

EMPLOYMENT



HAVING ACCESS TO **INFORMATION** ON THE LABOUR MARKET AND WORKERS' RIGHTS IS KEY TO COMBATING EXPLOITATION.



THE **LABOUR MARKET** MAY LOOK INTRICATE WITH EMPLOYMENT BEING UNDECLARED, UNDERPAID, PRECARIOUS AND WITH NO GUARANTEES.



IT IS IMPORTANT TO BE INFORMED ON POSSIBILITIES/BUREAUCRACY, STAND UP FOR OUR **RIGHTS** AND COMPLY WITH OUR **DUTIES**.

UNDECLARED WORK IS BETTER BECAUSE I DON'T PAY TAXES

NO

UNDECLARED WORK MEANS LOSING YOUR RIGHTS. YOU MIGHT HAVE TO FACE MANY ISSUES, YOU COULD BE EXPLOITED AND FIRED WHEN YOU'RE NO LONGER NEEDED. IN ADDITION, YOU WON'T BE ABLE TO PROVE THAT YOU WORK AND RENEW THE RESIDENCE PERMIT!

THERE ARE NO JOBS

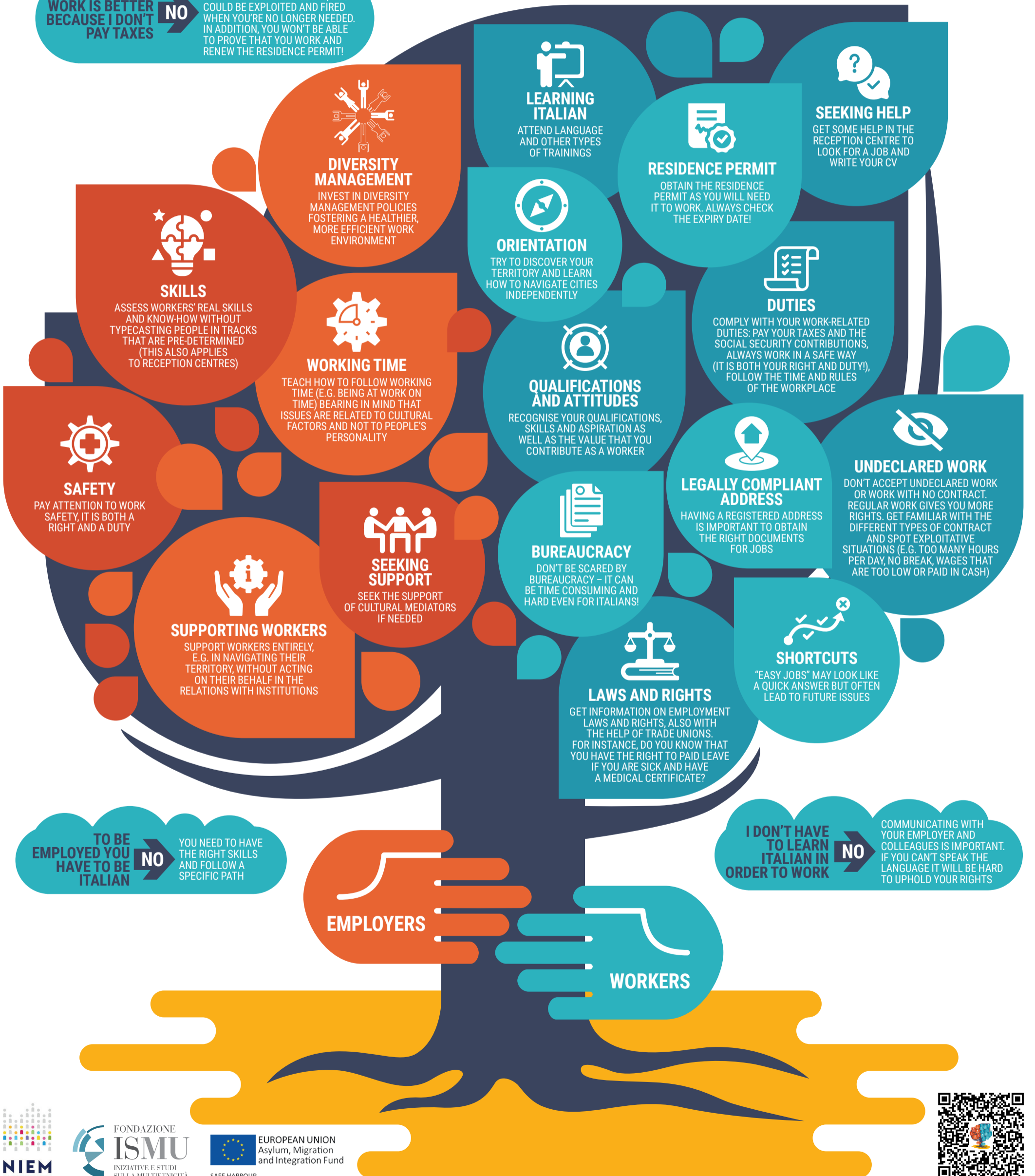
NO

JOBS ARE OUT THERE BUT REQUIRES YOU TO ACQUIRE THE RIGHT SKILLS AND BE PROACTIVE

FOREIGNERS STEAL OUR JOBS

NO

THEY OFTEN TAKE UP JOBS THAT LOCAL PEOPLE NO LONGER WANT TO DO. WE ALSO DON'T SEE ANY PROBLEMS WHEN THEY WORK IN KEY SECTORS (AGRICULTURE, ELDERLY CARE)



DIVERSITY MANAGEMENT
INVEST IN DIVERSITY MANAGEMENT POLICIES FOSTERING A HEALTHIER, MORE EFFICIENT WORK ENVIRONMENT

SKILLS
ASSESS WORKERS' REAL SKILLS AND KNOW-HOW WITHOUT TYPECASTING PEOPLE IN TRACKS THAT ARE PRE-DETERMINED (THIS ALSO APPLIES TO RECEPTION CENTRES)

