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***The Labor Market  
And Foreign Labor Force  
In The Province Of Padua.  
2013 Data***

**Observatory on the Labor Market  
of Padua Province**

**July 30, 2014**

Edited by Anna Basalisco

**In summary:**

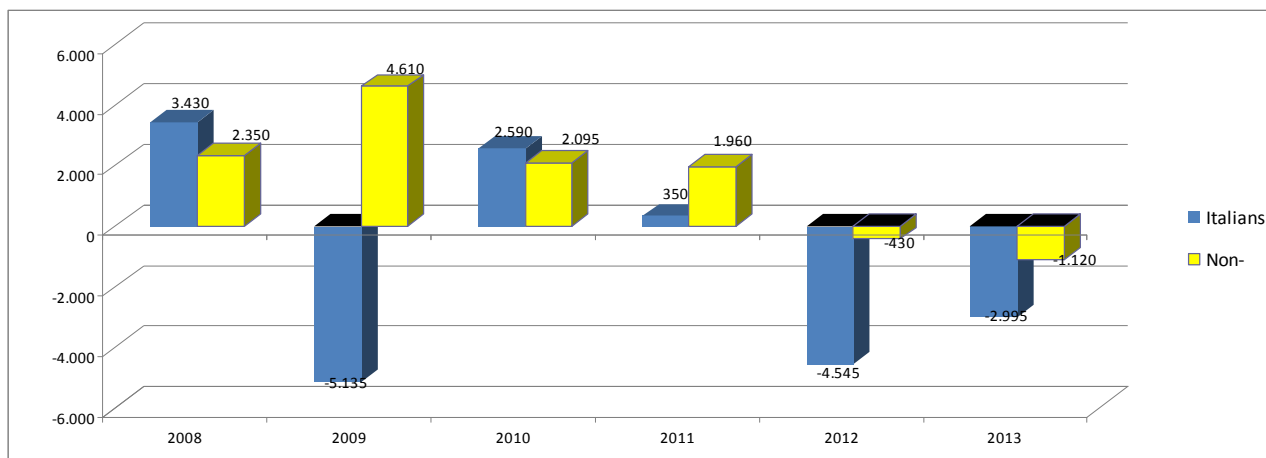
- In the first three years of the crisis (2009-2011) foreign workers have been able to resist with positive results, compared with a severe decrease of Italians in 2009, but subsequently foreign workers also underwent progressive decreases in the following two years, 2012-2013. All major sectors of employment for foreign workers were involved in the crisis, with the only exception for cleaning services and most of the domestic work, still with positive figures. The most affected qualifications are those of skilled workers in the construction and engineering industry and unskilled employees in the logistics sector, the demand is still growing only for domestic workers, care workers, sales and office workers, but at lower levels.
- Sectoral dynamics, and especially the protracted construction and real estate crisis, and the negative phase for tourism and catering are a challenge to the most numerous nationalities of migrants working in the local economy of Padua, those coming from Eastern Europe and the Balkans, while minor decreases affect North Africa and the Middle East. There is, conversely, a slight recovery of employment of workers from Central Africa and South America, and a growth of employment for nationals coming from Asian countries, China first of all, and, to a much smaller degree, by nationals of the Indian subcontinent .
- In relation to the number of employees with open-ended or fixed-term contracts, the number of jobs available to users of the employment centers is very low for the Chinese, low for the Filipinos, while Nigerians and the North Africans have similar numbers.
- The local labor market absorbs foreign labor force more easily for cohorts in their thirties, and in the absence of a recognized degree, and on conditions very different from those required to the Italian labor force.

**The foreign component of the provincial labor market has fared better than the Italian one during the long period of economic crisis, thanks to the effects of regularization of domestic workers and caregivers, however, the employment outcomes have gradually deteriorated until the decrease of about a thousand jobs in 2013. All the main sectors of employment are affected, with the exception of domestic work.**

The contribution of foreigners entering the labor market in the province of Padua is remarkable and consolidated in recent years, around a quarter of all employment and termination of employment generated in the economy of Padua. The non Italian component is also the most resistant to changes in the provincial labor market. Even in a period that, for the first time in a long time, has recorded a decrease in the number of employees, with the post 2008 downturn still hitting the economy, the employment balance with regard to foreign employees with permanent or fixed term jobs has managed to remain positive most of the time in 2009, thanks to the extraordinary event of the regularization of domestic workers and caregivers. Making up slightly less than half of the recovery in 2010, and more than 80% of the overall employment recovery in 2011.

Throughout the period after 2008 data show that among Italian workers there is a loss of 9,735 jobs; foreigners vice versa, record an increase of 7,115 jobs, resulting in a total of 2,600 job positions less than at the onset of the crisis in late 2008. Despite the asymmetry of the results, there is a clear declining trend of employment outcomes for foreigners working in the Padua area, reaching a loss of just under one thousand of jobs in 2013. It's just the past two years when the effects of the economic crisis on the labor market have been harshest, and in 2013 on foreigners in particular. In the last two years the occupational balance of migrant workers has also entered in a negative trend, but the share of decrease of foreign work force stopped at less than 10% in 2012 (-430, compared to -4545 of Italians) and just over 25% in 2013 (-1120 and -2995 respectively).

Chart 1. Employment balances in Padua province for Italian and foreign citizens. Years 2008-2013

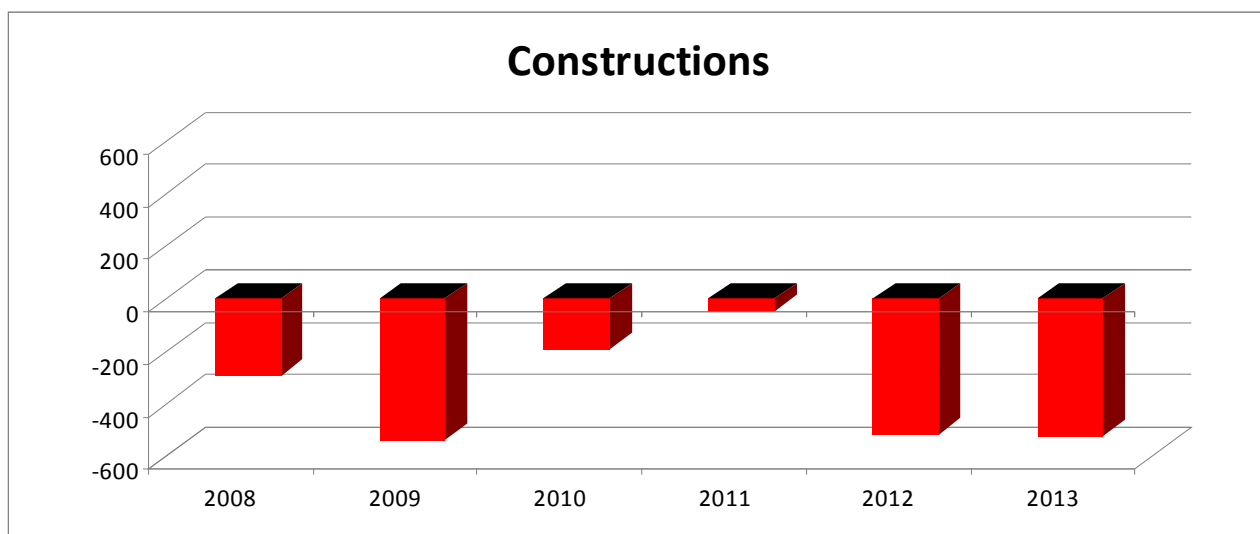
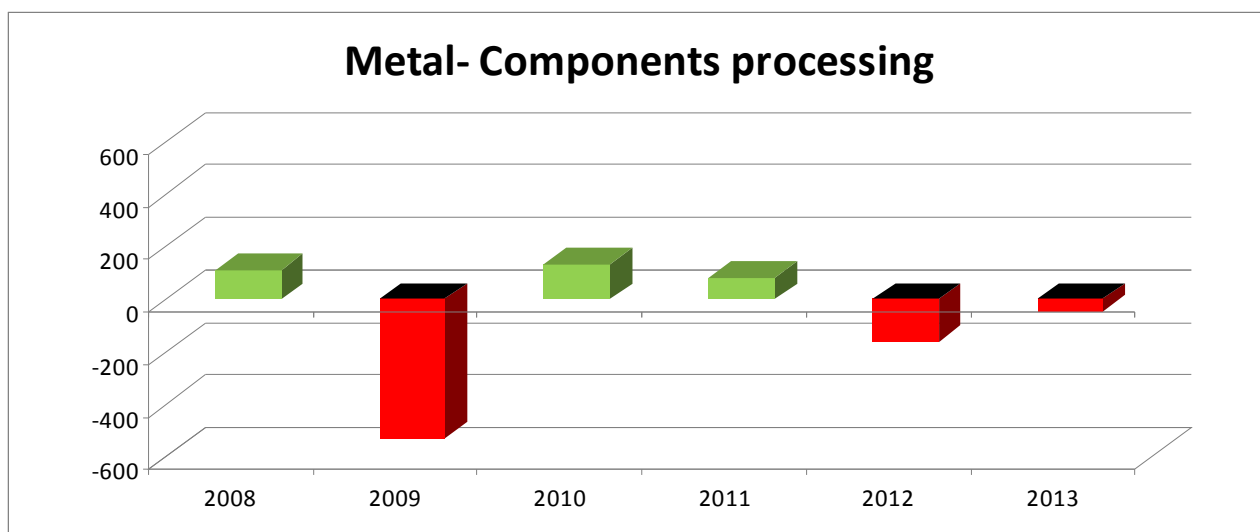
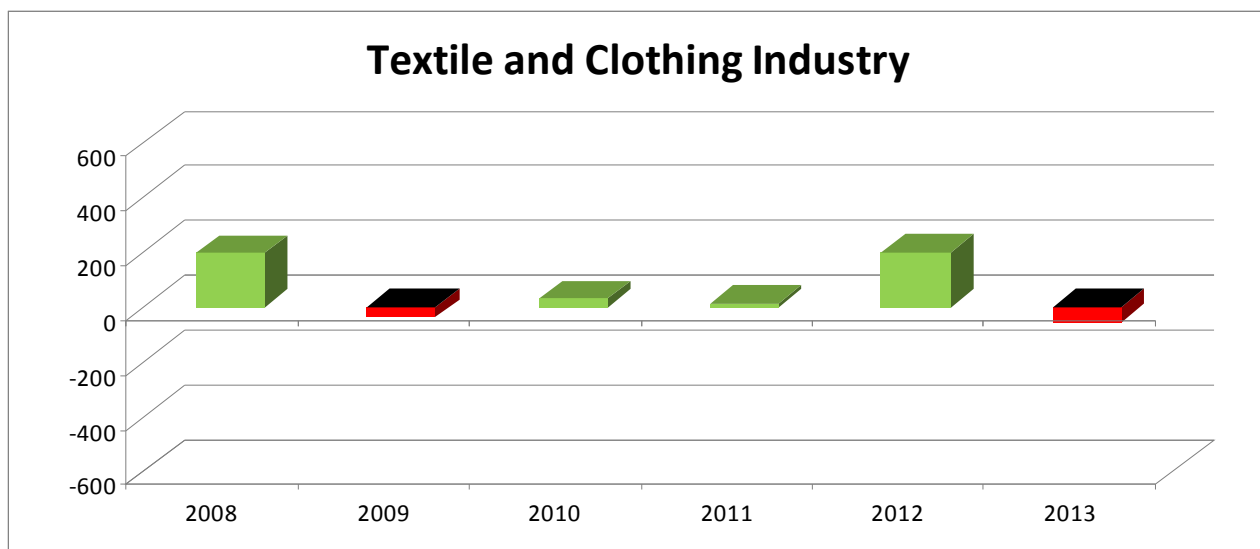


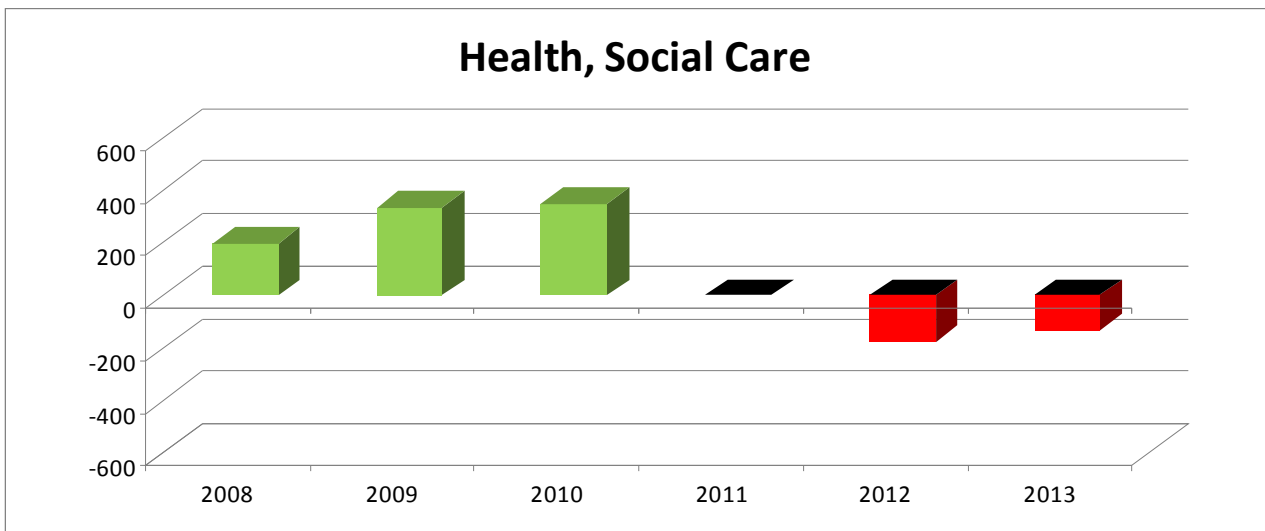
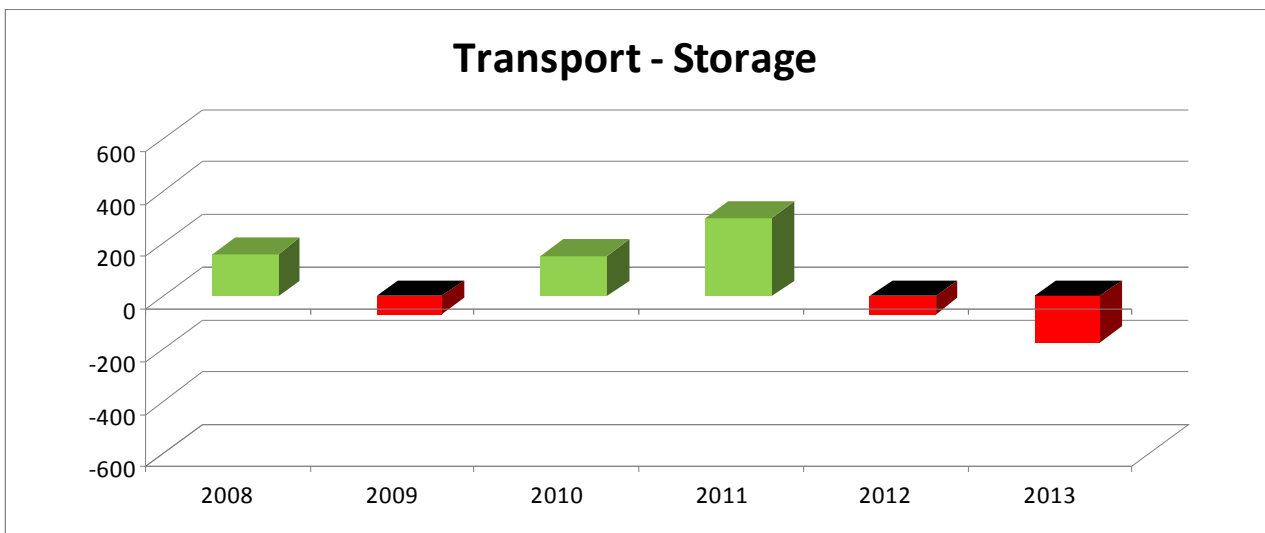
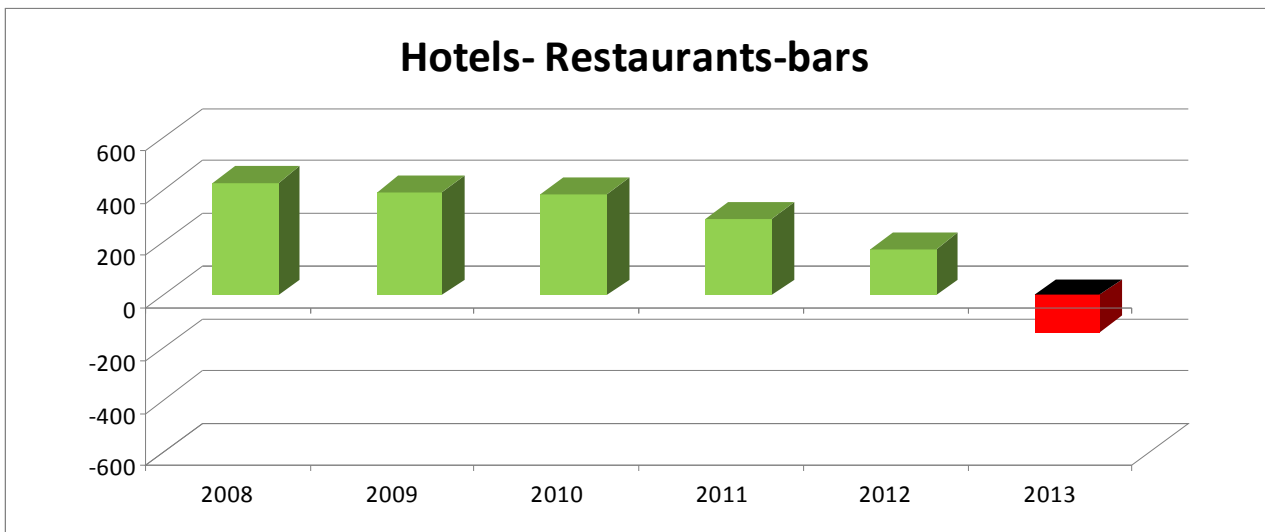
	2008		2009		2010		2011		2012		2013	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
All	5,785	4,065	-530	2,020	4,710	3,800	2,305	1,045	-4,970	-1,360	-3,210	-900
Italians	3,430	2,110	-5,135	-1,930	2,590	2,275	350	-105	-4,545	-1,775	-2,370	-620
Non-Italians	2,350	1,950	4,610	3,950	2,095	1,520	1,960	1,155	-430	410	-835	-270
Incid. % Non-Italia	40,6%											
	44,5%											
	85,0%											
	8,7%											
	27,2%											

