

# Industrial Relations and Migration

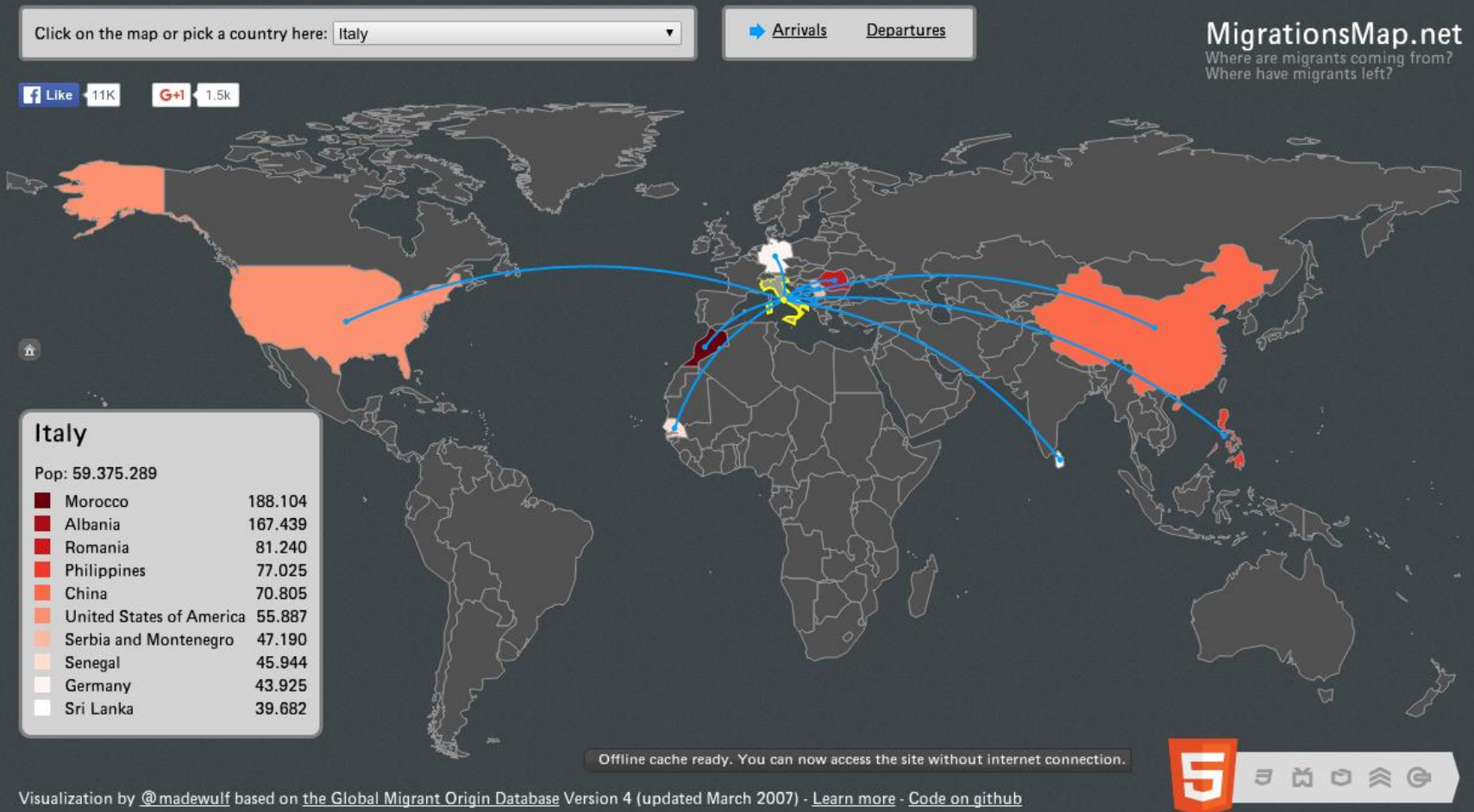
**Valeria Brueker**

**Aliakbar Akbaritabar**

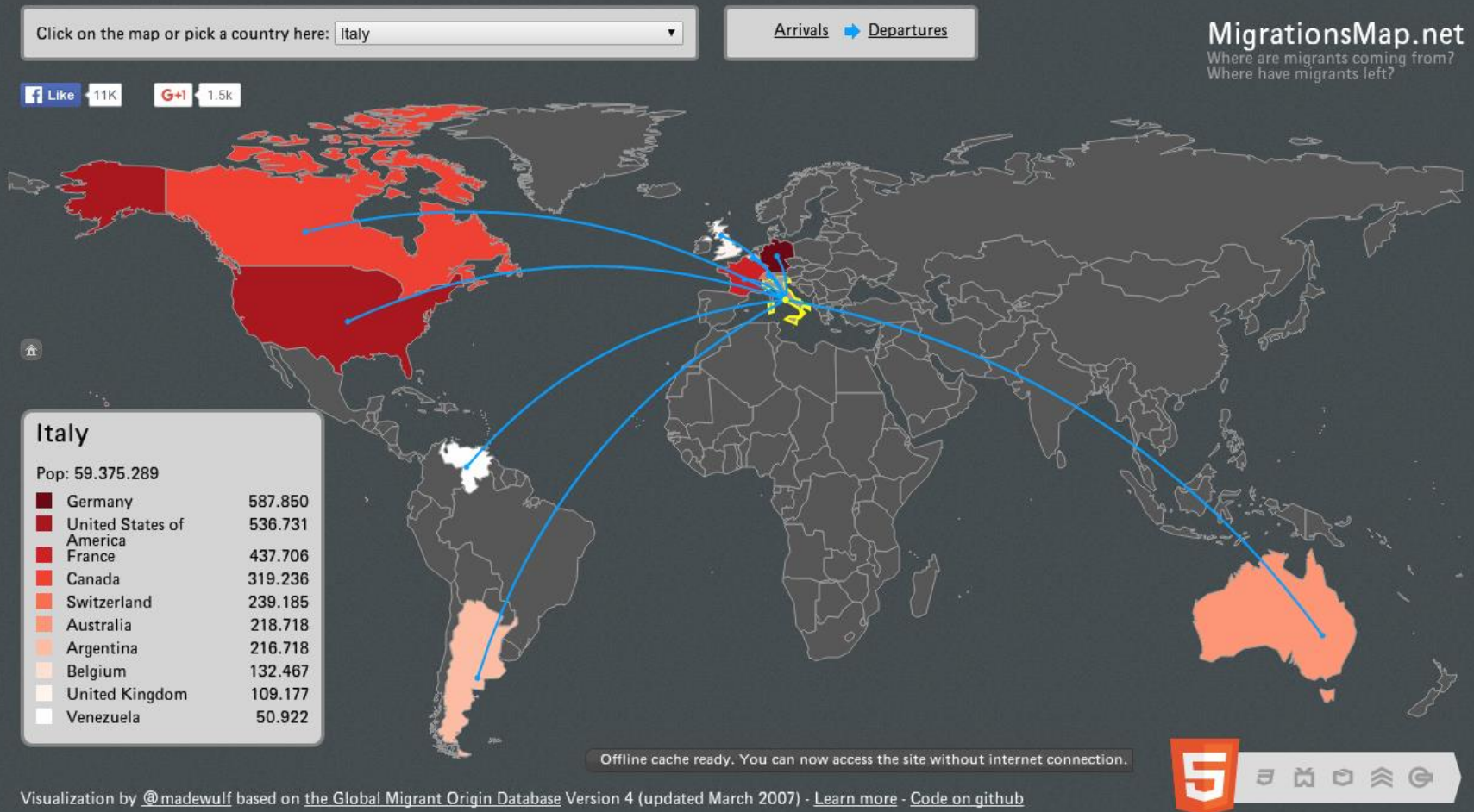
# Overview of topics

- Migration statistics of 2007 in:
  - Italy; Spain; UK
- Asylum-seekers applications in 2014 and 2015 in Europe
- Migration to US from 1820-2012
- Major Migration flows and causes
- Migrant workers and remittances
- Freedom of movement in EU
- Population and Employment rates
- Working conditions
- Trade union membership and coverage
- Legislation and Government policies
- Collective Bargaining

