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Indicators of Migrants' Socio-Professional Integration

Emilio Gregori

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KTHC - Knowledge, Technology, Human Capital

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Indicators of Migrants' Socio-professional Integration

Summary

Understanding and monitoring the diversity which lies under migrants' socio-professional integration trends is a challenge that both Governments and local administrations must be able to face. This paper is about a research project, developed under the EU initiative Equal, consisting in the establishment of a set of indicators of professional and social integration of migrant people in Italy, based on data collected from administrative and official sources. This work was carried out starting from a literature analysis of both theoretical and empirical experiences in the Italian context. The problem of the theoretical concept of migrants, foreigners and integration was discussed, as well as the matters concerning the dimensions of professional integration, the reliability of sources, the methodology, the operating definition of indicators and above all the correct interpretation of quantitative results, from the point of view of the level of integration. The set of indicators was empirically implemented for a first validation at a national, regional and local level, building annual time series from 1996 to 2001. Studying socio-economic migrants integration is a key challenge in order to offer tools for the implementation of policies able to promote equal opportunities of access and mobility in the labour market. Active policy promotion, i.e. the support of foreign people in the acquisition of the basic linguistic skills and in lifelong-learning, is a useful way not only to promote occupation but also to prevent discrimination problems in the workplace: the correct implementation of these policies is possible only if based on multidimensional analysis of migrants placement in the labour market.

Keywords: Indicators, Migrants, Integration

JEL Classification: J15

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Introduction

Work placement is not only the result of gaining access to the labour market; it is also linked to the possibility of having access to other more socially related resources (e.g. housing, family, training). From here stems the necessity to implement a measuring system of the different facets of the phenomenon through a set of indicators able to tell its development and significance.

The access and permanence in the labour market for those under a condition of disadvantage are aims that the European Social Fund pursues through the EU initiative Equal.

At the present state, there is a wide agreement in Europe on the strategies to adopt regarding migrants' integration. It is a matter of ensuring integration, equal opportunities and treatment and effectively fighting against discrimination.

The Amsterdam Treaty (May 1999) and the extraordinary meeting of the European Council in Tampere five months later have marked the path to the recognition of foreign population as a structural component of European population: it is from such acknowledgement that the EU begins to define a more mature policy for the phenomenon of migration.

In November 2000 the Commission published an important note for the European Parliament and for the Council for migratory policies, stating the guidelines fruit of the political decisions adopted in Tampere. In this document, a number of key-concepts, which are relevant for the framing of migratory integration policies, are introduced: that of *migration*² and particularly that of *civil citizenship*, which provides for migrants the progressive acquisition of a number of obligations and key- rights that increase in proportion to the time spent on the territory. The aim is to guarantee a similar treatment to that of the citizens of the host country, even without the actual citizenship.

² Through partnership policies with the countries of origin, it is underlined the importance of considering the idea of migration as a form of mobility that encourages immigrants to keep and strengthen links with countries of origin. It is therefore important to ensure legislative measures that do not stand between migrants and their countries of origin; for instance, by assuring them the possibility to go back periodically without losing their regular status in the host country, moving on back and forth according to progresses in the situation of their country of origin or in other countries of the world (European Commission, 2000). The target immigrant population of such measures is divided into three main groups, to which the European migratory policy must give different yet harmonized answers, giving importance to repercussions both in the country of origin and the host country.

- immigration for humanitarian reasons (refugees, asylum applicants etc ...)
- family immigration (family reunifications)
- economic migration (working permits)

Access to the labour market and the measures adopted to guarantee it, have been long considered the basic means to social integration. The European Strategy for Employment (1997) identifies in the integration of disadvantaged people, among whom we can find migrant workers and ethnic minorities, the main focus of the guidelines for the promotion of employment, together with the fight against discrimination. During the course of 2002 the Commission has evaluated such a strategy (European Commission 2003) and determined some guidelines for future strategies, among which the reduction of the employment gap among EU citizens and third countries citizens and the necessity to give an answer to the particular needs of migrant women.

