

Using administrative sources for studying rare phenomena: foreign female employment in Italy

by Manlio Calzaroni, Maria Carla Congia, Giuseppe Garofalo,
Alessandra Righi, Roberta Rizzi, Leonello Tronti

Introduction

The aim of this work is to experiment, for statistical purposes, the use of administrative sources for studying rare phenomena. To this purpose, we chose to analyse the employment of foreign women in Italy, since it represents a relatively “minor” phenomenon on the national labour market, which nonetheless is becoming increasingly relevant from a social and economical point of view. In fact, although initially female immigration to Italy was characterised mainly by reasons concerning family reunions, in recent years work reasons have been becoming increasingly important, as proven by the recent regularization laws.

Measuring the employment of foreign women, as a rare phenomenon and one that concerns an extremely mobile sub-population, and elusive as regards the illegal component, is a particularly complex task. The marginality and nature of the phenomenon, in fact, make it difficult to use traditional survey techniques, both in the legal component and, even more so, in the illegal component.

A possible solution is represented by the possibility to use administrative sources for statistical purposes. This study intends to explore the potential of these sources for a quantitative analysis of the segment of the labour market at issue, emphasising the informative capacity concerning the various dimensions of the phenomenon without, however, ignoring the limits of this approach. To this purpose, we identified the main administrative archives that may be useful for quantifying wage employment and self-employment of foreign women in industrial and service sectors (and possibly also in the agricultural sector), as well as qualitative information concerning the women and/or the companies they work for, which can be obtained from these sources. In particular, within the field of the wage employment, we paid special attention to the female domestic workers and the atypical workers: temporary workers and co-ordinated long-term freelancers (the latter being similar to the wage employment from a fiscal point of view). With reference to self-employment, we identified the women responsible for a economic activity in individual companies or in companies that have more evolved company forms (partnerships and joint stock companies).

1. Potential and limits of the administrative sources to study foreign female employment

The use, for statistical purposes, of information collected for administrative purposes is an operation that makes it possible to develop a national statistical system pursuing two goals: the reduction of the cost of realisation and the containment of the statistical burden caused to the information suppliers. However, this operation does not come without expense. Literature on this subject identifies four elements that are useful in synthesising the methodological problems when using information with an administrative origin: a) subjects registered in administrative sources are different from the statistical units; b) data are collected according to non-statistical conceptual schemes; c) partial coverage of the reference population; d) the control of methods for data collection and processing is made entirely by administrative entities and not shared with the official statistics authorities.

Each administrative source, in fact, uses specific definitions, classifications and own management rules linked with the function that the public institution carries out. Furthermore, each administrative institution has its own data collection function, as well as a specific method for managing the related archives controlled by means of "regulations" that characterise it and that control the relation between the various subjects and the public administration.

Istat started using administrative sources in the nineties, developing a wide experience in the treatment of these sources, also integrated. The currently consolidated realisation of the Italian Business Register (ASIA), as well as statistical archives derived from one or more administrative sources not linked with ASIA, but which nonetheless can be linked to it, represent two of the main experiences achieved in this field.

The realisation of ASIA is the result of the integration of numerous administrative sources and represents the first example of a statistical product constructed, almost exclusively, on the basis of administrative sources. Their integration made it possible to validate the information obtained from the single sources, to correct errors, but above all to transform the administrative information into statistical data that are coherent with the concepts and definitions of the national statistical system as well as that of the European Union. ASIA supplies the universe of industrial and service companies active on the whole national territory, updated on a yearly basis, with the possibility of knowing their location (at a municipal level), the number of workers (employed and self-employed), as well as the economic activity (fifth digit, the maximum detail required in the classification of economic activities).

The availability of this archive makes it possible to have a single framework of reference for all the official economic statistics, which can therefore be analysed in an integrated manner, independently of the realisation modalities and of the characteristics of the single surveys, since, in any case, they refer to a single universe of economic units.

This is also valid for the use of other administrative sources, which, in spite of not being an integral part of ASIA and of the official economic statistics system, can still be linked to it, thus acquiring a statistical value that they would not have individually.

The presence, within the sources that we will illustrate below, of the company's¹ fiscal code in which the foreign women work, makes it possible to immediately read the characteristics of the companies they work in (in the case of female employed workers) or of the companies that they are in some way responsible for (in the case of female self-employed workers).

The availability of the ASIA archive since 1996 makes it possible to analyse the phenomenon over time. However, the simplifying analyses that we present in the next paragraph do not consider this aspect, the realisation of which, in fact, requires a more in-depth analysis of the characteristics of the administrative sources, stability over time, and the definition of a method aimed at transforming the administrative information into statistical data and at integrating multiple sources dealing with similar information.

Other than the generic problems encountered in the use of administrative sources, it is necessary to identify the specific limits concerning the possible analyses of active foreign women within our productive system.

Their characteristics are derived from the fiscal code, which enables to identify foreign women, their age and their place of birth. An initial problem could arise at this stage: the information refers to women who were not born in Italy, but which do not necessarily coincide with the foreign female citizens. Furthermore, considering the administrative origin of the information, it can only refer to the legal employees: those working illegally (without a contract) are obviously not present.²

¹ It is necessary to point out that we are dealing with the mother company; therefore, in the case of multi-location companies, the local units of which are situated in different geographical areas, bias may be caused in the distribution by territorial division.

² It is therefore necessary to remember that, in the field of the National Accounts, Istat produces an estimate of the non-resident foreign component. However, this estimate of illegal workers cannot be analysed by gender. For the year 2000,

As far as the field of observation is concerned, the information on the female employees working in the industry and service sectors is to be considered complete, while the information regarding the female employees working in the agricultural sector is partial (ASIA agriculture is in the phase of realisation) and the information referring to the public sector entirely absent.

Based on the information that can be derived from the administrative archives currently at the disposal of Istat, it is still possible to create a sufficiently wide range of information, although it will not be exhaustive, concerning the foreign female workers and the companies they work in. This paragraph will present an overview of the administrative sources and of the available information (see Prospectus 2.1), which shows how, in spite of the incompleteness of the information from administrative sources, it still enables to create a detailed framework of the work carried out by foreign women, in terms of numbers, of distribution among the various economic activity sectors, different companies size class and territorial location, as well as of the types of contract, remuneration and duration of the employment relationships.

