the programme into secondary schools, and it is being expanded and adopted throughout Germany.

4. USA: Visa Rules for Scientists and Researchers

The USA is the world's leading scientific nation with the greatest levels of public and private investment in science and research and the largest concentration of academic citations and Nobel Prize winners. It is also home to many of the world's leading research institutes, facilities and universities. The laws and visa requirements that enable scientists from other countries to visit and work in such institutions and facilities are a major issue in US academia and of interest to Friuli Venezia Giulia given its increasing role as an international location for scientific activity.

In the US concerns about national security stemming from the 11 September 2001 attacks saw the US authorities imposing new visa controls and regulations for many scientists wishing to visit the USA. A particular requirement of the visa programme was to determine whether specific students or scientists from other countries posed a threat to the national security of the USA.

It was meant to weed out applicants who might seek to transfer technologies overseas involving weapons of mass destruction, missile systems, dual-use items that could be exploited by terrorists, or other sensitive military technologies. In October 2003, independent government investigators found that it took, on average, 75 days to complete the special checks, compared with the 24-hour period faced by most non-immigrant visa applicants who are eligible to enter the USA. This was a particular problem for scientists from certain countries, or areas of research, that were considered to be "high risk". The result was that many scientists were refused or dissuaded from studying, visiting or attending scientific meetings in the USA, especially from developing countries, and India and China.

Delays in the American visa application process have troubled American universities which have relied upon foreign science and engineering graduates and doctors to drive scientific and technical research projects. Even scientific organisations have been deterred from holding meetings in the USA because of the visa delays. John Holdren, director of the White House Office of Science and Technology Policy, said it is important that America does not drive away valuable research opportunities because of red-tape issues, saying that "it is more important than ever that we remove unnecessary impediments to collaborative innovation and technical advancement."

The issue matters because American universities rely on foreign students to fill slots in graduate and postdoctoral science and engineering programmes. Foreign talent also fuels scientific and technical innovation in American labs. And the United States can no longer assume that the country is everyone's first choice for undergraduate, graduate or postgraduate work.

Congress pressed officials for years to compress the process, fearing that delays hamper America's ability to benefit from the knowledge of foreign scholars. According to "Beyond 'Fortress America'", by the National Academy of Sciences, universities around the world now have the research equipment and infrastructure to compete with their American counterparts. When the United States puts up barriers, the report said, "foreign universities are well positioned to extend competing offers." Or as Danielle Guichard-Ashbrook of the Massachusetts Institute of Technology put it, "there are other countries that want these folks. They are the best of the best. They have other options."

Other options have increasingly included destinations and facilities in EU countries where investment in scientific facilities has been matched by a widespread desire to fuel economic growth in knowledge based industries. Locations like Trieste are likely to have benefitted from the US restrictions on foreign scientists especially from countries deemed as high risk.

However, Trieste and Friuli Venezia Giulia can also now learn from the incoming Obama administration's determination to tackle the bureaucracy and speed up the visa process. They now aim

to reduce processing times to two weeks and to move from the climate of suspicion to one of collaboration and open scientific access. Simultaneously, the Obama Presidency is placing scientific progress at the centre of the US fiscal stimulus package as a way of constructing a more balanced economy in the future. This has coincided with the lifting of restrictions of medical research including stem cell research, prohibited under President Bush.

The authorities in Friuli Venezia Giulia should also learn from the lobbying and campaigning undertaken by the US scientific community that helped bring about the recent changes in US visa and immigration policies. The universities and scientific communities managed to portray science and research as a benefit to US society and its economy and not a risk. This involves a powerful and sustained campaign that has persuaded the US public (and its politicians) of the importance of science and scientific collaboration. Making this case has helped bring change to the system and the broader public understanding of the purpose and benefits of science. Whilst Trieste and Friuli Venezia Giulia are not responsible for national immigration and visa rules, they have much to benefit from influencing the Italian Government's position so that the burgeoning reputation of Trieste as a leading international scientific location is maintained.

