



# International Conference

## Labour Migration in the European Peripheries

University of Jyväskylä

April 26-27, 2016



## About the Conference

The conference aims to bring together scholars of labour and migration issues, broadly understood, from Albania, Kosovo, Finland and Estonia, to share their ideas and research findings. We also intend to become a point of contact and networking for scholars interested in the themes of the conference in order to foster future collaborations. The format of the conference is a two-day event, in which each participant will give a 15-20 minutes presentation on a topic related to the main title of the conference. The contributions are one of the following themes:

- ✓ Labour market segmentation
- ✓ Migrants and precarious work
- ✓ Gendered responses to the economic crisis
- ✓ Labour market segmentation and intersectionality
- ✓ Citizenship, access to labour rights and social protection
- ✓ Industrial Citizenship and Labour Migrants
- ✓ Trade Unions attitudes towards migration
- ✓ Migrants' attitudes towards Trade Unions
- ✓ Return migration, Diaspora and labour markets

This conference is funded by an institutional Mentoring Grant attached to the Regional Research Partnership Program funded project “Industrial Citizenship and Migration from the Western Balkans: Migration from Albania and Kosovo towards Greece, Germany and Switzerland”, Dr. Erka Çaro, PI. The research team also includes Dr. Mimoza Dushi, Coordinator for Kosovo, and assisted by Armela Xhaho.

The project investigates the experience of Industrial Citizenship (IC) of labour migrants coming from the Western Balkans (WB) to the European Union (EU). The project relies primarily on accounts by the migrants themselves, trying to grasp their motives, strategies and the ways in which they benefit from migration. The majority of Albanian migrants reside in Greece, Germany and Switzerland, while the Albanians from Kosovo live mainly in Germany and Switzerland, rendering such case selection feasible. The project looks also at the returned migrants, especially in the case of return migration from Greece as a relevant trend in the last years. The underlying questions of the research are as follows: How do migrant workers define and understand the IC? How can labour lead to the achievement of the IC? (For more details please refer to <http://icm-westernbalkans.com/project-description-2/>).

## Mentoring Institution

The JYU department of Social Sciences and Philosophy has been host to the European Research Consortium funded project “Transnational Work and the Evolution of Sovereignty” (TWES #263782), focusing on the regulation of European Union. This project provided an excellent infrastructure and scholarly community interested in migration and labour market issues. The TWES project team has conducted field work on migration and labour issues in Germany, Finland, the Netherlands, the UK, and Estonia, and is now expanding with an Academy of Finland research grant to conduct field work on Albania-Italy migration. We have an international team of researchers comprised of Nathan Lillie (Project Coordinator), Markku Sippola (Senior Researcher), Erka Çaro (Researcher), Sonila Danaj, Laura Mankki and Kairit Kall (Junior Researchers). For more on our work please refer to <https://www.jyu.fi/ytk/laitokset/yfi/en/old-research/clusters/transnational-work-and-evolution-of-sovereignty-industrial-citizenship-projects>.

**Conference Program**  
**Labour Migration in the European Peripheries**  
**April 26-27, 2016**  
**University of Jyväskylä**  
**Venue: Lyhty, Seminaarinmäki**

**26 April 2016**

**9.00 – 12.00 Methods Workshop (Optional)**

Qualitative research methods in Labour migration and mobility (doctoral students and conference participants)

*Dr. Ajay Bailey/Dr. Erka Caro*

**12.00 – 13.00 Lunch**

**13.00 – 13.15 Welcome Address**

**13.15 – 14.45 Session 1. The Making of Labour Market Segmentation**

Work as a duty for all: unemployment, migration and labour activation in Finland

*Daria Krivonos*

Industrial Citizenship perceptions among Kosovar “Gestarbeiter’s” in Germany and Switzerland

*Mimoza Dushi & Erka Çaro*

The Emergence of a Migrant Division of Labour – Employers in Service and Care Sector in Finland

*Lena Näre, Olivia Maury and Jukka Könönen*

**14.45 – 15.00 Coffee Break**

**15.00 – 16.30 Session 2. Labour market segmentation and intersectionality**

Narratives of Russian-speaking women in the Estonian labour market: an intersectional perspective

*Kadri Aavik*

Gendered patterns of emancipation and integrations of Albanian migrant women in three host societies: Greece, Germany and Switzerland

*Armela Xhaho, Erka Caro & Mimoza Dushi*

Wrestling a double challenge? - Post-socialist female researchers’ perceptions of ethnic and gender based marginalisation in the Swedish academia

