



#reteteatro41

IO1

Fem Talks Forum

Materahub
#reteteatro41



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INTRODUCTION

DESK RESEARCH

Part A: General data and brief history

Part B: General Situation of Migration

Part C: Existing training and services

Part D: Existing artistic methods of integration with a focus on digital skills/story-telling and theatre/forum theatre

Part E: Challenges and opportunities

INTERVIEWS

FOCUS GROUP

ANNEXES

Interviews

- Interview 1
- Interview 2
- Interview 3

Focus Groups

- Focus Group 1
- Focus Group 2
- Focus Group 3

RECOMMENDATIONS

INTRODUCTION

This report includes surveys, interviews and focus groups done by Materahub and #reteteatro41 in Italy.

Studies show that the majority of migrant women in Italy are from Romania, Albania, Marocco, Uckaine, China, Moldava and Poland for different reasons. Usually they come to Italy from Romania to work as domestic helpers; from Africa and Asia to rejoin families and above all the migratory flow of men established since the 1990s; from the Middle East and Africa are women refugees and asylum seekers. Often in these last cases Italy is a place of transit towards other countries of the European Union. All women are usually engaged in low-skilled work, assistance to people, care for the elderly and children.

We organized the interviews with three women from Albania, Brazil and Mexico underling the concept of “successful integration”. In one case the woman lives in Rome. It represents a different context from Basilicata and allows underlining how a big city like Rome can offer different possibilities (in terms of assistance courses for example) than small cities (in Satriano di Lucania – Potenza- and in Potenza women did not take part in language course or similar) where the other women interviewed live.

We organized the focus group in three meetings with five women from Senegal/Marocco (January 10th); Guatemala/Uruguay (March 27th) and Marocco (April 10th). The first two women live in Matera and the other in a small village in Basilicata, Satriano di Lucania. They are women with children or with some difficulties to find job. The last focus group includes only one women because one woman decided to don't do it at the end. Women interviewed in the focus group and in the other interviews are in Italy from more than one years and they are not linked with specific association focused on migrants assistance.

DESK RESEARCH

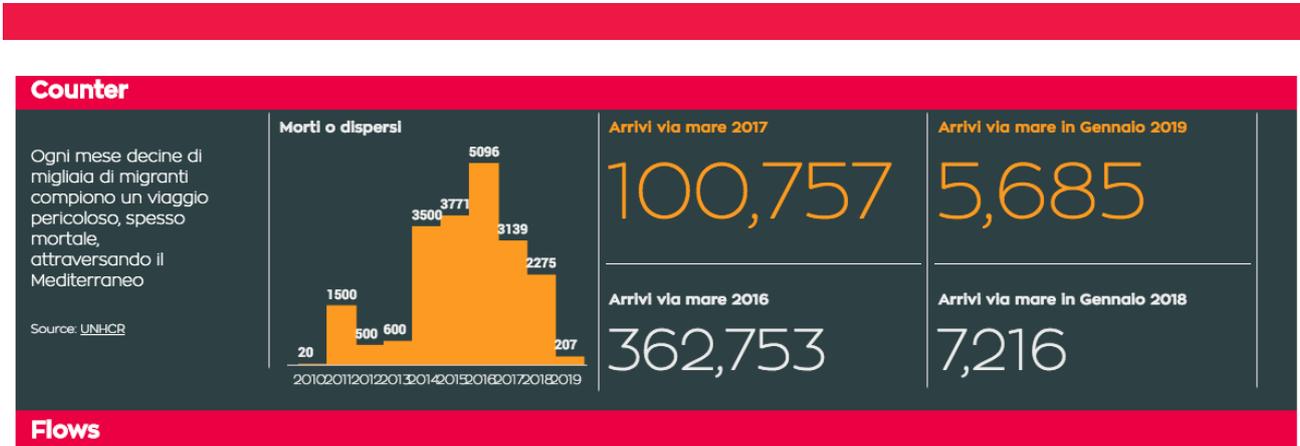
A. GENERAL DATA AND BRIEF HISTORY

The *Study on migrants' profiles, drivers of migration and migratory trends (2016)*, a research commissioned by the International Organization for Migration (IOM), with support from the UK Department for International Development (DFID) aiming to inform and contribute to a more balanced and evidence-based discussion about migration, drew up a key report on the socioeconomic profile of migrants arriving in Italy. The data gathered from interviews with 1,031 migrants across Italy were collected and analysed and revealed that:

- 1) **Insecurity, conflict and discrimination are the main drivers of migration, not solely economic and work reasons. Discrimination based on social group, religion and even sexual orientation** was mentioned by almost half of the study group. **Reuniting with family, friends or partners who are already in Europe** is another common reason for leaving home.
- 2) **Economic or work reasons are the main driver for a little percentage of migrant**, who are hoping to improve their living standards, or leave harsh working conditions behind. **While more than three quarters of male migrants made the decision to leave on their own, only half of women decided to do so independently**, citing their partner as the main decision-maker.
- 3) **They lack formal education, but speak multiple languages.** The level of formal schooling for migrants coming to Italy is quite low, with an average of 7,5 years of education completed. **Women tend to be less educated than men, with almost 90 per cent not having completed lower secondary school.**
- 4) **They worked at home and in transit countries, and possess basic skills and experience to be leveraged in Europe.** The majority of migrants worked in their countries of origin, **with only 8 per cent declaring that they were unemployed before leaving.** A quarter of migrants performed skilled manual labour, mostly mechanics, construction workers, metalworkers and tailors. A smaller portion of migrants was self-employed or formally employed in service jobs. Only 7 per cent of migrants have managerial experience.

