The Clarity Project

State of the Art report:

The need for own-language training
for migrants, and the current
situation in our countries

Background information and statistics

Written by Volkshilfe Connect, Austria, for the Clarity partnership
This report is additional material for Result 4 (Report on needs for own language training for migrants) of the "Clarity" transnational project, a two-year partnership between organisations in seven European countries.

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Executive Summary and Overview

Situation of migrants

The percentage of migrants is quite different in the partner countries, ranging from 0.003% in Romania to 18.7% in Germany. Hungary has a similarly low level to Romania; in all other countries the percentage is over 5% of the total population. However, the share of migrants within the countries underlies high regional differences.

Partner countries differ in relation to the ethnic origin of the migrants. In France, most come from the Maghreb countries, while most UK migrants come from Poland, Portugal and the Baltic countries. In Italy, Austria and Hungary, immigration from Romania is relatively high, but there are also migrants from Ukraine, Albania, Turkey, Serbia, other East-European and Asian countries like China.

Employment of migrants

Some partner countries lack data regarding the employment status of immigrants. The overall picture is that the activity rate for migrants in the remaining partner countries is below the average employment rate. The financial crisis of 2009 hit migrant workers especially hard. It can be expected that in all partner countries, the rate of illegal employment is much higher for migrants than for natives; however, there is hardly any official data about it. In Italy, the black-economy labour market seems to be enormously spread and much bigger than in other industrialised countries.

As regards sectors employing migrants, we see a similar situation in our partner countries. Many migrants work in construction, in gastronomy and tourism, in factories/industry and in agriculture. In general, migrants can rarely be found in high-qualified positions, but much more often in low-wage jobs, even if their educational background is higher.

Own-language training

Our research revealed that there is almost no training available in migrant languages in our partner countries. However, the partners found training concepts and materials that could be very suitable for transfer into own-language training, like health and safety (UK, FR) or first aid training (IT, AT, HU).

Routeways to become trainers

There are many different ways to become an adult education trainer in the partner countries, and varying agencies that provide certificates or diplomas (universities, public or private institutions, etc.). Consequently the requirements to start a certain course to become a trainer are different. We found no specific "train-the-trainer" courses for migrants, so partners will provide the training to become a "Clarity trainer" based on the existing national structures and regulations, and make sure that the Clarity certificate enables them to work as a migrant trainer after the time of the project has elapsed.
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1 About the situation of migrants

1.1 What is the percentage of migrants in your country/region? How many are of working age?

1.1.1 United Kingdom

The Annual Population Survey 2007 estimated that there were around 150,000 non-UK nationals living in the South West. 2.96% of a resident population of about 5 million. 63.1% of the region's resident non-UK national population are based in the Bristol area and surrounding counties of Gloucestershire, Wiltshire and North Somerset. Cornwall and the Isles of Scilly have the smallest number of resident non-UK nationals in the region.¹

1.1.2 Austria

General data
According to the statistical data for 2008 there are 1.425 million people with migrant background² living in Austria, which is 17.3% of the total population. 1.066 million people of these (13.0% of the population) belong to the first generation of migrants which means that they (and both parents) were born abroad and 358,900 people (4.4%) belong to the second generation of migrants and were born in Austria. The region with the highest percentage of migrants is the Austrian capital Vienna (35%), in Styria this rate is much lower: Only 8.9 % of the population are migrants (1st/2nd generation).
(Source: Statistics Austria, 2009: 25)

Employment
In the second quarter of 2008 the number of employed people of all age groups that were not born in Austria was 696,800³. Compared to 3,557,200 employed/self-employed people born in Austria the percentage of migrants is 16.4%.
If we compare the employment rate⁴ itself, we can see that the rate for people born abroad (66.5%) is 7.0% lower than for people born in Austria (73.5%).
(Source: Statistics Austria, 2009: 35)

¹ Source: Southwest regional Language Network Talk Report; Languages in the South West 2008
² migrant background: both parents were born abroad
³ These people are either employed/self-employed or unemployed, but seeking a job.
⁴ Employment rate: the percentage of (self-)employed people aged 15-64 years compared to the total population of this age group
1.1.3 France

On January 2006, the French National Institute of Statistics and Economic Studies estimated that 3.5 million of foreigners were living in metropolitan France, which represents 5.7% of the population. Foreigners are a bit younger than the French: their average age is 38.8 years old and 39.7 for the French population.

French and foreign population pyramid on January 1st, 2006

Source: INSEE

As one can see on the map below, most of the immigrants live in Corsica and the Île de France region.

Distribution map
1.1.4 Germany

Proportion of migrants in the total population of Germany: 18.7%
The population of Germany is 82.3 million in total, of which 15.4 million people have a migrant background.

Proportion of migrants in the working population of Germany: 16.8%
People gainfully employed totals 38 million in Germany, of which 6.4 million people have migrant background.

Proportion of migrants in the regional population of Mecklenburg Vorpommern: 1.8%
The total population of Mecklenburg Vorpommern is 1.8 million whereas 30,631 people have a migrant background.

Proportion of migrants in the age group from 20 till 65 years in the regional population of Mecklenburg Vorpommern: 77%
The population in Mecklenburg Vorpommern within the age group accounts 23,604.

1.1.5 Hungary

Hungary used to be a country characterised mainly by emigration. With the change of regime in 1989 the situation has changed and now we can witness a growing tendency of immigration. However, similarly with other Central and Eastern European ex-socialist countries the number of foreigners living in Hungary is far below the European average. Due to the statistical data the percentage of foreigners living in Hungary does not reach 2% (it is estimated to be around 1.9 % according to data in 2008). 5

There is not a legal category in Hungary “immigrant”. Although this term exists in everyday use, when we refer to foreigners who has stayed more than 3 months in Hungary, this is not an adequate legal category and consequently there is not an overall national policy regarding immigrants as a whole. The implementation of European regulations into the Hungarian legislative system is to be complimented with provisions and measures to be taken with regards of the special national features. There is not a central, governmental body dealing with the affairs of foreigners, but they fall under the legislation of the following Ministries:

- Ministry of National Development and Economic Affairs
- Ministry of Education and Culture
- Ministry of Foreign Affairs
- Ministry of Social Affairs and Labour
- Ministry of Local Government
- Ministry of Justice and Law Enforcement

5 Source: Hungarian Central Statistical Office [www.ksh.hu](http://www.ksh.hu)
However, most of the administrative and other issues regarding immigrants upon entering our country belongs to the Hungarian Office of Immigration and Nationality under the directorate of the Ministry of Justice and Law Enforcement. Established in 2000 as an independent central authority the OIN is responsible for aliens policy tasks and for tasks related to the home registration activity;

This office gives the various permissions for foreigners to stay or reside in Hungary.

Below you can see a table and a chart with the division of different permits and the percentage of foreigners holding them.

**Cumulated number of immigrants and those staying legally over 3 months breakdown by legal bases of stay; Stage: June 30, 2009**

<table>
<thead>
<tr>
<th>Name of permit</th>
<th>Permit holders (person)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immigration permit</td>
<td>47 205</td>
</tr>
<tr>
<td>Settlement permit</td>
<td>25 750</td>
</tr>
<tr>
<td>Residence permit</td>
<td>28 549</td>
</tr>
<tr>
<td>EEA residence permit</td>
<td>24 924</td>
</tr>
<tr>
<td>Registration certificate for EU citizens</td>
<td>52 008</td>
</tr>
<tr>
<td>Permanent residence permit</td>
<td>7 299</td>
</tr>
<tr>
<td>Residence permit of family members of Hungarian citizens</td>
<td>4 925</td>
</tr>
<tr>
<td>Residence permit of family members of EEA citizens</td>
<td>285</td>
</tr>
<tr>
<td>EC settlement permit</td>
<td>271</td>
</tr>
<tr>
<td>National settlement permit</td>
<td>3 197</td>
</tr>
<tr>
<td>Temporary settlement permit</td>
<td>5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>194 418</strong></td>
</tr>
</tbody>
</table>

Source: Hungarian Office of Immigration and Nationality
There is no statistical data for the exact number of foreigners of working age. Due to the data provided by the Ministry of Education and Culture the total number of foreign students in general education in the academic year 2007/2008 was 10,916 and the number of those participating in higher education in 2006/2007 was about 15,000. If we suppose that foreigners who are 25-60 are the group of working age we can see on the following chart that their number in January 2009 was 122,162, which is about 70% of the total number of foreigners living in Hungary.


<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Europe</td>
<td>9 131</td>
<td>5 636</td>
<td>12 798</td>
<td>19 180</td>
<td>37 797</td>
<td>24 892</td>
<td>20 448</td>
<td>24 470</td>
<td>154 352</td>
</tr>
<tr>
<td>Asia</td>
<td>3 255</td>
<td>1 132</td>
<td>2 398</td>
<td>2 672</td>
<td>5 462</td>
<td>5 351</td>
<td>2 434</td>
<td>817</td>
<td>23 521</td>
</tr>
<tr>
<td>America</td>
<td>387</td>
<td>176</td>
<td>349</td>
<td>337</td>
<td>689</td>
<td>756</td>
<td>437</td>
<td>486</td>
<td>3 617</td>
</tr>
<tr>
<td>Africa</td>
<td>160</td>
<td>114</td>
<td>259</td>
<td>219</td>
<td>452</td>
<td>503</td>
<td>212</td>
<td>79</td>
<td>1 998</td>
</tr>
<tr>
<td>Total</td>
<td>13 323</td>
<td>7 077</td>
<td>15 823</td>
<td>22 439</td>
<td>44 509</td>
<td>31 603</td>
<td>23 611</td>
<td>25 973</td>
<td>184 358</td>
</tr>
</tbody>
</table>

1.1.6 Italy

According to ISTAT⁶, the resident foreign citizens, after an annual increase of half million units are at the beginning of 2008 3,443,000 including European citizens: 62.5% in the North, 25.0% in the Centre and 12.5% in the South. Caritas and Migrantes provide a superior number of regular immigrants that vary between 3,800,000 and 4,000,000 units out of a total population of 59,619,290 people with an incidence of 6.7% (slightly over the UE average which in 2006 was 6.0%).

These two sources, even if different, are not contradictory as they talk about different categories of immigrants: The Dossier takes into account also the most recent immigrants waiting for a residence permit which is usually obtained after more than one year.

At 1st October 2009 the share of legal immigrants in Italy reached 4.8 million individuals. Immigrants are a young population: 80% are under 45 years old while over 55 are very few. The average age of foreigners is 31 years compared to 43 of Italians. Adults over 65 are only 2%.

ISTAT states that statistical values of 2008 reveal a rate of the foreign population in working age in Italy (between 15 and 64 years) equal to 73.3% more than Italians 62.3%.

In Sicily foreign immigration reaches 114,632 residents belonging to 121 different ethnics (ISTAT 31 December, 2008). Among these 114,632, the 66.2% result in working age.

PALERMO: More than 1 out of 5 immigrants residing in Sicily, is located in Palermo, which has 23,812 residents and an increase of 12.1% over the previous year.

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⁶ Istat - Istituto nazionale di statistica
1.1.7 Romania

The Romanian Office for Immigration which is responsible in our country for administration of immigration issues, asylum and social integration of foreigners, issues periodical statistics about the situation of the immigrants. The latest was released in October 2009 and it contains data about the situation in the first semester of 2009. In Romania in June 2009 the total number of legal immigrants was 59,184 representing 0.0027% of the total population of the country. 41% of immigrants are located in Bucharest, the capital city. In our region there are no immigrants (at least according to this statistic; of course there are a few even in our town – especially from Italy – but these are not representative in number and they are here mostly for setting up their own and well profiting businesses).