The importance of *participation in the labour market as a means of integration* for the foreign citizen is definitely confirmed in the Communication of the Commission on Immigration, Integration and Employment of June 2003. In this document, we find not only stated the relevance of labour as a tool of social emancipation for immigrant citizens, but also the value of the professional competences they acquired outside the EU.

Within this frame and in the light of such considerations, the transnational network Alameda, consisting of a partnership which involves three European areas - Andalusia (Spain), Lombardy (Italy) and Walloony (Belgium) - has promoted the realization of actions aimed at the socio-professional integration of migrant citizens and the elaboration of a set of indicators of the socio-professional integration of migrant citizens³.

It intends to provide political leaders with an effective monitoring tool both on a European and on a national scale, through which the features and the working placement profile of foreign citizens may be described, in order to direct and implement territorial policy actions which may ensure equal opportunities of socio-economical mobility and access to the labour market for this sector of the population.

The operating steps have been the following:

1. Formulation of a theoretical paradigm on the concept of migrant and of socio-professional integration of the migrant.
2. Analysis of the existing literature on indicators of integration of foreign population and identification of the main relevant measuring contexts.

³ The partnership working group which took part in the project is formed by *Institut Wallon d'Evaluation, de la Prospective et de la Statistique (WEPES)* and *Carrefour interculturel wallon (CIW)*, for the territory of Walloony *Direction générale des affaires sociales et de la santé (DGASS) du Ministère de la Région wallonne (MRW)*; by *Synergia*, research and consulting company for social policies of Milan, for the territory of Lombardy, and by *Junta de Andalucía, Consejería de Gobernación, Dirección General de Coordinación de Políticas Migratorias* e da *Universidad de Huelva (Grupo de Investigación Estudios Sociales e Intervención Social)* for the territory of Andalusia.

3. Inventory of data sources and of available administrative regional and national surveys and critical analysis of their informative potential with regard to the needs of the set of indicators previously identified.
4. Implementation of indicators and statistical analysis of each context of enquiry for each one of the countries and regions involved in the transnational partnership.
5. Analysis of Eurostat sources.
6. A comparison between the three countries.
7. Prospects and Conclusions.

Within such a frame we are going to concentrate in particular on the main theoretical and methodological issues underlying the elaboration of the set. In the following pages, we are going to discuss the empirical issues, we will not focus on epistemological matters concerning the effectiveness, the reliability, the conformity of the set, nor its interpretative limits, a subject for which we refer to R. Boudon and P.F. Lazarsfeld⁴.

The theoretical approach: concepts and operating definitions

A monitoring system able to evaluate the integration of migrant citizens in the host society raises great problems, particularly if integration, like here, is considered as a two way process which involves both migrants and the host society (Conseil de l'Europe, 1995).

The first methodological issues which came up within the Alameda transnational network were the following:

1. Which members of the foreign or migrant population shall we monitor?
2. Which concept of integration shall we use?
3. How shall we measure integration: which comparisons shall we draw between host and migrant population in order to effectively measure the level of integration?

Survey background

When we elaborate a set of indicators of migrants' integration, the choice of who to study is strongly linked to the objectives of national migrant policies. In fact they fix the statistical criteria of inclusion in administrative surveys and the tools of enquiry.

⁴ Lazarsfeld, *From concepts to empirical indicators*, in Boudon and Lazarsfeld (1969), *The empirical analysis of social science*, Bologna, Il Mulino.

Hence the difficulty in making international comparisons, since each country has its own specificities both in the migratory flow history and in the policies in force.

The following division frequently occurs when defining national and international policies:

1. foreign, regularly resident population
2. foreign, irregularly resident population
3. naturalized
4. refugees and asylum applicants
5. II generation/children of immigrants
6. citizens of foreign birth

As far as Italy is concerned, the elaboration and the analysis of indicators have been carried out based on data from the Ministry of the Interior they concern residence permits, which have been revised by Istat and that, according to an estimate by Golini *et al.* (2004), represent only one part of the whole migrant population (57.1 %), and yet still manage to provide more information than other kind of data.

