



VOLUNTEERING
AMONG IMMIGRANTS

Stakeholders Analysis

Deliverable D4.1



This project is funded by the European Union's
Asylum, Migration and Integration Fund.

May 2019

Project Information

Project Acronym:	VAI
Project Title:	Volunteering Among Immigrants
Grant Agreement Number:	776149 – VAI – AMIF – 2016 – AG – INTE
European Commission:	Directorate General for Migration and Home Affairs
Project Website:	http://vai-project.eu
Authoring Partner:	Aristotle University of Thessaloniki
Document Version:	2.0
Date of Preparation:	31.05.2019



ARISTOTLE
UNIVERSITY
OF THESSALONIKI

Document History			
Date	Version	Author	Description
23.05.2018	0.0	AUTh & FREIRAD	Original planning
24.02.2019	1.0	AUTh	First Design & Draft
31.05.2019	2.0	AUTh	Full Draft
04.06.2020	3.0	AUTh	Final Document

“The VAI project has been funded with support from the European Commission, AMIF (Asylum, Migration and Integration Fund) Union Actions Program.

This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein”.



Table of Contents

1. Introduction: Purpose and methodology.....	4
2. Austria.....	6
2.1 Overview.....	6
2.2 Survey Summary	6
3.3 Stakeholders' List	9
3. Germany.....	12
3.1 Overview.....	12
3.2 Survey Summary	14
3.3 Stakeholders' List	18
4. Greece.....	20
4.1 Overview.....	20
4.2 Survey Summary	21
5.3 Stakeholders' List	23
6. Italy.....	26
6.1 Overview.....	27
6.2 Survey Summary	29
6.3 Stakeholders' List	33
7. Concluding remarks.....	35

1. Introduction: Purpose and methodology

The purpose of this document is to “identify, prioritize and understand the stakeholders” who are involved in various ways in migration and asylum management and policy making in the four VAI project countries, but also in shaping the public discourse, and/or supporting or assisting third country nationals, nationally or locally. These should include “institutions directly involved in the receiving of immigrants, relocation process, governmental agencies and actors, relevant international organisations, NGOs and other civil society organisations...”, etc. Although this was meant to have come at an early stage in the project (month 6), it has been purposely postponed to take stock of the VAI study (WP1), but also to be based on the Stakeholders’ List compiled to serve the purposes of setting up local and national networks in each of the four countries, as a first activity in WP3 work on “Establishing Volunteering Opportunities”.

In what follows an analysis of Stakeholders in each country is provided at three levels:

- Firstly, we overview stakeholders on migration/asylum issues and the relevance of volunteering on a national scale. These are based on qualitative material drawing on the relevant sections of the VAI study national reports (D1.1), complemented by additional sources (primarily the country facts on the European Website on Integration: <https://ec.europa.eu/migrant-integration/country/governance>).
- Secondly, we provide a summary of the picture emerging through the VAI study, in particular the survey (D1.1), focusing particularly on details profiling the respondent organisations as regards their geographical distribution, typology, major activities, paid and voluntary staff, and the extent of involvement of migrants and refugees as either employees or volunteers.
- Lastly, we offer a short description of the lists of stakeholders identified in each country, a brief reminder of the logic in setting up the local VAI network (D3.1), and a typology of the stakeholders included.

The typology of stakeholders in the key element of the analysis and has three layers:

On a first layer, stakeholders are categorised in the following types:

1. Policy Actors

1.1 Central government, such as ministries, governmental agencies & bodies active in policy-making and/or service provision on issues of immigration & asylum, and immigrants’ integration policies,

1.2. Local Government, including specific services & structures addressed directly or indirectly to migrants and refugees,

1.3. Local/national branches/operations of international and intergovernmental organisations and agencies directly involved with immigration and asylum issues .

2. Relevant formal Civil Society organisations and migrant community associations

2.1. Registered NGO, Non-Profit organisations, Charities, etc. running activities relevant to different aspects of migration and asylum,

2.2. Migrant and refugee organisations/ associations.

3. Other stakeholders

3.1 Other relevant civil society organisations, including political parties, the Church and religious organisations, community centers, but also social movements, informal/activist groups and initiatives,

3.2. Universities & Research centres/institutes .

On a second layer, we note those of the above that we consider as *key* stakeholders in each country and/or locality. By “key” we refer to stakeholders who are *major players* in migration/asylum/integration policy-making, or *important contributors* to the wellbeing of migrants/refugees, or *influential advocacy agents* shaping relevant public discourses.

Finally, a third layer concerns the relevance of the listed Stakeholders to the VAI project, with respect to the potential for collaborating in project activities as part of our network. We classify them as “primary” and “secondary”, defining each category as follows:

- *Primary stakeholders* are those we consider as “directly interested in the project’s activities”, hence those partners may actively seek to involve in pilot actions and events - i.e. the ‘strong’ members of our local VAI network.
- *Secondary stakeholders* are those “indirectly affected” by the project’s activities, hence those partners will be informing on VAI activities and outcomes, inviting to events, yet without seeking active engagement – they are the ‘weak’ members of the network.

The document closes with some general concluding remarks.

2. Austria

2.1 Overview

Austria has a long tradition of immigration, dating back to the Habsburg times, revived in postwar times, and going on in the last few years. It also has a legal framework regulating and structuring the voluntary sector (2012 "Federal Act on the Promotion of Voluntary Service") and foreseeing a number of relevant institutions: the Voluntary Social Year, the Voluntary Year of Environmental Protection, the Memorial Service, peace and social services abroad, etc. There is also the Austrian Volunteer Council, thoughts of a volunteer passport, and publications such as the "volunteer report". Formal as well as informal volunteering is officially recognised, and migrants are found to be active in both. However, whilst migrants have higher participation rates in informal voluntary activities, as compared to natives, they are overall rather under-represented in formal voluntary work, and less addressed by the various organizations as a target group for participation. Moreover, in the integration programmes migrants (and refugees) have to follow, civic participation is mandatory, together with language courses and vocational training.

Local authorities have an important role beyond the federal government. A strategic document guiding integration policy in Austria is the National Action Plan for Integration, designed in 2010 by the *Federal Ministry* of the Interior, in cooperation with a steering group comprising other relevant ministries, local authorities, social partners, scientists and civil society organisations. Since then, an *Advisory Committee on Integration* functions as a consultative body comprising of 37 members including *NGOs*.

2.2 Survey Summary

The Austrian survey reached a sample of 50 organisations, almost all formally registered, 28,0% recently founded (since 2011) and about half before 1980. Half of them are based in Vienna, 12% in Innsbruck and another 12% in Linz, and the remainder scattered across different parts of the country.

Figure 2.1. Organizations' geographical position (%)

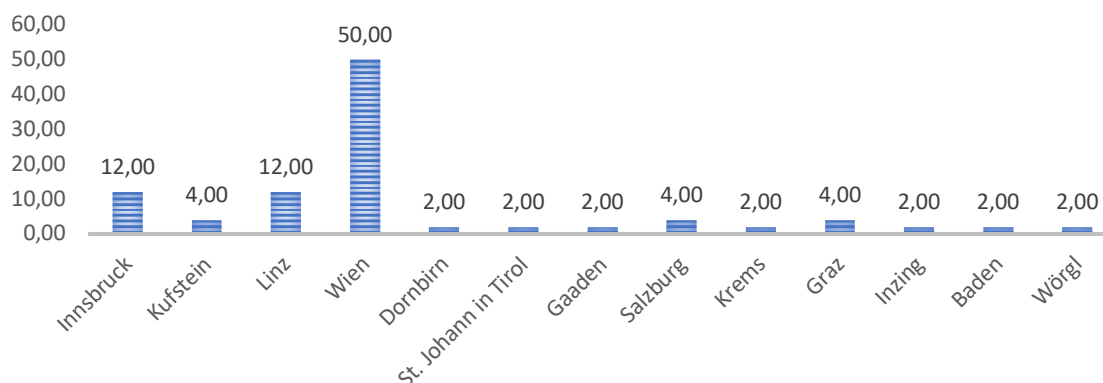
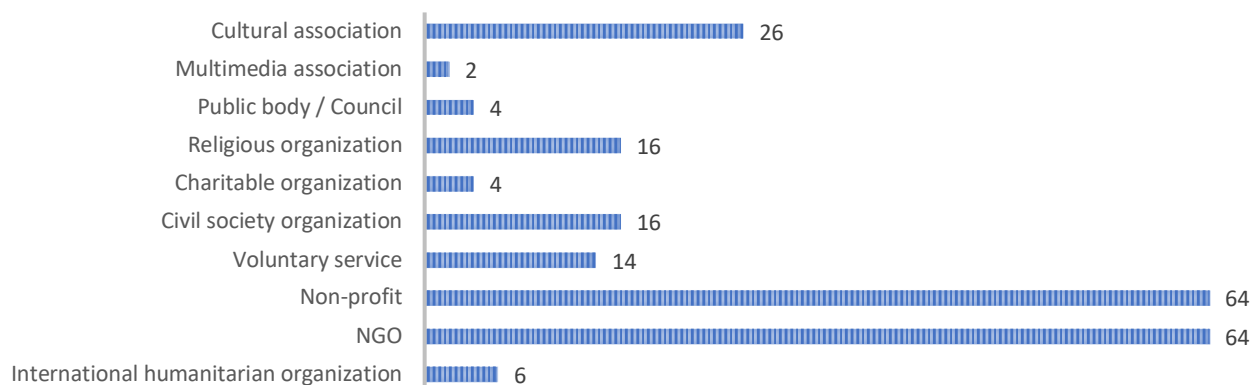