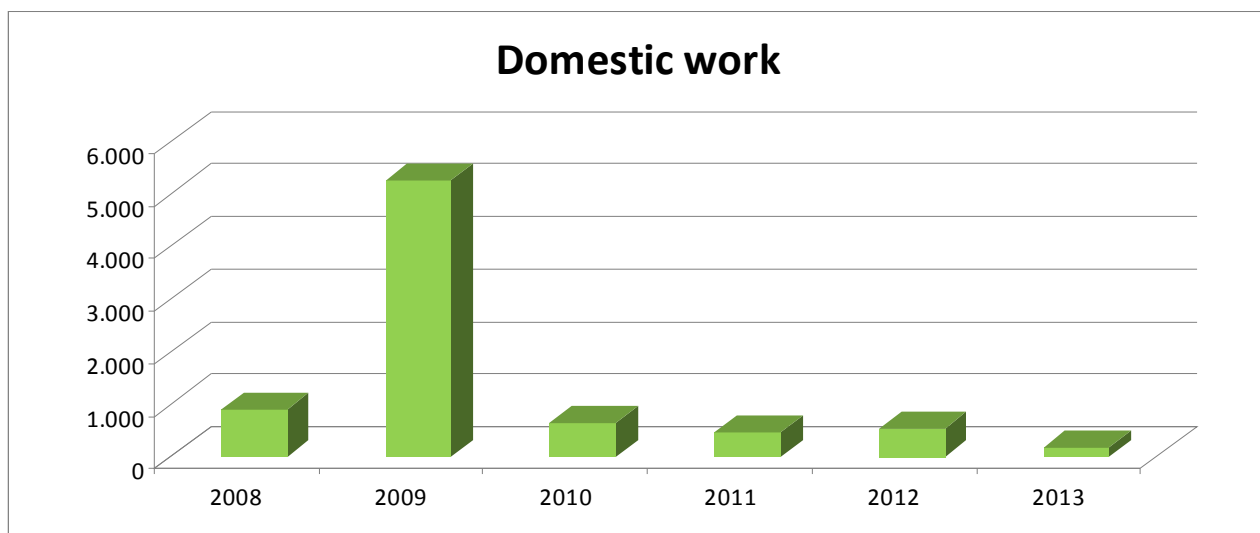
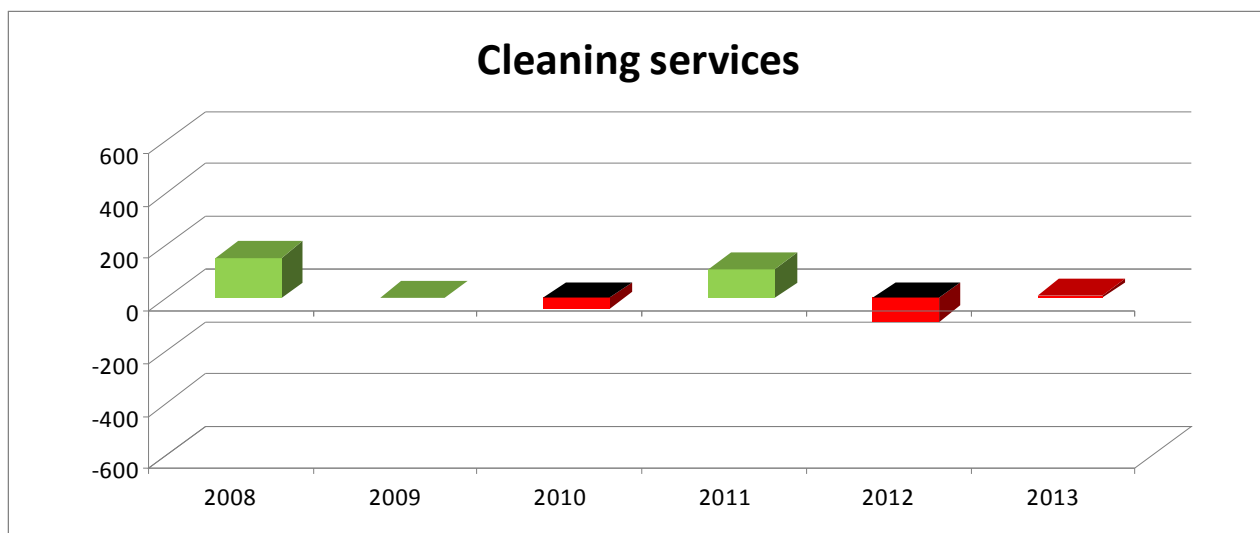
Source: Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

All the economic sectors that have led to development in employment for foreign workers as a whole have had negative results during 2013. For the first time since 2009, data record losses in the manufacturing sector: in the textile and clothing (-55), in the metallurgical and components industry a (-50), more moderate than that of 2012, and the construction sector recorded yet another annual decrease, started in 2008, one of the highest recorded (525 jobs lost). In 2013 also the tourism and catering and retail, which had continued to grow until 2012, show negative figures (-140) while the logistics sector continues to decline in 2012 (-175), together with health and social care (-130). Stable data for cleaning services (-10) after a decline in 2012 is recorded, while, albeit at a more modest level (+155) compared to all previous years, the advancement of foreign occupation in domestic work and family care is also recorded.

Chart 2. Employment balances for foreign citizens workers in Padua province, by main sector of employment. Years 2008-2013





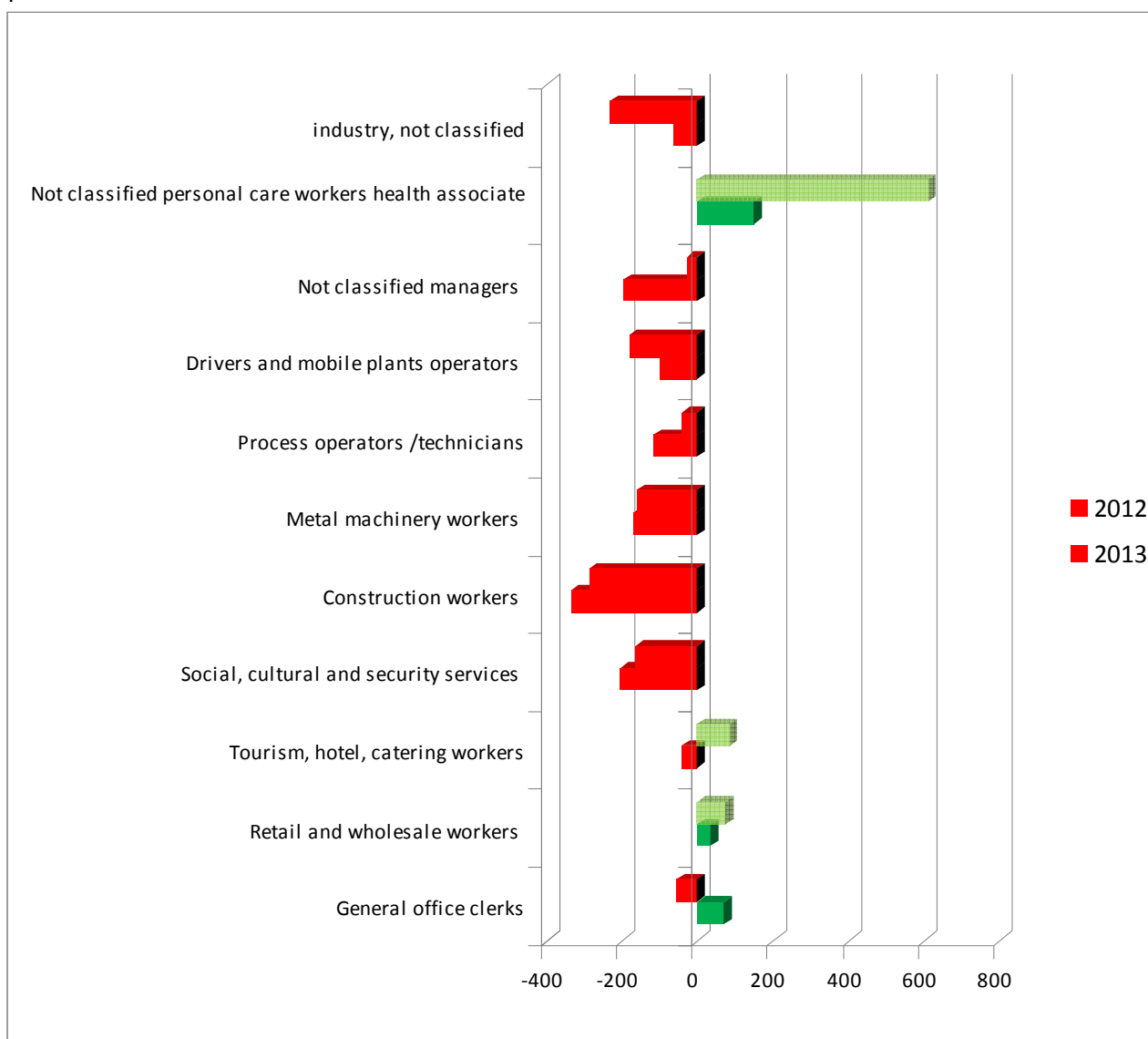


	2008	2009	2010	2011	2012	2013	Tot. 09-13
Textile and Clothing Industry	195	-40	30	15	200	-55	150
Metal- Components processing	115	-530	135	85	-165	-50	-525
Constructions	-290	-540	-190	-45	-515	-525	-1.815
Hotels- Restaurants-bars	430	390	385	295	180	-140	1.110
Transport - Storage	160	-70	155	300	-70	-175	140
Health, Social Care	195	335	350	-5	-180	-130	370
Domestic work	910	5.260	625	460	540	155	7.040
Cleaning services	155	5	-40	110	-90	10	-5

Source: . Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

Among the most affected qualifications in foreign employment are therefore the figures of skilled workers in construction (-285 in 2012 and -335 in 2013), skilled workers in the healthcare and social services (-165 and -205, respectively) , skilled workers in the metal industry (-160 and -170) and unskilled personnel in logistics (-30 to -195). Positive figures are recorded in the demand for domestic workers and caregivers (+610 in 2012 +150 in 2013) and of clerks and other skilled workers in retail and wholesale commerce (+75 and +35 respectively).

Chart 3. Employment balances for foreign citizens workers in Padua province, by main qualifications. Years 2012-2013





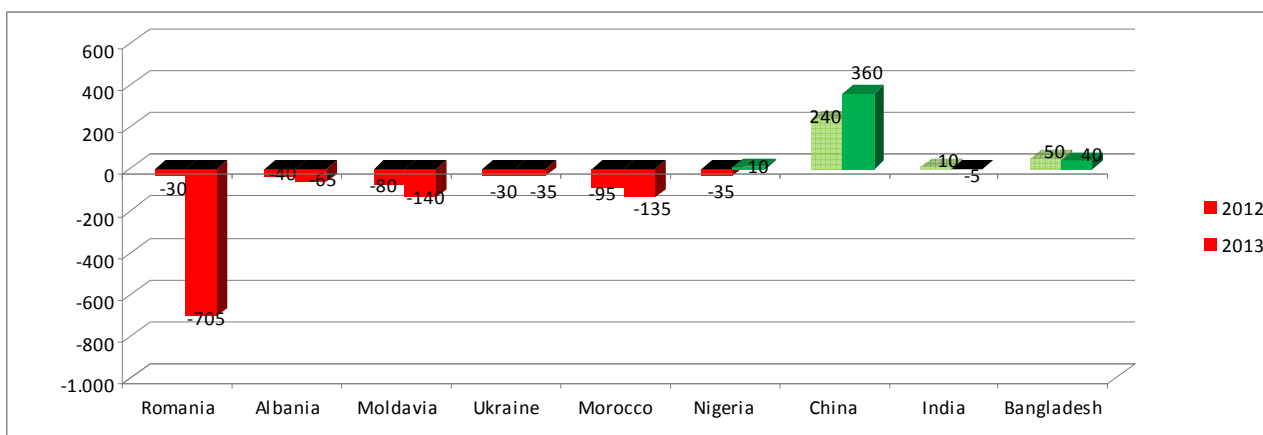
	2012	2013
General office clerks	-55	70
Retail and wholesale workers	75	35
Tourism, hotel, catering workers	85	-40
Social, cultural and security services	-165	-205
Construction workers	-285	-335
Metal machinery workers	-160	-170
Process operators /technicians	-40	-115
Drivers and mobile plants operators	-180	-100
Not classified managers	-30	-195
Not classified personal care workers	610	150
industry, not classified	-230	-65

Source: . Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

**Nationalities: the last two years have seen a decline in employment for Eastern Europeans, North Africans and Africans in general, opposed to the increase of jobs held by workers from Asia, especially China.**

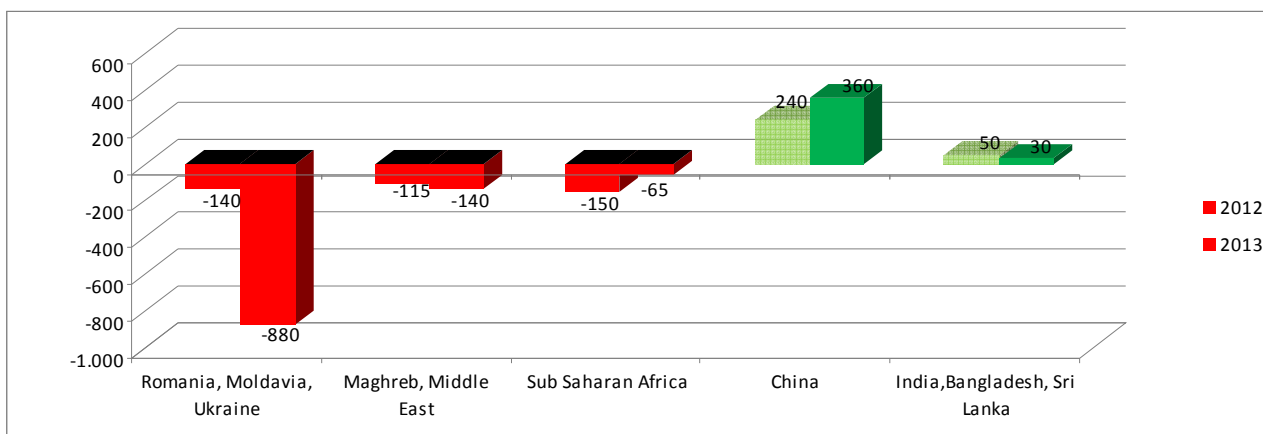
Going into details of the nationalities of origin of workers, we have observed such a diversity of occupational performance to justify the breakdown of the analysis of the labor market for each regional groups of citizenship: South East Europe (Romania, Moldova, Ukraine), Maghreb and the Middle East (mainly Morocco and Tunisia), Sub-Saharan Africa (primarily Nigeria, Senegal, Ghana, Cameroon, Togo), China, the Indian subcontinent (India, Bangladesh, Sri Lanka), South America.