Wage employment

- 1) The *National social security institute archive on domestic workers* (INPS) contains information concerning the annual stock of the female legal domestic workers who, during the year of reference, have had at least one contribution payment. This source contains, for each worker, information concerning sex, age, nationality, periods covered by the contribution, remuneration per hour, work relationships established during the contribution period, the number of weekly hours paid, and the province in which the work activity is carried out. As far as foreign workers are concerned, the country of origin is also indicated.
- 2) *Fiscal Archive on wage employees (Revenue Agency)*. The declaration for deduction, contributions and insurance premiums may represent the only available source of information capable of supplying individual data concerning the annual stock of wage employees, by means of a wide and detailed range of variables. This source, other than the traditional information deriving from the fiscal code of the worker and of the company he works in, makes it possible to obtain data concerning gross and net wages taxes, social security and insurance contributions. Furthermore, for a description of the labour market, the variables concerning the professional qualification (factory workers, clerks, etc.), the work timetable (full-time, part-time), and the duration of the contract (open-end, fixed term) are of particular importance.
- 3) The individual information as described in the previous point can be compared with the average ones per company derived from the *National social security institute archive on monthly contribution declarations* (INPS) presented by companies with at least one employee. This archive contains information on the company in which EU and non-EU employees are working, the occupational composition (by qualification, timetable, atypical contracts, etc.), and the average remuneration of foreign citizens, without any breaking down by gender.
- 4) The *Work accident insurance institute archive on starting and termination of wage employment (INAIL)* contains information on the starting and termination dates of the wage employment activity. This therefore makes it possible to identify, at an aggregated level, the entity of the incoming and outgoing flow of the wage employment, and at an individual level, the duration of the periods of employment and the number of employment episodes. Furthermore, the data allows for a double analyse: both regarding the characteristics of the workers by gender, age and place of birth, and regarding the companies in which they work. This last information can be integrated with the ASIA archive in order to obtain information

this estimate reached about 600 thousand full-time equivalent working units (ula), which dropped to 400 thousand in 2002, due to the act of the regularisation.

concerning the economic activity sector, the size class, the turnover and the geographic location of the company.

- 5) The *National social security institute archive on wage employment in the agricultural sector (INPS)* is the main source of information on agricultural employment, with reference only to the manual labourers. This source covers the contribution declarations that the agricultural companies present, on a monthly basis, for each employee. This set of information includes data concerning the workers, such as personal details, the company they work in, the date of employment and the date of termination of the contract, the type of contract (open-ended or fixed-term), the qualification, the days worked per type of remuneration, the remuneration paid, as well as the main data concerning the agricultural company, such as the identification data, the location, and the type of company.

Atypical work

- 6) *Fiscal archive on coordinated long-term freelancers (Revenue Agency)*. This source makes it possible to describe some of the characteristics of the foreign female workers, such as the place of birth, the age, the location of personal residence and the corresponding declared income. This source is only available for the declaration year 2001 (fiscal year 2000) as the tax forms for the following years were modified, thus making it impossible to identify this sub-group of workers.
- 7) *Work accident insurance institute archive on the starting and termination of temporary employment (INAIL)*. This archive contains information on the fiscal code of the user company, the fiscal code of the worker, the starting and the termination date of the single interim assignments, and the corresponding duration. The fiscal code of the user company allows for a link with the information present in the ASIA archive and therefore the description of the companies involved (location, economic activity sector, and company size). The availability of the fiscal code of the workers makes it possible to describe their main personal characteristics: gender, age and place of birth.

Entrepreneurship

- 8) The *Archives of the Chambers of Commerce* make it possible to expand knowledge of the entrepreneurial phenomenon. These archives make it possible to analyse the individual characteristics of the entrepreneur and of the associates in partnerships as well as of the individuals with offices in joint-stock companies. Moreover, these archives provide specific information regarding the duration of the offices and the number of shares held by the associates. By means of a link with the Italian Business Register (ASIA), information is available on the age and place of birth of the entrepreneur and on the economic activity, the territorial location, and the occupational and financial size of the company.

Prospect 2.1 – Synoptic outline of the administrative sources that can be used for statistical purposes in order to analyse the phenomenon of foreign workers in Italy by gender.

Area	Administrative source	Universe of reference	Type of survey	Type of data	Periodicity	Survey units	Analysis units	Surveyed characteristics	Availability of the source at Istat
Employees									
Domestic work	INPS-Mod. LD09 and quarterly bills for contribution payment.	Domestic workers who, during the year of reference, have had at least one period of contribution	exhaustive	stock data	annual	Domestic worker	Worker	Gender, age, nationality, geographic area of origin, periods covered by the contribution, remuneration per hour, work relationships established during the contribution period, the number of weekly hours paid, and the province in which the work activity is carried out.	From 1998 to 2003
Wage employment – private sector	Revenue Agency – Model 770	Workers who, during the year before the tax declaration year, have had a wage employment work contract.	exhaustive	stock data	annual	Company	Worker and jobs	Gender, age and place of birth. Fiscal code of the company, from which, by means of a link with ASIA, the following are obtained: economic activity sector, company size, and location of the mother business. Possible use of information concerning gross and net wages, tax, social security and welfare (INPS – INPDAL – INPDAP) and insurance contributions (INAIL)	From 2000 to 2002
Wage employment – private sector	INAIL – Nominal declaration of the insured parties (DNA)	Workers employed by industrial and service companies, except for temporary workers. Includes some types of self-employed workers (artisans, associates of partnerships with activities in the business)	exhaustive	flow data	continuous	Company	Workers and jobs	Gender, age and place of birth. Fiscal code of the company, from which, by means of a link with ASIA, the following are obtained: economic financial activity sector, company size, and location of the mother business. Date of employment and date of termination of the contract, by means of which the duration of the contract is calculated.	From 2001 to 2004
Wage employment – agricultural sector	INPS-DMAG	Employees of the agricultural company, either with open-end (OTT) or fixed term (OTD) contracts, as well as some wage forms of employment (individual co-participants, family co-participants, colonies).	exhaustive	stock data	quarterly	Agricultural company	Worker and jobs	Gender, age and place of birth. Fiscal code of the company; date of employment and termination of the open-end/fixed term contract; qualification (from common worker to super specialised worker).	From 1999 to 2001
Atypical									
Temporary work	INAIL – Unified Temp. Model	Workers employed with an interim work contract	exhaustive	flow data	continuous	company	Workers and jobs	Gender, age and place of birth. Fiscal code of the company, from which, by means of a link with ASIA, the following are obtained: economic activity sector, company size, and location of the mother business. Date of	From 1999 to 2002