5. UK: the Politics and Economics of Migration

The UK faces many similar economic and social challenges as Italy. The government and the OECD have published many reports describing the UK's demographic problem, and economic issues, such as low skills and low productivity. There is also a national investment strategy in science and research and an increasing focus on innovation and knowledge as drivers of both national and regional economies. Like Italy and Friuli Venezia Giulia, there are high levels of migration historically, as well as in recent years, and significant pressure on public services. But there some of the similarities stop.

The most notable differences between migration policy in the UK and that in Friuli Venezia Giulia are the public attitudes and debates that surround the issue. The recent European elections have seen the first wins for the far right British National Party (BNP), which is most firmly established in urban areas with high migration such as the North West of England, Yorkshire and east London.

Migrationwatch UK is an independent think tank, chaired by Sir Andrew Green, a former Ambassador to Saudi Arabia. Its purpose is to "monitor developments, conduct research, and provide the public with full and accurate facts placed in their proper context". But its research and policy statements are deliberately sensationalist and widely featured in the mainstream media. Some of their headline claims include:

- A migrant now arrives nearly every minute.
- We must build a new home every six minutes for new migrants.
- Migrants are arriving in the UK at the rate of 500,000 per year or nearly one every minute.
- A new home must be built for a migrant every six minutes
- In 2007 one in three London residents were born outside the UK.
- Immigration will add nearly 7 million to our population in the next 20 years, mainly in England. That is equivalent to seven times the population of Birmingham.

- England is now the most crowded country in Europe (apart from Malta) and the fourth most crowded major country in the world.
- 81% of the public agree that the government should substantially reduce immigration levels to Britain. To keep the population of the UK below 70 million, immigration must be reduced by 75%. Government measures so far may reduce it by 5%.

As in other countries, “managed migration” in the UK is a debate conducted largely in isolation from the issues of demographic and economic change that confront the country at the beginning of the 21st century. It has led to a new immigration system linked much more closely to labour market needs, utilising a points system modelled on that operating in countries like Australia and Canada. Whilst this may facilitate the arrival of highly skilled researchers and scientists, it is problematic for employers and sectors operating slightly lower down the global value chain.

Such debates are common throughout Europe and beyond, often magnified during times of recession and unemployment. But the challenge in all of the cities and regions experiencing high migration is to conduct a calm and well informed public debate based on strong data about both the population and the economy. This has often been absent in the UK and in other countries.

The Specific Case of Gangmasters

The UK, like Italy, relies heavily on migrant labour in the agricultural and other food-related industries. This sector has shown a degree of proneness to illegal activity, including illegal immigration of workers specifically for its needs, the payment of workers at lower than legal minimum wages, as well as poor housing and welfare. Illegal workers can often be a source of adverse press and resident views. However, the UK debate was changed dramatically by the deaths of a still unknown number (at least eighteen) of Chinese cockle (shellfish) pickers in Morecambe Bay. The government’s response was to establish the Gangmaster Licensing Authority, which is now making progress in improving the conditions of migrant workers, and in so doing, enabling them to play a fuller and more regular part in society, thus alleviating the concerns of local people.

Mythbusting

Concerns about the concentrated nature of migrant communities have grown dramatically in the UK. This can lead to scaremongering, or more often to the development of false rumours regarding migrants’ entitlements. One, entirely without foundation, found in a House of Commons enquiry was that migrants were being offered £50,000 to move to an area. The solution, partially-adopted by the UK government, was the idea of developing local and national strategies and capacity to actively rebut false stories and to ensure that more factually accurate and positive stories circulate.⁹

Representatives and residents in Friuli Venezia Giulia may look at the issues and debates in the UK and recoil in horror. It certainly appears to be a more sensitive and occasionally hysterical issue in the UK’s political discourse. However, it should serve as a reminder of how easily such debates can arise if people feel that they and their ways of life are somehow threatened by migration and its consequences. It also shows how migrants can easily be abused and exploited even in modern, well-regulated labour markets.