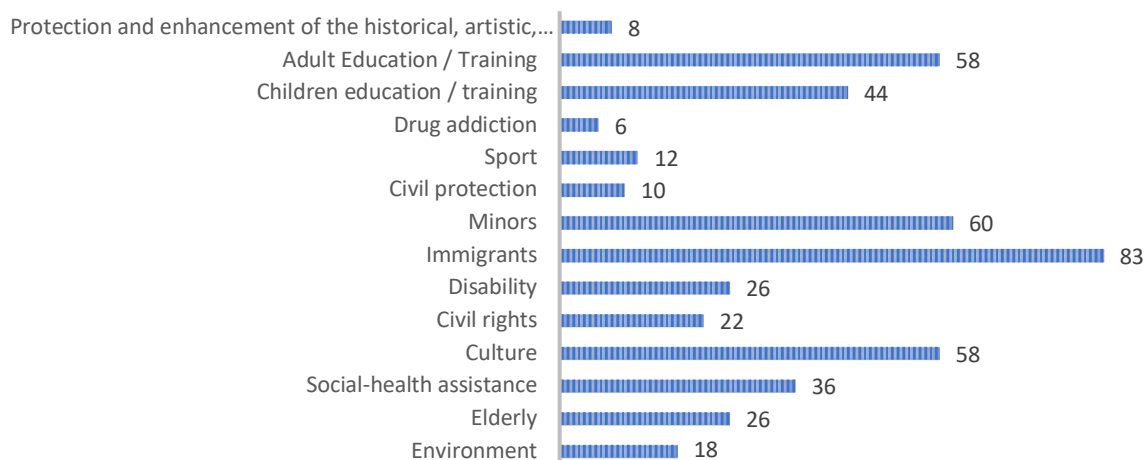
Figure 2 shows the Type of organizations in the sample, most of which are NGO (64,0%) and Non-profit (64,0%), followed by religious associations (16%), which include about 21 different nationalities.

Figure 2.2. Organisations' type & form



These organizations operate mostly locally/regionally (86%), less than half are also active nationally (44%) and few internationally (14%). Their main domains of activity, given that the vast majority (83%) work in immigration sector, are adult education and training (58%); in culture (58%); minors (60%) and Lessons/training for children/pupils (44%).

Figure 3. Main sectors of intervention



The number of migrants working as volunteers or regular employees in the various organisations varies. This is particularly true for those with a maximum of 15 employees (47%) or volunteers (24%). The same applies to the presence of women in employment (54%) and volunteering (33%). Of the sample organisations, there is a number which do not involve people of migrant background, neither as salaried employees (31%) nor as volunteers (16%). Also, women are not present as employees in 33% of respondent organisations and as volunteers in 18%. The following figures staff (4) and volunteers (5) working for the organisations in the survey sample.

Figure 4. Paid staff in the sample organizations

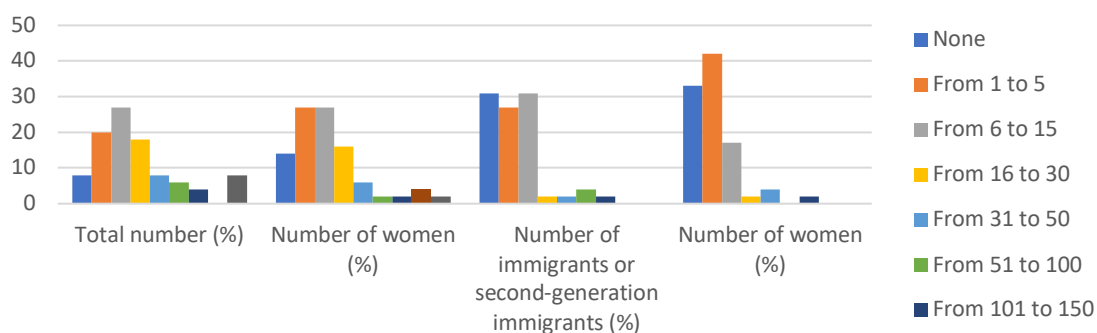
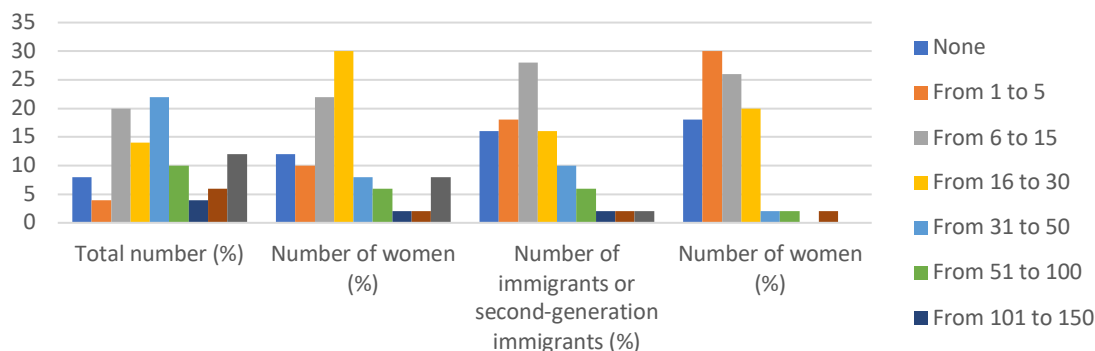


Figure 5. Volunteers in the sample organizations



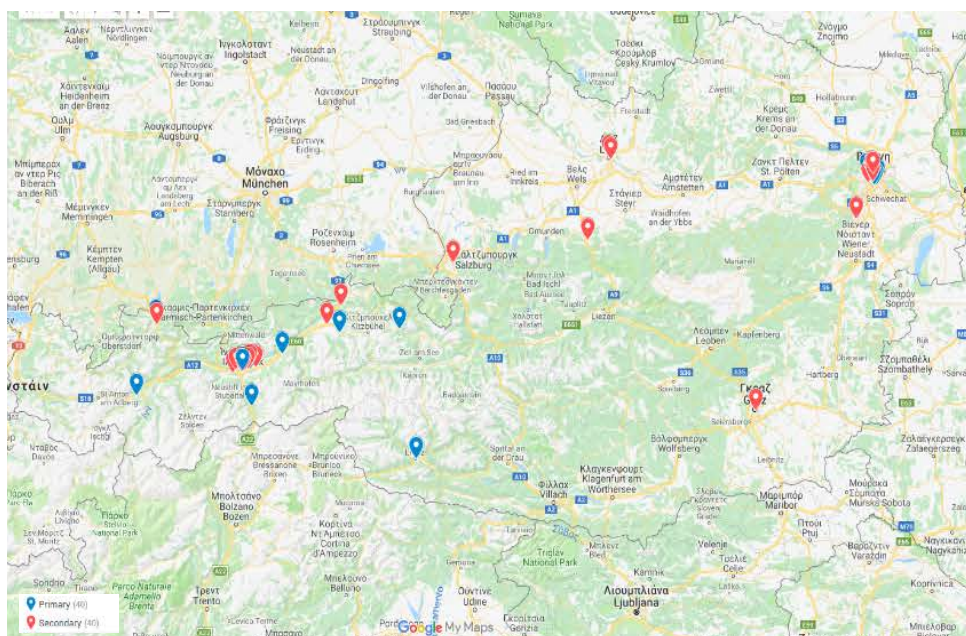
3.3 Stakeholders' List

FREIRAD is a Free Radio with Open Access, with more than 450 broadcasters regularly creating over 100 programmes in 18 languages. FREIRAD works with a variety of organisations, initiatives and associations from Tyrol and Austria, is part of the board for regional cultural work in Tyrol (TKI - Tiroler Kulturinitiativen / IG Kultur Tirol), and member of the Verband der Freien Radios Österreich (VFRÖ). FREIRAD's contribution to the stakeholder list consists in civil society organizations, cultural associations and media organizations. In the context of the project, FREIRAD approached volunteering centres to ensure a long-term commitment to the implementation of the project's goals and the establishment of volunteering opportunities for people of migrant background.

Initiative Minderheiten Tirol develops and realizes socio-political and cultural projects and acts as a platform, network and mediator for Austrian minorities. Around 30 events and projects are organized each year, in cooperation with more than 40 associations, initiatives and organizations from Tyrol and Austria, with whom Initiative Minderheiten Tirol is lobbying and networking. The association is part of the board for regional cultural work (TKI - Tiroler Kulturinitiativen / IG Kultur Tirol), member of the local integration forum (Tiroler Integrationsforum), and part in the scientific advisory board of the Documentation archive for migration (DAM - Dokumentationsarchiv Migration Tirol). During the project Initiative Minderheiten Tirol contacted the local *Vernetzung Asyl* (Asylum Network) that brings together around 150 activists in the field. Initiative Minderheiten Tirol's contribution to the stakeholder list consists mainly of civil society organizations active in supporting, advising and sensitizing in the field of migration and asylum, some being local branches of national or international organizations that also run voluntary schemes.

