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National Study Report

Italy

SEPTEMBER 2021



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1 INTRODUCTION AND METHOD

This study report design a picture of the migrants women in Italy: numbers and countries of origin; integration programs and procedures; local, regional and european stakeholders dealing with migrants and refugees women, and with entrepreneurship for migrant women; barriers and needs for their labour market integration and solutions; existing and to be developed methods for providing entrepreneurship training; interculturality and gender equality materials and distance learning.

The main resources used to develop the research are the EU website on; the Statistical Immigration Report (Study and Research Centre Idos); ISMU Foundation. Regarding the stakeholders, the main actors listed in the research are Third sector organizations and associations working with Programma integra at local, regional and European level.

2 MIGRANT WOMEN AND REFUGEES WOMEN IN ITALY

2.1 Amount of the newly arrived and countries of origins

According to the data, from 1st January 2005 to 1st January 2020, the number of women of foreign citizenship residing in Italy recorded an increase of 141.0% (against a + 112% of men) and in 2020 represent 51.8% (2.748.476) of the total of foreigners residing in Italy (5.306.548). The foreign men are more than foreign women only among the minor foreign population (51,9% of the total, while the female, among the minors, are 48,1%).

Among the foreign women, 38% come from a EU Country and the most represented nationality is Romanian. Female foreign residents from non-European countries count for a total of 1,747,000 and the most numerous nationalities are: Albania, Morocco, Ukraine, China, Philippines, Moldova, India, Peru, Sri Lanka, Nigeria, Egypt, Bangladesh, Ecuador, Pakistan and Tunisia. According to ISMU¹, at the beginning of 2020 women coming from Ukraine represent the community with the highest percentage of women (77,3%), followed by women from Poland (74,1%), Moldova (66,1%) and Bulgaria (62,6%). People from Asian and African countries are generally men. For example women coming

¹ <https://www.ismu.org/dati-sulle-migrazioni/#1613401226631-da386c3a-a586>

from Pakistan, Bangladesh and Senal represent respectively 30,4%, 28,1% and 25,4%.

Compared to the residence permit, 56% are long-term stayers, as regards temporary residence permits, most are granted for family reasons (70% of the total), followed by the one for work reasons (17%) or for reasons of international protection (5.1%, Nigerian and Ukrainian citizens have the highest data). Among non-EU foreign women citizens, the number of single migrating women (breadwinners) is increasing, representing 65%. Considering the population between the age of 18 and 64, there are 6.793.768 women in Italy who care for children and family members on a daily basis: 87.0% are Italian citizens, 4.2% from the EU Countries, 8.8% non-EU Countries (600.000). The 37,2% of Non-EU women aged between 18-64 years who take care of their children (0-5 years) cannot access support structures for care (nursery school, childcare centers, etc.) for economic reasons compared to 8.9% of Italian women, while 55,1% declare they are not interested or they do not need childcare services. Non-EU migrant mothers live in a family unit consisting of their spouse/partner, and children (around 90%), have a generally low level of education (only compulsory schooling 60% or a diploma 30%), only 36% are employed, 10% are looking for work and 54% are inactive. In fact, several studies concerning the determinants of exclusion from the labour market show that the status of young non-EU mothers, married co-resident with their spouse, with a low degree of study and resident in the South of Italy, is the one that has the greatest risk of exclusion from the labour market. According to a more detailed analysis, the situation varies and polarizes depending to the communities: women married with children and mainly coming from Bangladesh, Egypt, Tunisia, India, Pakistan highlight the lowest level of inclusion in the labour market; instead, women with a partner and children mainly coming from China, Ecuador, Peru and the Philippines feature a high level of inclusion in the labour market.

2.2 Integration Programs From Day of Arrival

Immigration from the 1980s was initially managed through administrative regulations and bureaucratic discretion. Immigration laws mainly focused on the planning of foreign workers' admissions. It was only during the mid-1990s that salience of the immigration issue led to an organic law to regulate migrants' integration for the first time. The three-year Document of Migration Policy Planning (Documento Programmatico Triennale) was the first policy instrument. It identified key priorities and planned integration measures for the period 1998-2000.