Coordinated long-term freelancers	Revenue Agency – Single Model for Physical People	Workers who, during the year before the tax declaration year, have had a coordinated long-term freelance contract.	exhaustive	stock data	annual	Worker	Worker	employment and date of termination of the open-end/fixed term contract, by means of which the duration of the contract is calculated. Gender, age and place of birth; income from coordinated long-term freelance contract	2000
Self-employed workers									
Entrepreneurs	Tax register	Individual businesses in the non -agricultural sector	exhaustive	stock data	annual	Company	Individual business	Economic activity sector, number of employees, number of self-employed workers, location, legal form, turnover	From 1998 to 2003
Company offices	Chambers of Commerce – Archives of Business People	Physical People with offices in the company (partnerships)	exhaustive	stock data	annual	Company	Shareholder	Fiscal code of the individual with the office, from which one obtains the gender, age and place of birth. Place of residence, office code, start and end date of the office. Fiscal code of the company, linked with ASIA, leading to: economic activity sector, number of employees, location, legal form, turnover	From 2000 to 2003
Ownership structure	Chambers of Commerce – Associate Archive	Shareholders of joint-stock companies	Non-exhaustive (only joint-stock companies quoted on the stock market)	stock data	annual	Company	Shareholder	Fiscal code of the shareholder, from which one obtains gender, age and place of birth; shares or quotes owned, bound shares or quotes. Fiscal code of the company, linked with ASIA, leading to: economic activity sector, number of employees, location, legal form, turnover	From 2000 to 2003

2. An outline of the foreign women's presence in the Italian labour market in recent years

In order to achieve an overview of the phenomenon of the presence of foreign female workers in Italy, we believe it is useful to first present some information from a census-related source³. The increase in the presence of female foreigners in recent years is pointed out by the data obtained from the Population Census: in 1991, the number of female resident foreigners over the age of 15 reached 147 thousand (equal to 46.8 percent of the total number of foreigners), in 2001, 555 thousand foreign women over the age of 15 were counted, out of the total of 1,087,058 foreign citizens, just over half. The female component increased by 3.8 times, while the male component increased only by 3.2 times, thereby meaning that, in 2001, the female component became more numerous than the male component. Analysing in a more detailed manner the link between foreign women and the Italian labour market, the number of women employed reached 227 thousand in 2001, and this amount leads to the calculation of an employment rate (for those older than 15 years) equal to 40.9 percent.

Moving on to the data from the administrative sources used in this study, in spite of the noticed limits in using these for statistical purposes, especially in reference to their completeness compared to the analysis of the phenomenon in question, one attempts to create an initial outline of the presence of foreign women in the Italian labour market, as a result of the information obtained from these sources.

Furthermore, it is necessary to point out that the analysed administrative sources refer to different years. Some describe a situation previous to the regularization in 2002, while others represent a situation subsequent to this process, which deeply modified the outline of the foreigners' presence in our country, causing an increase in the number of legal foreign employees in the private, non-agricultural sector by at least 248 thousand units (Istat, 2005) and by 334 thousand in the domestic work (Inps, 2004).

3.1 Wage Female employees

3.1.1 Foreign female workers in the domestic work sector

This analysis of the employment of foreign women in our country starts with the sector, which, traditionally, greatly employ female foreigners in Italy. Domestic work in Italy, in fact, has in recent decades become increasingly more a prerogative of immigrant women. This is the work field in which foreign women were able to find employment since the first migratory waves towards Italy in the 1970s, initially as full-time domestics and then, in the 1980s and 1990s, as domestic collaborators, paid by the hour. Starting from the end of the 1990s, due to an ageing of the population and an increase in the participation of Italian women in the labour market, families were faced with an urgent need for care and assistance work for non-autonomous old age people. This need was largely satisfied by the work carried out by foreign women: the so-called *badanti*. This new type of domestic work, carried out on a full-time basis and often for fixed-terms, is characterised by a large illegal component, as proven by the number of requests for regularization presented in 2002.

An estimate of the legal employment of non-national women in the domestic work sector can be made by means of the *Social welfare archive on domestic workers*.

In 2003, 315 thousand foreign women were employed in the domestic work sector, equal to almost 85 percent of the total number of foreign domestics. More than 99% of all foreign female domestics are non-EU citizens.

³ The Population Census supplies a more coherent informative outline in terms of statistical definitions currently available concerning foreign women in Italy, in spite of the significant problems caused by the high level of mobility of this sub-population.

It would seem that much has changed over a period of a mere five years. In fact, in 1998, the number of Italian female domestic collaborators was significantly higher than the number of foreign ones (117 thousand and 89 thousand respectively). The subsequent years registered a slight but constant decrease in that difference, until 2002, when the foreign women surpassed the Italians, and in 2003, the ratio reached almost 3 to 1, in favour of the foreign women. Since the impact of the regularization process in the trend of the last two years is obvious, it would be interesting to take the analysis one step further, in order to verify the extent to which the variations encountered were caused by the "emersion" and to what extent by an actual change in the phenomenon.

In 2003, 33.5% of the foreign domestic collaborators worked in central Italy, 32% in the Northwestern regions, 19.5% in the Northeastern regions, and just 15% found work in the South. The Italian domestics, on the other hand, found more jobs in the Northwestern regions and in the South (29.3% and 28.6% respectively).

The distribution of domestic workers by geographical area of origin (table 3.1.1) highlights a strong ethnic characterisation of the sector, though with significant differences between men and women.

Table 3.1.1 - Foreign domestic collaborators by gender and geographical area of origin – Year 2003 (*absolute values*)

	Females	Males
Europe	187,517	15,125
<i>of which Eastern Europe</i>	<i>184,800</i>	<i>14,909</i>
America	56,071	7,562
<i>of which Southern America</i>	<i>49,367</i>	<i>7,033</i>
Asia	48,043	25,519
<i>of which Philippines</i>	<i>35,124</i>	<i>12,362</i>
Africa	23,760	8,029
Oceania	81	9
Total	315,472	56,244

Source: Inps observatory on domestic workers

In particular, the female workers from the Philippines and South America were the most prominent among the geographical areas of origin, until the regularization process in 2002. In recent years, on the other hand, the situation has been changing, and in 2003, Eastern Europe reached almost 59% of the areas of origin, while the Philippines dropped to 11%. In 2003, the most common countries of origin for women are Ukraine, Romania, the Philippines and Poland.

As far as the male workers are concerned, the number of workers from Eastern Europe and from other Asian countries is increasing, while the number of workers from the traditional areas of origin, the Philippines (from 36% to 22%) and South America (29% to 12.5%) is decreasing drastically.

The analysis of the structure by age point out some significant differences between foreign domestic collaborators and Italian ones. In fact, the distribution by age groups of the foreigners shows that they are younger than the Italians: more than 57% of the foreign workers are under 40 years old, as opposed to the 35% of Italian women.

3.1.2. Foreign female employees in industry and service companies

The stock

Through the data from the *Tax Archive on employees*, it is possible to identify the foreign-born female workers⁴ who had a wageemployment relationship during the year before the tax declaration's reference year. This analysis is based on the first exploratory data processings carried out on the archive data referring to the year 2000 and in particular, on those of the companies that are part of the non-agricultural private sector whose data are linked to the statistical archive Asia with the purpose of attributing the economic activity sector (Ateco '91 classification), the size class in terms of number of persons employed and the territorial unit where the mother company carries out its activity.