WORKING TIME
TEACH HOW TO FOLLOW WORKING TIME (E.G. BEING AT WORK ON TIME) BEARING IN MIND THAT ISSUES ARE RELATED TO CULTURAL FACTORS AND NOT TO PEOPLE'S PERSONALITY

SAFETY
PAY ATTENTION TO WORK SAFETY, IT IS BOTH A RIGHT AND A DUTY

SUPPORTING WORKERS
SUPPORT WORKERS ENTIRELY, E.G. IN NAVIGATING THEIR TERRITORY, WITHOUT ACTING ON THEIR BEHALF IN THE RELATIONS WITH INSTITUTIONS

SEEKING SUPPORT
SEEK THE SUPPORT OF CULTURAL MEDIATORS IF NEEDED

LEARNING ITALIAN
ATTEND LANGUAGE AND OTHER TYPES OF TRAININGS

ORIENTATION
TRY TO DISCOVER YOUR TERRITORY AND LEARN HOW TO NAVIGATE CITIES INDEPENDENTLY

QUALIFICATIONS AND ATTITUDES
RECOGNISE YOUR QUALIFICATIONS, SKILLS AND ASPIRATION AS WELL AS THE VALUE THAT YOU CONTRIBUTE AS A WORKER

BUREAUCRACY
DON'T BE SCARED BY BUREAUCRACY - IT CAN BE TIME CONSUMING AND HARD EVEN FOR ITALIANS!

LAWS AND RIGHTS
GET INFORMATION ON EMPLOYMENT LAWS AND RIGHTS, ALSO WITH THE HELP OF TRADE UNIONS. FOR INSTANCE, DO YOU KNOW THAT YOU HAVE THE RIGHT TO PAID LEAVE IF YOU ARE SICK AND HAVE A MEDICAL CERTIFICATE?

RESIDENCE PERMIT
OBTAIN THE RESIDENCE PERMIT AS YOU WILL NEED IT TO WORK. ALWAYS CHECK THE EXPIRY DATE!

