

REGIONAL REPORT. IMMIGRATION IN VENETO.

LEGAL CONTEXT

1.- ACCESS TO RESIDENCE

On 30th July 2002 the Italian Parliament approved a new law on immigration, law n. 189 that modifies the legislative decree of 25th July 1998, n. 286 (General Code regulating immigration and status of foreign people) and the law decree 30 December 1989, n. 416, turned into law 28 February 1990, n. 39.

The articles you will find in brackets in the following report are referred to the law n.189.

According to this new law the foreigners holding a passport and entry visa must still apply for a temporary residence permit at the Police Headquarters of the Province of residence within 8 working days from their arrival in Italy as it was stated in the legislative decree of 25th July 1998, n.286.

Foreigners who are considered to be a menace for the public order or security and who have been convicted for crimes, such as drugs dealing, sexual crimes, clandestine immigration, prostitution or illicit exploitation of children, are forbidden the admittance on the territory of the State.

The temporary residence permit, not granted for employment purpose, generally has the same duration as the visa. When the permit is for study reasons, a renewal can be asked before it expires. Renewal requests must be presented at least 30 days prior to expiry date. Foreigners not requesting renewal and keeping on staying on Italian territory without such a permit will be expelled.

The residence permit for employment purpose is issued after the drawing-up of the residence contract for employment purpose.

Residence/staying permit

The residence permit for business and tourism can not last longer than 3 months.

The application must be submitted by the applicant himself/herself directly to the Police Headquarter (Questura) of the province where he/she lives, within 8 working days from his/her arrival in Italy.

The duration time of the residence/staying permit for employment purpose is the one provided for by the residence/staying contract for employment (art. 5-bis, law n.189) and it can not last:

- a) longer than 9 months for contracts of seasonal employment (renewable 30 days before expiring at the Police HQ)
- b) longer than 1 year for contracts of employment with an expiry date (renewable 60 days before expiring at the Police HQ)
- c) longer than 2 years for contracts of employment without an expiry date (renewable 90 days before expiring at the Police HQ)

The staying permit can not last longer than 2 years, if applicants are self-employed.

The staying permit can not last longer than 2 years, if it is released with the purpose of reuniting a family.

Foreigners requesting the residence permit are submitted to fingerprint taking.

The staying employment contract is made between an Italian or foreign employer residing regularly in Italy and a non-EU citizen and it must include:

- a) the assurance the employer can offer him/her an accommodation respecting the parameters of the law regulating the accommodation in public residences.
- b) The payment of the travel expenses for the return of the foreigner to his/her country of origin.

The staying contract for employment reasons will be registered at the immigration counter of the province where the employer has its residence or the legal seat of the firm or where the job will be carried out.

2.- CONTROL OF ILLEGAL IMMIGRANTS

The new law 30 July 2002, n. 189 includes provisions aiming at strengthening the maritime and air controls and to restrict the measures against illegal immigration. As far as the first point is concerned the National Committee for the Public Order and Security will promote the co-operation with similar European authorities.(Art. 10, law n.189).

Art. 11 and art. 12 provide for that everyone acting to let people enter illegally the State or enter another EU State, of which he/she has neither the citizenship nor the permanent residence, is punished with the imprisonment up to 12 years and the payment of a penalty of 15.000 euro. The imprisonment is up to 15 years and the penalty of 25.000 euro in case of people forcing immigrants to prostitution or to sexual exploitation. The procedure of expulsion for illegal immigrants is always executed and implies that the police brings them back to the border. The foreigner will be also brought back to the border, when his/her staying permit has expired and he has failed to renew it . (Art. 12) The expelled foreigner can not re-enter the State without a special authorization of the Ministry of the Interior and in case of violation he/she will be imprisoned or brought back to the border. At the national level the co-ordination is carried out by the Central Direction for the Immigration and Customs Policy.

A Co-ordinating Committee constituted by the President of the Council and the representatives of the Ministries and the Regions will decide every year the maximum quotas of foreigners to be admitted for seasonal employment, employment or self-employment. (Art. 3 and Art. 20). Every year the regions can transmit a report on the conditions of the immigrants on their territory indicating the sustainable flows of immigration within the next 3 years. Restrictions are provided for those extra-EU States that do not collaborate in fighting the illegal immigration and in re-admitting their citizens who have been brought back to the borders. (Art.17)

At local level, the Regional Council of Veneto has approved a three-year program (2001-2003) in order to promote human rights and a culture for peace (regional law 16 January 1999, n. 55). In order to promote a multi-cultural environment, this law will support initiatives targeted at the population living in Veneto, whose main purpose is the integration between Italian culture and immigrant cultures, especially the ones coming from Africa, East Europe, Asia and Latin America.