In 2000, a little over 256 thousand foreign female workers were employed in industry and service companies of the private sector (table 3.1.2): 59.3% came from Europe (among these, 4 out of 10 came from EU- countries), 16.0% came from Africa (80 percent of which from north-western Africa), a slightly lower percentage came from America (mainly from central-southern America) and only 7.8% from Asia. Women born in Switzerland are the most numerous⁵ (almost 30 thousand), followed by Rumanians, Moroccans, Albanians (a little over 12 thousand in all three cases) and Yugoslavians (about 11 thousand).

When narrowing the analysis only to the non-EU female employees who represent 75.7% of the total, we can observe that they are prevalently aged between 25 and 44 years (72.2%) and present a distribution per age class without any significant differences compared to that of non-EU male workers.

As regards the jobs of non-EU employees, women result more present in the service sector (69.3%) and in particular, in the other services sector (especially cleaning services and social and health services) as well as in the hotels and restaurants sector. A relevant share of jobs, about 30% of the total, can be found in the sector of industry, especially in the textile industry. Compared to the male foreign employees, who are mainly concentrated in the industry, women are proportionally more present in the service sector, and in particular in hotels and restaurants (table 3.1.2).

Table. 3.1.2 – Jobs of non-EU employees in the non-agricultural private sector by gender and economic activity sector – Year 2000 (*absolute values and percentage compositions*)

Activity sector	Females		Males	
	absolute value	percentage value	absolute value	percentage value
Industry	66,024	29.8	245,412	39.9
Costruction	2,196	1.0	101,510	16.5
Disributive trades	24,087	10.9	44,394	7.2
Hotels and restaurants	43,152	19.5	56,488	9.2
Other service activities	86,350	38.9	167,166	27.2
Total	221,809	100.0	614,970	100.0

Source: Istat elaborations on Revenue Agency data

In 2000, a little over half of all work positions of non-EU employees were employed in companies with less than 20 employees, and 35.8 percent in companies counting up to 9 employees. The distribution by size class does not show significant differences.

⁴ The foreigners have been selected based on the place of birth as the information regarding the citizenship is lacking. Moreover, this information is not provided from the year 2001.

⁵ This evidence indicates the possibility of bias when the identification of foreign citizens is approximated with the criterion of place of birth. Actually, women born in Switzerland are probably largely made up of Italian citizens, daughters of Italian emigrates who returned to their country.

As regards the territorial distribution, 68.2 percent of the jobs are concentrated in the North, 21.9 percent in Central Italy and only 9.9 percent in the South. While the North-east of Italy offers most job opportunities to women (38.6 percent), the Northwest results to be the most appealing territorial division as far as non-EU males are concerned (38.9 percent).

New employments

The archive examined gathers the Nominative Declarations Of Insured Parties that companies send to the insurance institution both when establishing a new employment relationship and when ending the employment relationship. Having available data referred to the years 2001, 2002 and 2003, it was possible to examine in this analysis the trend of new hiring of non-EU female workers during the years affected by the regularisation laws. The examination of these data pointed out how the regularisation of foreign workers in 2002-2003 has led to a clear increase in the establishment of new employment relationships.

The number of jobs of all non-UE wage employees doubled during the three years object of examination, going from about 350 thousand in 2001 to over 700 thousand in 2003. Nevertheless, this increase interested in particular women, going from 113 thousand to about 350 thousand, as compared to the men, who went from 235 thousand to 418 thousand before dropping to about 355 thousand relationships. The gender composition of the employments, which, in 2001, was characterised by a share equal to one third of women and two thirds of men, became equal in 2003.

A peculiar information of this administrative source refers to the duration of the employment relationships established, obtained by calculating the days that passed by between the starting date of the employment relationship and its ending date, except in the case of the relationships for which no ending date has been communicated (open relationships).

As regards non-EU female workers, table 3.1.3 points out that, in 2001, the share of employment relationships with an average duration inferior to a month amounted to about 10 percent, those with an average duration between one and three months amounted to 13,7 percent, those with a duration included between 3 months and a year amounted to 25 percent while open relationships amounted to 41,6 percent. This distribution does not result significantly different as regards the men. The table highlights an increase in the share of open relationships between 2001 and 2003, both regarding women and men, which can be attributed only partially to a real increase of the long-term relationships, given the lack of information subsequently to December 31, 2003.

Table 3.1.3 – Employment relationships established with non-EU workers by gender and duration (*in days*) - Years 2001- 2002- 2003 (*percentage compositions*)

	Average duration					Work relationships without termination date	Total
	1-7	8-30	31-90	91-365	over 365		
Females							
2001	3.2	6.6	13.7	25.2	9.7	41.6	100.0
2002	2.3	5.1	10.7	23.2	4.7	54.1	100.0
2003	2.1	4.3	8.7	9.9	0.0	75.0	100.0
Males							
2001	2.6	7.7	13.9	26.3	10.6	38.9	100.0
2002	1.7	5.6	9.7	23.9	6.4	52.6	100.0
2003	2.5	7.5	11.8	13.0	0.1	65.0	100.0

Source: Istat elaborations on Inail- Dna data

The use of the administrative source examined enables to observe the evolution of the female workers' characteristics (place of birth, age) and the structure of the companies that hire non-EU employees.

Non-EU female workers hired in 2001 are mainly born in European non-EU countries and secondly in America. The new employment relationships established in the following years registered an increase in the share of European female workers, going from 45 thousand to 187 thousand (to which corresponds a percentage weight of 45.8 and 61.5 respectively), especially to the detriment of the African female workers whose percentage dropped from 19.9 to 10.2 between 2001 and 2003.

The predominance of all new employment relationships regards workers aged between 25 and 44 years; nevertheless, a gradual shift towards older age class has recently been registered. The share of women aged over 45 years went from 16.6 % in 2001 to 25% in 2003.

Finally, as already explained in previous paragraphs, foreign female workers are mainly employed in the other services sector. The number of work relationships established in this sector has increased from about 31 thousand to 64 thousand⁶. As regards the size class in terms of number of persons employed, small enterprises have consolidated their role over the years (the percentage of small enterprises establishing new employment relationships went from 39.6 to 48 percent); as to the localization of the companies, the weight of Italy's north-eastern regions, though remaining rather significant, decreased (from 41.8 to 37.2 percent) to the advantage of those present on the rest of the territory.