The third Planning Document of 2005 was also the last national strategy aimed at integrating migrants and their descendants. Integration now largely falls under the competences of regional governments, which enjoy full autonomy in policy planning and implementation, resulting in a multilevel governance framework.

In 2017, the Italian government adopted the National Integration Plan for Persons Entitled to International Protection, as foreseen by Legislative Decree 18/2014, which transposed the EU recast Qualification Directive (Directive 2011/95/EU). The Plan, to be funded by EU and national financial resources, set out priorities for 2017-2018, including interreligious and intercultural dialogue, language training, access to education, labour inclusion and vocational training. The main actors responsible for implementing the foreseen measures are local authorities and local public services, with the support of civil society organisations.

However, at the end of 2019, the implementation of the Plan was limited to pilot actions carried out in three regions (Piedmont, Emilia Romagna and Calabria) with the collaboration of UNHCR, which co-drafted the Plan.

Since 2002 the reception of people seeking and entitled of international protection was provided by a national system called SPRAR- Protection system for asylum seekers and refugees. Since 2020 it was renamed SAI – Reception and Integration System (Decree-Law no.130 of 21 October 2020, enacted as Law no.173 of 18 December 2020). The new legislation sets out that access to SAI's integrated reception services can be provided to refugees, asylum seekers, unaccompanied foreign minors, foreigners entrusted to the social services on reaching majority age. Moreover, SAI can also accommodate victims of disasters, migrants whose special civil value is recognized, holders of a residence permit for medical treatment, holders of a special- protection residence permit (recipients of social protection, victims of domestic violence, victims of labour exploitation). The primary objective of SAI is to provide support for each individual in the reception system, through an individual programme designed to enable that person to regain a sense of independence, and thus enjoy effective involvement in life in Italy, in terms of employment, housing and access to local services and social interaction as well as scholastic integration for minors.

Regarding the integration programs for migrants (not seeking protection), since 2012, newly arrived immigrants have been obligated to sign the so-called Integration Agreement when they obtain their first residence permit. By doing so, they commit to achieving specific integration goals in the following two years.

Achievement is determined through a credits system assessing sufficient knowledge of the Italian language (A2), constitution, civic life and institutions.

The fulfilment of integration goals is required for the renewal of permits. Several categories of migrants are, however, exempted from this requirement, either by law (victims of trafficking, unaccompanied minors, disabled migrants) or de facto, since their permits cannot be withdrawn (beneficiaries of international or humanitarian protection, family migrants, long term residents, relatives of EU citizens).

According to Italian legislation, regions are the key actors in planning integration policies, given their legislative and regulatory competence in the fields of social policies, education, labour market, vocational training, health and housing. Within the policy framework set by regional governments, municipalities hold the main responsibilities in terms of defining concrete integration measures and policy implementation. The central responsibility of local authorities and public services at the local level, such as educational institutions and healthcare services, is also reflected within the framework of the National Integration Plan for Persons Entitled to International Protection.

3 MAPPING STAKEHOLDERS

Stakeholders involved in work with migrant women in Italy operating at local, regional and national level are as follows:

- [Programma integra](#)
- [Consiglio Italiano per i Rifugiati - CIR](#)
- [Asinitas onlus](#)
- [CIDIS onlus](#)
- [Medici senza frontiere](#)
- [Medici per i diritti umani](#)
- [Differenza donna](#)
- [BeFree](#)
- [Organizzazione Internazionale per le Migrazioni - OIM](#)
- [UNHCR](#)

Stakeholders/organisations involved in supporting entrepreneurs:

- [CNA - National Confederation of Crafts and Small and Medium-sized Enterprises](#)
- [Unioncamere](#) - Italian Union of Chambers of Commerce, Industry, Crafts and Agriculture
- [Italy's Chambers of Commerce](#)
- [Porta Futuro Lazio](#)
- [MicroLab association](#)
- [Project Ahead](#)
- [PerMicro](#)