Chart 4. Employment balances in Padua province: main countries of origin of foreign work force. Years 2012-2013



Source: . Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

Chart 5. Employment balances in Padua province: main areas of origin of foreign work force. Years 2012-2013



## The Labor Market and Foreign Labor Force in the Province of Padua.

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	2012			2013		
	Totale	Men	Women	Totale	Men	Women
Romania, Moldavia, Ukraine	-140	-420	280	<b>-880</b>	<b>-625</b>	<b>-255</b>
Maghreb Middle East	-115	-145	30	-140	-120	-20
Sub Saharan Africa	-150	-135	-15	-65	-30	-35
China	240	100	140	360	195	165
India, Bangladesh, Sri Lanka	50	60	-10	30	20	10
South America	-35	-20	-15	-45	-10	-35

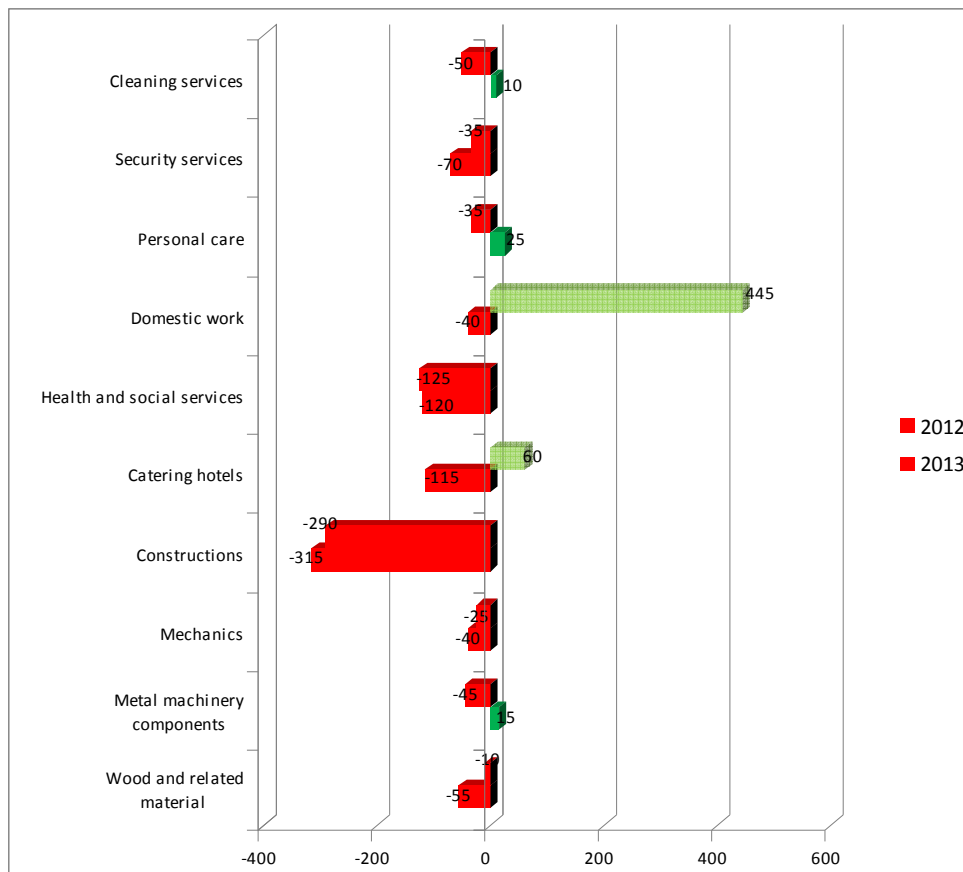
Source: . Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

Among the most numerous nationality groups in the labor market of Padua, the sharp decline of Romanian, Ukrainian and Moldovan presence (-880 after the fall of 140 jobs already taken place in 2012) is the most noteworthy data, it affects both sexes, but more intense for men (-625). Free fall of employment also for workers from North Africa and the Middle East (-115 in 2012 and -140 in 2013), and finally a decrease for other African countries, but in moderation (-150 in 2012 and -65 in 2013), in both cases with little impact on the female component. An opposite trend is recorded for jobs held by workers from Asia, in particular Chinese (+360 in 2013, an increase compared to +240 of 2012). Among them male employment grows, also from nationals from the Indian subcontinent (from + 50 to +30). The weight and dynamics of the South American grouping (from -35 in 2012 to -45 in 2013) remains modest.

**Nationality and sectors : the decrease on employment for those coming from Eastern Europe is broad and deep, mainly due to the crisis in construction and tourism-catering. Domestic work and cleaning services allow to stop the losses of jobs for workers from the Middle East and North Africa, almost exclusively male, after the crisis in the logistics sectors. An acceleration of results for the Chinese, due to increased spread of employment opportunities, particularly in the footwear and catering. Stable positions for employment of workers from the Indian subcontinent, thanks to agriculture and domestic work.**

In 2013 the strong occupational decrease of **Romanians, Ukrainians** and **Moldovans** is primarily due to the protracted crisis in the constructions and value chain (approximately 300 both in 2012 and in 2013), together with the shrinkage of the potential employment in domestic work (-40 places after the 445 created in 2012). More modest losses have affected across all sectors of employment, from healthcare to food-hotels in almost all sectors of the manufacturing and operational services to businesses. The vastness of the sectors involved in the decline meant that the downward trend has been about equal for men (-625) and women (-255), a negative figure compared to 2012 (-420 and +280 respectively).

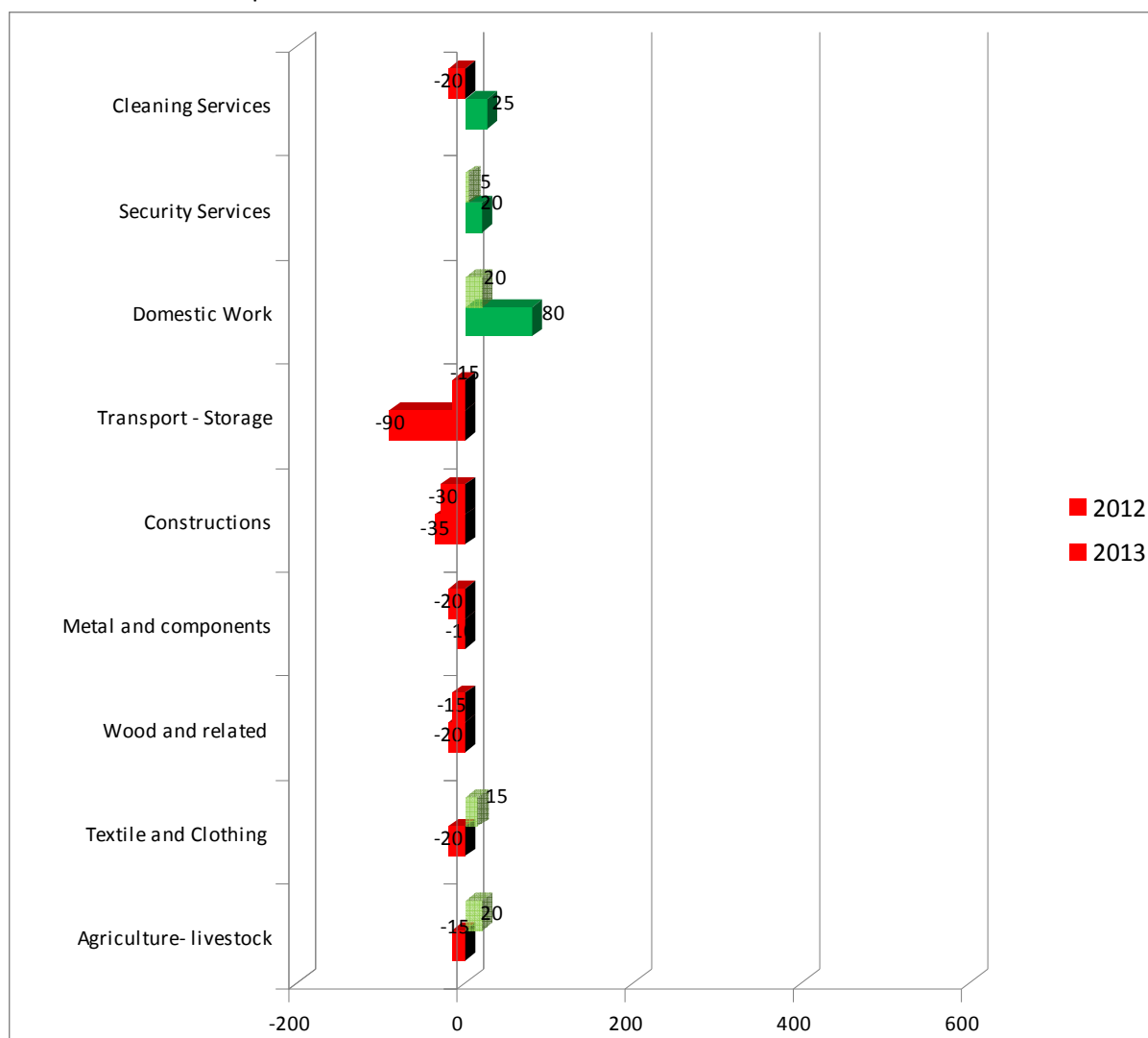
Chart 6. Employment balances in Padua province by main sectors of employment - Romanian, Ukrainian and Moldovan Citizenship. Years 2012 -2013.



Source: Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

A slightly changed balance recording modest loss for workers from **North Africa and the Middle East** (-115 in 2012 and -140 in 2013); it consists of a similar outcomes compared to 2012 with regard to the manufacturing sectors, all with a slight decrease, a strong decline in logistics (-15 to -90), and a recovery for domestic work (from + 20 to +80) and cleaning (-20 to +20), all in favor of men, due to the low activity rate of women available for employment.

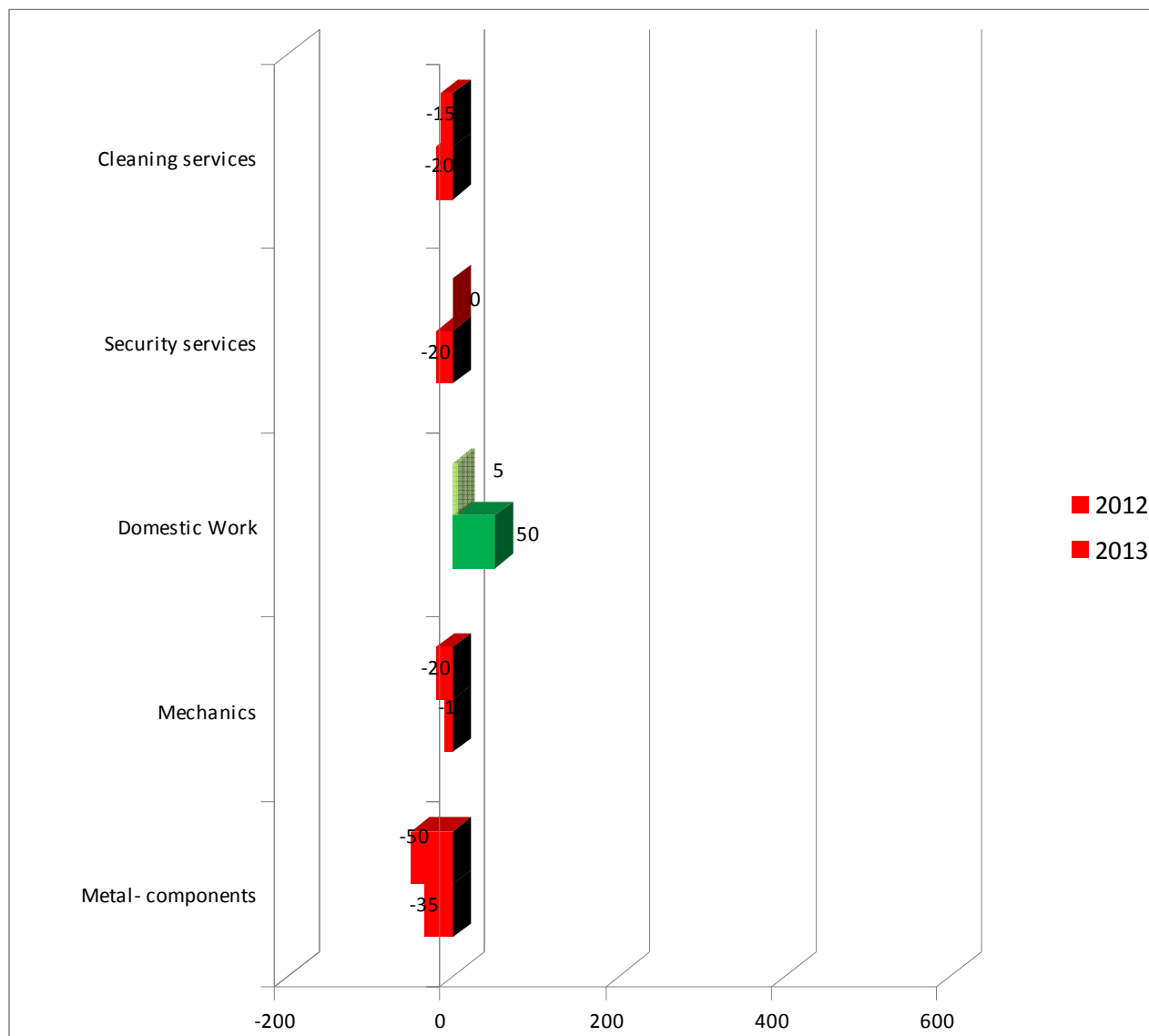
Chart 7. Employment outcomes in Padua province by main sectors of employment – North Africa and Middle East Citizenship. Years 2012 -2013.



Source: Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

A slight attenuation of the decrease (from -150 of 2012 to -65 of 2013) has been recorded for the workers from **South-Central Africa**, an outcome related to the slight recovery in demand in the engineering sector of Padua and the increase of jobs in the field of domestic work, to the advantage of men only, due to the low female participation of this geographical origin .

