

Culture et Citoyenneté Européenne pour l'Employabilité



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1. Introduction

The main objective of this project is to prepare and facilitate workers' migration between European countries or into Europe by providing the necessary knowledge in terms of new social codes and ways of life, legislation, work regulations, requirements and constraints of some occupational fields and companies of the “welcoming” country and the basic vocabulary to learn and use in order to work on the job under consideration. The project focuses on the cleaning and building/ construction sectors as they have been identified as facing recruitment difficulties, in particular regarding young people, and that often employ (or are willing to employ) workers coming from other European countries.

The partnership will deliver a practical guide providing simple and easy-to-understand information, in the native language of each country involved, for the targeted vocational fields. This guide will be accompanied by training tools focusing on the development of two specific key competences expected by “welcoming” countries for the above mentioned sectors: time management in the workplace and basic vocabulary related to jobs that participants will look for in those sectors. All products can be downloaded from the project website: www.ccee.fr.

To understand the situation in the countries of the partners, the partners first agreed upon and then delivered an analysis of the flow of migration in and out of the partners' countries, a list of migrants' representatives/organisations, an account of the difficulties migrants had to face and an identification of migrants' knowledge about the target countries, in addition to a collection of materials designed to help migrants. This was carried out through research activities within the partners' countries as desk research (including the most recent data available) and field research performed by using tools such as questionnaires and interview guidelines. The partners produced country reports (to be found in the appendices) showing the research results in detail. The present document aims simply at summarising the highlights of the country reports.

The partners summarised their research according to their backgrounds and possibilities. It must be taken into account that each of the partners' countries is embedded in a specific context; thus the countries have very different migration histories and backgrounds. For the purpose of this project, we have grouped the partners' countries into two main groups: “sender” countries and “target” countries. Of course, no country can ever exclusively belong to one or the other group,

as it is natural that people both enter and leave a country. We have, however, focused on current migration trends and thus identified the countries in the following way:

“Sender” countries: Turkey (TR), Rumania (RO), Poland (PL) and

“Target” countries: Austria (AT), Germany (DE), France (FR) and Sweden (SE).

















<http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/>








The term “migrant” has different meanings according to country. Austria, Germany and Sweden apply the term “people of foreign background”, considering both place of birth and nationality in order to refer to first and second generation migrants. In France, on the other hand, the term “immigrant population” is used instead for describing both first and second generation migrants. To simplify matters, in this summary the phrase “people of foreign background” will be used.








Most partners have agreed that the major problems that migrants have to face in the target countries are the same in both the cleaning and construction sectors. Only France, Germany and Sweden have named some sector-specific issues. The Romanian report states that the Romanian government is currently encouraging the return of Romanian citizens abroad through a special action plan. At the same time, the number of immigrants to Romania is growing.

2. Flow of migration in and out of each of the partner countries

Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
Role within this project	Target country	Target country	Target country	Sending country	Sending country, but also target country for Asian workers	Target country	Sending country
Type of migration	Educational background: EU-migrants high level of education, Turkish and ex-Yugoslavian migrants generally low educated (only compulsory education)	Largest migrant pop in EU South European migration: low educational qualification level Prone to unemployment “Elite” migrants from EU: highly	Migrants often find low qualified jobs Agreements on seasonal work between FR – PL (also Morocco and Tunisia) Educational background: 44.7 % have no	Young migration Seasonal migration dominant Mostly educated, highly skilled migrants Take up low-skilled jobs	Incoming: highly educated Outgoing: skilled and unskilled Unskilled workers send home more money Now “younger” migration	Largely unskilled work Over-qualification	Mostly permanent residents Legal and illegal Many Turkish immigrants become entrepreneurs Second and third generation have problems

		educated, also ethnic	qualifications				integrating into
Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
		Germans well educated Integration deficits: former Yugoslavia, TR, Africa					education system
Numbers	1.427 million people of foreign background (17% of pop)	15.3 million people of foreign background	4.9 million immigrants (= people of foreign background) in the metropolitan area (8.1 per cent of pop)	785,000 Polish staying temporarily abroad (1.8% of pop) Between 800,000 and 2 million working abroad	56,532 foreigners in RO (0.2% of pop) 3.4 million Romanians working abroad	18 per cent of Swedish population foreign background	5 million Turkish citizens living abroad

Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
Reasons	Economic migrants Refugees Family reunification Educational purposes	Labour migration (seasonal and contract workers) Immigration of ethnic Germans (RUSS) Family reunification (TR) High birth rates	Family reunification Studies Asylum Work	Economic reasons, labour migration	Incoming: studies, work, family reunification, commerce, teaching, others Outgoing: economic reasons, career	Family reunion Refugees	Growth of expatriate Turkish pop due to family reunification and high birth rates
Main target/sending countries	Other EU countries Ex-Yugoslavia Turkey	TR, IT, PL, Ex-Yugoslavia, GR, RUSS, AT, NL, Ukraine, PT, FR, ESP	Algeria, Morocco, PT Also Black Africa, Asia, Sri Lanka, Turkey	Mostly remain within Europe (UK, GER, IR, NL, ESP) Change in target countries: GER as	Target: AT, FR, IE, BEL, GER, ESP, IT Sending: Moldavia, Turkey, China, IT, GER,	Trend: EU countries Iraq, PL, DK, Somalia, GER, ROM, FIN, Thailand, NOR	Target: Mostly EU, also North America, AUS, Middle East

Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
				a top country replaced by UK and IE, Southern European and Scandinavian countries gaining importance	Ukraine		

Comparing the situation of the “sending countries”, there are some similarities as well as differences. Both Turkey and Poland have been among the “classic” sending countries, in particular to Germany and Austria (guest worker programme in the 60s and 70s, Polish “*Aussiedler*”¹). Poland's accession to the EU in May 2004 has further increased migration flows out of the country and has also changed migration patterns. While Turkish migrants are predominantly long-term residents, Polish migration is increasingly temporary. Mobility within the EU particularly inspires young people to go abroad for a period of time, mostly for economic reasons, but also in order to gain experience, grow more independent or to learn a new language. The “new” Polish migration generally includes highly educated people, who, however, do not always find appropriate jobs and thus in many cases take up temporary jobs which do not require high competences. This fact has been described a “brain waste”. Turkish migration, on the other hand, is still largely economically motivated and mostly includes individuals with low educational attainments. However, Turkish immigrants have contributed considerably to the economic development of the target countries, as many of them have set up their own businesses. The fact that the permanent status of Turkish immigrants has only been acknowledged very late by the governments of most target countries (since they often arrived as “guest workers”) has resulted in some integration issues. In particular the second and third generation of Turkish immigrants is therefore facing problems, especially in the field of education.

France too attracts a great number of unqualified migrants, 44.7 % of them holding no official qualifications (20.2% basic secondary school education, 20.9 % higher secondary school education, 14.3 % third level education).

Romanian migration patterns are currently facing some changes: while in the 1990s older individuals tended to go abroad, migrants are now becoming younger. Migration is still economically motivated, but also inspired by better career opportunities abroad.

The countries reviewed here also differ in the strength of effects that migration has on the general demographic situation. While in Austria and Germany, migrants contribute

¹ ethnic Germans immigrating from Russia

significantly to population growth, France is one of the European countries where net migration contributes least, in relative terms, to population growth.

Furthermore, there are national differences concerning the origin of the largest migrant populations, which are a result of the specific historical and political contexts of the individual countries. While Austria and Germany have attracted migrants from the “guest worker” countries for many decades (most importantly Turkey, former Yugoslavia), France shows a different immigration pattern due to its colonial past and its geographical proximity to its strongest sending countries, Algeria, Morocco and Portugal. Among Africans, the Maghrebians tend to stay stationary while migrants from Black Africa usually don't remain permanently in France. Family reunification is the most important reason for migration in France (followed by studies and asylum), while the most common type of migration to Austria and Germany is labour migration.








Sweden, on the other hand, has welcomed a large number of refugees in the past decades (from former Yugoslavia and Kosovo in the 1990s, Iraq during the US invasion etc.). These minorities nowadays continue to shape Swedish migration patterns through family reunion. It also, however, attracts large numbers of EU-migrants and in particular from its Scandinavian neighbours.








Germany furthermore attracts a particular group of migrants, ethnic Germans, namely the “*Aussiedler*” from Russia.








As for the choice of target country, or respectively the main origin of workers, none of the partners has been able to identify a difference between the cleaning and the construction sector. All of the partners, however, have described a strong gender-related contrast within the two sectors: while the construction sector is almost exclusively male, the cleaning sector is overwhelmingly female.

3. Migrant's representatives/organisations

In most of the partners' countries there are migrants organisations, including counselling NGOs, self-organised housing or job networks, and ministries or other governmental institutions dedicated to migration issues. For a detailed account of the different counselling institutions, see the individual country reports. Nevertheless, no specific organisations representing migrants in the cleaning or construction sector could be identified in any of the countries.

Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
Job sector	Federal Ministry of the Interior (BMI) Austrian Fund for Integration Federal Ministry for Education, Arts and Culture (BMUKK) Communal Authorities, MA17	Federal Ministry of the Interior Interior Ministry of Bavaria Federal Government Commissioner for Matters Related	Ministry of Immigration, Integration, National Identity and Co-Development Ministry of Employment, Social Relations, Family, Solidarity	Labour and housing agencies, often organised by fellow-migrants	No organisations in the cleaning or construction sector. Other organisations not specified	SFI (language courses but also information on structures) Social services office (social welfare, building networks...) National Employment	Foundations established by people from same home town (help to find a job illegally)

Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
	Numerous guidance and counselling organisations, e.g. Beratungszentrum für Migranten und Migrantinnen (Counselling Centre for Migrants)	to Repatriates and National Minorities Federal Office for Migration and Refugees Federal Government Commissioner for Migration, Refugees and Integration	and the urban sector OFII (French Office for Immigration and Integration) Labour Union			Office Swedish Integration Board	

Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
		German Institute for Human Rights Federal Anti- Discrimination Office					
Culture- related	Various culture clubs, intercultural associations	Many! (religious, parents' associations, sports... most of them Turkish)	Associations and networks (political, religious, social, regional NPOs etc.)				

4. Difficulties migrant workers had to face and solutions found








As a result of the interviews conducted and desktop research, most partners have drawn the conclusion that concerning migrants' problems and difficulties there are few differences between the two sectors. This is why some partners have described the difficulties that migrants have to face in a very general way, pointing out differences between the two sectors only where necessary. Therefore, we have grouped the different kinds of problems into three tables:








table (a) for challenges that apply for both sectors,








table (b) for construction-specific problems and








table (c) for cleaning-specific problems.








(a) Challenges that apply for both sectors

Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
Work environment	Lack of knowledge about local/national rules/regulations /labour market/culture/ rights Lack of knowledge about who could (officially) help them; information	Illegal employment Transport	No knowledge of the labour market: access limited to unqualified jobs. Many foreign workers in “undeclared work”-> no representation/ rights	“Brain waste”: Despite high education levels doing jobs which do not require high level of skills Can lead to de-skilling, worsening of situation on labour market Frustration working	Not specified	Discrimination on the labour market: in particular for African and Asian migrants Language barrier: courses at SFI (Swedish for immigrants), but partly unsatisfactory results Being over-qualified for a job	Skills recognition: diplomas not accredited, therefore obliged to work in cleaning and construction sectors








Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
	<p>exchange mostly among family and friends</p> <p>Skills recognition difficult -> frustration (“treated under their value”)</p>			<p>Solutions: Good atmosphere can help frustration</p> <p>Dishonest labour agencies both in sending and target countries. Solution : warning by other migrants, write down exact working hours for honest payment</p>		<p>Validation of qualifications</p> <p>Black market work: without qualifications, but low salary and no rights</p>	








Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
Habits – Socio-cultural sphere	<p>Tensions e.g. in the work team, due to cultural differences</p> <p>Problem: often they do not use German at home so there is hardly any improvement over years; lack of contact with Austrian people</p> <p>Gender issues (e.g. problems</p>	<p>Transportation (rural areas)</p> <p>Limited contact with local population, social network limited to friends and relatives of same nationality</p> <p>Housing quality gap</p>	<p>Possession of driving licence and car</p> <p>Not all migrants represented in associations/ networks</p> <p>Different degrees of integration of different migrants' sub-groups</p> <p>Social network limited to relatives</p>	<p>Discrimination: mostly experienced by older men. Generally few reports on discrimination.</p> <p>Family problems due to migrations (family reunion in some cases)</p> <p>Dishonest housing agencies</p> <p>Health service: lack of</p>			<p>Culture-related tensions: struggle between the migrants' traditional identity and the culture of the host society</p>








Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
	with men when confronted with female superior, especially older men)		Discrimination affects mostly North African migrants	knowledge of formal procedures, complaints about health service quality (UK), economic problems (e.g. expensive dentists in GER)			
Technical needs and vocabulary at work	Minimal control of German required General language	Minimal control of German prerequisite for job Work-related	Minimum control of French required Solution: sector-specific trainings for	Target language not necessarily needed at work (working with countrymen, or			

Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
	problems Sometimes lack of literacy (e.g. due to different alphabet in mother language)	language courses considered too short Some language problems when communicating at hospitals, doctors etc.	employees, Reception and Integration Contract by ANAEM	sectors that do not require fluency)			








(b) Construction sector-specific








Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
				No specific construction or cleaning problems.	Not specified		No specific construction or cleaning problems.
Work environment		High rate of illegal employment				Missing or unaccredited qualifications, depending on specific trade	
Socio cultural sphere (habit)	Conflict management of particular importance in building/					According to interviews, no problems.	








Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
	construction sector (sometimes aggression among male working teams due to cultural, religious etc..)						
Technical needs and vocabulary at work	Speaking and understanding more important: Team work	Speaking and understanding more important: Team work, with German colleagues	Construction sector very sensitive to comprehension of security instructions			Language skills needed in order to understand rules, regulations, in particular for security.	

Text/ Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
						Solution: publicly funded language classes, "Try out jobs"	

(c) Cleaning sector-specific

Text/Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
				No specific construction or cleaning problems.	Not specified		No specific construction or cleaning problems.
Work environment	Gender-related problem: childcare Flexible working hours, shifts -> combination of family and work schedules	Gender related problem: childcare Only 35-40 % of privately employed cleaners receive correct payment rates Insufficient	Gender-related: women low rates of employment, 28% educational drop-outs, often work in cleaning Combination of family and work schedules.			Gender-related: combination of family and work schedules	

Text/Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
		knowledge about labour market and personal possibilities (rights, education...)	Hardly any full-time contracts Low wages Shifted work hours (early morning, late evening)				
Socio cultural sphere (habit)		Transport, esp. migrant women have no car or driving licence	Transport problem: work requires own car			Transport problem: driving license	
Technical needs and vocabulary at work	Cleaners mostly work alone or in groups with	Job-related language skills more important	Comprehension of technical vocabulary more			Good language skills required, depending on	

Text/Country	 AT	 DE	 FR	 PL	 RO	 SE	 TR
	other migrant	than in construction sector (written instructions, labels, protocols...) Cleaners mostly work alone or in groups with other migrants	important Work often carried out alone			workplace (e.g. hospital) Solution: sector- specific trainings Work also carried out alone No career prospects	

The most common work-related problem for migrants seems to be discrimination in the labour market. Most countries (AT, FR, SE, TR, PL) have stated that migrants either lack the necessary knowledge of labour market structures to get a decent job, or face severe problems when trying to have their qualifications accredited. As a result, many migrants to European countries, in spite of being highly educated, accept poorly paid jobs which do not require a high level of education. Migrants are also prone to accept some kind of illegal or “undeclared work”, where they can work although lacking validated qualifications, but on the other hand have no legal rights. These are problems which affect all European countries. In France, all interviewees stated a lack of knowledge of the labour market and job search methods.

As for Poland, several interviewees have reported difficulties with job or housing agencies, which are often led by Polish countrymen in a target country. There have been many incidents involving agencies which have tricked newly-arrived migrants, promising them housing or a job, over-charging them and finally deceiving them. The German partner has also reported difficulties related to housing, as there is a large housing quality gap between native-born Germans and migrants. This can be traced partially explained by the comparatively lower incomes of migrants, but it can be assumed that there are also discrimination issues involved. The same applies to Austria.

Looking at the socio-cultural sphere (habits), France and Turkey are the two countries which reported on discrimination, while Polish interviews did not confirm that discrimination is an issue. In Poland, all interviewees stated that they generally fit in well and have no problems with the local population. According to migrants' fora, however, the issue of discrimination does exist and is most frequently reported by older men.

In France, the degree of integration seems to depend heavily on the specific sub-group a migrant belongs to. North African migrants are most affected by discrimination. The same applies to Germany and Austria, where EU-migrants or *Aussiedler* show considerably higher degrees of integration than Turkish or Ex-Yugoslavian migrants.

The results of the Turkish partner also confirm that discrimination is an issue and they explain it by an ideological clash between the migrants' traditional identity and the modern host culture. Other reported problems of the socio-cultural sphere are limited contact with the local population, transport problems (FR, SE, DE) and unsatisfactory health service (PL).

As for general technical and vocabulary needs, the Polish partners have concluded from their interviews that knowledge of the target language is not necessarily required for migrants in order to find work and function well in their job. In particular in the top target countries for Polish migrants, there are very large Polish migrant populations which allow living and working in the country without interacting with the locals.

In France, Austria and Germany, on the other hand, at least basic knowledge of the language is necessary. According to the French partners, sector-specific language training is available. Also in Austria and Germany specialised work-related courses or integration courses are offered (for particular migrant groups). Most partners have agreed that in cleaning, reading skills are most important in order to understand instructions and labels, while speaking is less important, as most cleaning work is done alone or in groups with other migrants. In the building sector, on the other hand, oral communication skills are more important, since work is usually carried out in groups including members of the local population.

Although, according to the partners, many of the problems that migrants face are applicable to all sectors, there are some sector-specific issues of relevance. The results of the French, Swedish, Austrian and German partners are very similar in this regard. Polish and Turkish partners have stated that there are not such differences.

As for the construction sector, our French and Swedish partners agree on the fact that basic language skills are necessary in order to understand instructions as well as safety regulations. Publicly-funded, construction-specific language training is available in both countries. The German and Austrian reports highlight the importance of oral communication skills in the building sector, as work is mostly conducted in teams, also involving native speakers of German.

The cleaning sector, on the other hand, involves some gender-related problems, as cleaning workers are predominantly female and traditional gender roles are still prevalent in many European countries and in particular among migrant populations. While in Austria and Germany the problem is strongly related to infrastructural deficits (no legal entitlement for child care in Austria, opening hours), in France and Sweden the problem rather lies in the traditional roles that migrant women are associated with. They have to combine their family and work schedules, which is often not easy due to shift working (in the early mornings and evenings). Another cleaning-specific problem lies in the precarious working conditions




typical of the sector, that is, there are hardly any full-time contracts being offered and wages are generally low. Career prospects are also low or non-existent. While in France most women who work in cleaning do not hold very high educational attainments, in Sweden many cleaning workers are over-qualified but cannot find another job due to diploma accreditation problems. This often leads to dissatisfaction and consequently to health problems.

Another problem is transport, as reported by our French, German and Swedish partners. While construction workers are often provided with transport facilities to and from their workplace, cleaning workers generally have to arrive at their work place by themselves. This is a severe problem as public transport is not always available (at their working times) and few female migrant workers hold a driving licence.

As for technical and vocabulary needs, most partners agree on the fact that cleaning-specific vocabulary is essential, depending, however, on the workplace. Cleaning in a hospital might involve more contact with patients while there are other working environments where cleaners more often work alone and thus do not need to communicate in the language of the target country. Thus, the French, Austrian and German partner stated that for cleaning written skills are more important (understanding labels and instructions). In Austria, Sweden and France, there is sector-specific training available.

Interviewees in most partner countries have stated that they find it hard to get into contact with the local population and thus have little chance to practice their language skills. The German partner has pointed out the importance of sports for the integration of immigrants in this regard. Football in particular is the sport where most contacts between Germans and immigrants occur. Sport therefore often fulfils an integrational function for migrant parents, who, through the membership of their offspring, also participate in the community life of these clubs.

5. Knowledge about work and social environment in other countries

Text/Country	 PL	 RO	 TR
	No knowledge of official institutions helping migrants in target countries. Mostly fellow-migrants help with settling formal issues (documents etc) but not for free.	No information.	Help from friends and relatives

The Polish report implies that there is little knowledge among Polish migrant workers on official migrants' institutions in the target countries. Polish migrants, therefore, rely on self-organised migrants' networks in the target countries, where countrymen provide help, for instance with formal issues, or finding work and housing. Also Turkish migrants typically rely on the help from fellow migrants, but mostly friends and relatives.

6. Materials designed to help these migrants, training and guidance approaches as well as necessary basic vocabulary

There is a large variety of training and guidance materials available for migrants in the different sending and target countries. These are, however, not always accessible without attending a (paid) course, e.g. work-related language courses. Together the partnership has decided to present the available materials in detail in the “Guide for working in another European country”.

To give some examples of helpful materials, the German partner has presented a publication which is available in various migrant languages, including Turkish. This “Guidebook for Germany” (2nd edition 2005, by Almanya Icin El Kitabi) was published by the Federal Office for Migration, Refugees and Integration and provides information on culture, history, customs, laws, citizenship, work, social insurance and many other issues of relevance.

According to the Turkish report, there are some websites available, provided by Turkish migrants, which offer a wide range of services, including housing and online language courses (not sector-specific). An example for such an online-service is www.viyanaturk.com.

The Romanian report states that there are few available information sources for Romanian working migrants. One of these sources is the web site of the Ministry of Labour - www.mmuncii.ro. Visitors to this site are able to download information regarding the working conditions, recruitment regulations, social security system and the general legal context for employment in Sweden, Austria, France and Germany. Information is available in Romanian.

In Austria, a wide range of helpful materials is available, both in counselling and training courses for migrants and provided by the Federal Government and numerous NGOs. BEST, for instance, has been providing training and counselling for migrants, in particular job application training, for over 20 years and thus offers numerous training and guidance documents. On the governmental level, the Austrian Fund for Integration (ÖIF) offers study materials for the official A2 German language test (both for the Integration Agreement and citizenship), a variety of teaching materials for German language teachers for migrants and, for instance, a German-Chechnian dictionary for Chechnian refugees. For more information, see <http://www.integrationsfonds.at/>. On the community level, the City of Vienna (MA 17,

Municipal Department for Integration and Diversity) provides a variety of materials giving information on work, social insurance, the Austrian school system, culture, health system and many other relevant issues. For more information, see <http://www.startwien.at/>.

In France, IRFA Sud developed a CD-Rom in an EQUAL Project ² (Ipval.com) particularly for migrants who aim to work in the cleaning sector. As an e-Learning tool, the “chiffon’et” CD-Rom is of particular value to workers who have access to a computer with technical equipment like loudspeakers as they thus can look at typical vocational vocabulary and listen to native speakers.

At the European level, websites like the European Job Mobility Portal (EURES) (www.ec.europa.eu) are used by migrants in the target countries to receive information on the labour market in the target countries.

² Project n° 2001 - LGR - 10399

7. Results of interviews

All partners conducted interviews with representatives of organisations in the cleaning and construction sector and also migrants or future migrants.³ The most important findings from the interviews have already been named in the previous section (problems and difficulties).

Regarding Polish migration, it is interesting in addition that most respondents did not mind what job they would get abroad, because it was more important for them to realise their overall plans concerning migration – earning money, language skills improvement etc. The type of job was unimportant especially for students whose migration was quite short (on average 6 months). In the target countries they were ready to take up even jobs below their competences and skills. Only 4 out of 12 respondents migrated from Poland with very specific plans for their time abroad. They all took up jobs in the construction sector.