This complexity concerns the demographic and juridical traits of the foreign population. But further problems arise when we want to consider the migrant citizen as a worker. In this case, the sources adopt different categories: born abroad, foreigners, non-Eu citizens, Eu citizens etc.

Therefore, if one is to assess the informative potential of different national statistical systems for the international level, the difficulties are clear. As far as Belgium is concerned for instance people that are naturalized or of foreign birth have a different relevance than in Italy or Spain, countries with a recent migratory history.

At the same time the features of the labour market in each country vary and so does the importance of the categories of workers to be monitored.

These issues led the work group to pick out the target population according to criteria of exhaustiveness and availability of data on a national scale, according to the main features of the migratory flow in each context, and to narrow the field of survey to the legal foreign population: as a matter of fact, due to the lack of data from administrative sources or the National Statistical System⁵, when implementing any kind of measurement the concept of migrant necessarily ends up to completely coincide with that of foreigner.

⁵ However, it is important to underline how the agencies of the National Statistical System (Istat particularly) have long been trying to make up for such a lack of data.

The concept of integration

The adoption of a model of integration which effectively measures the European and Italian policies of integration is fundamental. It doesn't only have to deal with the process of integration as stated in policies but, at the same time, it has to relate to the actual socioeconomic dynamics.

From this point of view the European guidelines consider the process of integration as part of a wider process of promotion of *social cohesion* (Conseil de l'Europe, 2004) seen as the "set of elements and processes which leads to strengthen the capacity of a society to ensure for a long time the welfare of all of its members, and include *equal access* to available resources, *respect and dignity* in diversity, *personal and collective autonomy*, responsible *participation*" (Conseil de l'Europe, 2000).

In Italy the European guidelines and policies concerning integration have been granted especially by the law n. 40/98, issued through legislative decree n. 286 of the 25th of July 1999. The document for the policies on immigration and foreigners on the Italian territory, according to article 3 of Law n.40/1998 (issued by decree of the President of the Italian Republic, 5th of August 1998) states that "For integration therefore it is meant a process of non discrimination and of inclusion of differences, i.e. of contamination and experimentation of new forms of relationships and behaviours, constantly attempting to hold together both universal principles and particularisms. Therefore, integration should prevent situations of marginalization, fragmentation and segregation, which threaten balance and social cohesion and state such universal principles as the value of human life, of dignity of the individual, the acknowledgement of women's freedom, the protection and development of childhood, on which no exception can be accorded, not even in the name of difference".

Behind these elements lies a concept of a two way-integration together with a protection of one's individual integrity in the host country.

The Commission for integration policies in Italy (established according to Law 40/98) proposed a model of "*reasonable integration*" which relies on two basic dimensions: *1. the integrity of the individual, wellbeing; 2. positive interaction, living together peacefully* (Zincone 2000). Such a model has determined the theoretical assumption which underlies the first attempt to elaborate a system for the monitoring of integration (Golini *et al.*, 2001).

The aim which has been set is particularly ambitious, but it is an important one since in various occasions it has been noticed that access to the labour market is considered both an introduction and a basic means to gain access to other aspects of social life (Commission Européenne, 2003;

Dpr 5th August 1998) and therefore one of the most significant fields to be monitored (Bauböck, 1994; Golini *et al.*, 2001; Coussey, Christensen, 1995).

Thus, work integration can not only be measured in its strictly economic and professional dimensions, but also according to the possession of a certain human, cultural and social capital.

This led us to the elaboration of a set of indicators which doesn't only take into account those indicators which are strictly connected to employment trends, but also to other fields which help to enhance the work placement process and therefore social and economic mobility: the human and cultural capital possessed (knowledge of the Italian language, professional training, etc.), one's feeling of belonging to the territory (mixed marriages, home ownership) and the permeation of social security (enrolment in social security programs, pension).

Beside multidimensional conception of integration, the models which have been identified (*social cohesion and reasonable integration*) bring up the importance of the *individual's integrity* within the mutual adjustment peculiar to a two way-integration process (*positive interaction*). This can be secured only when the importance of *equal access* to resources, of the *respect of dignity* in diversity, of *personal and collective autonomy* and of *responsible participation* are acknowledged and implemented both in customs and laws.