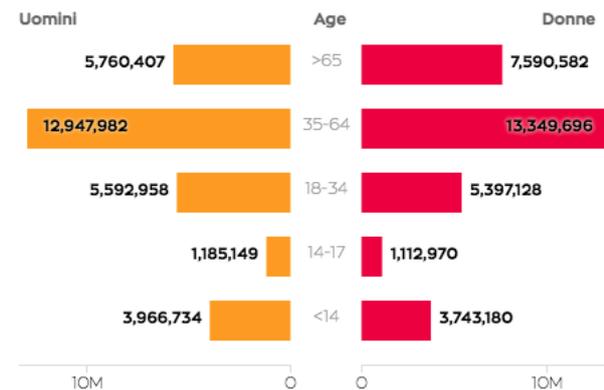
NUMEBERS people arriving from the sea 2016/ 2017/2018/ 2019

Data from UNHCR¹

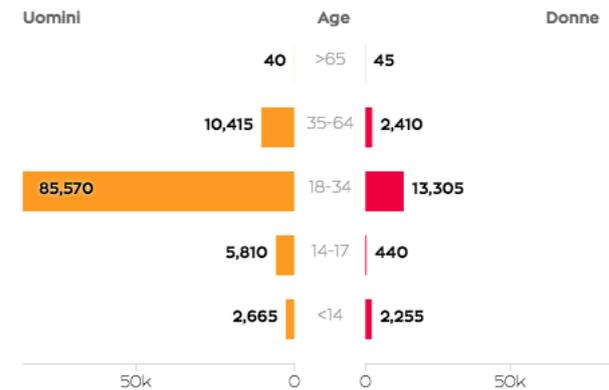


Dati demografici dei paesi ospitanti 2016

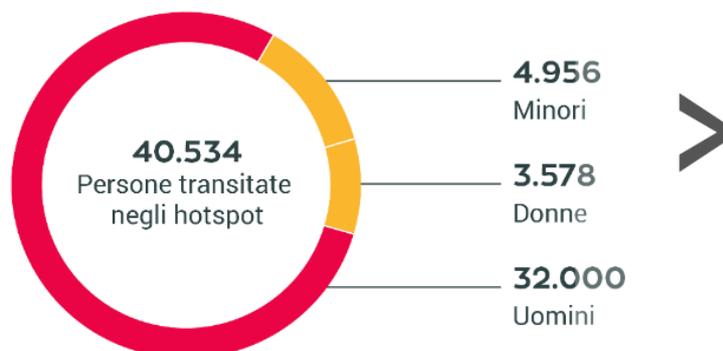
Italia



Dati demografici dei richiedenti asilo in paesi ospitanti, 2016



Migranti entrati negli hotspot italiani nel 2017



¹ <https://www.unhcr.it/>

B. GENERAL SITUATION OF MIGRATION

Numbers

According to the *ISTAT (National Institute for Statistics that is the main supplier of official statistical information in Italy)*, as of 1 January 2017, there were 5,047,028 foreign nationals resident in Italy. This amounted to 8.2% of the country's population and represented an increase of 92,352 over the previous year. Around 6,2 million people residing in Italy have an immigration background (around the 10% of the country population). The distribution of foreign born population is largely uneven in Italy: 59.5% of immigrants live in the northern part of the country (the most economically developed area), 25.4% in the central one, while only 15.1% live in the southern regions. The children born in Italy to foreign mothers were 102.000 in 2012, 99.000 in 2013 and 97.000 in 2014.

In the region of Basilicata, were the network operate, are 22.500 foreign nationals resident in Italy: are the 4% on the population. According to this data.*** (2018)

Migrants' labour market

Migrants' labour market participation reflects the segmented structure of the Italian labour market along the lines of class, gender, skill level, migratory status, etc. Most foreign workers are employed in the service sector (57% of the total). However, the incidence of migrant workers in the agricultural sector has tripled over the last ten years. This incidence has also increased in construction, wholesale and retail trade, and services. Both male and female migrant workers are overrepresented in low-skilled occupations (37% versus 8% among Italians); only 6% of migrant men and 8% of migrant women are employed in highly-skilled occupations (e.g. as managers, professionals, technicians). Other underlying factors may include the limited recognition of foreign diplomas and qualifications; the imperfect transferability of skills and previous work experience, social forces (e.g. Italians may shun low skilled jobs; social networks shape migrants' labour market incorporation and concentration in specific sectors or occupations; and discrimination in the labour market). Female migrant workers are overrepresented in the cleaning and catering industries and in the care sector especially for the elderly and children, thus contributing to enabling female Italian workers to participate in the labour market outside the private sphere of the home (Marchetti and Salih, 2017). Male migrant workers are more concentrated in construction, agriculture and other semi-skilled manufacturing occupations. The number of firms run by a foreign-born individual (675,000 units, 9% of the total) has grown by 25.8% over the last five years; 94% of these firms are run and composed by immigrants. Most migrant firms are concentrated in the wholesale and retail trade sector (35% of the total), the service sector (22%) and construction (21%) (Fondazione Moressa, 2017). According to the Report on Immigration and Entrepreneurship 2016 developed by IDOS (Study and Research Centre/Statistical Dossier on Immigration) with the collaboration of CNA and MONEYGRAM, immigrants-owned businesses has become a wide spread social phenomenon in Italy. Migrant entrepreneurs have shown great resilience, as the growth of their number in Italy has not been discouraged by an inflation of laws and regulations, nor by the credit crunch or other hindering factors. According to Unioncamere, as of 31 March 2017, 9.5% of the enterprises officially registered were immigrant-owned enterprises. A recent research (Immigrant women's entrepreneurship: Is there a development model in Italy? 14 August, 2017) revealed that there are 15,065 foreign women entrepreneurs in Italy, equal to 16% of the total run by men. The majority of women entrepreneurs is in the commercial sector (6,966), in the service sector (2,717) and in the textile and clothing sector (2,271).