# Italy - arrivals

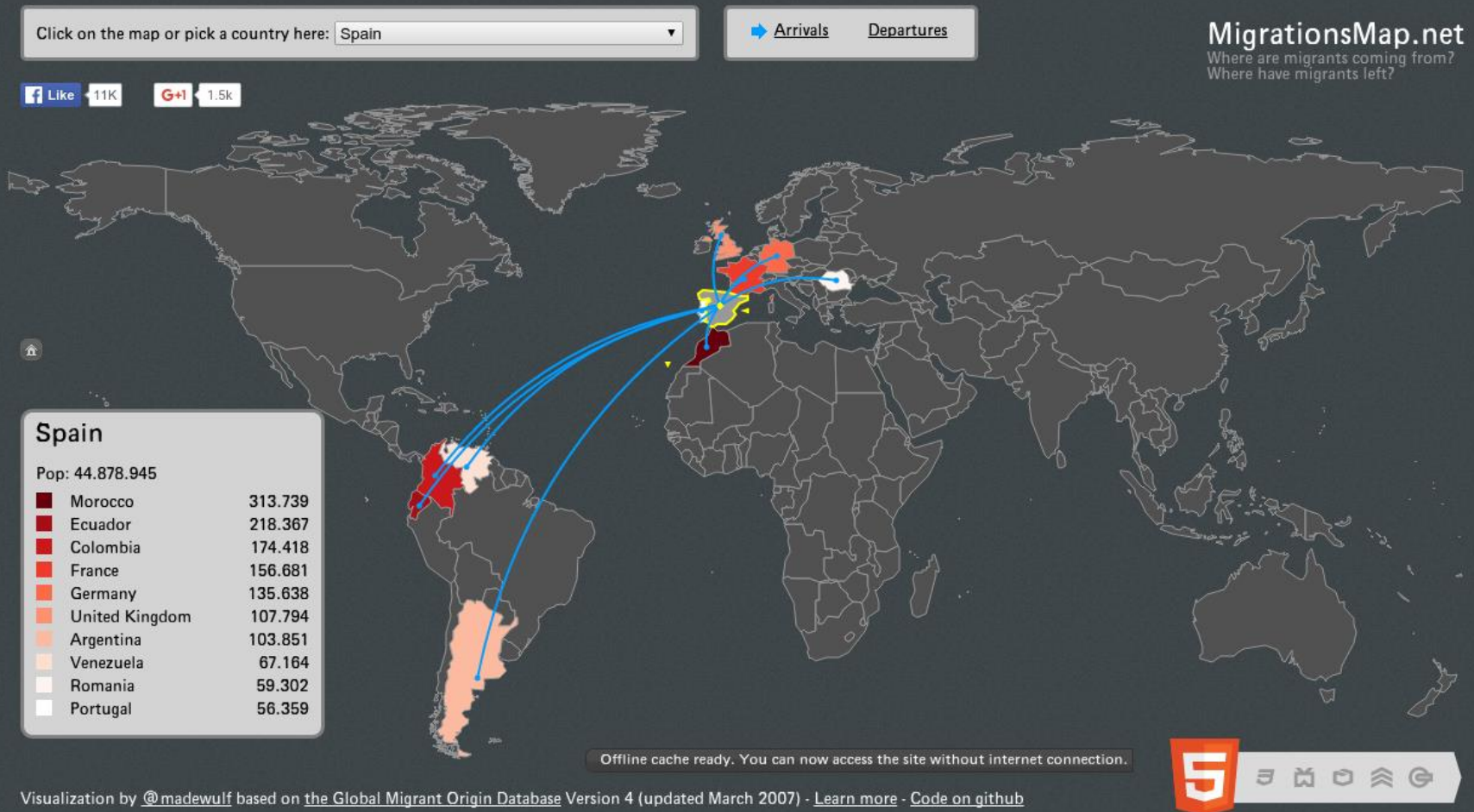


# Italy - departures

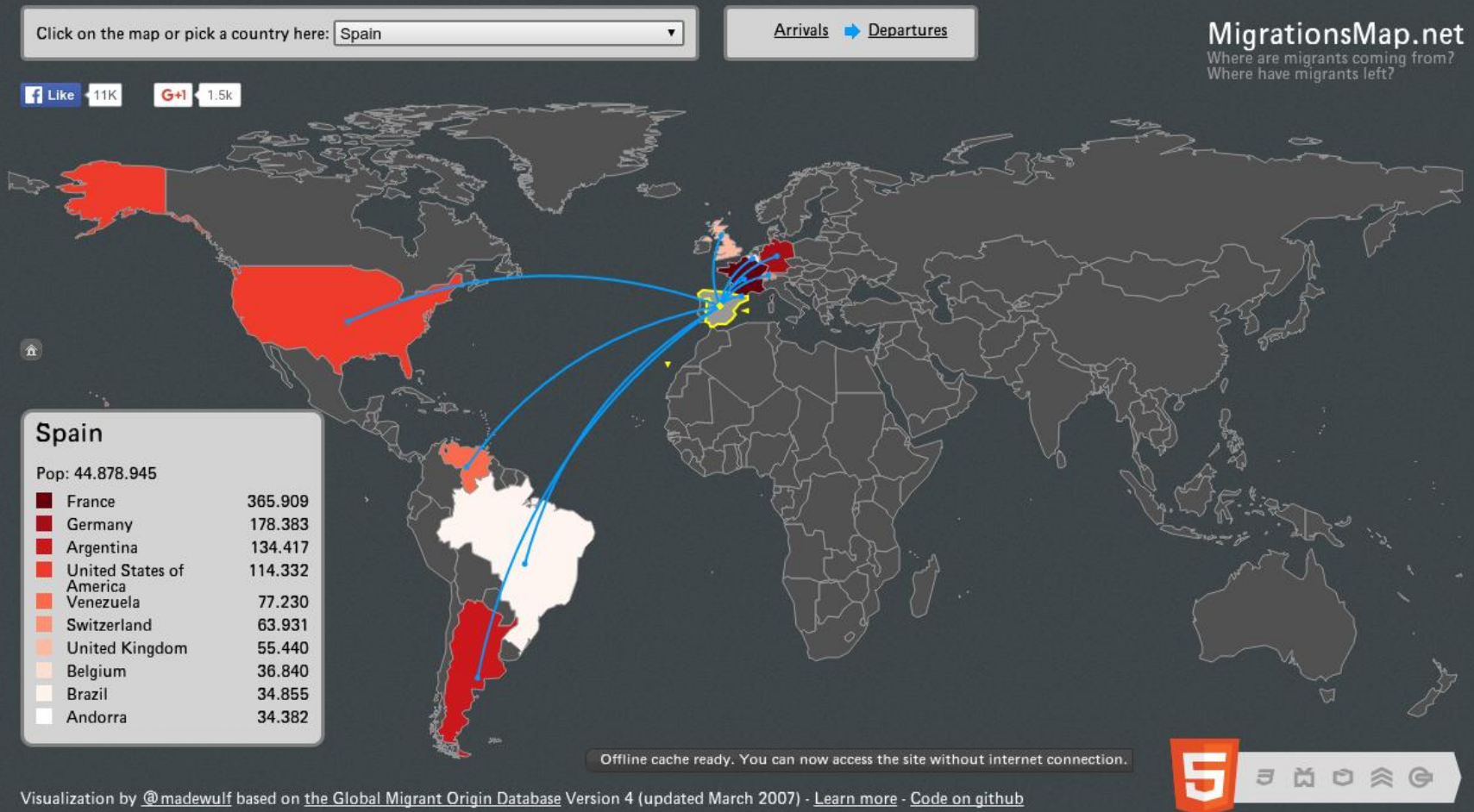




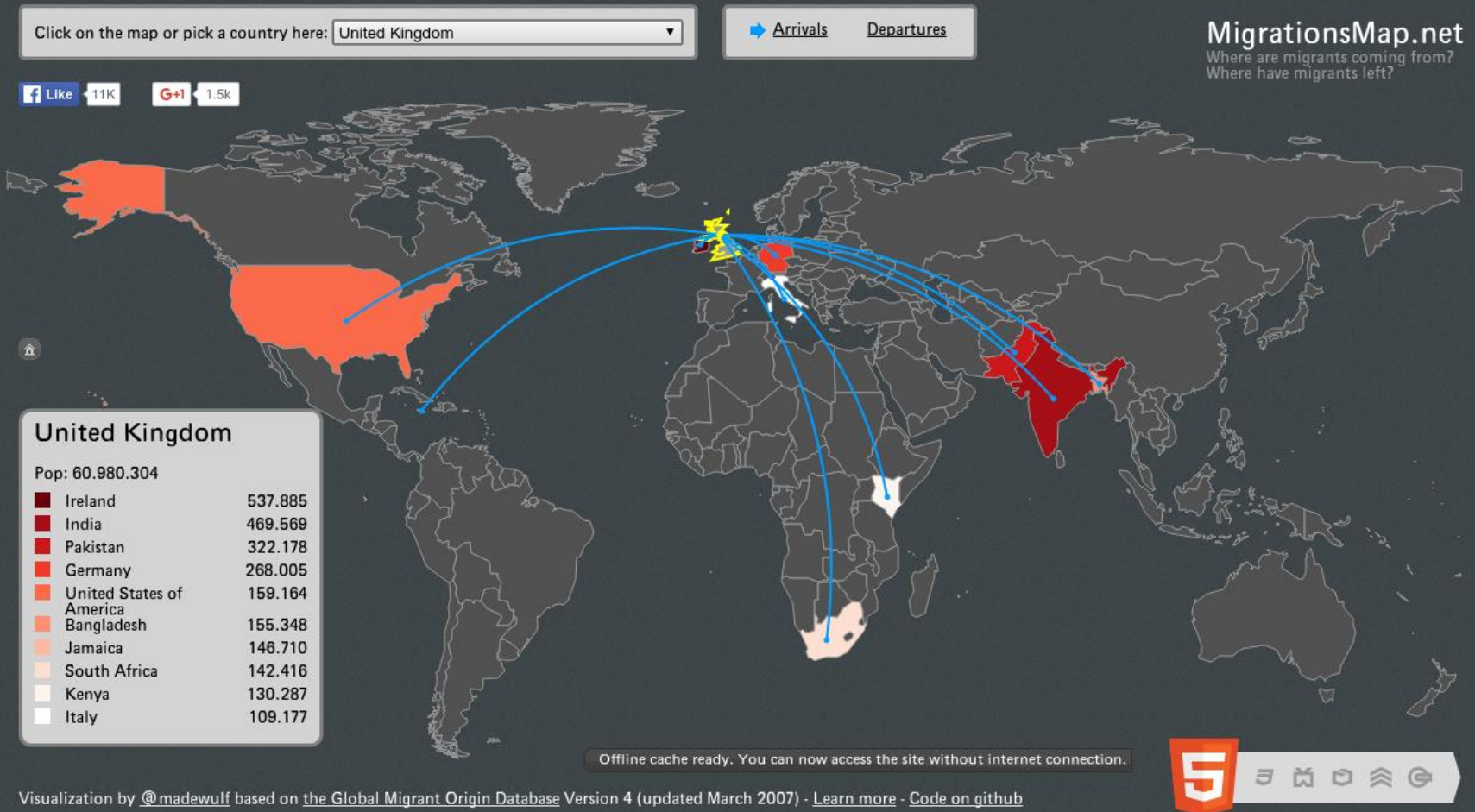
# Spain- arrivals



# Spain- departures

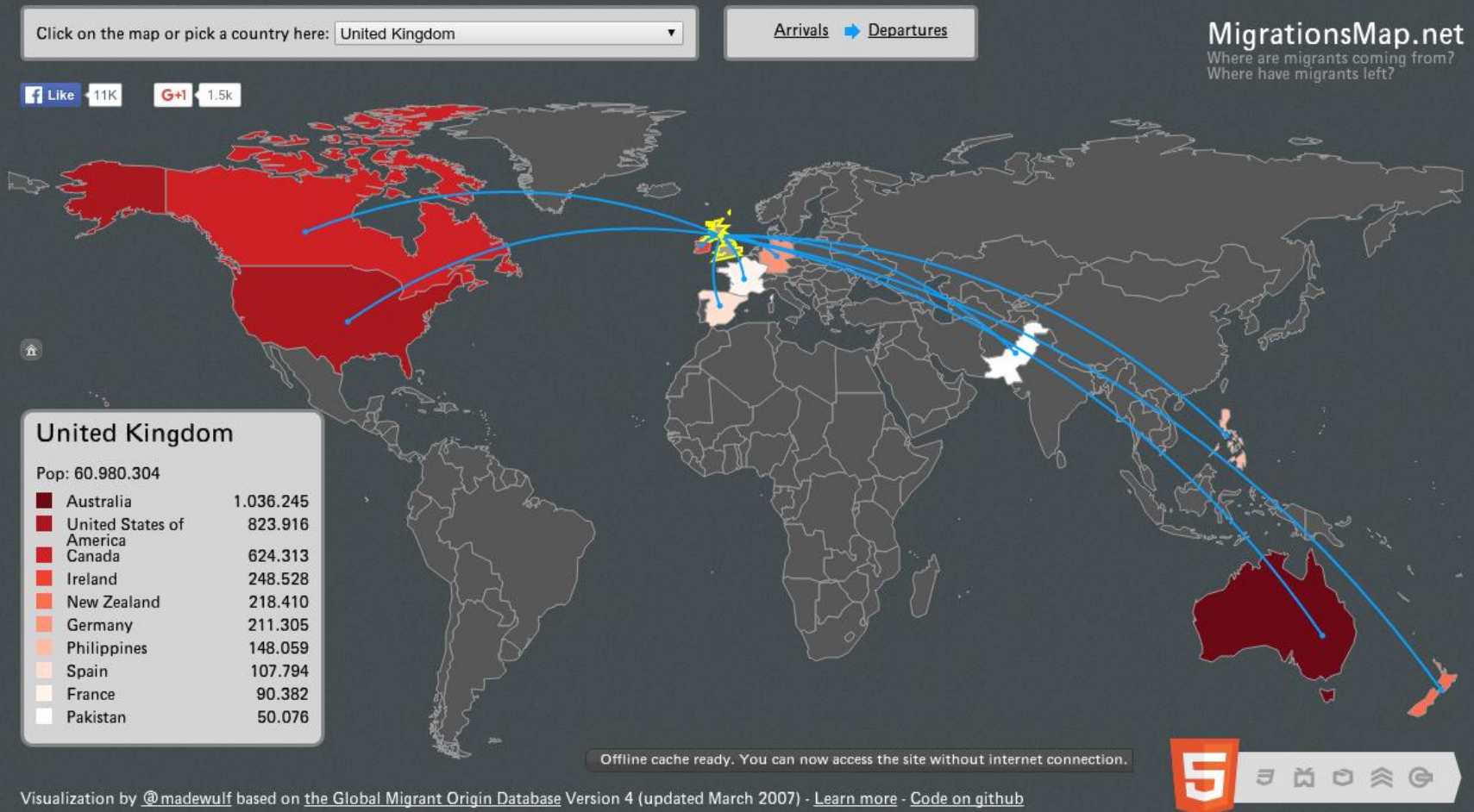


# UK- arrivals



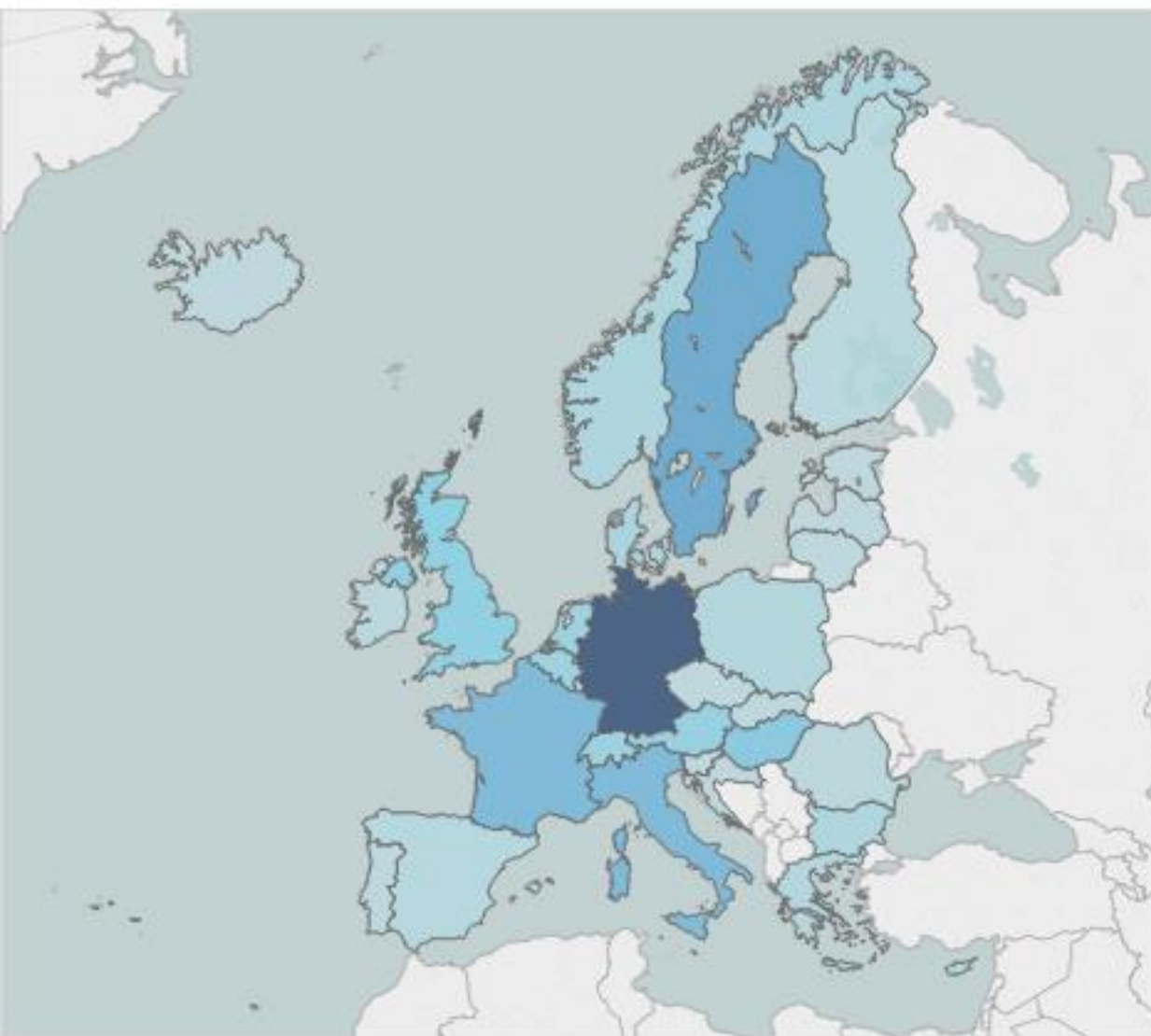