The key lesson here is that migration must be presented positively and consistently as a clear benefit to the region given its demographic and economic challenges and its ambitions for the future. It is too easy to assume that these benefits are self evident or that non migrants are entirely accepting of the arrival of migrants and their families. Such issues are always heightened during economically

difficult times and the authorities in Friuli Venezia Giulia should not take its generally positive culture around migration for granted. Rather it should take every opportunity to promote its ambitions, explain its activities and make its case for how migration has provided benefits to the area (see summary and recommendations below).

FRIULI VENEZIA GIULIA SWOT (STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS) ANALYSIS

Strengths

- Longstanding and well established culture of migration (inward and outward) leading to high levels of “cultural”, social and economic acceptance
- Positive culture reflected in public service construction/delivery (health, education, housing), and in public attitudes and community activities
- Clearly adopted aims of integration across range of economic and social areas
- High levels of stakeholder representation and advocacy – migrant associations, territorial councils, cultural mediators
- High and sustained levels of social innovation in policy approaches (*e.g.* representation, mediation, organisation of “one stop shops”)
- A clear understanding of demographic and economic change and future challenges drives much policymaking and service design/implementation
- A “can do” attitude in regional and provincial governments
- Good collaborative working (across layers of government services and third sector bodies).
- Established legal and resource framework to support intervention (though this may change).

Weaknesses

- Potential and actual duplication of services (too many agencies and other bodies offering overlapping services such as education and training, counselling, etc.) leading to inefficient allocation of resources
- Occasional lack of co-ordination between partner organisations and between public agencies and community organisations (leading to duplication of services or a lack of “joined up” activity)
- Need to make stronger and more consistent public case for migration (stemming from demographic and economic change)

- Not enough focus on evaluation data and need for agreeing clear outcomes
- Not enough focus on opportunities for 2nd/3rd generation migrants – such as younger school leavers and non working family members
- Low levels of vocational education and training and poor skills amongst adults (in both migrant and resident population)
- Few services supporting ethnic/migrant entrepreneurship – a potential one to be developed
- Infrastructure issues are a problem generally in the region (rail, air and road links)
- No clear strategies for retaining (rather than “processing”) migrants in the region to support long term social and economic growth, especially the highly skilled

Opportunities

- Entrepreneurship – links between migrant entrepreneurs and knowledge/technology transfer from scientific activities – as well as encouragement/support for enterprise amongst all ethnic groups in region
- Further strengthening of mediation strategies (including for entrepreneurship and self employment) and to ensure that specific services for migrants are better tied into the mainstream health, education and other services
- Opportunities for better integration and presentation of services for ‘two’ migrant groups. This will help to challenge some of the stereotypes relating to migrants and also to develop the economic arguments around the future of the region and the need for new industries, employers and jobs.
- Opportunity to link migration strategy to economic strategy more closely and to present accordingly. Again this enables migration to be presented as a crucial part of the regions scientific, technological and economic ambitions for the future.
- Better linking of vocational education and training (including for adults and young people) to future skills needs in all sectors of the economy in the region

Threats

- Political situation regionally and nationally changes with less support for economic and social policies of recent years
- Likely reduction in available funds (political change, crisis related cuts in regional, national and EU budgets)
- More rapid demographic and economic change. Further industrial change is likely and assessment of future of key industries reliant on migrant labour is important (such as the shipyards in Monfalcone).

- Availability of scientific funds (investment and maintenance in large scale resources is expensive and “frontier science” is constantly evolving – facilities need to stay at the forefront of global science)
- Possible changes in public opinion as the economic situation deteriorates globally.