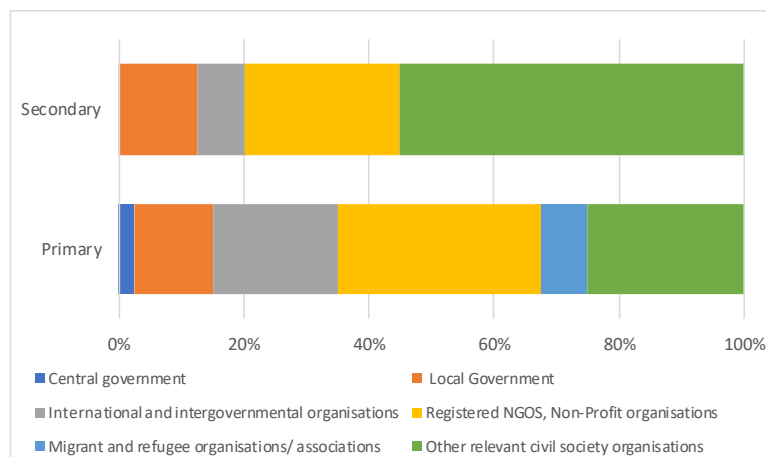
Verein Multikulturell is a non-profit association with intercultural orientation, promoting labour market and social inclusion of people with a migrant background. It maintains long-lasting collaborations with similar organisations locally and nationally, part of which have fed different activities in the context of VAI project. In promoting project activities on a local level, it has caught the interest of local and regional organisations working on these fields to be involved in pilot actions. Verein Multikulturell's contribution to the VAI Stakeholders List intends to further disseminate the use of VAI outputs, especially the manuals, guidelines and toolkit created through the project.

Figure 6. Stakeholders in Austria



The three VAI partners in Austria identified collectively 80 Stakeholders across the country, though with more than half based locally in Innsbruck, and another 17,5% in Vienna, as shown on the map above. About one out of ten is considered to be a "key" Stakeholder in migration policy-making, relevant discourses and migrants' wellbeing. Nearly half are civil society organisations. Another 31% are policy-relevant stakeholders, almost half related to local authorities, such as various municipal volunteer centers (Freiwilligenzentrum), but also (branches of) international organisations (one out of ten). About 21% belong to the "other" category, including e.g. youth centers. As far as their relevance to the VAI project is concerned, Stakeholders in Austria were purposely selected so as to be half classified as "primary" and the other half as "secondary". As shown in the Figure below, primary stakeholders comprise of a fair representation of the different categories briefed above.

Figure 7. Type of Stakeholders and relevance to the VAI project



3. Germany

3.1 Overview

During the last decades, Germany has become a country of immigration. As such, it has to find a balance between the population's immigration resentments and fear of additional labor market competition and the country's labor shortage, demographic changes and humanitarian and legal need of protecting asylum seekers. This is a situation in which one can't only request to deal with immigrants but one has to set the focus on the integration of immigrants living in Germany – even if already for many years. The difficulty of this task is as diverse as the groups of immigrants living in Germany. However, latest research shows that there are still big differences even between foreigners who have lived in Germany with a residence permit for many years (or generations) and Germans. There are unequal distributions concerning the chances of access to education and the labor market, and the risks of poverty and bad health conditions are higher. Germany is considered by the Migrant Integration Policy Index¹² as one of the top-ten immigration countries because the strong labor market help integrating immigrants, but the biggest weaknesses are the lack of a policy of equalization and equal opportunities in education. This difference continues with regard to the civic and political participation of immigrants. The legal and institutional framework for the participation of immigrants is characterized by several aspects. The federal participation regime distinguishes between different categories of immigrants regarding nationality (ethnic Germans, EU- citizens, third-country nationals) and residence status (residence and settlement permit and refugees'/ asylum seekers). In Germany, only naturalization, i.e. the possession of the citizenship, opens access to full political participation. Social participation is generally open for legally and permanently residing immigrants. Those facts give an answer to the question in some recent research papers why immigrants aren't engaged as volunteers as much as Germans are.

However, the German national Report, which conducted data from over 60 organizations in Germany in the field of volunteering and migrant/refugee aid work, has shown that there is still a significant percentage of people with an immigrant background who are

¹ ProAsyl (2018). Ehrenamtliche engagieren! Abgerufen am 03.04.2018 von:

<https://www.proasyl.de/ehrenamtliches-engagement/>.

² Bertelsmann Stiftung (2016). *Factsheet. Einwanderungsland Deutschland*. Berlin: Bertelsmann

engaged in civil society activities, social clubs, organizations and advisory boards. Furthermore the report has shown, that Germany reacted immediately on the problems that were raised by the wars in Syria, Afghanistan and other countries where terrorism lead to an increasing number of refugees coming to the European countries. Different kind of support strategies were established by German aid organizations, which mostly are based on voluntary work.

Today Germany is one of the countries with above-average voluntary commitment. The terms "volunteering" or "civic engagement" cannot be separated clearly. Volunteering refers to traditional forms of engagement in the public sphere. In Germany, the term voluntary work, based on English volunteering, refers above all to involvement in statutory services such as the Voluntary Social Year (FSJ), the Voluntary Ecological Year (FÖJ) or the Federal Volunteer Service (BFD).

In the volunteering survey that was conducted within the VAI project, the findings proof, that volunteering is a major part of the social system in Germany. Also the volunteering sector is constantly rising in its importance. Especially after the refugee crisis in 2015. In the VAI-survey the German research team reached 50 organizations. The organization in the sample that has the longest history is the organization for international cooperation of the youth that was founded in 1878. The three most recently founded organizations were established in 2017. One noticeable development that stood out in the research sample is that in 2015 seven new organizations were founded and three other organizations in 2016. Thus, 2015 shows the biggest increase in organizations founded in this sample. This coincides with the fact that it is the year that saw the biggest increase in the number of refugees coming to Germany. A closer look highlights that the most recent organizations are all dedicated to cultural and refugee aid work. Furthermore the research sample shows, that from the 50 organizations, that were reached by the online-survey the most frequent type of organization that was mentioned was Non-Profit (N= 42), followed by NGO (N= 14) and civil society organization (N= 12).

The most frequent field of action listed was local and regional (N= 12), followed by the local field of action (N = 10) and the combination of a concurrent local, regional and national (N= 8) intervention level. Considering exclusively the ratios, the organizations in the sample mostly operate locally (76 per cent; N= 38), followed by regional actions (54 per cent; N= 27), then nationally (34 per cent; N= 17) and internationally (32 per cent; N= 16).

3.2 Survey Summary

In the following an overview on the picture emerging through the survey will be provided. It can be reported that all parts of Germany were successfully reached by the questionnaire. Data from organizations in 13 out of 16 different federal states was collected. Most answers were from organizations that have their operational office in Berlin (N=14), followed by Hannover (N= 5) and Munich (N=4). See Figure 8 to have an overview on the location of the organizations that were reached by the survey (cities marked in the map below were reached one time, except the cities named above).

Figure 8: Geographical distribution of the reached organizations

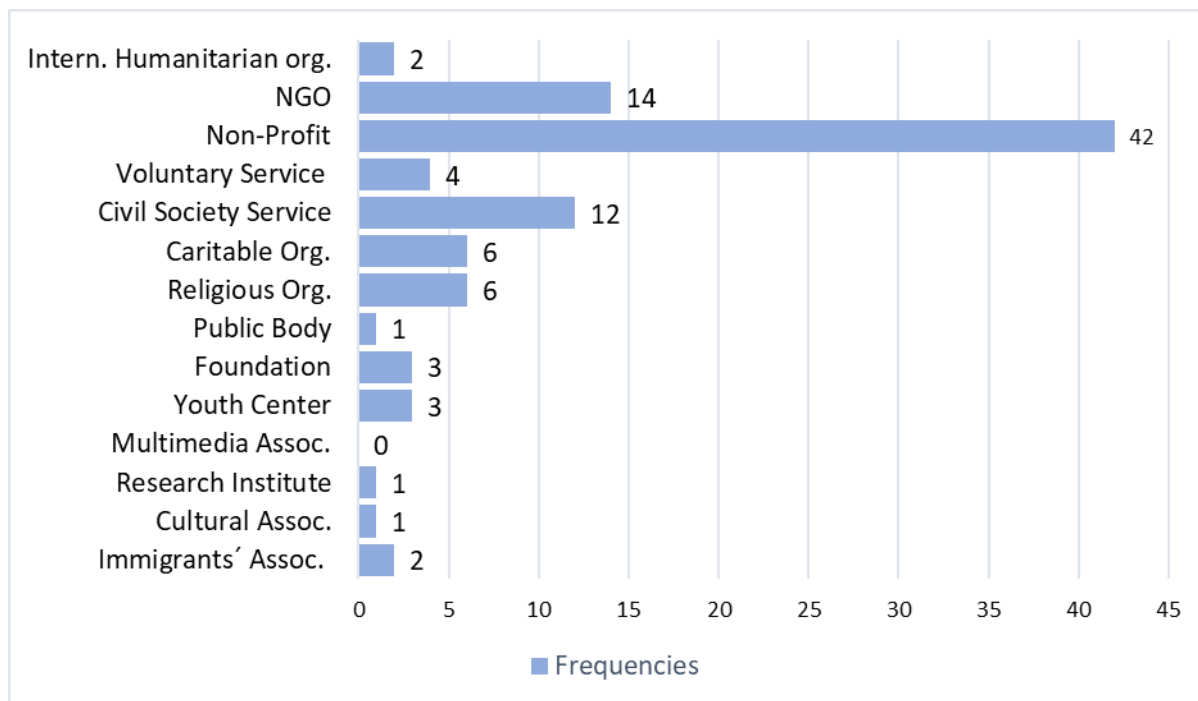


Figure 9 provides an overview of the types of organization in the sample. As multiple answers were possible, many organizations indicated to be an organization that fits various categories. The most frequent type of organization that was mentioned was Non-Profit (N= 42), followed by NGO (N= 14) and civil society organization (N= 12). Fourteen organizations identified to be an NGO and a Non-Profit simultaneously; this is the strongest correlation in the present sample. The present sample does not include any multimedia association. Also, the categories of protestant church led projects (N= 1) and projects for the empowerment of women and the promotion of women rights (N= 1) were added to the selection by comment.