# UK - departures





# Asylum Applications in the EU/EFTA by Country, 2008-2015\*



Total asylum applications  
from all countries  
in EU/EFTA in 2014:  
662,175

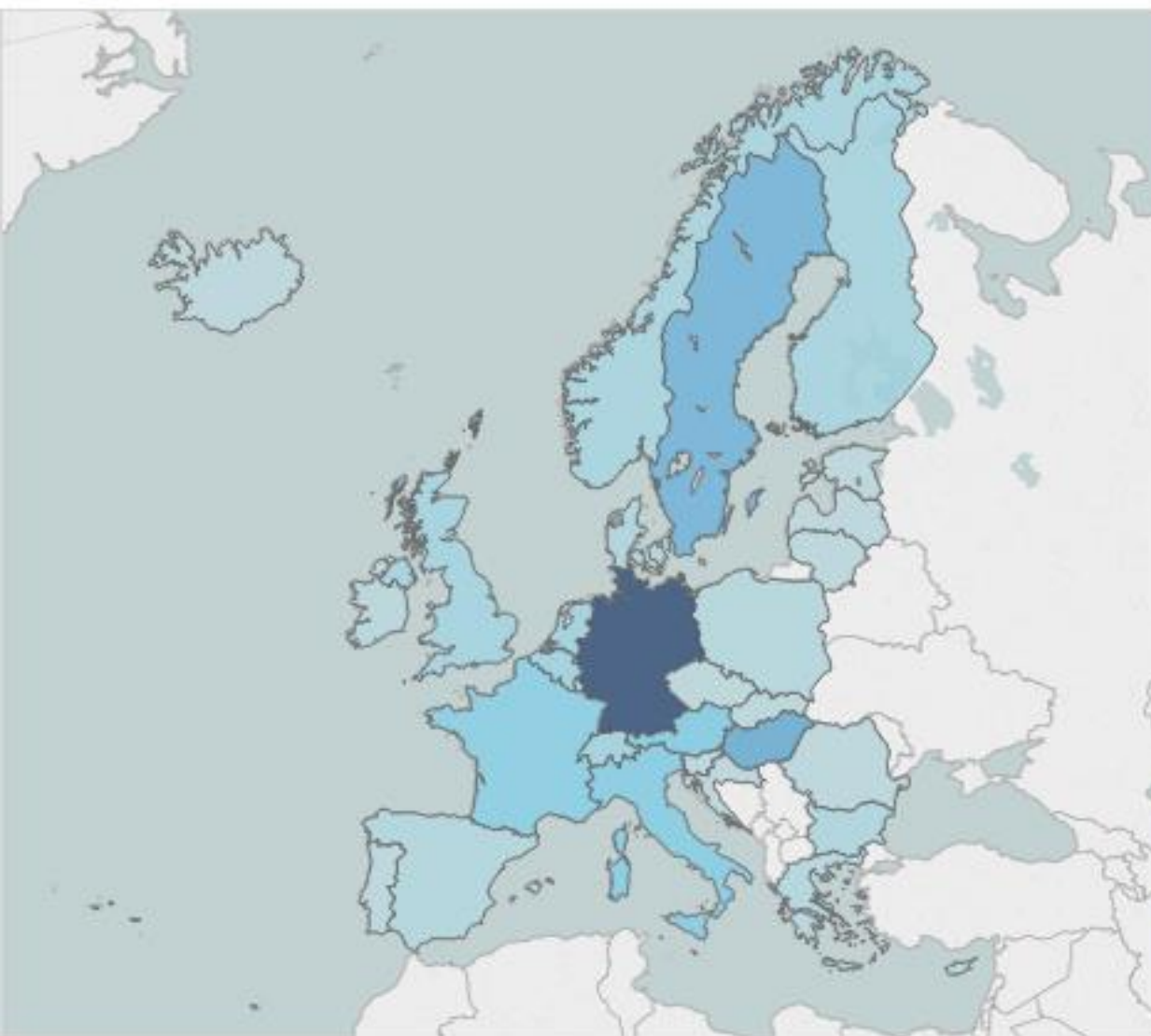
## Top 10 Countries of Origin in All in 2014

All countries	662,175
Syria	127,890
Eritrea	46,750