Stakeholders/organisations involved in supporting entrepreneurship for migrant women:

- [Unioncamere](#) - Italian Union of Chambers of Commerce, Industry, Crafts and Agriculture
- [Italy's Chambers of Commerce](#)
- [Associazione MicroLab](#)
- [Matera Hub](#)
- [Project Ahead](#)
- [PerMicro](#)

4 BARRIERS AND NEEDS OF REACHING THE TARGET GROUP

4.1 Barriers & Needs for Labor Market Integration of Women Migrants

Migrant women face the same difficulties and challenges as any other migrant, including in seeking employment. However, the situation for women is even more complex, as they also face gender-related prejudices and stereotypes that affect the role of all women in society and in the labour market - migrant women are therefore victims of so-called '**double discrimination**' as women and migrants (please, see below).

Focusing on their integration into the labour market, let's start with some data and information helping to frame the situation of working migrant women in Italy.

In Italy, more than in other OECD countries, the entry and stay of women in the labour market is a key challenge. Less than half of working-age women are employed, and the gender gap in the employment rate, equal to 18 percentage points, is one of the highest among the OECD countries.

In addition, during the **Covid-19 health emergency**, the already difficult situation for women has further worsened: of the 444.000 jobs lost in 2020, as many as 70% (that is 310.000) were women's jobs. The most affected are migrant women, employed in low-skilled, low-wage and low protection sectors; self-employed workers, with precarious contracts and women taken in care by anti-violence centres already included in paths of autonomy and work placement before the outbreak of the pandemic who have seen contracts and internships suspended.

The Italian labour market is still strongly horizontally segregated on the basis of migratory origin: the most risky, low-skilled and lowest-paid occupations are still occupied by foreigners, of whom about two out of three have unskilled jobs (63.6%, compared with only 29.6% of Italian people), and only 8% have a skilled job (compared with 38.7% of the Italian workforce). One fifth of the foreign workforce is employed in construction, agriculture and the hotel and restaurant sector. Even more striking: 68.8% are employed in domestic and personal care services.

It is precisely this last sector that employs 40.6% of foreign women in Italy. In other words, 50% of the foreign population as a whole is concentrated in only 13 professions: if we look at foreign women, however, the professions fall to 3,

namely domestic services, personal care and cleaning of offices and shops. The Italian workforce covers at least 44 professions, Italian women 20.

Foreign workers from a non-EU country receive on average lower wages: foreign women (non-EU countries) have a net monthly wage of € 852 compared to € 1230 for Italian women, pointing out a percentage differential of 31%. The difference in salary is partly justified. Although employed foreign women have a good level of education on an average basis, the level of education of Italian women is higher, but work experience and the employment sector only partly motivate a higher wage.

As mentioned above, in Italy Non-EU women are mainly employed in domestic services, household services, personal care and cleaning services, often facing illegal and unfair working conditions.

It is worth highlighting that - according to data provided by Istat - in 2019, 40.6% of foreign women aged between 15 and 29 do not work or study (the so-called **NEET condition**), compared to 22.3% of their Italian peers.

From the point of view of **work-life balance**, an element that certainly has an impact on access and stay in the labour market is the presence of children, a key point, in terms of respect for workers' rights and gender discrimination, also for Italian women. In 2019 the employment rate of Italian women with pre-school children was 48.9%, compared to 32.0% among EU women and 22.7% among non-EU women. Furthermore, working mothers from non-EU countries, compared to Italian mothers, are compelled to work on a part-time basis (33% of Italian employees, 45% of non-EU employees) due to the impossibility of accessing childcare services (0-6 years) as they are too expensive together with the lack of a supporting family network in the management of preschool children.

Focus on **domestic work** - preponderant in the employment of foreign women in Italy. In 2019, the people regularly employed in this sector in Italy are 848,987: 70.3% of the total is represented by foreigners, 88.7% of whom are women. The irregular work component cannot, however, be overlooked: according to estimates based on ISTAT data, the workforce in this sector is around 2 million people, 6 out of 10 without a regular employment contract and, in some cases, a residence permit. There are so many people, so many women, who earn very little and who the recent regularisation of 2020 has done little to bring them out of the black economy.