A few respondents found a job through friends or relatives who had migrated before them. Others found it themselves or through labour agencies or job centres. All respondents stated that they would now recommend finding a job by oneself rather than being helped by an agency as salaries are usually higher then. In Austria, on the other hand, most respondents had found their job via job ads or the labour market offices.

In Poland, all respondents worked at least 40 hours per week, while in Austria the working loads differed from 10 to 40 hours weekly. Most of the Polish respondents worked more to earn as much as possible (often taking up two or three jobs – e.g. during a day working as a chambermaid and at night working in a pub). Relations with boss and colleagues from work were generally good. Nobody complained about it.

³ Interviewees in “target” countries: companies, migrants, migrants organisations (particularly in cleaning and building)

Interviewees in “sender” countries in TR, RO, PL: Companies from the two sectors, workers in the two sectors and labour/ unemployment office advisors, trade unions and similar.

In general, the Polish interviewees did not report on many serious problems. Most problems mentioned in the section above are quoted from migrants' fora. The interviewees only commented on the issues of brain waste, dishonest agencies, lack of support from fellow countrymen and dissatisfaction with the health system. None of the respondents reported on discrimination in the target countries. Most of them already spoke the language (EN) and no one attended language classes. They all agreed on the fact that they were able to improve their language skills a great deal through migration.

8. Other issues of relevance

Knowledge of the language of the host country

As for Germany, about one third of the immigrants admit that they cannot speak German well; about half think they cannot write German well either, and as many as a quarter of the *Aussiedler*⁴ of German origin are in the same position. Only 34% of the immigrants and 62% of the *Aussiedler* speak German almost every day. Speaking German in households also differs between the first and the second generation of immigrants. In the case of the first generation, only 37.3 % use German, the second generation 73.4%.

Also among Romanian migrants the percentage of those who speak the language of the host country is low. Only 19% of the Romanians working abroad claim to speak the host language well or very well. Some of them are probably speaking a language that is not helpful in the country they are working in (e.g. German in Italy). So more than 80% work abroad without speaking the local language.

These data suggest that vocabulary needs among foreign workers in Europe are urgent.

Migrants in the cleaning sector (France):

In 2006, 68% of all cleaning workers were French, 11% were EU-citizens and 21% originated from outside the EU.

⁴ ethnic Germans immigrating from Russia

9. Conclusion

Although both the migration patterns in the individual countries and the reports from the individual partners differ a great deal, it was possible to detect some of the burning issues for migrant workers in the cleaning and construction sectors, which without doubt need further attention in future migrants' counselling and policy making.

One of the major problems throughout Europe seems to be a lack of knowledge of the particularities of the labour markets in the respective target countries. Migrants either do not know how to find a (legal) job at all, or they are unable to find an appropriate job because they face difficulties having their qualifications accredited. This leads to a common phenomenon called “brain waste”: that is, highly qualified migrants end up working in sectors for which no specialised training or education is necessary, e.g. cleaning or construction. Another result of such discrimination against migrants on EU job markets is the fact that many migrants are forced to accept illicit employment and therefore not only harm the target countries' economies but are also unprotected from any violations of their rights as workers.

Language barriers also seem to be a major problem and were reported by most of our partners. Most of them found that some basic language skills are necessary in the construction and cleaning sector in order to understand simple instructions and to follow safety rules.

Some of our partners, in particular Turkey, Austria and France, reported on inter-cultural problems, resulting in discrimination and dissatisfying degrees of integration of migrants in the host society.

Other problems that migrants have reported are related to infrastructure: in particular women employed in the cleaning sector suffer from lack of child care provision (or appropriate provision in some cases), as the traditional gender role forces them to combine their family and work schedules. They also complained about the problem of transport, as many migrant women do not own a car or driving licence and there is no transport provided by their employer to arrive at the workplace.

In conclusion, there were a number of problems identified (and some solutions offered), but most of the difficulties were not sector-specific. For further information on country specifics, the country reports are included in the appendices.

9. References (Statistical Data)

Country	Links
Austria	Statistik Austria: http://www.statistik.at/
France	Haut Conseil à l'Intégration (HCI): http://www.hci.gouv.fr INSEE: http://www.insee.fr
Germany	Federal Statistical Office: http://www.destatis.de Central Register of Foreigners: http://www.bamf.de
Poland	Central Statistical Office http://www.stat.gov.pl/english/
Romania	National Institute of Statistics: https://statistici.insse.ro
Sweden	SCB Statistics Sweden: http://www.scb.se/ The Swedish Integration Board (Integrationsverket): http://www.migrationsverket.se Statskontoret, Sfi-resultat, genomförande och lärarkompetens: http://www.statskontoret.se
Turkey	Turkish Statistical Institute: http://www.turkstat.gov.tr/
EUROPE	EUROSTAT: http://epp.eurostat.ec.europa.eu/portal/page/portal/eurostat/home/ EURES: http://ec.europa.eu/eures/home.jsp?lang=en&langChanged=true European Commission: http://ec.europa.eu/index_en.htm

10. Appendices

Country report from Austria (AT)

Country report from Germany (DE)

Country report from France (FR)

Country report from Poland (PL)

Country report from Rumania (RO)

Country report from Sweden (SE)

Country report from Turkey (TR)



Culture et Citoyenneté Européenne pour l'Employabilité

COUNTRY ANALYSIS – AUSTRIA

April 2009

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Introduction: (Economic) Migrants

For the purpose of Culture et Citoyenneté Européenne pour l'Employabilité, the term migrant is understood as any person who moves to a country other than his own, either voluntarily (e.g. economic migrants) or by force (refugees). In this country report, we will focus on economic migrants leaving PL, RO, TR to find a new life/start a new job in the construction/building or cleaning sector in Austria, possibly on a temporary basis only. In many cases these people have neither a higher education nor the appropriate language skills, that is they do not speak the official language of the target country. Not included in our research are Austrian ex pats coming back to Austria.

Foreign citizens vs. People of foreign background

Currently there are 854,752 people of foreign citizenship living in Austria, which comprises 10.3 per cent of the total population (Statistik Austria 2008).

Amongst the foreign citizens living in Austria in 2008, over 300,000 were citizens of other EU member states, 175,000 originating from other EU-15 states and 127,000 of them from the newly joined EU-member states. At the same time, approximately 292,000 citizens from former Yugoslavia and 110,000 Turkish citizens were living in Austria. Less than 100,000 foreigners living in Austria at the beginning of the year 2008 came from overseas with Asians representing the largest share of them (58,000) (Statistik Austria 2008)

These numbers, however, only include those migrants which hold a foreign citizenship, whereas those who have already been naturalized are no longer visible as migrants.

Therefore, since the last census in 2001, there is a new category of counting migrants, namely that of the country of birth (corresponding to currently valid borders). This enables us to tell the foreign background of Austrian citizens who were not visible in statistics before 2001. Additionally, the combination of the categories of citizenship and place of birth makes it possible to get results on the statistics of how many migrants of the second generation are

currently living in Austria, that is all those, who were born in Austria but do not obtain the Austrian citizenship because of their parents' status as foreigners (Migranten.at/Geburtsland).

In the beginning of 2008, there were approximately 1.4 million people of foreign background living in Austria, which accounts for 17.4 per cent of the total population. Note that this percentage is significantly higher than if foreign citizens only are counted (10.3 per cent). Around 400,000 of these people are second-generation immigrants.

In terms of origin, the two ways of counting produce very similar results. Both most persons of foreign background and most foreign citizens originate from other EU-countries, followed by the countries of former Yugoslavia and Turkey (Statistik Austria 2008). Note that all sending countries relevant for *Culture et Citoyenneté Européenne pour l'Employabilité* show noticeable percentages of foreign citizens living in Austria.

Top ten countries of origin of foreigners living in Austria in terms of absolute numbers and percentage of the total foreign population in Austria

Country of origin	Number	%
Serbia and Montenegro	133,692	15.6
Germany	124,088	14.5
Turkey	109,716	12.8
Bosnia and Herzegovina	85,215	10.0
Croatia	56,695	6.6
Poland	36,775	4.4
Romania	28,712	3.4
Russian Federation	20,064	2.3
Hungary	19,938	2.3
Macedonia, former Yug. Rep.	16,567	1.9

Source: Statistik Austria, Bevölkerung am 1.1.2008 nach detaillierter Staatsangehörigkeit und Bundesland

In the very recent past, there has been an interesting shift in Austrian migration patterns, as amongst the traditional sending countries of former Yugoslavia and Turkey, Germany now occupies the second place of all foreigners living in Austria. As a contrast, in 2005, Turkey still held the second place of origin for immigrants to Austria. Since Germany features in *Culture et Citoyenneté Européenne pour l'Employabilité* as a target country and Germans in Austria are not very likely to encounter any serious integration issues, they are not included in this research.

Incoming and outgoing migrants

In regards to the numbers of newly arriving immigrants to Austria every year, in 2008, the number of foreigners entering the country remained fairly steady compared to the previous year. In 2008, the net migration balance among foreign citizens was +39 412 (2007:+39 144), that is the number of new arrivals minus the number of foreign citizens leaving the country. Two thirds of Austria's migration gains can be allotted to other EU member states, Germany featuring on first place, followed by with Romania, Hungary, Slovakia, Bulgaria and Poland.

Although net migration of Polish citizens has halved since the previous year, almost 47% of all immigrants from the EU were citizens of the 12 countries having accessed the EU since 2004. The numbers of Turkish citizens arriving in Austria have been decreasing in the recent years.

As in the past years, Vienna remains the major destination of international arrivals. Around 38 per cent of all immigrants moved to the capital in 2008, followed by Upper Austria, Lower Austria and Styria (Statistik Austria 2009).

Legal Status and Work Status

Migrants come to Austria for many different reasons including economic reasons, family reunion, educational purposes and refugees. Regarding economic migrants, there is a limit for foreign born workers in Austria which states that not more than 8% of the Austrian labour force capacity can be made up of foreign workers originating from non-EU countries. These non-EU citizens have to apply for a working permit, which is only granted if no Austrian or EU-citizen is available for the job.

In 2007, the largest part of migration gains took place outside this quota system, only 5,000 new arrivals being either workers or their family members within the regulated quota system. Further 10,000 arrived in the context of family reunification and 7,000 were students. 9,000 new arrivals received only a permanent residence authorisation, most of them being seasonal workers. Between 7,000 and 13,000 were asylum-seekers (Migration&Integration 2009: 29).

Migrant workers are frequently employed in sectors that are subject to seasonal fluctuations, i.e. in tourism, agriculture, building, or in sectors prone to difficult conditions and minimal wage, for example cleaning, production, trade, health sector or home care. This is, among other factors, a reason why they are more frequently affected by structural or seasonal unemployment than native-born Austrians. In 2008, the employment rate (according to the Austrian definition) of foreign citizens was by 8 per cent higher than the general one (5.8%). Turkish citizens were almost twice as likely to be unemployed than Austrian citizens (11%), followed by other non-EU citizens (10%). The unemployment rate of EU-citizens (5.6%) is only somewhat higher than that of Austrians.

According to the international definition, the unemployment rate was 4% among Austrians, 7% among EU-citizens and 11% among non-EU citizens.

In particular young migrants are prone to be affected by unemployment, as the (international) unemployment rate of young migrants represents 15%, compared to an average of 9%. Young Turks are most likely to be unemployed (18%). (Migration&Integration 2009: 57).

More than half of Austria's migrant population belongs to the category "worker" (56%), rather than to the category "employee". Amongst Turkish migrants, 81% are workers. Migrant women are more often employees than workers. Also sector-wise, there is a clear gender gap: Male migrants mostly work in the construction sector or in the personal services sector (e.g. security) (21% of all working male migrants), while women usually work in the services sector for private enterprises, for instance as cleaning workers (26% of all working female migrants). (Migration&Integration 2009: 53).

Educational Level

Migrants in Austria are not a homogenous group according to their degree of education. On the one hand, there are obvious deficits in the level of education, as in 2007, 34 per cent of all foreign citizens held only a primary school degree. Among Turkish citizens the figure even amounted to 76 per cent and among citizens of the former Yugoslavia to 48 per cent (Migration&Integration 2009: 47). On the other hand, only 9 per cent of other EU-citizens held only a primary school degree. Also, while only a quarter of all Austrians held a secondary school degree or an academic degree, this was the case for one third of all

foreigners. 17 per cent of all foreigners held an academic degree, as compared to only 13 per cent of the Austrian population. Citizens from other EU-countries (29%) and migrants from overseas (31%) are most likely to hold an academic degree, while only 2% of the citizens from former Yugoslavia and 3% of all Turks in Austria are university graduates. (Migration&Integration 2009: 47).

The high qualifications of a large group of migrants, however, in many cases do not immediately result in adequate job positions. According to a study of the Centre for Social Innovation (ZSI), however, Austria is not making full use of the professional potential of migrants with 44 per cent of those migrants, who were not born in Austria and have not been naturalised allegedly being over-qualified for the position they are holding (Der Standard, 22.03.2006). Amongst other reasons, this unbalance seems to be due to the fact that many migrants tend to accept jobs which they are formally over-qualified for. What is more, a lot still needs to be done in order to guarantee the recognition of foreign university degrees and professional qualifications in Austria.

As far as German skills among migrants are concerned, there are no comprehensive studies available. 70% of the migrants living in Austria are multilingual, which in most cases means that they speak German as well as their native languages. If children do not speak sufficient German at their school entry, they are often forced to attend a special school instead of a primary school. Around one quarter of all pupils in special schools comes from migrant families. In primary and secondary lower schools every fifth child has grown up with a language other than German (Migration&Integration 2009: 43).

Sex/age Ratio and Religious Backgrounds

Considering the sex ratio among people of foreign origin, women (52.3%) are slightly outweighing men. In relation to age, persons between 30 and 44 years of age are dominant among both sexes, followed by those between 15 and 29 (Statistik Austria 2008).

As for religious backgrounds of migrants currently living in Austria, a study estimates the religious composition of immigrants entering Austria between 1999 and 2004. The largest group, (between 38 and 44 per cent of all in-flows to Austria in the given period), were Catholic. A stable 8 per cent of all immigrants were Protestant, mostly Germans, Slovaks and Romanians. Muslims account for 18 to 23 per cent of all arrivals, most of them originating from Turkey, Bosnia and Herzegovina, Iran and Nigeria. Between 16 and 26 per cent of all immigrants arriving between 1999 and 2000 were subsumed in the category “other”, most of them being Orthodox Christians from Eastern Europe and former Yugoslavia. An estimated 9 per cent, mostly arriving from eastern and western Europe, was agnostic (Goujon et al., 2007: 252f.).

Future Trends

Austria is still experiencing a population growth, which, however, can be attributed first and foremost to a positive net migration, rather than to the natural increase (balance of births and deaths). According to demographic prognoses, this trend will continue in the coming years (Statistik Austria 2008) and will be crucial for Austria’s demographic composition and the solution to the related problems of an ageing population and social security.

➡ Guidance and counselling of economic migrants

The Integration Agreement

In Austria, there is no national policy for the guidance and counselling of migrants. There is, however, a policy regarding German acquisition and integration, called the “Integration agreement”.

Since 1 Jan 2006 all persons, who hold a residence authorisation (Aufenthaltsbewilligung, Niederlassungsbewilligung) are obliged to fulfil the so-called “Integration Agreement” (Integrationsvereinbarung), that is the legal obligation to learn German within 5 years, which can be found in article 14 of the Austrian residence law (Niederlassungs- und Aufenthaltsgesetz, NAG). The regulation affects all those migrants who do not hold a EU-, EEA- or the Swiss citizenship and who are planning to stay in Austria for more than six months having entered Austria after 1 Jan 1998. The Integration Agreement obliges the above-mentioned migrants to learn German, and in particular to learn to read and write in German in order to “be able to participate in the social, economic and cultural life in Austria” (Art.14, para.1-NAG). The Integration Agreement is sub-divided into two modules. The first focuses on alphabetisation (only if necessary), while the second is aimed at German language acquisition within 300 teaching units of 45 minutes. The compliance of the Integration Agreement is primarily proved by a certificate from a special “Integration Course” or any other A2 German course. There is, however, no obligation to attend the course, as long as the corresponding examination is passed.

Persons who are affected by the Integration Agreement, in some cases receive vouchers, either issued from the federal government (Österreichischer Integrationsfonds, ÖIF) or, if they live in Vienna, from the city of Vienna (Magistratsabteilung 17, MA 17). The former guarantees the refunding of 50% of the course fees of the second module for subsequently immigrated family members, if the Integration Agreement is fulfilled within 2 years. Also, if module 1 is completed within one year, the course fees are fully refunded (Art. 15, par. 1-NAG). The latter compensates 300 € of the course fees and is valid for 30 months. It applies to those who entered Austria after 1 Jan 2007. Both vouchers can be used at the same time (MA 35, Fact Sheet).

All other migrants, who have to fulfil the Integration Agreement but did not immigrate in the context of family reunification or received their first-time permission to stay in Austria after 1 Jan 2007, do not receive any financial help in order to pay for the courses and exams.

In case the migrant does not prove his or her knowledge of the German language at level A2 according to the Common European Framework of Reference for Languages within 5 years, sanctions apply that may lead up to the person's eviction (<http://deserteursberatung.at/recht/article/1018/534/>).

Counselling Services from the City of Vienna

Apart from the German Integration Courses, the city of Vienna offers some orientation measures for newly arrived immigrants. The Municipal Department 17 offers a service called “Start Coaching”, for all those migrants, who received their first-time permission to stay in Austria on or after 1 October 2008. The service is supposed to help migrants “find their way around Vienna”. Employees of MA17 offer counselling in the most important migrant languages, primarily regarding the Integration Agreement, but also any other topic that is related to immigration. At the “start coaching appointment” migrants receive the so-called “Vienna education booklet”, which provides information on language courses, information events as well as counselling services. Furthermore, all education and further training programmes that the migrants attend are recorded in the booklet. The education booklet also contains the above-mentioned vouchers from the City of Vienna for German Integration Courses worth € 300. Before vouchers can be used for an Integration Course, however, migrants have to attend at least one of several special information modules, carrying the following titles: “Career counselling for newly arrived migrants”, “Recognition of qualifications acquired abroad”, “Residence matters”, “Understanding the Viennese”, “The Austrian health care system”, “The Austrian school and education system”, “Living in Vienna” and “My language(s), our languages – learning German”. Upon attending one of these events, migrants receive a stamp on their language voucher and education booklet. Only then the voucher can be used for an Integration course (MA 17, Start Wien Homepage).

Municipal Department 35 – Immigration and Citizenship – furthermore offers a “Welcome Package” for new arrivals, consisting of an information folder covering the most important questions regarding legal information, housing, education, children and teenagers, health, women, counselling services, daily life and spare-time, as well as a magazine especially designed for immigrants. The package is currently available in Arabic, Bosnian, Croatian, German, English, Turkish, and Serbian (MA 35, Wien.at/Willkommen in Wien).

Guidance and Counselling Institutions

There are various migrant associations all over Austria, mostly NGOs, which offer guidance and counselling for all migrants, including economic migrants.

For some examples, see the lists below.

“Beratungszentrum für Migranten und Migrantinnen” is offering help for those economic migrants, who want to have their foreign degrees recognised in Austria.

For migrants in general (including economic migrants):

[Beratungszentrum für Migranten und Migrantinnen](#)

[ZEBRA - Zentrum zur sozialmedizinischen, rechtlichen und kulturellen Betreuung](#)

[Integrationshaus](#)

[VeBBAS - Salzburger arbeitsmarktpolitische Betreuungseinrichtung](#)

[VHS Ottakring - Beratungsstelle für junge MigrantInnen in Ottakring](#)

[MigrantInnenbeirat der Stadt Graz](#)

[ZARA - Verein für Zivilcourage und Anti-Rassismus-Arbeit](#)

For women:

Peregrina www.peregrina.at

[LEFÖ - Beratung, Bildung und Begleitung für Migrantinnen](#)

[Miteinander Lernen - Birlikte Öğrenelim](#)

[MAIZ - Autonomes Integrationszentrum von & für Migrantinnen](#)

[Orient Express](#)

For refugees

[Evangelischer Flüchtlingsdienst](#)

[Asyl in Not](#)

[Deserteurs- und Flüchtlingsberatung](#)

Verein Flüchtlingsprojekt “Ute Bock”

Governmental Representatives

BMI (Federal Ministry of the Interior)

BMUKK (Federal Ministry for Education, Arts and Culture)

Communal Authorities

For Vienna, the communal authorities dealing with migration issues are the Municipal Department 35 (MA35) and the Municipal Department 17 (MA17). The former is the department for immigration and citizenship and deals with legal issues regarded to immigration (e.g. citizenship, work permit, residence authorisation etc.). The latter is the so called department for “Diversity and Integration” and funds a large number of and measures for migrants related to integration and education (see Counselling Services from the City of Vienna above).

Teacher / counsellor training

Counsellors of migrants are usually social workers who hold a university degree. Counsellors working with migrants have often specified their studies at university on multicultural issues, but this is not a prerequisite for working with migrants.

Teachers of German as a foreign language and other subjects for migrants are also usually university graduates, but not necessarily. There is no obligatory teacher training on multicultural issues in Austria. There is, however continuing professional development or in-service training for teachers/social workers in multicultural / diversity issues available at various educational providers. Training institutions such as BEST deal with a wide range of diversity issues.

Counselling materials for migrants

In Austria, a wide range of helpful materials is available, both in counselling and training courses for migrants and provided by the Federal Government and numerous NGOs. BEST, for instance, has been providing training and counselling for migrants, in particular job application trainings, for over 20 years and thus offers numerous training and guidance documents. On the governmental level, the Austrian Fund for Integration (ÖIF) offers study materials for the official A2 German language test (both for the Integration Agreement and citizenship), a variety of teaching materials for German language teachers for migrants and, for instance, a German – Chechnian dictionary for Chechnian refugees. For more information, see <http://www.integrationsfonds.at/>. On the community level, the City of Vienna (MA 17, Municipal Department for Integration and Diversity) provides a variety of multilingual materials giving information on work, social insurance, the Austrian school system, culture, health system and many other relevant issues. For more information, see <http://www.startwien.at/>.

All these materials, however, are not available in any systematic form.

Vocabulary needs

Migrants living in Austria need to be familiar with everyday vocabulary, such as:

- Giving information about the own person
- Living
- Food & shopping
- Health
- Education
- Work
- Spare time Activities

Additionally, depending on the specific sector they are working in they need to be familiar with the respective vocabulary.

➔ Work environment

Basic data for the construction and the cleaning sector

Approximately 30% of all workers in the Austrian construction sector are migrants. For the cleaning sector, there are no figures available. As 44% of all migrants working in Austria are being over-qualified for their job, it can be assumed that this fact applies in particular to the two sectors. Both the construction and the cleaning sector are strongly associated with gender: While in construction mainly men are working, the cleaning sector is predominantly female.

There are two main reasons why the migrants tend to work in the construction and the cleaning sector. Firstly, work in the two sectors does not require any formally recognised diplomas or degrees. Thus, both migrants with low educational qualifications and migrants who have faced problems having their qualifications recognised are able to find work on a construction site or as a cleaning worker.

For the cleaning sector, usually no qualifications are necessary. On a construction site, it depends on the type of work, but usually there is a high demand for unskilled workers.

The second reason why migrants frequently work in the two sectors is that in these two areas illicit work is frequent. Migrants who are in need of a job therefore are able to find work quickly; however, their rights are not protected in any way. Furthermore, health and safety issues are usually not respected in illicit working conditions, thus migrant workers in illegal jobs are at a high risk of injury or even death.