*Marion Pajumets & Triin Roosalu*

**16.30 – 16.45 Coffee Break**

**16.45 – 18.15 Session 3. Migrants and precarious work**

At the internal borders of exclusion: case of highly skilled intra-EU migrants in precarity

*Anna Simola*

Precarious conditions for working and learning: A highly-educated migrant in cleaning work in Finland

*Maiju Strömmer*

Locked in precariousness? The positions and agency of Estonian construction workers in the Finnish migrant labour regime

*Kairit Kall & Markku Sippola*

**27 April 2016**

**9.00 – 10.30 Session 4. In and Out of Labour Market Segmentation**

Exclusion and Strategies to Inclusion: Albanian Labour Migrants in Greece

*Erka Caro*

Labour (in)stability of Albanian migrants in Italy over the period 2001-2015

*Elisa Barbiano del Belgiojoso, Eralba Cela, Russell King, & Livia Ortensi*

Albanian Immigrant Entrepreneurship Profile - Labour Paths to this Status

*Elvira Fetahu*

**10.30 – 10.45 Coffee Break**

**10.45 – 12.15 Session 5. Return migration, Diaspora and internal labour markets**

Internal population movements impact on Albanian regional labour markets

*Pranvera Elezi*

Returning in Albania at an older age: challenges and policy implications

*Veronika Duci & Zana Vathi*

Shaping the Labour Market – The Effects of Migration in the Development of Shkodra Region

*Bresena Koplaku*

**12.15 – 13.15 Lunch**

**13.15 – 14.45 Session 6. Trade Unions and Migrants**

Inclusion or Exclusion? Trade union strategies and Labour migration

*Rolle Alho*

Building grounds for migrants to get organized: the case of Estonians working in Finland

*Laura Mankki & Markku Sippola*

Union Responses to Hyper-mobile Migrant workers in the European Construction Sector

*Sonila Danaj*

**14.45 – 15.00 Break**

**15.00 – 16.30 Session 7. Transnational Mobility**

Labour markets on ice: transnational mobility of ice hockey players

*Sari Pietikäinen*

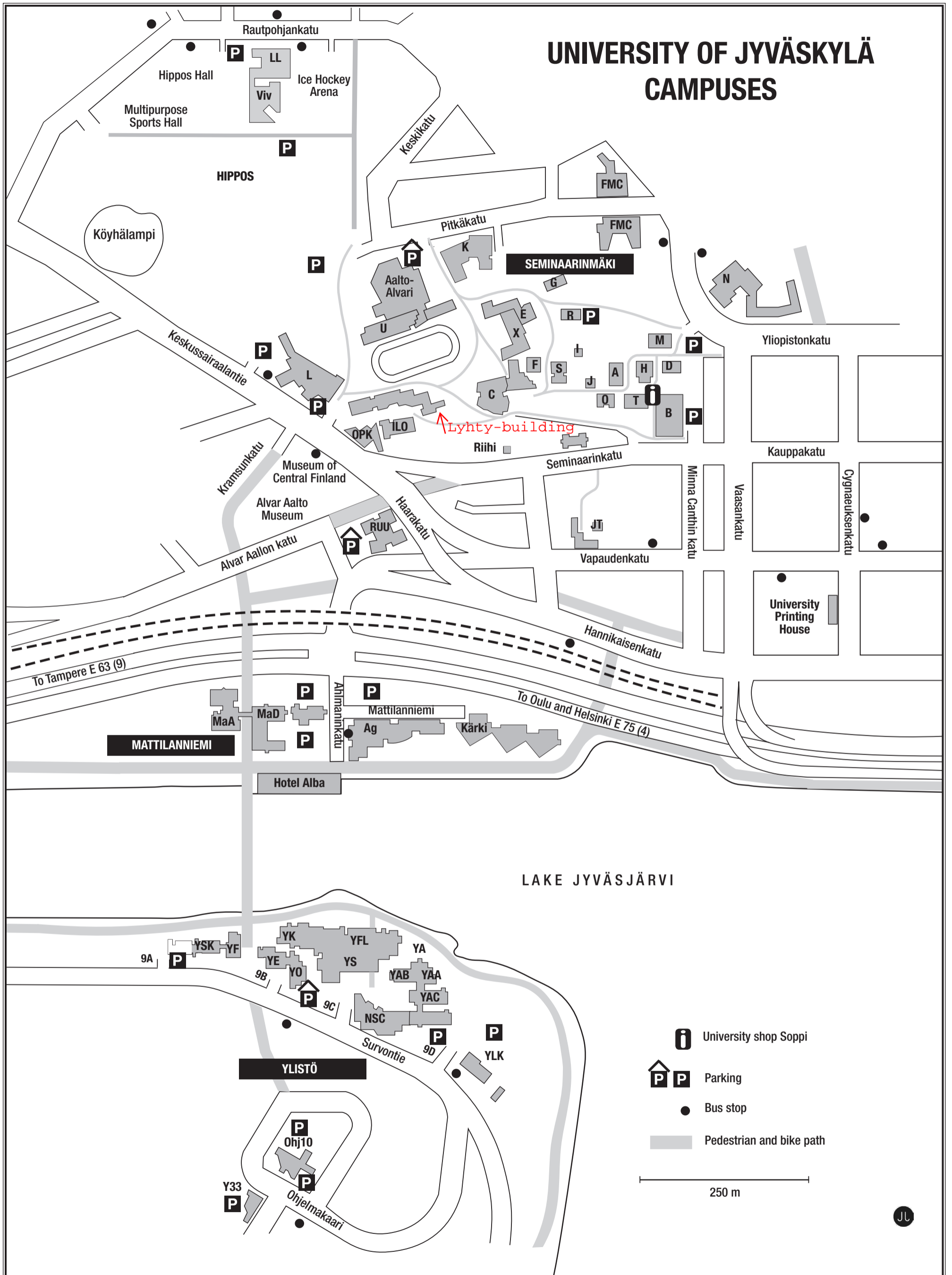
Transnational alternatives to brain drain? Interpretations of return and intellectual remittances among female SET researchers from post-socialist countries