The metrical content of indicators

The importance to monitor and compare the native and migrant population is clear by now.

On one side it is not possible or useful, if we are to properly measure integration, to use such indicators as the simple rate of incidence of migrants on one sector of population, e.g. the percentage of foreigners on the overall population or the percentage of migrant workers on the overall working population or even the percentage of unemployed foreigners on the overall unemployment rate. On the other hand it is not possible to measure the level of socio-professional integration through specific rates either, like the working rate or the unemployment rate, however exclusively referred to the foreign population aside from the general context: it is in fact necessary to match such indicators with the average datum of the native population or at least the overall population. In other words, the quantitative dimension of integration can only be related to the difference which results from the comparison between the foreign population indicators and the reference value for the native population.

However, taking for granted that this is statistically well-grounded, it is fundamental to adopt an effective sociological interpretation of this 'gap' from the average datum (Gregori, Mauri, 2005): it must be kept in mind that the foreign population as a whole brings different human, cultural and social

capital, to the point that it is not always possible to make a linear comparison with the natives, furthermore and above all the comparison is subject to different juridical bonds.

For example, according to Istat non official data, the working rate of the foreign population is about ten per cent higher than the overall average datum. How shall we interpret this measure? Does it show a higher level of integration, because it means that migrants are more active in the labour market? Or, on the contrary, a level of integration which is lower because it is a sign that migrants can not afford to stay as inactive as the Italians do?

Maybe, since the ambivalence of some indicators, the positive or negative sign is not so important as the size of the gap (or, if one prefers, mathematically speaking the absolute value difference). Therefore, the more the values of the indicator resulting for the foreign population are similar to those of the native population, the higher the level of integration (Gregori, 2005).

But, as we said before, the juridical status of a foreigner plays a basic role in the empirical evidence. In fact, the juridical status of the foreign citizen in Italy, whichever the country of origin is, let alone his actual chances of social integration, have always been linked to his working condition.

Since the modifications to the Consolidation Act on immigration (introduced by Law n.189, 30th of July 2002) came into force, this link has become even stronger, because, according to the new law, the foreigner's right to stay on the national territory now depends on whether he has a regular work contract or not (article 6, paragraph 1).

The stay on the national territory under a condition of unemployment is therefore restricted to the residual validity of the residence permit and, unless it is a seasonal work permit, can not be any longer than six months (article 18, paragraph 11).

For instance, it is empirically possible to observe how the decrease in unemployment recorded in the last years is more relevant among foreign workers, to the point that today the unemployment rate among foreigners is quite similar to that of the Italians. So, from this point of view, the level of integration of foreign workers seems to have increased, as the chances to access the labour market are not so different from those of the Italians. But in fact one of the determining factors of this trend could be traced back to the fact that the condition of employment, as it has just been remembered, is more and more an essential requisite for a regular stay in Italy and that unemployment can only be a temporary situation for a migrant. In other words, the fact that the unemployment rate of foreigners gets closer to that of the Italians could be greatly due to the introduction of stricter normative criteria for the release of residence permits, without any significant improvement actually taking place in migrants' level of integration in the labour market.

Therefore, as we can see, the evaluation of the level of integration turns out to be a delicate action which requires a lot of caution in the interpretation of the results.

The operating approach

Which approach to use in the identification and elaboration of a set of indicators which allows to measure and at the same to monitor through the years the level of socio-professional integration of workers in the labour market?

To consider only the economic and working dimension turns out to be reductive and it certainly does not allow to analyze in full the evolution of migrant's integration in the host society. Such dimensions as the standard of education, the knowledge of the language of the host country or the housing conditions, although not strictly a matter of work, allow a far wider cognitive spectrum in such an analysis, investigating more deeply the level of socio-cultural integration of the migrant in society.

Hence it is of basic importance to adopt a *multidimensional approach* in the process of elaboration of a set of indicators, one in which aside the socio-economic dimension of the individual, the dimensions relating to cultural and religious differences are considered, as well as those concerning the civil and political participation of the foreign citizen.