3.1.3 Foreign female employees in agriculture

The sector of agriculture deserves a separate analysis, being a sector that traditionally employs foreign workers. In particular, immigrants employed in this sector get a job mainly in the harvest of fruits and grapes, harvest and preparation of tomatoes, vegetables and tobacco, but also in breeding activities. Moreover, the presence of non-EU workers is also increasing in activities that are less traditional, such as farm holidays and the transformation and direct sale of agriculture products.

The ageing of the population employed in the agricultural sector is thus coped with by resorting to non-EU labour force that mainly get jobs that Italians tend not to get anymore. As the tasks these workers generally carry out are heavier and less protected, the Italian labour force does not really long to carry them out themselves.

Although the female presence does not represent an essential component among the non-EU agricultural workers, it does nevertheless present some characteristics that are worth analysing. Data from the *Social welfare archive on wage employment in the agricultural sector*, thanks to the information on the place of origin of the workers and on the companies hiring them, make up an important source for this analysis. By using the data referred to the year 2000, which can be compared with the Agricultural Census 2000 source, it is possible to analyse some characteristics of the foreign women in the primary sector.

As regards the place of birth, female agricultural workers mainly come from Europe and Africa, in particular central-eastern Europe and North Africa. The most frequent countries are: Switzerland (11.9 percent), Poland (11.7 percent), Albania (11 percent), Morocco (8.8 percent), Romania (7.4 percent), and the Federal republic of Yugoslavia (7.2 percent). Among the male workers, Albanians are the most numerous (16.7 percent), followed by the Moroccans (16 percent) and the Tunisians (10.2 percent).

⁶ The analysis does not take into examination employment relationships established by employers outside the field of survey of the Asia archive, in other words those that belong to the sectors of agriculture and services carried out by families and cohabitations.

Table 3.1.4 - Non-EU agricultural wage employees by geographical place of birth and gender
- Year 2000 (*absolute values and percentage compositions*)

Geographical area	Females		Males		Total	
	absolute value	percentage value	absolute value	percentage value	absolute value	percentage value
Africa	3,357	19.8	24,396	36.0	27,753	32.8
America	1,849	10.9	1,588	2.3	3,437	4.1
Asia	812	4.8	6,577	9.7	7,389	8.7
Europe	10,352	61.2	32,481	47.9	42,833	50.5
Oceania	220	1.3	164	0.2	384	0.5
Not classifiable (a)	327	1.9	2,609	3.8	2,936	3.5
Total	16,917	100.0	67,815	100.0	84,732	100.0

Source: Istat elaborations on Inps-Dmag data

(a) Workers whose place of birth presents some decoding problems, especially due to the Balkans area and the ex-USSR process of breaking up

With regard to the characteristics of the contracts with which the female workers are hired, 3.2 percent have an open-ended contract, as opposed to a percentage that is 4 times greater than those of men. Contracts of employment for common worker qualification largely prevail for both genders, while the share of skilled female workers is much lower.

The age profile of the non-EU agricultural female employees is slightly younger than that of the men: 75 percent are aged between 25-44 years while that percentage drops to 73 percent in the case of men.

3.2 Atypical foreign female workers

3.2.1 Coordinated long-term freelancers

An analysis of the atypical work must be given to complete the description of the foreign female workers in the Italian labour market segmentation. One of the most common atypical form referring to the coordinated long-term freelancers, commonly called in Italy the *co.co.co.*, which Italian companies have often used over the past years due to the lower costs linked to the reduced welfare contributions.

However, each confirmation related to co-ordinated long-term freelancers must be approached with extreme caution, due to the heterogeneous situation that characterises this aggregate, from both the social and the occupational points of view. In addition to the young people, working for the first time, who accept this kind of contract in the absence of a more stable, secure job, people may be found, for whom the collaboration is in addition to a primary, open-ended job contract or other relations of self-employment, or even pensioners who act as consultants, perhaps at the same company where they worked until they reached the age of retirement.

In 2000, non-EU women who filled in the Revenue Agency Single Model for physical people and declared wages deriving from coordinated long-term freelance contracts, amounted to 6,617, equal to 42.5 percent of all the non-EU freelancers. Thus, among the foreign workers, this contract regards almost in an equal measure both men and women, unlike the situation of all freelancers⁷ where the male component equals about two thirds of the total one (67.5 compared to 32.5 in the case of women).

⁷ Since the extra-Europeans represent only 2.2 percent of the total of all coordinated long-term freelancers, when comparing the data of the extra-Europeans with those of all the freelancers, the latter can be considered with a good approximation an estimation of the Community freelancers, where over 95 percent are represented by Italians.

In order to understand in depth who are the non-EU women present at the Italian labour market with a coordinated long-term freelance contract, it is important to observe the distribution by place of birth. The data reveal that about 70 percent are represented by non-EU and America. In particular, Switzerland is the country where most of the coordinated long-term female freelancers come from (15.9 percent). The other countries to which a significant share of co.co.co belongs to, are those situated in America, both North and Central-south America: United States and Canada as regards North America and Argentina, Brazil and Venezuela as regards South America.

Men too mostly follow this distribution, with the only important difference relative to Africa, where the male presence reaches 24.3 percent and the female presence 13.4. In particular, important shares of freelancers come from Libya, Egypt and Ethiopia.

Besides the data relative to the place of birth, the source enables also to analyse the data relating to the territorial distribution of the place of residence and the age of the female workers. Just like the male freelancers (38.3 percent), the foreign female freelancers reside mainly in the northwest (35.7 percent); nevertheless, unlike the men, a high percentage of female workers can be found in the central regions of Italy (30.3 percent compared to 25.1 percent in the case of men).

As regards the age distribution, there is a higher presence of the female component in the age class up to 44 years (68.7 compared to 59 percent), while a high incidence of male workers has been registered in the more advanced age classes.

Nonetheless, the most relevant informative value added from this archive regards the data on the wages. The analysis of this variable according to the personal characteristics of the workers involved confirms some typical aspects of the distribution of the wages, such as for examples, the difference by gender. The wages of the women are clearly lower than those of the men: about 40 percent of the foreign female co.co.co. do not exceed 6,000 euro yearly, in other words 500 euro per months⁸, while this quota is halved in the case of men. Opposite about 47.2 percent of men declare a wage over 1,500 euro per month, out of which about 30 percent a wage over 2,500 euro per month. This shares result equal to 23.3 and 11.6 percent respectively in the case of women (table 3.2.1).