*Mari-Liis Jakobson & Marion Pajumets*

The Unifying of Europe's Labour Market

*Nathan Lillie, Sonila Danaj, Lisa Berntsen, Kairit Kall, Ines Wagner*

# UNIVERSITY OF JYVÄSKYLÄ CAMPUSES



**i** University shop Soppi

**P P** Parking

● Bus stop

▬ Pedestrian and bike path

250 m

## **Book of Abstracts**

# Qualitative research methods in labour migration and mobility

**Dr. Ajay BAILEY**, *University of Gröningen*  
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**Dr. Erka ÇARO**, *University of Jyväskylä*  
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This workshop will introduce the participants to new qualitative tools and techniques applied in labour migration research. We will present and discuss the following methods: biographic interviewing, photo voice/ photo elicitation interview and go-along interviews.

There are three components to the workshop:

- a) An introduction to the methods with examples from ongoing research;
- b) In groups of five or more practice the methods in the session; and
- c) An open reflection session where participants discuss the methods, the literature and the advantages and disadvantages of using the method.

Participants are encouraged to read the literature in advance and for those who have prior experience with these methods are welcome to bring along cases for discussion.

# THE MAKING OF LABOUR MARKET SEGMENTATION

## **Work as a duty for all: unemployment, migration and labour activation in Finland**

**Daria KRIVONOS**, *University of Helsinki*  
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In my PhD project, I study coping with job insecurity and unemployment by young Russian-speakers in Helsinki. My research takes place in the context of a paradigm shift in Finnish welfare policies, officially called ‘activating labour market policies’, where welfare benefits for unemployed are no longer means-based but based on work-activity; and young people are a particular target group in these policies. My data shows how regular residence in Finland and access to welfare rights for migrants are tied to the demand for employment. This requirement forces migrants to do work in a low-skilled sector, even if it does not match their qualifications, and become easily exploitable by employers. At the same time, my observations in career counselling and interview data with unemployed Russian-speakers, who already receive welfare support, show that unemployment benefits are also becoming conditional upon participation in unpaid work trials. Refusal to participate in such labour activation measures may result in penalties such as loss of unemployment benefits. My data shows that work becomes an imperative, a requirement and a duty both for “excluded” (migrants) and “failed” (unemployed) citizens, to borrow Bridget Anderson’s terms. I suggest that the growing exclusion from welfare rights within regular citizenship overlaps with exclusions created by migration. Such focus on work and unemployment may also help to evade the reproduction of methodological nationalism in research on migrant labour.

## **Industrial Citizenship perceptions among Kosovar “Gastarbeiter” in Germany and Switzerland**

**Mimoza DUSHI**, *University of Prishtina*  
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**Erka ÇARO**, *University of Jyväskylä*

Germany and Switzerland in general have perused similar policy schemas with respect to labour migration and migrant workers. One of these migration schemas has been the so called “Gastarbeiter or “guest workers”. The guest workers mobility via bilateral agreements among origin and destination countries were introduced into the labour market with the expectation that will not become permanent migrants and further citizens but will eventually return home. They have worked mainly in the large cities, primarily in manufacturing and construction. The guest workers predominantly came from the South Europe, Mediterrean region in the case of