DUTIES
COMPLY WITH YOUR WORK-RELATED DUTIES: PAY YOUR TAXES AND THE SOCIAL SECURITY CONTRIBUTIONS, ALWAYS WORK IN A SAFE WAY (IT IS BOTH YOUR RIGHT AND DUTY!), FOLLOW THE TIME AND RULES OF THE WORKPLACE

LEGALLY COMPLIANT ADDRESS
HAVING A REGISTERED ADDRESS IS IMPORTANT TO OBTAIN THE RIGHT DOCUMENTS FOR JOBS

UNDECLARED WORK
DON'T ACCEPT UNDECLARED WORK OR WORK WITH NO CONTRACT. REGULAR WORK GIVES YOU MORE RIGHTS. GET FAMILIAR WITH THE DIFFERENT TYPES OF CONTRACT AND SPOT EXPLOITATIVE SITUATIONS (E.G. TOO MANY HOURS PER DAY, NO BREAK, WAGES THAT ARE TOO LOW OR PAID IN CASH)

SHORTCUTS
"EASY JOBS" MAY LOOK LIKE A QUICK ANSWER BUT OFTEN LEAD TO FUTURE ISSUES

SEEKING HELP
GET SOME HELP IN THE RECEPTION CENTRE TO LOOK FOR A JOB AND WRITE YOUR CV

TO BE EMPLOYED YOU HAVE TO BE ITALIAN

NO

YOU NEED TO HAVE THE RIGHT SKILLS AND FOLLOW A SPECIFIC PATH

I DON'T HAVE TO LEARN ITALIAN IN ORDER TO WORK

NO

COMMUNICATING WITH YOUR EMPLOYER AND COLLEAGUES IS IMPORTANT. IF YOU CAN'T SPEAK THE LANGUAGE IT WILL BE HARD TO UPHOLD YOUR RIGHTS

EMPLOYERS

WORKERS



HOUSING



HOUSING IS NOT JUST ABOUT HAVING A ROOF OVER YOUR HEAD KEEPING YOU WARM OR COOL. HOUSING IS ALSO "HOME", FILLED WITH **HUMAN WARMTH** AND **AFFECTIONS**. FEELING AT HOME MEANS FEELING PROTECTED. THE **RIGHT TO HOUSING** IS A FUNDAMENTAL ONE.



SOME OWNERS FEAR THE RENT WON'T BE PAID AND CHOOSE **NOT TO RENT OUT THEIR PROPERTIES**.



PREJUDICE SOMETIMES TURNS INTO **DISCRIMINATION** TOWARDS THOSE WHO ARE SEEN AS DIFFERENT.

FOREIGNERS DON'T FOLLOW APARTEMENT COMMUNITY RULES

NO

THEY ARE OFTEN NOT AWARE OF THEIR EXISTENCE AND THEREFORE FOLLOW THEIR OWN CUSTOMS

FOREIGNERS COOK DISHES THAT SMELL TOO STRONG

NO

THEY COOK DISHES FROM THEIR TRADITIONAL CUISINE THAT SMELL AS STRONG AS OURS

ITALIANS ARE RACISTS AND REFUSE TO RENT OUT PROPERTIES

NO

IN SOME CASES THOSE WHO LOOK FOR AN ACCOMMODATION DON'T MEET THE REQUIREMENTS TO RENT IT



LEASE (RENT)

YOU NEED TO SIGN A LEASE. READ IT THROUGH AND, IF NECESSARY, ASK SOMEONE WELL INFORMED WHOM YOU TRUST TO REVIEW IT BEFORE SIGNING. DON'T PAY RENT IN CASH!



APARTMENT COMMUNITY (CONDO) RULES

EVERY CONDO HAS A SET OF RULES TO GOVERN COMMUNITY LIFE. ALL RESIDENTS MUST FOLLOW THESE RULES EVEN IF THEY DIFFER FROM THEIR OWN CUSTOMS



PREJUDICE

DOUBLE-CHECK IF THERE ARE KEY AND SPECIFIC REQUIREMENTS, LEAVING ASIDE PRECONCEPTIONS AND MYTHS



HAVING A PERMANENT ADDRESS

REGISTERING YOUR PERMANENT ADDRESS (RESIDENZA) IS VERY IMPORTANT. WITHOUT ONE YOU COULD FACE SOME ISSUES IN THE FUTURE!