Managers are mostly women in the hotel and restaurant industry (43%), in the textile and clothing sector (38%) and in the service sector (33%); there are fewer women in the areas of trade(18%) , transport (8%) and in the production and processing of metals (7%); women are virtually absent in the construction industry (just over 1%). More than one-third of women involved are venture partners: they are 37% of the total. The presence of women among immigrant entrepreneurs is growing: 9.3% of companies are run by women (121,000 units) while 8.5% are headed by men. There are approximately 90,300 foreign women-owned businesses in Central and Northern Italy and they represent 11% of all enterprises run by women of the area (Rapporto Impresa in Genere, 2016). According to Censis report (2016), over the last five years, the immigrant women businesses increased by 3%. The Chinese community has the largest number of women involved in entrepreneurship, with more than 10,000 female managers. One of the biggest immigrant community in Italy is of Albanian origin; according to Unioncamere Observatory data, in Italy 48% of Albanian immigrants are women and almost 3,600 companies are headed by women, i.e. 12% of total Albanian businesses, ranking as the fifth community with the largest number of female managers in the immigrant women enterprises in Italy. From a territorial point of view, the highest concentration of immigrant entrepreneurs is in Southern Italy (3.2% versus 2.6%) and this is particularly noteworthy in Abruzzo, which has the highest proportion of women entrepreneurs (6.2%). Regarding the age, the largest share of immigrant women entrepreneurs is between 30 and 49 years old (49% of the total female population, with an increase of 0.2 percentage points compared to 2015). The business sector where immigrants prevail is commerce (about 207,000 businesses, representing 36% of all foreign businesses), followed by construction (131,000, 23% of foreign businesses) and then, the hospitality and manufacturing sectors (both with approximately 45,000 units). Geographically, the region that has attracted the majority of these business leaders is Lombardy with 111,000 businesses, followed (though distantly) by the Lazio region (75,000) and then Tuscany (53,000).

C. EXISTING TRAININGS AND SERVICES

- **Italia Startup Visa.** In an effort to attract foreign entrepreneurs willing to establish innovative business companies in Italy, the Italian Government has introduced the "start-up" self-employment work visa. This is aimed at non-EU nationals intending to set up an innovative start up business in Italy or to join as shareholder/self-employed worker an Italian start up already established.
- **Italia Startup Hub.** This is a similar visa program available to foreign nationals that are already in Italy as holders of any residence permit (such as study, internship, family and other residence permits). The program allows them to convert/update their permit into a start-up self-employment residence permit to set up an innovative Start up business or to join as shareholder/self-employed worker an existing start up. The start-up visa program is designed to simplify and speed up the procedures involved in the visa application process.
Procedure. The procedure is almost entirely managed through a dedicated website (<http://italiastartupvisa.mise.gov.it/>) and follows a streamlined online procedure. As final remark, the literature on migrant entrepreneurship in Italy has highlighted that a number of migrants choose to be entrepreneur in order to face the lack of job

opportunities and to comply with the laws on the permits of stay. With specific reference to female immigrant entrepreneurship, it is supported by associations that promote the circulation of good practices, initiatives and projects, and that represent the interests and common issues of the associated towards local institutions. We must also mention the committees for immigrant women's entrepreneurship, which were set up at the Commerce Chamber, involved in the organization of information and training meetings about business opportunities for women. Therefore, although specific and effective support to migrants wishing to start up their own business is offered and guaranteed by local Municipalities, Chambers of Commerce and Provinces throughout the whole Italian territory, the main consulting services/organisations supporting migrant start-uppers in Italy worth of mention are:

- **CNA World association.** It was set up in 2009 within the Italian National CAN (Confederation of Craftsmanship and Small and Medium Enterprises) and promotes measures to inform and guide foreign citizens on the issues of doing business. The objective of the initiative is to support non-EU citizens that are, or intend to become entrepreneurs in Italy. By offering support on how to start-up a business, credit, tax compliance and employee training the initiative aims at integrating migrants into Italian society. The CNA, as well as being by its nature close to the type of businesses run by foreign nationals, created the World Service Daedalus to offer support for starting their own business, to search for funding and identification of training paths.
- **Start-up Visa Program.** It represents the Italian Government policy to attract innovative entrepreneurs from all over the world. Italy's startup visa scheme was inspired by one of the proposals of the "Destinazione Italia" plan, a national strategy launched by the Italian Government in late 2013 to attract foreign investment and enhance the competitiveness of Italian companies. The programme became fully operational with its official website <http://italiastartupvisa.mise.gov.it/> and the first version of these guidelines in June 2014. The guidelines to the programme are the result of a collaboration between the Italian Ministry of Economic Development, the Ministry of Foreign Affairs and International Cooperation, the Ministry of Interior, and the Ministry of Labour and Social Policies. The visa issuance procedure should follow a fast and streamlined procedure. The evaluation of the start-up companies is to be carried out by a technical committee established by the Ministry of Industry and Economic Development. To obtain the entry visa for startups, foreign entrepreneurs should prove to own no less than €50,000 of financial resources. This funding can be raised through venture capital, crowdsourcing, investors, or

Italian/foreign government and non-government organizations. Special facilitations are provided for the foreign citizens who have secured the support of a certified incubator. Requirements and conditions to apply for this type of visa are listed in the documents published in the Italian Ministry of Foreign Affairs website (Startup visa guidelines and Italia Startup Procedures).