SUMMARY AND RECOMMENDATIONS

There are people everywhere who form a fourth world, or a diaspora of their own. They come in all colours. They can be Christians or Hindus, Muslims or Jews or pagans or atheists. They can be young or old, men or women, soldiers or pacifists, rich or poor. They share with each other, across all the nations, common values of honour and understanding... They are exiles in their own communities, because they are always in a minority, but they form a mighty nation, if they only knew it. It is the nation of nowhere, and I have come to think that its natural capital is Trieste. – Jan Morris (2001)

There should be little doubt that the process of integrating large numbers of migrants into the economy and society of Friuli Venezia Giulia is a great success. Successive waves of migration have been a feature of the region’s history and society for many hundreds of years and the combination of history and culture provides the bedrock from which current policies are implemented. Because of the region’s past, it is clear that the arrival of migrant communities from every part of the world does not trigger the same fears and problems often experienced in other parts of the developing world (see case studies in UK and US for example).

But it is also clear that no one in Friuli Venezia Giulia (or indeed the rest of Italy) should see these policies as social altruism. Migration is as essential to the region’s economic and social future as trade and empire has been in its past. Demographic change – particularly the rapidly ageing population in Italy, the declining birth rate and the increasing ratio of inactive to active residents is cause for significant and immediate concern. Without migration, the region’s population would be dropping fast and social costs, as well as skills and labour shortages, would be of even greater concern.

There are other economic issues facing Friuli Venezia Giulia and Italy that are just as important. Productivity remains stubbornly low and there is an ongoing problem of low skills, low labour market participation amongst some groups and significant informality in the economy – all compared to improvements in other OECD countries. So Italy, and regions such as Friuli Venezia Giulia, face the prospect of structural changes in their economies without a clear strategy to develop high productivity, knowledge based industries and innovation in order to help drive the economy in the future.

Friuli Venezia Giulia has, though, been pursuing a strategy of investment in science and research and now houses many world class facilities attracting researchers from throughout the world. This is the second migration in the area and one that is just as vital for the future of the region as the day to day migration over many years that fill lower level vacancies in the region’s labour market.

Without these “two migrations”, Friuli Venezia Giulia would be facing desperate social and economic decline. So migration should not be seen in isolation – it must be considered in the context

of Friuli Venezia Giulia's, and Trieste's, economic future. In this sense it is fair to see that the experiences and culture formed by the past will hold the key to the region's future. Without the turbulence, conflict and change of the past, Friuli Venezia Giulia would not be as well equipped to embrace its future – a future that will be driven significantly by migration and population change.

With these issues in mind, the recommendations from the OECD visit are set out below. They concentrate on reinforcing the need for migration and a positive attitude to cultural, social and economic change and are concentrated into five forward looking areas:

1. Making the best case for migration
2. Improving co-ordination and allocation of resources
3. Improving and targeting Vocational Education and Training
4. Increasing efforts that span and bring together the “Two Migrations”
5. Building on the positive culture, history and experience of people and institutions in the Region

1. Making the Best Case for Migration

The authorities and stakeholders in Friuli Venezia Giulia (including the Regional and Provincial authorities, public services and the migrant communities themselves) must be more adept at marshalling evidence and presenting the positive case for continued migration and integration. Public and political attitudes to migration are largely positive but this cannot be taken for granted given the experiences elsewhere across the world in similar cities and regions. A calm, neutral and clear case needs to be consistently made about the future of Friuli Venezia Giulia, and cities like Trieste. It should be an open and honest debate about economic and social realities underpinned by the best available analysis, data and evaluation evidence.

There is some excellent data collected in Friuli Venezia Giulia – of many different types. The overall macro-economic data on levels and origin of migration is comprehensive and up to date – as evidenced in the background report for the OECD visit. There is also an emphasis on collecting very useful “soft” data in the region such as that documenting the school systems of each of the main migrant countries.

This should be combined with national and international data about migration and the wider contexts of social, political and economic change in order to provide a constant and comprehensive source of reliable, transparent and accessible information.

Good data will support a good argument, and in a time of worldwide recession, Friuli Venezia Giulia, like most similar regions in the developed world will be facing tough decisions about spending priorities. There will be less public resources to deploy, with lower tax revenues and recession driving higher social costs because of unemployment. In this respect it is important that the Region looks urgently at developing projections for migration alongside those for labour more generally.