The Regional Council has also approved a three-year program (2001-2003) on immigration (regional deliberation n. 20 of 26th June 2001).

The 2002 regional action included in the program aims:

- a) at strengthening the integration processes of the immigrants in Veneto
- b) at privileging an integrated approach to the problems of immigration/emigration from non-EU countries
- c) at exploiting the know-how and the positive actions of the local realities

In order to fulfil these goals the Regional Council has decided to increase the financial support in three domains: training and accommodation, communication and legislative area.

As far as training and accommodation are concerned, besides the Guarantee and Rotation Funds provided for by the Agreements between the Region and the Provinces, public and private entities will be involved in finding and realizing 100 accommodations for immigrants or emigrants.

Furthermore they will restore accommodations taking into consideration the situation of territorial emergencies and of social distress.

As far as the initiatives for immigration and communication are concerned, in 2001 the Regional Council entrusted to Italia Lavoro Spa in Rome the realization and the enactment of the Regional network for immigration and for the restructuring and managing of the Regional Observatory for Immigration. The network project is based on the constitution, together with institutional and economic network, of multifunctional counters in every Province. These counters will provide integrated services for the integration of immigrants.

Restructuring the Observatory aims at revising either the knowledge of the immigration phenomenon and at strengthening the relationship between research, projects and operative solutions for the qualification of the services to the benefit of the immigrants. The integrated project of the Network and the Observatory will last three years and the financing will be used for the organisation of thematic seminars and of suitable projects of information for immigrants and for Venetian citizens in the field of public and private services.

Five pilot projects have been started up as far as the school integration, the improvement of the quality of life and the access to employment of women are concerned.

As far as the legislation is concerned it is necessary to elaborate a Draft of a Regional Law on Immigration which is suitable for the evolution of the immigration phenomenon in Veneto and for the new instruments of co-ordination introduced by the regional policies. For this purpose it is important to verify the results related to the worked out goals on the basis of the experimental character of the procedures and interventions promoted in 2001.

Thanks to the Regional Co-ordinating Unit the relationship between the Veneto region and the Government has been strengthened. This collaboration has led to the signing of two Agreements State/Region for the experimental models of interventions on immigration/emigration.

The first agreement concerned an experimental project of training and integration reserved to Italian emigrants returning from Argentina. The initiative, called "Coming home project" and realized in collaboration with the group Electrolux-Zanussi, aims at reintegrating in Veneto more than 200 emigrants thanks to training and help in finding an accommodation and a job.

The funds of the 2nd Agreement will be assigned to the promotion of experimental activities of training & orientation in the countries of origin of the immigrants with the purpose of integrating them in the Venetian productive sectors or of developing self-employment activities in their countries.

Within the collaboration domain State/Region there is the need to estimate the participation of Veneto to the programmes concerning a sustainable and controlled immigration.

3.- RIGHTS OF ILLEGAL IMMIGRANTS.

In Italy, a legally residing foreigner enjoys the same civil rights as an Italian citizen. Legally residing foreigners have the right to be recorded in the register of the Commune (Comune) where they intend to reside. Once registered, the applicant becomes resident in the Commune (Comune) where he lives. This operation gives the applicant the right to get a wide range of documents he will use for many purposes. Italian government guarantees the same treatment and equal rights enjoyed by Italian workers to all foreign workers and their families legally resident on Italian territory.

Work

Foreign citizens can enter Italy for employment purposes if they have a staying employment contract, or a self-employment. Once the residence permit is obtained thanks to the staying contract, the foreign citizen can even change type of job, (moving from regular employment to self-employment and vice versa). In any case he/she can be included in the lists of job seekers at the Employment Centres. A change in the typology of job, on the other hand, must be reported at the time of renewal of the residence permit.

As far as the housework or the activities of assistance to disabled and old people within families are concerned, whoever can declare the existence of a job relationship with a foreigner to the Prefecture within 2 months from the enactment of the law, provided that he/she has not been previously expelled for reasons other than the renewal of the residence permit.

Housing and Accommodation

Renting a house for a short/long period of time or buying it are the most common options when it comes to choose an accommodation. Finding a house at an affordable price, with respect to an immigrant's income, is not always easy. The most common way to find a house is reading ads in newspapers or using the services of an estate agent.