Germany and neighbouring countries in the case of Switzerland. From Kosovo, as part of ex-Yugoslavia during '70s a considerable number people did migrate using this migration schema. These migration flows have played an important economic role for both origin and host countries. Initially these were meant to be temporary migrants, finish up their temporary work contracts and return. However, the majority of this migrant group ended up being long term and permanent migrants, being so a live example of the failure of that particular migration policy. This article highlights the practice of Industrial Citizenship (T.H. Marshall, 1950) among Kosovar “gastarbeiter’s”, whose as a first generation of Kosovar migrants into Europe often did miss voice and exit opportunities especially at their work place but also border into the host society. We argue that because of their low education level, difficulties to learn the host country language and often social and spatial segregation to their integration and adaption outcomes were poor and difficult to achieve. However, many of them decided to stay and make a living in the host countries, often bringing family members along. The transition from individual to family migration and duration of time followed by growing of language skills and knowledge about the host society norms, tradition but also rules and regulations did improve their living conditions and in turn integration outcomes in the host countries.

## **The Emergence of a Migrant Division of Labour – Employers in Service and Care Sector in Finland**

**Lena NÄRE**, *University of Helsinki*

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It has been argued that a migrant division of labour is emerging in the capital region of Finland especially in the low paid labour market sectors, such as cleaning where migrants are over-represented. This paper seeks to understand the mechanisms through which such a division of labour emerges. Why and how do certain migrants appear as suitable and attractive labour force for the demands on the labour markets and for individual employers? In the Finnish migration research, the focus has mainly been on the employment of permanent migrants, which overlooks the fact that also migrants with various temporary statuses work in Finland. This paper focuses on employment and recruitment practices in the service and care work sector, and analyses how immigration legislation produces particular commodification of labour, and the ways in which migrants with a precarious status appear from the perspective of Finnish employers. The analysis brings together interview data from two research projects and draws on 28 qualitative interviews with Finnish employers in service and care work sectors. We discuss migrant division of labour as part of larger processes of labour market precarisation in Finland.

# LABOUR MARKET SEGMENTATION AND INTERSECTIONALITY

## **Narratives of Russian-speaking women in the Estonian labour market: an intersectional perspective**

**Kadri AAVIK**, *Tallinn University*  
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In this paper, I use a qualitative intersectional approach to study labour market inequalities. This is done on the example of the Estonian labour market, which features some of the highest gender and ethnic inequalities in the EU. The focus is on the work and career narratives of particularly positioned ethnic minority women: educated Russian-speakers who are fluent in the Estonian language, yet, are unemployed or work at jobs below their educational qualifications. This paper aims to understand some ways in which the disadvantage of these Russian-speaking women is being sustained or challenged in the labour market. What coping strategies do they highlight in dealing with work-related difficulties? What social categories are present in their narratives, and what is their relationship? What implications do these configurations have on the material positioning of this group in the Estonian labour market and society? The narratives suggest that this group of Russian-speaking women devalue themselves as competent workers, and doubt their Estonian language skills. Overall, the narratives convey a sense of disempowerment stemming from the inability to improve one's labour market position despite efforts. In this paper, I show how the particular ways in which these Russian-speaking women talk about their career tracks and current work situation follow from as well as help to sustain their vulnerable labour market position, hence linking the discursive and material dimensions of social reality.

## **Gendered patterns of emancipation and integrations of Albanian migrant women in three host societies: Greece, Germany and Switzerland**

**Armela XHAHO**, *University of New York Tirana*  
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**Erka ÇARO**, *University of Jyväskylä*  
**Mimoza DUSHI**, *University of Prishtina*

This article explores the pathways of Albanian migrant women's emancipation and integration by relying on 76 ethnographic in-depth interviews with Albanian migrant women and men and fieldwork research in three host societies: Greece, Switzerland and Germany. It uses an interdisciplinary approach to understand particularly the gendered dimension of migration and women's empowerment by borrowing the concept of "feminisation of migration" and the role Albanian migrant women play in the migration rhetoric. It is centred in their narratives about the impact the migration has had on their lives and the increasing role women play in the migration process, by drawing attention particularly to its dis/empowerment aspects and new patterns of family dynamics emerging from the migration process. While the integration of

Albanian migrant women in the three countries is in seen at some extend in the light of entering into the labour market force and contributing into the household incomes, their emancipation is articulated differently through gender lens analysis. Albanian migrants' women in Greece have challenged the traditional gender roles and division of labour within their families, which at certain point is seen as a sign of independence and empowerment, but on the other hand it reinforce the traditional productive and reproductive works of women and make them more vulnerable to exploitation in the global economic austerity. Whilst, emancipation and integration of Albanian migrant women in Germany and Switzerland is articulated in the light of further vocational educational trainings and specializations, marrying a native man and new patterns of assimilation and acculturation in the host societies, which is not the case of Albanian migrant women in Greece.