There are no data published about the working age, but there is one about the total number of work permits, which is 16.6% of all immigrants.

1.2 What is the National and/or Ethnic origin of migrants in your country/region by percentage?

1.2.1 United Kingdom

Cornwall and the Isles of Scilly.

<table>
<thead>
<tr>
<th>Nationality</th>
<th>No. of employers</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Polish</td>
<td>25</td>
<td>53</td>
</tr>
</tbody>
</table>
The top ten businesses from the RES who have been identified as the largest employers of migrant workers have indicated that the main nationalities employed are Polish, Portuguese, Latvian, Lithuanian, Iraqi, Russian, Slovak and mixed East European. The actual numbers of each nationality in actual employment at these businesses cannot be identified at this time due to lack of data. Even with this limitation it is fair to say that in the opinion of the Diverse Communities Team engaging with these employers it is a reasonable assumption that Polish, Portuguese, Latvian and Lithuanian are the main nationalities employed.

(see Responsible Employers of Migrant Workers Scheme Report 2009)

### 1.2.2 Austria

#### Population according to native countries

<table>
<thead>
<tr>
<th></th>
<th>In Total</th>
<th>Length of stay</th>
<th>% of total population</th>
<th>Men</th>
<th>Women</th>
<th>Rate of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>in 1000</td>
<td>in years</td>
<td>in %</td>
<td>in 1000</td>
<td>in 1000</td>
<td></td>
</tr>
<tr>
<td><strong>Overall</strong></td>
<td>8,223.00</td>
<td>100</td>
<td><strong>100</strong></td>
<td>1,004.6</td>
<td>4,218.5</td>
<td>51.3</td>
</tr>
<tr>
<td>Born abroad</td>
<td>1,178.7</td>
<td>15.9</td>
<td>14.3</td>
<td>548.4</td>
<td>630.4</td>
<td>53.5</td>
</tr>
<tr>
<td>Germany</td>
<td>168.6</td>
<td>13.7</td>
<td>2.1</td>
<td>75.3</td>
<td>93.3</td>
<td>55.3</td>
</tr>
<tr>
<td>Turkey</td>
<td>159.8</td>
<td>17.0</td>
<td>1.9</td>
<td>83.5</td>
<td>76.3</td>
<td>47.8</td>
</tr>
<tr>
<td>Bosnia/Herzegovina</td>
<td>146.0</td>
<td>16.3</td>
<td>1.8</td>
<td>74.5</td>
<td>71.6</td>
<td>49.0</td>
</tr>
<tr>
<td>Serbia</td>
<td>116.1</td>
<td>19.3</td>
<td>1.4</td>
<td>54.6</td>
<td>61.5</td>
<td>52.9</td>
</tr>
<tr>
<td>Poland</td>
<td>60.3</td>
<td>15.8</td>
<td>0.7</td>
<td>25.5</td>
<td>34.8</td>
<td>57.7</td>
</tr>
<tr>
<td>Romania</td>
<td>50.6</td>
<td>13.0</td>
<td>0.6</td>
<td>20.4</td>
<td>30.2</td>
<td>59.7</td>
</tr>
</tbody>
</table>

Source: STATISTIK Austria; MZ -Arbeitskräfteerhebung 2. Quartal 2008
1.2.3 France

Two foreigners out of five (40.4%) come from Portugal, Algeria and Morocco. These three nationalities represent nearly 1.5 million people. 35% of the foreigners come from the European Union, 31% from one the three Maghreb country, and 13% come from Asia. Finally, the share of Europeans in France declined since 1975: 61% in 1975, 40% in 2006, but there is more Africans and Asians. 1.1 million people come from North Africa, and 420,000 from other African countries. Total African foreigners represent 43%.

Immigration in France (by country) 1999 to 2004-2005 (in thousands)

<table>
<thead>
<tr>
<th>Country</th>
<th>1999</th>
<th>2004-2005</th>
</tr>
</thead>
<tbody>
<tr>
<td>China</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senegal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vietnam</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poland</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Belgium</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Royaume-Uni</td>
<td></td>
<td></td>
</tr>
<tr>
<td>France</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Senegal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tunisia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Turkey</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spain</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Portugal</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Morocco</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Algeria</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Champ: France métropolitaine.

Migrants in France by continent (in %)

- **European Union**, Norway, Swiss, Iceland 40.3
- *European Union countries* 34.9
- (Portugal 13.9; Italy 5.0; Spain 3.8)
- *Non-EU European countries* 5.4
- **African** countries 42.9
- *Maghreb countries* 30.7
- (Algeria 13.6; Morocco 13.0; Tunisia 4.1)
- *Sub-saharian African countries* 9.3
- Other African countries 2.9
- **Asian** countries 13.3
- *Turkey* 6.3
- **American** and **Oceanian** countries 3.4
### EVOLUTION BETWEEN 1999 AND 2006

<table>
<thead>
<tr>
<th>Nationalités d’Europe (y.e., la CET)</th>
<th>1999 (en milliers)</th>
<th>2006 (en milliers)</th>
<th>Évolution (en %)</th>
<th>Part (en %) dans l’ensemble 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>UE à 25</td>
<td>1 347</td>
<td>1 428</td>
<td>6,0</td>
<td>40,3</td>
</tr>
<tr>
<td>Espagne</td>
<td>160</td>
<td>174</td>
<td>-7,3</td>
<td>3,9</td>
</tr>
<tr>
<td>Italiens</td>
<td>201</td>
<td>177</td>
<td>-14,8</td>
<td>5,0</td>
</tr>
<tr>
<td>Portugais</td>
<td>595</td>
<td>491</td>
<td>-14,5</td>
<td>13,9</td>
</tr>
<tr>
<td>Autres nationalités de l’UE à 25</td>
<td>367</td>
<td>434</td>
<td>19,3</td>
<td>12,3</td>
</tr>
<tr>
<td>Autres nationalités d’Europe</td>
<td>128</td>
<td>192</td>
<td>50,0</td>
<td>5,4</td>
</tr>
<tr>
<td>Nationalités d’Afrique</td>
<td>1 410</td>
<td>1 521</td>
<td>7,8</td>
<td>42,9</td>
</tr>
<tr>
<td>Maghreb</td>
<td>1 135</td>
<td>1 007</td>
<td>-4,2</td>
<td>30,7</td>
</tr>
<tr>
<td>Algériens</td>
<td>475</td>
<td>481</td>
<td>1,3</td>
<td>13,6</td>
</tr>
<tr>
<td>Marocains</td>
<td>546</td>
<td>460</td>
<td>-14,1</td>
<td>13,0</td>
</tr>
<tr>
<td>Tunisiens</td>
<td>154</td>
<td>146</td>
<td>-5,2</td>
<td>4,1</td>
</tr>
<tr>
<td>Afrique subsaharienne</td>
<td>211</td>
<td>331</td>
<td>58,9</td>
<td>9,3</td>
</tr>
<tr>
<td>Autres nationalités d’Afrique</td>
<td>72</td>
<td>103</td>
<td>43,1</td>
<td>2,9</td>
</tr>
<tr>
<td>Nationalités d’Asie</td>
<td>411</td>
<td>472</td>
<td>14,8</td>
<td>13,3</td>
</tr>
<tr>
<td>Turcs</td>
<td>206</td>
<td>224</td>
<td>8,7</td>
<td>6,3</td>
</tr>
<tr>
<td>Sud-est asiatique</td>
<td>63</td>
<td>44</td>
<td>-30,2</td>
<td>1,2</td>
</tr>
<tr>
<td>Autres nationalités d’Asie</td>
<td>142</td>
<td>205</td>
<td>44,4</td>
<td>5,8</td>
</tr>
<tr>
<td>Notio, d’Amérique et d’Océanie</td>
<td>84</td>
<td>120</td>
<td>42,9</td>
<td>3,4</td>
</tr>
<tr>
<td>Ensemble des étrangers</td>
<td>3 260</td>
<td>3 542</td>
<td>8,7</td>
<td>100,0</td>
</tr>
</tbody>
</table>

Sources : INSEE, recensements de la population 1999 et 2006.

In our region: Provence – Alpes Côte d’Azur, the Algerian represent the majority of the immigrants. Out of 458,000 immigrants (9.6% of the total population), the Algerians are 79,000, Moroccans and Italians are 66,000, and Tunisians 50,000. Recently a lot of Comorians arrived in the region: 38,000 people.

#### 1.2.4 Germany

In reference to the statistical report 2008 five major groups regarding to their national origin could be determined in Mecklenburg Vorpommern. The most resident nationality is from Poland with 12.9% followed by Russia with 10.7% and the Ukraine with 8.5%. The proportion of migrants from Vietnam is 8.1% and the proportion of migrants with a Turkish background is 4.7%.
### 1.2.5 Hungary

#### Foreign citizens residing in Hungary by continents and countries 2002-2009

<table>
<thead>
<tr>
<th>Continent, country</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Europe</td>
<td>97,640</td>
<td>98,230</td>
<td>110,915</td>
<td>122,261</td>
<td>130,535</td>
<td>140,827</td>
<td>146,145</td>
<td>154,352</td>
<td></td>
</tr>
<tr>
<td>Of which:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Romania</td>
<td>44,977</td>
<td>47,251</td>
<td>55,769</td>
<td>67,529</td>
<td>66,183</td>
<td>66,951</td>
<td>68,836</td>
<td>69,368</td>
<td></td>
</tr>
<tr>
<td>Serbia and Montenegro</td>
<td>11,975</td>
<td>11,693</td>
<td>12,357</td>
<td>13,643</td>
<td>12,111</td>
<td>8,459</td>
<td>13,721</td>
<td>17,015</td>
<td></td>
</tr>
<tr>
<td>Ukraine</td>
<td>9,836</td>
<td>9,083</td>
<td>13,096</td>
<td>13,933</td>
<td>15,337</td>
<td>15,866</td>
<td>17,289</td>
<td>17,610</td>
<td></td>
</tr>
<tr>
<td>Germany</td>
<td>7,676</td>
<td>7,100</td>
<td>7,393</td>
<td>6,906</td>
<td>10,504</td>
<td>15,037</td>
<td>14,436</td>
<td>16,744</td>
<td></td>
</tr>
<tr>
<td>Poland</td>
<td>2,227</td>
<td>1,945</td>
<td>2,196</td>
<td>2,175</td>
<td>2,364</td>
<td>2,681</td>
<td>2,645</td>
<td>2,776</td>
<td></td>
</tr>
<tr>
<td>Russia</td>
<td>2,046</td>
<td>1,794</td>
<td>2,244</td>
<td>2,642</td>
<td>2,789</td>
<td>2,760</td>
<td>2,787</td>
<td>2,923</td>
<td></td>
</tr>
<tr>
<td>Slovakia</td>
<td>2,113</td>
<td>1,536</td>
<td>2,472</td>
<td>1,225</td>
<td>3,597</td>
<td>4,276</td>
<td>4,944</td>
<td>6,106</td>
<td></td>
</tr>
<tr>
<td>Croatia</td>
<td>931</td>
<td>800</td>
<td>902</td>
<td>837</td>
<td>778</td>
<td>813</td>
<td>852</td>
<td>914</td>
<td></td>
</tr>
<tr>
<td>Austria</td>
<td>795</td>
<td>750</td>
<td>780</td>
<td>544</td>
<td>4,494</td>
<td>2,225</td>
<td>2,571</td>
<td>2,956</td>
<td></td>
</tr>
<tr>
<td>Asia</td>
<td>14,001</td>
<td>13,480</td>
<td>14,715</td>
<td>15,121</td>
<td>18,543</td>
<td>19,733</td>
<td>22,356</td>
<td>23,521</td>
<td></td>
</tr>
<tr>
<td>Of which: China</td>
<td>5,840</td>
<td>5,420</td>
<td>6,790</td>
<td>6,896</td>
<td>8,894</td>
<td>8,979</td>
<td>10,218</td>
<td>10,709</td>
<td></td>
</tr>
<tr>
<td>America</td>
<td>2,557</td>
<td>2,434</td>
<td>2,535</td>
<td>2,667</td>
<td>2,989</td>
<td>3,075</td>
<td>3,557</td>
<td>3,617</td>
<td></td>
</tr>
<tr>
<td>Of which: United States</td>
<td>1,588</td>
<td>1,614</td>
<td>1,703</td>
<td>1,679</td>
<td>1,929</td>
<td>1,931</td>
<td>2,343</td>
<td>2,379</td>
<td></td>
</tr>
<tr>
<td>Africa</td>
<td>1,318</td>
<td>1,291</td>
<td>1,455</td>
<td>1,556</td>
<td>1,800</td>
<td>1,783</td>
<td>1,913</td>
<td>1,998</td>
<td></td>
</tr>
<tr>
<td>Australia and Oceania</td>
<td>513</td>
<td>463</td>
<td>499</td>
<td>548</td>
<td>563</td>
<td>612</td>
<td>726</td>
<td>870</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>116,429</td>
<td>115,888</td>
<td>130,169</td>
<td>142,153</td>
<td>154,430</td>
<td>166,030</td>
<td>174,697</td>
<td>184,358</td>
<td></td>
</tr>
</tbody>
</table>