Current legislation states that only foreigners holding a staying card¹ or a two-year residence permit, given for reasons other than tourism and allowing them to carry out an employment or a self-employment, have the right to benefit of public residence accommodation and the intermediation services offered by the agencies arranged by the local authorities, for enabling the purchase and the rent of an accommodation.

The employer will assure he can offer his foreign employees an accommodation respecting the parameters of the law regulating accommodation in public residences. (Art. 27)

First-help centres, managed directly or indirectly by the council, non-profit organisations and volunteers provide immigrants with temporary accommodation.

They also provide accommodation to those people asking for asylum according to the disposals of the Police HQ and the Territorial Commission for the acknowledgement of the status of refugee.

The Territorial Commissions are co-ordinated by a Commission at the national level.

In order to rationalize and optimise the protection systems for the refugees, the foreigners asking for asylum and the bearers of a humanitarian permit, the Ministry of the Interior has constituted a central service for information, promotion, consulting , monitoring and technical support.

Accommodation in first-help centres

WHO: Foreigners asking for asylum, refugees, foreigners holding a humanitarian permit given for reasons other than tourism. While waiting to be expelled for crimes provided for in the Code of Penal Procedure a foreigner can be confined/interned for a minimum of 30 days up to a maximum of 60 days in first-help centres.

HOW: Centres usually give accommodation to people for a short period of time. Some centres give accommodation for longer periods. A minimum fee may be requested.

¹ According to the legislative decree 25 July 1998, n. 286 the foreigner, who has been staying regularly on the territory of the State for at least 5 years (6 years with the current law) and holding a staying permit for a reason allowing an indeterminate number of renewals and who demonstrates to have a suitable revenue for his/her maintenance and the maintenance of his/her family, can ask the Police HQ for the issuance of a staying card for himself/herself and his/her family. The card has no temporary limit.

LAWS AND REGULATION: L 6/3/1998 N. 40, art. 38. L30/7 2002 Title II Disposals regarding the asylum

Health Care System

In order to obtain any kind of health care, immigrants must be affiliated to the National Health Care Service (Servizio Sanitario Nazionale). Registering can be made at the local ASL (Azienda Sanitaria Locale), formerly USSL, competent for area of residence. The ASL provides residents with a Health Care Card (Tessera Sanitaria) which has the same duration as the temporary residence permit.

This card gives immigrants the right to all public health care services: medical examinations, specialised examinations, hospital admissions and medicines.

Leg. Dec. 286/98 defines the cases in which registration of foreign citizens to the National Health Care Service (Servizio Sanitario Nazionale) is compulsory (with conditions of full equality, rights and obligations as in the case of Italian citizens with regard to contributions and the service provided in Italy by the S.S.N.). In all other cases, as far as legally resident citizens are concerned, registration is optional.

Foreigners not registered to S.S.N. - who can be either foreigners legally present in Italy for a temporary period or foreigners not subject to the compulsory registration or not voluntarily registered to S.S.N. - by paying the relative tariffs, can apply for health services of any type from the National Health Care Service (Servizio Sanitario Nazionale - S.S.N.).

Foreigners without temporary residence permit, or in any case not registered to the National Health Care Service (S.S.N.) have only the right to emergency hospital services for illness, accidents and maternity. Furthermore, prevention and care of infectious and contagious diseases is assured.

Registration to the national health care service

WHO: - it is compulsory for all foreigners holding legal temporary residence permits issued for work, family, political asylum, asylum requests, humanitarian asylum, awaiting adoption, child fostering, awaiting citizenship: equal rights and duties apply, as in the case of Italian citizens

- it is optional for all foreigners legally residing in Italy. However, they have the obligation to protect themselves from the risks of illness, accidents or maternity by stipulating a specific insurance policy with an insurance company or by voluntary registration to the S.S.N. and payment of an annual contribution (currently € 170 for foreigners with study permits, € 390 for all the others)

HOW: Applicants have to go to the nearest social/health-care district with the following documents:

If resident: residence certificate or relevant self-certification

If domiciled: self-certification stating the applicant has effective domicile in a Commune (Comune) located within the relevant ASL territory

Copy of temporary residence permit or substitute certificate of it, if renewal is being processed (if the reason for the issue and the expiry date are not available, the renewal is granted for three months)

Self-certification for the dependants, if the case apply

For self-employed workers: registration to the Chamber of Commerce (CCIAA) or professional Roll, if available; otherwise a self-certification stating the applicant is self-employed.