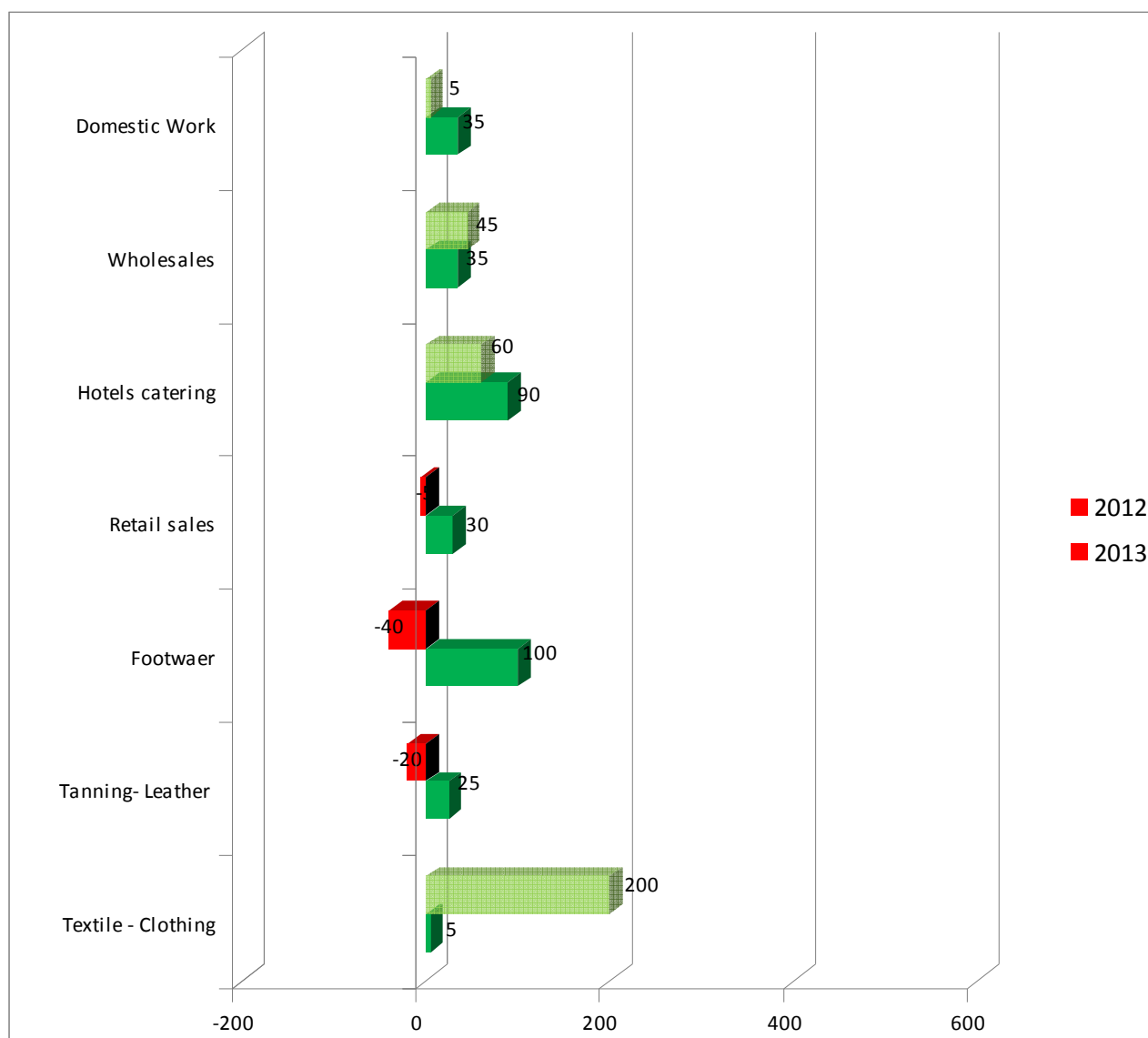
Chart 8 Employment balances in Padua province by main sectors of employment – Sub- Saharan Africa Citizenship. Years 2012 -2013.



Source: . Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

In the provincial labor market the success of the employment for **Chinese** is particularly evident (from +240 in 2012 to +360 in 2013), thanks to a widespread increase in jobs, in some cases, reversing the decrease of 2012. The most evident increase is related to the footwear industry (+100 after -40 of the previous year), followed by continued growth for restaurant-hospitality (+90), and the modest but steady progress for domestic work and wholesale, and positive trends in leather-tanning (+25) and retail trade (+30), only to offset the sharp slowdown in the performance of the textiles and clothing (from +200 to only +5). The positive trend relates to both genders, however, benefits mainly men (from +100 to +195), thanks to a larger recovery in the tanning industry, retail trade and catering. A stable growth of female jobs has been recorded (from +140 to +165).

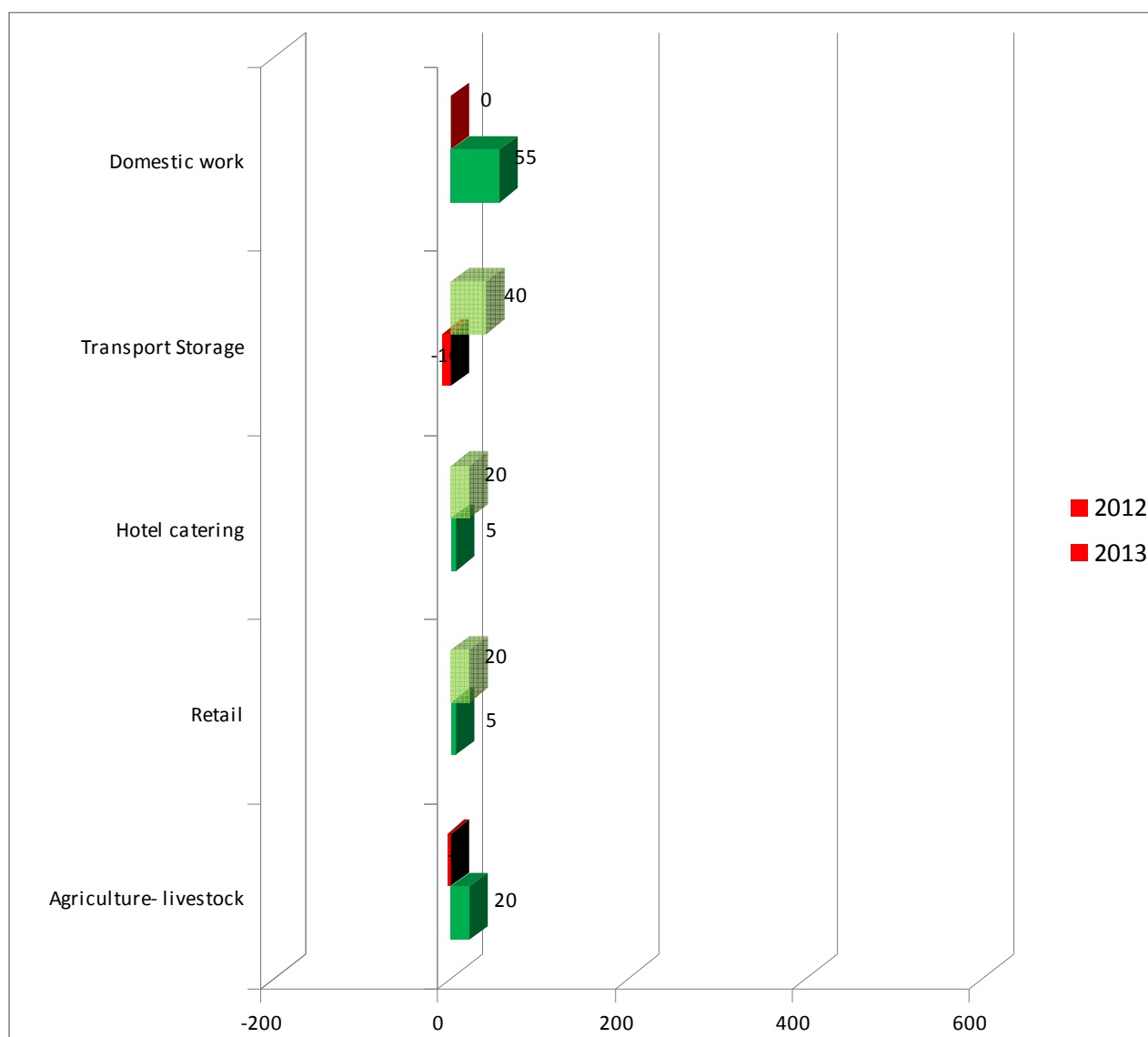
Chart 9. Employment balances in Padua province by main sectors of employment – Chinese Citizenship. Years 2012 -2013.



Source: . Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)

A slight positive balance is recorded for nationals from the **Indian subcontinent**, mostly Indians, Sri Lankans and Bangladeshis (+50 in 2012, +30 in 2013), thanks to the slight recovery in demand in the activities of agriculture and livestock breeding (from -5 to +20), and especially the growth in demand for domestic work (from none to 55 new jobs), two areas of opportunity in order to counteract the fall in employment in logistics (from +40 to -10) and in trade-catering, with weakly positive balances for both men and women (+20 and +10).

Chart 10 Employment outcomes in Padua province by main sectors of employment – Indian Sub continent Citizenship. Years 2012 -2013



Source: . Labor Market Observatory of Padova Province on CO data Veneto, [www.venetolavoro.it](http://www.venetolavoro.it)



**Nationality and Employability:** The number of Chinese PES customers available for employment is minimal when compared to the total number of available and employed; the figures are very small for Filipinos, while we record one available Nigerian, Moroccan and Tunisian for each employed one. The supply of migrant labor tends to be younger than the Italian one, if we exclude the case of Moldovan and Ukrainian women, and only rarely with the same level of education of Italians, with the exception of Albanian and Brazilian women. The trend in the provincial labor market favors migrants aged about thirty years, with low levels of recognized education, frequent characteristics especially among workers of Asian origin, in particular China and the Philippines. A sole exception is the demand for Ukrainian graduate men. This trend is opposite to the typical matching between labor supply and demand for the Italian component, where higher and university education and central age are the macro socio-demographic characteristics of employability.

In order to measure the mismatch dimension (unmatched supply of labor) for each of most common nationalities in the provincial labor market, we introduce an unofficial but interesting indicator for any assessment that can be made, built from administrative data sources. It is the ratio between the number of people registered at the employment centers of the province of Padua as users who declare themselves available for work (ex I.181 / 2000), and the sum of the same number of people with the number of people who are employed according to compulsory communication reported by companies (i.e. the total number of people either active or working in various jobs in the local labor market, using the data available to the public employment services). It is important to point out that such data can not in any way be compared to the official ISTAT (National Statistics Institute) unemployment rate, built on very stringent criteria and classifications and methodologically different, but it can serve only as a parameter of comparison inside the administrative source from which it originates.

The ratio in the considered database of the province of Padua (84.418 available and 245.316 employed permanently or fixed-term on December 31, 2013) was 25.6% for migrant workers, and 23.6% for the Italians. Among the main nationalities recorded in the data source of PES (in which at least a thousand people are registered as employed or available), it can be stressed the exceptionally low value for Chinese workers (only 4.5%) and a good ratio for the Filipino (17%). High ratios are instead recorded for the total number of unemployed people of Moroccan nationality (47.1%), Tunisia (52.4%) and Nigeria (52.5%). Above average, but at lower values, the results relating to people from Albania, Bangladesh, Bosnia and Herzegovina. Close to average is the Indian ratio (22%). Just above the general average are the values for Romanians (30.3%), Moldovans (27.4%) and Ukrainians (28.3%).

Tab. 1. Available at the PES and employed by nationality, residing in the Province of Padua - Date 31 December 2013 .

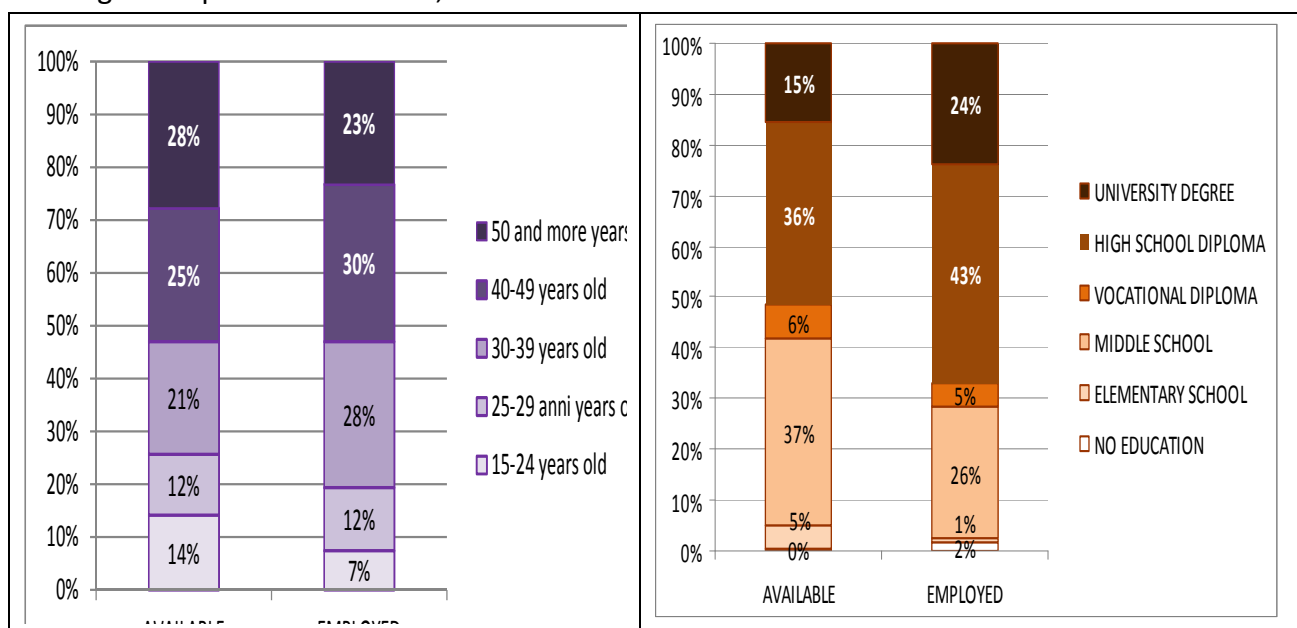
CITIZENSHIP	AVAILABLE	EMPLOYED	% ratio of availables on (employed+availables)
TOTAL	84.418	245.316	25,6%
ITALY	60.710	197.069	23,6%
ROMANIA	6.994	16.096	30,3%
MOLDOVA	2.470	6.542	27,4%
PR OF CHINA	208	4.439	4,5%
MOROCCO	3.669	4.125	47,1%
ALBANIA	1.605	2.925	35,4%
UKRAINE	546	1.382	28,3%
PHILIPPINES	257	1.253	17,0%
NIGERIA	1.359	1.242	52,2%
BANGLADESH	391	754	34,1%
INDIA	197	700	22,0%
CROATIA	205	542	27,4%
BOSNIA-HERZEGOVINA	303	529	36,4%
SRI LANKA	211	510	29,3%
TUNISIA	519	471	52,4%

Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

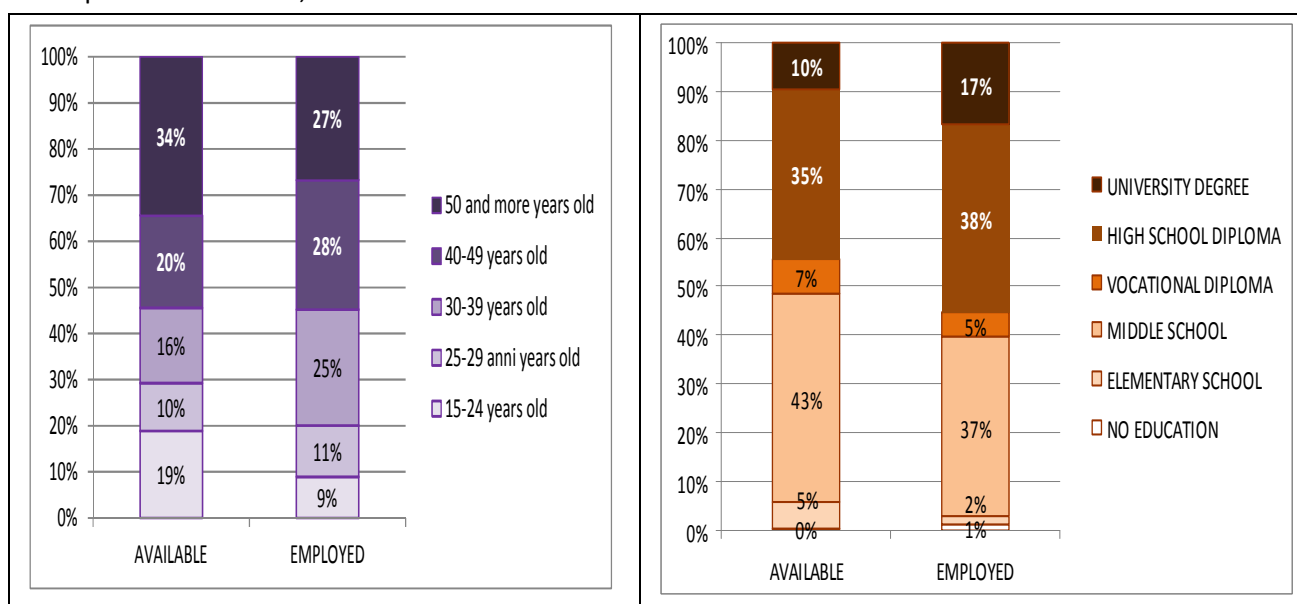
A comparison between available and employed, based on distributions by age and educational qualifications and by gender is proposed for each of the main nationality, in order to better support the assessment process and identification of socio-demographic categories most susceptible to unemployment through the available administrative data.