Afghanistan	42,735
Kosovo	38,450
Serbia	31,175
Pakistan	22,455
Iraq	21,900
Nigeria	21,325
Russia	20,230
Somalia	18,160

Select Country of Origin  
All countries

Year  
2014

# Asylum Applications in the EU/EFTA by Country, 2008-2015\*



Total asylum applications  
from all countries  
in EU/EFTA in 2015:  
1,393,285

## Top 10 Countries of Origin in All in 2015

All countries	1,393,285
Syria	383,730
Afghanistan	196,205
Iraq	130,345
Kosovo***	73,215
Albania	68,730
Pakistan	48,555
Eritrea	47,025
Nigeria	32,260
Serbia	30,325
Iran	28,525

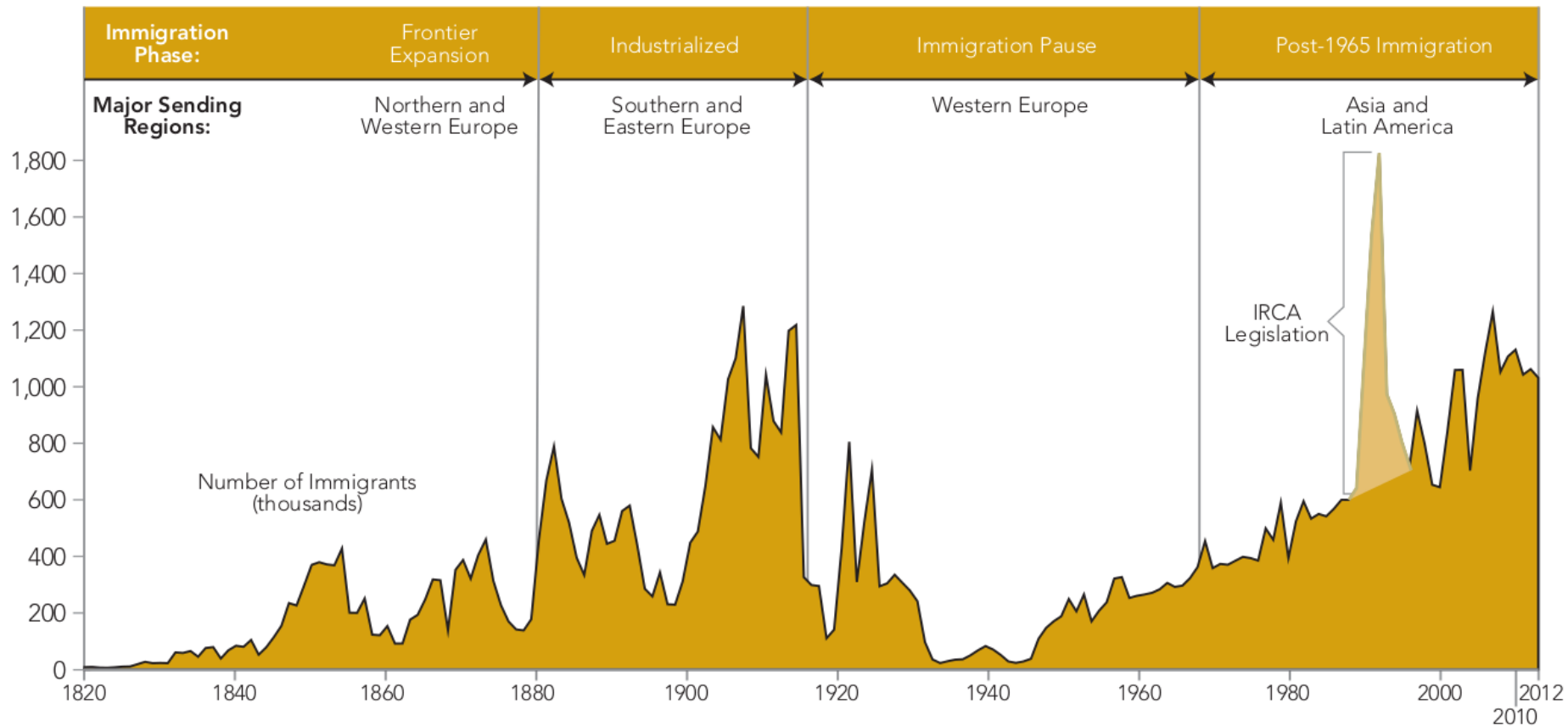
Select Country of Origin  
All countries