The professional integration of the foreigner has to be seen has a process which is strictly related to his legal status (the type of residence permit, whether this has been granted or not, the duration of the permit, etc.), but also to the cultural and social resources which are necessary to become part of the labour market, in order to have one's competences appreciated and one's position consolidated.

The socio-professional integration is the result of the interaction between social and professional placement, two poles which, at the same time, feed and complete each other.

The professional placement of the migrants is not only the result of their access to the labour market or the legal context of the host society, but also the result of the access to other social resources (housing, family, professional training).

That is why it becomes important to elaborate a multidimensional set of indicators, i.e. one that is able to evaluate the level of integration of the immigrant from various points of view.

The research work carried out has produced a set of indicators divided in 14 different dimensions. In the table below all the indicators have been listed and grouped in their macro-categories:

FIELD	SETS OF MEASURES AND INDICATORS
DEMOGRAPHIC STRUCTURE	Incidence rate of foreign population Total foreign population Non-EU population (before may 2004) Non-EU population from Low-Income Countries Population of foreign birth
EDUCATIONAL STANDARD	Distribution of foreign workers according to educational qualifications Distribution of foreign workers according to educational qualifications attained in their country of origin Distribution of foreign workers according to educational qualifications attained in the host country
ACTIVE POPULATION	Foreign active population / Overall active population Activity rate of foreign population Distribution of foreign workers by sectors Seasonal workers
SELF-EMPLOYMENT	Number of self-employed foreign workers / Overall number of self-employed workers Number of self-employed foreign workers / Overall number of foreign workers
ENTREPRENEURS	Number of businesses with a foreign owner / Overall number of businesses
UNEMPLOYMENT	Number of unemployed foreigners registered in employment agencies / Foreign active population Number of unemployed foreigners with an unemployment benefit / Foreign active population Unemployment rate Number of unemployed foreigners registered in employment agencies / Overall number of registrations in employment agencies Number of unemployed foreigners with an unemployment benefit / Overall number of unemployed with an unemployment benefit Number of unemployed foreigners/ Overall number of unemployed
UNIONISM	Number of foreigners member of a union / Foreign active population Number of foreigners member of a union / Overall number of union members
PROFESSIONAL TRAINING	Number of foreign workers on a professional training / Overall number of foreign workers Number of foreign workers on a professional training / overall number of workers on a professional training Number of unemployed foreigners on a professional training / Overall number of unemployed foreigners

LITERACY	Number of foreigners who have joined schooling courses or host language courses / Overall number of foreigners over 15
SOCIAL SECURITY	Number of foreign employees registered to Social Security / Foreign population over 15 Number of foreign employees registered to Social Security / Overall number of people registered to Social Security
ACCIDENTS AT WORK	Number of foreigners involved in accidents at work / Overall number of people involved in accidents at work
MIXED MARRIAGES	Number of mixed marriages / Overall number of marriages
RETIREMENT	Number of foreign pensioners / Overall number of pensioners Number of foreign pensioners between 50 and 64 years old Number of foreign pensioners over 65 Number of foreign pensioners over 50
HOUSING CONDITION	Number of foreigners who own a house / Overall number of house owners

On the basis of the available data and for each indicator taken into account, the work group determined the disaggregation criteria for these data: nationality, sex and age. In such a way we provided information to the political authorities about a better adjustment of the programs developed for the integration of immigrant citizens in the labour market.

The object of study is the *foreign population* and the definition has been determined by each project partner according to the migratory situation on its territory, as well as the availability of the given disaggregations for each source. At the end of the examining process the following transversal categories have been determined:

1. foreign citizens;
2. foreign citizens belonging to a non-EU country⁶
3. foreign citizens coming from countries that are not rich or developing countries or low-income countries ⁷ (non-EU and OECD)

⁶ The analysis was carried out before the first of May 2004, when the 10 non-EU European Countries have joined the EU.