- **Migrants Integration Portal** (www.integrazionemigranti.gov.it). It was created with the aim of strengthening the integration into Italian society of foreign nationals residing in the country. The Portal has been on-line since 17th January 2012, and was developed through a project co-financed by the European Fund for the Integration of Third Country Nationals, under the coordination of the Ministry of

Labour and Social Policy, and with the involvement of the Ministry of the Interior and the Ministry of Education, University and Research. The network of subjects involved in the implementation of the Portal was subsequently extended, through the collaboration of other institutional subjects, including: the Ministry of Health, the Ministry of Cultural Heritage, the Regions and Municipalities mostly involved in integration-related and immigration policies, as well as through the involvement of international organisations (UNHCR), third-sector operators promoting and implementing integration policies, including social institutions (patronati), with over 4,200 immigration desks, whose services are mapped in the Portal. For immigrants living in Italy, the Portal represents a reliable tool to retrieve information and references on services offered to immigrants in the area where they live. The Services section of the Home Page provides detailed information on language courses, work, access to housing, medical care and all information pertaining to the integration services offered in local territories. The Portal includes a variety of informative sections highlighting the latest news on laws, regulations and ongoing immigration related projects, together with a number of successful experiences about immigrants integration. In addition to that, is also available a toll free multilingual call center – phone number 803.001 – with operators available to support users on how to access the Portal and make a full use of it. A monthly newsletter offering a range of useful information to aliens accessing the website is also available on the Portal.

D. EXISTING ARTISTIC METHODS OF INTEGRATION

> SILENT ACCADEMY Project in Matera, Italy based on <http://thesilentuniversity.org/>

The Silent Academy was founded for the purpose to give all migrants arriving in Italy a set of skills and talents, to those artists and skilful craftspeople who have ceased to develop their creative opportunities on the long road towards integration. Marked by the slow rhythm of hand movements, typical of the faber, **the workshops teach local people traditional skills**, such as colourful costumes for artistic performances or installations of woodwork craft, in a display of work and styles showing tangible examples of the connection between local and exotic culture, in a sign of solidarity. This is an opportunity to develop a system for certifying the skills learnt and for giving migrants back their aspirations and their identities.

> GET CLOSE TO OPERA PROJECT²

L'Albero and Materahub develop a training for arts educators call **GET CLOSE TO OPERA** where Opera and multiple intelligences theory are the way to build artistic project.

Get Close to Opera develops a project design method based on the Multiple Intelligences Theory by Howard Gardner (MIT) applied to Opera, in order to promote the linguistic and cultural integration of migrants and refugees in Europe. Gcto project arises out of the awareness that Opera has a great potential for artistic and educational fields. It's a total, immersive, exciting experience which leads to a big variety of artistic languages, carries universal values and a well-established cultural tradition.

² <https://www.getclosetoopera.eu/>

After an initial phase of research, we will develop an innovative training program for educators and trainers that will be held in Matera in 2019. Later, the developed method will be experimented in several pilot experiences with migrants and refugees in Opera Houses in Italy, Spain, Greece, Belgium and Great Britain.

We intend to start to create a community of people that rethink Opera Houses as spaces of social innovation, inclusion, cultural exchanges and learning. For everyone.

Finally, we will share our experiences and our educational tools on an online platform dedicated to all those who, in turn, would like to experiment and further develop the GET CLOSE TO OPERA method.

> **MIGRARTI PROJECT** ³– An Italian best practice

MiBACT (Ministry of Cultural) has the aim of creating opportunities to get to know the cultural roots of the Italian citizens with a focus on second generations of migrants. A parallel census can be registered on Mibact's site, by giving information about the different realities in Italy dealing with migrants.

Mibact launches project "Migrarti", funded with 800 thousand euros for cultural integration through film festivals, theatrical readings, visual arts, music, etc. The objective is to raise awareness of the others through their culture and traditions, but also through the story of routes and trips.

Results expected through the implementation of the measure:

Film projects, theater, dance, music *opera* based in integration and the promotion of cultural diversity.

> **BUILDING MY STAGE**

It's a training course in the field of theater aimed at young people, with the aim of enhancing their skills and providing skills that can be used in the world of live show. The training program is open to the guests of the host communities for unaccompanied foreign minors in Basilicata region. During the course, the participant receive basic knowledge on the scenic movement, acting and the technical disciplines of the theater lighting, music and scenography. With this action we want to give new impetus to that particular type of culture that for centuries has characterized our identity in universal terms: know-how.

E. CHALLENGES AND OPPORTUNITIES

MATERAHUB is working in some projects focused on migrant women as target group. The idea of Materahub is to integrate FemTalks methodology, sharing practices with these projects: KALEIDOSCOPE - Erasmus plus Ka2, INCREA Erasmus plus Ka2, Progetto SMART - Amif Program - ELYME - Pilot project DG Grow on Young Migrants entrepreneurs.

³ <http://www.migrarti.it/>



#reteteatro41

#reteteatro41 works in a peripheral context of Italy, in Basilicata. FemTalks represents for **#reteteatro41** another challenge to act where it is very difficult to create a network between people. One of the aim of **#reteteatro41** is to direct cultural politics to integration politics, promote social integration through the theater and collaborate not only in our region but also in a national context (**#reteteatro41** is part of Project C.Re.S.Co⁴). This is a challenge and both a possibility to integrate the methodology in our working context.

⁴ <http://www.progettocresco.it/>.

INTERVIEWS

In these interviews the key message is about the “successful integration” and the interviewed, three women from Albania, Brazil and Mexico, considered it the result of personal interest - knowledge of language, culture, etc. of the host country and wish to improve- and social interest - adequate reception for migrants (informations, courses, etc.)-

For the woman 1 from Albania “successful integration” means migrants integration into the society that hosts them and the real wish to do it. It means also “inclusion” that is the opposite, because it’s about the society that makes a path to welcome migrants. So the success of the process depends on both.

The woman 2 from Brazil focused the “successful integration” on the need to provide informations to migrants, welcome them. For this reason she created a group on What’s app to exchange informations between people from Brazil and she also founded an association "Multicultural" that uses music (samba-reggae rhythm) and food as elements of aggregation between people from every part of the world.