Year  
2015

# Migration to US from 1820-2012

FIGURE 2

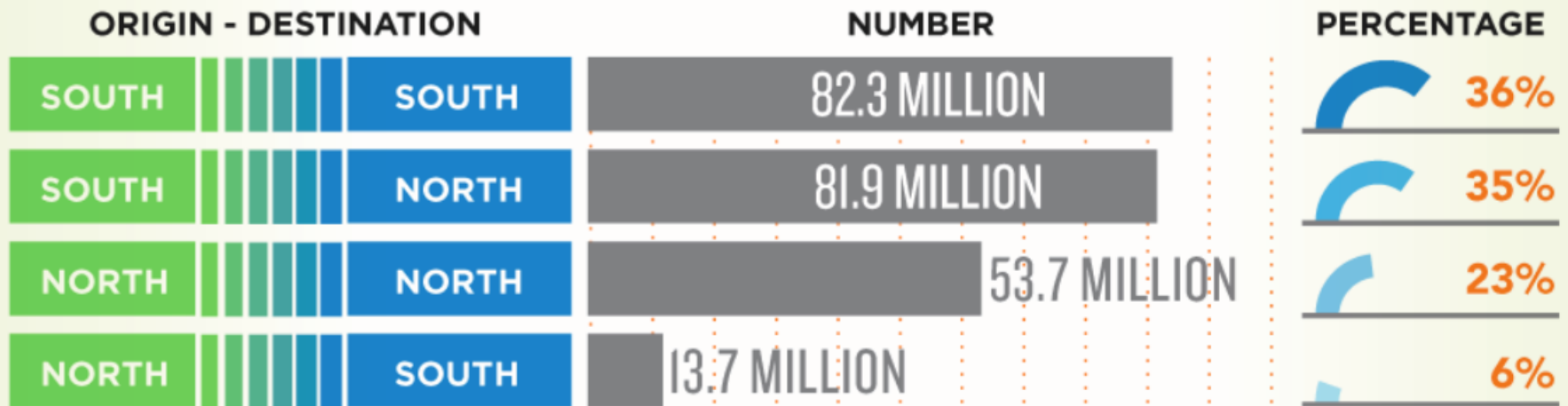
## Legal Immigration to the United States, 1820-2012



# Major migration flows

## GLOBAL TRENDS Four Major Migration Flows

**SOUTH** is a developing country and **NORTH** is an industrialized country.





# Major causes

## CAUSES OF MIGRATION Two Inequalities + Three Revolutions

### DEMOGRAPHIC INEQUALITY

DEMOGRAPHIC  
INEQUALITY IS SIMPLE.

World Population



DEVELOPING  
5.9 BILLION



INDUSTRIALIZED  
1.2 BILLION

### ECONOMIC INEQUALITY

ECONOMIC INEQUALITY IS ALSO  
STRAIGHTFORWARD.

Average Annual Salary per Capita

\$39,000



INDUSTRIALIZED

\$3,300



DEVELOPING

## THREE REVOLUTIONS

Rapid information flows over national borders are the hallmark of the **COMMUNICATIONS REVOLUTION**.



MID-19TH  
CENTURY



NOW

The **TRANSPORTATION REVOLUTION** reflects the ease and ever-lower cost of travel.



MID-19TH  
CENTURY



NOW

### TREATY

Lumen quon dolo ut amet, accipietur  
adipiscing elit. Maecenas nec etiam quis  
cursus. Etiam dignetur, perit ut sagitta aliquam.  
Tigula quam variis arguit, vero placenta vero  
liberis at parat. Donec lobetis quam nec ubi  
tenuitque placuit. Donec imperdiet etiam  
tempus. In efficitur moris at perit Tigulla tacet.  
Quisque ut tellus erat. Aliquam etiam sagitta  
maecenas.

Maecenas sagitta vulputate etiam nulla posuere  
etiam ut libero. Antene vel lacrimae. Donec  
imperdiet accipiet, ut variis ut maecenas  
accipietque. Vivamus etiam sagitta vulputate  
ferreventer. Etiam sagitta nec donec. Aliquam  
lacrima maecenas nec quam imperdiet accipiet. Ut  
ipsum lacrima et variis variis tacet. Vivamus  
tempus etiam Tigulla.

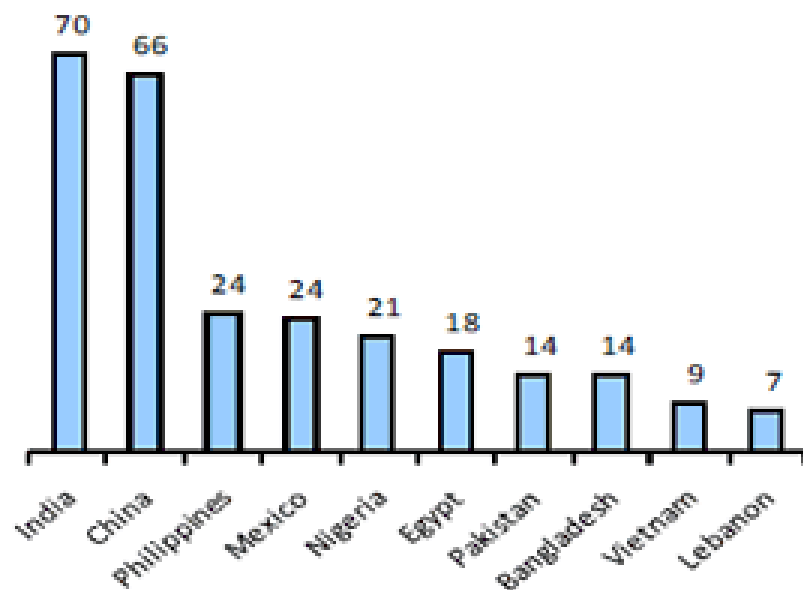
Donec lacrima erat amet, quis placenta Tigulla

The **RIGHTS REVOLUTION** is reflected in the post-World War II international human rights conventions and the expansion of political, social, and economic rights in most countries.