Table 3.2.1 – Coordinated long-term freelancers by gender, geographical place of birth and wage classes (euro) – Year 2000 (*percentage compositions*)

	Income class (Euro lire)						Total
	To 3 thousand	Between 3-6 thousand	Between 6- 12 thousand	Between 12- 18 thousand	Between 18- 30 thousand	30 thousand or more	
Non -UE							
Males	12.3	9.9	16.8	13.8	16.1	31.1	100.0
Females	22.6	17.0	23.3	13.8	11.7	11.6	100.0
Total							
Males	15.2	9.6	15.1	12.6	17.0	30.6	100.0
Females	22.3	15.6	20.9	13.8	13.6	13.8	100.0

Source: Istat elaborations on Revenue Agency data

The comparison of this distribution with that of all freelancers, foreigners and Italians, yields some very interesting results. While the wages of the foreign female freelancers results lower than those of all female freelancers, this is not the case as regards the men: even though the quota of foreign freelancers with high wages remains approximately the same, the quota of those who declare a wage under 250 euro per month is indeed lower (table 3.2.1).

⁸ The monthly data is obtained from the yearly data that is simply divided in 12 months, hypothesising that the worker has worked during the whole year on a continuous basis.

Besides the gender, the age too has an impact on the distribution of the freelancers' wages. The wages increase indeed as the worker gets older: as regards the women, the threshold of 2,500 euro per month is exceeded by 28.7 percent of the over-65 years of age and by only 8 percent of the freelancers up to 44 years of age. A similar trend has been registered in the case of men, even though the age class where the wages are the highest is that between 45-64 years of age (41.7 percent of these exceed 2,500 euro per month), followed by a slight decrease in the next age class.

The combined analysis of the wages together with the place of birth points out that the co.co.co coming from Switzerland, the United States of America and the Federal Republic of Yugoslavia present higher wages compared to the average ones, whereas those coming from Argentina and Brazil present wages inferior to the average ones.

3.2.2 *Temporary female workers*

Another type of atypical work for which administrative data are available regards the temporary employment. The source highlights a growing tendency to use temporary work as regards the non -EU workers during the three-year period 1999-2001.

The temporary employment is a phenomenon that regards mostly the men: the female non -EU that have established a temporary job relationship in 2001 amounted to about 4 thousand, equal to 21 percent of the total of non -EU temporary workers. This result derives from a strong concentration of temporary work in the industry sector, where the male component prevails.

As regards the place of origin of the non-EU temporary workers, the data reveal a clear presence of African workers, both in the case of women and men, with about 40 African women out of 100 foreign women and with 64 African men out of 100 foreign men.

In particular, the women mainly come from Nigeria (9.8 percent) and Morocco (9 percent), and men from Morocco (18.7 percent) and Senegal (18 percent). Moreover, a consistent share of female workers comes from central-eastern Europe, and in particular, from Romania (8.7 percent) and Albania (6 percent). In the case of men, besides the Africans, there is a strong presence of Asians and in particular from Pakistan (5.9 percent).

The temporary workers are mainly young people. Almost all the female non -EU workers (95.5 percent) are under 45 years of age, and almost 20 percent are between 15 and 24 years of age. A similar distribution has been registered in the case of men, but with the only slight difference being a low quota of very young people (13 percent). We can thus deduce how the temporary work is mainly used in the initial phase of employment and how in particular the young foreign workers are requested.

A peculiarity of the source is the possibility of analysing the average duration⁹ of the work assignments established, even according to the personal characteristics of the worker. The data reveal (table 3.2.2) that 43.4 percent of the female non-EU carried out temporary work assignments with an average duration inferior to one month, 35.7 percent temporary work assignments with an average duration between one and three months, 19.5 percent temporary work assignments with an average duration of time between three months and one year and only 1.3 percent had temporary work assignments that exceeded one year. The comparison with the data regarding the non-EU temporary workers shows a substantially similar distribution, but with a higher presence of long-term contracts as regards the men. As to the age class, the fact of being between 25-44 years of age had a favourable impact in obtaining temporary work assignments longer than those concerning workers between 15-24 years of age.

⁹ The average duration (from the worker's point of view) is obtained from the ratio between the total of each work assignment carried out by a single worker and the number of work assignments. The assignments are considered distinctly even if carried out at the same company.

Table 3.2.2 – Non-EU temporary workers by average duration of the work assignments, gender and age class –Year 2001 (*percentage compositions*)

Age class	Average duration (days)				Total
	1-30	31-90	91-365	>365	
Females					
15-24	46.0	34.1	18.7	1.2	100.0
25-44	42.4	36.2	20.0	1.4	100.0
45-64	50.6	33.7	14.6	1.1	100.0
Total	43.4	35.7	19.5	1.3	100.0
Males					
15-24	39.0	38.6	21.2	1.2	100.0
25-44	37.1	39.0	22.3	1.5	100.0
45-64	40.2	35.9	22.3	1.6	100.0
Total	37.6	38.8	22.2	1.5	100.0

Source: Istat elaborations on Inail data

Regarding the characteristics of the companies¹⁰ that employ non-EU temporary workers, the companies located in the northern regions of Italy are those that mainly use this type of contract, a phenomenon that has already been verified in the case of all the temporary workers (foreigners and Italians). This percentage, with reference to the hiring of non-EU women, amounts to about 86.5 percent (43.5 in the Northwest and 43 in the Northeast), and similarly, with reference to the men, to 85.6 percent.

The distribution of companies employing foreign women rather than men is different as regards the economic activity sectors. In both cases, the companies belonging to the sector of industry, are those that most employ temporary workers; nevertheless, if the percentage amounts to 80.9 percent for the men, this percentage is much lower for the women, dropping to 60.9 percent. The reason for this difference can be found in the sectors of hotels and restaurants and other services, which cover overall 28.7 percent of the companies employing foreign female workers.

The sectors that most realise longer work assignments include the construction sector (28.6 percent), the other services (24.4 percent) and the industry (22.6 percent); the sector of hotels and restaurants remains the sector where over half of all companies establish work relationships with an average duration that does not exceed one month.

Finally, a last characteristic aspect of companies hiring foreign workers regards the company size class: those that employ temporary workers are mainly (59.6 percent in the case of the women, and 61.5 percent as regards men) medium-large companies (over 20 employees), coherently with the sectorial characterisation previously observed.

3.3 The self-employed female workers: foreign female entrepreneurs in individual companies and women holding office

The economic and social importance that small companies have in Italy and the development that they have undergone in the last years, especially in the tertiary sector, highlight the need of analysing the phenomenon of foreign female workers in this field too.

The identification of the foreign female entrepreneurs working in individual company or family company form of organization can immediately be done as the physical person “entrepreneur” coincides with the economic agent “company”. The identification of foreign female

entrepreneurs working in co-partnership in partnerships or in joint-stock companies is more complicated. For this purpose, the integration of the data from the Asia archive with the information on “persons holding company office” present in the Registers of Companies of the provincial Chambers of Commerce enables to identify the female entrepreneurs who, in the company where they work, hold a position or “office” with decision-making characteristics in the management of the company (for example, the following types of offices have been identified: director, managing director, shareholder with particular functions, etc).