The woman 3 from Mexico is the last example of “successful integration” working and living happy in Italy. She lives in Rome and not in Basilicata. She talks about the availability, to reach the success, to know language, culture, history, etc. in the host country and wish to improve. These are for her the only way to activate the process of integration.

FOCUS GROUP

The Focus group in Italy took place across three sessions, due to the availability of participants and the different location of people who are part of Materahub and #reteteatro41 (Matera, Potenza and Satriano di Lucania-Potenza). There were two participants in the first and second focus group and only on the third one. We organized the focus group in three meetings with women from Senegal/Marocco (January 10th) and Guatemala/Uruguay (March 27th) and Marocco (April 10th).. The first two women live in Matera and the other in a small village, Satriano di Lucania. The last focus group includes only one person because at the end the other woman Marocco decided to don't do it.

1) Strategies for integration

The women agreed about the importance to know Italian language and find a job because they are the best way to integrate people in the community. Do not know the language represents a barrier that do not allow people to be autonomous. They said that through local community they were able to find jobs not using specific courses.

2) Challenges at integration

They have experienced discrimination for the language, the skin colour, the stereotypes linked to migrants and the gender. To be a women it was sometimes the reason of the discrimination (women pregnant alone in a new country). They have found sometimes

that cultural differences could have implications on their ability to socialise. So understand the history of the country, the traditions, etc. represents a good way for the women to integrate in the community.

3) Strategies for labour market integration

Many of the women suggested that through people in the community they established social networks that helped them find employment. They said that this was often the surest way of finding employment.

4) Challenges at labour market integration

The main challenges present to the migrant women is the language, some stereotypes and also the not valid qualification. Women from South America told that they can't have a job linked with their studies for this reason. In this case also the driving license is not valid and this represents a problem because can't allows to be autonomous.

ANNEXES

PARTICIPANTS OF THE SUCCESS INTERVIEWS

	Country of origin	Year of arrival	Age	Level of education	Currently employed (Y/N)
1	Albania			Graduation	Y She works as Legal practitioner
2	Brazil	2001	43	High School Diploma (Physical Education) and diploma at Percussion/Drum Academy	Y She works as secretary (and organizes music/dance events in her association for migrants)
3	Mexico	2009	31	High School Diploma	Y She works as domestic helper and Mexican food cook

INTERVIEW 1

LABOR MARKET	<p>Woman 1 works in the area in which she wanted to work. The job of legal practitioner is in line with her studies. She studied Political Science, took a master's degree in Higher Education for International functions, did an Internship in prefecture and worked in Albanian embassy. Her training is in continuous updating. She has returned to work after 3 years that she have finished studying. Woman 1 didn't encounter any major obstacles in the job. Lately she had problems with the institutions because of the new legislation, there is a lot of confusion about it and a lot of delay. Skills, preparation and character have always helped her.</p>
SUCCESS	<p>Woman 1 began her studies having ideological convictions. She had many expectations. The most important thing was the determination. She wanted to become someone so in Italy or in Albania she would have done the same thing.</p>

	<p>She told that learning the language is fundamental for the success. Knowing the language gives the opportunity to be autonomous even in the process of requesting documents, etc. but there is a gap in the offer of courses to learn the language. The institutions often delegate to local organizations or private institutions to do it but she told it's important have more structured public courses.</p>
<p>SOCIAL SITUATION AT PRESENT</p>	<p>She moved to Italy with her family and she already had grandparents and uncles in Italy. She told that when she arrived in Italy she felt very bad because people did not consider her like them. For example they made fun of her because she did not understand. However, she continued to cultivate those friendships and thanks to them she learned Italian. Today she feels part of this society. Her values are those she developed as a child. For her the concepts of friendship and promise are always important. Her experience helped her to develop the professional career.</p> <p>About integration she explained that the word means integration in the society that hosts but inclusion is also the opposite because the society makes a path to welcome migrants. At a family level she told about a form of true inclusion: the husbands and wives of her family speak in Albanian.</p> <p>She suggests understand the presence on the territory of migrant women providing useful informations for all migrant women.</p>
<p>SOCIAL NETWORKS AND DISCRIMINATION</p>	<p>Woman 1 told that every day she works in the field of inclusion but didn't say nothing about social media.</p>
<p>PLANS AND PRIORITAZING ISSUES</p>	<p>Woman 1 thinks that a person should decide what to do and where do it. She wishes for all the woman the best and that the personal peace gives people the possibility to have different chances.</p>