In legal working conditions, on the other hand, the migrant workers' rights are protected, as there are fixed minimum wage, regulated working hours and safety and security rules are respected. Every worker who is legally employed in Austria is automatically covered by health and unemployment insurance. For each sector, there are so called collective agreements, which clearly define minimum wages and other legal issues.

For the construction sector, the latest collective agreement is available online:

http://portal.wko.at/wk/format_detail.wk?angid=1&stid=124380&dstid=131&opennavid=249

For the cleaning sector, it is more difficult to provide straight-forward information, as the collective agreement for a cleaning worker is part of the collective agreement of the sector / company he or she is working in. That is, to a cleaner working in a hospital a different collective agreement applies than to a cleaner in a printing shop.

As for paid holidays, there are 5 weeks of paid holidays in Austria. Additionally, there are following bank holidays:

New Year's Day

Easter Monday

Labour Day

Whitmonday

Corpus Christi Day

Assumption Day

Immaculate Conception

Christmas Eve

Christmas Day

Boxing Day

Regarding working hours, both sectors are rather specific in that regard. Cleaning workers usually face shifted working hours, either working very early in the mornings or very late at night. Nevertheless, this also depends on the company and/or sector he or she is cleaning in, as there is no such profession as “the cleaner”, but working conditions vary from one case to the other.

In the construction sector, on the other hand, work is, of course, mostly done during the day. However, construction workers are rather affected by seasonal unemployment.

Problems

Judging from our interviews, basic work-related problems are very similar in the two sectors. Therefore, this section is both about the cleaning and the construction sector. If problems apply to one sector only, this will be pointed out.

One main issue seems to lie in skills recognition problems, which migrants frequently mention as their number one obstacle to a successful integration to the Austrian labour market. Particularly migrants from Eastern Europe have commented on this issue. Migrants either face complicated bureaucratic structures which need a lot of time and effort to be overcome, or they simply lack information on how to have their qualifications recognised. What is more, in Austria there seems to be a lack of institutions which are specialised in this field. The earlier mentioned “Beratungszentrum für Migrantinnen und Migranten” in Vienna is one of the few organisations which specialise in advising migrants on skills recognition issues. This problem leads to the fact that many migrants work on construction sites or as cleaners although they are overqualified for the job. Therefore, many migrants in Austria feel neglected and treated under their value.

Not only regarding skills recognition migrants frequently lack sufficient information, but also as far as their rights and duties at work and other basic Austrian rules and regulations are concerned. Due to possible linguistic barriers, many migrants refrain from asking their employers about their rights at work. Often they simply do not know where they could find institutional help. Many of our interviewees have also stated that there is no official information material available for migrants. According to our interviewees, information exchange still takes place mostly among family and friends. Still, finding a job seems to represent an exception in this regard, as most respondents stated that they have found their jobs via ads.

Finally, various respondents have uttered the wish to attend job-related trainings; however, due to time and money constraints few of them are able to do so. Most of the interviewees stated that they were on flexible working hours, which depending on the business comprise between 10 and 40 hours weekly.

➡ Habits – Socio-cultural sphere

Every day life

There are various aspects of every day life which influence the degree of how well a migrant manages to integrate into Austrian social and work life.

Transport is one of these. In big cities (such as Vienna, Linz, Graz, etc.), there are well developed networks of public transport such as underground (Vienna), tramway, and public busses. In other regions, the main means of (public) transport are local busses and / or trains. While in the bigger cities, and particularly in Vienna, getting around at night or in the very early morning is no problem, this can represent a major obstacle for workers on the countryside. In this case, a car is almost indispensable.

As for childcare, there are different policies in Austria, depending on which Bundesland (federal province) one resides at. All over Austria, there are public as well as privately run child care institutions. Traditional child care institutions (Kindergarten) take care of children between the age of 3-6. Additionally, there are nurseries for younger children. There is no legal title for child care in Austria and the number of facilities, particularly for toddlers, does not meet the demand.

In most regions, there is a charge on child care – except for Lower Austria and Vienna where public institutions are for free. There are, however, various possibilities of receiving financial aid for child care.

Regarding networking and the degree of interchange between migrants and native Austrians, it can be said that Austria still shows some need for better integration. There are some regions / districts (in Vienna), where more migrants are settling than in others, often due to lower rents. This, of course, results in the fact that newly arriving migrants also tend to settle in these areas due to networking and family relations. There are also numerous migrants' networking organisations, either origin-specific or culture-specific. The district with the biggest proportion of migrants (Vienna / Rudolfsheim-Fünfhaus) shows a percentage of 34% migrants among the total population. Similar proportions can be found at some schools and

kindergartens, which suggests that there should be new measures for integrating migrants better into the Austrian society.

Culture and diversity

Holidays represent one area where there are major differences between the Austrian population and some migrants, depending on their origin, cultural background and religion. In particular Muslim migrants in Austria celebrate completely different holidays than most native Austrians. There is, however, the possibility for these migrants to engage in their festivities, either at home or in culture organisations, mosques etc. At work, social events are generally based on Austrian traditions or Christian holidays, such as Christmas parties organised by the companies people are working for. Mostly these are not compulsory.

All recognised religious communities have the possibility to practice their religion in Austria, and to educate their children accordingly at school. In spite of this, particularly Muslim migrants report on frequent discrimination in public life, which partly has to do with the often very negative representation of Muslims in Austrian media.

Regarding differences in regard to gender roles among migrants, there is no official data available, but it can be assumed that traditional female roles continue to play a major role in everyday life. Foreign born women both tend to marry earlier and have more children than Austrian women (Migration&Integraton 2009: 33), which might suggest that migrant women are also more frequently housewives than Austrian women. The role of a housewife is also closely linked to limited contacts to Austrians, as these women mostly remain within the domestic sphere and thus are prone to suffering from isolation. They therefore also find it hard to acquire the necessary German skills in order to participate in public life. As many Austrian women, many migrant women also work part-time, which limits their career options.

Emergency/ Health care

Everybody legally employed in Austria is covered by the Austrian health insurance. As the construction and the cleaning sector are frequently affected by illicit work, this does not necessarily mean that all workers in these sectors have social insurance. The most severe problem is that in these cases, workers often do not know about the risks they are facing.

Work in the cleaning sector is linked to another problematic issue, as mostly female cleaning workers tend to work only few hours a week, which keeps them from a full insurance and thus renders their working conditions precarious.

As for medical care in Austria, there is the possibility to receive medical advice /health care services in many of the migrants' native languages. While on the countryside it might be a little more difficult to find multilingual doctors, in Vienna numerous doctors themselves are migrants and thus it is possible to find the most frequent migrants' languages spoken. In case that some migrant women want to be treated by women doctors only, this does not represent any problem as the gender ratio among doctors in Austria is rather balanced.

There are some medical institutions focusing on health promotion among migrants, particularly women, for example by advertising the free annual health checks in various migrants' languages. For instance, see the medical centre "Fem Süd":
<http://www.fem.at/home4x.htm>

Problems

Many of our interviewees have reported on troubles resulting from cultural differences, either due to a lack of knowledge about the Austrian culture or simply due to the missing understanding from both sides. As has already been touched upon above, religious issues represent a major issue in this regard. In particular Muslim feasts, diets and habits seem to carry negative connotations in many contexts of everyday life in Austria. Although one might not think so, many Muslim women report on being discriminated against simply for wearing a headscarf. In working life, Muslim habits are usually accepted, but of course we do not know if and in how far, for instance, wearing a headscarf influences the chance of being accepted for a job.

Cultural conflicts seem to be less an issue in the cleaning sector, as most workers are performing their tasks on their own and therefore cultural differences are of minor importance. In the construction sector, however, cultural differences frequently lead to tensions within the team, as some of our interviewees report. Therefore, it has been mentioned that conflict management was of particular importance in the construction sector in order to deal with the possibly arising aggressions among male workers in a team. Aggression based on cultural conflicts, thus, also appears to be a gender-related issue.

Another gender-related topic mentioned in our interviews was the “problem” of men, and in particular older men, being confronted with female superiors, which they can hardly accept. Traditional gender roles, therefore, obviously still play an important role in everyday life both among migrants and Austrians.

Finally, a clearly gender-related problem has been mentioned by cleaning workers, who find it difficult to combine their family schedule and their work shifts, as they often work in the early mornings, or at night, when childcare facilities are usually not available. This represents a major problem for both single parents and women who have to deal with very traditional gender roles in their families.

➡ **Technical needs and vocabulary at work**

For most kinds of employment, including the construction and cleaning sector, basic knowledge of the German language is necessary. Still, the two sectors differ in what specific language skills are most important. Due to the nature of construction work, that is, working in teams, oral communication skills are more important for the construction sector. In most cases, there are also native Austrians working in such teams, thus, at least basic speaking and understanding is indispensable in order to perform well at a construction site. Of course, security is a major issue in the construction sector, but as the most important safety signs are non-verbal, one could say that understanding complex texts is less important for migrants working in the building sector.

In contrast to that, the cleaning sector requires lower oral communication skills in German, as much of the work is done alone or in teams with other migrants. In fact, many cleaning workers complain that they have no chance to practice their German as they either do not speak at all, or they speak their native language with colleagues. This does not mean, however, that German skills are generally not necessary for cleaning workers. In particular regarding health and safety, in the cleaning sector information generally comes in the form of longer texts, e.g. the description of chemicals. It is crucial for migrant workers to understand such information for their own health and safety. Cleaning workers also need to know the specific name of the tools, machines and chemicals they are working with, as there are often strict regulations as to how and with what tool specific facilities need to be cleaned. These, of course, also depend on the company and / or the sector they are working in, as the necessary vocabulary for a cleaner in the hospital will differ from that of someone cleaning an office.

In Austria, job-related language courses are available for various sectors, including the construction and cleaning sector. BEST, for instance, offers courses especially designed for migrants who work in these two sectors. These courses combine job-related contents with job-specific language training and thus prepare participants for their job. Job-specific language courses are usually funded by the Austrian Employment Agency. In Austria, free language courses are available (e.g. offered by NGOs) but usually they comprise only basic German lessons.

Job-specific study materials are available but generally they are distributed in one of the mentioned courses. Without attending them, there are no official materials available.

Problems

Language related problems feature among the most frequently named issues during our interviews with migrants of both sectors, most respondents referring to general language aspects. Many of the interviewees stated that information exchange mostly takes place among family and friends and that therefore they do not practice their German in order to solicit information. As they do not use German at home, many migrants have no chance to become more secure in their usage of the German language and thus there is hardly any improvement over years. As has been mentioned before, a lack of contact to Austrian people is another frequently mentioned issue. On the one hand, this is related to the jobs that many migrants are performing (e.g. cleaning, working on their own), but on the other, the partly reserved attitude of many Austrians towards migrants certainly plays a role. Cleaning workers complain more frequently about their isolation than construction workers, which proves that oral communication skills are both more needed but also more practiced among building workers. Finally, a few respondents have reported on literacy problems which can be due to a different alphabet in their mother language.

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Culture et Citoyenneté Européenne pour l'Employabilité

COUNTRY ANALYSIS – GERMANY

April 2009

Volkshochschule i.Lkr. Cham e.V

Introduction

In Germany, immigrant is defined as a foreigner, who in accordance with the Basic Law (Article 116, paragraph 1) is not German. According to Central Register of Foreigners, there are more than 6.7 million foreigners living in Germany and every fifth person of this number is born in Germany.

Data on people with an immigrant background have been collected by The Federal Office for Statistics and the Regional Offices for Statistics since 2005.

As people with an immigrant background are included:

- immigrant foreigners
- foreigners born in Germany
- naturalised foreigners
- ethnic German repatriates
- children with at least one parent who fulfils the specified criteria.

People with an immigrant background do not necessarily have to have experience of migration. The majority of them have been living in Germany since they were born. According to this definition, 15.3 million people with an immigrant background were living in Germany in 2005.

This amount makes Germany the European nation with the largest migrant population. Since migrants tend to have more children than the native population, their percentage share of the population will continue to grow – and would continue to grow even without any further immigration. There is widespread popular and political concern in Germany that a lot of migrants living in Germany are insufficiently integrated – a concern borne out by the present study. Immigrants tend on average to be more poorly educated and more frequently unemployed and to participate less in public life than the native population.

The foreign population is mostly represented by persons from Turkey (in total 1, 713,551), then from Italy and Poland. Here below there is a table “Foreign population on 31.12.2007 by the most frequent citizenships”

Foreign population on 31.12.2007 by the most frequent citizenships⁵

Citizenship	Total	Male	Female
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¹ Includes persons with the citizenships of the "Former Serbia and Montenegro".

Turkey	1,713,551	904,680	808,871
Italy	528,318	311,266	217,052
Poland	384,808	187,631	197,177
Serbia, Montenegro ¹	330,608	171,831	158,777
Greek	294,891	160,291	134,600
Croatia	225,309	110,387	114,922
Russian Federation	187,835	74,482	113,353
Austria	175,875	93,074	82,801
Bosnia and Herzegovina	158,158	81,642	76,516
Netherlands	128,192	70,332	57,860
Ukraine	126,960	49,322	77,638
Portugal	114,552	62,319	52,233
France	106,549	49,467	57,082
Spain	106,301	53,033	53,268

⁵ Source: Central Register of Foreigners

Table B.1.1. Inflows of foreign population by nationality

Thousands

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Poland	71,3	66,3	72,4	74,3	79,0	81,6	88,2	125,0	147,7	152,7
Turkey	57,0	49,2	48,1	50,0	54,7	58,1	49,8	42,6	36,0	30,7
Romania	14,1	17,0	18,8	24,2	20,1	24,0	23,8	23,5	23,3	23,7
Hungary	11,1	13,3	14,9	16,1	17,0	16,5	14,3	17,4	18,6	18,7
Italy	39,5	35,6	34,9	33,2	28,8	25,0	21,6	19,6	18,3	18,3
Russian Federation	28,9	26,4	32,8	32,7	35,9	36,5	31,8	28,5	23,1	17,1
United States	14,9	16,0	16,8	16,5	16,0	15,5	14,7	15,3	15,2	15,4
China	6,8	7,2	10,1	14,7	19,1	18,5	16,1	13,1	12,0	13,2
France	14,4	14,3	15,3	15,3	13,5	12,7	12,3	12,5	12,3	12,7
Slovak Republic	6,9	6,5	9,1	10,8	11,4	11,6	10,6	11,6	11,8	11,4
Serbia and Montenegro	31,2	59,9	87,8	33,0	28,3	26,4	22,8	21,7	17,5	11,3
Netherlands	7,0	6,5	6,5	7,0	8,4	9,9	9,1	9,1	10,1	10,7
India	5,3	4,7	5,1	6,5	8,9	9,4	9,2	9,1	8,4	9,5
Austria	10,5	11,1	11,9	11,9	11,6	10,2	9,2	9,0	8,6	8,9
Croatia	10,4	10,1	12,6	14,4	14,1	13,1	11,6	10,5	9,3	8,6
Other countries	285,9	261,5	276,8	288,2	318,2	289,5	256,8	233,6	207,1	195,4
Total	615,3	605,5	673,9	648,8	685,3	658,3	601,8	602,2	579,3	558,5

Note: For details on definitions and sources, please refer to the metadata at the end of the tables.

➤ Migration Flows

Compared with 2002, the number of arrivals of foreigners and Germans fell by 8.7 % in 2003 to just under 769,000. There was a slight increase in the numbers in 2004 once more, to over 780,000 (+1.5%); the figure fell once more in the following year by 9.3% to 707,352. The number of new arrivals of foreigners and Germans continued to fall by 6.4% in 2006 in comparison to the previous year, reaching 661,855 (the lowest number since 1987).

The immigration rate (immigrants per thousand inhabitants) reached its peak in 2001, at 10.7. A much lower value was recorded in 2003, at 9.3 immigrants per thousand inhabitants; the figure increased slightly once more in 2004 to 9.5, then falling to 8.6 in 2005, the lowest value so far this decade. The value continued to fall in 2006, reaching 8.0.

Roughly one-fifth of all arrivals and departures had a foreign passport. The majority of German nationality immigrants were ethnic Germans from the former USSR.

The main countries of origin in 2006 were: Poland (24.7% of all arrivals), Turkey (4.8%), USA (3.8%), Romania (3.6%) and the Russian Federation (3.5%). Immigration from these countries is primarily accounted for by three forms of arrival: immigration of ethnic Germans (Russian Federation), family reunification (Turkey), as well as temporary labour migration (Poland).

Migration based on bi- and multilateral arrangements: labour migration

A system for many forms of labour migration has developed in Germany in recent years because of specific demand in certain areas of the labour market. In addition to the two forms of labour migration described below, there are further possibilities to stay to work which however were not very significant in quantitative terms until the end of 2006. The programmes are not connected with the transitional dates related to EU enlargement as per 1 May 2004 in the field of the freedom of movement of workers. The data on this group of topics originate from the statistics of the Federal Employment Agency.

Seasonal workers

In particular in agriculture, as well as in hotels and restaurants, temporary demand for labour is to be covered by means of short-term work permits (a maximum of four months per calendar year) for workers from Central and Eastern European states.

The number of placements of such seasonal workers has continually increased since 1994 (137,819 cases), and was 329,789 cases in 2005. There were roughly 303,000 placements in 2006, 8% fewer than in the previous year. The lion's share of seasonal workers came from Poland in 2001 to 2006; the share of Poles among all seasonal workers was 77.8 % in 2006.

Contract workers

On the basis of bilateral government agreements with some Central and Eastern European states, foreign workers may work in Germany for a limited period (two years as a rule). A large number of contract workers are employed in the construction sector.

The number of contract workers from these states who were employed in Germany averaged 20,001 in 2006. These figures have been falling continually since 2001. Almost one contract worker out of two came from Poland between 2001 and 2006.⁶

⁶ EUROPEAN MIGRATION NETWORK, German Annual Report on ASYLUM AND MIGRATION STATISTICS

Reference Year 2006

According to the sources of Central Register of Foreigners, most of foreigners live in Baden – Württemberg, Bayern und Berlin. The table below presents the foreign population according to the regional breakdown and according to the total population.

Area and population – Foreign population⁷

Regional breakdown	Population total Foreign population		
	total		%
Year/month/reference day	31.12.2007		
Baden-Württemberg	10,749,755	1,271,492	11,8
Bayern	12,520,332	1,183,562	9,5
Berlin	3,416,255	476,966	14,0
Brandenburg	2,535,737	65,840	2,6
Bremen	663,082	84,083	12,7
Hamburg	1,770,629	253,455	14,3
Hessen	6,072,555	682,525	11,2
Mecklenburg-Vorpommern	1,679,682	39,580	2,4
Niedersachsen	7,971,684	530,108	6,6
Nordrhein-Westfalen	17,996,621	1,908,193	10,6
Rheinland-Pfalz	4,045,643	312,191	7,7
Saarland	1,036,598	85,632	8,3
Sachsen	4,220,200	117,449	2,8
Sachsen-Anhalt	2,412,472	45,751	1,9
Schleswig-Holstein	2,837,373	151,115	5,3
Thüringen	2,289,219	47,453	2,1
Germany	82,217,837	7,255,395	8,8

Islam is the third largest faith group in Germany with over three million people adhering to the Muslim faith. These Muslims come from various different countries. More than half come from Turkey but there are also Muslims who have been living in Germany for many years from Bosnia and Herzegovina, Iraq, Morocco, Iran and many other countries.

⁷ Federal Statistical Office and the statistical Offices of the Länder

Employment

In view of Germany's current high unemployment, the Federal Government places high priority on future-oriented education and labour market policy. At the same time, growing pressure on markets and accelerating change in the structure of employment demand the entry and international exchange of highly skilled workers.

Fostering research and higher education in Germany requires offering more attractive conditions for innovative specialists and students from abroad.

The option of more flexible labour migration is needed to be able to deal with labour shortages. Senior academics and top-level managers who are offered a position in Germany may therefore be granted permission to work without having to determine whether German candidates are available if the position fulfils certain criteria defined in the law. They are granted a settlement permit when they arrive if they can reasonably be expected to become integrated into life in Germany.

Self-employed immigrants can have a significant economic impact, as most jobs in modern economies are created in small and medium-sized businesses. The Residence Act therefore aims to make it easier for foreign entrepreneurs, especially those with innovative ideas, to immigrate. To do so, it includes provisions on residence for the purpose of self-employment. As a general rule, self-employed persons receive a residence permit if they invest at least € 500,000 and create at least five jobs. This is the first time that this aspect of immigration has been given an independent legal basis, thereby appropriately acknowledging its significance.

The provision is intended in particular to make it easier for foreign entrepreneurs with secure financing and a sound business plan to make long-term investments in Germany.

The ban on recruiting foreign labour remains in effect for unskilled, semi-skilled and skilled workers; some exceptions apply to skilled workers and certain occupations in specific, justified cases when it is in the public interest.

When applying for a work permit, foreigners need go only to their foreigners authority; the Federal Employment Agency or regional employment agencies are involved by means of an internal approval procedure. The foreigners authority issues the work permit, if approved by the employment administration, together with the residence permit (one-stop government). Before approving the work permit application, the employment administration conducts an

individual check to determine whether permission to work will have any detrimental effects on the labour market.

Citizens of the new EU Member States are permitted to work in certain jobs as long as no German or other equally entitled candidate is available to fill the position.

But citizens of the new EU Member States have priority over third-country nationals who are entering Germany for the first time (Section 39 (6) of the Residence Act).⁸

According to the analysis of the Berlin Institute the best integrated group are persons from other EU-25 countries (without southern Europe). Most of these people are members of a Europe-wide group of elite migrants who are very well educated – indeed often better than the average native population – and have no trouble finding jobs.

The second group good integrated is group of ethnic German immigrants. Ethnic Germans tend to have relatively good educational levels when they come to Germany. They have little trouble finding jobs in the labour market, and a good number of factors indicate that they actively seek integration into German society.

The group with southern European migration background, which tends to be made up of former guest workers and their offspring, continues to show, on average, low educational qualification levels.

The migrant groups from the Middle and Far East are very mixed. One reason for this must be seen in the different conditions under which these persons immigrate to Germany. Some come as education migrants or highly qualified job seekers, others as asylum seekers.

Major to alarming integration deficits have been observed for the groups with migration background from the former Yugoslavia, Africa, and Turkey.

The statistic concerning knowledge of the host country language shows that, about third of the immigrants admit that they can not speak German well; about half think they can not write German well either, and as many as one – quarter of the *Aussiedler* of German origin are in the same position. Only 34 % of the immigrants and 62 % of the *Aussiedler* speak German almost every day.

⁸ Migration and Integration, Residence law and policy on migration and integration in Germany, Federal Ministry of the Interior

Speaking German in households differ also between the first and the second generation of immigrants. In case of first generation only 37,3 % use German, the second generation 73,4%.⁹

The number of intra-EU migrants and migrants from third countries moving to EU27 is likely to grow. The main reason for this is the prospect of demographic aging and labour shortages in Europe that will eventually lead to a pro-active migration policy. Another problem for Germany is illegal immigration. According to the future trends, not solved problems of immigration policy, not opening channels for legal immigration, Germany will be confronted with increasing irregular immigration.

➡ Immigration policy and guidance and counselling for migrants in Germany

The Federal Government, Länder, local authorities, foundations and associations offer different measures and projects to help immigrants integrate. This diversity is tried and tested and is important as it does justice to the different needs in the integration process.

The aim is to allow immigrants to participate on equal terms in the social, economic, political and cultural life in Germany.

The national integration policy's task is to create the framework for integration processes which take place at a local level where people are living side by side. In addition, the state provides the necessary federal funds for many different integration projects.

In the centre of integration policy is the issue of improving the opportunities to be involved in the process of integration. According to the Immigration Act, a radical change in German integration policy should be executed. "Based on a broad political consensus, account has been taken of Germany's acceptance of many immigrants for decades and, to ensure their integration, there is a need for a comprehensive and sustainable integration policy."