Most of the organizations that were contacted by the German research group are either formal volunteering or civil society organizations. Five of the 50 organizations are political parties that act on the local government level. The most frequent field of action listed was local and regional (N= 12), followed by the local field of action (N= 10) and the combination of a concurrent local, regional and national (N= 8) intervention level (for further information see table 2). Considering exclusively the ratios, the organizations in the

sample mostly operate locally (76 per cent; N= 38), followed by regional actions (54 per cent; N= 27), then nationally (34 per cent; N= 17) and internationally (32 per cent; N= 16).

Figure 9: Types of Organizations in the Sample



The most frequent areas of the organizations' work were the work with migrants (N= 34), the work with minors and adult education (both N= 22), the work on cultural topics (N= 21) and social health assistance (N= 21), followed by child and school student education (N= 17). Other frequent areas of work include the work on civil rights protection, the work with the elderly (both N=14) as well as the protection of the environment (N=10). All other fields were named at least six times with the exception of the protection and enhancement of the historical heritage which was named only four times, and civil protection which wasn't named at all. Two areas that were added by comment were the fields of university politics and aid for the homeless.

When asked to provide the number of members of staff that are employed in the organization the disparity in this question was very large. Seven organizations stated that they do not have any members of staff. 6.3 percent of the organizations said that eleven members of staff are currently working for their organization (N= 3). Ten organizations had 20 or more members of staff while three organizations said that more than 235 people are employed in their organization. The largest organization had 550 members of staff.

In terms of the representation of women working in the surveyed organizations, eight organizations stated that they do not have any female on their team. The largest number of female members of staff was put at 370 in one organization that has an overall number of 450 members of staff; thus, the majority of the organization's staff are women.

Regarding staff members of immigrant origin, 13 out of 50 organizations stated that migrants do not work for their organization (29,5 percent in the sample). Eight organizations (18,2 percent) said that one migrant is represented among their staff while another three organizations had exactly or more than 100 migrant staff members (6,9 percent). One organization that works in the field of integration of migrants had more migrant staff (N= 200) than German staff (N= 35) working for the organization. In the same organization, more than half of the organization's staff were female. Asked for the number of female migrants among their staff, most of the organizations reported no female migrant staff (N= 21; 48 percent of the sample). Four organizations indicated having over 35 female employees with an immigrant background and one other organization counted 120.

Regarding volunteers as staff members, most organizations reported larger numbers. While only one organization did not have any volunteers, 22 out of the 50 organizations in the sample reported having fewer than 20 volunteers. Another 17 organizations stated that they have fewer than 100 but more than 20 volunteers who work for their organization. Ten organizations have more than 150 volunteers and one other with 500 active volunteers, but one organization stated that approximately 5,000 volunteers participate in their work. Statistical outliers are two organizations who stated to have 11,000 and 60,000 volunteers. An interesting finding of the research is that the organization that stated to have 11.000 volunteers is currently employing only four full-time employees and the organization with 60.000 volunteers also has a very small number of 30 staff members. When asked about female volunteers, only one organization stated to have zero female volunteers. More than 50 percent of the organizations have more than 10 female volunteers. In nine organizations more than 100 female volunteers are involved, from which 8 state that the majority of the volunteers are female.

When asked for the nationalities of members of the organizations a very heterogenic picture emerged. The most frequent countries of origin of members reported are Germany (N= 31), followed by Syria (N= 17) and Afghanistan (N= 13). Turkey (N= 8), Iran (N=6) and Somalia (N=3) were also mentioned as well as Iraq, Eritrea, Russia and Guinea (all N= 2). Many other nations of origin were mentioned once; they are Sudan, Montenegro, Italy, Sweden, Egypt, Algeria, Bangladesh, Pakistan, Belgium, Cameroon,

Kenya, England, Greece, Spain, Kurdistan, Armenia, Tajikistan, Morocco, Kosovo, Ethiopia, Mali, Burkina Faso, Congo.

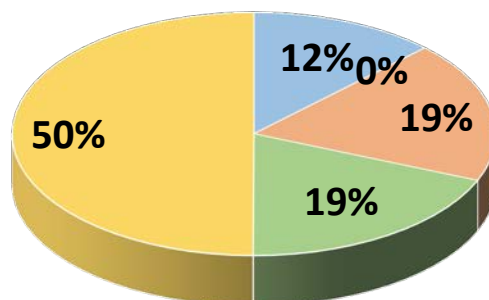
Regarding volunteers as staff members, most organizations reported larger numbers. While only one organization did not have any volunteers, 22 out of the 50 organizations in the sample reported having fewer than 20 volunteers. Another 17 organizations stated that they have fewer than 100 but more than 20 volunteers who work for their organization. Ten organizations have more than 150 volunteers and one other with 500 active volunteers, but one organization stated that approximately 5,000 volunteers participate in their work. Statistical outliers are two organizations who stated to have 11,000 and 60,000 volunteers. An interesting finding of the research is that the organization that stated to have 11,000 volunteers is currently employing only four full-time employees and the organization with 60,000 volunteers also has a very small number of 30 staff members. When asked about female volunteers, only one organization stated to have zero female volunteers. More than 50 percent of the organizations have more than 10 female volunteers. In nine organizations more than 100 female volunteers are involved, from which 8 state that the majority of the volunteers are female.

The range of volunteers with immigrant background ranges from zero to 500 migrant volunteers. 23,4 percent of the organizations stated that migrants are not involved (N= 11). Five organizations stated to have more than 100 migrant volunteers, out of which four organizations stated that most of their volunteers have an immigrant background. The biggest number of migrant volunteers was provided by a Turkish organization that stated that all of their 500 volunteers are also migrants. The majority of the organizations stated that female volunteers of immigrant origin are not involved in their work (N= 12). Only three organizations stated that more than 100 female migrants volunteer in their association. 24 organizations provided a number of female migrant volunteers between one and ten.

Figure 10 shows the answers of the organizations to the question of the most frequent legal status of the recipients of the organizations voluntary activities. 50 percent of the organizations stated that several of the statuses apply to their work. There was no organization that mentioned explicitly the presence of migrants with an irregular status in the group of the recipients. 19 percent of the organizations reported that either asylum seekers or German citizens are their focus group (N=9).

Figure 10: Most frequent legal status of the recipients of the organizations' voluntary activities

■ Regular ■ Irregular (0%) ■ German Citizen ■ Asylum Seeker/ Refugees ■ Diverse



3.3 Stakeholders' List

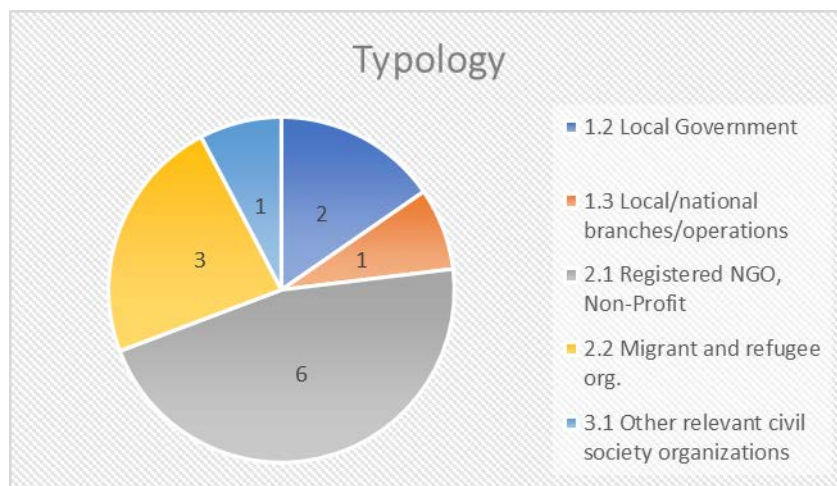
As shown in Figure 11 most of the potential VAI stakeholders are localized either in Berlin or in Hanover, or close to both cities. However, two organizations are operating from Aachen and Sprockhövel, both cities in the areas of west Germany. Seven of the organisations are primary stakeholder, which could be also be involved in pilot actions and events of VAI and six organizations could be indirectly involved of the VAI actions and hence need to be characterized as “weak” members of the potential network.

Figure 11: Potential members of the VAI network including the relevance to VAI activities



Figure 12 shows the typology of the potential network. Most of the organizations are NGOs or Non-Profit organizations, which include organizations who run actions on the topics of migration or asylum. Three organizations do provide help to refugees and migrants directly and considered as very relevant actors within the VAI actions.

Figure 12: Typology of the potential VAI network



4. Greece

During the last quarter of the 20th century, Greece has transitioned from an emigration country to a migrant destination, with large-scale inflows primarily from the Balkans and the former Soviet Union. During the 2000s migratory patterns diversified and became more complex, increasingly comprising “mixed” migration flows from the Middle East, South Asia and Africa. For a good number of people, this was only a first step in a longer journey towards northern Europe; a movement that picked in 2015 with what came to be known as the “European migration/refugee crisis”, when over one million people sought refuge in Europe, and more than 860,000 did so by crossing through Greece.

4.1 Overview

Following a decade of virtually excessive emphasis on policing and control (Law 1975/1991) and a series of regularisation programmes (1998, 2001, 2005, 2007), subsequent pieces of legislation (especially Law 3386/2005 and the 2014 Immigration and Social Integration Code) have governed all matters of entry, stay and integration of immigrants in Greece for more than a decade. Jurisdiction remained for a long time under the *Ministry of Interior’s General Secretariat of Population and Social Cohesion*. A *Ministry for Migration Policy* was founded for the first time in 2016; it was dismantled in July 2019, only to be replaced by a *Ministry of Migration and Asylum* in January 2020. The new Ministry currently comprises two General Secretariats (GS of *Migration Policy* and GS of *Reception of Asylum Seekers*) and two Special Secretariats (for the *Protection of Unaccompanied Minors* and for the *Coordination of Stakeholders*). Since 2016, after all, immigration and asylum legislation intermingle. The management of asylum in Greece had been suffering from chronic malfunctions and deficiencies. In 2011 (yet in effect since 2013) the jurisdiction passed from *police authorities* to an independent *Asylum Service*. The same year, a *Reception and Identification Service* is created. The legal framework governing both was further specified in 2016 with several amendments thereafter, the most important one in 2019.