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4.2 Recommended Solutions

According to the latest report by the European Agency for Fundamental Rights (FRA), the wide gender employment gap is the result of several factors: lack of language skills, lack of qualifications or recognition of qualifications acquired abroad, lack of public childcare and health care provision, and discriminatory recruitment practices. This underlines the urgent need for many member states to undertake further work to identify the reasons for gender-based employment discrimination (relating to access to employment, salary and career paths) and what the appropriate remedies are - including strong measures to address discrimination phenomena, which can discourage women and young people from ethnic minority backgrounds from continuing their education or applying for jobs, contributing to social exclusion and alienation.

The FRA report's findings also highlight the consequences of the dependence of women migrating for family reunification on their "sponsor" - usually their husband - for access to employment or an autonomous residence permit. Current EU legislation allows member states to restrict family members' access to an autonomous residence permit (independent from that of the sponsor) for a period of up to five years, but the European Commission and FRA have recommended minimising these restrictions and the administrative burden related to family reunification applications. Member States (and Italy) should use the data generated by the FRA survey and consider the development of targeted, gender-sensitive measures. These data and results should be used to provide guidance on promoting the integration of immigrants, through desirable future action plans, including considerations in country-specific recommendations to take full account of gender differences.

The picture of the complex situation underlines the need for gender-sensitive measures to support the participation and inclusion of migrant women in society. Measures could include the provision of family reconciliation measures (baby-sitting and childcare services in general) and training opportunities for migrant women, including courses to strengthen language skills.

There is, of course, a problem of recognition of qualifications and professional skills, which, in the case of foreign women, would make it possible for them to participate more in the labour market and be less dependent on their relatives.

Italian labour market integration strategy lacks on the fields of proper evaluation and recognition of migrant's skills and qualifications. The difficulty to include higher-qualified third-country citizens in the public or private sector's workforce could be related to the economic crisis and the broader unemployment rate, beyond that it is also necessary to consider the lack of knowledge of the Italian language and situations of social discriminations by the employers. Thus, the obstacles to access the labour market encourage informal work, denying and undermining further rights of migrants such as housing and health services. The picture of the complex situation underlines the need for gender sensitive measures capable of supporting the participation and inclusion of migrant women in society. Some measures could support the work-life balance (baby sitting and general childcare services for 0-6 years) and could cover training opportunities for migrant women, including courses to strengthen language skills. Of course, Italian context face a problem of recognition of qualifications and professional skills. In the case of foreign women, getting this recognition would make possible for them to participate more in the labour market and to become less dependent on their relatives. Foreign citizens in Italy can benefit from access to basic rights and halfway favorable policies on equal opportunities, but they do not enjoy the long-term security to settle permanently, invest in integration and participate as full citizens. The Italian 'Temporary Integration' approach encourages the public to see immigrants as equals but as foreigners. Some policy recommendations state by ISMU are:

- 1) Support immigrants' labour market integration through on-the-job training and support, specifically for youth and in light of the challenges posed by the current Covid-19 pandemic;
- 2) Remedy IT's widespread problem of 'over-qualification' so that educated immigrant workers find jobs matching their expectations and avoiding the unproductive waste of their skills and expertise.

5 METHODOLOGY / METHOD FOR WORKING WITH MIGRANT WOMEN

5.1 Provision of Entrepreneurial Training

In designing and implementing entrepreneurship training programmes, you need to consider mode of delivery, themes covered, intensity and frequency of training sessions, and whether other supports should be provided with the training.

Training should use active learning methods (e.g. games, simulations) and it is usually most effective to deliver training programmes in partnership with organisations that have a history of working with migrants. Entrepreneurship training can help the beneficiaries to acquire valuable skills and experience, making them more employable. Although not everyone who receives entrepreneurship training goes on to start a business, the wider benefits of participating have been recognised. Entrepreneurship education and training can generate more positive self perceptions and increase self-confidence, especially among disadvantaged groups. The effectiveness of entrepreneurship training can be increased by tailoring content and methods to the particular skills needs of the target groups.