## **Wrestling a double challenge? - Post-socialist female researchers' perceptions of ethnic and gender based marginalisation in the Swedish academia**

**Marion PAJUMETS**, *Tallinn University*

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Academic organisations are often male dominated in terms of numbers, as well as in the distribution of resources, responsibility and respect; especially so in the fields of Science Engineering and Technology (SET). Despite all the measures employed, gender equality remains a distant dream even in the Scandinavian universities (Seierstad and Healy 2012). If being a female is perceived as a challenge in an academia that might be one of the most gender-equal in the contemporary world, how would an incoming female researcher cope? This is an important question since researcher mobility is becoming increasingly normative. Of all sectors, the academia is in the forefront of framing transnational exposure and mobility as enriching and desirable, both to individual researchers (no matter their gender or family situation) as well as to the countries and economies involved. To analyse how incoming female SET-researchers themselves make sense of the gendered and ethnicised situations in Swedish academia, we employed critical framing theory (Lombardo et al. 2009). We also looked at how our respondents' critique of the present situation resonates with the different framings of gender equality policy identified by earlier authors (e.g. Krizsán et al. 2009). The sample consists of 14 successful female researchers from several CEE countries, working in universities all over Sweden. We used the Narrative Interpretive Interviewing Method (Wengraf 2001), suitable for studying 'transnationalism from below' (Apitzsch and Siouti 2007).

# MIGRANTS AND PRECARIOUS WORK

## **At the internal borders of exclusion: case of highly skilled intra-EU migrants in precarity**

**Anna SIMOLA**, *University of Helsinki*  
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The EU countries receiving major flows of intra-EU migrants are currently making claims to restrict citizens' freedom of movement and associated social rights in particular. In parallel, EU labour markets have become increasingly precarious. This paper addresses experiences of internal borders of exclusion within EU citizenship. The analysis is based on interviews of highly skilled northern and southern European young adults struggling with precarious jobs and unemployment after migrating to the EU capital of Brussels. It interrogates situations in which, in the case of mobile workers unable to fully live up to being productive market citizens, their right to have rights is questioned. Since 2011, Belgium has adopted a systematic practice of expelling jobless EU citizens. The fear and uncertainty provoked by this practice among precarious workers arises in the data as an example of unexpected and indeterminate borders and barriers to social rights. While some interviewees have gone through long battles for their rights, others have chosen to reside in the country "clandestinely". The lack of social protection worsens their precarious position. However, unlike southern Europeans, Nordic job seekers consider the option of returning to the labour market and social security system of their country of origin as still relevant, which gives them some negotiation power vis-à-vis employers.

## **Precarious conditions for working and learning: A highly-educated migrant in cleaning work in Finland**

**Maiju STRÖMMER**, *University of Jyväskylä*  
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This paper examines opportunities and constraints for language learning in a cleaning job, which is a typical entry-level job for immigrants. Many of them are trying to get a job in their own field of expertise, but Finnish language skills are often a prerequisite for entry into most careers in Finland. This study takes an ethnographic case study approach to investigate examples of the conditions that allow or prevent language learning for the focal participant, a highly-educated sub-Saharan man who works as a cleaner in Finland. The case illustrates on a micro-scale the impact of the new economy and privatization on a worker in a company that has outsourced its cleaning services. Ethnographic discourse analysis is applied to analyse interviews, observations and audio-recordings. The results show that within outsourced cleaning services, the cleaner is isolated from the work community around him and communication between him and clients is relayed through intermediaries. Consequently, only occasional opportunities arise for interaction in Finnish in the workplace, and hence, cleaning may be a dead-end job.

# **Locked in precariousness?**

## **The positions and agency of Estonian construction workers in the Finnish migrant labour regime**

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The aim of this paper is to analyse how different actors and policies have structured the current Finnish migrant labour regime in the construction sector and to elaborate what are the consequences of this structuring for migrants. More specifically we will show the differing position of migrant workers within the regime and argue that although strong industrial relations systems are able to curb the posting of workers regime (the most disadvantageous for migrant workers), the position of labour migrants mostly still stays inferior compared to the natives, as the workers still do not regard themselves as ‘full’ members of the labour collective. By drawing upon biographical interviews with Estonian construction workers working in Finland, the study will also make a contribution to the accounts of agency of migrant workers. For this, three worker strategies as the manifestations of worker agency are applied from Katz (2004) and Coe and Jordhus-Lier (2010), those of resilience, reworking and resistance, of which the first two are emergent in the stories of migrants, but resistance – the most radical one exhibiting the highest degree of agency – is practically absent.