REGULAR CONTRACTS

ALWAYS OFFER REGULAR, REGISTERED CONTRACT TO BE SAFEGUARDED BY THE LAW



TENANTS UNIONS

IF YOU HAVE ISSUES WITH THE RENT THERE ARE UNIONS AND OTHER INSTITUTIONS HELPING TENANTS. LOOK THEM UP ONLINE AND ASK FOR INFORMATION FROM THE MUNICIPALITY WHERE YOU LIVE



PERMANENT (RESIDENZA) AND TEMPORARY ADDRESS (DOMICILIO)

A PERMANENT ADDRESS IS DIFFERENT FROM A TEMPORARY ONE. MAKE SURE YOUR PERMANENT ADDRESS IS IN THE SAME MUNICIPALITY WHERE YOU LIVE (IT IS KEY FOR THE ASYLUM APPLICATION!)



DIFFERENT RULES

SPECIFIC ASPECTS AND RULES OF COMMUNAL LIFE IN ITALY DO NOT EXIST IN SOME WORLD REGIONS (E.G. WASTE SORTING, CONDO EXPENDITURES AND RULES, ETC.)



READ OR LISTEN

READ OR LISTEN CAREFULLY THE INFORMATION PROVIDED AND ASK FOR CLARIFICATIONS IF SOMETHING IS NOT CLEAR



ALTERNATIVE ADDRESS

IF YOU HAVE ISSUES, SOME MUNICIPALITIES ALLOW TO USE SOME INSTITUTION OF CITY ADDRESSES AS YOUR ADDRESS. GET INFORMED ON THIS IN YOUR MUNICIPALITY OR IN CARITAS CENTRES



KEY INFORMATION

PROVIDE TENANTS WITH THE KEY INFORMATION THEY NEED IN AN EXHAUSTIVE AND COMPREHENSIBLE WAY



TRASH

THERE ARE SPECIFIC RULES FOR WASTE SORTING THAT CAN CHANGE ACCORDING TO THE MUNICIPALITY AND CONDO. ASK FOR MORE INFORMATION TO THE CONDO ADMINISTRATOR



CONDO FEES

IN ADDITION TO YOUR RENT, IN SOME CASES YOU MIGHT HAVE TO PAY CONDO FEES AND AN ANNUAL BALANCE. GET SOME INFORMATION THROUGH ORGANISATIONS AND TENANTS UNIONS IN YOUR AREA

PROPERTY OWNERS

PEOPLE RENTING OUT APARTMENTS

TENANTS

PEOPLE RENTING APARTMENTS



PROVIDING SHELTER

BEAR IN MIND THAT PROVIDING HOUSING MEANS SO MUCH MORE TO PEOPLE THAN "JUST A ROOF"



CONDO ADMINISTRATORS

YOU CAN ASK ANY QUESTION AND SHARE ANY DOUBT/ISSUE TO THE ADMINISTRATOR OF YOUR CONDO



HEALTH



IN ITALY **EVERYONE** IS ENTITLED TO THE **RIGHT TO HEALTH**. PRIMARY CARE IS ENSURED TO ALL LEGAL STATUSES BECAUSE THE LAW PUTS PEOPLE AT THE CORE.



THE NATIONAL HEALTHCARE SYSTEM PROVIDES **HEALTHCARE COVERAGE** THROUGH GENERAL PRACTITIONERS AND A NETWORK OF FACILITIES AND PROFESSIONALS.



IN ORDER FOR THE SYSTEM TO FUNCTION, ESPECIALLY WHEN **LEAVING THE RECEPTION SYSTEM**, SOME ASPECTS SHOULD BE TAKEN INTO ACCOUNT.

THE DOCTORS' QUESTIONS HAVE NOTHING TO DO WITH MY HEALTH PROBLEM

NO

DOCTORS ASK QUESTIONS TO COLLECT PRECISE INFORMATION ON YOUR SITUATION AND BE ABLE TO HELP YOU

MIGRANTS CARRY DISEASES TO OUR COMMUNITY

NO

DUE TO THE VERY LONG DISTANCES, VIRUSES DON'T SURVIVE THROUGH THE MIGRATORY JOURNEY

AS AN UNDOCUMENTED MIGRANT I CAN'T GO TO THE HOSPITAL

NO

FOREIGN CITIZENS WITHOUT A RESIDENCE PERMIT HAVE THE RIGHT TO ACCESS URGENT MEDICAL TREATMENTS IN HOSPITALS AND CLINICS AND CANNOT BE REPORTED TO THE AUTHORITIES



