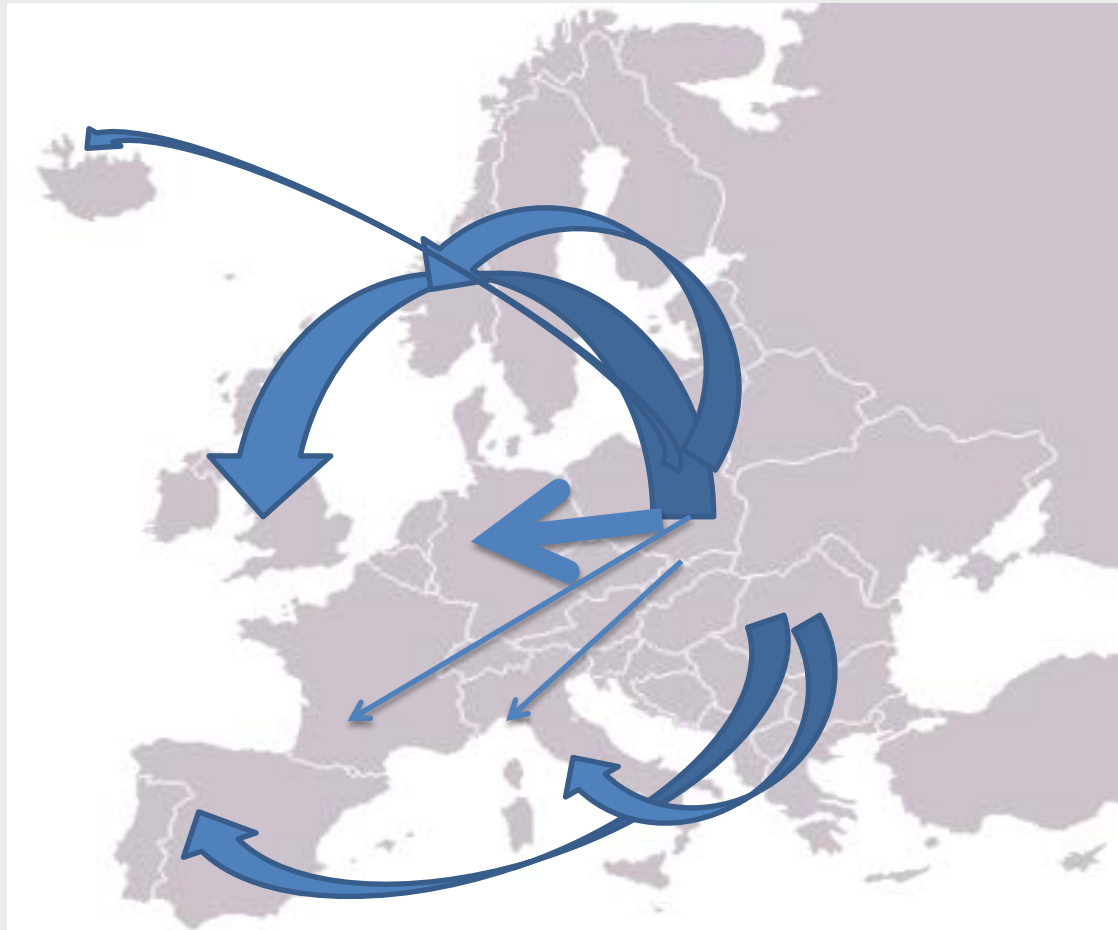


Labour Migration to Norway from Poland and the Baltic Region – Trends and Challenges



Fafos research on post-accession labour migration from Central and Eastern Europe to Norway

(see <http://www.fafu.no/Oestforum/index.html> for news and updates)

Funded by a variety of sources:

- *National Research Council*
- *Ministry of Labour*
- *Social Partners*
- *EEA Grants*
- ***Nordic Council of Ministers***

Employing a variety of data sources:

- *Registry based data*
- *Migrant surveys*
- *Employer surveys*
- *Industry and firm case studies*
- *Qualitative interviews with migrants and employers*