Source: Hungarian Central Statistical Office

Before the change of regime in 1989, Hungary was mainly a country characterized by emigration. The democratization process was accompanied by the liberalisation of the rules pertaining to the border control, to the exit of Hungarian citizens and to the entry and stay of foreigners and Hungary became a transit and destination country of international migration. More than half of the foreigners living in Hungary came from the following four neighbouring countries: Romania (36%), Serbia (9%), Ukraine (9%), Slovakia (3%). It is estimated that among those immigrants 90% of the Romanian citizens, 50-60% of the Ukrainian and 70-80% of the Serbian citizens were ethnic Hungarians. Therefore we can conclude that the immigration to Hungary in the 90s was mainly characterized by ethnic migration.

The integration of those groups was facilitated by their already existing language skills, knowledge and family relationships and the attitude of population of the recipient country.

Not surprisingly most of those who apply for a naturalization derive from these nationalities as the diagram below demonstrates:

---

8 Margit Feischmidt and Pál Nyíri (editors), Nem kívánt gyerekek? Külföldi gyerekek magyar iskolákban (Budapest Sík kiadó, 2006), p 19-20
Foreigners submitting naturalization and re-naturalization application with a percentage breakdown by nationality

<table>
<thead>
<tr>
<th>Nationality</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Romanian</td>
<td>61.20%</td>
<td>60.30%</td>
<td>63.62%</td>
<td>67.80%</td>
<td>66.00%</td>
</tr>
<tr>
<td>Serb-Montenegrin</td>
<td>16.70%</td>
<td>15.10%</td>
<td>12.68%</td>
<td>11.00%</td>
<td>9.30%</td>
</tr>
<tr>
<td>Ukrainian</td>
<td>10.60%</td>
<td>14.40%</td>
<td>14.28%</td>
<td>12.30%</td>
<td>11.90%</td>
</tr>
<tr>
<td>Other European</td>
<td>5.60%</td>
<td>3.90%</td>
<td>4.96%</td>
<td>4.30%</td>
<td>6.40%</td>
</tr>
<tr>
<td>Non-European</td>
<td>4.80%</td>
<td>5.30%</td>
<td>3.44%</td>
<td>3.90%</td>
<td>5.70%</td>
</tr>
<tr>
<td>&quot;Stateless&quot;</td>
<td>1.10%</td>
<td>1.00%</td>
<td>1.02%</td>
<td>0.70%</td>
<td>0.70%</td>
</tr>
</tbody>
</table>

There is also a significant number of Asian migrants (especially from China, Vietnam and Mongolia), who mainly come to Hungary with a purpose to work.

1.2.5 Italy

The following five communities cover half of the total presences on national territory - 800,000 Romanians, 440,000 Albanians, 400,000 Moroccans, 170,000 Chinese and 150,000 Ukrainians.

European citizens reach the highest percentage (52.0%) while the Africans maintain the percentage (23.2%), the Asians (16.1%) and the Americans (8.6%) lose at least a percentage point.

SICILY: Romanians have become the first nation represented in the island absorbing the 17.8% of all immigration. This historic overtaking, resulting from the opening of the borders of...
2007, has slipped a spot the presence of earliest date nationalities such as Tunisia (15.1%), Morocco (9.6%), Sri Lanka (8.0%), Albania (6.0%) and China (4.0%).

PALERMO: In Palermo the maximum number of presence of foreigners is still held by the citizens of Sri Lanka and Bangladesh, but is very strong the growth of people from Romania, particularly female; 70.8% of the Romanian community, in fact, are women.

### 1.2.6 Romania

Moldavian (28%) - Romanian speakers
Turkish (17%)
Chinese (14%)
Syrian (4%)
(these data are according to the statistics mentioned above; beside these groups more and more small businesses are set up in RO by citizens of Greek, Arabic, Italian, Turkish nationalities who first come only “for a period” in Romania and then they remain here)

### 1.3 Please describe the educational profile of the three major groups in your country/region!

#### 1.3.1 United Kingdom

Data not available, but anecdotal evidence indicates highly educated migrants employed in unskilled sectors in the region, attracted by higher pay in the UK.

#### 1.3.2 Austria

There is no statistical data in Austria of educational profiles for different migrant groups but some general information about the education of people with/without migrant background:

People born abroad have another educational profile than people born in Austria. We notice that the share of migrants is disproportionately high in the highest and the lowest educational level, whereas people without migrant background are represented most of all in the middle.

### Share of working people according to birth country and highest grad completed (in%)
Only 28.7% of people born in Austria have a university entrance diploma (corresponding to A-levels in Britain) or a university degree, compared to 34.9% within the group of migrants. This share is particularly high above the average within the rate of workers from the EU15 countries (54.6%), e.g. every other from Germany has one of these qualifications.

Surprisingly the rate of high educated people from non-EU-countries who are badly integrated to the labour market (low labour participation, high rate of unemployment) is rather high as well: 53% have graduated from a higher school or even university. Considering only university qualifications the percentage of graduates for migrant workers is 16.3% whereas the rate for people born in Austria is 12.9%. On the top we can find again people coming from EU15-countries with a rate of 36.1%. On the other side of the educational hierarchy we can also find a higher rate of people with a migrant background. 14.2% of workers born in Austria only have compulsory education compared to a rate of 27.9% for migrants. This share is particularly high for Turks (61% for men, 76.7% for women) and people from Serbia (47.7%). (Source: Statistics Austria, 2009: 41-43)

1.3.3 France

From 1982 to 1999, the educational level of immigrants has strongly progressed. If in 2004-2005, immigrants aged between 30 and 49 were more numerous than non immigrants of the same age to hold at the best a primary education certificate (41% versus 17%); this figure has considerably regressed since 1982. Moreover, the proportion of immigrants holding a higher education qualification is reaching the non immigrants one (24% versus 29%); it has quadrupled since 1982, from 6% to 24%, whereas the proportion of non immigrants with a higher education degree has risen from 12% to 29%.

In 2004-2005, as during preceding years, the arrival in France of new migrants educated at a higher level than previous residents leads to an elevation in the level of education of all immigrants. Thus, in mid 2004 one third of immigrants residing in France for less than ten years held a higher education qualification, versus 27% of those who arrived between 10 and 19 years prior.
On the contrary, new migrants in 2004-2005 were little less educated than new migrants in 1999: 33% of immigrants who have been living in France for less than ten years in the middle of 2004 hold a higher education credential in comparison with 37% in 1999.

**Distribution of migrant / non-migrant worker according to the level of qualification (2006, in %)**

<table>
<thead>
<tr>
<th>Level of qualification</th>
<th>Migrants</th>
<th>Non-migrants</th>
<th>Total Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tertiary Education (5A)</td>
<td>13.9</td>
<td>12.3</td>
<td>12.4</td>
</tr>
<tr>
<td>Tertiary Education (5B)</td>
<td>6.6</td>
<td>11.6</td>
<td>11.2</td>
</tr>
<tr>
<td>Upper Secondary Education (3A, 3B, 3C)</td>
<td>14.0</td>
<td>18.0</td>
<td>17.7</td>
</tr>
<tr>
<td>Other Upper Secondary Education (3C only)</td>
<td>12.2</td>
<td>24.4</td>
<td>23.3</td>
</tr>
<tr>
<td>Lower Secondary Education (2)</td>
<td>7.2</td>
<td>12.1</td>
<td>11.7</td>
</tr>
<tr>
<td>No qualification or Primary Education (1)</td>
<td>46.2</td>
<td>21.6</td>
<td>23.7</td>
</tr>
<tr>
<td>Non declared qualification</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>All</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Population (in thousands)</td>
<td>3374</td>
<td>36046</td>
<td>39420</td>
</tr>
</tbody>
</table>

**Note**: results in yearly average; **Coverage**: Metropolitan France, people aged 15 - 64. **Source**: Insee, Labour Force Survey, 1st to 4th quarter 2006.

The level of education of active immigrants differs with their country of origin. Among the 30-64 years old, most of the immigrants from Turkey, Portugal, Morocco or Tunisia are likely to have no diploma: more than six native immigrants from Turkey out of ten are in that case. On the other hand, a significant share of immigrants from European countries - other than Spain, Italy and Portugal – has a higher education degree. Gaps between men and women also depend on the country of origin. Women coming from one of the new twelve European Union countries have a higher level of education than the men: 53% have a degree of higher education, compared to 41% for men. These differences in level of education can be partly explained by differences in age. For example, Spanish, Italian or Portuguese immigrants are usually older.

### 1.3.4 Hungary

The three major groups of foreigners living in Hungary come from Romania, Serbia and Ukraine. As stated above most of these immigrants are ethnic Hungarians, speak fluent Hungarian and share cultural and historical identity with the population of the host country. Therefore recognizing their qualifications and finding a job appropriate to their qualifications is a relatively smooth process.

At the first flow of immigrants in the 1990’s the percentage of immigrants with high qualifications (professionals) among the whole number of immigrants has been higher than that of the Hungarian population.

However, this rate has been significantly decreasing in the last few years. This is due to two factors: on the one hand the percentage of people with higher education degree has increased in Hungary and also the qualification level of the immigrants has decreased. Here we also have to mention the outstanding number of foreign students studying in Hungary. Their number in the 2006/2007 academic year reached 15,000 which is a very

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9 Data provided by the Ministry of Education and Culture
high rate compared to the 60,000 persons with legal employment permit. The majority of these students are likely to find a job in the country after finishing their studies.