TIME TO LISTEN

GIVE PEOPLE THE TIME TO TELL THEIR STORY AND WHAT THEY HAVE BEEN THROUGH, ESPECIALLY IN CASES OF ALLEGED OR DOCUMENTED PSYCHOLOGICAL AND PHYSICAL VIOLENCE



RIGHT TO TREATMENT

FOREIGNERS HAVE THE SAME RIGHT TO HEALTHCARE AS OTHER CITIZENS, REGARDLESS OF THEIR LEGAL STATUS



DIALOGUE

BE OPEN TO DIALOGUE WITH OTHERS ON PERCEPTION OF BODY AND HEALTH IN DIFFERENT CULTURAL SETTINGS. DON'T UNDERESTIMATE THAT THE CULTURAL BACKGROUND STRONGLY SHAPES PEOPLE'S APPROACH TO HEALTH



INCLUSIVE CLINICS

SET UP INCLUSIVE CLINICS THROUGH CULTURAL MEDIATORS AND MEDICAL/NON-MEDICAL STAFF OF BOTH SEXES



TRUST

TELL THE DOCTORS WHAT YOU HAVE GONE THROUGH AND HOW YOU FEEL. THIS IS IMPORTANT TO HELP THEM ASSIST YOU IN THE BEST WAY



ILLNESS AND WORK

IF YOU ARE SICK AND CANNOT GO TO WORK, GET IN TOUCH WITH YOUR GENERAL PRACTITIONER AND ASK FOR A CERTIFICATE. YOU HAVE THE RIGHT TO PAID SICK LEAVE!



HEALTH INSURANCE CARD

YOU MUST REGISTER TO THE NATIONAL HEALTHCARE SYSTEM: YOU HAVE THE RIGHT TO A HEALTH INSURANCE CARD AND A GENERAL PRACTITIONER. GO TO YOUR LOCAL HEALTH UNIT (ASL/ASST/ATS) IN YOUR CITY TO START THIS PROCESS



TIME OF BUREAUCRACY

ACCEPT THE TIME REQUIRED, WHICH CAN BE VERY LONG FOR EVERYONE. SOME DOCTORS PROVIDE PRIVATE CONSULTANCY AGAINST LOWER RATES OR FREE OF CHARGE (E.G. AT "CONSULTORI"). GET MORE INFORMATION ON YOUR CITY/NEIGHBOURHOOD. GO TO DOCTORS WORKING IN FACILITIES AND NOT TO THOSE WORKING FROM HOME



ASK QUESTIONS

YOU MAY ASK ALL THE QUESTIONS YOU HAVE TO BETTER UNDERSTAND YOUR SITUATION. YOU MAY ALSO ASK FOR AN INTERPRETER OR A CULTURAL MEDIATOR IN PUBLIC HOSPITALS



PREVENTION

PREVENTION IS IMPORTANT. IF YOU ARE EXPERIENCING PAIN TALK TO YOUR DOCTOR AND ALWAYS UNDERGO CHECK-UPS (SOME ARE FREE OF CHARGE, GET MORE INFORMATION ON YOUR REGION WEBSITE)



CHANGING GENERAL PRACTITIONER

IF YOU ARE NOT SATISFIED WITH YOUR GENERAL PRACTITIONER YOU CAN ASK FOR A NEW ONE BY GOING TO YOUR LOCAL HEALTH UNIT (ASL/ASST/ATS) OR ON THEIR WEBSITE. YOU HAVE THE RIGHT TO DO SO

HEALTHCARE STAFF

FOREIGN PATIENTS



INTEGRATION



INTEGRATION IS A **TWO-WAY PROCESS** THAT INVOLVES, OR SHOULD INVOLVE, BOTH MIGRANTS AND HOST SOCIETIES.



IDEALLY SOCIETY SHOULD ALLOW EVERYONE TO ENJOY THEIR **RIGHT**, COMPLY WITH THEIR **DUTIES**, HAVE THEIR **SKILLS** VALUED AND **PARTICIPATE** AT ANY STAGES OF LIFE.