# Migrant workers and remittances

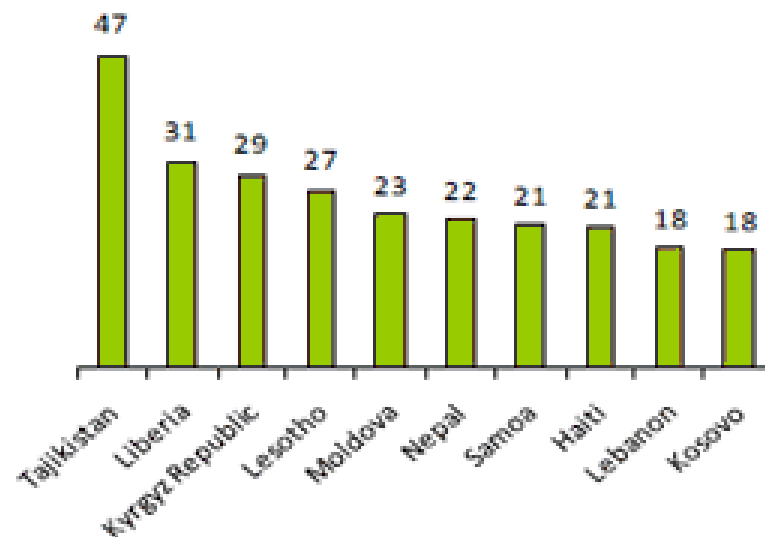
Box figure 1: Top 10 recipients of migrant remittances

(US\$ billion, 2012e)



Box figure 2: Top 10 recipients of migrant remittances as a share of GDP

(% of GDP, 2011)



# freedom of movement in EU

- Because of the freedom of movement between EU countries, there are a lot of EU nationals living and working in countries other than their national one,
- Presently, there are **19 million non-nationals** (i.e people resident in a country of which they are not a national) living in the 15 EU Member States, accounting for **5.1% of the Union's total population**.
- Mostly at the **top** and **bottom** of the labor market spectrum



- **More educated** compared to **UK** nationals average (15% compared to 19%), working in low level jobs more than **Spain** nationals (28% compared to 14%)
- Migrants are more likely than average to have '**flexible**' and **fixed-term** contracts.
- Foreign workers are **more vulnerable to unemployment** than nationals.
- **They get paid less**; many (though, by no means all) are concentrated in **low-skilled jobs** and sectors and/or are employed on an '**atypical**' basis - reflected in their **wage level** (and illegal immigrant workers, of course, are likely to be in an even worse position).

# Population rates

Table 1. Population by main citizenship groups (% of total) in the EU, 2000 (or latest data)

Country	Nationals	Nationals of other EU Member States	Non-EU nationals
<b>Austria</b>	<b>90.7</b>	1.2	<b>7.9</b>
Belgium	91.7	<b>5.5</b>	2.8
Denmark	95.2	1.0	3.8
Finland	98.3	0.3	1.4
France	94.4	2.0	3.5
Germany	91.1	2.3	<b>6.7</b>
Greece	98.5	0.4	1.1
Ireland	96.7	2.4	0.9
Italy	97.8	0.3	1.9
<b>Luxembourg</b>	<b>65.1</b>	<b>31.0</b>	3.8
Netherlands	95.9	1.2	2.9
Portugal	98.1	0.5	1.4
Spain	98.0	0.8	1.2
Sweden	94.5	2.0	3.5
UK	96.1	1.5	2.5

# Working conditions

- Overall, it appears that migrant workers are **often worse off than nationals where working conditions** are concerned.
- In many countries, there is a **hierarchy**, ranging from nationals via western/EU/EEA-born migrants to those from the rest of the world.
- **At the bottom are illegal immigrants.**
- Some of the Problems they face more:
  - working on **weekends, holidays**, at **night** or in alternating shifts (as in Germany); **less job security** (Spain); **inadequate training** (the UK); excessively **long working hours** (the UK); and **poor health** and safety conditions or accident rates (Austria, Spain and the UK).

# Trade union membership among migrants

- Although there is a lack of statistical information for most of the countries covered by this study, trade union density among migrant workers seems to be lower than the average.



# Legislation and government policy

- the permit system (work permits, residence permits etc);
- Integration in host society programs;
- equal treatment and anti-discrimination;
- 'regularisation';
- integration of policies

# Legislation on permits

- Since the 1980s and 1990s, countries have generally adopted a **more restrictive immigration policy** than previously, often not allowing non-EEA residents to enter the labour market, with some exceptions.

# Integration and labour market policies

- A second body of legislation pertains to the **integration of migrants into the labour market**.
- For example, in Austria, the restrictions on immigration have been accompanied by an intensification of integration programs. Under an 'integration contract' scheme introduced in 2002, **all foreign employees who have lived in Austria for less than five years must attend a German-language course**. If they fail, they are at danger of expulsion. Unemployed foreign nationals are offered education and job training programs.

# recognition of their diplomas

- One of the problem areas for migrants trying to enter the upper end of the labour market is the **recognition of their diplomas, skills and qualifications** (this issue is addressed in the EEA through a number of **mutual recognition initiatives**). Immigrants often experience a disparity between their qualifications and their work, and measures are being taken in some countries to address this problem



# Anti-discrimination measures

- A third category of legislation and government policy of relevance to many migrant workers relates to **equal treatment** and **combating discrimination and racism**. EEA citizens moving between countries are protected by EU law from discrimination on grounds of **nationality**.

# Regularisation and naturalisation

- Given the growing number of **illegal immigrants**, in many countries there is a recurring debate on the issue of 'regularising' their position. In Italy, for example a process of regularisation of migrant workers in an irregular position was started following new legislation in September 2002. The procedure involved both domestic workers - including care workers - and dependent employees. Overall, **more than 700,000 requests for regularisation were presented** - 340,000 concerned domestic workers and 360,000 dependent employees.
- In several countries, there have been recent changes in nationality legislation, sometimes **making it easier for migrants to acquire nationality in the host country**. Examples include **Finland** and **Germany**.

# Trade unions

- Trade unions and employers' organisations share many views and in some cases even **jointly oppose government policy**. At the same time, on the issue of the **desirability or level of further labour immigration**, in many countries unions adopt policies and viewpoints that are critical of the 'liberal' viewpoints of employers' organisations, **seeing the idea of a free market for people as misleading**.
- For example, in **Norway** and **Belgium**, unions are opposed to open borders for the purpose of 'importing' further foreign workers. Unions in countries such as **Denmark**, the **Netherlands**, **Belgium** and **Ireland** **stress the problem of unemployment among migrants already in the country**.

Table 6. Activities of employers' organisations and trade unions on migration issues		
Country	Employers' organisations	Trade unions
Austria	No specific initiatives.	Some involvement in anti-racist initiatives; support by some unions for migrants' rights (eg to stand for election to works councils).
Belgium	Declaration on anti-discrimination and equal opportunities in recruitment of immigrants; Flemish tripartite agreement on recruitment of immigrants, providing for annual action plans for better labour market orientation.	Activities (training etc) against discrimination and racism; creation of immigration committees and services; recruitment as representatives; cooperation agreements with equal opportunities bodies.
Denmark	Larger companies operating 'diversity-oriented' recruitment policy; involvement in bipartite and tripartite initiatives on integration of migrants.	No specific activities apart from involvement in bipartite and tripartite integration initiatives.
Finland	Organisation of surveys and seminars on migration issues; participation in programmes to improve labour market participation and position of migrants; participation in tripartite working group on managing diversity.	Information material and courses for migrants in several sectors; activities seeking to engage migrants in unions; information office in country of origin (Estonia).
France	No specific initiatives except involvement in tripartite anti-discrimination initiatives.	Anti-racism campaigns; research activities; solidarity actions in some cases.
Germany	No specific initiatives except involvement in preparation of migration policy and support for company-level anti-discrimination measures.	Campaigns against illegal employment conditions for migrants in construction; organisation of/involvement in campaigns against racism, discrimination and far-right; creation of migration departments; support for migrants.
Greece	No specific initiatives.	Campaigns for legalisation of illegal migrants; support for migrants and migrant organisations.
Hungary	No specific initiatives.	No specific initiatives.
Ireland	Involvement in round tables on immigration and campaigns against racism; diversity policies in several larger companies.	Campaigns against racism and abuse of migrants
Italy	Activities by individual employers and associations to foster social inclusion; initiatives in the field of training and education, housing and facilitating visits by migrants to home countries.	Campaigns and activities on equal treatment and against racism and exploitation; specific recruitment campaigns; special departments, courses, assistance and services; measures to improve migrants' representation in union structures; support of migrants' organisations.