### 1.3.5 Italy

**SCHOOL EDUCATION:** The number of students -children of immigrants increases with 70,000 units/year and have almost reached to 600,000 units in the school-year 2007-2008 (574,133) with an average incidence of 6.4% (but by 10% or more in Lombardy, Veneto, Emilia Romagna, Umbria) and a major concentration in primary and secondary school. A little less than 100,000 are Romanians (92,724), Albanians (85,195), Moroccans (76,217), almost 30,000 Chinese, 20,000 Ecuadorians, 15,000 Tunisians, Serbs and Montenegrins. A school system with precarious means for adequate insertion implies many problems especially when the transfer occurs during the school-year. According to ministerial sources 42.5% of foreign students cannot cope with study requirements, lack school preparation and get behind especially in secondary school where 19% of the students enrolled are over 18 years old. Another major problem is the excessive orientation of these children towards technical-professional sectors.

Globalization concern also Italian universities where 47,506 foreign students are enrolled, double in comparison with just 10 years ago but still under represented. On the other hand, our school system has a low international profile since only two Italian universities (Bologna and Rome-La Sapienza) are among the most prestigious 200 universities in the world ranking only 173rd and 183rd place.

Foreign students are only 2.6 % of the whole university population (1,809,186), therefore a low rate in comparison with the average of OCSE countries (7%). The foreign new university students enrolled yearly are 10,000 (60% females). Moreover doctorate students are 2,136 out of 38,890 (5.9%), master students of both first and second level are 2,385 out of 43,127 (5.5%) and yearly 5,000 bachelors.

**VOCATIONAL TRAINING:** A research developed by the Department of Economic and Productive Activities, Immigration, Relationship with Foreign States highlights that for almost all interviewed subjects (95%) in the initial phase of immigration, not knowledge of Italian was mentioned as a difficulty.

For 56% of the asked people the linguistic subject is combined with other problems, and specifically the home, work and documents. The last part of the investigation was focused on the training offers for foreign workers in Italy, which puts in clear evidence that the majority (82%) has not attend any training opportunity. It is clear that, in theory, 71% considered useful to take courses in Italian language. Is little (2%) point out, again theoretically, the usefulness of vocational training courses or on the Italian culture and laws.

<table>
<thead>
<tr>
<th>Origin</th>
<th>Age in years</th>
<th>Level of schooling</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Average</td>
<td>Range</td>
</tr>
<tr>
<td>Africa Subsaharian</td>
<td>29</td>
<td>20-40</td>
</tr>
</tbody>
</table>

---

10 Listing of Work and Training Needs of migrants living in the province of Padua - Exploratory research
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa Oriental</td>
<td>31</td>
<td>23-42</td>
<td>50%</td>
<td>50%</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Albania</td>
<td>27</td>
<td>21-33</td>
<td>18%</td>
<td>72%</td>
<td>9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cina</td>
<td>29</td>
<td>23-34</td>
<td>7%</td>
<td>93%</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central America</td>
<td>36</td>
<td>24-45</td>
<td>100%</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ex Yugoslavia</td>
<td>29</td>
<td>29-37</td>
<td>12%</td>
<td>75%</td>
<td>12%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ex Sovietic Union</td>
<td>32</td>
<td>24-52</td>
<td>9%</td>
<td>67%</td>
<td>24%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Filipines</td>
<td>36</td>
<td>32-47</td>
<td>100%</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maghreb</td>
<td>34</td>
<td>22-45</td>
<td>71%</td>
<td>29%</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pakistan/Sri Lanka</td>
<td>36</td>
<td>23-49</td>
<td>100%</td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Romania</td>
<td>33</td>
<td>22-53</td>
<td>9%</td>
<td>61%</td>
<td>30%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Average</strong></td>
<td>32</td>
<td></td>
<td>50%</td>
<td>59%</td>
<td>19%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Source: Department of Economic and Productive Activities, Immigration, Relationship with Foreign States – Province of Padua.*
1.3.6 Romania

There are no official data about this topic available. What can be added at this point from our experiences is the following: In bigger cities where people from other countries come to set up their businesses have their education at medium level. Moldavians, Chinese are usually lower educated people.

1.4 Are migrants mainly employed or unemployed, and is this employment mainly legal or illegal in your country/region?

1.4.1 United Kingdom

The Migrant Workers Group has identified that there is a lack of information both locally and nationally in this area. At the current time the only accurate statistically robust information is held Jobcentre Plus which we know to be incomplete as many Migrant Workers have left the region or have chosen not to obtain a National Insurance Number. (Source: Migrant Workers Group: Project Initiation Document).

1.4.2 Austria

ILLEGALITY
There are no valid statistical data about irregular employment of migrants in Austria. According to a study published in 2009 little attention has been devoted to this subject by researchers who mainly focused on regular foreign employment. Referring on the statements of 40 experts from different fields like migrants consultancy, chamber of labour, science and administration and trade unions, irregular employment of migrants will rise within the next ten years. Experts think, that grey areas will extend (like pseudo self employment) and real illegality will play a minor role.

The highest numbers of illegal employment can be found in the construction sector, catering and tourism and agriculture.

Most of the illegal workers come from Poland, followed from states of former Yugoslavia, Slovakia, Hungary, Czech Republic, Turkey and Romania. In the field of private care experts say that most workers come from Slovakia and the Czech Republic.¹¹

(UN-)EMPLOYMENT
In 2009 the unemployment rate has risen dramatically both for workers with and without migrant background caused by the economic crisis. In this phase migrant workers were hit by unemployment very bad.
In the third quarter of 2009 220,000 people were affected by unemployment, the unemployment rate was 5.1%. Therewith the number was significantly higher than one year

¹¹ Source: http://volksgruppen.orf.at/diversity/stories/92628/
before (159,000 people; 3.7%). The unemployment rate for migrants (third quarter 2009) was even higher and added up to 10.6% (compared to the unemployment rate of natives: 4.4%).

### 1.4.3 France

The foreign active population from 15 to 64 years old was estimated in 2007 to 1 486 140 people, 44% of which come from the European Union. The foreign working people represent 5.4 % of the total workforce, a stable proportion over the past three years. 57.5 % are men, compared with 52.5 % for the French workers. However employment becomes more open to women: the proportion of men in the foreign active population decreased by three points since 2004, while it decreased only by half point among the French.

Three nationalities represent 44% of the foreign workforce: Portuguese (22%), Algerians (11%) and Moroccan (11%).

Officially, only 2% of the active foreign people work illegally.

The overall activity rate of the 15-64 years old foreigners is 64% compared to 70% among the French. The foreigners’ unemployment remains more than two times higher than for the French people (16.4% compared to 7.5%). Most affected nationalities are Africans and Turks (nearly 25%).

<table>
<thead>
<tr>
<th>2007</th>
<th>Men</th>
<th>Women</th>
<th>Together</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>French active population</strong></td>
<td>13 765 944</td>
<td>12 449 665</td>
<td>26 215 609</td>
</tr>
<tr>
<td><strong>Foreign active population</strong></td>
<td>853 954</td>
<td>632 186</td>
<td>1 486 140</td>
</tr>
<tr>
<td>Europe (and CEI)</td>
<td>352 700</td>
<td>308 063</td>
<td>660 763</td>
</tr>
<tr>
<td>Asia and Pacific</td>
<td>88 921</td>
<td>60 352</td>
<td>149 273</td>
</tr>
<tr>
<td>Africa</td>
<td>364 701</td>
<td>224 079</td>
<td>588 780</td>
</tr>
<tr>
<td>Maghreb</td>
<td>251 595</td>
<td>135 844</td>
<td>387 439</td>
</tr>
<tr>
<td>Algeria</td>
<td>101 723</td>
<td>60 129</td>
<td>161 852</td>
</tr>
<tr>
<td>Marrocco</td>
<td>105 283</td>
<td>56 048</td>
<td>161 331</td>
</tr>
<tr>
<td>Other african countries</td>
<td>113 106</td>
<td>88 235</td>
<td>201 341</td>
</tr>
<tr>
<td>America</td>
<td>29 623</td>
<td>27 257</td>
<td>56 880</td>
</tr>
<tr>
<td>Non declared</td>
<td>18 009</td>
<td>12 435</td>
<td>30 444</td>
</tr>
<tr>
<td><strong>Total active people</strong></td>
<td>14 619 898</td>
<td>13 081 851</td>
<td>27 701 749</td>
</tr>
</tbody>
</table>

### 1.4.4 Hungary

12

http://www.statistik.at/web_de/statistiken/arbeitsmarkt/arbeitslose Arbeitssuchende/arbeitslose internationale_definition/index.html
There are no official data regarding employment rates among immigrants. About 130,000 foreigners are estimated to work legally in Hungary, which is about 70% of the foreigners living here. Out of this number the majority would not need a work permit, as in case foreigners have a permanent settlement permit or are citizens of a EU country they can be employed under the same condition as native Hungarians.
According to the number of permits issued by the Employment Centres in 2007 the total number of foreign workers in Hungary was 55,230.

### 1.4.5 Italy

In 2008 the unemployment rate of foreigners reached 8.5%. 162,000 foreigners seeking work (26,000 more than last year).
In Italy, especially among immigrants, black labor market is enormously spread not only among both families and firms to an extent which is not experienced in other industrialized countries. Also the official labor statistics confirm the important contribution of these workers, both Europeans and from other continents. Altogether, we are dealing with more than one million and five hundred persons representing in some sectors more than 10% of the employees.
Taking into account the requests, but not considering the initial number of 170,000 new entries, we can argue that in 2007, in Italy at least half million people were already settled and inserted in the black labour market. However, they were not provided with residence permits and this stresses the need for a more efficient management of the employment market.
A lot of the migrants begin their migratory story as regulars and end up as irregulars, due to the complexity and the contradictory aspects of the legislation.
There isn’t any data regarding the illegal workers but according to the XII Report on Migration Ismu, 19.4 percent, (almost 1 out of 5), is illegal.
Immigrants living and work conditions confirm the rather low state of legality of the Country, as shown in black recruitment, contribution/tax evasion, failure to contractual rules, the non-recognition of qualifications. For these reasons, the action taken to free women victims of trafficking has been extended to victims of labour exploitation since 2000.
1.4.6 Romania

The migrants in Romania in the majority of the cases have legal status and they are employed. We don’t have any information on illegal employment.

1.5 What sectors are these migrants typically employed in?

1.5.1 United Kingdom

The UK government has stressed that Accession Eight workers have been filling what it says are gaps in the labour market, particularly in near minimum wage industries such as food, catering, agriculture or manufacturing and production.

The reality is far more complicated.

Factory workers comprise 37% of the total number of workers over first two years, but many workers have now gone into administrative, business and clerical jobs, alongside influxes into the catering and hospitality industries.

Transport has seen some substantial numbers - 16,000 workers over three years. Some 21,000 workers have gone into construction.

Some 97% of registered workers were found to be working full time and the majority, as expected, were earning on the lower end of the scale - between minimum wage - currently £5.10 - and £6 an hour.

(Source: Migrant Workers: What we know http://news.bbc.co.uk/go/pr/fr/-/1/hi/uk/6957171.stm Published: 2007/08/21 16:01:34)

WRS Registrations in the South West 2008 by Industry
Workers' Registration Scheme
(Source: Equality South West Analysis of the Latest data on Migration Trends – May 2009)
In Cornwall, migrants are typically employed in unskilled roles – mainly food production, farming, care sector, hotels and catering.