It may be worth examining the case for an active programme of “myth busting”. In this regard it should be noted that the use of opinion polls to gauge resident views appears to have little to commend it – it being a device badly suited to establishing a full picture of residents' views.¹⁰ Also drawing on UK experience, it is necessary to ensure that the media's portrayal of migration issues is itself kept

under a degree of outside scrutiny. It can only have helped promote a rational and evidential debate on immigration when the UN High Commissioner for Refugees was quoted thus (in relation to the UK): “I am appalled at the exaggerations, statistical manipulation and scare-mongering that have proliferated recently. This is a dangerous path for society to go down.”¹¹

The public authorities will have to do more with less. This feeds directly into Recommendation 2 below.

2. Improving Co-ordination and Allocation of Resources

Friuli Venezia Giulia and its Provinces must do it all it can to maximise its available resources to promote the integration of migrants. Resources are always scarce and the realignment of EU funds in Italy to address unemployment assistance alongside pressures of public finances resulting from the economic crisis will exacerbate this in the coming years.

The region must therefore prioritise the best processes and programmes, avoid duplication in services and responsibilities and set clear targets and expected outcomes from all services and partner organisations. This is critical between different levels of government (EU, national, regional and provincial) and also between partners, services and organisations at each level.

As above, maintaining good evaluation data will help to ensure the cost effectiveness of interventions and programmes and underpin the maintenance of the strong partnerships and services that already exist in the region.

3. Improving and Targeting Vocational Education and Training

The level of skills in the regional and national population is low by international standards. This is true at all levels of the workforce and covers basic, intermediate and advanced technical skill shortages. The integration of migrants does provide some focus on vocational education and training, but from the overall evidence it is clear that this must form a part of a more comprehensive drive to upskill the entire adult population in Friuli Venezia Giulia. Skill and labour shortages elsewhere in the regional economy suggest that lower level vocational training is also vital.

There are related issues here about general labour and skill utilisation in the regional labour market with a need to improve both the overall participation rates of many groups (such as younger workers, older workers and women) as well as the acquisition and deployment of new skills in order to help boost firm and regional productivity. There are also links that should be established between vocational education and training and enterprise – with a need to push levels of entrepreneurship in most parts of the region.

As scientific investment and technology develops further in Friuli Venezia Giulia it is also essential that the facilities and spin out firms can draw on good supplies of human capital – either through Italian nationals or “suitcase” scientists in the area. This is important at the postgraduate and high knowledge levels but also at the larger volume intermediate technical and managerial skills levels when technology and science begin to drive firm level growth in local companies and sectors.

More of the overall vocational education and training effort must be synchronised with the assessment and vision of the region’s likely economic structures in the future. Training for migrants (and including, for example, apprenticeships for young people, including those from migrant households in the region) should be more carefully aligned with those occupations and sectors likely to demonstrate growth in the medium and longer terms.

4. Increasing Efforts that Span and Bring Together the “Two Types of Migration”

The Chair of Trieste’s Territorial Council on Migration and a member of the Peruvian community in the city summarised this issue in very direct terms:

“It’s very important to think about scientists as well as street vendors and prostitutes!”

Too often migration is seen as something that affects the lower reaches of society and the labour market. The reverse is increasingly true. High skilled workers have always been amongst the most mobile workers and as globalisation and economic change reshapes economies throughout the world the opportunities to live and work throughout the world are growing rapidly. This is particularly true in the field of science, technology and other knowledge based industries where the demand for highly skilled workers can rapidly outstrip supply. In this sense there is a global competition, described as a “race to the top”¹² where there is a competition to recruit, train and retain the highly skilled knowledge workers that will help to drive high valued added sectors and businesses and power labour markets and economies in the future.

Trieste and Friuli Venezia Giulia are firmly positioned in this “race” but will have to do everything within their power to develop and retain their human capital. For the foreseeable future this is likely to depend on the attraction of scientists and other skilled workers (and their families) to the region. To achieve this, the region will have to facilitate the ease of access for such workers and their families and also ensure that public services are able to react to their needs and those of their families. This has a clear connection to integration policies for other workers, with overlapping issues around easy access to schools, healthcare, housing, good infrastructure and so on.