# IN AND OUT OF LABOUR MARKET SEGMENTATION

## Exclusion and Strategies to Inclusion: Albanian Labour Migrants in Greece

**Erka ÇARO**, University of Jyväskylä

This paper examines the strategies Albanian migrants in Greece employ to be accepted in the host society with a focus on their labour market integration and identity as workers. Based on rich biographical data we aim to build a profile of the Albanian labour migrant in Greece, interconnecting their migration histories, labour market integration and community structures. We base our analyses on labour migrants hence we want to answer questions such as how have Albanians been able to access employment in Greece? How did/do they negotiate their family life and position as workers during the economic crises and austerity measures and what have been the consequences and their coping strategies? We found that Albanian migrants in Greece did invest in promoting their values and worthiness through hard work and family ethics. This strategy did help them mainly to gain a certain level of societal acceptance, the employer trust and hence maintain the job, but without much success in getting better paid jobs or promotions. Their situation deteriorated as result of the economic crisis whose impact has been resilient in Greece. The austerity politics that followed showed to be highly nationalised and gendered. Migrant men soon remained jobless and undocumented using return as an exit strategy while women did stay in labour market although in more precarious conditions and segmented labour markets. Consequently, not only their working conditions got worse but also their personal life did suffer from spouse/family separation and difficult reintegration under the new social and economic conditions both in the destination and origin country.

## Labour (in)stability of Albanian migrants in Italy over the period 2001-2015

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Italy represents one of the most singular case studies within the Southern European Model of Migration for the intensity of migration flows and the presence of a wide variety of nationalities. The collapse of the communist regimes in Central and Eastern European countries represents also a particular momentum of immigration process in Italy, especially from the neighbour Albania, one of the top ten emigration countries in terms of share of emigrants on

the total population. Italy represents for Albanian mass emigration in the early 90s the second most important destination after Greece. At the beginning, Albanian migration was characterized by massive irregular arrivals, mainly male-dominated; the regularisation process in the early 2000s enabled Albanians to settle and reunite their families, leading to stabilization and a rapid growth in the second generation. According to the Census data in 2011 Albanian residents in Italy represent the second most important foreign community after Romanians. Although Albanian community in Italy has been analysed in the empirical research, thus far, however, very little is known about Albanian integration into the Italian labour market. In this paper we investigate quantitatively labour market segmentation in relation to the Albanian migration in Italy, in terms of both job (in)stability and gender. We draw on quantitative data from ISMU Foundation collected over the period 2001-2015 through annual cross-sectional surveys to address: i) the evolution of market engagement of different cohorts of Albanians by year of arrival; ii) the main factors influencing such outcomes; iii) the effect of the crises on migrants' employment stability.

## **Albanian Immigrant Entrepreneurship Profile: Labour Paths to this Status**

(Albanian enclave in the Province of Milan, Italy)

**Elvira FETAHU**, *University "Aleksander Xhuvani"*  
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Albanian immigrant group have been for many years, and still are very important enclave for our country as they represent more than 1/3 of our total population. Even this important fact, most of the Albanian studies round our immigrant communities abroad have been focused on other than their development as a competing labour force increasing abroad in the foreign markets. Having into consideration this fact, the goal of this paper is to analyse and discuss the typology of Albanian immigrant enclave engaged in entrepreneurship and the average profile of an Albanian entrepreneur. Moreover we will discuss the reasons why this group of immigrants is engaged in entrepreneurship, the competition they face in the working market conditioned by their status as immigrant, as well as the low social status they have in the host societies and their efforts to be socially integrated and economically competitive. The research done on the Milan province reality demonstrate and aims to finalize some conclusion related to their working philosophy in the host economy, the relations with alter ties and importance of family and ethnicity in working culture and service. We also aim to present this profile from social perspective, and see the difference between different economic sectors. Economic crisis effects such as unemployment will be analysed in the Albanian enclaves and macro level as well. We will make comparisons between different tasks done by immigrants and those done by the host employees.