A coherent integration policy is still lacking, despite the drafting of a “National Strategy for the Integration of Third Country Nationals” in 2013, and a new “National Integration Strategy” in 2019, which largely remained on paper. A separate set of measures applied to ethnic Greek migrants “repatriating” mostly from the former Soviet Union and Albania, yet with varying approaches. A revised citizenship code was drafted in 2010 and amended in 2015), providing a relatively easier path to citizenship for children born or schooled in

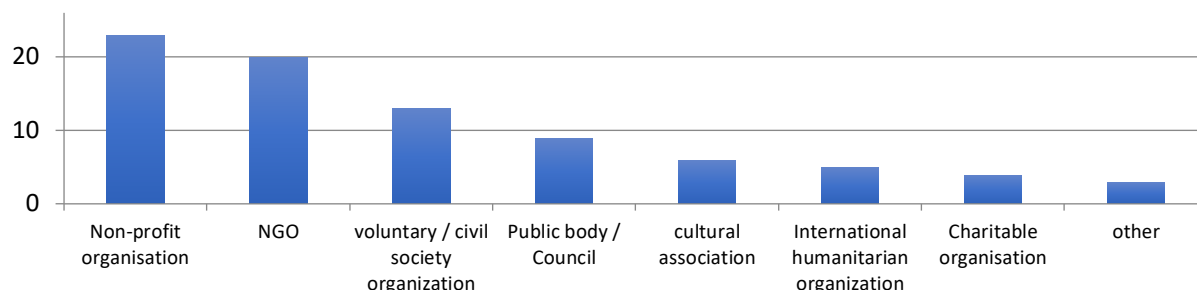
Greece. In the meantime, a reform in local and regional government) in 2010 introduced the creation of "*Migrant Integration Councils*" at a municipal level, to be composed by council members and local stakeholders including migrants themselves, with a consultative and advisory role. These were renamed to "*Migrant and Refugee Integration Councils*" in 2018.

So the key stakeholders from the part of the government have multiplied and diversified over the past 5 years or so. Moreover, the inception of a relevant special secretariat is indicative of an unprecedented multiplication of stakeholders with whom the Greek state works together. Among them, international organisations such as the *United Nations High Commissioner for Refugees* (UNHCR) and the *International Organisation of Migration* (IOM) have been key players, with the former's role declining considerably whilst the latter's has been increasing. Along with them, a host of larger or smaller humanitarian, non-governmental, non-profit and other civil society organisations, whether international, national and local have emerged as key actors in the governance of asylum, migration and integration. At the time of the VAI study (summer 2018), some 48 were organisations listed in the "National Register of Greek and Foreign NGOs dealing with international protection, migration and social integration issues" of the Greek Ministry of Migration Policy. Approximately another 250 organisations were identified in this context and were contacted to respond to the VAI survey.

4.2 Survey Summary

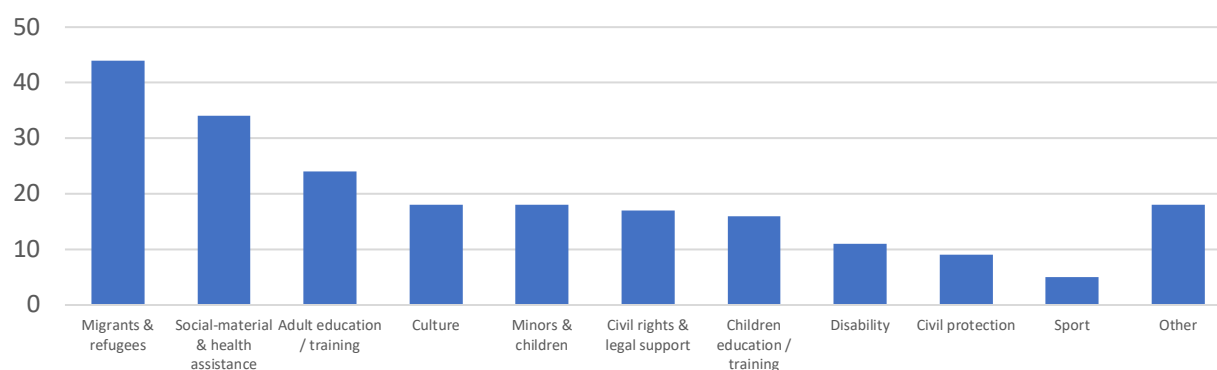
Our survey reached out to a sample of 52 civil society organisations, most of which recently founded (about one third in the context and aftermath of the so-called refugee "crisis"). In terms of their geographical distribution, nearly half are located in the region of Attica (Athens and Piraeus), 38% in Thessaloniki and 17.3% in other parts (central and northern Greece, Lesbos), partly reflecting the urban character of civil society, yet partly resulting from a survey bias in failing to map the reality evolving especially in eastern Aegean islands. Nearly all sample organizations are officially registered. In terms of their type and legal form, the survey allowed for multiple responses: some 44.2 percent described themselves as non-profit organizations, another 38.5 percent as NGOs, and some 25 percent as voluntary associations or civil society organisations; other respondents were municipalities, cultural associations, and international humanitarian organisations, etc., as shown in the Figure below. In terms of their scale of intervention, the sample organizations engage in activities with a scope ranging from primarily local (45.5%) to regional (11.7%), national (28.6%) and international (14.3%).

Figure 13. Type & form of organisations



The survey respondents' areas of activity are diverse, and more than two thirds are active in more than two fields of intervention. The vast majority work with migrants and refugees, and even though some 38.5% are not addressing their activities exclusively to migrants, however migrants are among their main beneficiaries. Some 65.5% provide social and health assistance, many are involved in education, offering e.g. classes to adults (46%) or children (31%), nearly 33% provide legal support and promote civil rights, while about 35% organise cultural activities. Part of their activities target specific groups: 35% minors and children, 21% disabled people, and 35% others including women, the elderly, addicted persons, or the homeless.

Figure 14. Organisations' areas of intervention



The number of people the organisations of the VAI study sample occupy as paid staff or as volunteers depends on the size of the organisation, on the range and scope of their activities and on their financial resources. Most (73%) employ paid employees; not counting three large nationwide organisations, the rest occupy paid staff at an average number of 38 employees per organisation, with 27% employing up to 10 employees and 31% having 50 or more employees. The average share of women among paid staff is 65%. Nearly 45% employ people with a migrant background, on average four employees of such background, over half being women.

The organisations of the VAI study sample rely to a large extent on volunteering. Apart from seven organisations not occupying any volunteer at the time, 55.6% of the rest have at least 20 volunteers, and about 20% have 50 or more volunteers. Excluding large organisations mobilising volunteers by the hundreds (cumulatively, regularly or occasionally), the average number is 25 volunteers per organisation. In most cases, women form a majority, with their average share exceeding 62%. About 55% of the sample occupy have volunteers of migrant background, on average four per organisation, over half of whom are women. Most of the volunteers of migrant background are younger than 25 years old (41.5%), and some 36% are between 26-40 years old. By contrast, Greek volunteers are generally older: one fourth is less than 25 years old, while a percentage of 37% is between 26-40 years old, some 28.5% are between 41- 65 years old, and one out of ten is older than 65.

5.3 Stakeholders' List

As detailed in the relevant document (D3.1), each partner in Greece has contributed by setting up a separate network, shaped on the basis of our type and activities, as well as our role within the project, especially as regards Work Package 3 “Establishing Volunteering Opportunities”.

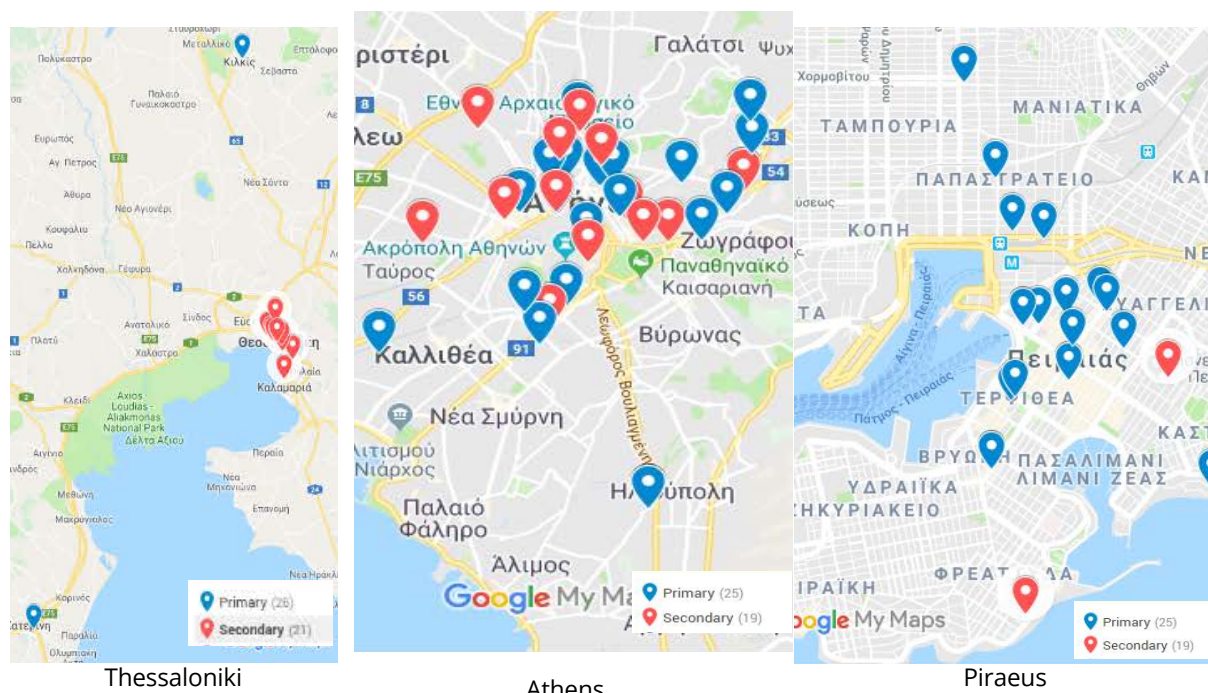
The **Municipality of Piraeus** plans the deployment of a Local Social-Care and Volunteering Network consisting of 48 stakeholders including Policy actors (62.5%) such as governmental agencies, social services, local authorities, Civil society (25%) including migrants’ organizations, NGOs, and other stakeholders, such as academic and research Institutions, informal groups.