Also ensuring that the service economy is sufficiently developed – again often through migrant workers in personal care, transport, hospitality and retail – will help to build (or undermine) the offer to highly skilled migrants and their families. Some of this can be offered privately but many scientists will not always have the incomes or employment security to draw on that and so must rely on public services and entitlements like other migrant and hard working local families.

Bringing the two migrations together presentationally, as well as in service design and delivery, will also help to consolidate the overall case for migration and economic change as set out in Recommendation 1 above.

5. Building on the Positive History, Culture and Experience of People and Institutions in the Region and Provinces of Friuli Venezia Giulia

Friuli Venezia Giulia has many natural advantages in its collective experience, culture, history and geography. The experiences of the past have shaped attitudes and processes in the present, and will have a great bearing on the future. This has created an environment where the goal of integration is widely understood and accepted. It has also provided an environment where sustained investment, professional development and social innovation have taken place.

There is a practical “can do” attitude amongst public services and partner organisations and a culture of collaboration and co-operation amongst partners. Many individuals involved in delivering services and partnerships have a personal history of migration or direct experience of its impact. This enshrines a positive attitude to migration and an entrepreneurial “can do” attitude into the region’s DNA.

The history, geography and culture of Friuli Venezia Giulia are therefore its major assets. In many other cities and regions in the world this is far from the case and migration is more commonly greeted with fear, suspicion and intolerance. This will hold back social and economic progress in many places at a time when recession, unemployment and isolationist tendencies could exacerbate the problems that we collectively face.

If Friuli Venezia Giulia is able to embrace opportunities based on free trade, scientific and technological endeavour and the migration that will support its labour markets and society, then the region will weather the current economic storm and have confidence about its future.

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ANNEX 1: STUDY VISIT PROGRAMME

Trieste, 27 and 28 April 2009 (from 9.00 to 18.00), Palazzo della Regione, Piazza Unità d'Italia

Monday 27 April 2009

9-9.30 WELCOMING COMMENTS

OUTLINE OF DAY AND INTRODUCTION OF REGIONAL EXPERTS by Luigina Leonarduzzi, Head of the Organisational Unit for Inclusion and Social Work – Unit Management for the Training System – Objective 2 POR ESF 2007-2013 – Department of Education, Training and Culture.

IMMIGRATION IN THE ECONOMIC AND SOCIAL CONTEXT OF THE AUTONOMOUS REGION OF FRIULI VENEZIA GIULIA by Stefano Bertoni, Researcher at IRES, Institute of Economic and Social Researches, Friuli Venezia Giulia.

THE ROLE, COMPETENCES, PROGRAMMES AND INTERVENTIONS OF THE AUTONOMOUS REGION OF FRIULI VENEZIA GIULIA ON THE THEMES OF IMMIGRATION, EDUCATION, HOUSING, HEALTH, ASSOCIATIONS, LINGUISTICS AND CULTURAL MEDIATION by Lucio Pellegrini, Director of the Department of Solidarity and Associations, Department of Education, Training and Culture.

THE SERVICE AND THE REGIONAL CENTRES FOR CAREERS GUIDANCE: WELCOMING, ENQUIRIES AND CONSULTANCY by Piero Vattovani, Head of the Organisational Unit for the Coordination of the Activities on Careers Guidance, Department of Education, Training and Culture.

TRAINING IN THE AUTONOMOUS REGION OF FRIULI VENEZIA GIULIA: by Felice Carta, Head of the Organisational Unit for Planning, Unit Management for the Training System – Objective 2 POR ESF 2007-2013 – Department of Education, Training and Culture.

INNOVATION PROJECTS FOR SOCIAL INCLUSION: Presentation of Best Practices by Lino Frascella, Head of Social Inclusion at IRES, Institute of Economic and Social Researches, Friuli Venezia Giulia and Barbara della Polla, Chairman of the Social Cooperative Cassiopeateatro, Art Director.