In 2003, about 68 thousand foreign-born women were working under various forms of self-employment and entrepreneurial work in Italy. Excluding the aggregate of women born in one of the 15 countries of the European Union from the analysis, 25,982 female entrepreneurs in individual companies, 18,582 women holding office in partnerships and 3,154 women holding office in joint-stock companies were surveyed (table 3.3.1). The incidence the foreign women coming from non-EU countries have on the total, is slightly lower than that measured for the Italian women as regards the *entrepreneurs in individual companies* (23 percent of the total for women from non-EU and 26 percent for the Italians) and higher than that surveyed among the Italian women both as regards the partnerships (41.5 percent against 35.4 percent) and especially, as regards joint-stock companies (32 percent against 22.8 percent).

Between 1996 and 2003, the number of female entrepreneurs in individual companies born in non-EU countries has considerably increased, going from a little less than 13 thousand to about 26 thousand. This increase has proven to be very important for the female entrepreneurs born in Asian countries. Important increases have also been registered as regards female entrepreneurs coming from European countries that are not members of the EU and from African countries.

Female entrepreneurs in individual companies and partnerships with European origins registered high quotas (almost 55 percent and a little less than 60 percent respectively of all foreign women) while, for the joint-stock companies, women coming from the American continent also registered high shares (19 percent of all foreign women).

Table 3.3.1 – Female entrepreneurs in individual companies and women holding company offices by geographical place of birth - Years 1996 and 2003 (*absolute values*)

	Individual companies		Partnerships		Joint-stock companies		Total	
	1996	2003	1996	2003	1996	2003	1996	2003
UE	7,852	10,162	4,029	8,598	377	1,421	12,258	20,181
Europe non Ue	5,138	9,638	2,382	7,402	224	1,320	7,744	18,360
Africa	1,860	3,242	1,032	2,509	132	514	3,024	6,265
America and Oceania	4,204	6,772	2,002	5,273	187	858	6,393	12,903
Asia	1,355	6,330	740	3,398	49	462	2,144	10,190
Total foreigners	20,409	36,144	10,185	27,180	969	4,575	31,563	67,899
Italy	629,658	688,482	342,068	672,637	22,821	86,482	994,547	1,447,601
Total	650,067	714,464	352,253	691,219	23,790	89,636	1,026,110	1,495,319

Source: Istat elaborations on Istat-Asia data and Chambers of Commerce- Archive of business people data

The female entrepreneurs in individual companies coming from non -EU countries were mainly working in the northwestern regions (28.2 percent), even though their presence was also rather significant in central Italy (26.6 percent) and in the South (23.6 percent). In this area, the weight of foreign entrepreneurs is greater, representing about 1.2 percent of the individual companies. The presence of women holding office in partnerships born in non-EU countries is increasing in Italy’s north-eastern regions, while central Italy (especially in Lazio) presents a strong presence of women holding office in joint-stock companies.

The demographic characteristics of foreign entrepreneurs identify younger persons compared to the female entrepreneurs born in Italy: the average age is of 39.6 years against 43.2 of the Italian female entrepreneurs in individual companies; a same phenomenon has been observed as

regards women holding company office but who present a more mature age profile compared to the female entrepreneurs (between 42 and 43 years of age).

The aggregate made up of female entrepreneurs in individual companies and women holding office in partnerships and joint-stock companies born abroad carries out its activity especially in the macro-sector of trade and hotels (45 percent) and the most busy in this sector are the women coming from Asian countries. In particular, there is a significant presence of women coming from Asian, Central and South America countries in the sector of hotels and restaurants. The presence of African women is also rather important (almost 52 percent), in particular in the trade sector.

The wholesale trade sector reveals a strong presence of female entrepreneurs coming from European countries. The second most relevant sector as regards the foreign female presence concerns the service sector (24.3 percent), especially as regards American women and women from the EU (26.6 percent and 25.7 percent respectively).

Generally, the presence is rather low in the industry sector (12.2 percent), except for women from Asian countries (28.9 percent), who carry out activities in this macro-sector, especially in the production of clothing items and in the tan industry.

4. Open issues and further possible developments

The use of administrative sources for studying a rare phenomenon, such as that regarding the employment of foreign women in Italy, proved to be definitely fruitful.

The first results that emerge from this experimental study show that the wage employment, both in the domestic and in the private component, in the industry and in the services, greatly interests the working presence of non-EU women in Italy. The self-employment and entrepreneurial employment, even though it is on the increase, regarded only a little over 47,700 non-EU women in 2003. The wage employment in the agricultural sector represents a sector with poor labour market insertion possibilities for these women and even the new types of work do not represent an important modality of labour market insertion.

As regards the areas of origin, women born in non-EU countries have characterised the foreign employment in the recent years. Nonetheless, the female temporary workers include a high number of African women and the female coordinated long-term freelancers include many women coming from American countries.

Further evidences concern the geographical areas where these women mainly work. While non-EU women working as salaried employees are more present in the Northeast, the northwestern regions involve a higher number of entrepreneurs, self-employed workers and co.co.co. workers. The central regions present a higher number of women working as domestics and the southern ones have the higher number of women holding office in joint-stock companies.

There are still, though, some open problems: some jobs have not yet been examined and the cognitive situation is not complete yet for every year. Finally, any reference to non-regular employment is lacking, which traditionally is very significant as regards the foreign component.

Moreover, in order to succeed at using in a satisfying way all the important potentialities of the administrative sources, taken individually or integrated between them, numerous steps need to be taken in transforming the administrative information in statistical data and in verifying the quality and integrability of these sources.

In brief, these steps involve resolving four types of problems:

1. *Identification*. The main problem of identification found in the sources examined is that regarding the citizenship, which cannot be made immediately coincident with the place of birth, surveyed by the various sources. Given the importance of the information, even for understanding the processes of the Italian citizenship acquisition, it would be preferable to introduce the citizenship among the variables surveyed by the various administrations.
2. *Coverage and reference universe*. Information on some economic actors is not present in all the sources analysed, such as: family assistants (for which no source has yet been

identified); the self-employed workers in the agricultural sector (present though in sources that are currently being analysed in order to realise an agricultural Asia); the new types of atypical work recently introduced in the Italian regulations (Law No.30 of 2003); the occasional collaborators; and some data gathered from juvenile social security institutes are yet completely unexplored (actors, sportsmen, journalists, trade agents, etc.).