INTERVIEW 2

<p>LABOR MARKET</p>	<p>Woman 2 works as secretary of an accountant's office only during the morning because in the afternoon she is always busy in the association that she founded. She organizes music and dance workshops. She changed a lot of jobs before. As soon as she arrived in Italy she didn't speak the language well and she suggests migrants to study the language because it's the most important thing to do. She worked in a swimming pool as a water gym teacher, as a</p>
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	<p>waitress for a year (she was happy to do it because she had the opportunity to know a lot of people, spend time chatting, etc.) and, after studying Health Care Professional, as nurse.</p>
<p>SUCCESS</p>	<p>The woman 2 focused the “successful integration” on the need to provide informations to migrants, welcome them. For this reason she created a group on Whatsapp to exchange informations between people from Brazil and she also founded an association "Multicultural" that use music (samba-reggae rhythm) and food as elements od aggregation between people from every part of the world.</p> <p>Woman 2 thinks that the success depends, first of all, on the personal wish to be part of the community. She also told that to be woman was sometimes a negative thing because the woman is not always respected and often considered prostitute, in search of fortune. When she came in Italy the fact that she was a girl, and also a foreigner, made here judge as one who was looking for luck without big expectations. She consider it a sign of a very small mentality in Potenza, the city where she lives (she said that in the big cities the perception could be different).</p> <p>Actually she didn't feel discriminated. Maybe someone makes her a joke about the skin colour, but she find it nice. Like if you go to the beach and they say, "You can't get a tan like that any more". Maybe she found more discrimination on the way she speaks Italian. When she was younger she suffered, but after the strategy for responding to attacks was to use skills.</p>
<p>SOCIAL SITUATION AT PRESENT</p>	<p>She arrived in Italy in 2001. Woman 2 suggested that in the workplace, the employer should introduce the foreign person to the group, present him or her, share information about his or her. It's a good practice she has seen done in some theatrical meetings. So everyone could be ready to accept and welcome foreign people or simply people unknown.</p> <p>Integration is, for her, love the place where you choose to live, understand history, taste the food, etc. and also the fundamental aspect is to participate and relate to the people. The greatest challenge is to demonstrate your skills, to be open to the society. For example she always tried to be part of religious community and participate in the cultural offerings in general. Her suggestion is to do activities like theatre because you can learn to embrace and look into your eyes, a key to integration.</p>
<p>SOCIAL NETWORKS AND DISCRIMINATION</p>	<p>She uses social media not to much but she has a computer and a smartphone. She considers social media not so good because there are a lot of wrong informations. To find job could be better for her to have in the city a person that could give suggestions and support</p>

	people, not only migrants. Anyway she uses for example <i>What's app</i> to chat with other people from Brazil and exchange informations.
PLANS AND PRIORITAZING ISSUES	She wants to continue her work but her dream is to set up a musical band with 100-200 members and work in the social field to help people. She imagines herself as a mother with her partner living the community.

INTERVIEW 3

LABOR MARKET	Woman 3 works as domestic helper and cook of Mexican food and she is studying to become nurse. It's important for her the language. She started to speak Italian during a course suggested from institution in Rome (thank you to the institution there was also a course to study Italian laws in general) and then with the people that met in Italy, especially people of the religious community that helped her when she arrived to find job and house.
SUCCESS	Woman 3 told that for the success is important don't stop never to do and try to understand the society where you live. She considers important the knowledge of the Italian culture, the history, the traditions, etc. because in this way it's possible a true inclusion.
SOCIAL SITUATION AT PRESENT	She arrived in Italy (Rome) from Guadalajara (Mexico), 7 months pregnant with her husband who had already been in Italy. Now she has two children. At beginning it wasn't easy to live. The most big problem was the language and the most important help was from a religious community/sect.
SOCIAL NETWORKS AND DISCRIMINATION	She often uses social media to search informations (also something about children's needs), jobs (but she considers better find jobs in other way because often there is discrimination in case of foreign people), etc.
PLANS AND PRIORITAZING ISSUES	She would like live in Italy because she thinks it's a safer place than Guadalajara, hoping to become nurse.

FOCUS GROUP

FOCUS GROUP 1

NAME OF THE PARTNER ORGANIZATION: MATERAHUB AND #RETETEATRO41

DATE AND PLACE OF THE INTERVIEW: (10/01/2019, MATERA, ITALY)

Duration	Started:16.00	Ended:17.30
Venue	IAC, Via Casalnuovo 154, 75100 Matera	
Name of the interviewer	VANIA CAUZILLO, ANDREA SANTANTONIO E GABRIELLA ANTEZZA	
Language of the interview	ITALIAN	

PARTICIPANTS OF THE FOCUS GROUP 1

	Country of origin	Year of arrival	Age	Level of education	Currently employed (Y/N)
1	Senegal	2000		Primary school diploma	Y She works as cook
2	Marocco	2010	30	High school diploma – close to graduation in Informatics & Chemical Sciences	N

FOCUS GROUP DISCUSSION recording form

Integration, discrimination

Main challenges of integration

- Language
- Stereotypes and prejudices

Woman 1 told about an episode happened a couple of months ago, when a friend asked her to go to a primary school and get a paper for her. While she was walking towards the school entrance, she heard some pupils talking to her from the window and asking her “How much is it?”, assuming that she was a street vendor. They also made comments about her skin colour. She reacted by replying to them that despite her height, skin colour and in general different physical aspect, she is a human being alike them and everyone deserves respect and good manners.

Woman 2 felt safe and respected within a local cultural and social association welcoming migrants, but she realised that it is very different in everyday life outside these types of organisations. She said that the most challenging situations for her were related to job seeking and interviews. She applied for some job positions related to her qualifications but the prospective employers answered that she cannot be employed, considering that it is already hard for local people to find a job like this and it would be unthinkable that a migrant could get it.

Woman 1 told about her first day of work. It all started one day, just after she had arrived in Matera, when a friend of hers from Matera invited her for a coffee. She felt observed by everyone around her but probably it was her feeling too. Suddenly, the bar owner asked her friend for information about woman 1 wondering why she was not working yet. So, the bar owner offered her to work in her bar starting from the day after and woman 1 felt so enthusiastic and proud that she could not believe it and she will never forget it.

Woman 2 told about the days her kids were born in the hospital of Matera, where she felt welcomed, assisted and looked after.

Positive findings regarding integration programs

- The institutional course they attended in Matera helped them learning Italian and making friends, but it was not very helpful for any other issues.
- The local social and cultural organisations probably helped them more especially in the first stages of personal integration.

Woman 1 and 2 stated that they attended an institutional course for migrants to learn Italian and do different laboratories with a final certification (no labs for arts or theatre). Both would recommend to study as they believe this is the very first step to integrate, to learn Italian first of all, to make friends in a safe environment and to learn about habits and work life in the hosting country. It is important to meet people and spend time with local kids as well, since kids can teach a lot not only in terms of language. Networking comes after school, where you have the opportunity to establish very first contacts with the local community.