In integration policy are involved the following institutions:

From Federal Government

- Federal Ministry of the Interior

⁹ Forum Migration 2007

- Commissioner of the Federal Government for Migration, Refugees and Integration
- Commissioner of the Federal Government for Repatriation Issues and National Minorities in Germany
- Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
- Federal Ministry of Health
- Federal Ministry of Labour and Social Affairs

From Federal Länder:

- Bavarian State Ministry of Labour and Social Welfare, Family Affairs and Women
- Ministry for Generations, Family , Women and Integration of North Rhine – Westphalia
- Ministry for Social and Family Affairs, Health and Consumer Protection - Hamburg

From Local authorities

- City of Nuremberg
- City of Schwerin

From Associations

- Charitable Organization of the Protestant Church in Germany
- German Red Cross

From Foundations

- Foundation "Otto Benecke Stiftung"
- Foundation "Stiftung Mercator"
- Foundation "Robert Bosch Stiftung"

With integration policy is connected education policy, which aim is to offer different programmes to help immigrants integrate into German society. In Germany are offered advice services, integration courses, integration projects and career-related language support. Except this, initial advisory services for immigrants (MEB) and youth migration

services (JMD) support new coming immigrants, in both services immigrants can receive individual advice.

Initial advisory services for immigrants:

The aim is to assess the individual needs of immigrants on the basis of the professional case management. Within the advisory process the advisor with immigrant develop a support plan.

Special advisory services for young immigrants

The youth migration services offer young immigrants, of 27 years or under, special support in the form of individual or group advice.

The Federal Office for Migration and Refugees (BAMF) is responsible for the implementation of initial advisory services (Residence Act, § 75 no. 9 with reference to § 45, 1).

Initial advisory services for immigrants are carried out by the following providers:

- Arbeiterwohlfahrt
- Bund der Vertriebenen
- Deutscher Caritasverband
- Deutscher Paritätischer Wohlfahrtsverband
- Deutsches Rotes Kreuz
- Diakonisches Werk der Evangelischen Kirche in Deutschland
- Zentralwohlfahrtsstelle der Juden in Deutschland.

BAMF provides, under the authority of the Federal Ministry of the Interior (BMI), merely a basic advisory service. Federal Länder, local authorities, and independent providers offer additional services.

MEB locations can be found through our information service Web-GIS.

JMD is a service provided through the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ).

Further information about JMD can be found on the web site of the Bundesarbeitsgemeinschaft Jugendsozialarbeit.

Regional offices

There are 23 regional offices, the main aim is to inform and advise local foreign affair offices, course providers, local authorities, employment agencies, social and youth authorities and other bodies with integration responsibilities (foreign affairs commissioners, governments of the Länder, local administration, independent welfare foundations, trade unions, churches, etc.), in all questions regarding the federally-funded integration measures. Their task is also the coordination on the local level of the varied integration measures.

The integration course is a government-sponsored course for newcomers to Germany. Courses are not open to children of school age, young people and young adults who are integrated as part of the education they receive.

Foreigners who are newcomers to Germany, they do not have an adequate command of the German language, live in Germany permanently and have been awarded a residence permit for the purposes of taking up work or for the purposes of family repatriation or for humanitarian reasons are entitled to attend an integration course.

Late repatriates who are newcomers to Germany as well as late repatriates and their husbands/wives and other family members covered by the assimilation resolution are also entitled to attend an integration course.

Foreigners who have already lived in Germany for some time can also attend an integration course. However, they are not automatically guaranteed a place and must first apply for one, assuming such places are still available.

Priority is given to foreigners, who wish to attend a course to acquire the level of German necessary for keeping a settlement permit or attaining German nationality, who are entitled by law to attend an integration course, but were prevented from doing so for reasons beyond their control.

The Aliens' Registration Office can oblige those foreigners who have lived in Germany for some time to attend a course, provided free places are available and the persons involved draw state benefits.

EU citizens are entitled to attend a course provided sufficient places are available.

The integration courses are provided by state, this means that the government covers a large portion of the costs. Participants of the course are required to pay a contribution in amount 1 € per hour. Those who draw unemployment benefit in accordance with Book II of the Social Security Code (unemployment benefit II) or supplementary benefit in accordance with Book XII of the Social Security Code, are exempt from the payment.

➡ Difficulties and solutions related to work environment

In 2007, 26 854 566 employees liable for social insurance were living in Germany, 1 837 763 of them were migrants¹⁰. Turkish migrants had the highest number with 478 027 employees, Polish employees with a number of 83 699 and Romanian employees with a number of 25 764.

In the same year a number of employees in the building sector was 1 541 573, 100 532 of them were migrants.¹¹ These are the official figures. But it is assumed that the real rate of migrants working in the building sector is extremely higher. Especially the building sector is a sector with a very high rate of illegal employment.

In our desktop research and interviews with companies in the building sector we found out that migrant workers, as long as they work under a legal status, have completely the same rights concerning min. wage, working hours, breaks, social security, paid holidays as German employees. If migrants work as illegal employees the situation is completely different. They are working under worse conditions; they are receiving lower payments and have no access to the national social/unemployment assurance system social security.

Of course it was not possible to find any illegal migrant worker or a company with illegal staff for our interviews to get a clearer picture of the situation.

Most of the Polish migrants are well informed about the conditions of the German labour market and have sufficient language skills. The Labour office offers job-related language

¹⁰ Quelle: Auswertungen aus der Beschäftigtenstatistik der Bundesagentur für Arbeit (BA).

Stand: Dezember 2007

¹¹ s.o.

courses (e.g. cleaning sector, health and care sector, tourism sector)

but they are considered to be too short (three months) to improve the job-related language skills.¹²

Representative data get of cleaner¹³ evaluated in comparison with other employee groups on hand on the work and job terms. Projected 679,000 people asked himself with 910,000 questioned clearing strengths of the private economic area and 230,000 for the public service. 92% of the cleaning staff are women, 54% are 47 years and older. The foreigner share amounts at least to approx. 34%. 13% of the cleaners are organized in a trade union. The clean-up crews work in average 19 hours a week (required for 23 hours in the week) and their gross income brings in average 1.000 € in the month, whereby the working time and income strongly vary. Presumably, only 35% to 40% of the private economically active cleaning pay presumably get correctly rate contractual. Men have considerably better jobs conditions than women.

Job-related language skills are more important as in the building sector, there are a lot of written instructions, labels, sometimes even short protocols to be filled out.

In our interviews we found out that migrants working in the cleaning sector are not very well informed about the labour market in Germany, about their own possibilities (rights, further development). As the majority of migrants working in the cleaning sector are women, many of them have difficulties with opening hours of kindergarten and schools.

➡ Difficulties and solutions related to social environment

Statements from our interviews:

Our area is a very rural area, public transport is very limited, migrants need driving license and car to reach working place. Especially migrant women have no cars or driving license, it's difficult to coordinate opening hours of kindergarten with work hours.

¹² Berufsbezogene Deutschkurse im Rahmen des ESF-BA-Programms, IAB Forschungsbericht 2007

¹³ Beschäftigungsbedingungen in der Gebäudereinigung-eine Analyse des Sozioökonomischen Panels, Hans Böckler Stiftung 2004

Interchange between migrants and native population is in most cases restricted. Most of Turkish migrants but also Polish and Russian migrants usually settle and live in specific areas in very close relationship, sometimes almost in a kind of “parallel-society with own special migrant’s shops and restaurants. The social network is focused on relatives and friends of the same country of origin. As a consequence contact to German people seems not to be very important.

The housing conditions of immigrants are – compared to Germans – not favourable. One important influence may be seen in the lower income levels of immigrants compared to Germans, which reduce options immigrant households have on the housing market.

Studies reveal that, although housing conditions for minorities have improved, only in a few instances has the housing quality gap between Germans and persons of foreign origin narrowed. Nevertheless, the situation as a whole has improved for the second generation and migrant groups with a longer residence increasingly acquire properties of their own.

The number of migrant organisations and associations is tremendous, the majority of them being organised along national lines. They comprise associations with a religious background, sports associations, socio-cultural organisations and numerous locally operating groups, for example parents’ associations with specific aims such as providing educational support and special tuition, organising sporting or cultural events, or simply maintaining local civic centres. As they respond to the needs of immigrants and work towards articulating and furthering their interests, they also fulfil further functions, such as providing a sense of belonging or home to the immigrants and making them feel protected. In Germany, the most conspicuous of these associations are Turkish associations, as Turkish nationals form the largest group of third-country nationals in Germany.

Sport has also been ascribed major significance for the integration of immigrants. Football in particular is the sport where most contacts between Germans and immigrants occur.

Especially in large cities, many clubs have only been able to maintain their teams and organisational structures by including young migrants. In these cases, sport also fulfils an integrational function for migrant parents, who, through the membership of their offspring, also participate in the community life of these clubs.

All economic migrants have access to free health care (as long as they are not illegal). For migrants with very low German language skills it's sometimes difficult (especially in rural areas) to communicate with doctors and nurses.

➤ **Difficulties and solutions related to technical vocabulary**

Minimum knowledge of German language is a precondition to be successful on the labour market and a key element for integration.

All companies in our survey stated the importance of minimum knowledge of the German language. In building sector the focus is more on speaking and understanding, for the cleaning sector companies focus more on reading and writing skills (there are a lot of written instructions, labels, sometimes even short protocols to be filled out). Migrants in cleaning sector often work alone or with a group of other migrants (mostly from the same origin country), communication takes place in the mother tongue. In building sector you mostly find working teams consisting of mainly German workers. Therefore it is important for migrants to understand their German colleagues.

Foreigners who are newcomers to Germany, they do not have an adequate command of the German language, live in Germany permanently and have been awarded a residence permit for the purposes of taking up work or for the purposes of family repatriation or for humanitarian reasons are entitled to attend an integration course.

According to the nationwide integration programme for migrants are offered the following types of courses:

General integration course consists of 600 teaching hours, plus 30 hours of orientation course. After achieving 630 hours, participants can take part in the exam in order to receive the certificate of knowing German language on the level B1.

For those who can not participate in general integration courses because of family, religious, cultural or geographical reasons, are available other types of courses:

The literacy course

Literacy courses are aimed at immigrants who cannot read or write (using the Roman alphabet or in general) adequately or at all. The target groups are: primary illiterates (without any reading or writing skills), functional illiterates (more or less primary illiterates with too little education to attend a general integration course as they do not yet have adequate skills in reading/writing), attendees acquiring a second alphabet (already adequately literate in a non-Roman script).

The literacy course is aimed in improving participants' social integration skills by using self-supporting and sustainably-focused teaching methods and acquiring German language skills to the level of elementary language use (in accordance with CEF), usually a maximum of A2 on the literacy course. Attendees who were able to transfer to a general integration course can aim for a level from A2 to B1.

The intensive course

The course is a special integration course designed for people who learn particularly quickly. It include 430 hours with orientation course. Participants on the intensive course should attain the B1 language level of the Common European Framework of Reference.

The support course

The support course is aimed at immigrants who have been living in Germany for a while, and who because of their rudimentary knowledge of German need special support, and who are not expected to achieve the course objective (language level B1) within the 600 hours of tuition. This target group often has a so-called fossilised use of language which deviates significantly from standard usage. More simply expressed, this means that German is used incorrectly. The aim of the support course is to relearn the language to achieve standard usage. There are 945 lessons available for this purpose. A support course is currently being designed that directly addresses the problems of the target group.

The courses are not compulsory, but in case of looking for a job especially office job, Employment Agency requires a certificate of German knowledge on the level B1.

List of useful contacts with relevant national organisations

Bundesministerium des Innern

(Federal Ministry of the Interior)

Alt-Moabit 101 D

10559 Berlin

Poststelle@bmi.bund.de

Bayerisches Staatsministerium des Innern

(Interior Ministry of Bavaria)

80524 Munich

Poststelle@stmi.bayern.de

Beauftragter der Bundesregierung für Aussiedlerfragen

und nationale Minderheiten

(Federal Government Commissioner

for Matters Related to Repatriates and National Minorities)

Parlamentarischer Staatssekretär

Dr Christoph Bergner (MdB)

Alt-Moabit 101 D

10559 Berlin

aussiedlerbeauftragter@bmi.bund.de

www.aussiedlerbeauftragter.de

Bundesamt für Migration und Flüchtlinge

(Federal Office for Migration and Refugees)

Frankenstraße 210

90461 Nürnberg

Poststelle@bamf.de

www.bamf.de

Beauftragte der Bundesregierung für Migration, Flüchtlinge und Integration

(Federal Government Commissioner for Migration,

Refugees and Integration)

Dr Maria Böhmer (MdB)

Alexanderplatz 6

11018 Berlin

www.integrationsbeauftragte.de

Deutsches Institut für Menschenrechte

(German Institute for Human Rights)

Zimmerstraße 26/27

10969 Berlin

www.institut-fuer-menschenrechte.de

Antidiskriminierungsstelle des Bundes

(Federal Anti-Discrimination Office)

Alexanderstr. 1

10178 Berlin

Telephone: +49 30 185 55 18 65

Telefax: +49 30 18 55 54 18 65

www.antidiskriminierungsstelle.de

E-Mail: poststelle@ads.bund.de

Links

www.bmi.bund.de

www.bamf.de

www.integration-in-deutschland.de

<http://www.berlin-institut.org>

http://www.oecd.org/infobycountry/0,3380,en_2649_37415_1_70366_1_1_37415,00.html



Culture et Citoyenneté Européenne pour l'Employabilité

COUNTRY ANALYSIS FRANCE

April 2009

Introduction

We did not identify significant differences between the two professional sectors. The answers are thus presented together and only the points specific to each sector will be indicated at the end of the document.

➡ Flow of migration information about our country

Concerning all activity sectors:

In France, there is no legal term defining ethnic minorities, and **it is forbidden to compile statistics on the subject**. So it is very difficult to have a precise idea of their numbers; this has been a hotly-debated issue in civil society and in the political world for a number of years:

‘France does not recognize notions of minority rights, and official recognition of minority groups or group rights are considered incompatible with the Constitution and the principles of the French Republic, which gives priority to individual rights, equality, unity and universality. In the report presented by France to the Economic, Social and Cultural Rights Committee in 2007, the government made the following statement:

“The French Constitution defines the nation as composed of individuals with equal rights: **“France is an indivisible, secular, democratic, and social Republic. It ensures the equality of all citizens before the law, without distinction as to origin, race, or religion.”** (Article 2)

There is no official statistics concerning the distribution of migrants by professional sectors in France. Any information relating to ethnic origin or nationality would be regarded as discrimination according to the law. The only resource is ACEMO investigation and INSEE statistic.

The annual census surveys carried out by INSEE (National Institute for Statistics and Economic Studies) in 2004 and 2005 established at about 5 million the number of immigrants in France in the middle of 2004: **4.9 million immigrants are resident in the metropolitan area, this figure representing 8.1% of the population.**

The study shows that the male/female ratio has now equalled out with male workforce immigration giving way to female immigration after 1974. Immigrants from Africa and Asia are more numerous than in the 1999 census whereas numbers of Spanish and Italian immigrants have fallen.

The main countries of origin are still Algeria, Morocco and Portugal. The INSEE study also points out that 60% of immigrants are to be found in three metropolitan areas: almost 40% are resident in the Ile-de-France region (where 1 out of every 6 inhabitants is an immigrant), 11% in Rhône-Alpes and 9% in Provence-Alpes-Côte d'Azur.

Source : INSEE, Catherine Borrel, INSEE Première n° 1098, août 2006, www.insee.fr

Population by nationality				
		Proportion of the population		
Year of census	Population (in thousands)	French by birth (%)	French by acquisition (%)	Foreigners (%)
1st January 2005	60 825	90,0	4,3	5,7
Area covered: metropolitan France.				
<i>Source : Insee, censuses of the population.</i>				

The acquisition of French nationality varies appreciably according to country of birth. If we take the fifteen most representative countries of origin, the rate of acquisition is greater than 50% for Italy, Spain and Poland, which are the three big immigration countries of the past; this figure reaches 78% for Vietnam. At the opposite end of the scale are China with 18% and Mali with 21%; these countries are more recent in terms of immigration; and last, a European Union member country, the United Kingdom (12%). (Source INSEE)

Until 1982 Europe is the principal continent of origin, (57,3%) then Africa (35,9%) of which mainly the Black Africa whereas the Maghrebians remain stationary, finally Asia (11,4%) often with the statute of refugees or request asylums of which Turks and Sri Lankais

They come from :

	1994	2000	2001	2002	2003	2004	2005
15 member European Union (1)	47,697	43,282	42,552	42,744	42,085	40,000*	40,000*
New member states (2)	2,276	3,313	3,932	4,242	4,426	3,217	2,876
Other European nationalities (3)	11,243	15,316	17,526	20,036	21,286	23,168	24,406
Africa	34,748	64,181	78,753	94,317	101,658	100,567	95,309
Asia	13,123	21,001	25,234	29,027	30,346	29,310	29,274
America	9,797	12,776	14,083	14,682	14,958	14,917	14,941
Other	679	558	614	659	638	684	756
All nationalities	119,563	160,428	182,694	205,707	215,397	211,863	207,562

The **unemployment** rate among the new immigrant population is 29%. Those new immigrants who do find work are less often in skilled, qualified jobs. Many posts are occupied by civil servants who have transferred from other French regions. Difficulties in obtaining qualified employment depend a lot on where the new immigrants come from. Although only 18% of new entrants obtain qualified work, this figure rises to 43% amongst people from northern Europe, particularly in the sectors of health and education. Eastern European nationals are often found in the Army; three regiments of the Foreign Legion are situated in Languedoc Roussillon.

There exist particular agreements concerning seasonal work between France, Poland, Morocco and Tunisia. This relates generally to the agricultural and **building** work. These contracts are signed for 6 or 8 month each year. Concerning Poland workers there is a Labour Office in Warsaw and ANAEM office in Poland.

Migrant's representative organisation (particularly on job sector)

- The **Ministry of Immigration, Integration, National Identity and Co-development** was set up in 2007
- the **Ministry of Employment, Social Relations, Family, Solidarity and the urban sector**
- **OFII** : French Office for Immigration and Integration
- **ACSE** is the National Agency for Social Cohesion and Equal Opportunities
- **Labour Union**
- and many Associations (non profit organisations linked with political part, religious, social, territory etc.)

➤ Difficulties and solutions related to work environment

1 **Women** - representing 49% of immigrants who arrived between 1990 and 1999 – have relatively low rates of employment (34%). North African women make up a relatively homogenous group. They have often come to join other members of their family and 68% of them are not in employment and have a low level of education; 28% of them left the education system after primary school in their country of origin. Those who have a job are generally to be found in the health, home help, catering and house-cleaning sectors.

Women working in the cleaning sector enterprise must adapt their schedules of family with the work hours : very early the morning and late the evening. Except they work at private individuals.

Very few women work in the building sector in France.

3 **Language** . This key element of the « contrat d'accueil et d'insertion » is entirely free and corresponds to the needs of each beneficiary as identified at the ANAEM reception points by an approved institute. The prescribed training can be up to 400 hours, depending on the objectives that are fixed. Once the decision has been taken, this training is compulsory, but care is taken to ensure a certain flexibility especially as regards proximity to the migrant's home, adaptation of the approach to identified needs (basic skills training, French as a foreign language, French for speakers of other languages etc.), a flexible approach as to how intensive the training should be (long-term, semi-intensive, intensive) or in the timetabling (evenings or Saturdays are proposed). From 2007 on, training given in the framework of the CAI will qualify for the 'DILF' diploma (first French language diploma). In the majority of cases the person have a better command in oral language than in reading or writing. This limits the possibility of using written tools for guidance as well as software without sound wired. Set up of tests to obtain training courses. These tests are not adapted to the migrant populations which do not develop the same logical process or of comprehension of the problems.

The problem of the language is more important in first step of guidance and job proposal by the administrations or Labour Office employers which see a barrier than for the companies which seek more of the technical skills (particularly in the building sector where writing and reading are not so required).

It appears more difficult to work in the cleaning sector without language knowledge because there are more written instructions, labels of products, proportioning, precise technical vocabulary etc.

4 **No knowledge of the labour market.** Regarding professional guidance, interviewed persons have no idea at all about existing jobs in France except from those generally dedicated to unqualified persons (cleaning, housekeeping, cooking, etc.). All the persons told us about their lack of knowledge of the labour market and job research methods. They point out that Labour office never gets in touch with them and never offer them job proposals. Institutional in load of orientation and access to the formation of the representations which induce behaviours of exclusion; *those representations do not exist in the same way on the level of the employers* for which the technical skill precedes the oral expression.

5 **Rights and advantages** are the same ones for all the employees. In a company and social protection is identical. The problem is more in using foreign workers in “*not declared work*” particularly in the building sector, hotel restaurant. Migrants are very slightly represented in the trade-union organizations.

➡ Difficulties and solutions related to social environment

- Difficulties related to the **driving licence and car** possession are linked with employment possibility in the cleaning sector. There exist financial aids to obtain the licence, but only for the employees and the brakes with recruiting remain important.
- There exist **specific associations and networks** for the migrants but according to the countries of origins all do not take part in these networks and much remain isolated even when they live in districts with strong dominant of foreigners.
- The **exchanges between migrants and local population** depend much on the urban or rural territories and the origins. There exists a very old foreign population established in France since many years (Italian, Spaniard, Moroccan and Tunisian) which is integrated. It is different with new the migrants countries and seem more difficult (East Europe, Africa and Asia).
- All participants realized that their **social network** is mainly composed of relatives; They communicate very few with others inside their cultural community and within the city. Using telephone is very important in order to keep in contact with the family members still in their country. Or who have immigrated to a different country.
- Except negotiation between paid and employer it do not exist difference between migrant and native concerning the religion, the right s' applies same manner for all. Differences can be managed with planning, use of part time and teams organization.
- The **labour legislation** applies for all and the religion can be practised apart from the work place. Discriminations exist rather between North African countries and French than in a East West dimension.

➡ Difficulties and solutions related to technical vocabulary

- On the two professional sectors it seems that the **jobs are more specialized than in the origin countries** and more specific required technical skills. The employees are less polyvalent and must control precise techniques. It is the same concerning vocabulary.
- It appears very difficult to have a job without a **minimum knowledge in French language**; it is the same for natives. Professional branches on building, cleaning and agricultural sectors realize training for employers on literacy, reading and writing. They discover an important number of illiterate workers even French workers.
- 40% of those who are not native French speakers have serious difficulties with the written language, as opposed to 13% in the population as a whole. Mother-tongue is not the only factor - age of entry into France also has an influence. For those born abroad, the age at which they arrive in our country can be an additional handicap. The younger an immigrant is when he/she arrives, the less difficulty he/she will have.
- The OFFI offers each foreigner who has been authorised to reside long-term in France a Reception and Integration Contract with the State. By signing the contract the new arrival shows his/her wish to respect Republican principles; it allows him/her free access to a range of services: civics education, specialised social support when necessary, practical advice and information about life in France and, depending on his/her level in French, a language course to help him/her master the language quickly.
- In some departments OFFI organises meetings prior to the arrival of family members who have obtained a favourable decision from the Prefect; during these meetings, practical advice is given to families on how best to prepare for the arrival of other family members from abroad
- The ACSE agency supports a large number of actions in the area of employment. These can be business-creation projects, help for sponsorship measures or perhaps the special support

service to help highly-qualified young people of immigrant origin to find employment in the public or private sector

- The comprehension of the technical vocabulary is more important in the cleaning sector, however the building companies are very sensitive to the reading and the comprehension of the security instructions on which they are very controlled.