For workers awaiting first-time employment, or unemployed: registration to the Employment Bureau (Ufficio di Collocamento).

- The health-care card is issued or renewed up to the expiry date of the temporary residence permit.

WHERE: - At the relevant social/health-care district. For the addresses please, consult the phone directory under ASL.

LAWS AND REGULATIONS: Leg. Dec. 286/98. art. 34.

Health Ministry Notice no- DPS X/40/98/1010 of 22 April 1998.

Education and Training

According to Italian law, education for minors is compulsory until sixteen years of age. All foreign minors, even if not holding a residence permit, must be admitted to compulsory schooling. The criteria for their admission, also in relation to their prior schooling, are regulated by several notices issued by the Ministry of Education (Ministero della Pubblica Istruzione). The settling of difficulties due to the lack of knowledge of Italian language are normally overcome within a few months or, at most, one year. Several associations and bodies offer help in facilitating this process. Enrolling in crèches, nursery schools, and compulsory formal schooling, a vaccination certificate is required. A recent DPR (Decree of the President of the Republic) however, provides for children to be admitted to the school in any case, even in the absence of a vaccination certificate. In Italy, children are compelled to attend both primary school (scuola elementare) and middle school (scuola media inferiore). At the end of the final year at primary school (quinta elementare) and at the end of the final year at middle school (terza media) the scholars must sit an exam, respectively for primary and middle school certificates (licenza elementare and licenza media). The middle school certificate is necessary for registering with secondary school (scuole medie superiori), as well as in all public competitive examinations (concorsi) and is required by employers. The extension of schooling obligations up to and including sixteen years of age makes it compulsory for the first two years of secondary school to be attended (scuola superiore). The degree attained on completing secondary school (diploma di "maturità") allows entrance to University. (Art. 26)

Foreigners having a visa, a residence permit for employment reasons, an asylum permit or a permit for humanitarian reasons and a diploma obtained at an Italian school abroad, at an international school in Italy or abroad, are allowed to enter University courses at the same conditions of Italian students, provided that they satisfy the general requirements for acceding to the studies.

In the frame of programmes proposed and co-ordinated by the Welfare Ministry, the Education Ministry, the Regions and the local authorities, as well as international organizations for the integration of immigrants in various economic sector in Italy, education and training are organized in the countries of origin in order:

- a) to enable them working in the economic sectors operating in these countries
- b) to enable them working in the economic sectors operating in Italy
- c) to enable them developing entrepreneurial activities in the countries of origin (Art. 19)

Bodies responsible for checking the enactment of the law

The Parliamentary Committee instituted in 1993 for checking the application of Schengen Agreement and Europol activities and for the supervision of immigration matters will also be entrusted with the supervision related to the application of this law, as well as to the international agreements on the subject. The Government shall produce an yearly report to be presented to the Committee, which will refer to the Parliament.

4.- VIEW OF THE LEGAL SERVICES OFFERED BY PUBLIC ADMINISTRATIONS TO IMMIGRANTS CONCERNING SOCIAL AND LABOUR INCLUSION.

Foreigners legally residing on Italian territory enjoy the same rights as Italian nationals. Should they encounter difficulties or find themselves in a condition of need, they too have access to all social and social-assistance services normally provided by the commune (Comune) of residence and the Local Health Department (ASL, formerly USSL).

Over and above the social services provided by public bodies, there are several services offered by voluntary associations.

Regional Table for Coordination on Immigration

This initiative is aimed at setting up a regional system of coordination for complimentary actions such as:

Integration of extra-EU immigrants workers into their work environment and local community;

Peaceful cohabitation between locals and immigrants;

Promoting the return of Italian and Venetian emigrants

Giving relevance to high-quality projects concerning immigration at local level and spreading their implementation to a wider territory.

This initiative is supported by the Veneto Region, Local Authorities and Social Bodies, with the cooperation of the Social Affairs Department of the Presidency of the Council of Ministries.

Main areas of intervention are: education, accommodation, general services for immigrants and their relatives, managing of migratory currents, immigrants network and legislation.

TARGET GROUPS IN PARTNER REGIONS AND BACKGROUND

5.- ORIGIN COUNTRY OF THE IMMIGRANTS.

According to the data of the Interior Ministry for the year 2001, the distribution of immigrants in the region of Veneto according to their country of origin can be summarised as follows:

PROCEDEENCE	POPOLATION	%
AFRICA	4617	33,
AMERICA	765	5
ASIA	2162	15,
EST OF EUROPE	5376	38,5
EUROPEAN UNION	1030	7,3
TOTAL	13930	100

6.- % AND N° OF IMMIGRANTS.