1.5.2 Austria

Rate of workers according to job sector and country of birth

<table>
<thead>
<tr>
<th>Job Sector</th>
<th>Foreign Born</th>
<th>Born in Austria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skilled personnel in farming and fishing</td>
<td>1.20%</td>
<td>6.20%</td>
</tr>
<tr>
<td>Executive staff, Executive managers in the private sector</td>
<td>5.30%</td>
<td>7.20%</td>
</tr>
<tr>
<td>Office workers, commercial staff</td>
<td>7.40%</td>
<td>14.50%</td>
</tr>
<tr>
<td>Operators</td>
<td>7.80%</td>
<td>5.70%</td>
</tr>
<tr>
<td>Scientists</td>
<td>8.80%</td>
<td>10.20%</td>
</tr>
<tr>
<td>Technicians and equal non-technical jobs</td>
<td>12.80%</td>
<td>21.09%</td>
</tr>
<tr>
<td>Service sector, salespeople</td>
<td>14.90%</td>
<td>14%</td>
</tr>
<tr>
<td>Tradesman</td>
<td>15.60%</td>
<td>13%</td>
</tr>
<tr>
<td>Unskilled worker</td>
<td>8.40%</td>
<td>25.90%</td>
</tr>
</tbody>
</table>
In the second quarter of 2008 seven of ten workers with migrant background were employed in the service sector. Nearly 30% were working in commerce and industry. In the accommodation and gastronomy sector the rate of migrant workers is above-average as well: More than every tenth person with migrant background works in this sector, for people born in Austria this rate is only 5.1%. In the construction sector the situation is similar. (Statistics Austria, 2009: 45)

1.5.3 France

71% of the foreign active population works in the tertiary sector and 15.5% in construction. Foreigners work mainly in the personal services (19%), company services (17%), retail (13%) and in education, health and social action (10%).

Foreign women are 91% to have an activity in the service sector, compared to 57% for men who are mainly employed in construction (26%) and industry (14.5%). However, the proportion of employed people in the tertiary sector is increasing since 2005 regardless of gender. Gender specificities observed previous years remain important even if they reduced in the last two years. Thus, women proportionately are four times more numerous than men in the education, health and social action sector, and three times more numerous in the personal services sector. On the contrary, foreign men are mainly working in the construction sector and in the service to companies.

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>French</td>
<td>Foreigner</td>
</tr>
<tr>
<td>Agriculture, forestry, fishing</td>
<td>4.6</td>
<td>2.6</td>
</tr>
<tr>
<td>Industry</td>
<td>21.1</td>
<td>14.4</td>
</tr>
<tr>
<td>Construction</td>
<td>10.4</td>
<td>25.9</td>
</tr>
<tr>
<td>Tertiary sector</td>
<td>63.9</td>
<td>57.1</td>
</tr>
<tr>
<td>services to companies</td>
<td>14.0</td>
<td>18.1</td>
</tr>
<tr>
<td>Individual services</td>
<td>5.8</td>
<td>11.3</td>
</tr>
<tr>
<td>Education, health and social action</td>
<td>9.2</td>
<td>4.6</td>
</tr>
<tr>
<td>Total active foreigners</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

1.5.4 Germany

Workers with a migratory background are twice as likely to be employees as those without a migrant background (48.6% compared to 26.4%).

Public employees and civil servants among them are correspondingly rare (1.2% compared to 7.1%).

With the tasks predominantly carried out by employees, it first came to attention in 2007, that the largest difference occurred in the area of “cleaning, rubbish collection, recycling” in which
9.2% of all workers with a migrant background were employed, but only 2.8% without.

The areas “catering and hospitality” follow with 8.1% compared to 3.3%.
“Maintenance, installation and assembly” follow with 14.3% compared to 9.6% and setting up and monitoring machinery” with 10.5% compared to 6.7%.

Underrepresented were workers with a migratory background in the areas “written, numerical and data processing work” with 7.8% compared to 14.5% of those without a migrant background, by “training, education and teaching” with 3.0% compared to 6.0% and by “management, directors and executive roles” with 2.2% compared to 4.7%.

### 1.5.5 Hungary

One-third of the foreigners holding a work permit (11,804) worked in the building industry and between 1,000 and 3,000 foreigners worked in the following sectors (in descending order): catering/tourism, agriculture, commerce, fabrication of home entertainment devices and fabrication of clothes. 15,039 persons among the foreign workers came from third countries and among them 2,036 persons (13.5 %) was working in a workplace requiring high qualification.

There are no official data on the number of immigrants working illegally in Hungary. Due to some estimations based on a survey in 2005 the rate of foreigners working illegally in Hungary is about 10-30% of the total of illegally employed people. The main sector for illegal employment both for Hungarians and for foreigners living in Hungary is construction industry. Due to some research it is estimated to exceed 30% of the total number of employees. The second largest is agriculture.

### 1.5.6 Italy

Insertion typologies reveal the different features of Italian territory. In the north firm employment and self-employment prevail, in the Centre, self-employment and family care and in the South and islands, family care and agriculture work - for which immigrant labor force has become indispensable.

Immigrants accept the jobs offered to them and increasingly create their own jobs, especially after they would overcome the first difficult phase of their integration. Self-employment regards more than one tenth of the adult foreign population with 165,114 firm owners, 52,715 associates and 85,990 other societal structures, with an increase of one sixth in comparison with may 2007, with a faster pace than Italian firms.

In the top of communities with highest numbers of firm owners (more than 2,000) are the Moroccans, Romanians (greatly increasing) and Chinese, followed by the Albanians with 17,000 owners. A major concentration is to be found, at the present time, in certain sectors: 4

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15 Kutas János: Dilemmák a fekete-szürke gazdaság visszaszorításának lehetőségeiről az építőiparban. Munkaügyi Szemle 49. évf. 1. sz. / 2005
out of 10 firms are engaged in constructions, dynamic sector that covers the entire Italy, and almost 4 in commerce. About 1 million immigrant women are working as family carers. The “forced” regularization\textsuperscript{16} for this category workers (September 2009) brought to 294,744 applications submissions. Immigrant workers are responsible for two thirds of Italian employment growth (234,000 new workers in 2007)\textsuperscript{17}.

1.5.7 Romania

The migrants are mainly employed in the field of constructions in jobs like carpenter, armatures, tourism (restaurants) etc.

2 Integration and Language Training

2.1 What own language training is provided by the State, and by voluntary organisations, NGO’s etc?

2.1.1 United Kingdom

We can not find evidence of any own language training available in the UK.

2.1.2 Austria

We couldn't find any organisation providing some kind of own-language training. Even NGO’s working a lot with migrants and asylum seekers don't offer any training in other languages than German.

2.1.3 France

Most of professional trainings are given in French, some of them are in English. The only own language training which is provided by french public institutions is the “civic training”.

\textsuperscript{16} This request for regularization suspends any penal or administrative proceedings on the part of either the employer (undeclared work) or the employee (present illegally in Italy)

\textsuperscript{17} The high immigrant presence in the labor market accounts also for the high labor union membership (814,311 persons) which amounts to 15% of all members and as high as 12% of all active members, not counting the retired people.
This training is compulsory for anyone signing the “contrat d'accueil et d'intégration” or accommodation and integration contract (CAI) which is a mutual undertaking between the Government on one hand, and the new migrant on the other.

### 2.1.4 Hungary

There are not any own-language training provided directly by the state identified. Neither could we find any own-language training publicly available. We assume that some training and courses for foreigners at their native language might be offered by organizations of ethnic minorities.

### 2.1.5 Italy

The state does not provide any Italian language course for immigrants, despite this, there are lot’s of NGOs, and voluntary associations that provide several Italian courses for different levels spread out all over the country. The Italian language school for foreigners in Palermo, was established with the objective of responding to numerous calls from the world of education, labor, foreign students and universities in other countries. Actually European Social Fund (ESF) projects on regional basis replace the lack of training opportunities offered by the State. Specially in the north of the country there are some vocational training offers but (as we got to know) none in the native language of the migrant workers.

The NGO Cospe has registered in 2007 146 publications in immigrants’ languages of which two thirds created in the last 5 years: 63 newspapers (mostly monthly), 59 radio programs, 24 TV programs (mostly weekly) in collaboration also with major publishing houses as “Metropoli”, “La Repubblica” newspaper and “Stranieri in Italia”. In this sector are employed 800 people of which 550 of foreign origin. In this connection the professions’ law is bound to be changed since, in Italy, a foreign publication can be directed only by Italian journalists who, many times, are not familiar with the languages of the publications themselves. Regarding deontology “Carta of Rome” has been signed, document that, on the other hand, needs concrete means of application.

### 2.1.6 Romania

Romanian

### 2.2 What pre-existing materials and training courses have you identified in your country that are suitable for own language development by the Clarity project?

#### 2.2.1 United Kingdom
Health and Safety Training; Road Safety Training

2.2.2 Austria

By now, we couldn't find anything, that would fully fit into the Clarity project. The "Arbeitsmarktservice" Austria (job agency) offers a lot of different trainings, but there is no access to any training materials in order to check the suitability. The only training provider that really offers standardised trainings is the "Red Cross", who has training centers in every region in Austria and is responsible for all the courses in first-aid. As there are binding regulations how many people in companies must be trained as first-aider (in relation to the total of staff) a transfer of these training concepts into other languages would be very important and could easily be done. Another organisation that offers safety trainings is the "AUVA", the Austrian general accident insurance company. We suppose that many of their training concepts could be used for the Clarity project.

2.2.3 France

- French Ministry for Immigration, Integration, National identity and Development has signed some agreements with big companies or groups of companies, in order to promote the employment of foreigners who just arrived in France.

The economic sector "services for people" is the first concerned. The agreement with the national agency in charge of assistance to people (l'Agence nationale des services à la personne – ANSP) concerns 10 000 immigrants per year. To be eligible, the foreigner must have signed an integration contract (see #4 Support).

In terms of training, this agreement allows the foreigners interested in this kind of job to follow:

1. **An integration module** (70h) (MISAP: Module d'intégration dans les services aux personnes). Topics studied:
   - General presentation of the assistance to people who work
   - Organisation of home assistance
   - How to create and maintain a professional relationship
   - Difficult situations
   - Health and safety
   - Basic gesture and posture

2. **A professional French language course**

In the transport and logistics sector, an agreement has been signed in November 2008 between different agencies to experiment actions allowing foreigners and employers to meet each other, in this economic sector. This cooperation program enables companies to find
quickly employees with experience in transportation and logistics and to facilitate the integration of the immigrants by helping them to find basic trainings. This project is still being experimented (in 2 french departments).

- The National Institute of research and security (INRS: Institut National de Recherche et de Sécurité), the Regional Social Insurance agencies (CRAM- Caisses Régionales d’assurance maladie) and the GRETA (public institution for adult training) offer to companies, actors for risk prevention, employees, etc some trainings on health and safety at work. In some sectors, it is compulsory for the companies to train their employees on safety and health at work, fire prevention, etc.

Examples of specific training courses: Addictions, cancer causes, epidemiology, ergonomics, fibers, moral harassment, laboratory analysis, professional pathology, radiation risk, physical activity, biological risks, chemical risks, road risks, etc.

L ‘ADREP is also an organization giving training for “new foreigners”

2.2.4 Hungary

We could not find any sector-based material transferrable to Clarity project. As most of these Safety and Fire Prevention trainings are company-related and the companies are responsible for developing their own training material suitable for the given venue and equipment we do not have a specific material like that.