Four Elements aimed at creating a local VAI network that would be substantially useful for the promotion and adaptation of VAI’s outcomes. Taking these into account, 25 stakeholders representing the central and local Greek government (such as the Ministry of Migration Policy, the City of Athens, and the Community Center for the Inclusion of Migrants), notable NGOs (like Civis Plus and ActionAid Hellas), migrant and refugee organizations (e.g. the Nigerian Womens Organization), and relevant research institutes (e.g. the Institute of International Relations) were singled out as most appropriate for the Project’s causes.

The **Hellenic Red Cross**, as a humanitarian organization for the support of the vulnerable social groups, has established a long-term network with 19 relevant stakeholders, including local authorities, governmental institutions, International Organizations and primarily NGOs and other humanitarian actors.

The **Aristotle University of Thessaloniki** actively sought contact with voluntary organisations and other civil society actors in Thessaloniki, many of which had participated in the VAI study, and has compiled a list of 48 relevant stakeholders, almost exclusively active in the city. Of them, about one third are considered to play a key role in terms of policy, migrants' wellbeing and/or advocacy. The majority (28) are formal civil society actors, including national NGOs, small independent organisations and migrant associations. Another 13 are policy actors, especially local authority departments, but also governmental bodies and international organisations. The remainder are informal civil society actors such as faith groups, activists' collectives, and research/educational teams. More than half are thought to be directly interested in VAI activities, hence they are approached with the purpose of taking part in pilot actions and of being part of an active and lasting network. The remainder are considered to be indirectly interested in project outputs and events, so they will be approached with the aim of being included in dissemination activities but without seeking active engagement.

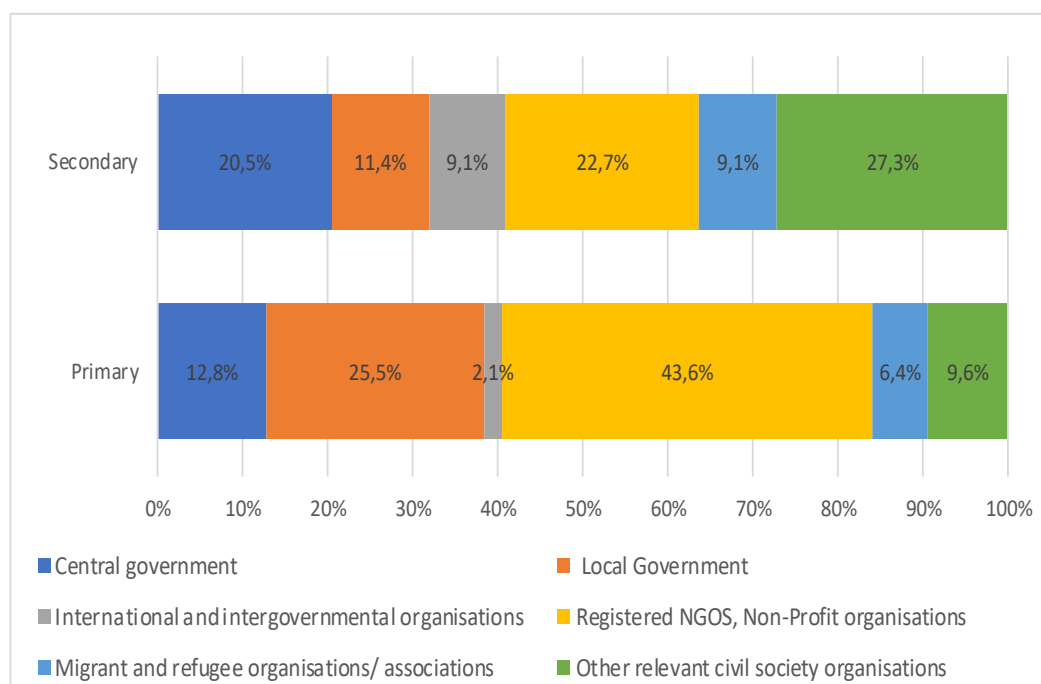
Figure 15. Geographical distribution of stakeholders



The maps above illustrate the geographical distribution of stakeholders included in the three main locations, showing – rather than a loose nationwide networks, three fairly dense constellations of important actors in different aspects of the field of migration and asylum. Altogether, the 141 stakeholders identify comprise of 42% policy actors, half of them (related to) local authorities, 44% civil society organisations (including about 15%

migrant associations), and 14% other groups and institutions. Nearly 42% are considered to be “key players”, whilst more than two thirds are labelled as primary stakeholders in relation to the project’s activities and 32% as secondary ones. The Figure below shows these two broad categories by the percentage shares of different stakeholders’ types.

Figure 16. Type and Range of Organization



6. Italy

According to the Mediterranean model of migration, Italy, historically a country of emigration, turned into a country of immigration since the 1980s, following transformations including restrictive policies adopted in traditional Northern destination countries, as well as restructuring processes in Italian society (e.g. raise in women out of family employment) and in the production system (especially in the agricultural and touristic sectors, but also in services).

The legislative decree 286/1998 (Consolidated Act of provisions concerning immigration and the condition of the third country nationals) and its subsequent amendments represent the main legal framework on immigration, integration and anti-discrimination. Labour migration relies on an employer-driven mechanism requiring a specific request from a resident employer and a quota system, based on a yearly government decree (Decreto Flussi) setting quotas for different categories of workers (Law n. 40/1998, “Turco-Napolitano”). Among the main amending provisions introduced, the most important is Law n. 189/2002 (“Bossi-Fini”) which significantly reformed rules related to legal and irregular migration, with a more restrictive approach, and established an ordinary decentralized refugee reception system (SPRAR - Sistema di Protezione per Richiedenti Asilo e Rifugiati) - in response to the refugees flows (continuously renewed since 1989 disruption of Communist regimes and geopolitical turbulences) - that was complemented in 2012 by an extraordinary system (due to the “North Africa Emergency”). In 2018 the Law-Decree on immigration and security (“Decreto Salvini”) abolishes residence permits for humanitarian reasons and excludes asylum seekers from the decentralized state reception system SPRAR.

The governance of immigration is also influenced by the vitality of civil society, which importantly participates in removing the most stringent forms of exclusion, guaranteeing access to existing services and building other non-contemplated services, to make them accessible to unauthorized immigrants. Voluntary organizations are very heterogeneous, with respect to the motivational, organizational and financial dimensions, to the areas of intervention, to the relationship with the public administration. Today, a series of services for migrants and refugees benefit from a wide range of volunteers: legal assistance, Italian teaching, school support for minors, social, housing and work support, provision of meals, medical care and other essential services in the field of cultural and linguistic mediation. Often, public authorities decide to delegate some roles to social and voluntary associations. However, in Italy as in Europe, the criminalization of solidarity and voluntary work is growing in order to contrast migration. Regulatory and police acts try to counteract the practices of a heterogeneous movements or search and rescue operations

of NGO vessels in the Mediterranean. Law n. 46/2017 (“Minniti-Orlando”) established several new immigration and asylum control measures, but also voluntary initiatives involving asylum seekers in welcome projects, in work of social utility, in favor of local communities.

6.1 Overview

At national level, the responsibility on the governance of integration policies is shared between the Ministry of Interior – with the Department for Civil Liberties and Immigration dealing with issues concerning the protection of civil rights, including those related to immigration, asylum, citizenship, and religion – and the Ministry of Labour and Social Policies (General Directorate of Immigration and Integration Policies).

According to Italian legislation, regions are the key actors in planning integration policies, given their legislative and regulatory competence in the field of social policies, education, labour market, vocational training, health and housing. Within the policy framework set by regional governments, municipalities hold the main responsibilities in terms of defining integration measures and policy implementation. The Immigration Territorial Councils (Consigli Territoriali per l’Immigrazione) - run by Provincial Prefectures, and chaired by the Prefects - have been set up in all Italian provinces (article 57 of the Presidential Decree 394/99) with the task of monitoring the phenomenon of immigration, of analysing trends and needs, making proposals and giving guidelines for local integration programmes.

The Central Service, established by the Ministry of Interior – Department of Immigration and Civil Liberties – operates for: monitoring the presence in the area of international protection seekers and holders; creating, maintaining and periodically updating a databank of activities implemented at the local level in favour of international protection seekers and holders; disseminating information; providing technical assistance to local bodies, also in the set up of reception activities; providing support to information and guidance services implemented at the governmental centres for asylum seekers. The Central Service is managed by ANCI (National Association of Italian Municipalities).