THE INTERNATIONALISATION OF JOBS AND THE EXPERIENCES OF LEGAL MIGRANTS CONDUCTED BY THE REGION FRIULI VENEZIA GIULIA (presentation of best practices of professional and linguistic training in their country of origin to facilitate their introduction to the labour market in Friuli Venezia Giulia) by Alessandra Miani, Head of the Operational Unit, Management of projects on the Internationalization of the Labour Market, Job's Unit, Central Department of Labour, Universities and Research.

12.00 MEETING at the Prefect's office to present the Immigration Desk and the National competences in the field of immigration, Dr. Giovanni Maria Leo – Prefect's Office Trieste.

14.30 -18 FOCUS AREA: CROSS ACTIONS FOR INTEGRATION:

CULTURAL MEDIATION: Interventions, Services, Mediators

Presentation and Discussion

P. Tessitori: *Linguistic and cultural mediation: the legal framework and the experiences gathered in the region Friuli Venezia Giulia;*

C. Benetta: *The local network of careers guidance in the intercultural context;*

A. Faghi Elmi: *The contribution of Immigrants' Associations in mediation activities;*

S. Romanin: *Welcoming the foreign student and their family;*

L. Ceccotti: *Mediation in the Careers Guidance Centres of the Province of Udine;*

W. De Liva: *Equal and different from me. European glossary of anti-discrimination and of equality.*

Tuesday 28 April 2009

9-10.30 *Outline of day and introduction of key testimonials* by Luigina Leonarduzzi

Presentation of the Immigration Council by Héctor Sommerkamp, Chairman of the Immigration Council of Trieste: *Meeting with other immigrant workers.*

11-13.00 FOCUS AREA: HEALTH PROGRAMMES:

Programmes, Services, Operators, Health Projects.

Presentation and Discussion

G. Pitzalis, Head of Social Health, at the health and social agency n. 4, "Medio Friuli"

C. Gandolfi, Pediatrician at S.I.M.M., Italian Society of Migration Medicine.

Considerations and Discussion

14.30-15.30 **MEETING** at Caritas, Trieste

16-18 **Final Considerations**, contribution from the OECD experts

ANNEX 2: LIST OF PARTICIPANTS – OECD STUDY VISIT FRIULI VENEZIA GIULIA

OECD Team

Emma **CLARENCE** – OECD Policy Analyst

Antonella **NOYA** – OECD Senior Policy Analyst

Mike **EMMERICH** – Chief Executive of Manchester Commission for the New Economy and former adviser at No 10 Downing Street

Andy **WESTWOOD** – Adviser to UK Government on Innovation, Universities and Skills and President of the OECD Forum on Social Innovation

Study Visit Participants

Carla **BENETTA** – Regional Centre for Educational Guidance, Pordenone – Educational Service, Access to Education and Educational Guidance – Department of Education, Training and Culture – Autonomous Region of Friuli Venezia Giulia

Stefano **BERTONI** – Head of the Economic and Social Research Institute “IRES” FVG

Felice **CARTA** – Head of the Organisational Planning Unit – Intervention Management System for Education – Department of Education, Training and Culture - Autonomous Region of Friuli Venezia Giulia

Loredana **CECCOTTI** – Province of Udine, Manager of the Social Policy, Labour and Employment Department, Head of Social and Labour Policies

Massimo **DE LIVA** – Researcher, R.U.E. Human Resources Europe Association

Barbara **DELLA POLLA** – Chairman of the Social Cooperative Cassiopeateatro, Art Director

Ahmed **FAGHI ELMI** – C.A.C.I.T. representative – Co-ordinating body of the Immigrant Communities of the Province of Trieste

Ileana **FERFOGLIA** – Head of the Intervention Management System for Education, ADG Objective 2 POR ESF 2007-2013 – Department of Education, Training and Culture, Autonomous Region Friuli of Venezia Giulia