Due to an interview with an expert in safety issues\(^\text{18}\) a solution can be to create a general material based on the texts of main regulations and provisions.

Also some general descriptions in first-aid trainings would be suitable for transfer.

There is a possible material identified in the sector of entrepreneurship which within the framework of a Leonardo project developed training material for immigrants, entitled: “Innovative training methodology for creation of new business adapted for qualified immigrants.”

It is developed within a Leonardo Project of the Life Long Learning Programme financed by the European Commission. On behalf of Hungary the participating organization was La Vida Spanyol Nyelvi Központ. The aim of the project was to: design, experiment and evaluate the adapted innovating training methodology, that will assure the quality of the teaching for management and creation of businesses by immigrant people.\(^\text{19}\)

However, so far we could not have an access to the material to assess it. The website offered as hosting the project material www.lacer-entrepreneurs.org is inactive.

2.2.5 Italy

The following is a list of links of Italian schools organizing courses for immigrants where it’s also possible to find methodology material addressing this group:

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\(\text{18\ hotline of the OMMF}\)

\(\text{19\ www.lavida.hu}\)
- [http://www.centroenea.it/centroenea/formazione.htm](http://www.centroenea.it/centroenea/formazione.htm)
  Literacy courses, Basic Italian Language courses, Advanced Italian Language courses, Computer Skills training, Training Course for basic health and hygiene, Training course on the rights and duties of foreigners in Italy, Support the achievement of driving license.

- [http://www.fioribludisicilia.com/ita%20immigr%20pa.htm](http://www.fioribludisicilia.com/ita%20immigr%20pa.htm)
  Italian Language and Culture Courses for Immigrants domiciled in Palermo for their social integration and to their work integration, extra school support for immigrant children

- [www.itastra.unipa.it](http://www.itastra.unipa.it)

- [http://www.centroastalli.it/palermo-centro-astalli.108.0.html](http://www.centroastalli.it/palermo-centro-astalli.108.0.html)

  Aims to:  
  - to create a network between the Italian employment services and those of the foreign countries involved, so as to allow foreign citizens who wish to work in Italy to know in advance the work conditions, employment opportunities, and rules which govern life and work in Italy  
  - to allow Italian companies to search for professional profiles that they need and that might become available thanks to the migration process  
  - to encourage in a concrete way labour matching, even if at a distance, through the structured collaboration between the employment services of the countries involved

  Web-based system for management of migratory flows for working purpose

### 2.2.6 Romania

None

### 2.3 What level of integration do migrants typically achieve in your country, and what efforts are made to encourage them to engage in language and citizenship training?

#### 2.3.1 United Kingdom

The Learning Skills Council (Employer Perceptions of Migrant Workers Outreach Report Dec 2006) research found employer perceptions of the migrant workers could be divided in to three broad categories. Low-skilled workers who aimed to stay in low-skilled roles, attracted by the comparatively higher pay found in the UK were termed ‘economic migrants’. Economic migrants were the least likely to integrate in their workplace. Student or skilled workers that took unskilled work in the UK while they improved their English language abilities or gained relevant qualifications were termed ‘aspiring migrants’. Workers who take skilled
positions in the UK and filled a genuine skills gap were termed ‘global migrants’. Aspiring and global migrants were found to be more likely to integrate in the workplace than economic migrants. The different migrant types were spread across the employment sectors studied, with the exception of global migrants who were concentrated in the professional and public sectors.

2.3.2 Austria

Integration has been a very controversial issue in Austria for years now, especially because the topic "migrants" is one of the main issues of a right-wing party, who fights for stricter regulations for residence and has a very negative attitude towards - especially muslim - migrants in general.

The level of integration that migrants can achieve in our country is rather strongly related to their level of education and qualification. However, for newcomers - even if they have achieved a high level of qualification in their home country - it's very hard to get comparable jobs in Austria. Partly because some qualifications are not accredited in Austria, and partly because the accreditation processes take such a lot of time and are related to complicated administrative operations.

In general integration is a phenomenon that's hard to measure and must be operationalised, which means linked to indicators. Esser (2001) suggests a differentiation of the term integration on four levels: cognitive, structural, social and identificative. The cognitive dimension for example comprises language learning, confidence in behaviour and the takeover of values and norms.  

On the website of the "Austrian Funds for Integration" (Österreichischer Integrationsfonds = ÖIF) a "national action plan" for the improvement of integration can be downloaded. In this 45 pages comprising report guidelines and strategies linked to the different fields of action (thematically linked to the dimensions of integration according to Esser). The recommended actions are however not really concrete but remain on a very general level.

In order to get the Austrian citizenship it's necessary to pass an exam. The ÖIF supports migrants in their preparation in providing materials and training courses (e.g. language courses).

2.3.3 France

Integration policy
Since the mid 1980s, there has been debate about the integration of immigrants, in particular as regards those from the Maghreb states, as well as about the limits of the republican

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integration model. Time and again, most recently in the autumn of 2005, there has been violent conflict involving predominantly young people with an immigrant background. At the same time, since the 1980s the extreme right has been enjoying increasing success on the political stage. These two symptoms of crisis are, however, only the most visible phenomena. In addition, the tension between the secular republican values (laïcité) of the republic and the right to the free practice of religion, in particular among the growing Muslim community, has intensified since the 1990s and has become a central issue.

Against this background, the law of equal opportunities (loi pour l'égalité des chances) of the 31st March 2006 represents an important development in the area of integration policy. Although it had been planned for some time, it was presented by the government as a response to the unrest in the suburbs in autumn 2005. It contains a large number of measures to prevent discrimination and is therefore intended to improve the chances of integration for young people with an immigrant background, especially on the labour market. Central measures include programmes to promote education and to open up the labour market for young people from disadvantaged social backgrounds, particularly in the suburbs where families with an immigrant background are concentrated. The law also requires companies with more than 50 employees to use anonymous CVs when recruiting new staff: Application documents may no longer contain a photograph or personal information on the applicant, such as his/her name, origins, gender and address. The legal measures provide further for the establishment of an office for social cohesion and equality of opportunity (Agence nationale pour la cohésion sociale et l'égalité des chances, ANCSEC). In addition, the law in its original form contained the much disputed “first job contract” (contrat première embauche, CPE). However, this was withdrawn after weeks of protest.

**Encouraging the immigrants to engage in language and citizenship training**

In order to deal more efficiently with immigration issues, the French government created the Ministère de l’Immigration, de l’Intégration, de l’Identité nationale et du Codéveloppement in 2007. Thus, three years after the adoption of the legal provision of November 26th, 2003 on the control of immigration, the government implemented the legal provision of 24th July 2006. This law represents the starting point of a series of reforms to the code of foreigners’ entry and permanence and of the asylum right promulgated these last two years. These reforms aim at combating illegal immigration, but also at adapting immigration versus the hosting capacity of France and its economical needs.

Until 2003, there was no linguistic program offered to newcomers in order to learn French. With the progressive implementation of the “Contrat d’accueil et d’intégration” made mandatory with the legal provision of 24th July 2005, the State now provides a linguistic training in order to allow the acquisition of the fundamental linguistic basics needed to allow a good integration into French society.

Since 1 January 2007, the OFII (Office Français de l’Immigration et de l’Intégration) has been responsible for organizing, financing and monitoring the training sessions and services provided under the Accommodation and Integration Contract.

The “Office Français de l’Immigration et de l’Intégration” (OFII) is a government administrative institution which was created by the French social cohesion planning act of 18
January 2005. It combines the roles and resources of the Office des Migrations Internationales (OMI) and the Service Social d’Aide aux Emigrants (SSAE). The OFII has a dual role: it welcomes and supports aliens when they move to France, and it assists French nationals and workers when moving outside France.

When a foreign person apply for a Long term stay in France for the first time, he/she must enter into an “Accommodation and Integration Contract” (CAI).

First step: a half-day information session held in an OFII office.

First appointment: a collective meeting with the showing of the 16-minute film “Vivre ensemble, en France” (Living together in France).

The aim of this film is twofold. First, to present to newcomers the fundamental values of the French Republic as well as each citizen’s rights and duties (gender equality, secularism, human dignity and human rights). Then, to provide information about the CAI and explain the duty of each migrant to respect it in order to have their resident permit issued or renewed.

The accommodation and integration contract (CAI) is a mutual undertaking between the Government, on the one hand, and the new migrant on the other. It has been compulsory since 1 January 2007 and is free of charge for the beneficiary. The contract last one year but may be extended for an additional year in some cases.

Concretely, the accommodation and integration contract is presented to new migrants at the half-day information session held in the “Office Français de l’Immigration et de l’Intégration” (OFII) regional departments.

This session includes:

- a collective information session presenting the CAI and our country through the film “Vivre ensemble, en France” (Living together in France).
- an individual meeting in which a social interviewer from the OFII will:
  - present in greater detail the accommodation and integration contract
  - carry out an individualized diagnostic of needs
  - assess oral and written skills in French using a test set by legal order
  - if required, recommend a language course to the migrant
  - if required, refer the migrant to the social worker present at the structure
  - arrange with the migrant the dates of the various training courses and sessions (civic, language and life in France) and where applicable the certificate of exemption from language learning (AMDFL).

In return, the foreign persons undertake to respect the fundamental values of the French Republic and to attend the training sessions recommended.

Migrants’ health will be assessed through a medical examination, intended as a prevention measure.

Contents of the contract

Under the accommodation and integration contract, the signatory benefits from several training courses:

- The civic training, compulsory for anyone signing the contract, is a one-day session held, in principle, in the administrative centre of the department, in an easily accessible place. It is always translated into the main languages of the home countries. The course teaches beneficiaries about the French institutions and the values of the Republic, (gender equality, secularism, compulsory and free
access to education) and the political and administrative organization in France.

- The information session about life in France, adapted to the needs of the migrant, lasts 1 hour (within the OFII) or 6 hours (session with a body chosen by the OFII). This session informs newly arrived migrants of the formalities of everyday life.
- Language learning: during the individual meeting, the interviewer assesses oral and written proficiency in French.

If the new migrant's level is judged sufficient, a certificate of exemption from language learning (AMDFL) is granted on the same day. This document certifies their satisfactory level of French language proficiency.

If the new migrant's level is judged insufficient, he/she is referred to a language course of 400 hours maximum. After this course, beneficiaries will take an exam for the Diploma of introduction to French (DILF). The diploma certifies their satisfactory level of French language proficiency.

Compliance with the Contract: In the event of failure to respect the commitments under the contract, the Prefect may terminate it and refuse to issue or renew the first residence permit.

### 2.3.4 Hungary

As stated in the first chapter most of the immigrants come from the neighbouring countries and about 60% of them are ethnic Hungarians. Their integration therefore is far less problematic than the integration of immigrants in usual. Also, other migrants mostly regard Hungary not as a destination but rather as a transit country and wish to stay in Hungary only temporarily. Therefore there have not been numerous measures taken about the integration of immigrants so far. Most of the initiatives are project-based activities and lack coherence and embedment into a more coherent and unified policy on integration. Most of these measures target refugees and asylum seekers as target groups and are carried out by NGOs. The most active Association dealing with migrant issues is: MENEDÉK-HUNGARIAN ASSOCIATION FOR MIGRANTS.