<p>Negative experiences regarding integration programs</p>	<ul style="list-style-type: none"> ▪ Stereotypes, limited access to employment
<p>Missing programs/trainings etc.</p>	<ul style="list-style-type: none"> ▪ They did not specify.
<p>Experiences in connection with discrimination</p>	<ul style="list-style-type: none"> ▪ The discrimination episodes that they told are mainly related to their skin colour, their country of origin usually associated with street vending and stereotypes associated to their life and food habits.
<p>Conflict solving strategies (exclusion, discrimination)</p>	<ul style="list-style-type: none"> ▪ Fight discrimination through communication, attitudes, behaviours by showing respect and asking for it and capacity to use negative condition to improve hoping a good future.

Work life	
<p>Reasons of being unemployed</p>	<ul style="list-style-type: none"> ▪ Denied access to job opportunities related to their qualifications and skills ▪ Family (young kids) <p>Woman 1 works as a cook in a penitentiary and in her country she earned some money by buying and re-selling perfumes. She hasn't got any specific qualification and learnt this job in Matera.</p> <p>Woman 2 did not work in her country before moving to Matera and is not working at the moment. She looked for jobs related to her qualifications but could not find any. Therefore, she now aims at looking for any job that might fulfil her, allow her earning some money and probably leading her to find the right job she studied for.</p> <p>Woman 1 would use internet and friends to find job.</p> <p>Woman 2 said friends and internships/"on the job" work experiences to find job.</p>
<p>Main difficulties when entering the labour market</p>	<ul style="list-style-type: none"> ▪ Language ▪ Stereotypes <p>Woman 1 and 2 have not faced any serious problems of discrimination, except some stereotypes about migrants in general related to the colour of their skin, their country of origin usually associated with street vending and stereotypes associated to their life and food habits.</p>
<p>Main challenges during work (conflicts, salary etc.)</p>	<ul style="list-style-type: none"> ▪ None
<p>Skills they have (education, experience etc.)</p>	<ul style="list-style-type: none"> ▪ School qualification ▪ Fluent oral Italian with basic written and reading skills
<p>Most needed skills on the labor market / or for them to improve- (What training would they join?)</p>	<ul style="list-style-type: none"> ▪ Language ▪ Technical and culture knowledge

The atmosphere of the interview: most exciting questions, difficult or sensitive topics	<ul style="list-style-type: none">▪ Very positive atmosphere that allowed migrant women telling their own personal experiences
Surprisingly interesting during the interview	<ul style="list-style-type: none">▪ Their willingness to open up and tell their stories specifying that their hosting country has welcomed them.

QUOTES (*write at least three quotes*):

Out of 100% the personal integration came from what you gave to others for 90% and what you received for the remaining 10%.

I believe that study is the very first step to integrate.

FOCUS GROUP 2 DISCUSSION recording form

NAME OF THE PARTNER ORGANIZATION: #RETETEATRO41

DATE AND PLACE OF THE INTERVIEW: (27/03/2019, SATRIANO DI LUCANIA -POTENZA, ITALY)

Duration	Started: 17.30	Ended: 19.30
Venue	Compagnia teatrale Petra, Corso Trieste, 63, 85050 Satriano di Lucania (Potenza)	
Name of the interviewer	ANTONELLA IALLORENZI AND EMMA GIULIANO	
Language of the interview	ITALIAN	

PARTICIPANTS OF THE FOCUS GROUP 2

	Country of origin	Year of arrival	Age	Level of education	Currently employed (Y/N)
3	Uruguay	2007	46	High school diploma	Y Working as colf and children's assistant in the school bus
4	Guatemala	2010	28	High school diploma	Working as waitress

Integration, discrimination	
<p>Main challenges of integration</p>	<ul style="list-style-type: none"> ▪ Language ▪ Stereotypes and prejudices <p>Woman 3 applied for a lot of job positions related to her qualifications but the prospective employers answered that she cannot be employed because her qualification was not valid in Italy (even the driving license was not valid).</p> <p>Woman 4 also applied for different job but couldn't use her qualification for the same reason of the woman 3 (in this case she decided to take the driving license to feel independent). The most difficult challenge also in this case was finding job.</p> <p>Woman 3 told about "good integration" as the possibility to be considered Italian and not "stranger". She now felt completely integrated in the society and she is happy to live in Satriano di Lucania.</p> <p>Women 4 told about the project "Servizio Civile Nazionale" for young people (not only for migrants) that allows people to work in different association/institution in Italy to improve skills and competences. She took part in the project for one years and it was for her a good possibility to know friends and work.</p>
<p>Positive findings regarding integration programs</p>	<ul style="list-style-type: none"> ▪ The local social and cultural organisations probably helped them more especially in the first stages of personal integration.
<p>Negative experiences regarding integration programs</p>	<ul style="list-style-type: none"> ▪ Stereotypes, limited access to employment
<p>Missing programs/trainings etc.</p>	<ul style="list-style-type: none"> ▪ They did not specify.
<p>Experiences in connection with discrimination</p>	<ul style="list-style-type: none"> ▪ The discrimination was associated to the woman and not migrant woman. In this case the woman was discriminated because she was pregnant without boyfriend or husband.

**Conflict solving
strategies
(exclusion,
discrimination)**

- Fight discrimination through communication, attitudes, behaviours by showing respect and asking for it and capacity to use negative condition to improve hoping a good future.

Woman 4 told about the capacity to accept people who they are. She told about some discriminations happened because she was pregnant without boyfriend or husband with here and also about the challenge to accept her condition and try to think to the future smiling and hoping the best for her and the baby.