► **Specificity of cleaning sector**

- little full-time contract, generally equivalent contract semi time thus wages relatively low.
- shifted work hours, early the morning or late the evening
- work carried out often alone and requiring travel on the building site by its own means of transport
- direct relationship with the customer, communication and contact
- profession moving quickly, new methods and machines, use of chemicals products and hygiene or safety standards have to respect.
- very often required to read instructions or to write notes.
- important variety of tasks and jobs, working sites which can be very different, specialized companies in certain kind of activities (cleaning offices, houses, supermarket, industry etc.)

► **Specificity of building sector**

- team work
- no necessity to read and write for the simplest tasks, only security instructions but using pictograms
- travelling on the building site organized by the company
- seasonal work.

ANNEX

General situation in France

Definitions

Foreigner: *any person resident in France who does not have French nationality.*

Immigrant: *any person born with foreign nationality in a foreign country, living in France.*

Immigrant Population: *this is defined with reference to the two criteria of nationality and place of birth, and is made up of foreigners and persons who have acquired French nationality.*

French by acquisition: *a foreigner may, insofar as legislation allows, acquire French nationality; he/she would then become French by acquisition.*

Net migration, *estimated at 92,000 in 2005, is on a downward trend compared to 2004. France is one of the European countries where net migration contributes least, in relative terms, to population growth: migratory flow represented a quarter of population growth in 2005 as against four fifths in the 25 countries of the European Union (INSEE “Demographic situation in 2005”)*

Foreigners in France:

In the middle of 2004 there were 3.5 million foreigners living in France. Just under three million of them were born abroad, with 550,000 born in France.

Among the latter, 450,000 were under-18s whose parents were of foreign nationality and were born abroad.

The number of foreigners has increased since 1990, but the increase has been smaller than the rise in the number of immigrants whose numbers increased by 240,000. The number of foreigners aged 18 or over increased by an even smaller margin (+ 145,000)

Where can I find statistics about immigration in France ?

An immigration and integration monitoring body, the “Observatoire Statistique de l'Immigration et de l'Intégration” or “OSII”, was set up on July 2, 2004, at the instigation and under the auspices of the High Commission for integration or “Haut Conseil à l'Intégration (HCI)”. See <http://www.hci.gouv.fr/>

This consultative body is a think-tank with authority to make proposals, analyse existing statistical sources, selecting them for publication and making them meaningful; it uses unexploited or under-exploited statistical sources and suggests new areas of investigation.

Its mission is to:

- improve knowledge of statistics concerning immigration and integration, using data produced by the administration and research institutes;
- provide accurate information for use by the High Commission for Integration;
- participate in European and international groups working on migratory statistics;
- promote the circulation of statistics and encourage access to these; propose new lines of statistical research.

The INED or National Institute for Demographic Studies and the INSEE or National Institute for Statistics and Economic Studies also publish figures covering the same areas and one cannot fail to notice blatant discrepancies between the findings from these different sources. This may be clearly seen in the tables in this document.

How many are there?

The annual census surveys carried out by INSEE (National Institute for Statistics and Economic Studies) in 2004 and 2005 established at about 5 million the number of immigrants in France in the middle of 2004: 4.9 million immigrants are resident in the metropolitan area, this figure representing 8.1% of the population.

The study shows that the male/female ratio has now equalled out with male workforce immigration giving way to female immigration after 1974. Immigrants from Africa and Asia

are more numerous than in the 1999 census whereas numbers of Spanish and Italian immigrants have fallen.

The main countries of origin are still Algeria, Morocco and Portugal. The INSEE study also points out that 60% of immigrants are to be found in three metropolitan areas: almost 40% are resident in the Ile-de-France region (where 1 out of every 6 inhabitants is an immigrant), 11% in Rhône-Alpes and 9% in Provence-Alpes-Côte d'Azur.

Source : INSEE, Catherine Borrel, INSEE Première n° 1098, août 2006, www.insee.fr

Figures produced by INED (National Institute for Demographic Studies) give the total number of entries per annum into France based on data from the Interior ministry and from the Bureau of International migrations. The result was a net influx of 215,400 people in 2003(taking all nationalities together); there were less than 156,000 in 1998.

Two million immigrants of French nationality in 2004-2005

In the middle of 2004 there were 2 million immigrants of French nationality: this represents 40% of immigrants, compared to 36% in 1999: these are people who obtained French nationality through naturalisation or by marriage with a French citizen. This figure shows a rise of 407,000 on the 1999 one and corresponds to an average increase of 74,000 per annum. The number of foreign immigrants rose by 210,000 (+8%), with numbers reaching 2.9 million.

Women immigrants are more likely to have French nationality than men (42 % as opposed to 37 %). The large number of older women from Italy or Spain acquiring French nationality is a major factor in explaining this difference.

The acquisition of French nationality varies appreciably according to country of birth. If we take the fifteen most representative countries of origin, the rate of acquisition is greater than 50% for Italy, Spain and Poland, which are the three big immigration countries of the past;

this figure reaches 78% for Vietnam. At the opposite end of the scale are China with 18% and Mali with 21%; these countries are more recent in terms of immigration; and last, a European Union member country, the United Kingdom (12%). (Source INSEE)

How many arrive each year (estimates)?

France took in, on average, 128,596 immigrants per year between 2001 and 2005 (excluding EU citizens)

Permanent entries flow – Entries of foreign nationals in 2005

	Work-related migration	Refugees	Family Migration (including reuniting family members)	Other	Total flow
Europe (excluding CE et CIS)	1,639	1,922	3,007	430	7,220
CIS	300	3,397	2,848	681	7,226
Asia	2,618	2,891	14,924	2,963	23,396
Africa	2,977	5,008	67,102	10,570	85,657
America	1,285	473	7,299	2,804	11,861
Oceania zone	97	0	165	94	356
Total	8,920	13,770	95,389	17,813	135,892

	Permanent workers	Refugees	Family reunion	Other	Total

2004 figures	7,041	11,420	102,662	20,438	141,561
2003 figures	6,500	9,790	42,996	76,109	135,395
2002 figures	7,469	8,495	48,287	59,226	123,477
2001 figures	8,811	7,323	41,846	48,676	106,656

Sources : International migration bureau (OMI), French Bureau for the Protection of Refugees and stateless people (OFPRA), Interior Ministry.

Over the same period, the temporary entries flow (temporary work permit holders, seasonal workers, students, artists, asylum seekers...) was as follows:

Year	Flow
2005	115 887
2004	131 838
2003	130 053
2002	130 999
2001	108 675

This works out at an average of 123,490 temporary entries per year between 2001 and 2005

- Where do they come from?**

Until 1982 Europe is the principal continent of origin, (57,3%) then Africa (35,9%) of which mainly the Black Africa whereas the Maghrebians remain stationary, finally Asia (11,4%) often with the statute of refugees or request asylums of which Turks and Sri Lankais

- **What kind of activities do they pursue (work status, organised community groups, any other information that is available on the life of migrants)**

Among legal immigrants the main reason for settling in France is the reunification of families (95,389 persons concerned in 2005), next comes studies (accounting for 46,186 persons in 2005), then asylum, (42,578 persons in 2005) and finally, far behind these, comes employment.

To these figures must be added refugee family members and foreign visitors who obtain short-term residence permits of less than one-year.

- **What is the sex/age ratio?**

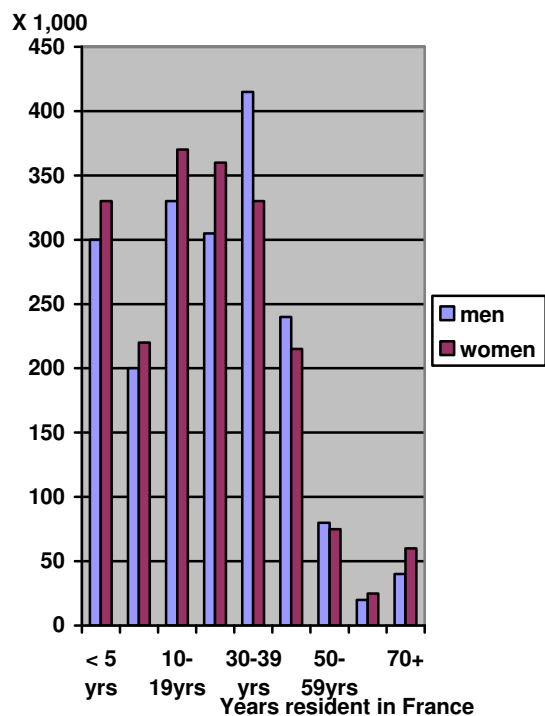
-

By the middle of 2004, women formed a majority among more recent immigrants (less than 30 years' residence in France), but they are still in a minority among longer-established ones.

There are fewer women than men among immigrants from North Africa, Turkey and Portugal.

This picture is reversed in the case of immigrants from South-east Asia who came in family groups following political unrest: among these immigrants, women are in a majority. And women from the older European countries of immigration (Italy, Spain and Portugal) now outnumber men because of the ageing of this population and the higher mortality among men.

Graph 2 – Immigrants by gender and length of residence



Field : Metropolitan France.

Source : Insee, annual census surveys of 2004 and 2005.

- What is their employment situation?

Distribution of immigrant working population according to socio-professional category and gender : 2007 figures

As %

Socio-professional category	Distribution of immigrants by category			Proportion of immigrants in each category		
	Men	Women	Total	Men	Women	Total
Farm manager	0	0	0	1	2	1
Skilled tradesmen, shopkeepers and company directors	11	5	9	12	9	11
Senior executives, higher academic positions	12	10	11	6	6	6
Intermediate occupations	15	12	14	6	3	5
Clerical workers	15	60	34	10	9	9
Blue-collar worker/labourer	46	13	32	11	11	11
Subdivisions : skilled workers	31	4	19	10	8	10
Unskilled workers	14	8	11	13	14	14
Total	100	100	100	8	7	8
Numbers (in thousands)	1,151	868	2019	-	-	-

Unemployment rates for immigrants according to gender and / age in 2007

expressed as
%

	Total	Of which		
		25 to 39 years	40 to 49 years	Aged 50 or more
Economically active male immigrants	13.5	14.6	12.2	12.1
Economically active males (non-immigrant population)	6.8	6.9	4.4	4.4
Total for economically active males	7.4	7.5	5.2	5.2
Economically active female immigrants	17.3	21.3	13.2	13.9
Economically active females (non-immigrant population)	7.8	8.5	5.5	4.8
Total for economically active females	8.5	9.5	6.2	5.6
Total for economically active immigrant population	15.2	17.5	12.6	12.9
Total for economically active non-immigrant population	7.3	7.6	5.0	4.6
Total for economically active population	8.0	8.4	5.7	5.4

Note : results expressed as annual average.

Figures cover metropolitan France, people aged 15 and over.

Source : Insee, Employment surveys from 1st to 4th quarter 2007

- **Distribution by age**

Numbers of immigrants are higher in the 25 to 75 age group

There is not a large number of young people among the immigrant population: by definition immigrants are not born in France, and few children are concerned by family reunion procedures – this measure is most often used by partners.

The older age groups are also under-represented. In the middle of 2004, 2% of under-15s and 7% of over-75s were immigrants (as opposed to 8.1% of the population overall). For the 30–59 age group the proportion of immigrants was 11%. This makes the age pyramid for the immigrant population distinctive: it widens gradually from the base upwards, the age groups then becoming less numerous from age 40 onwards (graph 3)

The age distribution of immigrant populations differs appreciably according to their origin, reflecting trends during different periods of migration. More than half those of Italian origin (54%) are over 65 compared to 4% of people from Sub-Saharan Africa. Among the latter, 21% are under 25, compared to 13% for the total immigrant population.

The increase in the numbers of migrants entering the country in the last few years has compensated for the ageing of the older, more established population. Contrary to the trend seen during the period 1990-1999 when average age increased by more than 2 years, the average age of immigrants between 1999 and mid-2004 remained stable (going from 45.1 to 44.9 years). Over the same period the average age of the non-immigrant population increased by one year (from 38.3 to 39.4 years).

- **.What is known about levels of education, work experience and so on?**

44.7% have no qualifications

20.2% have a basic secondary school education

20.9 % have a higher secondary school education

14.3 % have had a third level education

Distribution of immigrants and non-immigrants according to education level attained – 2007 figures

In 2007
(expressed as a
%)

Qualification	Total immigrants	Total non-immigrants	Total population
Degree or higher to first stage of tertiary education	14.3	12.6	12.8
Upper secondary education to first stage of tertiary education	6.4	11.8	11.3
Upper secondary education to vocational qualification	14.5	18.7	18.4
Vocational qualification	12.7	24.3	23.3
Lower secondary or basic stage of Basic education	7.5	12.2	11.8
Primary education or first stage of secondary education (no qualification)	44.7	20.3	22.5
No recognized level of qualification	0.0	0.0	0,0
Total	100.0	100,0	100,0
Numbers (in thousands)	3,520	36,097	39,617

Note : results expressed as annual

average

Figures cover metropolitan France, persons aged between 15 and 64.

Source : Insee, *Employment surveys 1st and 4th quarters 2007*

Statistic elements on cleaning sector

In 2006

68 % are French

11 % come from EU

21 % out of EU

Bibliography

INED - National Institute for Demographic Studies

Focus: population, demography, statistics

INSEE National Institute for Statistics and Economic Studies

www.insee.fr

PUBLIC LIFE

www.vie_publique.fr

OFFICIAL PUBLICATIONS

www.ladocumentationfrancaise.fr

Other web sites

DIV – Interministerial delegation for urban affairs

Focus: urban development policy, regional statistics, urban policy

DGEFP – Commission for employment and vocational training

Focus: vocational training, employment, regulations, work, common law

ANLCI – National agency to combat illiteracy

Focus: illiteracy, national and regional network

HALDE – Higher authority for campaigns against discrimination and for the promotion of equality

Focus: anti-discrimination campaigns

SDFE – Department in charge of women's rights and equality

Focus: women (common law)

EDUSCOL Ministry of education pedagogical site

www.eduscol.education.fr

Sites of associations and pressure groups:

MEN AND migration:

<http://www.hommes-et-migrations.fr/>

Gisti (immigrant information and support group)

<http://www.gisti.org>

France Terre D'asile (FTDA)(France country of asylum)

<http://www.france-terre-asile.org>

Cimade (ecumenical committee for displaced persons)

<http://www.cimade.org>

‘Génériques’ (Institute for research and cultural creation, specialised in the history and preservation of records of French and European immigration)

http://www.generiques.org/journaux_immigration.html

‘Les actes de l’histoire de l’immigration’ – online magazine - ENS Ulm

<http://barthes.ens.fr/clio/revues/AHI/index.html>

‘De quel droit’ (By what right’): a legal database dedicated to the rights of foreigners. This site is hosted by the Centre for civic initiative and the rights of marginalised persons (CICADE) and by GISTI (see above)

<http://dequeldroit.net>

Other links

Ministry of immigration, integration, national identity and codevelopment

www.immigration.gouv.fr

Ministry of employment, social relations, family, solidarity and the urban sector

www.travail-solidarite.gouv.fr

OFPRA - French Bureau for the Protection of Refugees and stateless people

www.ofpra.gouv.fr

HCI – High commission for integration and OSII – Statistical research institute for integration and immigration

www.hci.gouv.fr

ANAEM - National Agency for the Reception of Foreigners and Migration

www.anaem.fr

ACSE – National Agency for Social Cohesion and Equal Opportunities

www.lacse.fr

National centre of immigration history

www.hisoire-immigration.fr



Culture et Citoyenneté Européenne pour l'Employabilité

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INTRODUCTORY EXPLANATIONS

The report was based on two types of sources:

- ✓ research conducted in the framework of CCEE project
(12 respondents were interviewed [individual interviews] – 7 people from cleaning sector and 5 people from construction sector; for respondents profile see appendix 1)

- ✓ desktop research including analysis of migrants' fora
(fora for migrants were very useful to prepare the report; they make it possible to collect data about migrants' experience from more than 12 respondents included in the CCEE research; fora users gave a lot of useful and interesting comments which have enriched the final report; various secondary sources have been also analysed)

There are no separate reports for cleaning and construction sector as the research (both interviews and desktop research) proves that there are no problems typical for cleaning/construction sector and it seems migrants working in all sectors face exactly the same problems. Furthermore, there is no statistical data concerning the sectors separately. Desktop research and interviews prove there are rather characteristic features for target countries not for sectors – e.g. in Italy there is a social consent for illegal working while in Belgium it is impossible to be employed illegally (it is declared so by respondents and fora users), people migrating to Italy are mostly women etc.

COMPLEXITY OF POLISH MIGRATION

Migration flows in Poland are still largely outward and have increased steadily during the last decade and especially since the country's accession to the EU in May 2004. Nowadays this trend lasts as due to open borders and labour markets in EU countries, it is easier to work and live wherever you want. On the other hand, there are also other factors increasing migration

visible not only in Poland but in the whole world – widely understood globalization processes, technology development which makes travelling faster and easier, freedom of mobility, as well as social changes taking place in the world.

Polish migrants present a very complex set of migratory patterns reflecting the growing fluidity and ease of mobility within the European labour market. We can mention 3 broad categories of migration patterns: seasonal migrants, long term settlers and undecided. Some researchers mention circular migrants as a separate category. A very interesting typology of Polish migrants in UK was built by Drinkwater, Eade and Garrapich. Although their research dealt with Poles migrating to UK, the typology shows complexity of Polish migration and can be used to all Polish migrants, also those ones who migrate to other countries. According to them, Polish migrants can be divided into the following categories:

- seasonal and circular migrants who can be nicknamed ‘stork migrants’ (about 20% of respondents interviewed by Drinkwater, Eade and Garrapich) – these are rather young people who stay in UK for a short time, and concentrate in low paid sectors such as catering and construction predominantly in larger cities as seasonal migration bases.

people, who declared their length of stay as between 2 and 5 years. Nicknamed *hamsters* they represent a group which migrates in order to accumulate capital and come back to invest in property. The age group, which chooses this option most frequently, is the 46 years and above (reflecting the difficulties of that age group in the Polish labour market) – 16% of respondents.

‘undecided’ (42%) – people choosing the option “I don’t know” while answering the question about length of their stay in the target country. Educated people tend to choose this option. This reflects not only a degree of indeterminacy in these migration flows but also a strategy of what we call “intentional unpredictability” where people choose to be open to all options that arise so as not to restrict their life plans by fixing into it a specific time frame.

‘long-term settlers’ (22%) – people having been in UK for some time and considering possibility of settling permanently there.

Researchers mention also a category of ‘target earners’ which is a little bit similar to ‘hamsters’. Target earners are people who migrate to realize one of their life stages which can be e.g. starting a family, entering the labour market, buying a house etc. In consequence the length of their migration depends on external factors.

REASONS FOR MIGRATION

Financial reasons and unemployment in Poland are the main motives driving people to migrate from Poland. They are fed up with Polish reality and do not want to worry about paying the bills any more. That was the reason for migration the most frequently mentioned by forum users and respondents interviewed as a part of CCEE project. They say that even if they earn little comparing to other settlers it is still enough to buy food, pay bills, the rent for the flat and save money. Still, they can afford seeing the city or going to the pub or spending their free time in any other way.

However, younger respondents and those with higher levels of education are more likely to stress non-financial factors like “easier to live abroad” and “personal/professional development”. According to the survey conducted by Centre for Research on Nationalism, Ethnicity and Multiculturalism the other motives are: “getting away from political and economic situation in Poland” and “better future for children”. The authors of the report stress also the fact that non-financial reasons are much more likely to be chosen by younger people with higher education. Only 55% of people below 24 chose the financial reasons as opposed to 83% of those above 46 years of age. Therefore, it should be emphasized that motivation of Polish migrants leaving their homeland is complex and dependent on age and education – younger and educated migrants stressing the will to live in a foreign country, language acquisition, making friends and living in a global city. Analysis of forum for migrants prove it.

Finally, for many people migration is a way to learn how to be self-reliant. In Poland, single people (being around 25 or more) often live with their parents even if they have a job. They cannot afford renting the flat themselves as their salary is much too low. When going abroad they have no possibility of living with parents any longer. They have to look for the flat and a

job. A few respondents and fora users say that they decided to migrate to learn how to survive and deal with every day situations and problems without help of their parents.

MIGRATION STATISTICS

Due to Polish migration complexity it is very difficult, if possible at all, to estimate Polish migration. Furthermore, contemporary migrations differ a lot from traditional migration understood as one-time movement and settling abroad. New forms of migration (e.g. seasonal migrations) are very difficult to capture in numbers.

Seasonal migrants, long term settlers, circular migrants and undecided ones present absolutely different profiles and motives to migrate from Poland and therefore can not be treated in the same way in statistics. Estimating the scale of migration is difficult for any other country for the same reason. It seems that statistical knowledge and practice cannot keep up with recent mobility processes. Graeme Hugo calls it a “permanent settlement paradigm”. He says that most data on international migration is anchored in a permanent settlement migration paradigm and we should rethink our data collection systems regarding migration flows that often fail to capture non-permanent migrations. Little is known about migration which relate to temporary residents. The findings of much of the existing research based on permanent settlement are not relevant.

Official migration statistics differ from a real migration scale as they concern only people who left Poland with intention to settle permanently abroad and notified the authorities about departure from the place of permanent residence. They do not include e.g. seasonal migrants (who comprise a significant part of Polish migration), not even saying about people working abroad illegally. In practice, official data about migration does not say a lot about recent migration from Poland.

According to the latest National Population and Housing Census (as of 20 May 2002) in 2002 there were 785 thousand Poles staying temporarily abroad (1,8% of the Polish population). This data do not fully reflect migration scale as in fact Polish migration is much larger. Data

about the Poles working abroad differs a lot, depending on the source and fluctuates between 800 thousands (the number of work permits issued during the last 2 years) and 2 mln (when taking into account also people working illegally). Below, there are estimated numbers presented. These are data from Central Statistical Office (based on numerous and diverse sources – national and foreign ones, e.g. data from Ministry of Labour and Social Policy, Economic Activity of Population Research, data from the latest National Population and Housing Census (2002), data from UK Home Office, national Statistical Offices etc.)

Table 1. Population absent due to departure abroad for temporary stay by countries of stay – ESTIMATES (as of end of year) – in thousands.

country of stay	2002	2004	2005	2006	2007
	in thousands				
Total	786	1000	1450	1950	2270
Europe	461	770	1200	1610	1925
of which:					
Austria	11	15	25	34	39
Belgium	14	13	21	28	31
Cyprus	-	-	-	-	4
Denmark	-	-	-	-	17
Finland	0,3	0,4	0,7	3	4
France	21	30	44	49	55
Greece	10	13	17	20	20
Spain	14	26	37	44	80
Ireland	2	15	76	120	200
Netherlands	10	23	43	55	98
Germany	294	385	430	450	490
Portugal	0,3	0,5	0,6	1	1
Czech Republic	-	-	-	-	8
Sweden	6	11	17	25	27
United Kingdom	24	150	340	580	690
Italy	39	59	70	85	87
Norway	-	-	-	-	36

The reasons for choosing the above mentioned countries are:

- convenient geographical location (Germany, Austria, Czech Republic),
- convenient communication routes (UK, Germany, Netherlands),
- good situation on the labour market (Norway, Ireland, Austria),
- Polish migrants clusters existing in some countries (UK, France)

For more statistical data, see appendix 2

MIGRANTS' PROFILE

Changes in migrant's profile are one of the recent trends in Polish migration. A typical Polish migrant:

- is a young person (data from the latest National Population and Housing Census as of May 2002 show that 40% out of 800 thousand respondents are under 30 years old and over 50% of respondents are under 35; female migrants are younger than male migrants; short-term migrants are younger than long-term migrants),
- has no children,
- comes from less urbanized areas – small towns and villages (which can be explained by lower unemployment rate in big cities),
- works not only in a big city but also small cities, towns and villages,
- is quite well-educated,
- usually takes a job which does not require high level competences (e.g. farmer, waiter/waitress, construction worker, chambermaid, cleaning ladies, etc.) or a job requiring narrow competences (e.g. chest surgeon, tile-layer, massage therapist, etc).