⁷ All the non-EU and non-EFTA countries whose gross national product per person at parity of purchasing power is below 13,000 US \$ are considered as low-income countries. Therefore, according to the latest data this means all countries from Africa (except South Africa), Eastern Europe, South and Central America, Asia (except Japan, South Korea, Singapore, Taiwan, Hong Kong, Brunei, Arab Emirates, Kuwait, Bahrein, Qatar, Saudi Arabia, Israel), except the main off-shore tax haven. This rule of division has been adopted as

4. citizens of foreign birth

On the other hand, the distinction between man and woman is important to introduce in this statistical work the concept of equal opportunities to access different resources.

The age classes considered have been previously determined by the *Rainbow* network and are consistent to the disaggregations used in the main national sources to measure placement in the labour market: 0-14 years old, 15-24 years old, 25-64 years old, over 65. Three levels of territorial disaggregation have been considered: national, regional and local when possible. In order to proceed to an analysis of the evolution of the phenomenon, the survey of different multi-annual periods becomes fundamental. We chose the five years period 1996-2001

The variables of nationality, sex, age and territory have been applied in full to the indicators of demographic structure. As far as the other indicators are concerned, each partner tried to apply such variables according to the availability of statistical sources.

The problem of sources

Italy is among those nations where the survey of demographic structures and of work placement of foreign citizens coming from low-income countries is still a problem. Let's think for example that the Labour Force Survey, does not provide data referred to foreign citizens alone.

As a consequence, it is really difficult to obtain data for the elaboration of indicators which allow to measure the dimensions of the phenomenon in a coherent and sufficiently precise way.

In detail, these problems are mainly to be linked to two aspects: on one side there is a certain delay in the activation of adequate informative systems able to collect, process and give back data referred to foreign citizens and featuring the high level of detail that is useful for a second level analysis; on the other side the sources of these data use methodologies of collection which vary a lot, greatly limiting the possibility to carry out even the most simple measures.

These two aspects are strictly linked to the fact that surveys are carried out by national and local agencies that collect data simply and almost exclusively

the most apt to adequately measure immigration, as this is the sector of the foreign population to which the main requests of policies redefinition and therefore the greater need for monitoring are put.

answering to administrative needs and are neither oriented to reporting nor to the production of synthetic statistical information.

On the other hand, it is only recently that the *policy makers* (and the social actors) have felt the need to have precise data able both to assess the dimensions of employment and unemployment among foreign citizens on the territory, and their impact on the labour market, and to effectively measure the impact of migratory and employment policies on the foreign work force.

It must be remembered in fact that only recently Italy has become a country of large immigration: even though between the late 80's and the beginning of the new century the foreign population has almost doubled, the impact of the resident foreign population on the overall population is still limited.

In 2001 in Italy the percentage of foreign residents on the overall population was 2.5 % and until 1997 was below 1%; while in Lombardy it is only slightly higher, however limited to 3.7%.

However, since the growing demand of information, agreements between the agencies which collect data on foreigners have been put into effect in the definition of methodological reference standards. However, processes of administrative outsourcing are in progress, which slow down and hamper this integration of sources, creating quite a few problems to the availability and comparability of data, as the basic definitions still greatly vary according to the Agency, the reference territory or the field of survey in question.

All this considered, the research has focused on the theoretical definition of the indicators, specifying its features, peculiarities and intrinsic purposes. In detail, the operating definition for all indicators is a fraction: obviously the measure referred to “the part, the slice of cake” put at the numerator, and those concerning “the whole cake” at the denominator, must necessarily feature a high level of homogeneity, so that the metrical-quantitative content of the result of the elaboration will be coherent with the conceptual definition of the indicator.

The collection and the elaboration of data, including comparative analysis, are difficult, but necessary, if one is to develop policies which are coherent on a local, regional, national or European level. It is a vital work if one is to better understand the reality of integration.

The objection according to which it is not ethically correct to highlight the different trends in different national groups is sometimes legitimated by the intention to prevent an unwanted yet potentially possible stigmatization of certain groups of foreign population. Yet the lack of knowledge of the different dynamics or traits of the groups of immigrants might threaten the development of effective interventions when real situations of discrimination should arise.