Work life	
Reasons of being unemployed	<ul style="list-style-type: none"> ▪ Denied access to job opportunities related to their qualifications and skills ▪ Family (young kids) <p>Woman 3 applied for a lot of job positions related to her qualifications but the prospective employers answered that she cannot be employed because her qualification was not valid in Italy (even the driving license was not valid).</p> <p>Woman 4 also applied for different job but couldn't use her qualification for the same reason of the woman 3 (in this case she decided to take the driving license to feel independent). The most difficult challenge also in this case was finding job.</p> <p>Woman 3 works as children's assistant on the school bus in Satriano di Lucania (part of the programme "Reddito di cittadinanza" https://www.redditicittadinanza.gov.it/ for people with financial difficulties) and also works as domestic helper after more than one year without job. When arrived in Satriano di Lacania, after one month, she worked as colf and then changed different jobs (waitress, baby sitter, domestic helper).</p> <p>Woman 4 started work after three year she was in Italy (she had a little daughter). She worked and works now as waitress.</p> <p>Woman 3 and 4 used internet and friends to find job.</p>
Main difficulties when entering the labour market	<ul style="list-style-type: none"> ▪ Not valid qualifications <p>Woman 3 and 4 has for example the driving license in Guatemala and Uruguay but it's not valid in Italy. One of them decided to study and now has the driving license.</p>
Main challenges during work (conflicts, salary etc.)	<ul style="list-style-type: none"> ▪ Low salary
Skills they have (education, experience etc.)	<ul style="list-style-type: none"> ▪ School qualification ▪ Knowledge of the Italian language
Most needed skills on the labor market / or for them to improve- (What training would they join?)	<ul style="list-style-type: none"> ▪ Language ▪ Technical and culture knowledge

The atmosphere of the interview: most exciting questions, difficult or sensitive topics

- Very positive atmosphere that allowed migrant women telling their own personal experiences

Surprisingly interesting during the interview

- Their willingness to open up and tell their stories specifying that their hosting country has welcomed them.

QUOTES (*write at least three quotes*):

Sharing stories is a good way to feel better.

From negative experiences is always possible to be happy.

I would like to have a job linked with my studies.

I was discriminated because of I was pregnant but my daughter is the most beautiful thing I have.

FOCUS GROUP 3 DISCUSSION recording form

NAME OF THE PARTNER ORGANIZATION: #RETETEATRO41

DATE AND PLACE OF THE INTERVIEW: (10/04/2019, SATRIANO DI LUCANIA -POTENZA, ITALY)

Duration	Started: 15.30	Ended: 16.00
Venue	Compagnia teatrale Petra, Corso Trieste, 63, 85050 Satriano di Lucania (Potenza)	
Name of the interviewer	ANTONELLA IALLORENZI AND EMMA GIULIANO	
Language of the interview	ITALIAN (the brother in law helps sometimes her to explain better the questions)	

PARTICIPANTS OF THE FOCUS GROUP 3

	Country of origin	Year of arrival	Age	Level of education	Currently employed (Y/N)
5	Marocco	2009	41	Qualification in the Elementary School	N

Integration, discrimination	
Main challenges of integration	<ul style="list-style-type: none"> ▪ Language ▪ Find job <p>Woman 5 came to Italy ten years ago to join the husband that lived in Italy from 1997. They have two children.</p>
Positive findings regarding integration programs	<p>Woman 5 is very shy and considers your character a problem for the integration. She didn't take part in courses or programs. She thinks that a good integration depends on the personal character but also on the community and the possibility to be accepted through specific programs. She is happy but she would like a new job, more stable.</p>
Negative experiences regarding integration programs	<ul style="list-style-type: none"> ▪ None.
Missing programs/trainings etc.	<ul style="list-style-type: none"> ▪ They did not specify.
Experiences in connection with discrimination	<ul style="list-style-type: none"> ▪ None.
Conflict solving strategies (exclusion, discrimination)	<p>Woman 5 told that never was discriminated.</p>

Work life	
Reasons of being unemployed	<ul style="list-style-type: none"> ▪ Denied access to job opportunities related to the place where she lives. <p>Woman 5 told that a small village can't give possibility to find job. She sometimes works as domestic helpers. Usually she stay at home with her two children.</p>
Main difficulties when entering the labour market	<ul style="list-style-type: none"> ▪ Language
Main challenges during work (conflicts, salary etc.)	<ul style="list-style-type: none"> ▪ No opportunity
Skills they have (education, experience etc.)	<ul style="list-style-type: none"> ▪ School qualification
Most needed skills on the labor market / or for them to improve- (What training would they join?)	<ul style="list-style-type: none"> ▪ Language ▪ Soft skills
The atmosphere of the interview: most exciting questions, difficult or sensitive topics	<ul style="list-style-type: none"> ▪ Quiet atmosphere.
Surprisingly interesting during the interview	

QUOTES (write at least three quotes):

Maybe I'm too shy and this is a problem for my social inclusion.

I would like a new job but I don't know what I have to do.

RECOMMENDATIONS

From the interviews it was clear that women consider the project *FemTalks Forum* a good way to share experiences, to understand different challenges and improve their integration.

The woman would recommend these events to other migrants seeking to improve themselves and adapt to their new environment.

Women expressed their desire to create networks and the focus group was a really good practice to do it, to speak, to think about challenges and success and to connect women.

The theatre techniques is a good way to communicate not only using words. For example we talk about the possibility to tell stories moving in the space. Imagining a huge map of the world on the floor, women could stay in the space that symbolically is the place where they were born. From this position they could start telling their story. Then they could walk in the space in a "raft" making sure that their movements are not unbalanced, that the space is occupied homogeneously, that there is balance. In this way they could continue to tell about the story of the challenges, the encounters and the events that have taken place in their lives. They could choose an "inconvenient" place in the room (corners, etc.) to tell episodes of discrimination and return to space on the imaginary map, sit on the chairs where they symbolically live to talk about integration, job and future.