On the other hand, it should be remembered that each target country has its own specificity regarding migrants coming there – e.g. typical for Polish migration to Italy is a very high rate of female migrants – it constitutes 75% or 90% (in southern Italy), which can be explained by the fact that the most popular job taken up there by Polish migrants is a kitchen maid or any other form of domestic help.

RECENT TRENDS IN POLISH MIGRATION (after 1 May 2004)

The most important and characteristic features of Polish migration are the following:

- ✓ a labour migration is dominant; Economic Activity of Population Research shows that 80% of people living temporarily abroad go there for economic reasons,
- ✓ temporary/seasonal migration (lasting for less than 12 months) is dominant; Economic Activity of Population Research shows that 60-70% of people migrate abroad for less than 12 months. On the other hand, it should be emphasized that in some cases temporary stay can become permanent settling (especially in UK and Ireland),
- ✓ change in migration target countries – Germany are no longer a top country and is replaced by UK and Ireland; furthermore, countries of southern Europe gain more and more popularity among migrants, as well as Scandinavian countries,
- ✓ Polish migrants are getting younger and younger (in 1997 the rate of people between 18 and 34 was 48%, in 2002 - 63% and in 2006 - over 70%),
- ✓ Polish migrants are more frequently well-educated; more and more highly skilled people leave Poland,
- ✓ despite high skills, Polish migrants usually take up low-paid jobs which do not require their skill, education or professional experience,
- ✓ increasing mobility of small cities inhabitants and village inhabitants,
- ✓ migrants networks play important role in migration; they are excellent channels/sources of information for migrants and migrants-to-be, minimize the risk scale while migrating, reduce the cost of migration and shape geographical and structural migration patterns; the network are more frequently based on friendship than family relations (one of the respondents say that in Omagh, where she was temporarily living, there were many migrants from a Polish city Elk – such an Elk “cluster” was the result of migrants network existing in Omagh; at the beginning there were only a few Elk inhabitants but they fixed up more and more fellow city people with job in Omagh and finally such a network appeared),

- ✓ changes in mobility mechanisms – migrants networks are still the most effective and the most frequently used „tool” supporting mobility but on the other hand, recruitment activities have developed; they do not necessarily have to be institutionalized but using labour agencies is very common; due to technology development (e.g. the Internet) and growing foreign language skills of migrants people more frequently look for a job themselves (not being helped by other migrants or labour agencies), before they migrate.

LIVING AND WORK ENVIRONMENT

Polish migrants usually leave Poland with a friend or relative or alone but join a friend or relative at a spot. Their choice of target city often depends on the place where their friends live. It is much easier to join them as they do not have to look for a flat or can do it later, when they have a job. In such a situation they have support at the beginning of their migration.

Polish migrants usually live in the neighbourhood of other Poles or migrants from other countries and usually a few of them rent a flat together as it is much cheaper. None of the respondents complain about relations with neighbours – neither native people nor other migrants.

For most respondents it did not make any difference what job they will get. The most important for them was realizing their plans concerning migration – earning money, language skills improvement etc. The type of job was not important especially for students whose migration was quite short (on average 6 months). While leaving Poland they were ready to take up even the jobs below their competences and skills. Only 4 respondents migrated from Poland being sure what they want and will do while being on migration. They all took up jobs in construction sector.

A few respondents were fixed up with a job by friends or relatives who migrated before them. Others found it themselves (e.g. putting up adverts in different places, sending CVs to

different companies/institutions) or in labour agencies or job centres. All respondents say that it is better to find a job oneself than being helped by agency as the salary is higher then.

All respondents worked at least 40 hours per week. Most of them worked more to earn as much as possible (often taking up two or three jobs – e.g. during a day working as a chambermaid and at night working in a pub). Relations with boss and colleagues from work were good. Nobody complain about it.

Respondents used mostly public means of transport to get to work. 2 people used taxis and 1 usually went to work on foot as a bus went every hour and it was too long for her to wait for it.

SOCIAL ENVIRONMENT

Although Polish migrants work a lot, they still have time to rest or do something not connected with their jobs. The most frequently mentioned ways of spending free time are: walking, shopping, visiting interesting cultural places, sightseeing, concerts, clubbing, sunbathing etc. All of them could afford going to a pub, cinema etc.

They mostly spend their free time with their Polish friends or other migrants but a few (knowing English very well) met natives in a pub or other place. Their relations with other migrants and natives were good. Most of them are in touch with their friends met while being on migration. On the other hand, a few respondents say that sometimes the company of Polish migrants was tiring as they were gossiping a lot, especially when it was a small city/town where they lived.

Respondents rarely met their colleagues from work in a pub or other places. Nobody complained about discrimination.

PROBLEMS ENCOUNTERED BY MIGRANTS

Neither CCEE research carried out in Poland nor desktop research present specific problems related to construction or cleaning sector. What is more, respondents interview as a part of CCEE project did not mention many serious problems. Some of the ones presented below are mostly based on the desktop research (including fora for migrants living presently abroad).

1. DESKILLING

A lot of Polish migrants, despite being well educated and even having HEI degree, take up jobs which do not require high level skills, at least at the beginning of their migration (which is called *brain waste*). They work in construction sector, hotel industry, as cleaning ladies, chabermajds, au-pairs etc. Depending on the research and target country the rates of such migrants fluctuate between 40% and 80%. As a result, migrants are in danger of deskilling and losing their competences. It leads to further consequences – worsening their situation on the labour market (a Polish one, as well as a labour market of their migration target country) and problems with finding a better job in future.

Such a „gap” between education and the type of job significantly influence migrants’ moods. Respondents complain about the fact that it was impossible for them to fulfill their professional ambitions while being abroad and their tasks were boring and tiresome and did not require any skills but only physical strenght. On the other hand, some of them agree that a good, understanding and tolerant boss who can appreciate their work can be a consolation for their frustration. One respondent, despite doing such tasks, was satisfied with his job as he had a wonderful boss. He was English and if his employees had to work extra hours he not only paid for that in a satisfactory way but also ordered food for them at his expense and gave them a lift while coming back home. On the other hand, not in all cases relations between migrants and their bosses are satisfactory or good and for some respondents it was humiliating to have a primary or secondary school graduate as a boss, even if their relations were good.

2. DISCRIMINATION

Polish media say a lot about discrimination faced by Polish migrants so it can be assumed it is a popular problem abroad. A few weeks ago media showed examples of discriminating Polish

migrants in Norway (e.g. lower salaries for migrants for doing the same jobs as Norwegians, dividing work canteens for area for Norwegians and area for migrants, writing offensive slogans on the toilet walls, etc.) Interviews, for analysis and results of CRONEM research prove the situation is absolutely different. According to Drinkwater, Eade and Garrapich (CRONEM report) Polish migrants are very happy with their reception by the British public. 90% of surveyed say that they have been received 'well' or 'very well' with only 10% stating that they have been received 'badly' or 'very badly'. Negative experiences are noted mostly by men in the older age group than females. Polish migrants interviewed as a framework of CCEE project declare they did not face discrimination while living abroad. The same opinion have for users. They even emphasize that due to multiculturalism of UK or Ireland people living there are more open for other cultures and more tolerant. On the other hand, respondents say that, being a migrant, it is difficult to get a good job (job requiring high level skills) as such positions go to native citizens. Some of them perceive it as a discrimination at work but on the other hand most Polish migrants say it is discrimination directed against migrants generally but not particularly Polish migrants. They explain that the same thing happens in Poland – e.g. Ukrainian migrants earn much less than Poles and usually take up the jobs which Poles do not want to take up. Similarly, respondents having worked in Germany, France and other countries did not report any events of discrimination.

3. FAMILY PROBLEMS

It should be emphasized that this problem was not reported by any respondents interviewed in the framework of CCEE project and has been included in the report as a result of desktop research.

Migration influence family relations especially when only one partner is abroad and the rest of his/her family (and children) stay in Poland. Person working abroad cannot take part in family events or upbringing children. Sometimes it can lead to worsening family relations or even divorce. Therefore, some migrants decide to take their families with them (usually some time after arriving in target country, finding a job, flat and earning some money) but it can lead to further problems (e.g. problems faced by children at school in a target country).

On the other hand, technology development make it possible to be in touch with a family staying in Poland (the Internet, mobile phones etc.). Still, e-mail or skype conversations cannot be a mother or father substitute.

4. DISHONEST LABOUR AGENCIES

A problem frequently reported by respondents and fora users are dishonest labour agencies. Some of them operate in Poland and migrants-to-be can find a job before going abroad. It is very convenient for them and when leaving Poland they have a feeling everything is done properly and the job and the flat are waiting for them. The reality is far from being true. At a spot there is no flat or no job or lower salary than it was promised.

There are also some dishonest agencies operating in target countries. Respondents complain only about the ones from UK. It is a common practice applied by them to cheat people when counting extra hours they worked. Many respondents were warned about it by other migrants and therefore write down the number of hours and extra hours they worked. It helped them to get their money back.

5. HEALTH SERVICE

Desktop research proves Polish migrants face problem when they want to see a doctor. Further problems appear while getting prescriptions from doctors as they usually advice to take *paracetamol*¹⁴ (for all types of complaints, starting from flue and finishing with toothache). According to respondents and fora analysis it concerns only UK health service. On the other hand, some migrants do not even try to get to a doctor as they do not know the formal procedures they should follow. They prefer to go to a pharmacy and buy a medicine recommended by a pharmacist. In UK medical aid is often reduced to prescribing or giving painkillers or putting on a dressing, even if the condition of a patient is a serious one. Respondent are kidding about UK health service and saying that their leading motto and slogan is: "Please, take *paracetamol*". On the other hand there are respondents who are

¹⁴ A popular painkiller

satisfied with health service and did not experience any problems in this area (but it should be emphasized that their complaints were not serious).

Experience with health service in other countries does not look much better. In Germany it is very expensive to go to the dentist or other specialists. Respondents working in Germany usually come back homeland to visit a doctor if the situation is serious. In case of UK, France or Sweden that would be more difficult due to distance.

Respondent working in construction sector in France had to visit a private clinic to have his ear and chin stitched (due to accident at work). At the clinic he was told that Polish and French side will deal with it and he will not need to pay. When he came back home there was an enormous bill waiting for him but he sent it to his boss and he agreed to cover expenses.

7. LANGUAGE PROBLEMS

Although many respondents come to target countries knowing the language (especially English), problems appear frequently. It occurs that even being good at English at school does not mean you are able to communicate in UK. Sometimes migrants need a week or two to get used to English spoken by native users but sometimes they just do not have enough courage to try to communicate. On the other hand, some respondents do not find the language necessary to survive abroad although of course helpful. It concerns mainly those migrants who live in Polish clusters (they can communicate with neighbours, other employees, in the shops etc. in Polish). Women working as chambermaids in the hotels even say that they would manage to complete their tasks without any language knowledge. Respondents who worked in UK emphasize that sometimes it is easier to hear Polish in the street than English.

No respondents attended language courses in the target countries as the dates were not convenient for them or they did not have time for that or they just did not need it.

Respondents declare that being on migration they learnt foreign language not only from native speakers in every day life situations but also studied phrasebooks, coursebooks etc. at home and looked for necessary vocabulary in the Internet.

All respondents agree that working abroad they learnt the language at least at a basic level or (if they knew the language before) they improved their language skills to a great extent.

8. PROBLEMS WITH FINDING A JOB OR A FLAT TO RENT

Leaving Poland, most respondents had a place to live in abroad – their relatives or friends' flats or flats found for them by someone living there (someone they know). Those who came abroad without any idea for a place to live in encountered problems while looking for it. Some of them were cheated by dishonest agent (usually fellow countrymen), e.g. they paid them money for renting a flat for a 2 or 3 months in advance and then were taken to this flat. Then an agent told them he/she would be back in a minute but did not come back. The real owner of the flat came back and informed them that it is his/her flat and it is not for rent. Migrant had no contract from the agent so was left with no money and no place to live in.

For some respondents it was also a problem to find a job. It took a month or more to get it.

9. PROBLEMS WITH FORMAL ISSUES (documents etc.)

The respondents do not know institutions supporting migrants in target countries. Only a few of them have heard about such institutions but could not say what they do exactly and have not used their help. Most of them think they give food or clothes to migrants or help in a financial way. However, respondents expect absolutely different form of support – help with settling formal issues. There are people who do it and it is very easy to find them. These are usually Poles who came to the target country some time ago and have managed to gain necessary knowledge to help others with formal issues. However, they do not help for free. People using their services have to pay for it.

10. LACK OF SUPPORT FROM OTHER MIGRANTS

A few respondents complain about lack of support from fellow countrymen. They say that if someone is not your friend you cannot count on him/her unless you pay for it. If you ask someone for help at work he/she will not do it as is afraid of losing his/her job. The situation is worse if you earn more than the person you ask for advice. The only exception seem to be students who come abroad for a short time and do not treat their jobs so seriously. They help each other, even if they are not close friends or relatives.

To sum up, for all respondents interviewed in the framework of CCEE project migration is a positive experience which can give a lot of advantages and new skills. First of all, language skills, self-reliant, meeting people and getting to know different cultures, earning money. It does not mean that all our respondents would be glad to migrate one more time but at least some of them would do it. Of course, there were good and bad days but nobody regretted his/her migration. It was different in case of foreign users. Some of them regretted leaving Poland. These were mostly the ones cheated by their fellow countrymen or labour agencies or divorced after coming back from migration.

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APPENDIX 1 – Respondents' Profile

respondent 1 – woman, 26 years old, HEI degree, target country: UK, cleaning sector

respondent 2 – man, 27 years old, HEI degree, target countries: UK, Belgium, cleaning sector

respondent 3 – woman, 22 years old, vocational secondary education, target country: UK, cleaning sector

respondent 4 - man, 22 years old, HEI degree, target countries: UK, France, construction sector

respondent 5 – man, between 25 and 30 years old, secondary education, target countries: UK, Italy, Germany, Belgium, construction sector

respondent 6 - man, between 25-26 years old, HEI degree, target countries: UK, Ireland, construction sector

respondent 7 – woman, about 26-28 years old, HEI degree, target country: Ireland, cleaning sector

respondent 8 – man, 24 years old, secondary education, target country: UK, cleaning sector

respondent 9 – woman, 29 years old, HEI degree, target country: UK, cleaning sector

respondent 10 - woman, 23 years old, HEI degree, target country: UK, cleaning sector

respondent 11 – man, about 45 years old, vocational secondary education, target country: Germany, construction sector

respondent 12 - man, about 40 years old, vocational secondary education, target country: Germany, construction sector

APPENDIX 2 – Migration Statistics

The tables have been compiled on the basis of:

- a) data on migration movements from registry units of gminas
- b) data from different institutions
- c) results of the National Population and Housing Census as of May 2002.

The data on emigration for temporary stay are the results of statistical survey, regularly conducted by the Central Statistical Office, on population absent due to departure abroad for temporary stay for above 3 months (until 2005 – above 2 months). The sources of this information are registry units of gminas (documents on notifications).

Table 1. Data on emigration (in thousands).

years	emigration (in thousands)
2000	27,0
2001	23,3
2002	24,5
2003	20,8
2004	18,9
2005	22,2
2006	47,0
2007	35,5

Table 2. Emigration for permanent residence by countries in 2006 and 2007.

specification	2006			2007		
	total	males	females	total	males	females
EMIGRATION	46936	27237	19699	35480	20874	14606
Europe	41221	24122	17099	31163	18517	12646
of which:						
Austria	853	465	388	785	435	350
Belgium	307	170	137	402	212	190
France	579	298	291	533	293	240
Spain	625	391	234	650	427	223
Ireland	2307	1670	637	2089	1644	445
Netherlands	925	529	396	1098	708	390
Germany	14950	7700	7250	13771	6873	6898
Norway	251	164	87	304	224	80
Sweden	595	326	269	487	285	202
United Kingdom	17996	11514	6482	9165	6453	2712
Italy	891	367	524	813	335	478

Table 3. Emigration for permanent residence by sex and age of migrants in 2006 and 2007.

age of migrants	2006			2007		
	total	males	females	total	males	females
emigrants	46936	27237	19699	35480	20874	14606
0-4 years	1283	666	617	906	467	439
5-9 years	1588	809	799	1252	631	621
10-14	1385	711	674	1229	642	587
15-19	3605	2767	838	3062	2465	597
20-24	9994	6693	3301	7615	5909	1706
25-29	9661	5452	4209	5692	3181	2511
30-34	4945	2660	2285	3470	1579	1891
35-39	3193	1581	1612	2595	1184	1411
40-44	3361	1812	1549	2699	1321	1378
45-49	2850	1550	1300	2427	1258	1169
50-54	2136	1148	988	1815	936	879
55-59	1277	648	629	1160	582	578
60-64	624	322	302	580	285	295
65-69	404	172	232	368	192	176
70 years and more	630	246	384	610	242	368

Table 4. Population temporarily absent above 3 months¹⁵ due to departure abroad¹⁶ by sex.

specification (year)	total	males	females
2000	15283	9518	5765
2005	31126	22384	8742
2006	50756	38274	12482
2007	72814	57826	14988

¹⁵ Until 2005 – above 2 months.

¹⁶ Persons for whom temporary absence has been recorded in the local registration offices.

Table 5. Population temporarily absent above 3 months due to departure abroad¹⁷ by sex and age in 2006 and 2007.

age	2006			2007		
	total	males	females	total	males	females
Total	50756	38274	12482	72814	57826	14988
0-4 years	681	343	338	988	506	482
5-9 years	922	479	443	1293	645	648
10-14	792	416	376	1125	568	557
15-19	2723	2269	454	3368	2898	470
20-24	22553	20031	2522	32362	29726	2636
25-29	11820	8707	3113	19116	15347	3769
30-34	4001	2274	1727	5650	3347	2303
35-39	1994	1073	921	2607	1428	1179
40-44	1510	768	742	1826	1015	811
45-49	1486	826	660	1708	935	773
50-54	1169	558	611	1445	767	678
55-59	656	317	339	805	394	411
60-64	237	113	124	296	140	156
65-69	109	58	51	102	56	46
70-74	53	24	29	61	30	31
75-79	26	8	18	33	15	18
80 years and more	24	10	14	29	9	20

Table 6. Population temporarily absent above 3 months due to departure abroad¹⁸ by sex and selected countries in 2006 and 2007.

¹⁷ Persons for whom temporary absence has been recorded in the local registration offices.

country of temporary stay	2006			2007		
	total	males	females	total	males	females
total	50756	38274	12482	72814	57826	14988
Europe	44964	34481	10483	66555	53596	12959
of which:						
Austria	947	710	237	1286	990	296
Belgium	526	327	199	775	534	241
Cyprus	139	119	20	146	128	18
Denmark	295	222	73	670	570	100
Finland	47	42	5	69	65	4
France	1256	868	388	1596	1169	427
Greece	414	264	150	477	304	173
Spain	1213	857	356	1742	1299	443
Ireland	4675	3962	713	8357	7229	1128
Iceland	153	116	37	334	260	74
Netherlands	3133	2637	496	4910	4257	653
Germany	9128	6655	2473	10716	8148	2568
Norway	509	423	86	1172	1035	137
Czech Republic	195	168	27	284	243	41
Slovakia	38	31	7	62	49	13
Switzerland	225	159	66	273	194	79
Sweden	598	431	167	947	741	206
Ukraine	61	36	25	76	60	16
United Kingdom	19276	15289	3987	30103	24854	5249
Italy	1950	1043	907	2309	1294	1015

¹⁸ Persons for whom temporary absence has been recorded in the local registration offices.



Culture et Citoyenneté Européenne pour l'Employabilité

COUNTRY ANALYSIS ROMANIA

April 2009

➤ Construction Sector in Romania



I.1. Working environment

In the past two years the construction sector in Romania has developed significantly, becoming a leader at the European Union level. Even in this situation, the 2008 increase of 26% in comparison with the previous year and the volume of 14,3 billion Euros reached, it represented a reduction in comparison with the period 2007/2006. Romania has reached this level even though there was a deficit of human resource. The economical crisis effects started to be noticeable beginning with the second semester of 2008, when the reimbursements of contracted works, especially from the contracts involving public funds, started to be significantly delayed and some projects have been postponed or cancelled by the investors.

In the first trimester of 2009, the labor force continued to decrease consistently. 20.000 employees lost their jobs and another 21,500 received the temporary social protection through the Social House of the Constructors organization - until 20.03.2009 (*Casa Sociala a Constructorilor*).

With reference to the **legal context** in the construction sector, it must be mentioned that a *specific general framework working contract (Contract colectiv de munca la nivel de ramura de Constructii pe anul 2008-2009)*, for the period 2008-2009, was elaborated by the Romanian Association of Entrepreneurs in Construction (ARACO) together with the General Federation of Trade Unions FAMILIA, the National Federation of Trade Unions in Construction Assemblage ANGHEL SALIGNY and the Federation of the Trade Unions from the Railway and Communication Channels Constructors from Romania. According to this document, the workers (with different educational backgrounds) from the construction area are employed based on an individual working contract, for an undetermined period, in which are clearly established the rights and obligations, the job descriptions, risks of the job and other details.

The minimum wage at the level of construction beginning with 01.01.2009 is established at 650 RON/month (around 160 Euros), for 170 working hours per month. It is higher than in the other sectors, where the regulations are for 40 hours a week and minimum 600 Ron / months. For the construction sector, the official regular work schedule is of maximum 10 hours/ day and the weekly work program cannot surpass 48 hours. The work conditions within the company have to assure the physical and psychical integrity of the employers. In this respect, the employer assures the rational organization of work for each job, by establishing tasks and responsibilities such as work norms. The employer must take measures for assuring regular work conditions, in order to prevent work accidents or professional decays. When establishing these measures, the main principle has to be the *“health and security assurance of the employer at the working environment according to the ISO standards”*. In order to improve the working conditions, in each such company or enterprise it is established a Committee for Work Security and Health (C.S.S.M.).

Regarding the **social security**, at the proposal of the Committee for Work Security and Health, the employer is obliged to allocate the necessary budget suitable for appointed expenses for work and protection equipment, for normalizing work conditions, for nourishment reinforcement, for medicines and hygienically materials. Also, in the respective budget it has to be included a specific amount for the medical examination of the employees, according to the legal context. Under legal conditions, the employer has the obligation to assure all the employees regarding work accident risks and professional decays and the employees' access to medical services.

Every year employees have the right to a minimum 21 working days paid holiday, representing not less than the value of the main salary and it has to be paid before at least 5 working days. The women renouncing to the maternity leave, are benefiting of the reduction of the regularly working time with 2 hours per day, without affecting the main salary and the work ancientness. The employees and the employers are obliged to pay contributions to the fond for the health and social insurance; in the employees case this contribution is established at 5.5% of the salary incomes where as in the case of the employers they have to pay a contribution of 5.2% of the total retribution fond.



I.2. Social environment

In the general framework of the working contract for the construction sector, for the period 2008-2009, it is stipulated the aspect regarding the fact that employers yearly have to prepare plans for educational training for the employees. They are obliged to assure the employees participation at these courses in the following cases:

- at least once/2 years for the companies with at least 21 employees and
- at least once/3 years for the ones that have under 21 employees.

Based on the information gathered during the interviews, construction companies deliver training to employees at the moment when they are employed and not very often offer a periodical preparation. All these stages of education at work are free of charge for the employees and are delivered either by the company itself or by subcontracted companies.