3. *Quantification of the phenomena.* First, it mainly regards the definitions of the variables, object of survey, which do not always correspond to those defined in international statistical regulations and which can differ between one source and another. Further problems of quantification can also be found in the different time alignment of the sources, which does not currently enable to have all information necessary not even for the last years. In order to resolve this problem, it will probably be necessary to adopt a strategy based on the construction of a *benchmark* referred to the years for which a good time alignment of the sources is available. Of course, given the important consequences of the recent regularisation, the year 2003 represents the closest useful *benchmark* year. Finally, the administrative sources are subject to law modifications that often intervene, thereby compromising the continuity of the information gathered.
4. *Qualification of the phenomena.* Often, the administrative sources enable to obtain informative details superior to those gathered from the statistical sources. These details present quality characteristics that require specific methodological treatments in order to be used for statistical purposes. Currently, the composition by professional status of the workers and their wages, absolute and in relation to other groups, could be nominated among the data that could be drawn from these sources with more research, and determinant to understand better the work of foreigners in Italy.

Finally, the full use of the informative capacities of the administrative data, whose use for statistical purpose has been explained in the previous pages, could be obtained only by means of an effective integration strategy of these sources. This integration, based on construction techniques of real informative systems, will enable to overcome the actual fragmentary of the information gathered by the different administrations and its organisation according to schemes representing complex and time-articulated realities¹¹, in order to enable a multi-dimension (employment, wages, welfare) and longitudinal (working and contributing stories) lecture of the work of the foreign women in Italy.

¹¹ Some examples of this are those provided by the Whip databases (*Work Histories Italian Panel*) realised by the Inps together with the University of Turin and by the longitudinal Sample of active and retired persons (CLAP) realised by the Inps and the Ministry of labour and social policies.

References

- Accornero A., Contini B., Filippucci C. (2002), *Relazione finale progetto "Utilizzazione statistica della Denuncia Nominativa Assicurati"* – First draft- September .
- Altieri G., Carrieri M. (2000), *Il popolo del 10%- Il boom del lavoro atipico*. Roma: Donzelli.
- Altieri G. , Oteri C. (2002) *Il lavoro atipico in Italia: le tendenze del 2001*. Roma: Ires (Working paper n.3).
- Birindelli A.M., Farina P. (2004), "Genere, migrazione, genere e migrazioni", in Pinnelli A., Racioppi F., Rettaroli R. *Genere e demografia*, Il Mulino, Bologna.
- Bordogna Tognetti M. (2004), "Fasi e flussi migratori: le donne come protagoniste", in *Migrazioni, dimensioni sociali e policy making. La rivista delle politiche sociali, n.3*.
- Calzaroni M. (2000), *Informazioni amministrative e dati statistici. L'esperienza in corso sulla nuova fonte Inail: "Denuncia Nominativa Assicurati"* – V Conferenza Nazionale di Statistica-Innovazione tecnologica e informazione statistica. Roma, Novembre.
- Calzaroni M., Garofalo G. (2002) "Enterprise, employment, labour input: definitions and measurement problems". In *Proceeding of the International Conference on Improving Surveys*, Copenhagen, 25-28 agosto.
- Calzaroni M., Rizzi R., Tronti L. (2004), "*L'uso dei collaboratori coordinati e continuativi da parte delle imprese italiane: evidenze statistiche dalle fonti amministrative*". In Rapporto 2004, Lavori e redditi in Italia - numero monografico di Economia & Lavoro, Rivista di politica economica, sociologia e relazioni industriali (in corso di pubblicazione). Roma, Donzelli Editore.
- Calzaroni M., Rizzi R. (2004), "*The Satellite Register on employment and labour input*". In Proceedings of the 17th International Round Table on Business Survey Frames, Roma, 26-31 Ottobre 2003. Essays n.15.
- Calzaroni M., Rizzi R. (2003), "*Statistical use of administrative records: a real time evaluation of labour demand*". In Federal Committee on Statistical Methodology (FCSM) Research Conference, Arlington, 17-19 Novembre 2003 (sul sito <http://www.fcsm.gov/03papers/papers2003.html>)
- Caritas/Migrantes (2005), *Dossier Statistico Immigrazione*, Roma
- Colombo A. (2003), "Razza, genere, classe. Le tre dimensioni del lavoro domestico in Italia", in *Polis*, XVII, 2, Agosto.
- Congia M.C. (2005), *Il lavoro degli extracomunitari nelle imprese italiane e la regolarizzazione del 2002. Prime evidenze empiriche dai dati INPS*, mimeo.
- De Filippo E., Pugliese E. (2000), *Le donne nell'immigrazione in Campania*, Papers 60
- Di Veroli N., Rizzi R. (2002), "*Proposta di classificazione dei rapporti di lavoro subordinato e delle attività di lavoro autonomo: analisi del quadro normativo*". Roma: Istat, (Contributi Istat, n.3/2002).
- Ferruzza A., Gallo G., Paluzzi E., Zindato D. (2004), "Measuring integration of population with migration background: immigrants, foreign-born citizens and naturalized citizens according to Italy's 2001 census data", paper presented at 2nd Conference of the EAPS Working Group on

International Migration in Europe *International Migration in Europe: New Trends, New Methods of Analysis*, Rome, 25-27 November.

Garofalo G. (2002), "To exploit administrative sources: a framework of concepts". In *16th International Roundtable on Business Survey Frames*, Lisbon, 20-25 Ottobre.

Inps (2004), *Immigrazione e collaborazione domestica: I dati del cambiamento*, Roma

Istat (2002), *Rapporto Annuale. La situazione del Paese 2001*, Roma

Istat (2003), *Rapporto Annuale. La situazione del Paese 2002*, Roma

Istat (2004), *Rapporto Annuale. La situazione del Paese 2003*, Roma

Istat, (2005), *Rapporto Annuale. La situazione del Paese 2004*, Roma

Istat-Inail (2001), *Contributo per una rilevazione in tempo reale dei flussi occupazionali*-Settembre.

Lodigiani R., Martinelli M. (2003), "Donne albanesi e marocchine a Milano: l'incontro domanda-offerta di lavoro tra reti formali e informali", in La Rosa M., Zanfrini L. (a cura di), *Percorsi migratori, tra reti etniche, istituzioni e mercato del lavoro*, Fondazione ISMU, Milano.

Spanò A., Zaccaria A.M. (2003), "Il mercato delle collaborazioni domestiche a Napoli: il caso delle ucraine e delle polacche", in La Rosa M., Zanfrini L. (a cura di), *Percorsi migratori, tra reti etniche, istituzioni e mercato del lavoro*, Fondazione ISMU, Milano.

Statistical Office of the European Communities, *Use of administrative Sources for business Statistics Purposes – Handbook of good practises* (Version 1)

Venturini A. (2001), *Le migrazioni nei paesi del Sud Europa*, UTET Libreria, Torino.

Vicarelli G. (a cura di) (1994), *Le mani invisibili. La vita e il lavoro delle donne immigrate*, Roma, Ediesse