# **RETURN MIGRATION, DIASPORA AND INTERNAL LABOUR MARKETS**

## **Internal Population Movements Impact on Albanian Regional Labour Markets**

**Pranvera ELEZI**, *University of Tirana*  
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In a long lasting transition period, Albania has experienced big demographic changes. The dynamics of population change in Albania over the last two decades has strongly been determined by high net migration flows. The effects of migration flows are largely studied by researches, but little research has dealt directly with the internal population movement impact on the Albanian regional labour markets. According to the latest census in 2011, about 8 percent of the Albanian resident population has changed the place of residence during the past 10-year interval. Migration literature argues that migration may alter the labour market success not only for individuals who change their location of residence but also of those previously resided in migrant-receiving locations. This study aims to shed light on the relationship between the internal population movements and the labour market outcome of both hosting regions and the migrant population. The analysis of internal migration in Albania is mainly based on data of the two latest population censuses conducted in 2001 and 2011, by clustering the labour markets in regional areas which are the “losers” and the “winner” in terms of labour force. The models of internal population movements, local economic development, skills transfer and skills mismatches enhanced by the hosted labour markets, are analysed by making use the 2002-2012 LSMS and LFS data.

## **Returning in Albania at an older age: challenges and policy implications**

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Two decades ago Greece was the land of hope for many Albanians. Albanian migration to Greece began in early ‘90s, while the return of successful emigrants who might help the country’s development goals was much delayed. Return migration first became significant in 2005. However, these “successful” migrants were a small percentage compared to the ones returning in Albanian due to the hardships abroad. Greek financial crisis affected the majority of Albanian migrants. Many of them found themselves in a precarious situation, which put more pressure to return in homeland. Part of the returned migrants are the near retirement returnees, whom face an enormous challenge: although many of them have almost 40 years of work they are at serious risk of not having a pension or of having a very low pension compared to their contributions in both countries. This paper uses a policy analysis methodology to analyse the state of the art of this group of returnees, aiming at identifying the existing gaps in policies and legislative framework in both countries and giving specific recommendations to improve the situation.



## **Shaping the Labour Market – The Effects of Migration in the Development of Shkodra Region**

**Bresena KOPLIKU**, *University of Shkoder “Luigj Gurakuqi”*

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This paper explores the effects of migration in the labour market from the perspective of migration and development. It is built around a case study, the Shkodra Region in Northern Albania. The role of return migrants in the shifting of the labour market towards new directions and opening of new employment possibilities for the non-migrant population is analysed here. Through in-depth interviews the paper tries to answer some key questions: How the employment behaviour of return migrants is adjusted according to the market needs? What are the main activities opened by migrants? How the development of new enterprises settled from different kinds of migrants: returnees, transnational or diaspora has shaped the labour market in the region? It is argued that transnationalism is one of the main assets from which migrants continue to take advantage of in order to get readjusted in the place of origin. In addition to ideas and concepts for business from the emigration experience, migrants continue to use the host country as a resource for raw materials, technology or contacts. International migration has had a positive impact on the labour market using not only the financial capital, but also new ideas on working practices gained from the emigration experience.

# TRADE UNIONS AND MIGRANTS

## **Inclusion or Exclusion? Trade union strategies and Labour migration**

**Rolle ALHO**, *University of Helsinki*  
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This research identified and analysed immigration-related strategies of the Finnish Construction Trade Union (FCTU) and the Service Union United (SUU); e.g. how the unions react to labour immigration, whether unions seek to include migrants in the unions, and what is migrants' position in the unions. The two unions were chosen as the focus of the research because the workforce in the sectors they represent is migrant-dense. The study also analysed the experiences that migrants, who work in these sectors have with trade unions. The Estonian labour market situation –including the role of Estonian trade unions– was also examined as it has a considerable impact on the operating environment of the FCTU. The results of the study indicate that immigration is a contradictory issue for both unions. On the one hand, they strive to include migrants as trade union members and to defend migrants' labour rights. On the other hand, they, together with their umbrella organization the Central Organisation of Finnish Trade Unions (SAK), seek to prevent labour immigration from outside the EU and EEA countries. They actively defend current labour immigration restrictions by drawing attention to high unemployment figures and to the breaches of working conditions migrants encounter.

For more refer:

<http://www.doria.fi/bitstream/handle/10024/113738/Rolle%20Alhon%20v%C3%A4it%C3%B6skirja.pdf?sequence=2>

## **Building grounds for migrants to get organized: the case of Estonians working in Finland**

**Laura MANKKI**, *University of Jyväskylä*  
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**Markku SIPPOLA**, *University of Jyväskylä*

Trade unions have different approaches, tactics and strategies how to organise migrant members. In our paper we argue that the traditional roles of trade unions as providers of unemployment security/services and bases for solidarity/class identification constitute the ground for migrant workers' motivation to join unions. Migrants recognize both roles of trade unions when figuring out the ways they think the unions should work, although the former role (unemployment security and services provider) is much more emphasised. Migrant workers' attitudes towards unions are divided based on their views how they comprehend unions, how and if they are involved with union activities. Drawing upon biographical interviews with 40 Estonian migrant workers in Finland, we identify three positions related to union membership among our informants: in-between (recognising and misrecognising unions), identifying selves as working class and individualism, rights and collectivism as bases for mobilisation. Understanding the factors that lie behind the three positions is important for unions and workers themselves to build grounds for further organising of migrant workers and getting members of organized working class. We find that unions cannot neglect the views of migrants in the current situation where migration is increasing and union densities are declining.