The Construction sector in Romania is very well represented by the *Romanian Association for Entrepreneurs in Construction* (ARACO), which is an organization that represents the economical and technical interests of the Construction sector. A relevant project of this association that is in process is untitled CALE - “Quality in Education”, CALE, that has as its main goal the development of human resources in the Construction sector, by developing, creating and implementing mechanisms and instruments in order to improve quality assurance in the process of *Continuous Professional Training*.

The *National Agency for the Labor Force Occupation from Romania* (ANOFM) is another reference structure that has as a main objective to increase the level of labor force occupation and to decrease the unemployment rate in Romania. Until April 2009, almost 5000 unemployed people will benefit of free courses of educational training, through the 248 programs organized. In this respect, a specific segment of the Construction sector will be covered by more than 300 persons trained in the field of masonry. Also, in the evidences of the ANOFM, it can be seen for the April 2009 period, over 11.000 new jobs offered for people with different educational background.

With respect to the legal and religious holydays, these are respected by each company or enterprise in this sector. For example, even if Romania is in its majority and Orthodox

country, the celebration of Catholic Easter is fully respected – usually with additional one free day (the Holly Friday), from the company. The legal one, usually the Monday, is also respected, even if, sometimes this creates breakdowns in the working process. For example this year the Catholic and the Orthodox Easter were celebrated one after another. These creates a slowing down of the working process, not only in the construction field, during almost 2 weeks.

I.3. Technical and vocabulary needs

In the context of technical and vocabulary aspects, there are specific needs for each working place / job related to the Construction sector. These needs concern the usage of the equipment and machines for the works inside the company.

In this respect, generally, the companies are offering preparation to employees through different courses of instruction. Also, the employees are prepared on the working place by the supervisor of the working point (seful punctului de lucru) regarding all the important things about each equipment and also the security rules specific to each of them. All the security rules are mentioned in documents of instructions and measures plan.

All the instructions that are made specific to vocabulary needs are free of charge for the employees.

➤ Cleaning Sector in Romania



II.2. Working environment

Generally, in Romania, the cleaning sector is considered to be at its first steps of development, as a specific area. The “cleaning lady” is well known as an unofficial but quite frequent job, practiced usually by women without a specific education, also in the old regime. Sometimes it was joined with responsibilities of baby sitter or cook, according to the family and house need. Also, quite often, this was the “city entrance” for the young girls from rural areas who, at their age of 14 – 16, were sent to “the city” by their families, to have a better life. Usually, the payment was not in cash, but “in kind” – house, food, clothes, sometimes a small vacation with the family, rarely a specific opportunity to continue their education.

Nowadays, more and more in this sector, on its unofficial part, there are women around their age of 45 – 60, who continue to practice this job as the main income source.

Regarding the “official” aspect of this sector, in the past, the cleaning component was a responsibility of the administration, in respect with the city, parks, streets’ cleaning and of each company, institution, enterprise, education unit, in respect of its offices, working areas, classes a.s.o. Many of these institutions had on their “organigrama” a special position of “service woman”, responsible with the cleaning. Also, often, the cleaning was responsibility of the employees, who had special schedule and shifts for this purpose. For example, as a student, one of the most unpleasant tasks was to be responsible, one day per months, with the cleaning of all the public spaces in the living building – halls, yard, stairs, and bathrooms a.s.o. Also, once a month, for 2 – 3 days, a group of student – in shifts, was responsible with the cleaning of the “cantina”.

Once the process of privatization started, 2 parallel processes begin:

- on one hand the new privatized companies wanted to spent less and less on the human resource and, usually, the first measure was to fire the doorman, the cleaning lady and other “auxiliaries”

- on the other hand, cleaning services become a subject of “subcontracting” services, with more motivating reasons for companies than an employees. So, slowly, cleaning companies, at the beginning with 2- 3 people and a vacuum cleaner as equipment, started to appear and function

In terms of the **legislative context**, the Romanian national legislation has no references regarding cleaning sector in particular. The legislation is the same like the majority sectors from the economy. The occupation of the *cleaning agent* is mentioned in the Romanian Occupations Code (COR).

The cleaning companies have also their legal working contracts with their employees. Until the reporting deadline, we did not find official statistics and relevant information regarding cleaning companies hiring migrant persons as employees. The context of immigrants is almost inexistent in terms of Cleaning Sector.

Also, there is no specific legal regulation regarding the insurance of employees. Some of the cleaning companies, based on the contractual negotiation, are insuring the clients’ assets, so the customers can be reimbursed for possible damages. The workers special insurance is not compulsory because it is considered that the workers from cleaning sector are not working with toxic agents that could damage their health.

In terms of specific **social** benefits for this sector, it has to be mentioned that there are no consistent social benefits for employees. Some of the companies offer food tickets to their employees or bonuses according to their results. The working conditions are considered to be not very not very hard and difficult, so the workers are not getting any social benefits of performing their job. The employees use machines and equipments which reduce the time of cleaning a space. Usually, when a team is going to clean a space, there is a person who coordinates the entire activity. As a general rule, the employees are not allowed to smoke and drink at clients home/office while they are doing their job. Most of the work in the field of cleaning is safe because the biggest part is done inside the rooms, offices. Most of the staff persons have frocks, gloves. There are also a small percentage of activities which are done outside the rooms/offices, to clean the windows of the buildings, where the workers are doing mountaineering on buildings. In often situations, experienced teams are hired for such purposes. For example, in each city where there is a Mountain Rescue organization, for many years the cleaning of high buildings was an additional and valuable income source for them.

There is no relevant information about the wages of employees from cleaning sector, apart of the compulsory minimum wages rates. The minimum wage of salary is between 150 Euros and 300 Euros, per month. Some of the companies hire new persons (inexperienced) for a probation period with a salary around 120 Euros. The minimum wage of an experienced worker in cleaning is about 180 Euros/month, for 8 working hours/day, 5 days a week.

The requirements for those who apply for this job are, generally: to be an organized person, availability of going outside the city to customers offices/homes, good communication skills, to be serious person, without identification criminal records, reliable, efficient in work, punctual. Some of the companies who want to employee new persons do not requires them to have their studies finished or higher education started. There is the possibility to work either part time or full time.

The majority of the companies are training their staff through internal trainings, because special curricula and special training programs do not exist yet on this field.

There are different forms of contracting such services:

- Permanent cleaning based on a contract
- Renting the staff for special events
- Cleaning at pre-established periods
- Urgent demands before and after party (with deadline for cleaning the space)
- Every time there is demand for different operations when is needed

The biggest number of demands is the holiday's period (Christmas and Easter) and the cleaning companies must hire supplementary staff only for this period.



II.2. Social environment - *No relevant specific information until now.*

II. 3. Technical and vocabulary needs

From the information received during the interviews, there are some technical aspects

Table 2 - Immigrants in Romania – Country of origin			
Citizenship	Total 2005	Total 2006	Comparison (%) 2005/2006
Moldavia	9,571	11,392	19%
Turkey	5,765	6,337	10%
China	4,393	4,974	13%
Italy	4,022	3,595	-11%
Germany	2,134	2,233	5%
USA	1,961	1,976	1%
Syria	1,874	1,929	3%
France	1,477	1,591	8%
Liban	1,262	1,321	5%
Ukraine	1,010	1,254	24%
Other countries	16,016	17,004	6%
TOTAL	49,485	53,606	8%

regarding the tools and the equipment used in the process of cleaning. Employers offer internal trainings for these equipments & usage, at the beginning, when a new person is hired. All the preparation is delivered by the company representatives and is free



of charge.

➤ Flow of migration in Romania – Construction and Cleaning sector

For the year 2008 the estimated number of immigrants in Romania, apart from the European Union states, is around 56,532 persons that legally staid in the country. At the end of 2006, in the Authority for Foreigners' evidences, there were 53,606 foreigners having the right to stay in Romania. In comparison with the existing situation at the end of 2005 – meaning 49,485 foreigners, it can be seen an increase with 8%. In correlation with the population of Romania in 2006 (of approximately 21,7 million people), the number of foreigners represents only 0,2%, which is quite law in comparison with other European states and also similar to 2005.

The origin countries of the migrants in Romania are mostly: Moldavia, Turkey, China, Italy, Germany, Ukraine and other countries. Significant increases occurred in the cases of Moldavia, Turkey and China.

From regional distribution point of view, the most populated regions are: *Bucharest, the South and Eastern part of our country*. The lowest level of migrants is represented in the *South-West* part of Romania.

Regarding the distribution by sex, according to the *National Institute of Statistics (NSI)*' data, the male population is mostly present among immigrants.

The immigrants come in Romania for different reasons: *studies, work, family members, commercial activities, teaching, others*. By level of education, according to the data of the last census (published in 2004), in 2002, out of 23.900 foreign citizens included in the program, aged 10 and over, in Romania for more than 12 months: 24% were higher education graduates; 1.5% were post-high and foremen schools graduates; 67.5% were secondary education graduates (47% high school and, 20.5% vocational school graduates); 4.8% had graduated primary education and 2.6% either had no schooling or had not declared any.

Work Permit in Romania

On September 1st 2006, according to information provided by DMS, the number of work permits granted to foreigners working in Romania totaled **5,302** with the following distribution by areas of activity: 31% trade, 29% productive activities, 21% in services. Out of the total number of permits, 29.9% were for managerial positions.

Working visas can be obtained from the Ministry of Labor and Social Protection based on a set of documents of employment, by a Romanian employer. The procedure has to be initiated before arrival in Romania, generally five weeks in advance. All foreign nationals need to apply for a temporary residence permit if they plan to stay in Romania for 120 days or more. It is required that foreigners, before making the trip, contact the office of the Ministry of Internal Affairs in the area in which they plan to reside.

As for a Permanent Residence Permit, the establishment of the domicile in Romania will be approved, upon request, by the head of the Authority for Aliens. The foreigner may establish his/her domicile in Romania if he/she simultaneously meet the following main conditions:

1. A temporary legal stay and continuous for at least:
 - (a) 3 years, in the cases of foreigners married with Romanian citizens;
 - (b) 6 years for the other categories.

2. During this entire period, he/she has acquired means of support as follows:

- (a) At least the level of the monthly average salary per national economy in the case of foreigners married to Romanian citizens;
- (b) He/she holds appropriate dwelling space;
- (c) He/she speaks Romanian at a satisfactory level.

The application for establishing domicile in Romania has to be submitted personally to the territorial units of the Authority for Aliens and has to be filled in Romanian language.

The term for solving an approval request for establishing the domicile is around 6 months as of the date of registration. The Permanent Residence Permit is usually issued for a period of 5 years and has to be successively renewed for the same period of time.

Taking into consideration the fact that the number of immigrants in Romania is yearly growing due to economical and social challenges, it is **estimated that the number will increase** with 15,000 – 18,000 foreigners for the period 2007 - 2010.

A report concerning the immigration risks in Romania, made by Soros Foundation, underlines the fact that Asian immigrants brought as labor force for the construction area, give to the Romanian employers the context to take advantage of their immigrants' status. The study details the main reasons that led to this situation, which are: the languages barriers as well as the inexistence of clear and specific information regarding their rights in our country. Often, they confront themselves with lower salaries than the ones promised by the employers, inexistence of a proper living and working environment.

Migrant's representative organizations on Construction and Cleaning Sector - there are no migrants' representative organizations in Romania on cleaning sector.

In the last years, the Romanian labor force has emigrated in different foreign countries, such as Austria, France, Ireland, Belgium, Germany, Spain or Italy, mainly because it has been created the context of receiving higher salaries than in Romania. In present, taking into consideration the economical crisis all over Europe, Romanian workers have the possibility to come back in the country and work here.

According to ARACO statements, the access for structural funds in the period 2008-2009 will generate an increase of the number of working place up to 500.000.



(Romanian Govt Tries To Call Back Migrant Workers)

The Romanian government created and periodically updated, starting with December 2008, a database of Romanian citizens working abroad, including the working conditions and the reasons for immigration, aiming to offer facilities for Romanians returning to the country, helping them open a business. The measures are included in the action plan for the return to the country of Romanian citizens working abroad. The plan of measures enacted by the Government refers to a system for the stimulation of return and professional reintegration of Romanian citizens, by granting facilities for the development of business, new job generators, including advice regarding access to European funding, assistance programs targeting the adaptation and integration of migrating workers and their families upon return to the country, retraining facilities and professional authorizations, as well as the stimulation of repatriation for highly skilled workers.

Financial implication of the Romanian working migration

Some two thirds of the money sent home by the Romanians working abroad comes from Italy and Spain and a study conducted by the World Bank reveals that the unskilled workers send more money to their country of origin than those highly educated. According to *Ziarul Financiar daily*, in 2005, an unskilled worker working in Italy sent home about 13,500 Euros while an university graduate sent from Canada only 374 Euros.

In 2007, the Romanian workers in Spain sent to Romania over 2 billion Euros, almost double against 2005, when they sent 1.18 billion Euros, according to data supplied by the Central Bank (BNR) presented at an international seminar on migration staged by the Institute of Economic Prognosis within the Romanian Academy. Ranking second in the classification are the Romanians working in Italy, who sent to their native country 1.3 billion Euros in 2007. The money sent by the Romanians from Italy and Spain accounts for 67% of the total amount, which in 2007 stood at 4.9 billion Euros.

Data of the Organization for Economic Cooperation and Development (OCDE) show that in 2005 the main contributors from abroad, namely, the Romanians working in Italy and Spain, also had the lowest education level. On the other hand, the Romanians in Canada have

the higher level of education, 53.9% of them being university graduates; they sent to the country 23 million Euros in 2005 and less than 20 million Euros in 2007.

The OCDE data also show that, at the end of 2005, some 560,000 Romanians were working in the main 12 favorite countries for migration: 139,000 people - U.S., 86,500 -Italy and 80,000 - Germany.

It is estimated that 3,4 million Romanians were working abroad in mid – 2007, approximately 1,2 million of them legally (ANBCC statistics). From the same source we find out that in 1990-1995, for most of the Romanian employees abroad was requested only a medium and elementary qualification. The majority of the emigrants were retired persons. Now, it appears a new kind of Romanian emigrant – young as age, with a good level of education, with a good income in his origin country. If at the beginning the main reason for leaving it was to obtain a good salary, now the main reason became a good career. An important attribute with regard of individual's capacity of being reintegrated by labor migration is knowledge of a foreign language. The proportion of those who worked abroad and declare that speak a foreign language at a good or very good level is surprisingly low, 19%. Some of them are probably speaking a language that was not helpful in the country they worked (e.g. German in Italy). So, more than 80% work abroad without speaking the local language.

The information sources for the Romanian working migrants are not very numerous. One of this sources, most probably the more frequently used, is the web site of the Ministry of Labor - www.mmuncii.ro. Visitors of this site are able to download information regarding the working conditions, recruitment regulations, social security system, legal context generally for employment for Sweden, Austria, France and Germany – country targeted by our project. This information is available in Romanian language and include:

- Free circulation of workers (Libera circulație a lucrătorilor) - according to Article 39 of the EU Official Document (EU Treaty)
- The right of stay in the target country
- The rights for family members
- The rights for cross-border workers
- Rights for social security
- Rights of equal treatment with the citizens of the respective country related to job access, work conditions and other social advantages
- Organizations where people can find out where and how they have to state their problems.

In the context of the European Job Mobility Portal (EURES) (www.ec.europa.eu) there are presented general information of the labor market in all the EU countries. In this case, there are presented for Austria, Germany, Sweden and France information that are accessible to Romanians that want to emigrate in one of these countries, such as:

- Life and work conditions - Austria, Germany, Sweden and France
 - Rules related to free circulation of workers
 - How to find a new job?
 - How to move in another country?
 - Work conditions
 - Life conditions
 - Social assurances
- Information regarding work market in all the regions of the each country
- How to find counselors in each of the country?
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Culture et Citoyenneté Européenne pour l'Employabilité

COUNTRY ANALYSIS SWEDEN

April 2009

Introduction

Analysis on current immigration trends and situation in Sweden.

Definitions in Sweden

Foreign-born: A person who is registered in the population register in Sweden but who was born in another country.

Foreign background: A person who was born either abroad or in Sweden but whose parents were both born abroad.

Swedish background: A person who was born in Sweden with one or both parents born in Sweden.

Immigrant: A person who moves from one country to another to reside there for a longer period of time, at least a year according to the population register in Sweden.

Refugee: According to the Geneva Convention, refugees are people who have well-founded reasons to fear persecution because of their race, nationality, because they belong to a certain social group, have certain religious or political views.

Period of stay: The total length of time a person has been registered in the population register in Sweden. To calculate the total length of time, the latest year the person immigrated is counted as zero.

The entry of immigrants to Sweden.

The biggest immigration for near 40 years was the year 2008/2009. Sweden's population grew to 9 259 000 persons, this according to the preliminary population statistic. The population will increase with 76 000 persons during the year, a lot due to a continuing immigration during the past year, 102 000 persons have immigrated, an increase with 2 percents compared with previous year. The biggest groups are returning Swedish citizens, followed of Iraqi and Poles. The number of Swedish citizens that move to Sweden are 12 percents higher during 2008 compared with previous year. Immigration from Iraqi, that still

is very high, has however decreased with 21 percents compared with the previous year. This year, 12 000 Iraqi citizens immigrated compared with 15 000 years 2007. This can to a certain extent be explained of a decreased number asylum seekers from Iraq

For ten years ago 11 percent of the Swedish population was born abroad. This proportion has ascended constantly since then and has been calculated this year to at least 14 percent. Among the abroad born 176 000 are from Finland and 108 000 from Iraq. 378 000 persons have two abroad born parents and they are born in Sweden. This group together with abroad born represent 18 percents of the entire population.

52 % of the immigrants are men and 48 % are women.

The size of the immigration depends of different reasons. One thing is the continuing of near relation to persons that has immigrated earlier. Also the numbers of asylum seekers are increasing. Moreover the continued trend with immigrants from the EU countries still is growing.

All in all 38 percents of all immigrated was non-Scandinavian citizens and got residence permit of family reasons. Of the non-Scandinavian immigrants had nine percents residence permit with the pursue work. Of these had more than a third Polish citizenships.

Folkmängd och befolkningsförändringar 2003-2008 (Population and change in population 2003-2008)

	2003	2004	2005	2006	2007	2008*
Folkmängd 31 dec (Population)	8 975 670	9 011 392	9 047 752	9 113 257	9 182 927	9 259 000
Kvinnor (Women)	4 529 014	4 545 081	4 561 202	4 589 734	4 619 006	4 654 000
Män (Men)	4 446 656	4 466 311	4 486 550	4 523 523	4 563 921	4 604 000
Invandring (Immigration)	63 795	62 028	65 229	95 750	99 485	102 000
Kvinnor (Women)	31 955	31 242	31 786	45 040	45 857	49 000
Män (Men)	31 840	30 786	33 443	50 710	53 628	53 000
Utvandring (Emigration)	35 023	36 586	38 118	44 908	45 418	44 000
Kvinnor (Women)	17 032	17 495	17 880	21 002	20 995	20 000
Män (Men)	17 991	19 091	20 238	23 906	24 423	24 000
Invandringsöverskott (Immigration net)	28 772	25 442	27 111	50 842	54 067	57 000
Kvinnor (Women)	14 923	13 747	13 906	24 038	24 862	29 000
Män (Men)	13 849	11 695	13 205	26 804	29 205	29 000
Folkökning (Population growth)	34 882	35 722	36 360	65 505	69 670	76 000
Kvinnor (Women)	15 333	16 067	16 121	28 532	29 272	35 000
Män (Men)	19 549	19 655	20 239	36 973	40 398	40 000

*Skattade värden Folkökning definieras som skillnaden mellan folkmängden vid årets början och årets slut.

Estimated values 2008 source: SCB (Statistic Sweden)

Immigration from the most common countries 2007

Medborgarskapsland (origin country)	Antal invandrade (number of immigrants)
Sverige	15 949
Irak	15 200
Polen	7 525
Danmark	5 097
Somalia	3 781
Tyskland	3 614
Rumänien	2 587
Finland	2 561
Thailand	2 548
Norge	2 395

There are considerable increases of numbers of asylum seekers in Sweden. In the year 2007 36 207 persons applied for asylum in Sweden. The number of new asylum seekers increased strongly compared with previous year, when 24 322 applications were registered. More than double so many men than women applied for asylum in 2007, 25 128 men and

11 079 women. Seen over the time has the number asylum seekers varied bigly. The peak during the last decades was reached 1992 then approximately 84 000 persons applied for asylum in Sweden. Over 80 percent came from Yugoslavia.

How many immigrants participated in the labour market

Every year the employment level decreases more for women than for men and the difference between women and men are greater among foreign-born people than among native Swedish people. The change in the level of employment (to 61 percent) for foreign-born women in 2005 is so great that it probably reflects a real improvement.

The length of stay in Sweden plays an important role; the longer the length of stay in Sweden, the higher the level of employment. Those who have been in Sweden for 20 years or more still have a lower level of employment than native Swedish people, however. The employment level for people who have lived in Sweden for a long time (over 10 years) is experiencing a downward trend. While those who have lived in Sweden for a shorter period of

time is, just as in many other Western European states, particularly vulnerable to business cycle fluctuations on the labour market.

Not only is length of stay in Sweden important but also region of birth. Since region of birth and length of stay correspond to a large extent, the categorisation by region of birth ought to also take into account how long people have lived in Sweden. This increase is particularly marked for those born in Asia or Africa. The employment level for women who have lived in Sweden for over 20 years is more than 40 percentage points higher than for those who have lived in Sweden for a shorter period of time. There is also a division on the labour market by region of birth. The level of employment among people born in countries in Africa, Asia or Europe outside EU15 is lower than for those born in other regions. Divisions by region of birth cannot be explained by differences in age, education or civil status.

The open unemployment level is higher among foreign born than among native Swedish people. Foreign-born men have the highest level of unemployment while native Swedish women have the lowest level of unemployment. The proportion of people in open unemployment decreased towards the end of the 1990s and was at its lowest in 2000-2001. Since then it has increased, particularly in the foreign-born group. The unemployment level has, however, decreased slightly for men since 2003.

The highest unemployment rate for foreign-born people is for those with a length of stay of max. 4 years, and in the age group 25–44. For those who have lived in Sweden for over 5 years, the situation is on a par with the national average, even if foreign-born women in the age group 25–44 have roughly the same unemployment rate as the youngest age group.

Source: The Swedish Integration Board, 2006

When total unemployment rates are going down, during a period of economic recovery, there is not the same decline for the group of foreign born nor for the group of disabled.

Another barrier for immigrants is the language in the country they are staying in, the native language.

In Sweden immigrants study native Swedish in an education form called SFI, Swedish for immigrants, with the aim to shorten the way to Swedish society, i.e. integration, labour market and the education-system.

The results from SFI aren't as good as expected, due to a various number of factors, to mention a few, what country does the immigrant come from, what kind of education-system, if any, does the immigrant come from, what level of education does the immigrant have and how high is the motivation to be able to integrate.

When measuring the results it shows that one out of three never get any grade at all even at the lowest level and in the two out of three that remains only half gets a grade in the highest level after three years of study. One year after finished SFI only one out of three have a job. (the definition of job in this situation is that the individual have worked at least one hour during November the same year)

Source: Statskontoret, Sfi-resultat, genomförande och lärarkompetens... (2009:2)

How many immigrants participated in the labour market?