ANCI established in 2000 a Migration and Equal Opportunities Office that focuses, assesses and addresses the priorities of Italian Municipalities in the fields of migration policy and protection of refugees and unaccompanied foreign minors. ANCI leads the System of Protection for Asylum Seekers and Refugees – SPRAR, and the National Programme for the protection of unaccompanied minors, which entails the creation of

two decentralized national networks of Municipalities for reception and integration, one for asylum seekers and refugees and the other one for unaccompanied foreign minors.

The Ministry of Labor and Social Policies (General Directorate of Immigration and Policies integration) established a “Register of associations and bodies operating in favor of immigrants” (Registro delle associazioni e degli enti che operano a favore degli immigrati). It includes private bodies, associations and institutions with the requisites established (art. 53 of Presidential Decree 31 August 1999, n.394, as amended by Presidential Decree 18 October 2004, n.334); registration is a requirement of accessibility to public funding. The Register (active since November 1999) is divided into two sections. The first section can register bodies and associations that carry out activities in favor of social integration of foreigners, as required by art. 42 of the Consolidation Act on Immigration - Legislative Decree of 25.07.1998 n. 286): courses of the language and culture of origin, information activities for migrants, activities for the knowledge and enhancement of the cultural, recreational, social, economic and religious expressions of foreigners, information on the causes of immigration and prevention of racial discrimination and xenophobia, training courses, agreements. The Second Section may be joined by bodies and associations that carry out assistance and social protection programs according to Article 18 of the Unified Text on Immigration (Legislative Decree of July 25th 1998, No. 286).

The mapping of migrant associations (1.413) was carried out in 2014 by the IDOS Study and Research Center, as part of the IN.CO.NT.RO initiative, promoted by the Ministry of Labor and Social Policies (General Directorate of Immigration and Policies integration) and co-financed by the European Fund for the integration of third-country nationals. Data were updated in 2016 and in October 2018 (<http://www.integrazionemigranti.gov.it/Registro-Associazioni-Enti/Pagine/Registro.aspx#contenuto2>).

The three largest Italian trade unions, CGIL (Italian General Confederation of Labour - Confederazione Generale Italiana del Lavoro), CISL (Italian Confederation of Workers - Confederazione Italiana Sindacati Lavoratori), and UIL (Italian Workers Union - Unione Italiana del Lavoro), have set up special services for immigrants to facilitate their access to legal and social services and information. CISL sponsored the establishment of the National Association Beyond Frontiers (Associazione nazionale oltre le frontiere, Anolf). The USB (Unione Sindacale di Base) gives great importance to the provision of services such as legal advice and migrant support drop-ins.

A large number of NGOs (i.e. ACLI - Associazione Cattolica Lavoratori Italiani, ARCI - Associazione di Promozione Sociale, ASGI - Associazione per gli Studi Giuridici sull'Immigrazione, Italian Council for Refugees) and voluntary associations have been very

active in assisting non-EU migrants to obtain legal status and/or improve their working and living conditions, promote and facilitate immigrant civic participation. Religious organisations, such as the Community of Sant'Egidio and Caritas or the Diaconia Valdese, provide integration and support services for asylum seekers and refugees, and manage first assistance centres.

The Service Centers for Volunteering are available to voluntary organizations with the function of supporting and qualifying their activity (art.15 L. 266/91) through: counter services, training, planning support, logistic support and promotion of volunteering. Currently there are 77 CSVs, of which 65 at the provincial level, and cover all Italian regions with the exception of the Province of Bolzano. The CsvNet is the national coordination of the Csv.

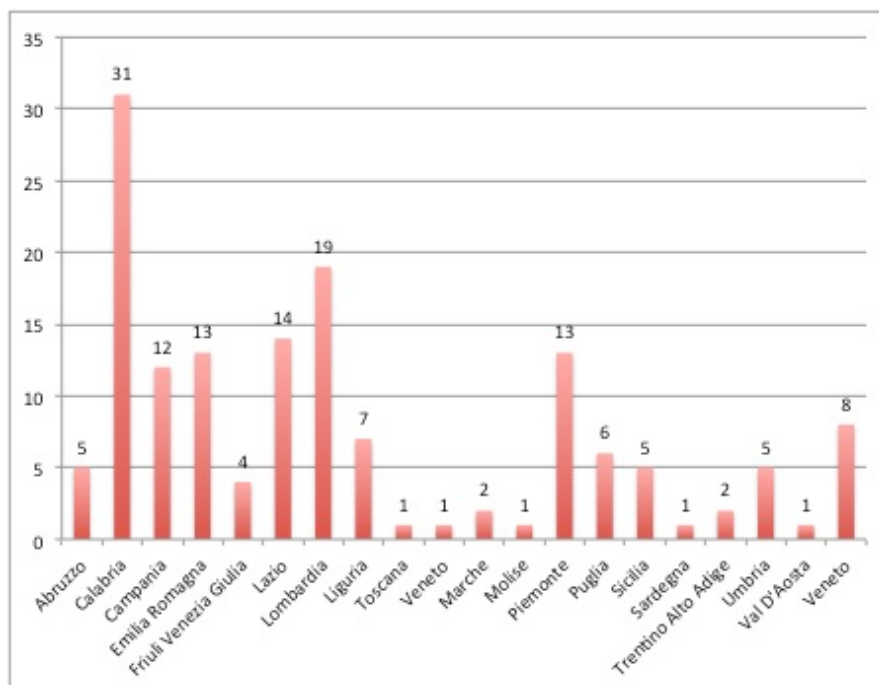
The Italian Red Cross Association (CRI) is a subject of private law with public interest, placed under the high patronage of the President of the Republic; it works in the field of integration of migrants and refugees with several projects, and manages 100 reception centers in Italy.

Key stakeholders are also intergovernmental organizations: UNHCR monitors reception conditions, participates in the national refugee status determination procedure, in the Territorial Commissions and, in an advisory capacity, in the National Commission, as a means of maintaining high protection standards, building the capacity of state actors, and, advocating for improvements and quality control; IOM serves as the coordinating office for the Mediterranean countries, operating and developing strategies for the management of migration flows, counter-trafficking and assistance to victims, migration and development, labour and circular migration.

6.2 Survey Summary

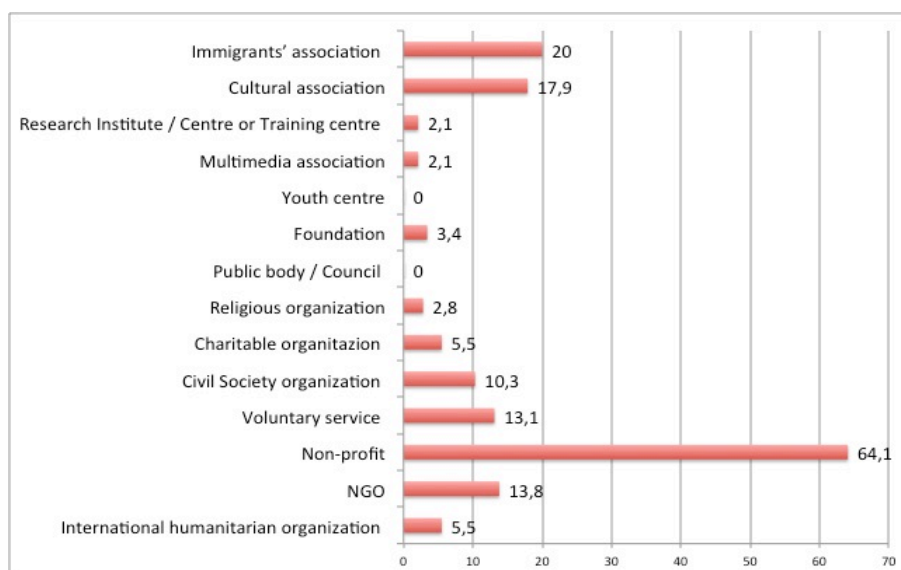
The national online survey was coordinated by the University of Calabria. The survey sample was composed basically on the base of the "Register of associations and bodies operating in favor of immigrants" (access in April 2018) and adding other voluntary organizations and relevant stakeholders. Although 3182 organizations have been identified on a national level, only 2129 were successfully contacted; 145 organizations throughout Italy participated in the VAI online survey (May-June 2018). Organizations based in all the 20 Italian regions completed the questionnaire, with 47.3% based in Northern Italy, 40.4 % in the South and on the Islands and 12.3% in Central Italy (Figure 17). The high number of respondents in Calabria is in part due to direct contact with them.

Figure 17. Organizations' geographical distribution



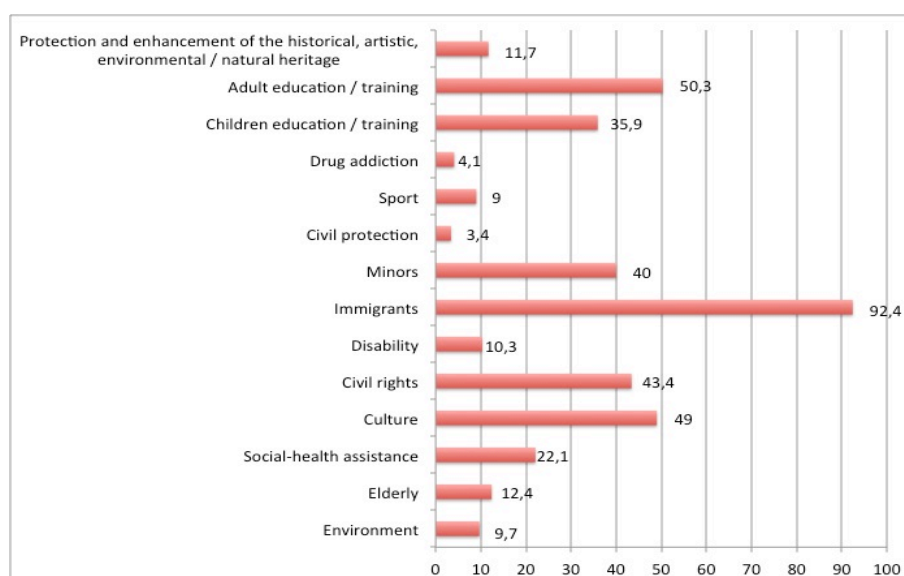
Most of the respondents (94.5%) belong to formally registered organizations. The highest group of organizations (33.6%) was founded from 2000 to 2009, about 22.2% in the 1980s, and the same percentage, more or less (20.1%) in the last decade. However, some of the organizations that have responded to the questionnaire were founded back in the 70s (4.2%).