# **Union Responses to Hyper-mobile Migrant workers in the European Construction Sector**

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Free movement of labour within the European Union, especially after the enlargement in 2004 and 2007 and the economic crisis in 2008, has led to an increase in the number of labour migrants moving either individually or via a posting contract from Eastern and Southern member states to the Western and Northern ones. The increase in the replacement of 'core' jobs by irregular, mobile, agency, and other forms of precarious labour, often outsourced to foreign labour suppliers, and the increasing membership decline among national unions make labour migrants important for union revitalization in the receiving countries. In construction, we find highly fragmented labour relations, resulting in long and complex subcontracting chains, and the use of contingent labour. National unions have sought different ways to draw attention towards migrants' working conditions and unionize them. As the nature of migration is diversified, with some migrants seeking to become permanent and others remaining highly mobile, trade unions too have to adjust their responses to the characteristics of these parts of the labour force. We look into the tailored initiatives unions in four different countries, Finland, Germany, the Netherlands, and the UK, have used with hyper-mobile migrant workers. Unions' experience with migrant workers shows that in order to be successful it is necessary to bundle together different approaches and find innovative recruitment strategies. Union accessibility, proactivity, trust-building and cooperation constitute the foundations for success. The key challenge remains sustainability in a situation where workers are geographically mobile across national borders.

# TRANSNATIONAL MOBILITY

## **Labour markets on ice: transnational mobility of ice hockey players**

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The internationalization of Finland's hockey industry is emblematic of the globalizing economy where labour mobility is used to gain short-term but high-stakes profit. The work as a hockey professional requires not only talent in the sports but also high tolerance for flexibilisation and mobility around the work opportunities across the centres and peripheries of hockey industry. Drawing on on-going critical ethnographic and discourse analytical project called Powerplay on discourse, identity and mobility in transatlantic hockey industry, I will discuss in this paper the tensions that arise from bringing together the logics of economic profit and local pride in a context of transnational mobility. I will focus on the strategies used by the managers of the teams to manage this tension. The research on circulation of hockey professional provides also insight into ethnographic research on labour mobility.

## **Transnational alternatives to brain drain? Interpretations of return and intellectual remittances among female SET researchers from post-socialist countries**

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Mobility has become one of the key freedoms within the European Union, and is also seen as a possible solution for overcoming the European development challenges (Europe 2020). However, due to the inequalities in the 'geographies of power/knowledge' (Fahey & Kenway 2010), such a solution may actually benefit some regions of Europe, whilst leaving others in neglect. In this paper we investigate the potential alternatives to the zero-sum game of brain drain – brain gain from the perspective of transnationalism from below (Smith & Guarnizo 1998). We focus on female SET (science, engineering, technology) researchers originating from a variety of Central and Eastern European countries that work in the universities all over Sweden. First we analyse how they envisage incentives and constraints of return migration. Secondly, we study female SET researchers' practices of transnational knowledge transfer and study whether there is a potential for intellectual remittances (see e.g. Koehn & Rosenau 2002, Séguin et al. 2006) from the Nordic knowledge economy to the post-socialist semiperiphery. The paper makes use of biographical-narrative interviews (Wengraf, 2001) conducted with 14 female SET researchers, including both women with and without families.

# The Unifying of Europe's Labour Market

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One of the core goals of the European Union since its inception has been to facilitate the free movement of labour, alongside that of capital, goods, services and establishment. One way that the EU develops the framework for regulating worker mobility is through harmonizing legislation passed by the EU's representative institutions. Another is jurisprudence by the Court of Justice of the European Union (CJEU) interpreting EU treaties and secondary legislation. These processes have tended to set in motion different dynamics. Legislative policy harmonization establishes EU wide standards, which can be high or low. Court made law instead favours mutual recognition of national standards, often drawing on directly on the treaties to implement basic EU principles where there has not been sufficient political consensus to pass secondary legislation. This dynamic, referred to as "negative integration", subordinates national industrial relations systems and labour protections to internal market freedoms, constraining the rights of unions and governments to regulate working conditions at foreign service-providers operating in their territory. This is a market-making process, both in terms of a geographical market expansion, and in terms of an intensification of market dynamics - because national regulatory mechanisms are overridden to accomplish the geographic expansion, but not replaced with comparable supranational regulatory mechanisms.