Occupied (AKU), number of employed, born abroad, sex, age and year, in 1000:s			
	2005	2006	2007
employed			
abroad born			
total			
age 16-64	477.5	495.3	527.6

**Occupied (AKU), number of employed, born abroad, sex, age and year,
in 1000:s**

	2005	2006	2007
employed			
abroad born			
total			
age 16-24	41.7	42.2	48.8

**Occupied (AKU), number of employed, born abroad, sex, age and year,
in 1000:s**

	2005	2006	2007
employed			
abroad born			
total			
age 25-54	407.0	423.8	448.5

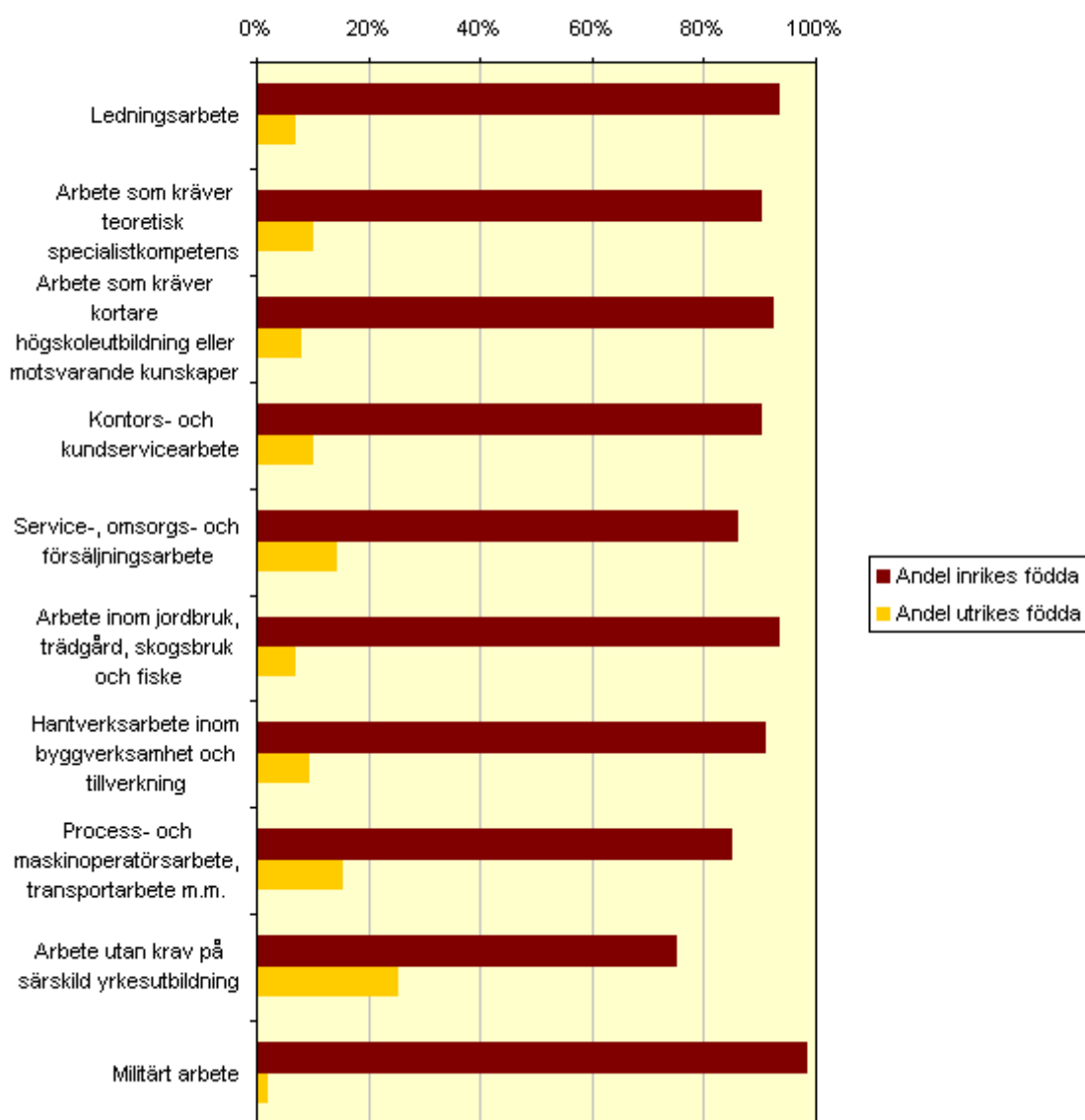
Source: SCB

Age 16-64 years**All together**

	Unemployed	thereoff		
		Longterm-unemployed	disabeld	foreign born
Avg 2003	222 982	48 684	19 245	
Avg 2004	239 163	58 832	19 338	53 255
Avg2005	241 393	57 133	21 707	56 064
Avg 2006	210 833	52 202	21 518	52 810
Avg2007	169 487	50 004	21 890	47 800
Avg 2008	150 284	36 573	18 535	47 760

Source SCB, 2008 (Statistics Sweden)

Andel utrikes och inrikes födda efter yrkesområden



Proportion of Born in Sweden and Born outside Sweden in different working sectors

Translation: Andel inrikes födda : Born in Sweden, Andel utrikes födda : Born outside Sweden.

Arbete utan krav på yrkesutbildning : Work without requirements of vocational education

Hantverksarbete inom byggverksamhet och tillverkning : Work in the Building sector

Service , omsorg och försäljningsarbete : Work in the service , care and sale work

➤ Guidance and counselling of economic migrants

Support for immigrants to enter the labour market and factors that helps immigrants to find jobs

There are several ways for immigrants to get support in their strive to enter the Swedish labour market.

The very first thing most immigrants enter is SFI, Swedish for immigrants, where they not only is to learn Swedish language, but also get information about Swedish labour market, Swedish society, school- and education system, healthcare, trade unions etc.

Other institutions working in this field is the social services office, that not only deal with social welfare but also in supporting individuals in building networks, discussions about education and suitable work etc.

The National Employment Office also deal with these issues in supporting immigrants getting closer to the labour market, using among other things vocational training, practical training on site, training in how to apply for jobs, validating knowledge and educations from their origin country.

The Swedish Integration Board is another institution dealing with issues in helping immigrants into Swedish society, mostly funding different projects aiming at helping immigrants to enter the labour market, and when doing so, being as prepared as could be.

Factors for immigrants finding jobs “easy” are, besides of language, depending on from which country they come, what social conclusion they lived in, the more similar to Swedish conditions the easier, education level and the possibilities of validation as close as possible to Swedish conditions.

Another thing to take into account is whether the immigrant has an existing network in Sweden, relatives who have jobs etc.

Then there is within all of the organisations special educated coaches, counsellors, personal advisers and other personnel that work with immigrants with the aim of making the immigrant self supportive.

How many work in the sector although over-qualified for the job?

There is no official statistic available for this question, but after interviewing officials from the National Unemployment Office it is quite clear that this is an existing phenomenon.

Since immigrants with higher education level often learn Swedish faster than those with lower education or no formal education at all, they also have better access to the labour market. This group of immigrants get jobs easier than the group with lower education level, but often jobs that don't match their education level.

Jobs in the restaurant- and cleaning sector are common among immigrants and often immigrants who are over-qualified. One of the problems is that it takes time to get their education certificates validated. After they have their certificates validated they have to undertake more studies, often several years, if they want to stay in their original profession.

In the cleaning sector the total employment rate was 50 602 people in 2007 (Statistics Sweden) and 25% were immigrants (9 890 people).

Jobs in the building sector, when referring to more qualified jobs, i.e. carpenters, plumbers, electricians, where you need a trade certificate, is more difficult for immigrants to get without undertake three years of trade education and after that a minimum of 1 650 work hours under supervision of a supervisor.

In the building sector the total employment rate was 178 780 people in 2007 (Statistics Sweden) and only 3% were immigrants (5 254 people).

We can't make any conclusions of these figures about whether employed immigrants in these sectors are overqualified or not.

What we do know is that it is more difficult to get a job in the building sector without the right qualifications and experiences as mentioned above, whereas the cleaning sector is more achievable for immigrants due to lower education demands.

➤ Building and construction sector

Difficulties and solutions related to work environment

Jobs in the building sector, when referring to more qualified jobs, i.e. carpenters, plumbers, electricians, where you need a trade certificate, is more difficult for immigrants to get without undertake three years of trade education and after that a minimum of 1 650 work hours under supervision of a supervisor. So the percent that works in this sector are very low only 3 %.

In a house factory (more like an industry) you don't need any education .but you need language skills because you need to understand rules, regulations, security regulations.

The problems are that it's very difficult to get a job in the building sector because of the education system and the language skills. Sweden have immigrants that can work in the sector but not have the certifications so they are working in the “ black market “ and this is a problem because of the low salary and they are taking the work from the people with education/ certification.

In the house factory there are no problems, but they have to fit in and have to be able to work in a team but this is the same for everyone.

You should not have any problems in your social context there must have been some adaption to Swedish society.

You must be able to work in teams, but also independently.

Solutions

Prova-på platser –“Try out-jobs”– is a labor market measure that came about on the initiative of the Confederation of Swedish Enterprise in talks with the government. Thereafter other central organizations on the labor market have backed the initiative, which is now run by the National Labor Market Board. The aim is to enable persons with no or little experience of the Swedish labor market to get a chance to show their competence in a workplace. Some of the groups which are in focus right now are persons recently registered at employment centers and newly arrived immigrants. The “try out-jobs” may be maintained in parallel with municipal introduction programs and are available in both the private and public sector, as well as in non-profit organizations.

There seems to be a general perception among policymakers those immigrants

to Sweden are best taught the ability to speak, read and write the Swedish language in classrooms financed by public funds. Knowledge of institutions, laws and customs guiding life in Sweden can also be taught in such ways. Nonetheless, there is also a general perception that although considerable amounts of resources have been put into such programmes, they have not always been successful. Alternatives are to learn specific Swedish skills at a work-place and there are also public programmes aiming to ease this. Education that are more specialised for the building sector that includes language training and the validation must be easier

Difficulties and solutions related to social environment

Cannot see any difficulties here – because of the high demands on language skills and education. And a reason is also that this is a world with almost only men and they don't have some problems that the women and the cleaning sector have.

And according to the people we interview they can not see any difficulties. They feel that they have the knowledge about the society and have good relationships at work and in the home environment.

Difficulties and solutions related to technical vocabulary

In the special jobs like carpenters, plumbers, electricians you need education and good language skills.

On a building factory you can get a job without an education and with limited knowledge in the native language.

In construction, raising houses – you have to have better knowledge in language, and also be better educated.

Solutions

To have an easier way to validate educations

Have shorter education for work in the building factory.

➡ Cleaning sector

Difficulties and solutions related to work environment

It depends where you work in the cleaning sector how the situation look likes.

You need to have good language skills in some cleaning work, for example in the cleaning sector at the hospitals – to be able to talk and communicate with patients and relatives and so on, but you don't need to have any education for the work.

At the hospital they have special courses about how to clean when there is risk for contagion, how to handle regulations etc. So every new employed get a course about this and again then you need to have the language skills.

In the private sector they generally insist that the cleaning should take place outside of the usual working hours ,early morning and late afternoon/early evening, often leading to their activities being carried out alone. And there is no need for education or language skills.

Some of the women do not have the possibility to make a professional career, because of lack of networks, the lack of counsellors and the working schedule. Their educational and professional experiences are often not known to, or recognized by their Swedish employer. The group who has an academic degree and working experience from their original countries feel very much dissatisfaction with their jobs, and get ill because of that.

The influence on health is more marked for immigrant women than for immigrant men.

The private cleaning sector can see some problems with that a lot of women work in the cleaning sector and they have responsibility for the children so there is sometimes problem with being at work on time, they stay at home when the children are ill, even if their husbands are unemployed. Even the lack of a driver's license is a problem in the cleaning sector for immigrants, especially women.

Solutions

If it's possible the working time for the private sector should be different so the workers can have more social contacts at work but also to increase activities in the free time.

It has to be changes of the attitudes of families to women's role.

Information about education and validation of existing education must be more spread.

Difficulties and solutions related to social environment

With the working schedule in the private cleaning sector they have many problems to be a real citizen and to be involved in the society. They don't have the opportunity to participate in activities, they are not learning the language or they forget the language if they have learned a little because they are using the mother language in the family.

They are not enjoying the work because they feel lonely or over qualified.

They have problems with the family/children and have no friends because of the working schedule. Also the transport to the work can cause problems because of the working time, early mornings and late evenings.

A lot of cleaners have low confidence and self-esteem, anger and hopelessness, fear of change- they want to do something but are afraid and some times they don't have the knowledge about how they can do it.

All these factors together influence the health and the sick leaves are increasing in this area.

Solutions

Change the working schedule in the private sector. Try to change that the women are working alone. When we interview the cleaning sector in the hospital they don't have the same problems and that's because they work in teams, have working schedules that fit the transport system and child care. They have social contacts and are increasing their language skills.

Difficulties and solutions related to technical vocabulary

If you are cleaning in an office there is no problem with the language because you don't need to talk to people, you will do the cleaning when the office is closed. About the technical vocabulary you get a little introduction for your cleaning area, in "body language" or in English / Swedish.

Solutions

There is a need for a shorter special education in for vocabulary for the cleaning sector.

The private sector could cooperate with the hospital with the education.

What factors/barriers could explain why immigrants don't find jobs?

- discrimination by employers
- lack of experience seen as relevant
- insufficient knowledge of the system and the culture
- poor access to informal networks
- native language difficulties

The kinds of barriers fall into several categories:

- Structural (prior work and learning experience; the operation of guidance and training services; state policy, including the provision and funding of guidance services and public transport; the attitudes and practices of employers; discrimination; racism; ageism against both young and old; sexism);
- Situational (little work experience, poor mental and/or physical health, physical disability, learning disability, attitudes of families to women's role, low or non-existent qualifications, qualifications that are not recognised, low literacy and/or innumeracy, financial difficulties, availability of illegal or non-formal work, few positive role models, little family support, unrealistic family expectations, difficult family situations, lack of information about education, guidance or the labour market, poor knowledge of the language, uncertain legal status, legal status that prevents access to training);
- Dispositional (low confidence and self-esteem, acceptance of negative stereotypes about themselves, anger and hopelessness, fear of change)
- Old immigrants have a different situation in a new country than do younger immigrants, e.g. in terms of mobility, flexibility, experience and need of health care.

A final word of wisdom

Thus, integration seems to point to a society, where individuals are not segregated from each other but in contact with each other, where individuals are not forced to give up their first language and culture but are allowed and also in practice able to keep these, while at the same time being in active contact with the majority population. An integrated society might thus be defined as a society where it is possible for individuals in all groups of society to both have access to and be actively engaged all public and private activities and services. It is probably also a society that is characterized by openness, tolerance and participation of all groups in as many activities as possible and where phenomena like discrimination, racism and xenophobia are unusual and not accepted.

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Culture et Citoyenneté Européenne pour l'Employabilité

COUNTRY ANALYSIS

TURQUEY

April 2009

Survey and analysis: Turkey

Introduction: (Economic) Migrants

The immigration of the Turkish citizens to compensate for the labor force deficit of the rapidly growing West European countries has started in the early years of the 1960s. Originally, the common goal of the Turkish "guest workers", mostly of rural origin, going abroad in search of jobs was to raise capital to start small enterprises or investments in Turkey which would allow them to return home in a couple of years as businessmen or employers themselves. With this plan in their minds, most of the guest workers who had sought for job in Europe, have left their families behind in Turkey, on their initial departures.

The rising demand for foreign labour force urged both the European employers and the foreign workers to seek alternative means to the usual employment procedures, creating irregularities in this area. So, in order to facilitate and to regulate the movement of the labor force, meeting the needs of both the employers and the workers, Turkey signed Labor Force Agreements with the destination states beginning with Germany in 1961, followed by Austria, Belgium, the Netherlands in 1964 and France in 1965.

The immigration of the Turkish laborers into Western Europe has continued until 1974. 1974 onwards Turkish labor force has changed its focus towards North Africa, the Middle East and the Gulf countries. Following the disintegration of the Union of Soviet Socialist Republics (USSR), the labor force was directed towards the Russian Federation and the Commonwealth of Independent States. This transformation brought about opening up of the Turkish economy to the world and Turkish contractors undertaking infrastructure projects in the region.

Today, the major part of the Turks living abroad, a considerable number of whom have obtained the citizenships of the destination countries, are permanent residents. Currently, the continuation of the growth of the expatriate Turkish population is mainly due to family reunification and the relatively high birth-rate among the immigrants.

From the 1970s onwards the Turkish immigrants have started to conceive their status in the West European countries as turning from a temporary state into a permanent presence. This transformation was felt solidly in the wake of the 1974 oil crisis, in particular, which gave rise

to stagnation that forced the destination governments to halt the labor force immigration and to seek means of encouraging the already admitted immigrants either to return home or to reunite with their families on the territory of the destination states with a vision to integrate with the local communities.

The Turkish immigrants have contributed significantly to the economic development of the immigration countries. Most of them also contribute to their destination countries' political, social, cultural and economic life not only as blue colour labor force but also as professionals in many domains such as academicians, scientists, doctors, journalists, engineers, lawyers, entrepreneurs, artisans, politicians, athletes etc. Numerous Turkish migrant workers have left their labourer identity in the past and have established their private business. The number of companies established by Turkish businessmen in Western Europe has risen to approximately 140.000, 70.000 of them in Germany, alone. These enterprises are providing jobs for 640.000 employees (330.000 only in Germany). Their total annual turnover exceeds 50 billion Euros, 32,7 billion Euros in Germany alone. According to the latest statistics, the annual expenditure of the Turks living in Western Europe amounts to 22.7 billion Euros.

Due to the quite late acknowledgment of the permanent status of the Turkish immigrants by the destination governments, the integration measures have been put into force only recently. As a result of this delay, especially the second and the third generation Turkish immigrants have encountered problems in the field of education.

Turkey welcomes active participation of its citizens in the social, economical, cultural and political life of the immigration countries while maintaining their ties with their motherland, original cultures and mother-tongues.

Approximately 5 million Turkish citizens are living abroad, of which around 4 million in the EU member countries, 300.000 in Northern America, 150.000 in Australia and 200.000 in the Middle East.

The main problems encountered by the expatriate Turkish community are in the fields of education, employment, political rights and with regard to discrimination and prejudices.

Considering education, it is of vital importance to provide equal opportunities for the immigrants' children while they are endowed with the means to learn their mother-tongues as well as cultural and historical heritage. Turkey desires that its citizens become fluent both in Turkish and in the language of the immigration countries to be well equipped in a globalizing world. In fact, Turkish mother-tongue education will also help Turkish citizens in gaining command of the language of the destination country. To this end, Turkey has been

appointing, in cooperation with the destination governments, teachers for Turkish language and culture as well as professionals for religion for the expatriate Turkish community at the destination countries.

The low employment rate among certain segments of the expatriate communities has become a serious issue for Turkish citizens. Unemployment seriously hinders foreigners from contributing to the economic life of destination countries and acquiring dignified positions in the society. In addition, these difficulties, creating an inhospitable family environment harden social integration.

Political integration is the primary wish of the Turkish immigrants. Turkey has been encouraging the expatriate Turks to obtain the citizenships of the destination countries and to participate effectively in the democratic procedure.

Combating discrimination and prejudices towards the Turkish immigrants requires the elimination of the discriminatory policies and implementations that prevent the equal treatment and the active participation of them in expatriate community.

Integration is not a process based solely on political and economical requirements but it also has psychological prerequisites. In this respect, it can be said that the perceptions of the immigrants are definitive with regard to the success of the integration measures; and, that the feeling of exclusion experienced by the immigrants can discourage them from taking steps for integration, themselves. Therefore, it should be avoided from certain discriminative practices intensifying these feelings.

Integration should be regarded as a bilateral process in which, besides the responsibilities of the immigrants, the immigration countries have to make necessary arrangements to secure better integration of the immigrants without leaving their own culture. The cultural diversity introduced by the immigrants is an important factor increasing cultural richness of the societies in immigration countries.

In the elimination of the problems encountered by the expatriate community, the destination governments should co-operate both with the origin governments and with the immigrants' representatives.

Today, the Turkish government spares no effort to ensure that the Turkish citizens enjoy the most favorable living and working conditions in the destination countries. To this end, necessary measures have been taken including the conclusion of bilateral labour force and

social security agreements. The Turkish Government has been an active participant in the international fora where the immigrants' rights are being handled.

Turkey encourages the expatriate Turks to establish NGOs in order to voice their views vis-à-vis the local public opinion and for establishing direct contacts with the destination governments. The alliance of the NGO's on common goals and interests as "umbrella organizations" will facilitate to express their demands more effectively. This will enable them to become influential actors in the contemporary pluralist societies that they are dwelling in.

The basis of Turkey's cooperation with the destination governments is the perception of integration constituted on, firstly, giving the immigrants a strong background of their native culture and, secondly, providing the mutual recognition by the immigrants and the local societies of each other's culture, traditions and characteristics. Within the framework of this understanding, Turkey has been encouraging the expatriate Turks and the destination countries to establish new bonds with each other which will lead to the formation of prosperous societies enjoying cultural diversity.

There are both legal and illegal ways for the Turkish people for going abroad. The illegal ways are marriage from the target country or the invitation for the family living in Turkey. The illegal ones are going as a tourist and staying at the host country illegally. As they are living illegally in the host country, the jobs which do not require regular controls such as construction and cleaning sector are preferred. The illegal migrants prefer to stay close to their relatives or friends lest to face less problem.

According to the information taken from the General Security Directorate, there are no data available related to going abroad, since this institution is responsible only for obtaining a passport. And it is impossible to check people whether they are real tourists or not.

Moreover there aren't any data available related to the job opportunities abroad both in TUIK (Turkish Statistical Institution) and TIK (Turkish Employment Office). So from Turkish side it is impossible to know the illegal stays or actual numbers.

➡ Flow of migration information about your country (particularly on job sector)

The current number of illegal stays in host country is unavailable. But according to the information gathered during the interview with an officer from Cankiri Security Directorate passport office, the illegal way to go abroad is leaving the country as a tourist. They directly go to the target country or if the target country has strict rules, they prefer to go the neighbour country and use the Schengen visa.

The preference of the target country depends on some reasons. Some of these are; the relatives, the friends, life standards of the host country and the exchange rate of the money.

As the obtained skills such as diploma and certificates are not accredited by the host country, they are obliged to work in construction and cleaning sectors which do not have regular controls. And also language barrier is also important here where in these sectors do not require a second language. Hand skills are enough for them to survive there.

But generally Turkish families do not let their females to go cleaning if they do not know the family or the working environment very well.

➡ Migrant's representative organisation (particularly on job sector)

There are no known organisations for the sector but the foundations established by the people from same hometown act as a representative. Because the migrants first prefer to go these places to find a job illegally.

➡ Representation and knowledge of work environment

As the people coming from Turkey have a language barrier, the construction and cleaning sectors are the best for them. These sectors do not require either language or any specific skills, but just the human force. If they are legally staying there, up to that time they set up their own environment and have the chance to find a job easily but if they are staying illegally, they use the environment of their relatives and friends.

Moreover there are some websites established by the Turkish people living in the host country which provide help for the people in need of help. They provide a wide range of service network from renting a house to online language courses.

➡ Representation and knowledge of social environment

Different language, different culture, different living habits and customs and different religion seem to be major obstacles for the migrants. Migration to abroad directly leads to the integration as time passes. The migrants struggle to be adapted to the host society. This struggle largely occurs between the migrant's own traditional identity seen as a problem and the modern cultural structure approved as a norm. The migrant tries to find his or her future not only in the present conditions, but also in his or her own past. From this perspective, for instance the immigrant workers in Europe tried to protect their traditional style of life as they adjust to the rules of modern society. In this process there also appeared some tensions, conflicts and difficulties for both immigrants and the European people. Turkish immigrant workers try to balance the host society's modern culture and their traditional identity.

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