For **Italian women** and for **men**, the central age cohorts compared to the older ones appear more employable, and the possession of a diploma or higher degree, at the expense of compulsory education, is a success factor.

Charts 11 a – 11 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 - **Italian Women**



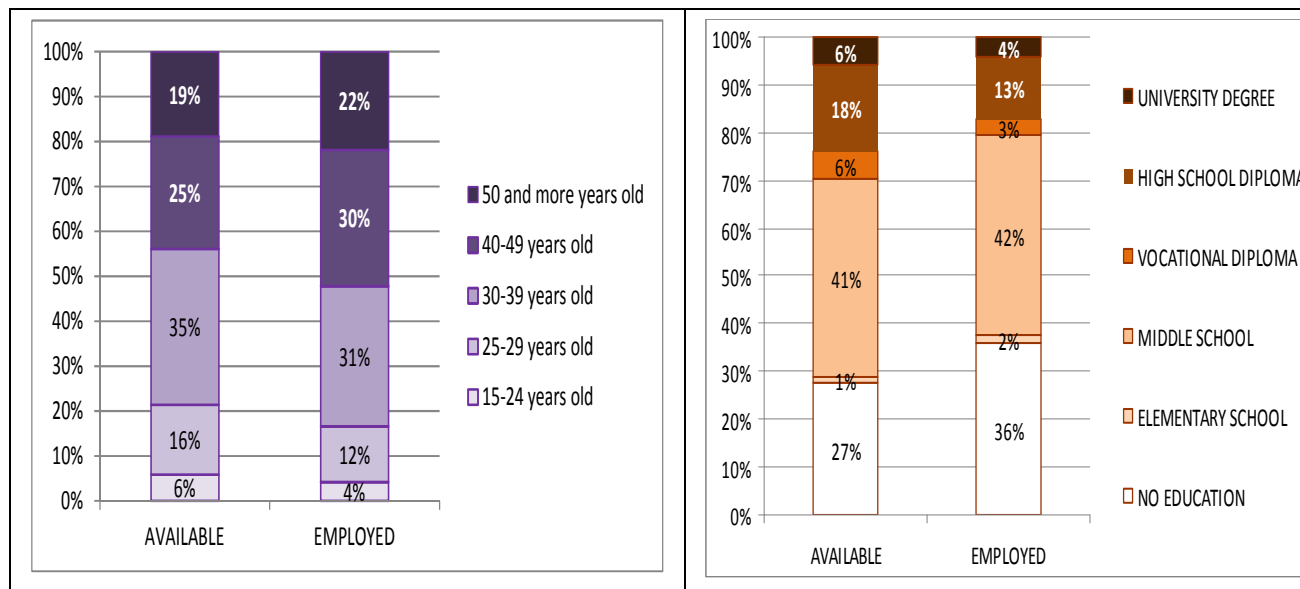
Charts 12 a – 12 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 - **Italian Men**



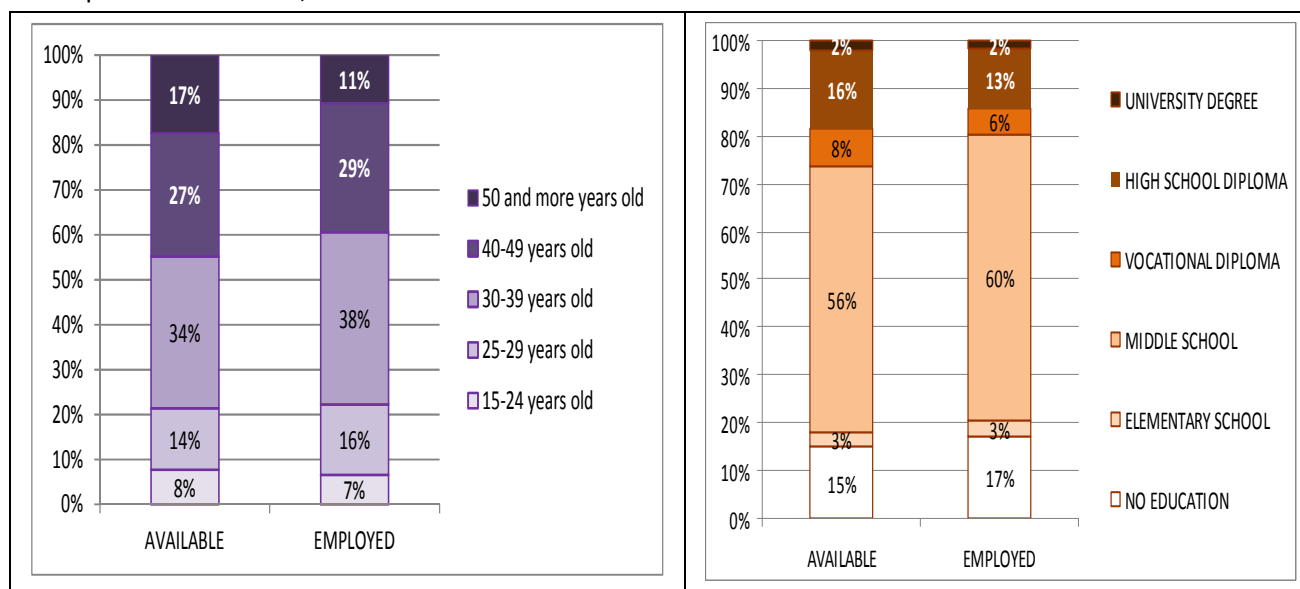
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

The needs of the local labor market with regard to **Romanian** women record an easier employment for mature age and low level of education. Romanian men between 30 and 40, with low level of education are more easily employed.

Charts 13 a – 13 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Romanian Women**



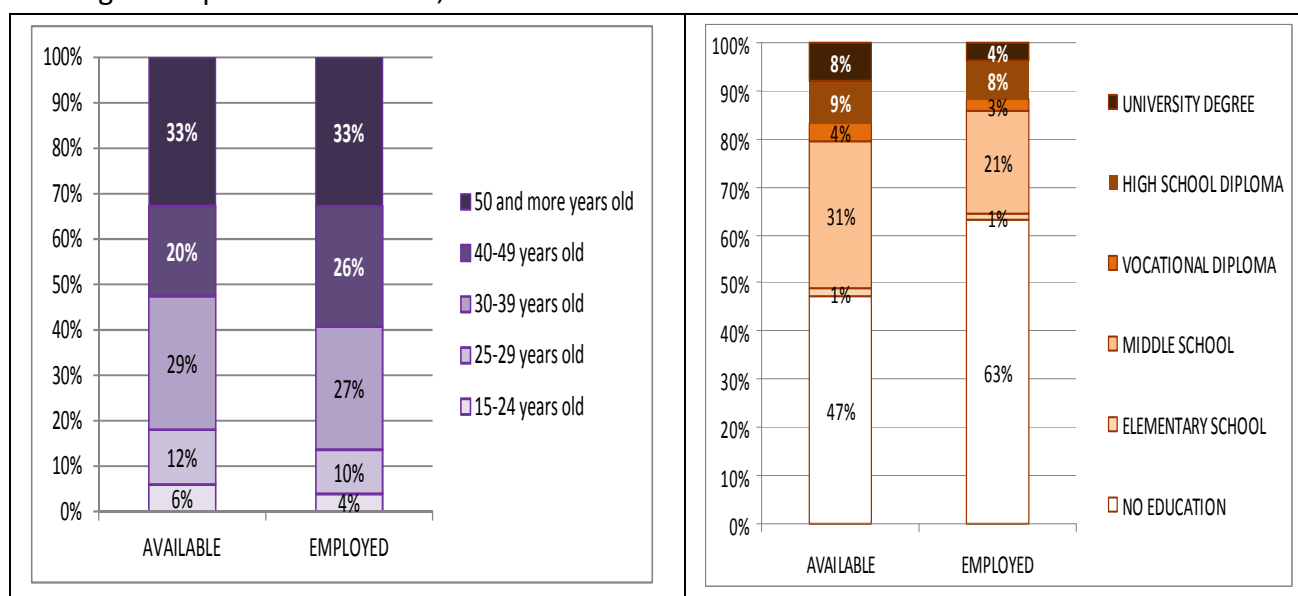
Charts 14 a – 14 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Romanian Men**



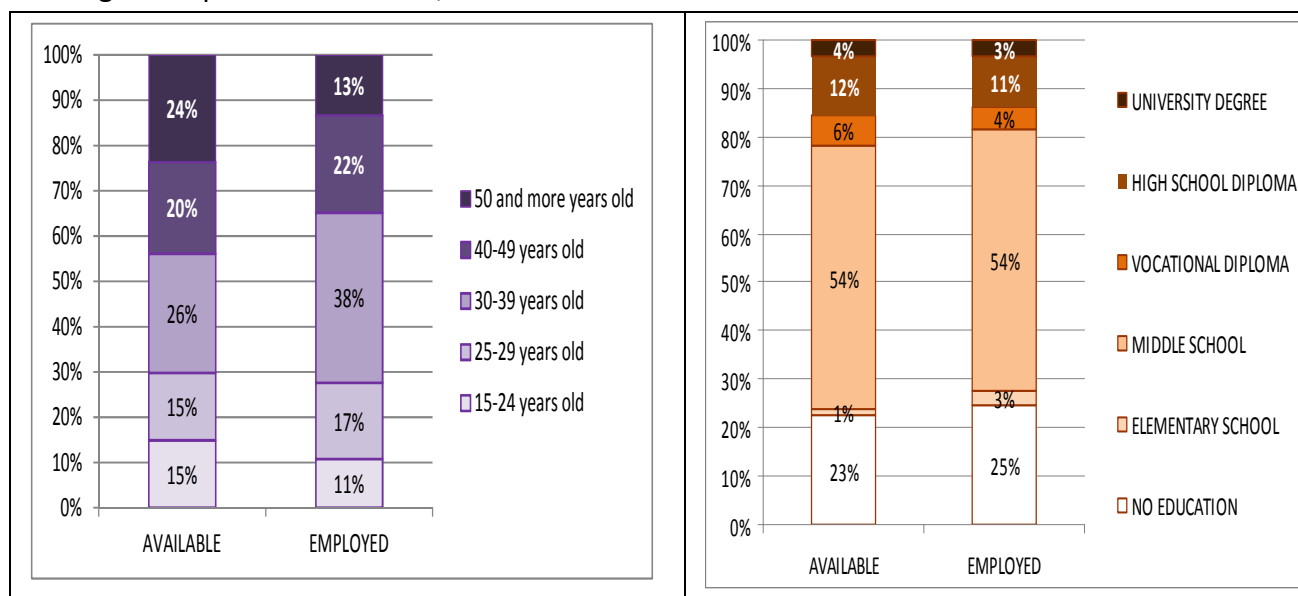
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

The **Moldovan** women in the labor market of Padua are predominantly mature workers and very often with a low recognized educational qualification, They are almost exclusively employed as domestic workers or caregivers, while for Moldovan men it is easier to be employed in their thirties, and regardless of the degree, which is higher on average.

Charts 15 a – 15 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 –**Moldovan Women**



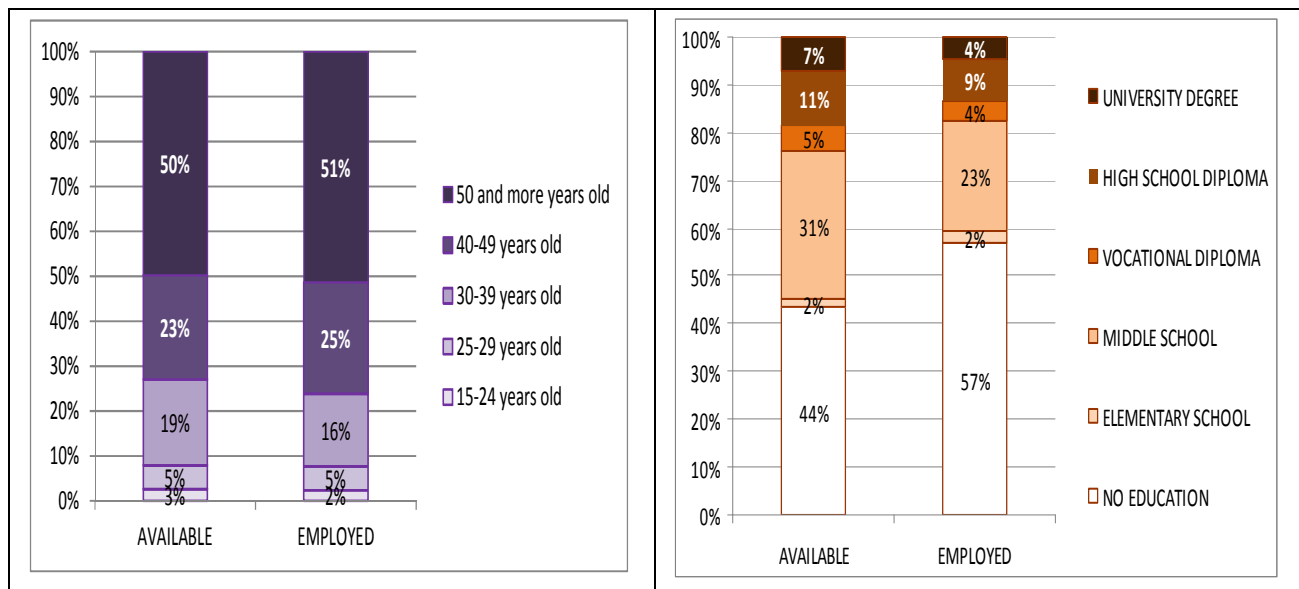
Charts 16 a – 16 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Moldovan Men**



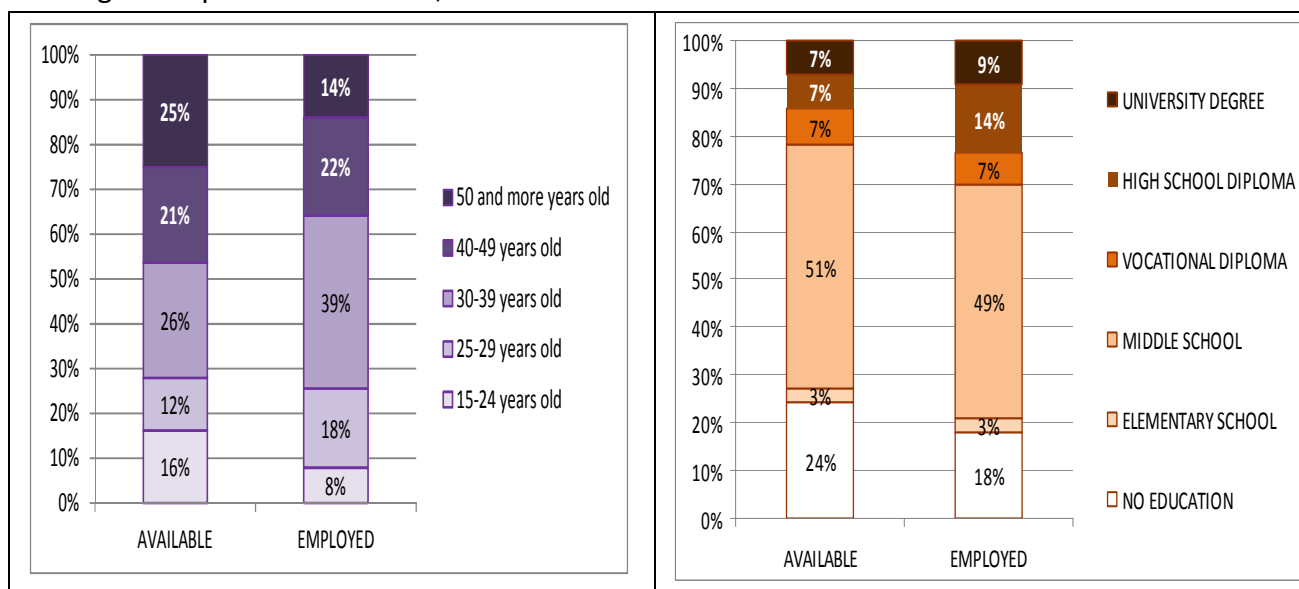
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

Even more diversified by gender is the **Ukrainian** supply of labor: half of the women are over 50, and with a low level of education, while the Padua labor market is positive for Ukrainian men aged between 20 and 30 with higher educational qualifications .