DISTRIBUTION PER PROVINCE (%)	
BELLUNO	2,82
PADOVA	13,8
ROVIGO	2,48
TREVISO	21,34
VENEZIA	9,92
VERONA	22,85
VICENZA	26,79
TOTAL VENETO	100

7.- REFERENCES TO SKILLS AND QUALIFICATIONS THEY BRING FROM THEIR COUNTRIES

Most part of immigrants are young males holding no degree (39.973 people) who are employed as unskilled workers (28.377 people). The high percentage of employment, both by shortlist and direct call, (around 99% of total) shows how the most interesting aspects in selecting foreign workers are the skills coming from previous experience more than educational background. The percentage of extra-EU citizens with little or no skills asking for a job over the total is very high. 84% are unskilled workers and only 2,8% are specialised workers. This is a further evidence of the high degree of absorption of this typology of workers by the national productive system.

8.- VIEW OF THE MOST IMPORTANTS PROBLEMS THAT AFFECT THE TARGETS GROUPS REGARDING THE LABOUR INSERTION.

The main difficulties affecting immigrant workers can be summarised as follows:

- 1) Education and training. Many immigrant workers have little or no education at all. Therefore, their insertion into the local labour market might result difficult or just limited to unskilled jobs.
- 2) The language. Generally speaking, extra-UE immigrants have a poor knowledge, or no knowledge at all, of the language of the host country when they arrive on site. Their incapability to speak Italian may result in serious problems in finding a job. More often, they can not make use of the skills and qualifications acquired in their own country, thus forcing them to accept low-level job positions and tasks. What's more, their living in closed communities prevents them from enhancing their knowledge of the language.
- 3) The impossibility of working in the public sector, exclusive right of Italian and EU citizens, and the non-equivalence of degrees and professional titles is a further barrier for immigrants to be integrated.
- 4) Accommodation. Immigrants can not afford spending huge amounts of money for a house. Their jobs are often temporary and that prevents them from finding a suitable accommodation, especially in areas where the lack of houses is a serious problem. As mentioned above employers shall guarantee their employees to find an accommodation at a suitable price also with the help of local agencies instituted for this purpose.
- 5) Political rights. In Italy only national citizens have the right to vote. Extra-EU citizens can participate to political activities of any kind but have not the right to vote or stand for political

offices. The approach is different in some Northern European countries, which give the right to vote in local and regional elections to immigrants residing in their countries.

6) School. The main difficulty met by schools and educational bodies is their capability of respecting immigrants' cultural identity, protecting their native tongue, recognising degrees and titles obtained in their native countries. Alphabetisation classes have been the key approach so far; inter-cultural communication programs and native cultures classes have been activated only recently and are still carried on at an experimental level.

7) Health care. Law 40/98 has given the possibility for the most part of extra-EU immigrants regularly residing in the territory to be covered by the National Health System. Immigrants who are just 'living' in Italy have no right to general, specialised or pharmaceutical cares.

8) At a more general level, Managing of migratory flows, immigration network and regional legislation are other key aspects where some difficulties may arise as well.

9) Xenophobia, racism and discriminations against immigrants are a real threat to peaceful cohabitation between communities. According to Caritas (non-profit organisation helping immigrants) Statistical Data – Anolf, 'Statistic Dossier on Immigration 2001', at national level an immigrant is the target of an act of violence every 25 hours. A third of these attacks seem to have racist causes.

VIEW OF THE LABOUR MARKET

9.- SECTORS GIVING MORE JOBS TO THE IMMIGRANTS

In the Northeast, one new job out of seven goes to an immigrant. Immigrants work mainly as workers in the manufacturing industry, health care assistants and nurses, as well as cleaning ladies. The manufacturing industry accounts for the 50% of employment, and the construction sector reaches 6%. The total for this sector is therefore near 60%. Services offer a figure of 30%, agriculture has a 10% of employment and is strongly dependent on extra-EU workers, especially as far as season jobs are concerned. A general overview is given in the following table:

Tab. 1 – extra-EU workers in Veneto: flows of employment and suspension by sector