Figure 18. Type / form of organization



As for Type/form of organization (figure 18), respondents mostly are Non-profit (64.1%), followed by Immigrants' association (20%), which include about 25 different nationalities, and cultural associations (17.9%). As for intervention, these organizations operate mostly locally (71%) and regionally (59.3%), then nationally (44.5%) and internationally (35.9%). For the main sectors of intervention of the organization, 92.4% work in the immigration sector, 50.3% in Adult education and training, 49% in Culture, and 43.4% in Civil Rights (figure 19).

Figure 19. Main sectors of intervention of the organization



The activities for migrants that are mostly carried out by the organizations, specifically at least every 2 weeks or at least once a month, are: literacy and language courses and handling of documents (accompanying services), in both cases 58.6% of the organizations chose these two activities, which are definitely activities that are extremely important for migrants' integration; 51.7% of the respondents provide information on the protection of rights of and campaigns on the promotion of rights, while 48.3% carry out activities that provide assistance and protection of vulnerable groups (minors, people at risk of trafficking, refugees and asylum seekers). Less than half of the respondents, but yet a very high percentage, provide legal and fiscal support (47.6%), assistance and orientation to self-employment and or subordinate employment (44.8%), and organize intercultural workshops, awareness-raising, entertainment and intercultural mediation (42.8%).

The organizations indicate as activities that are carried out rarely (about once a year) or are not carried out at all: Political and trade union activity (77.9%), Activities related to religious practice (72.4%), Management of family home for immigrant minors and/or of nursery (69.7%), Mother tongue courses (69.7%), Editorial activities and editorial

collaboration with local press, radio and television, magazine and newspapers (65.5%), Sport (64.1%), Assistance for housing insertion (62.8%), Management of Reception facilities (53.8%), Training (short or non-recognized courses) (50.3%), Health care and health protection (48.3%) and Education and school support, support for the integration of minors (44.1%).

It is worth noticing that the number of migrants present in the various organizations, both those who work as volunteers and those who are regularly employed, is higher in smaller organizations, in particular for those with maximum 15 employees (39.4%) or volunteers (42.2%). The same data regard the presence of women both employed (32.6%) and volunteers (40.7%). However, it is important to underline the fact that there is a relevant number of organizations that do not work with immigrants or second-generation immigrants neither as hired staff (22.1%) nor as volunteers (29.7%). Another piece of information revealed by the survey that is worth highlighting is the non-presence of women both as hired staff (31.7%) and as volunteer (33.1%). The medium-large organizations (more than 100 employees) include a low presence of migrants (of second generation). The following tables illustrate the staff members (Table 1) and volunteers (Table 2) who work for the organizations that have responded the online survey.

Table 1 - Number of people paid staff and volunteers in the organization (%)

	Paid staff				Volunteers			
	Total number (%)	Number of women (%)	Number of immigrants or second-generation immigrants (%)	Number of women (%)	Total number (%)	Number of women (%)	Number of immigrants or second-generation immigrants (%)	Number of women (%)
None	13.1	14.5	22.1	31.7	13.8	14.5	29.7	33.1
from 1 to 5	4.9	19.4	24.1	24.2	13.9	26.1	26.2	30.3
from 6 to 15	22.2	16.8	15.3	8.4	28.9	22.8	16	10.4
from 16 to 30	10.4	13.1	6.3	5.6	13.2	14.7	4.9	2.1
from 31 to 50	11.8	15.9	11.1	13.9	9.7	8.3	1.4	3.5
from 51 to 100	16.1	12.5	5.6	2.1	7.7	5.6	0.7	2.1
from 101 to 150	9	0.7	0.7	0	3.5	0.7	2.1	0
from 151 to 300	4.9	4.9	2.8	2.8	2.1	1.4	2.1	1.4
More than 300	4.2	0	2.8	0.7	2.1	0	2.8	2.1

As for age, the Italian volunteers were mostly between 26 and 40 years old (55.9%) and between 41 and 65 years old (55.9%). As for migrant volunteers, of 1st and 2nd generation, 38.6% of the volunteers are between 26 and 40 years old, 27.6% are up to 25 years old and 26.2% are between 41 and 65 years old.

Generally, the voluntary work for migrants is considered a valuable and effective tool for implementing social inclusion and promoting the ideals of the welcome/reception culture and of solidarity. The group of the immigrant volunteers is heterogeneous as there are 25 different nationalities. The predominant nationality is Moroccan, followed by Nigerian, Malian and Senegalese. As for the socio-economic status of the migrants, the survey took into consideration both the economic level and the educational background of the immigrant volunteers. For the majority of the migrants, the economic level is mainly low (55.2%) while the educational level is predominantly middle (37,8%).

Worth noticing are the main reasons why the migrants have decided to carry out voluntary work within these organizations. Exactly 40.7% answered that they wanted to improve their social role in the host society; 40% explained that they are doing it because they hope to provide support to their community of origin; 37.7% wanted to be directly involved in the activity of the promoter organization (graph 6). The role played by migrant volunteers is fundamental for various activities. There is a predominance of migrants who provide mediation services, that is 42.8%, while 24.8% is involved in community work, and in Guidance too.

6.3 Stakeholders' List

For Italy two VAI network' lists have been filled considering the reference territories for action of both partner organizations at national level, Cidis onlus and the University of Calabria (UNICAL): respectively, Umbria and Calabria.

The Cidis' network list includes policy actors and local government directly or indirectly addressing migrants and refugees, relevant formal volunteering and civil society organisations running activities in the migration and asylum field, other civil society organisations as religious ones, social movements, informal/activist groups and initiatives operating at a local level in the volunteering sector. Some of the listed actors are directly involved in the project's activities (primary stakeholders) as focus groups, dissemination activities and activities within the pilot action to establish volunteering opportunities in the host community; others (secondary stakeholders) although important local actors of the volunteering sector are informed on VAI activities without being actively engaged.

The primary stakeholders for UNICAL are those directly involved in its pilot actions, consisting in workshops and round tables which address critical migration/refugee and volunteering issues. The secondary stakeholders for UNICAL are those responding to the online survey that not operate at regional level and are not directly involved in VAI activities.

Apart those being major players in migration and asylum policy-making (i.e. Ministry of Interior) or influential advocacy agents (i.e. ANCI, ASGI, ARCI, Caritas, CRI) or trade Unions (i.e. USB, Anolf) at national level, key stakeholders are those organizations differently contributing to the wellbeing and social inclusion of migrants and refugees, and participating in UNICAL local network.

The UNICAL local network includes activist groups (i.e. PrendoCasa), non governmental organizations (GAO, CRIC, MOCI), trade unions (USB, ANOLF), religious organizations (Fondazione Migrantes), and migrants' associations (i.e. ASECO, Associazione Interculturale Daawa Volunteer). Some nonprofit organizations are directly involved in the management of refugee reception projects in collaboration with local Municipalities (Progetto Sud, Cidis onlus, Associazione Don Vincenzo Matrangolo, Iride, Atlante, Recosol Calabria). Cidis local branch is part of the network too. Apart from coordinating several reception projects in collaboration with local Municipalities, it carries out initiatives for the social and work inclusion of migrants and refugees. In the network is also Calabria branch of CREA (Consiglio per la Ricerca in Agricoltura e l'Analisi dell'Economia Agraria), a research organization related to the Ministry of Agriculture dealing with rural development and policy issues. Activist groups, religious and civil society organizations support the access of migrants and refugee to services and policies, their social participation and rights' claim at local level. In many case their involve volunteers and activists in solidarity actions.

7. Concluding remarks

The analysis provided in this document provided a comprehensive mapping of stakeholders who are important players in the field of migration and asylum locally or nationally in the four countries taking part in the VAI project. It included different types of stakeholders, including governmental bodies and agencies, social services, local authorities, international organisations, NGOs, non-profit organisations, migrant and community associations, grassroots initiatives and informal groups, educational and research institutions, etc., variably active in different areas of policy making and domains of intervention, social support, advocacy, etc. It combined both qualitative and quantitative information to give an overview of major stakeholders situated in the migration and policy context of each country. It summed up the findings concerning stakeholders who responded to the VAI study questionnaire survey at an early stage of the project.

It then offered a typology of the stakeholders included in the list of Deliverable 3.1, identifying those who are “key players” in the field and indicating “primary” and “secondary” ones, according to their relevance to project activities especially as regards the setting up of a network to explore and establish voluntary opportunities for third country nationals in the four countries. These results are expected to feed the activities of Work Package 3 and the respective Pilot Actions that are to take place in this context. Yet they also serve as a basis for communication and dissemination of the project’s activities and outcomes, and prospective synergies and collaborations to guarantee its sustainability.