Charts 17 a – 17 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Ukrainian Women**



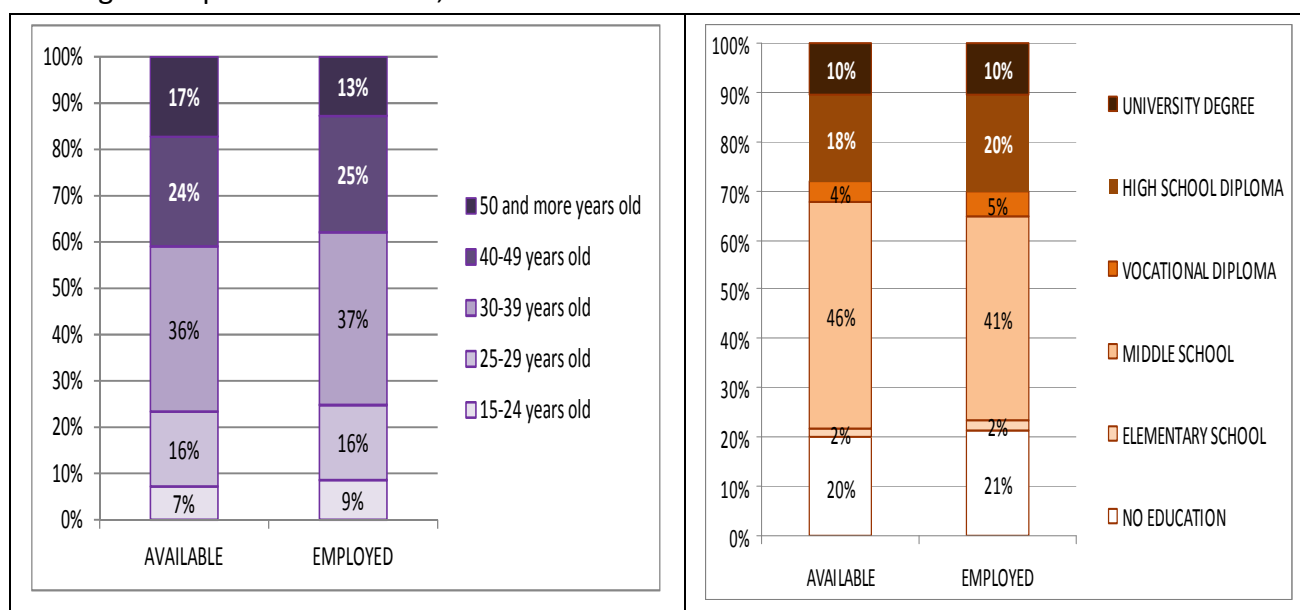
Charts 18 a – 18 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Ukrainian Men**



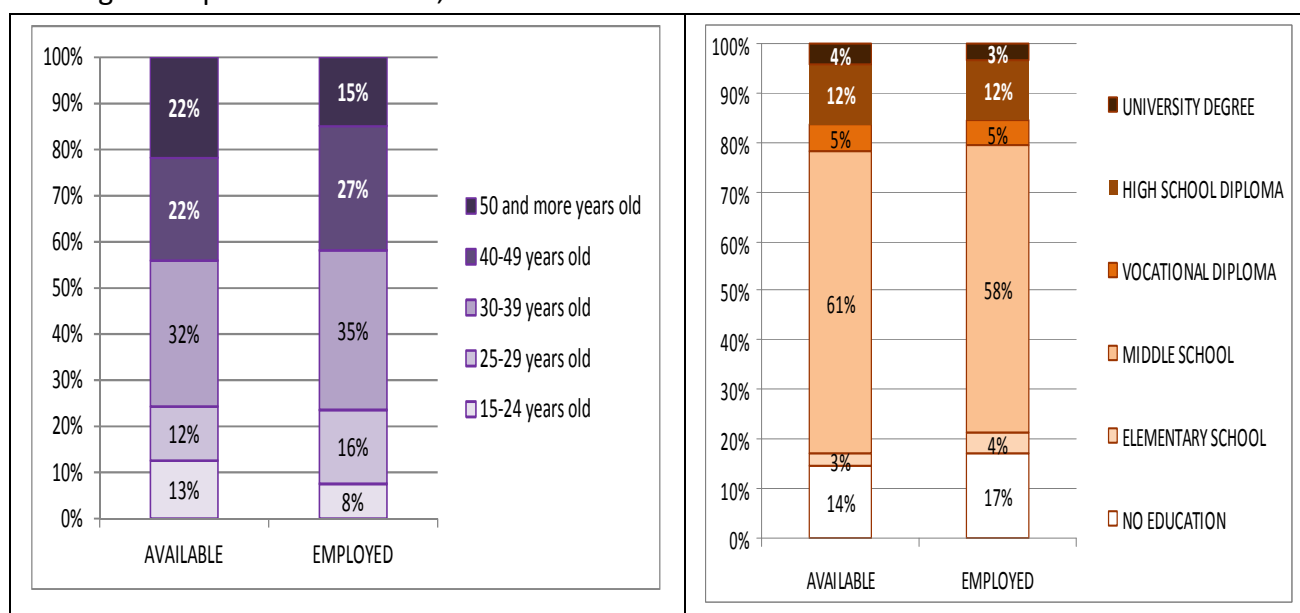
Source: Labor Market Observatory of Padova Province on CO data Veneto e SIL Veneto

The female **Albanian** labor supply is quite young with a good level of qualification, Albanian men in employment also tend to be young, but less educated than their female nationals. No significant categories benefit in terms of employability.

Charts 19 a – 19 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Albanian Women**



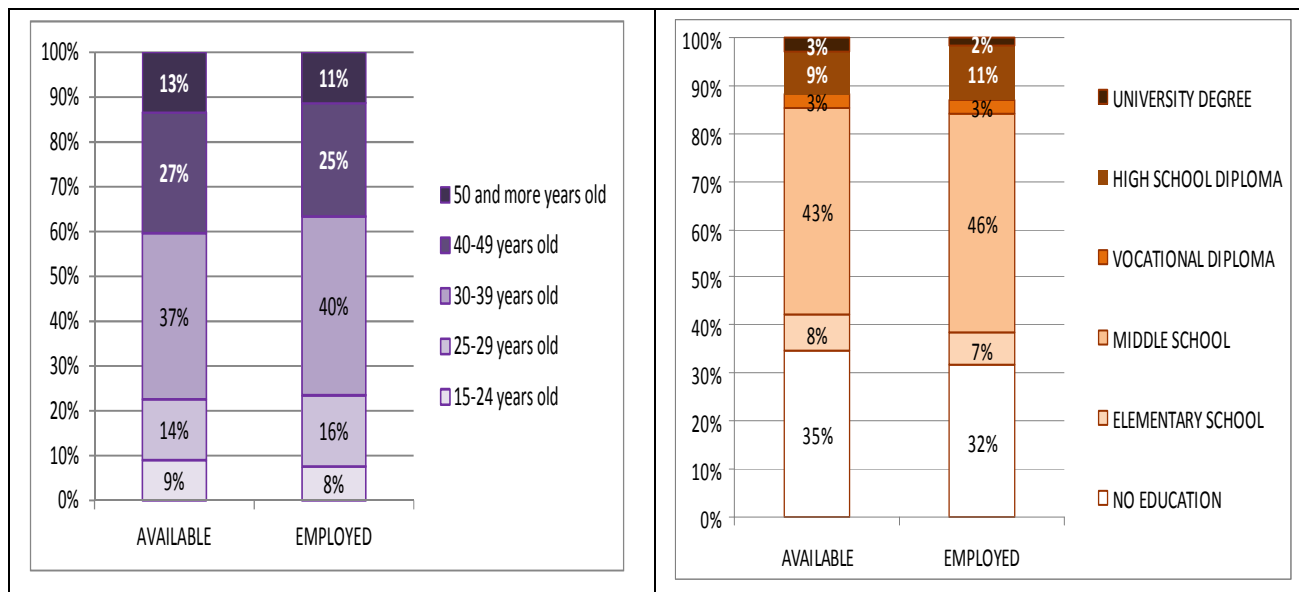
Charts 20 a – 20 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Albanian Men**



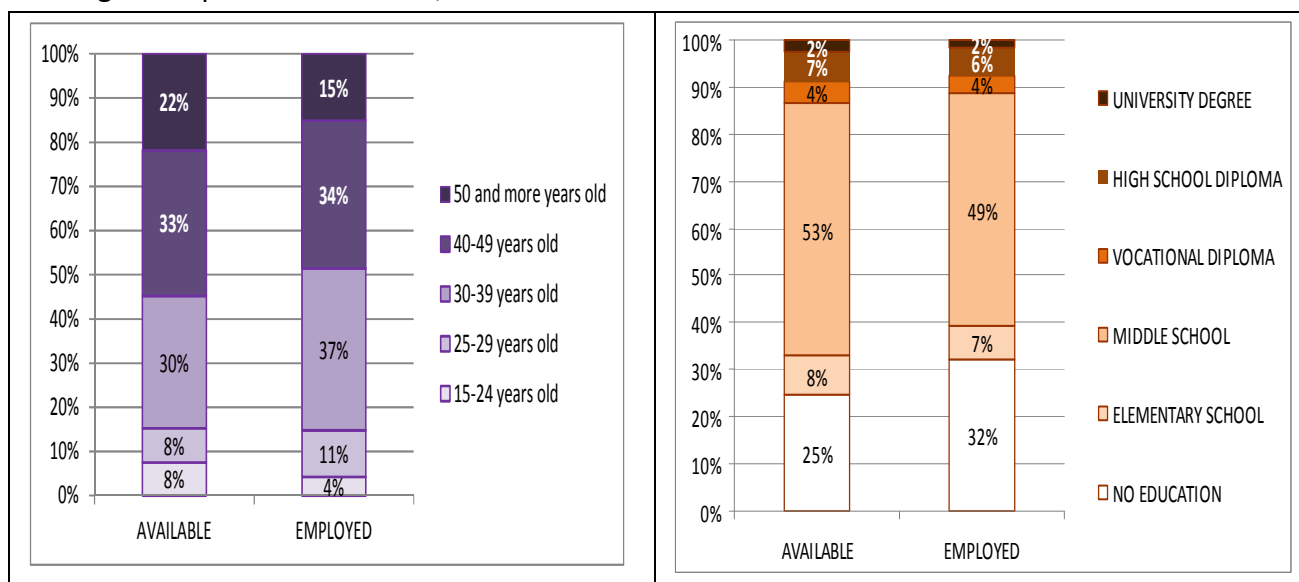
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

**Moroccan** women represent 64.7% of the total available of their same nationality, a figure that is high for all age groups, and that is only slightly reduced for those who have a high school diploma. Less drastic figures for men (42.7%), with lower rates for 20 to 30 cohorts and for those who do not have a recognized degree.

Charts 20 a – 20 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Moroccan Women**



Charts 21 a – 21 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Moroccan Men**



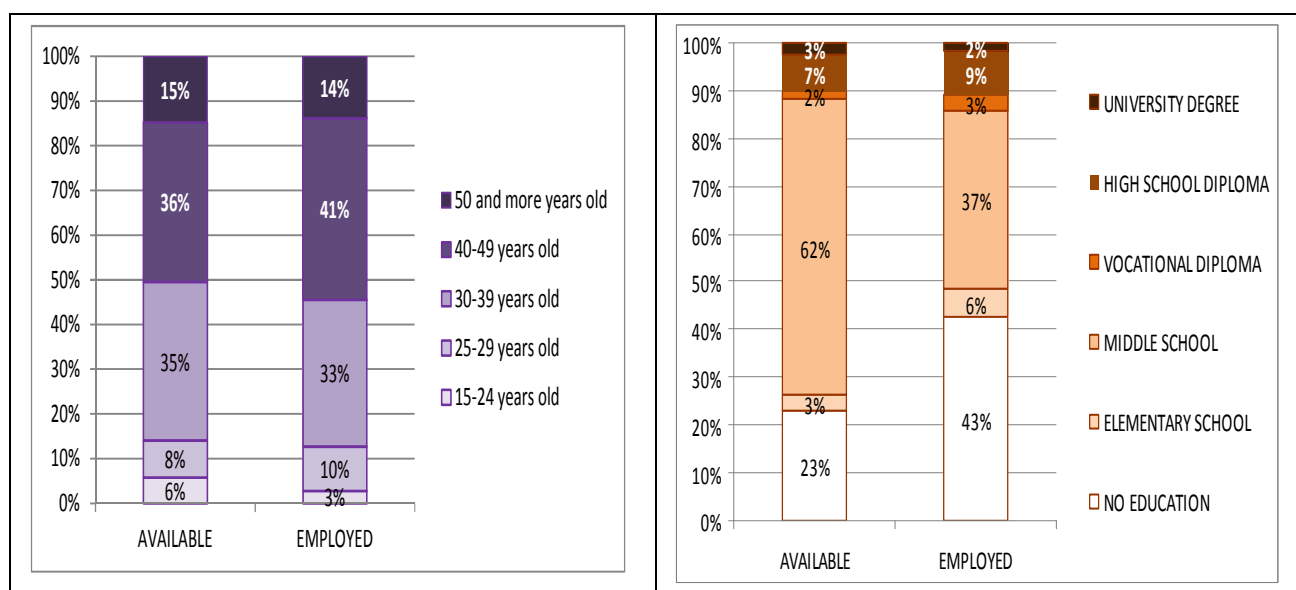
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto



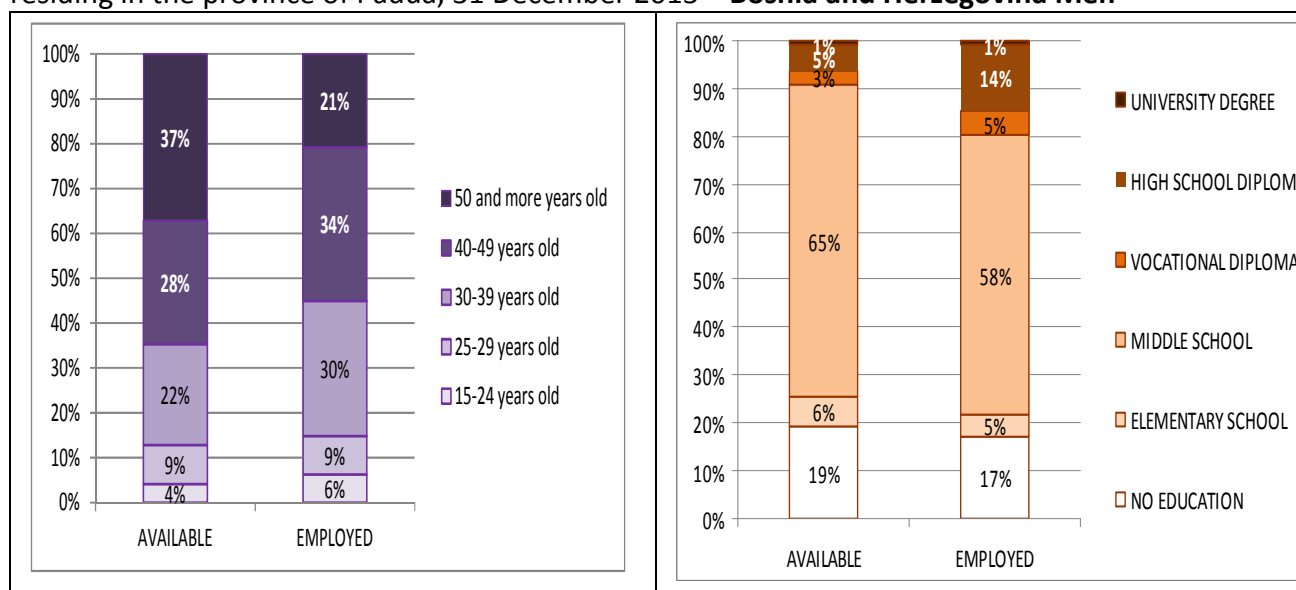
The presence of **Tunisian** workers is almost exclusively male, mostly middle-age, and most employed are in their forties and without qualification.