Table 6. Activities of employers' organisations and trade unions on migration issues

Country	Employers' organisations	Trade unions
Luxembourg	No specific initiatives.	Campaigns on regularisation of illegal immigrants, creation of special immigrant departments.
Netherlands	Activities in many fields, all in cooperation with unions and/or the government.	Recruitment activities; creation of special migrants departments; research; measures to improve representation in internal structures; cooperation with migrant organisations.
Norway	No specific initiatives.	Recruitment and union involvement efforts in some sectors; support for anti-racist campaigns; project to remove barriers to employment for existing migrants; joint work with NGOs.
Poland	No specific initiatives.	No specific initiatives.
Portugal	Activities in some sectors (notably metalworking) to coordinate labour migration and combat illegal immigration.	Campaigns to promote integration, combat racism and illegal work; training, seminars, conferences and publications, cooperation with migrants' organisations and unions in countries of origin
Slovakia	No specific initiatives.	No specific initiatives.
Slovenia	No specific initiatives.	No specific initiatives.
Spain	Proposals to set up an integrated system for immigration, covering all issues.	Recruitment efforts (including illegal immigrants); creation of information, advice and support services; campaigns on integration and non-discrimination.
Sweden	Several projects on diversity management and migrant workers; policy on integration of migrants; cooperation with local authorities on placement of migrants.	Special education and integration projects; some recruitment efforts; special union officials for migrant issues.
UK	Growing interest in diversity management (though not specifically relating to migrants); policy statement on migrants.	Wide range of activities to further integration and combat racism; some recruitment activities; guidance to workplace representatives on migrants' issues; special campaigns on distinct categories of migrants; cooperation with unions in countries of origin.



# Collective bargaining

- Across the 20 countries examined here, the issue of migrant workers has not achieved a significant place on the social partners' agenda when it comes to collective bargaining
- There is **no evidence of any bargaining activity** of specific relevance to the matter in **France, Luxembourg, Portugal, Sweden** and the four candidate countries considered.
- A common view in such cases is that **collective agreements apply to all workers, whether migrants or nationals.**

Table 7. Collective agreements on migration-related issues

Austria	A number of sectoral agreements lay down an order of priority for dismissal or recruitment which discriminates against foreign workers. For example, the current hotels sector agreement states: 'When it comes to the engagement of new employees, skilled workers and Austrian citizens have to be favoured.'
Belgium	Intersectoral agreements contain special training and employment measures for migrants, while specific national agreements cover equality and anti-discrimination issues. Notable sectoral agreement on preventing racial discrimination in temporary agency work sector signed in 1996 ( <a href="#">BE9704105F</a> ).
Denmark	Cooperation Agreement between Confederation of Danish Trade Unions (Landsorganisationen i Danmark, LO) and the Danish Employers' Confederation (Dansk Arbejdsgiverforening, DA) provides for equal treatment for migrants at work. DA and LO reached agreement in 2002 on the labour market integration of immigrants and refugees ( <a href="#">DK0201166F</a> ).
Finland	National intersectoral agreement for 2003-4 ( <a href="#">FI0212103F</a> ) contains a provision asking the government to improve monitoring of the working conditions of migrant workers. Not an issue in lower-level bargaining.
France	Not an issue in collective bargaining.
Germany	Not an issue in collective bargaining at sector and company level. Works agreements on equal treatment and non-discrimination on grounds of race in a number of companies (covering about 1 million workers).
Greece	The intersectoral National General Collective Agreement includes provisions on equal treatment and non-discrimination on grounds of race, and one respect for racial, national, religious and cultural diversity. Otherwise, not an issue in collective bargaining.
Hungary	Not an issue in collective bargaining.
Ireland	National tripartite agreement for 2000-2, the Programme for Prosperity and Fairness ( <a href="#">IE0003149F</a> ), contains provisions on matters such as equality and non-discrimination on racial and ethnic grounds and the inclusion of migrants and refugees. Not a significant issue in company-level bargaining.

Table 7. Collective agreements on migration-related issues	
Italy	8% of sectoral agreements (mainly covering smaller firms) and under 1% of company agreements (in Emilia-Romagna region) include provisions on migrant workers - topics include language and training courses, special holidays and time off, equal opportunities, social inclusion measures (eg housing) and monitoring committees. Various territorial agreements in particular regions, provinces, cities etc include support and assistance for migrants
Luxembourg	Not an issue in collective bargaining.
Netherlands	Around a fifth of major sectoral and company-level collective agreements contain provisions on migrant workers, especially regarding employment (sometimes including targets for job creation for migrants).
Norway	Some sectoral agreements contain clauses encouraging employers to recruit migrant workers and take measures to facilitate this. Otherwise, not a major issue in collective bargaining.
Poland	Not an issue in collective bargaining.
Portugal	Not an issue in collective bargaining.
Slovakia	Not an issue in collective bargaining.
Slovenia	Not an issue in collective bargaining.
Spain	Some provisions in collective agreements in sectors where many migrants are employed, such as hotels/catering, construction and agriculture, covering issues such as equal pay and flexible hours for religious purposes.
Sweden	Not an issue in collective bargaining.
UK	Not a significant issue in collective bargaining. Probably some company-level consultation on recruitment where union presence is strong, while success of union efforts to promote 'access to work' agreements where migrant workers are recruited (covering matters such as induction and equal treatment) is unknown

# Different approaches because of 2008 crisis

- Before, migrants were considered as workers and labor force who brought to EU to carry out tasks, now because of the crisis, they are not considered that way and they are being seen as foreigners reducing opportunities for national, so in studying migrations, we should differentiate between migrations generations because their situation is to a huge extent different because of the situation of host country at their arrival.
- Theory of selectivity, personal traits ... They are risk takers, that is the same characteristic of deviants and criminals and also entrepreneurs and innovators ...

# Some useful references

- <http://migrationsmap.net/#/GBR/departures>
- [http://peoplemov.in/#f\\_IT](http://peoplemov.in/#f_IT)
- <http://www.migrationpolicy.org/>
- <http://www.worldbank.org/en/topic/migrationremittancesdiasporaissues/brief/migration-remittances-data>
- <http://data.worldbank.org/data-catalog/global-bilateral-migration-database>
- <http://www.ilo.org/global/topics/labour-migration/lang--en/index.htm>
- <http://econ.worldbank.org/WBSITE/EXTERNAL/EXTDEC/0,,contentMDK:23315792~pagePK:64165401~piPK:64165026~theSitePK:469372,00.html>





THANKS FOR YOUR  
ATTENTION ☺

Questions ?