Other bodies involved in dealing with immigrants:

- OFFICE OF IMMIGRATION AND NATIONALITY
- UNITED NATIONS HIGH COMMISSIONER FOR REFUGEES
- FOUNDATION FOR AFRICA
- ARTEMISSZIÓ FOUNDATION
- HUNGARIAN BAPTIST AID FOUNDATION - MIGRATION
- CORDELLA FOUNDATION
- FOUNDATION FOR DEVELOPMENT OF DEMOCRATIC RIGHTS (FDDR)
  - DEMNET HUNGARY
- EBONY AFRICAN CULTURAL,
- ARTS AND HUMAN RIGHTS ORGANIZATION
- INTERNATIONAL LAW RESEARCH
- AND HUMAN RIGHTS MONITORING CENTRE
Hungarian as a second language

According to the research and the interviews of this study there are no official language trainings offered by the State. The official body responsible for providing Hungarian language courses and for performing all the duties related to the preservation, development, presentation, spreading and research of the Hungarian language and culture is Balassi Institute. They act similarly as the British Council or Goethe Institution. However, they do not provide language courses free of charge. Besides Balassi Institute there are several language schools whose main profile is not merely teaching Hungarian as a second language, but language teaching in general. They offer language courses in Hungarian but at a market-oriented price.

NGOs in Hungary play a significant role in the integration of foreigners (especially refugees). They provide several opportunities for foreigners including Hungarian language courses. Menedék- Hungarian Association for Migrants provides free language courses once a week. It also offers preparatory courses for the state exam for naturalization. (Which is not provided by the same in any form) These courses are given by volunteers working for the association.

2.3.5 Italy

The final index of VI Value CNEL (National Council for Economy and Labor): reveals that, in absolute terms, for the first time the Emilia Romagna region turns out to be the Italian region with the highest potential for socio-occupational integration of immigrants in Italy. The primacy of this region is also confirmed by the index of attractiveness, that sees the head of the Italian regions ability to attract and retain in-house as much as the immigrant population present at the national level. The first position held by Emilia Romagna is due to a consistently high placement in the index of employment as in that of social inclusion. In terms of differential (ex, observing the rankings constructed on the spread between the conditions

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21 Who is who in the field of immigration in Hungary? published by Menedék (date is not indicated)
of immigrants and those of natives in the same territorial areas), the region with the highest potential for socio-occupational integration of immigrants compared to the standard of living of the local population is Sardinia, which therefore reserves to its immigrants a more equitable inclusion in relation to that of Italians living in the same territory. In the overall ranking the Sardinian context precedes a group of regions of small-medium dimension, in the order of: Marche, Friuli Venezia Giulia, Valle d'Aosta and Umbria. The fact is not without significance, since it confirms the thesis, argued in the past in the Reports CNEL, that in Italy integration processes (in this case considered in terms of equal living conditions and integration) is better "in small", ex: in territorially and administratively restricted contexts in which human relationships, relationships with departments, agencies and structures, the processes of integration in general are more immediate and suffer a much more limited sense of anonymity and institutional distance, typical of the complexity of large urban centers. Despite this, one can identify two interventions to be implemented urgently in order to achieve a better integration of immigrants: the law on citizenship and the right to vote in local elections to immigrants.

**SICILY:** Here immigrants are more integrated in the old city centre areas, where most of them live. All the associations working in first and second assistance for immigrants preclude very often, in order to use the services dedicated to them, mandatory participation in the Italian language courses, just to contribute to their integration process.

### 2.3.6 Romania

We don’t have any information about the level of integration achieved by the immigrants. To be considered integrated in the society and ultimately acquire the citizenship the immigrant has to correspond to four major requirements: cultural (knowledge of language, a certain period of stay in the country, assimilation of cultural values), social (friends, marriage), economical (employment, housing, education, health) and public opinion (social relations).

Before citizenship, which can be acquired after a minimum of 5 years of stay in the country, we have two major types of stay: temporary stay based on a long term visa for up to 5 years, and permanent stay.

The Romanian Office for Immigration offers free of charge each immigrant the possibility to learn Romanian language and about the Romanian culture.

### 3 Legal regulation

#### 3.1 Are there any legal restrictions related to training and employment of migrants in your country? In what ways could this impact the application of the Clarity project in your country/region.

#### 3.1.1 United Kingdom
Migrants must receive Health and Safety training, but this is only available in English. Many migrants are currently signing that they have received this, though it is delivered in English and many do not have adequate level to understand.

### 3.1.2 Austria

People from countries outside the European Economic Area and Switzerland need an allowance for their stay in Austria. In Austria there are some different allowances, depending on whether the applicant comes as a key man into the country, if he's married to an EEA-citizen or enters the country for reasons of family unification. All in all the detailed regulations are very complex and so are the regulations for the access to the job market:

- People from Non-EEA-countries need a special license for their occupation in Austria, except persons married to Austrians or EEA-citizens. There is no necessity for a license for self-employed people and persons with a minor employment status. People who already live in Austria for a long time (indefinite leave to remain) don't need an allowance either.
- For all other foreign citizens there are different levels of allowances:
  1) employment allowance ("Beschäftigungsbewilligung"): The employer applies for it and it's related to a specific job and limited to one year.
  2) work permit ("Arbeiterlaubnis"): If somebody was legally employed for 52 weeks in 14 months time he can apply for a work permit, which is valid for two years and allows to take up a job within one federal state.
  3) certificate of exemption ("Befreiungsschein"): This certificate enables somebody to work for any employer and it's issued to a person, if he's been legally employed for at least five years in eight years time.

### 3.1.3 France

**LEGAL REGULATIONS RELATED TO EMPLOYMENT OF MIGRANTS**

In response to recruitment needs in certain economic sectors, the French government has decided to improve the organization of professional immigration and make it easier for foreign nationals to enter selected job sectors.

The arrangements described here are reserved for nationals of countries that do not belong to the European Union or the European Economic Area.

**1 The new “Skills and Talents” permit**

The “Skills and Talents” permit may be granted to a foreign national who is likely to make, by virtue of her skills and talents, a significant and lasting contribution to the economic development of France and his or her home country.

*Valid for three years, the “Skills and Talents” permit allows the holder to carry out any professional activity of their choice in connection with their project or business.*
Only foreign nationals living legally in France or initially residing abroad may apply. It is issued, depending on the case, by the Prefecture or the Consulate. Applications must be submitted to the French Consulate in the applicant’s country, if he or she lives abroad, or to their local Prefecture if the applicant lives in France. Certain foreign nationals, from countries such as Algeria, are not eligible for this arrangement. The holder’s family members are not subject to the family grouping conditions or procedure. They will be issued with a “Private and Family Life” permit allowing them to work. This permit can be used by French employers to recruit foreign managers or senior executives.

2 You can now recruit foreign labor from outside the European Union for certain professions
Employers can now recruit workers from countries outside the European Union for specific professions experiencing recruitment difficulties. There are thirty professions in this category. The list of professions (*) is different in each region. Only six professions apply throughout all regions of mainland France. For these professions, employers are no longer obliged to first seek candidates in the domestic labour market. The other conditions for the issue of work permits, as set out in the labour code, still apply. The work, employment and professional training departemental direction will check the suitability of the foreign candidate’s training for the position for which authorisation is requested.

(*) This list is available on the website www.immigration.gouv.fr

3 The “Employee on Assignment” permit
To overcome certain recruitment difficulties, a French company may employ a foreign employee of a company based abroad:
▶ to be seconded to France, to a different facility within this same company, or to another company belonging to the same group as the individual’s employer abroad
▶ or to be temporarily hired by a company based in France and belonging to the same group of the employer abroad.
Several conditions must be fulfilled to apply for the issue of an “Employee on Assignment” permit:
▶ a foreign employee must be able to prove that they have been employed with their company for at least three months and that their assignment in France is temporary
▶ the foreign employee’s employer must have a real and significant business abroad
▶ the seconded employee must provide evidence of a specific qualification and technical knowledge.
Finally, the employee must be able to provide proof of a gross salary equal to at least 1.5 times the French minimum wage.

4 You wish to employ a foreign seasonal worker
If, after actively searching for local labour, you are unable to fill the positions you need, you can recruit foreign seasonal labour.
Holders of a seasonal labour contract of at least three months, who commit to maintaining their usual residence outside France, will be issued a residence permit bearing the words “seasonal worker”.
This residence permit is granted for maximum period of three years and is renewable thereafter. It allows the holder to stay in France and work, for up to a maximum of 6 months per year, provided that the contract has been endorsed by the work, employment and professional training departemental direction.
Nationals of the new Member States of the European Union subject to a transitional period (Romania, Bulgaria) are not eligible for the issue of a “seasonal worker” permit.

5 You wish to recruit a foreign manager or senior executive
A simplified recruitment procedure has been introduced to make it easier for French companies belonging to international groups to recruit foreign managers or senior executives already employed in another company within the group.
This concerns executives who hold high responsibilities within the company (managers) and individuals who earn a gross monthly salary greater than or equal to 5,000 euros (senior executive).
On arrival in France, the executive and his or her family (if applicable) are sent to the Host Foreigners and migration National agency for a medical examination and to be issued with their residence and work permits.

In France, many support service are done for Integration, but it is seen through teaching French and explaining values of the republic.
There is not much methods and concerns on native language based approach.
Employers might be interested in translation and training through The “Employee on Assignment” permit but it is not especially done for integration purpose but only business one since workers are suppose to go back home after their work period.

3.1.4 Germany

Legislation regulating the stay and arrival in the Federal Republic of Germany as well as promoting the integration of migrants

- Law on Residence of Foreign Nationals (Aufenthaltsgesetz) (§16, 18-21, 23, 24, 25, 27-31, 38a, 60, 60a)
- Federal Law on Displaced Persons and Refugees (Bundesvertriebenengesetz) (§1, 4, 7, 8)
In Hungary there are two main regulations of the conditions of employment for foreigners. After joining the EU the citizens of most of the European countries can be employed without restrictions. However, it is rather difficult for a foreigner from a third country to work in an official and regular way in Hungary. They need a work permit which is not easily provided, the procedure is long and difficult.

It is the obligation of the employer to get the necessary work permit and to cover its costs. The application should be submitted at the regional employment centre where the employee is to work at least 60 days prior to the beginning of his employment. The employer has to prove that there is not available workforce for the same position from among Hungarian citizens or EU or EEA citizens or their relatives.  

Another difficult aspect of employing foreigners is the long and complicated procedure of the recognition of qualifications and diplomas. It does not only take a lot of time but also it costs quite a lot of money.

For this reason there are a lot of immigrants who are employed much below the level of their qualification.

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23 source: www.afsz.hu
3.1.6 Italy

There is no legal restriction for migrants having a stay permission lasting at least 3 months. After the consultancy with a commissioner of the Chamber of Commerce, Employment agencies, Centre of Studies and Documentation for migration of the Municipality of Palermo and after having spoken to some representative of the several migrant communities in Palermo, CE.S.I.E identified the thematic of the Clarity training course First Aid Training for Family Carers. After the Regularisation Act of September 2009 there have been no training offers in this sense. The women legally employed (mainly Romanians) in the family care services specially for elderly have no knowledge about how to behave in case of be suddenly taken ill or any other kind of house accident.

Today in Sicily we have about a million elderly, of which at least 200 thousands are not self-sufficient. So there is a huge demand for care services for which the State does not provide an adequate response. The actions of caregivers and domestic workers, often done by foreigners, can cover the shortcomings of the welfare state.

3.1.7 Romania

We’re not aware of such regulation that would have any impact of the application of the Clarity project.