The presence of migrant men from **Bosnia and Herzegovina** is also significant, with a fairly moderate rate of available workers, amounting to 36.2%. The most favorable conditions for employment for this nationality are for 30-40 year-old graduates. There is an extensive presence of mature workers, disadvantaged in the local labor market.

Charts 22 a – 22 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Tunisian Men**



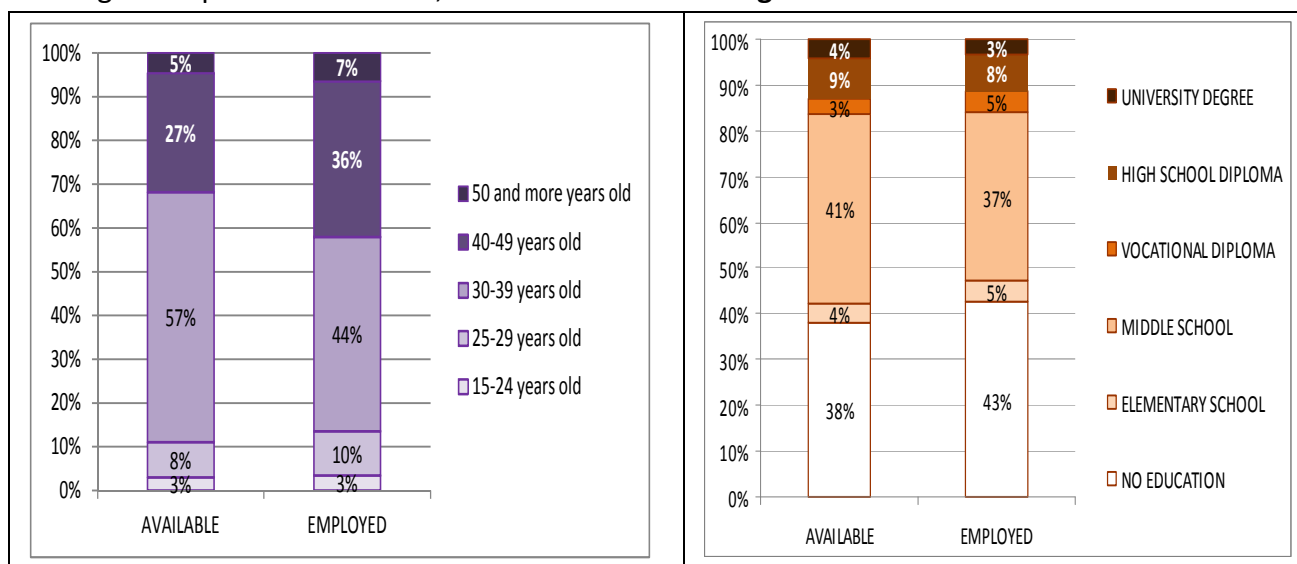
Charts 23 a – 23 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Bosnia and Herzegovina Men**



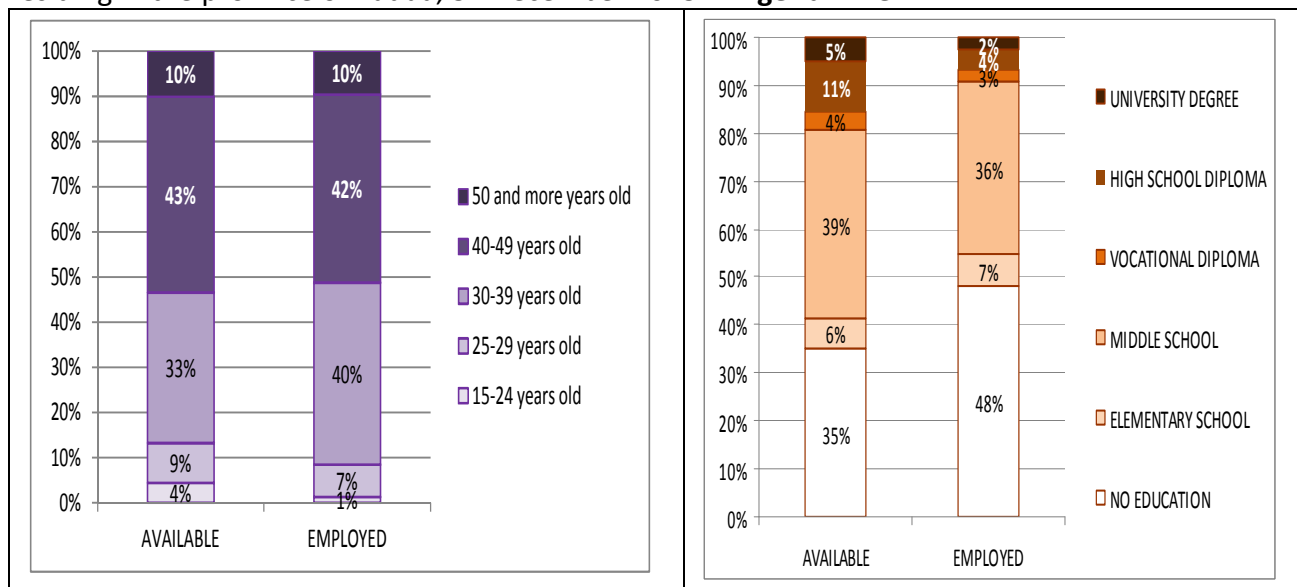
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

**Nigerian women** record a very high ratio of the available over the total of available and employed (61.9%), with maximum difficulty of insertion for women in their thirties, who represent more than half of the supply, while for men the figure drops to 45.6%, with relative advantages for people in their thirties and without recognized qualification.

Charts 24 a – 24 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Nigerian Women**



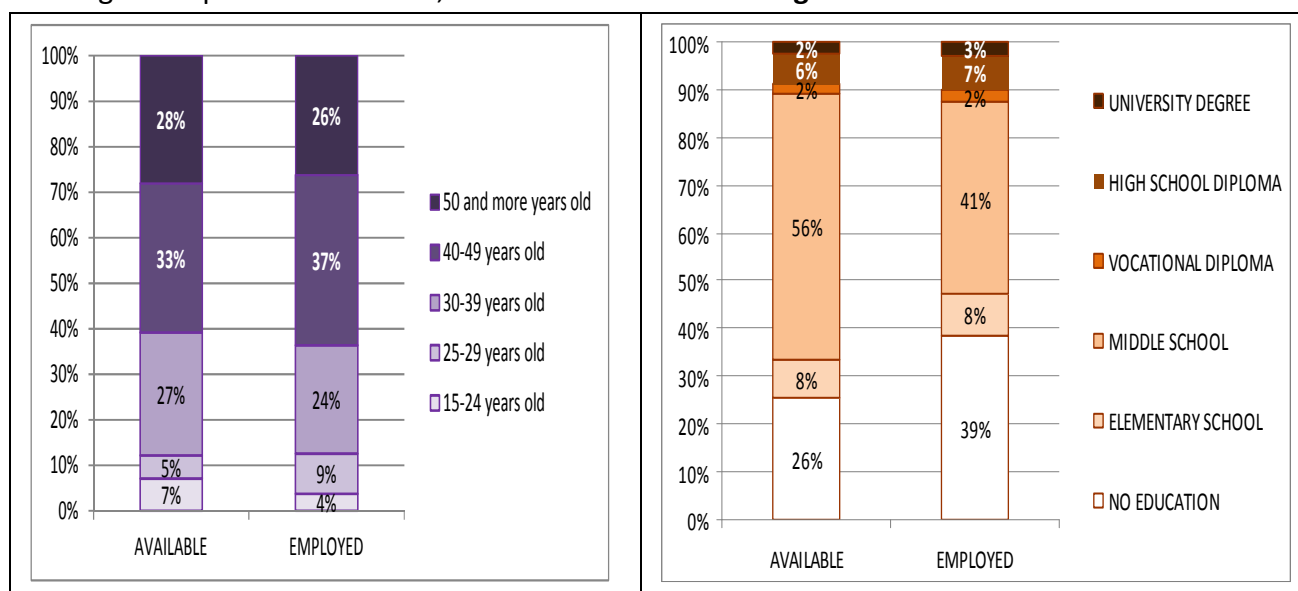
Charts 25 a – 25 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Nigerian Men**



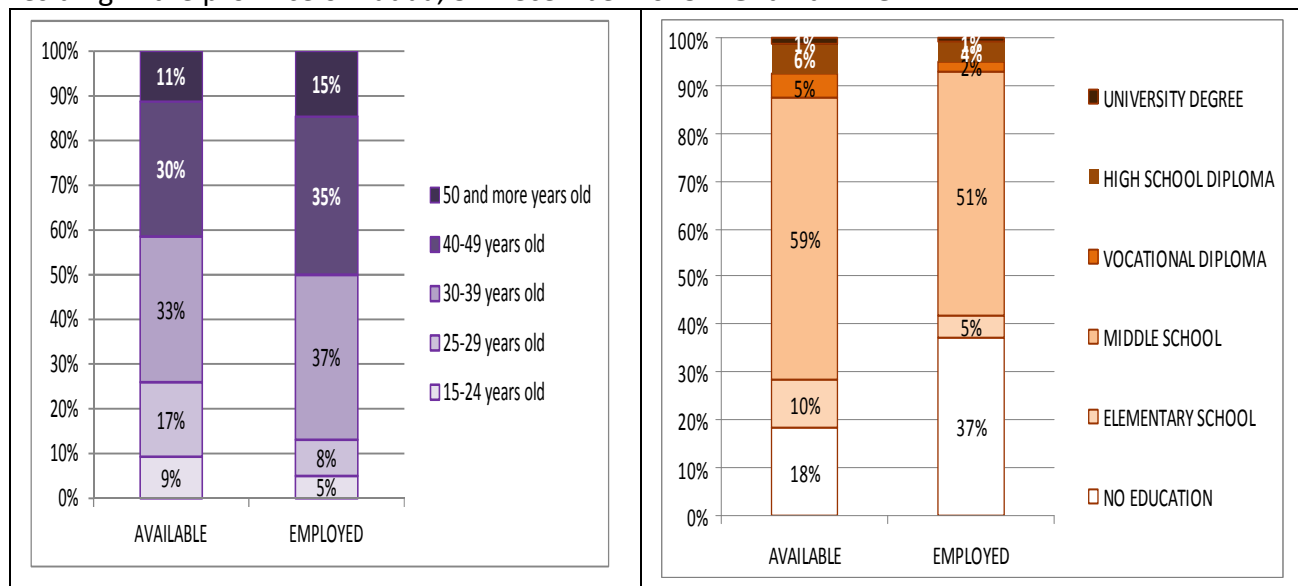
Source: Labor Market Observatory of Padova Province on CO data Veneto e SIL Veneto

For **Senegalese men**, who become available at an average age of over 40, and for the generally younger and a little more educated **Ghanaian** males, the only advantaged category in both cases is that of the one not possessing recognized qualifications.

Charts 26 a – 26 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Senegalese Men**



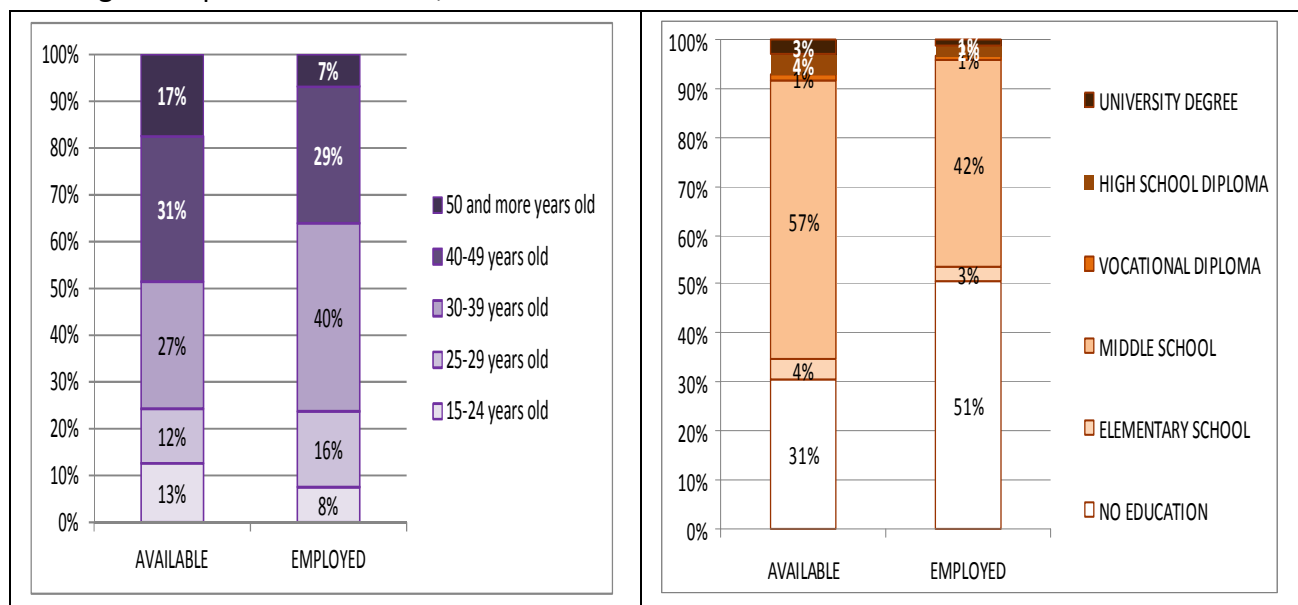
Charts 27 a – 27 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Ghanian Men**



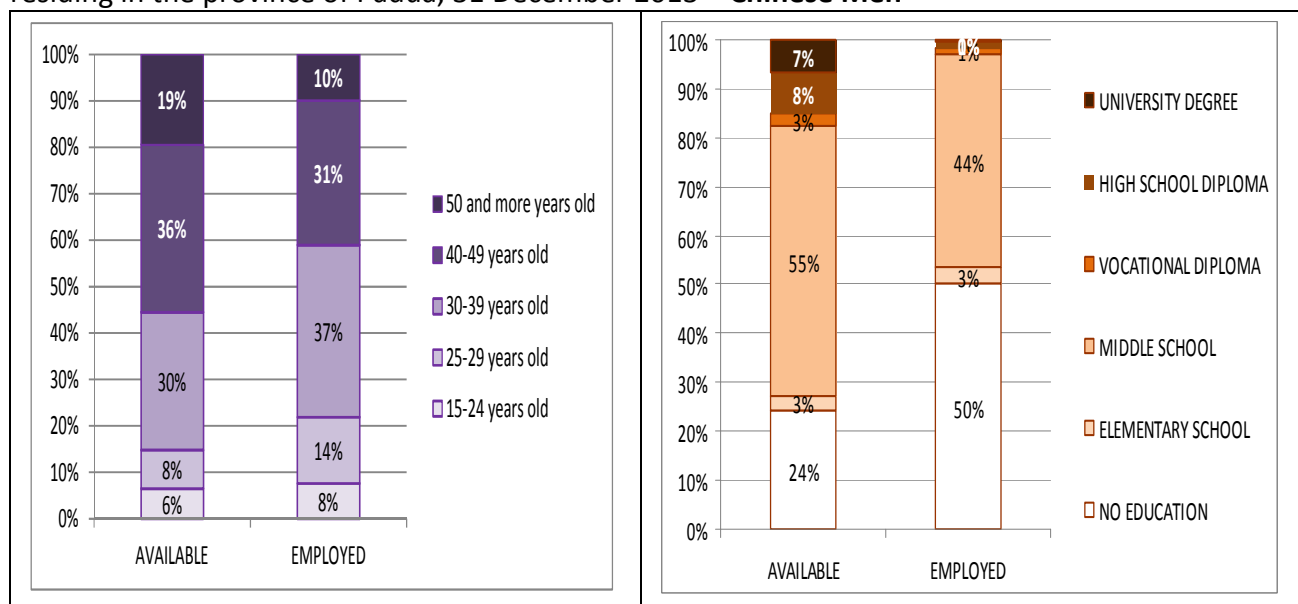
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

Chinese men and women share the same great ratio of available out of total employed and available (4.2% and 4.8%, respectively), as well as socio-demographic characteristics that lead them to fit more easily into employment in Italy: people in their thirties without recognized qualifications.