A lack of knowledge about the features of the foreign population, surveyed also comparing them with the local population, prevents a correct assessment of its level of integration and exclusion in the local society and doesn't allow the identification of the steps able to improve the situation. These data are therefore necessary for the assessment of the level of inclusion and for the determination of the contexts where action needs to be more coherent, effective and precise.

These ideas become even more relevant after the entry of the ten new countries in the European Union. Such change will lead to a further stratification of the working foreign population in the labour market not only with regard to their tasks and qualifications, but above all for what concerns the civil and bureaucratic implications of the legal status of the foreign citizens.

The availability of data for the monitoring of the immigrants' condition is therefore a key factor for the evaluation of the different levels of integration of foreigners and for a more accurate identification of the fields of action.

Conclusions

The work of the Alameda's network on the indicators of socio-professional inclusion well shows the efforts which are to be made on a national, regional and even local level, in order to have complete and updated statistics on the immigrant or foreign population.

Furthermore, it is important that the methodological criteria for the collection of basic data must be homogeneous and the same on a European level, that they properly take into account the represented foreign population dimension. With regard to this, it is enough to remark the unsurmountable difficulties in the elaboration of disaggregated indicators for each sector of age in Italy, since the scanty availability of administrative data that allow such an operation.

The creation of a more homogenous statistic system as to the foreign population is an important aim to be pursued both on a national and European level. To foster such a process it is important to carry out the following key actions:

1. the elaboration of a basic set of indicators of the socio-professional inclusion of immigrants which as a whole is to be shared on a European level;
2. the enlargement of the set of demographic indicators on the European population which consider a regional level of analysis, in order to increase the reliability of the data on the foreign population;

3. the increase of the representativeness of sample surveys on foreigners, in order to get significant information also on a regional level.

Having so-structured statistic information can help to effectively direct the reflection on integration policies.

Furthermore it is necessary to examine more closely the reflection on the socio-professional inclusion and equal-opportunities policies for the foreign population, in order to create the conditions for a true equality of access to the labour market. This in order to avoid those mechanisms of discrimination and self-placement concerning the socio-professional inclusion, which lead to a concentration of the foreign workers in particular sectors of the economy, therefore running the risk of facing an unemployment emergency for the foreigners in case of economic stagnancy in such sectors.

In the second stage of the Equal project, which is now in progress⁸, the work of the transnational group is aimed at enlarging and refining the proposed set of indicators, taking care in particular of the duration of the legal stay on the territory as a variable which is to be crossed with work placement, if data are available.

Another aim will be the setting of a model which allows to make up for some informative limits of the present system, in particular by combining wherever necessary the indicators for the measurement of the dimension of the foreign component of a particular aspect (for instance the share of foreign entrepreneurs, the share of industrial accidents for foreigners) with the specific rates for the comparison between the foreign and native population (e.g. the entrepreneurial rate, the impact rate of accidents, etc.).

On the basis of empirical evidence too, the operating definition of some indicators, agreed upon on a transnational network level so as to ensure applicability in the different territorial and juridical-institutional contexts,

⁸ The EU Initiative Equal is part of the European Social Fund co-financed initiatives which, inside the framework of the European Strategy for Employment, aim to innovate the interventions and policies aimed to tackle the phenomenon of discrimination and inequality in the labour market context.

Synergia is member of the partnership which promote on the Lombardy Region's territory the project "KOINÉ – The integration of migrants in the local society and enterprise within the international partnership Alameda II (of which the Junta of Andalusia, the Walloon Region and the North Region – Pas du Calais are members)

will be revised in order to increase the significance and informative potential of the indicator.

Furthermore, it will be necessary to start a reflection on the metrical significance of indicators with regard to the concept of socio-professional integration of foreigners.

In spite of the efforts made by the work group it has been impossible to make comparisons between the different European countries because of some obstacles encountered in the analysis process. Such obstacles can be found in the heterogeneity of the collected sources, in the differences on the legal status and in the definitions of the concepts of foreigner, immigrant and integration policies and finally in the impossibility to compare the different migratory histories of the European countries involved.

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