4 Support

4.1 What available migrant-specific support is there in your area?

In terms of

a. General Welfare
b. Employment and other rights
c. Job-searching
d. Training
e. Other

4.1.1 United Kingdom

a. General Welfare:
Cornwall Community Strategy produces a booklet "Welcome to Cornwall: Information for Migrant Workers" available at http://www.cornwallstrategicpartnership.gov.uk/media/adobe/I/5/Migrant_Workers_Welcome_Pack.pdf

Amber Initiatives, Cornwall Migrant Worker Group and Equality South West are NGOs providing information and general support for migrants in the region.
b. **Employment and other rights:**
   – Support from all of the above organisations.

c. **Job-search:**
   Point Europa are involved in 3 Convergence-funded projects with unemployed migrants until Dec 2010, which included job-searching. Migrants have the same opportunities and support from the Job Centre as non-migrants.

d. **Training:**
   Migrants are eligible for all the same training as non-migrants. Free English language training is available through mainstream funding for all migrants.

e. **Other:**
   – Lots of European Social Fund funding available for further support until Dec 2010, possibly until Dec 2013, through Convergence.

### 4.1.2 Austria

There are many different organisations and lobbies dealing with support services for migrants. On a national level it's the ÖIF, that was mentionned before, that deals with some aspects of integration. But low-threshold services are mainly performed by local and regional NGOs.

Here are just some of the local organisations dealing with migrants affairs:

**MigrantInnenbeirat Graz** (advisory board for migrants in Graz): representation of interests and consultation of administration and offices for local affairs.
For further information: [http://www.auslaender.at/articles/66/1/MigrantInnenbeirat-der-Stadt-Graz/Page1.html](http://www.auslaender.at/articles/66/1/MigrantInnenbeirat-der-Stadt-Graz/Page1.html)

**OMEGA - Health Care Center Graz** : offers medical, psychological, psychiatrical and psycho-therapeutical consultation, care and treatment and own-language assistance and advice (amongst other services and projects).
For further information: [http://www.omega-graz.at/ueber-omega.shtml](http://www.omega-graz.at/ueber-omega.shtml)

**ISOP (Innovative Social projects)**: offers support in social and professional integration for migrants and refugees, unemployed people and people with deficits in their basic education by advice, qualification and employment projects.
For further information: [http://www.isop.at/](http://www.isop.at/)

**DANAIDA**: offers German classes and trainings for alphabetisation for migrant women
For further information: [http://www.danaida.at/](http://www.danaida.at/)

**ZEBRA**: an interdisciplinary team offers advice on different levels and in different languages.
For further information: [http://www.zebra.or.at/angebote.php?show=beratung#interkulturell](http://www.zebra.or.at/angebote.php?show=beratung#interkulturell)

**Arbeitsmarktservice**: The Austrian job service center supports migrants in their further education and in looking for a job.
For further information: [http://www.ams.at/](http://www.ams.at/)

### 4.1.3 France
Various organizations are involved in access to foreign law and intercultural mediation in Marseille. Despite their efforts on a common field, they each have specific features.

**LEGAL SUPPORT:**
- **The access to rights center (CADE):** CADE operates in the context of access for foreigner to law for any situation concerning the status of foreigners and the nationality law. His contribution is a legal support.
- **CIMADE:** Welcomes refugees, asylum seekers, migrant workers and works directly with immigrant associations and associations fighting against racism.

**WELCOMING AND INFORMING (general approach)**
- **The “points d’appui” (support centers):** Their mission is to welcome and to guide foreigners in administrative procedures related to living conditions and working in France. They **welcome, inform, guide** foreign persons in their administrative procedures related to working conditions and living in France, offering a local service. They give easier access to law and public services but do not replace them.
- **CESAM:** the center of social intervention in intercultural environment has a generalist approach to the problems of access to rights and aims to promote social and socio-professional integration of foreigners. It aims to help to change situations of misunderstanding that may exist between people of different cultures towards professionals. It is composed of a multidisciplinary team: social worker, educator, psychiatrist, psychologist, lawyer and public and they work with social workers and social institutions.

**SOCIAL RIGHTS**
- **The social service helping the immigrants:** The social service to migrants gives advises and assists individuals and families in their problems of rights access including social rights.
- **ANAEM:** gives information on retirement rights for emigrants.
- **Doctors without borders:** have a special mission in Marseille working on the access to social rights for foreigners with medical problems.

**4.1.4 Germany**

The government offers different support on several levels for people with migrant background. The Auslandsbehörde or a representative of Germany are the first places to go to in order to generate information and help. Those institutions usually will provide people with general and requested information respectively regulations and guidelines regarding right of residence, employment and work permit. The employment agency in particular will give support in areas like job searching and language training. Networks as an interface between municipality, institutions, organisations and NGO’s are another important option for migrants. New concepts for more focused and efficient integration courses for migrants are initiated by the federal government that consider a wider variety of needs of different target groups with a migrant background. There are offered courses for women and parents,
teenagers, alphabetisation courses and intensive courses for higher educated participants. It should contribute to an improved language training and the orientation respectively integration in our country.

4.1.5 Hungary

**Education**
Those migrant children whose parents exercise gainful employment and have a valid immigration permit, settlement permit or a permit entitling them to reside in the territory of the Republic of Hungary have the right to nursery care, school education, boarding school education, pedagogical special services. Beyond guaranteeing equal conditions on a legal basis, in order to promote the harmonious social and cultural integration of foreign students, the Minister of Education issued a pedagogical programme for the intercultural education of migrant children in 2004/26. Those schools which organise the education of their non-Hungarian speaking pupils on the basis of this pedagogical programme may apply for additional subsidy.24

**Health Care**

Social Insurance" is a regime for sharing risks within society among the citizens of the Republic of Hungary, and other natural persons staying in the territory of the Republic of Hungary subject to the conditions set out in the relevant Act29, in which participation is compulsory. Only those insured persons are entitled to receive the whole range of social security benefits who pay the obligatory social security contributions, which practically means that those who legally work in Hungary are automatically insured. In the Hungarian system there are two types of benefits, the health insurance benefits and the pension insurance benefits. The health insurance benefits consist of health services and cash benefits. According to the New Aliens Act, an all-inclusive health insurance (or sufficient means of covering any foreseen medical treatment) is a prerequisite of obtaining any type of residence permit valid for more than three months.

Persons who are not insured are entitled only to certain kinds of benefits, namely to health services and to some kind of medical services. As far as the social security system is concerned the same rules apply to Hungarian citizens and third country nationals with permanent resident status. Persons who stay temporarily in Hungary can be entitled to a limited scope of social security services on the basis of bilateral social security agreements or on the basis of reciprocity. Foreign students who stay in Hungary in order to carry out studies are entitled to health services only if they are admitted by an establishment of secondary or higher education accredited in the Republic of Hungary in order to carry out a full-time course of study.”25

**NGOs**

Most of the migrant specific supports are provided by NGOs on voluntary basis and/or within the framework of projects. The most active organization in this field in Hungary is Menedék—the Hungarian Association of Migrants.

Support offered by Menedék—the Hungarian Association of Migrants:

The Menedék—Hungarian Association for Migrants started the work in 2007, in the project EQUAL „Chance labour-market orientation for asylum seekers“ with a thematic network cooperation. The aim of the cooperation the change of experiences among the participants of EQUAL project, hence the association undertake the development of 5 products which is realized as a part of a wide partnership.

Instruments
The employer's attitude and the lack of information are the most important difficulties to receive the disadvantaged groups. First of all, to forward the „changing“, it needs to present the concrete instruments and it also needs to highlight good exercises. The „Instruments“ set up 3 main goals:
- the transaction of a research which charts, systematizes, then analyzes the employer's attitudes in the field of employee-employer relations which are relevant with the disadvantaged groups.
- To make a brochure which tries to call the employers attention to the possibilities and advantages of the integration of disadvantages group. This brochure collects examples, experiences and recommendations to help the employers.
- To draft a policy recommendation, which summarizes the international experiences, the employer’s and specialist’s opinion, and draft recommendations to the decision-makers at local and national level.

The key competence
The key competences, which are determined by the European Union, do not have a general, gage which is acceptable for the whole professional, and also it isn't clarified how important the key competences are for the employers and employees. The „keycompetence“ have 2 aims:
- On the one hand, it would like to measure the competences (and the content of these) which are important for the employers/employees and on the other hand, it undertakes to make 3-4 keycompetences's object gage- which are necessary to mark out the development way and it's degree of the labour-market integration. These instruments will help the organizations which want to give non-formal education based on competences, and also the organizations which besides the formal education want to emphasize the development based on competences in labour-market, social and educational projects.
Help in another way
The „help in another way“ product aims to make a methodology and example handbook which is based on the research experiences and professionals's work. We make this handbook for organizations/helpers who are dealing with disadvantages group to help solving the different problems. The handbook consists of theoretical and practical tips. The theoretical part helps to realize the problems of the clients and to give a complex help to them. The practical part helps the organizations to develop a new approach, practice and to solve the labour-market problems of the disadvantaged groups. The handbook presents the exercises in 2 modules (homeless and migrants).

„Munkapocs”
To find a job is determined by demand and supply of the labour-market. Nowadays the social workers are dealing more time with the clients and less time with relations of the receiving side because they have a lack of information. The „Munkapocs“ products aim the qualification of professionals who could give a complex support (job matching method), and to be able to cooperate with the employers towards the replacement of the disadvantaged groups to the labour-market.

Volunteer
The „Önkéntesség“ products aim to forward the asylum seekers' labour-market and social integration with using and standardizing of the refugee-specific volunteer good-practice, methodology. The project has 3 parts (research, transaction of a sample project, make professional themes), and it affects the volunteers, the asylum seekers, employers and other helpers. The 3 main goals of the project:
Research period: try to chart the factors which are important to adapt (in Hungary) the instruments of volunteer, and integrity. Test-project period: try to give an example how to realize the project (the asylum seekers free, volunteer working etc).Make two professional brochures which summarize experiences of the research and practice period and help to uphold the project.

Source: Menedék-Hungarian Association for Migrants www.menedek.hu

4.1.6 Italy

Sicily: To protect individual and collective health it is guaranteed access to health facilities to all foreigners who do not comply with the rules of residence and is subject to an absolute ban on any kind of authority records. This is possible through the release of the STP code, which stands for (alien temporarily present) and guarantees the right to health care and hospital outpatient urgent or essential, although continuing to disease and injury, including programs of preventive medicine to protect the individual and collective health. In particular it is also guaranteed the protection of pregnancy and motherhood, protection of minor's health, vaccination in accordance with rules and collective prevention interventions authorized by the Region, prophylaxis, diagnosis and treatment of infectious diseases.
Concerning employment and job searching it has been recently established the Agency of the Sicily Regional Immigration recognized at European level to coordinate the migration and provide assistance and training to migrants in the territory. Apart from the institutional entities, most of the work for supporting migrants in terms of general welfare is done by local associations and NGOs which cover the institutional gap in this sense. All these realities are to replace the state by offering various services to migrants, ranging from first to second reception:

- Italian lessons
- Food
- Clothing distribution
- Search of home and work
- Job training (often for adult care)
- Legal and health assistance
- releasing STP code

4.1.7 Romania

Several NGO’s offer support for migrants in terms of social and legal consultancy, assistance for employment and in very limited cases financial support.

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- Migrant Workers Group: Project Initiation Document

Austria

Note: All other sources are cited within the text and footnotes.