Charts 28 a – 28 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – Chinese Women



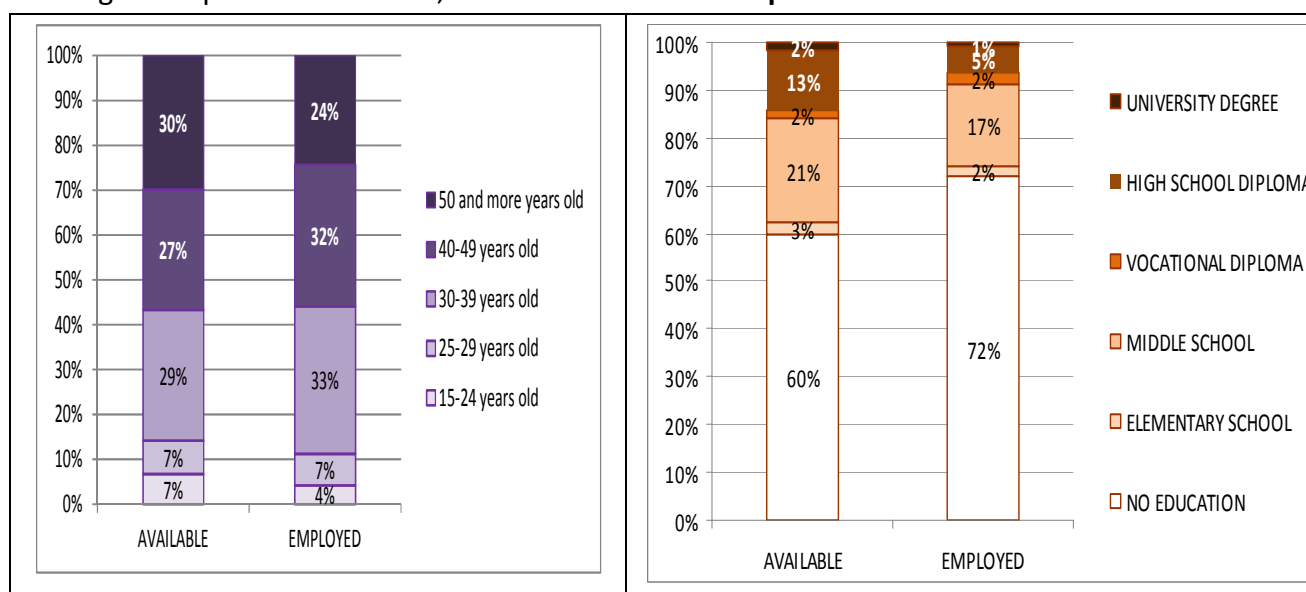
Charts 29 a – 29 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – Chinese Men



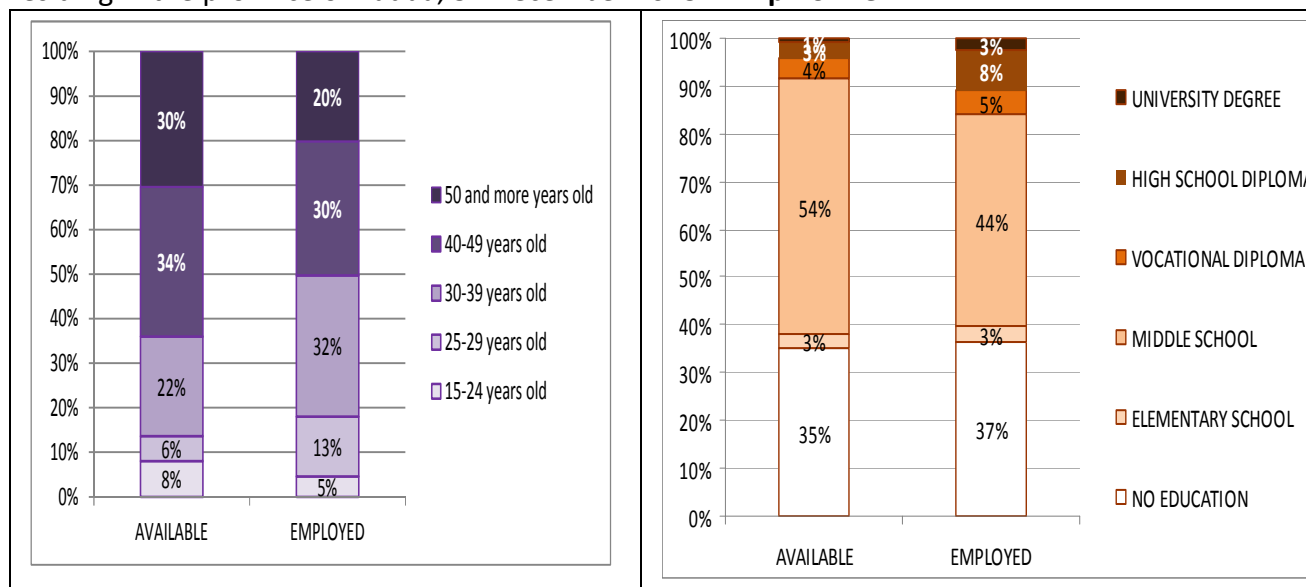
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

Also **Filipino** nationals share good levels of incidence available/employed, both men (18.7%) and women (15.8%), with positive differences for men in their thirties and no recognized education for women.

Charts 30 a – 30 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Filipino Women**



Charts 31 a – 31 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Filipino Men**



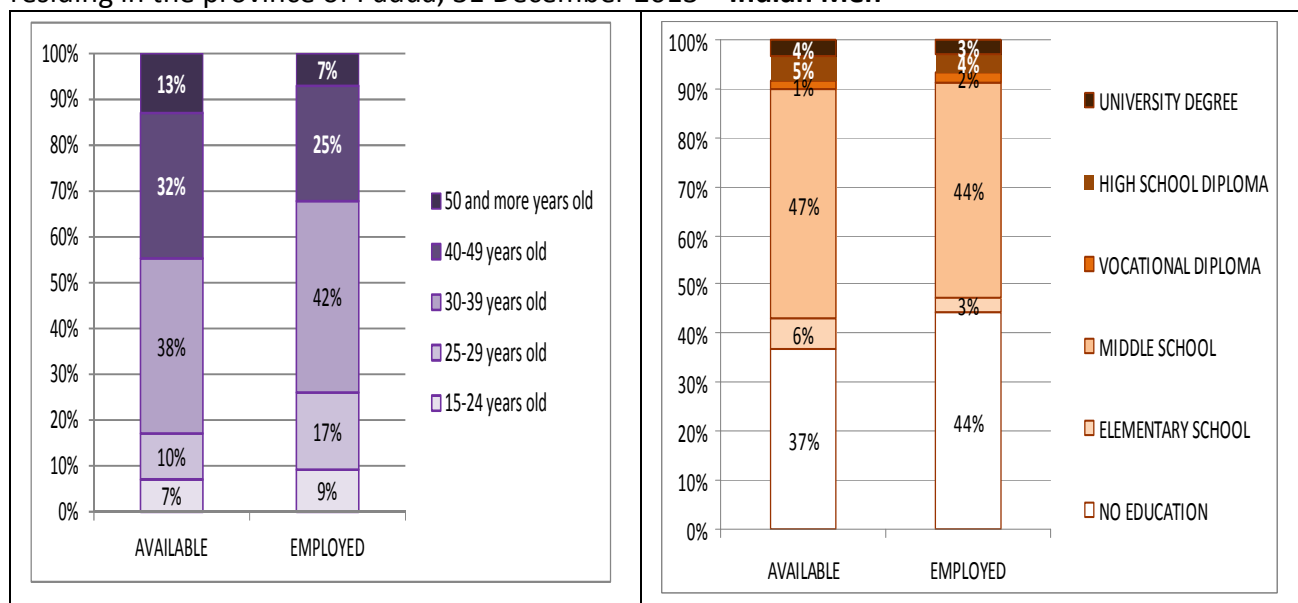
Source: . Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

The labor force coming from the **Indian subcontinent** is predominantly male, with rare presence of women. For Bangladeshi men the ratio of available is generally moderate (29.2%), and men in their thirties and without qualifications are advantaged in the labor market. A little older are Indian men, with excellent skills in job placement (19.9%), also in this case employability is higher for younger cohorts (20-30 y.o.) and the absence of a recognized degree.

Charts 32 a – 33 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Bangladeshi Men**



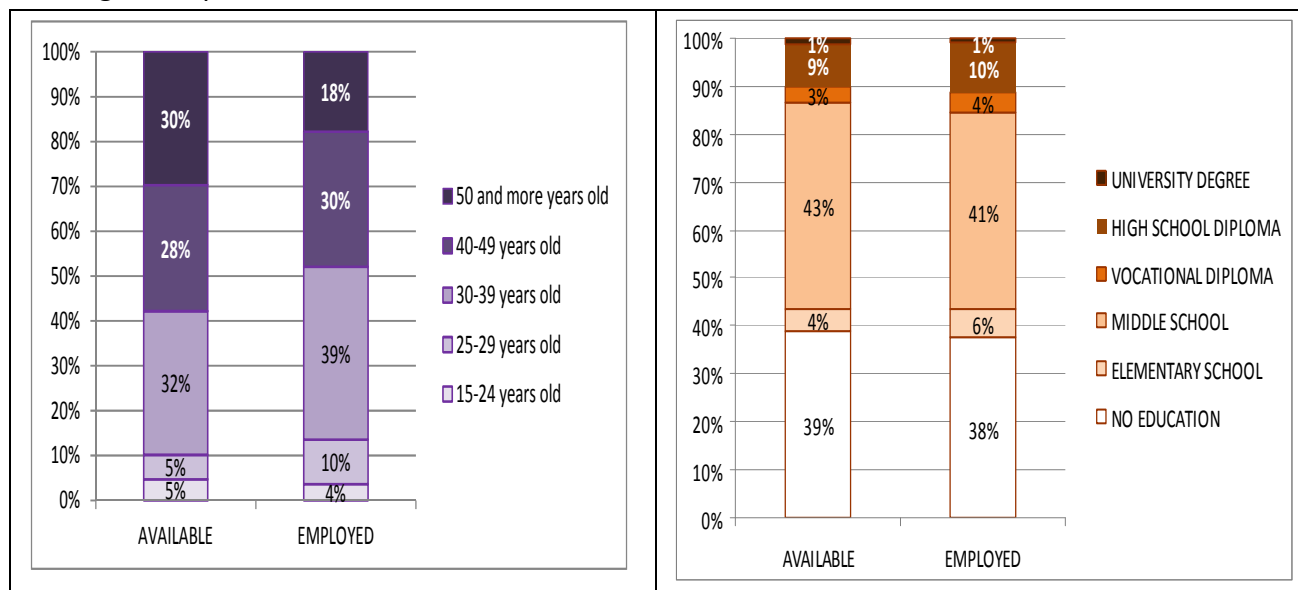
Charts 33 a – 33 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Indian Men**



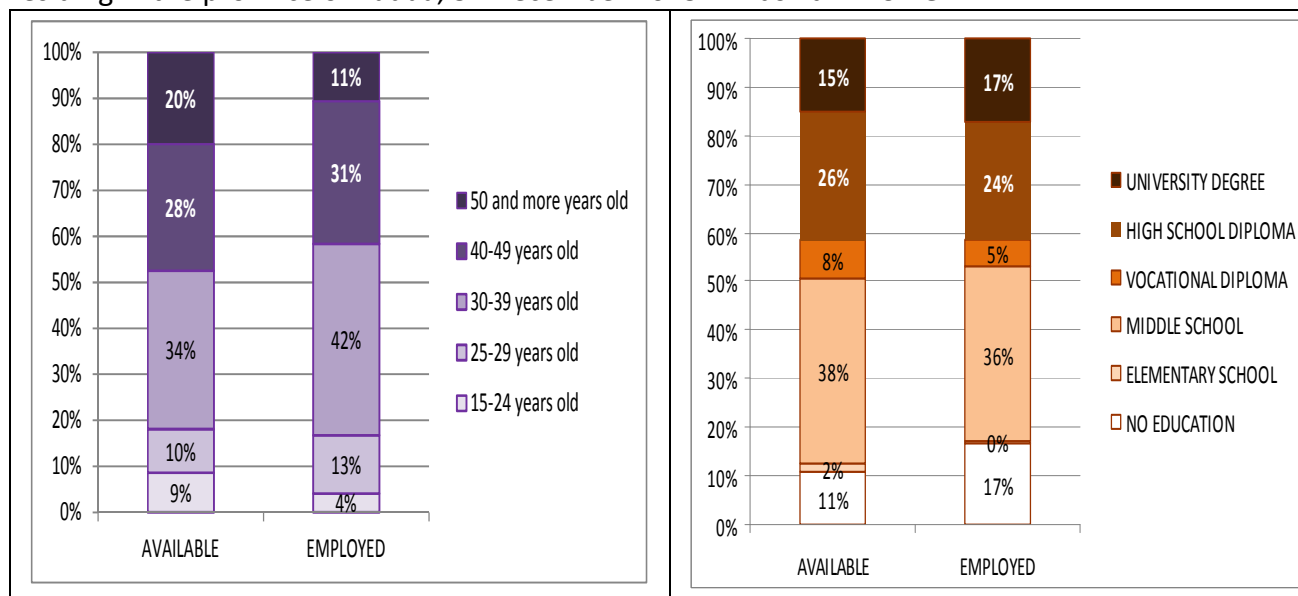
Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto

Similar to the Bangladeshi data is the incidence of available **Sri Lankan** men (27.8%), more employable only if in their thirties. Finally, the presence of migrant women from Brazil is noticeable, and the available rate reaches 47.4%. Brazilian women tend to be young and with higher education degree, very similar to Italian women, but in this case this is not an advantage for entering in employment.

Charts 34 a – 34 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Men Sri-Lanka**



Charts 35 a – 35 b. Percentage distribution by age / qualification for available and employed, residing in the province of Padua, 31 December 2013 – **Brasilian Women**



Source: Labor Market Observatory of Padova Province on CO data Veneto and SIL Veneto