	1999		2000		Var.%2000/1999	Comp.%2000
	Empl.	Susp.	Empl.	Susp.	Empl.	Empl.
Agriculture - fishing	5.381	4.994	6.642	5.364	23,4%	10,0%
Food ind.	1.388	1.224	1.690	1.215	21,8%	2,5%
Textile ind.	820	661	1.244	901	51,7%	1,9%
fashion ind.	1.206	830	2.165	1.546	79,5%	3,3%
Leather ind.	2.147	1.863	2.973	2.415	38,5%	4,5%
Shoe ind.	923	804	1.325	1.070	43,6%	2,0%
Wood ind.	1.758	1.236	2.531	1.792	44,0%	3,8%
Paper ind.	442	270	740	509	67,4%	1,1%
Chemical-rubber	1.580	1.176	2.547	1.852	61,2%	3,8%
Non-metallic prod.	1.282	996	1.815	1.474	41,6%	2,7%
Metallic prod.	1.436	1.161	2.209	1.691	53,8%	3,3%
Manufacturing of metals	5.589	4.054	7.986	6.188	42,9%	12,0%
Manufacturing of mechanical devices	1.009	670	1.472	1.091	45,9%	2,2%
Electric and optical products	821	688	1.871	1.188	127,9%	2,8%
vehicles	264	179	475	344	79,9%	0,7%
Other manufacturing	815	578	1.349	898	65,5%	2,0%
Total manufacturing industry	21.480	16.390	32.392	24.174	50,8%	48,7%
Gas-water constructions	5	4	19	10	280,0%	0,0%
Trade	1.790	1.291	2.234	1.743	24,8%	3,4%
Hotels	5.976	5.434	6.071	5.323	1,6%	9,1%
Transport-comms	2.255	1.675	3.097	2.268	37,3%	4,7%
Credit insurance	41	28	57	42	39,0%	0,1%
Services to enterprises	3.232	2.652	4.838	3.806	49,7%	7,3%
Public sector	239	172	294	246	23,0%	0,4%
Education	43	37	44	28	2,3%	0,1%
Health care	409	273	589	351	44,0%	0,9%
Other services	2.230	1.751	2.929	2.353	31,3%	4,4%
Total services	16.215	13.313	20.153	16.160	24,3%	30,3%
Missing data	1.325	1.066	1.306	1.300	-1,4%	2,0%
Total	49.079	39.001	66.511	51.426	35,5%	100,0%

Source: elab. Veneto lavoro on archives Netlabor/Amministrazioni provinciali

10.- ABOUT SELF-EMPLOYMENT

According to the report on immigration released by Anolf (National Association beyond Borders – non-profit organisation) for 2001, one out of ten immigrants working in Italy is self-employed, giving a figure of 83.269 people. Statistical data for Veneto are currently being updated, but a general prediction gives a figure of 10% for self-employed workers over the total labour force. This kind of data is quite difficult to get, mainly because a difference between self-employed craftsmen and people working in the black market is almost impossible to make. Unfortunately, as confirmed by some of the major national trade unions, most part of the so-called ‘self-employed’ workers in Veneto (and also in the rest of Italy) belongs to the black market.

11.- FORECAST OF ECONOMIC ACTIVITIES FOR THIS COMMUNITY

Amongst 50.000 units employed at the end of 1999, after one year two thirds (31.464) are still present within the same company, whilst less than 20% are still employed but have moved one or more times (8.145). Around one fifth (9.572) are ‘out’ from employment, but not necessarily from the labour market. New entries are quite high: 24.657 in stock plus 14.503 in transit. About 30% have already had previous work experience in Veneto. Workers at their first experience are 28.000 people, two thirds of whom were still employed at the end of the year, while one third had ended their experience. The trend for the near future can be easily found in the figures of the following table. Forecasts indicate an even greater need for extra-EU labour force; around 70% of employed workers will obtain a stable contract after one to two year period of work.

*Tab. 3 –extra-EU workers in the labour market in Veneto:
stock and flows table from 31.12.1999 to 31.12.2000*

	Stock end of year		Workers turnout 2000		Worker s first time 2000
	Employed 31.12.99	Employed 31.12.00	Employment	Suspensions	
Out	7.007	-	-	7.007	-
Out with transit	2.565	-	2.565	2.565	-
In	-	18.881	18.881	-	14.762
In with transit	-	5.776	5.776	5.776	3.636
Changed	8.145	8.145	8.145	8.145	-
In Transit	-	-	14.503	14.503	9.229
Continuously present	31.464	31.464	-	-	-
Total	49.181	64.266	49.870	37.996	27.627

Fonte: elab. Veneto lavoro on archives Netlabor/Amministrazioni provinciali