Lino **FRASCELLA** – Head of Social Inclusion at IRES, Institute of Economic and Social Researches -Autonomous Region of Friuli Venezia Giulia

Claudia **GANDOLFI** – Pediatrician at S.I.M.M., Italian Society of Migration Medicine

Giovanni Maria **LEO** – Head of the Citizenship Office, Area Manager, Prefecture of Trieste

Luigina **LEONARDUZZI** – Head of the Organisational Unit for Inclusion and Social Work – Intervention Management System for Education – Department of Education, Training and Culture, Autonomous Region of Friuli Venezia Giulia

Alessandra **MIANI** – Head of the Organisational Unit to Support the Management for the Internationalisation of Labour Projects – Department of Labour, Universities and Research, Autonomous Region of Friuli Venezia Giulia

Lucio **PELLEGRINI** – Head of the Solidarity Service and Associations’ Support Service – Department of Education, Training and Culture, Autonomous Region of Friuli Venezia Giulia

Guglielmo **PITZALIS** – Head of Social Health, at the health and social agency n. 4, “Medio Friuli”

Sandra **ROMANIN** – School Manager, Expert in educational systems and foreign student reception, consultant to the Solidarity Service and Associations’ Support Service

Héctor **SOMMERKAMP** – Chairman of the Immigration Council of Trieste

Paola **TESSITORI** – Researcher, External Assistant of the Solidarity Service and Associations’ Support Service, Autonomous Region of Friuli Venezia Giulia

Piero **VATTOVANI** – Head of the Organisational Unit for the Coordination of the Activities on Careers Guidance, Department of Education, Training and Culture, Autonomous Region of Friuli Venezia Giulia

ENDNOTES

- ¹ Friuli Venezia Giulia was granted special autonomous status partly in recognition of these divisions in 1963.
- ² Note that following recent regional and provincial elections, new regional legislation and policies will be adopted from Autumn, 2009.
- ³ The OECD team are indebted to the participation of Kevin Ainger (US and Irish nationality) and Héctor Sommerkamp.
- ⁴ The term coined by Professor Bill Wakeham in his review of the Physics profession in the UK in 2008. Wakeham describes the increasing cohort of scientists travelling to and from major research locations (*e.g.* Diamond in UK, CERN in Geneva, Elettra in Trieste) for extended periods of time in order to undertake specific research projects related to the capabilities of particular facilities.
- ⁵ Note in the UK the same range of services would be provided through a minimum of five agencies; the UK Border and Immigration Agency, Jobcentre Plus, Local Authority Services, the Learning and Skills Council and the National Health Service. But based on the budget of the front desk it may be that interface with other state funded services is also an issue in this Region.
- ⁶ For further details see www.btmq.ca or contact Marie-Pier Vielleux, Programme Co-ordinator, Chambre de commerce du Montreal Metropolitain 380, rue Saint-Antoine Ouest, bureau 6000, Montreal, Quebec, Canada H2Y 3X7 - mpvielleux@ccmmqc.ca
- ⁷ See <http://viaas.refugiados.net/> for further information and contact details (in Portuguese).
- ⁸ See http://www.frankfurt.de/sixcms/detail.php?id=2889&_ffmpar%5B_id_inhalt%5D=352763 for further information and contact details (in German)
- ⁹ The Report “Community Cohesion and Migration” is a very helpful source document setting out a model for a dispassionate analysis of all the issues covered by this report. It is at <http://www.parliament.the-stationery-office.co.uk/pa/cm200708/cmselect/cmcomloc/369/369i.pdf>
- ¹⁰ For more information see the House of Commons Research Paper on the Impacts of Immigration: <http://www.parliament.uk/commons/lib/research/rp2008/rp08-065.pdf>
- ¹¹ House of Commons Research Paper on the Impacts of Immigration: <http://www.parliament.uk/commons/lib/research/rp2008/rp08-065.pdf>
- ¹² By Lord Sainsbury, UK Science and Innovation minister in a report for Government in 2007.