When designing and delivering entrepreneurship training programmes for migrants, you should:

- Recognise that not all migrants who take an entrepreneurship training programme will go on to start a business, and that this can be a positive outcome since not everyone will succeed in entrepreneurship.
- Train trainers so that they have knowledge and experience with entrepreneurship, and are aware of the challenges faced by migrants in business creation.
- Tailor the programme's content to address the specific needs of the different profiles of migrants (e.g. recent graduates, refugees), considering the needs at different points in the life cycle of their business.
- Include language training as part of the offer when relevant.
- Promote entrepreneurship training programmes for migrants online and through a range of organisations, including migrant community groups and public libraries.

- Deliver training programmes with active learning methods, e.g. games, simulations.
- Consider how other types of support (e.g. finance, mentoring) could be packaged with entrepreneurship training.
- Partner with organisations that have experience in supporting and working with migrant communities.
- Include modules on the local regulatory and institutional environment, which are likely unfamiliar to migrant entrepreneurs.

The delivery of entrepreneurship training - and the related further support services such as coaching, mentoring and business development - for migrants can be done either through **mainstream programmes** or through **tailored approaches** for the specific target: migrants benefit particularly from the combination of mainstream and targeted programmes.

Tailored entrepreneurship programmes are typically more effective than generic measures because they are adapted to address specific needs, but they are more costly to develop and deliver.

- **Mainstream programmes** are initiatives that target all the future entrepreneurs, rather than a specific group. Start-up incubators are an example of these programmes. The added value of mainstream programmes is that they support entrepreneurs with different profiles and backgrounds. Therefore, they facilitate the exchange of knowledge, networking opportunities, and outreach. For this reason, mainstream programmes are particularly fruitful to foster break-outs of migrant businesses into mainstream (and, often, more profitable) markets. However, it might be difficult for migrant entrepreneurs to compete with native entrepreneurs when it comes to accessing these kinds of initiatives, for example in relation to possible language gaps.
- **Targeted programmes** focus on a specific group. Targeted support can help migrant entrepreneurs to overcome the group-related specific challenges and tackle their economic and social exclusion. Some of these targeted programmes focus on sub-groups of the migrant population, such as refugees or women. These programmes represent “a useful policy tool to promote equal opportunities for migrants starting, running, and expanding a business as they help offset the relative disadvantages that immigrant entrepreneurs—and the newly arrived in particular—face relative to their native-born peers.” (Desiderio, 2014: 10). They can also represent a stepping stone for

migrant entrepreneurs to be able to access mainstream programmes later. However, the main issue with this kind of programme is exactly their focus. As they are meant to satisfy the needs of a given group, they do not normally promote diversity and native-migrants partnership.

Here are different types of support that migrant entrepreneurs need in early stages of business development and growth. Those types can be sorted in three groups:

- support to improve business-related skills and competences: business training, legal advice mentoring and coaching;
- support to develop non-business-related skills and competences: networking and transversal skills;
- support to satisfy tangible needs: access to finance and provision of facilities.

The use of **participatory methods**, techniques and tools is very important for participants to gain a clear understanding of the learning content.

According to the basic principles of learning, a person learns best using all senses and the whole body. There are a number of techniques, tools and teaching aids available to support experiential learning, including group or face-to-face discussions, role-plays, performances, drawing pictures and learning with cards.

The list below indicates some of participatory methods, techniques and tools.

1) Group discussion

Facilitated group discussions are particularly interesting for young people as they allow for extensive and active participation. Group discussions are useful for exchanging experiences and information and provide “living examples” for life skills.

2) Buzzing

Participants in plenary are asked to exchange ideas or have a short discussion on a single topic by forming a pair or three-some with their direct neighbours without leaving their seat. This technique is useful to have a quick discussion. Buzzing is a good opportunity to participate for shy participants who are hesitant to speak to a large audience.

3) Analytical questions

The facilitator raises key questions regarding a topic to all participants. Offering a short question-answer is useful to analyse ideas, whereby it is not intended to test participants' knowledge, but rather to bring about a discussion and analysis. Participants can discuss individually or in groups to answer the questions raised.

4) **Warming up/energiser**

“Warming up’s” or “energisers” are good techniques to entertain participants and keep up their attention. Every training day should begin with a warming up activity. It is also recommended to use warming up activities when participants feel exhausted and bored. A warming up is a group relaxation or activation activity that can take 2 to 3 minutes. This helps to stimulate their working and learning spirit before participants engage in more serious undertakings. It helps to avoid exhaustion in prolonged sessions.

5) **Brainstorming**

Brainstorming means gathering ideas and opinions from a group within a short period of time. It often takes place at the beginning of a new activity. Participants are encouraged to share their opinions as openly as possible.

6) **Role-play**

Role-play is the depiction of real-life conditions in form of theatre or drama through which participants express characters, views or prior experiences in entrepreneurship in the form of a skit for example. These strategies emphasise the social nature of learning, and see cooperative behaviour as stimulating students both socially and intellectually (Poorman, 2002).

5.2 Recommended Training Topics and Methods

Gender sensitive training² entails an understanding of existing gender relations and the obstacles to women's active participation in the training process. It addresses these obstacles by proposing content that addresses both women's and men's interests and needs, and by adopting training and facilitation methods that enhance women's participation.

² ICIMOD <https://www.icimod.org/>

Gender sensitive training is not training on the gender approach and does not have to even directly mention gender issues or talk about gender equality. Gender sensitive training aims to ensure the equitable participation of women and men during the training process by:

- developing training programmes that cater for both women and men's interests
- ensuring that there is a sufficient number of women among the participants
- using methods that increase the active participation of both women and men, and that address different learning capacities
- ensuring a learning environment suitable for both women and men
- adopting attitudes and behaviours that value differential experiences and perspectives
- ensuring listening and respect for each other's experiences and views
- facilitating good communication practices in which misunderstandings, insults, blaming, and demands are recognised and resolved, and participants are brought back to facts, views, values, and requests.

6 MATERIALS AND TOOLS FOR MIGRANTS

Existing educational materials for work dealing with interculturality and Gender equality in Italy can be found at the following links:

- [European Institute for Gender Equality - Gender Equality Training](#)
- [Centro Interdisciplinare di Ricerche e Studi delle Donne e di Genere - CIRSDe](#)
- [inGenere](#)
- SCOSSE – Soluzioni Comunicative Studi Servizi Editoriali - <http://www.scosse.org/>
- [Master Studi e Politiche di Genere](#)
- [Fondazione Giacomo Brodolini](#)
- [Museo delle Civiltà](#)
- [Patrimonio e intercultura - Fondazione ISMU - Iniziative e Studi sulla Multietnicità](#)
- [European Commission against Racism and Intolerance \(ECRI\)](#)
- [Multicultural Education Pavilion](#)

Following the Covid-19 pandemic, and in order to respond to the new needs that have emerged, including in the field of distance learning, various institutions and organisations have selected and disseminated lists of useful resources and tools.

Below are some of these lists.

[UNESCO](#) published a "list of educational applications, platforms and resources aimed to help parents, teachers, schools and school administrators facilitate student learning and provide social care and interaction during periods of school closure. Most of the solutions curated are free and many cater to multiple languages." ... "They are categorized based on distance learning needs, but most of them offer functionalities across multiple categories."

[Cambridge Assessment International Education](#), part of the University of Cambridge, published a list of tips and tools to support remote teaching and learning.

REFERENCES

1. ICIMOD, June 2021, <https://www.icimod.org/>
2. Fondazione ISMU, July 2021, <https://www.ismu.org/dati-sulle-migrazioni/#1613401226631-da386c3a-a586>



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