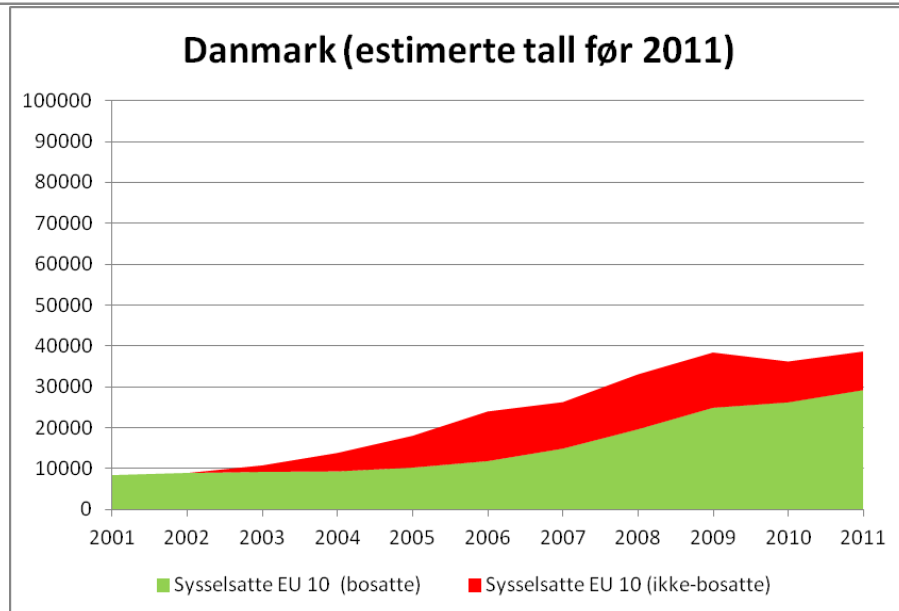
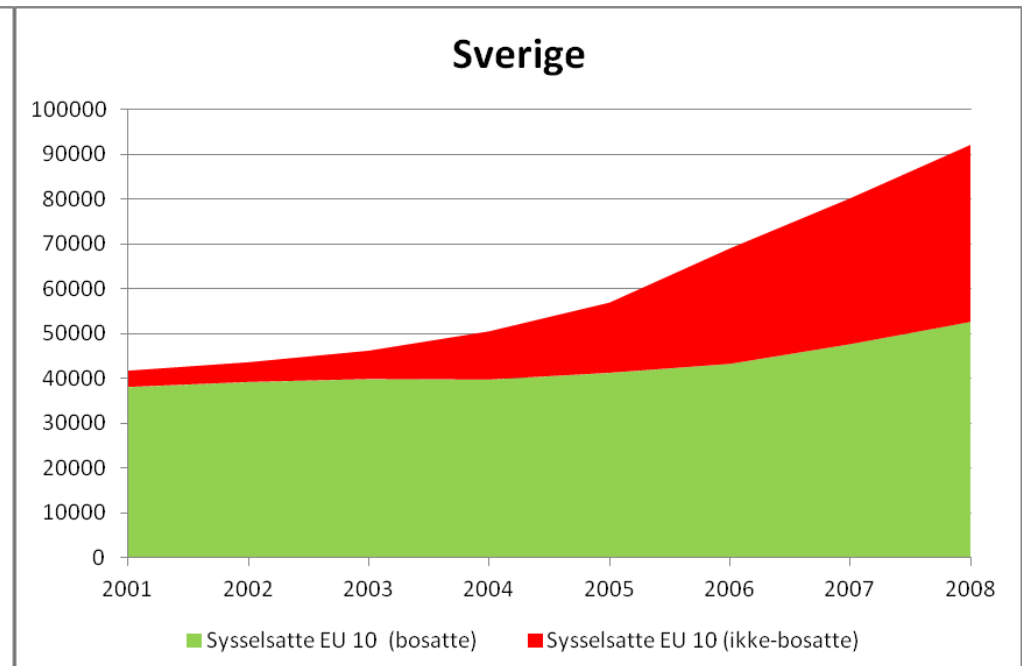
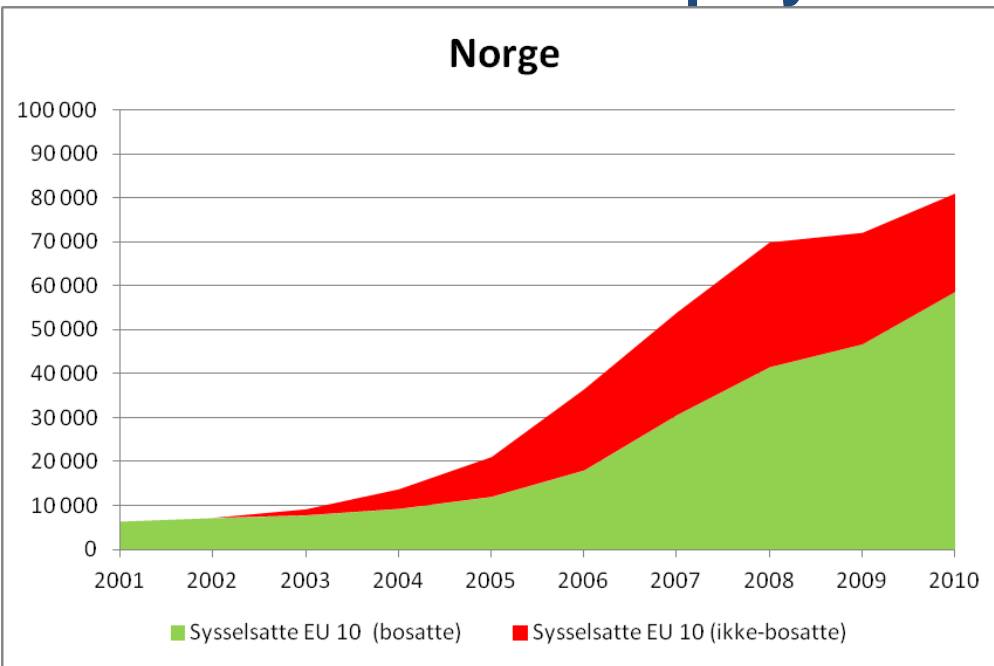
Involving a variety of disciplines:

- *Sociology*
- *Economics*
- *Political science*
- *Law*

Focus on a variety of subjects:

- *Patterns and causes of migration*
- *Working conditions and working environment*
- *Immigrant incorporation over time*
- *Consequences for labour market and welfare policy*
- *Focus on Norway, but also Nordic comparative*

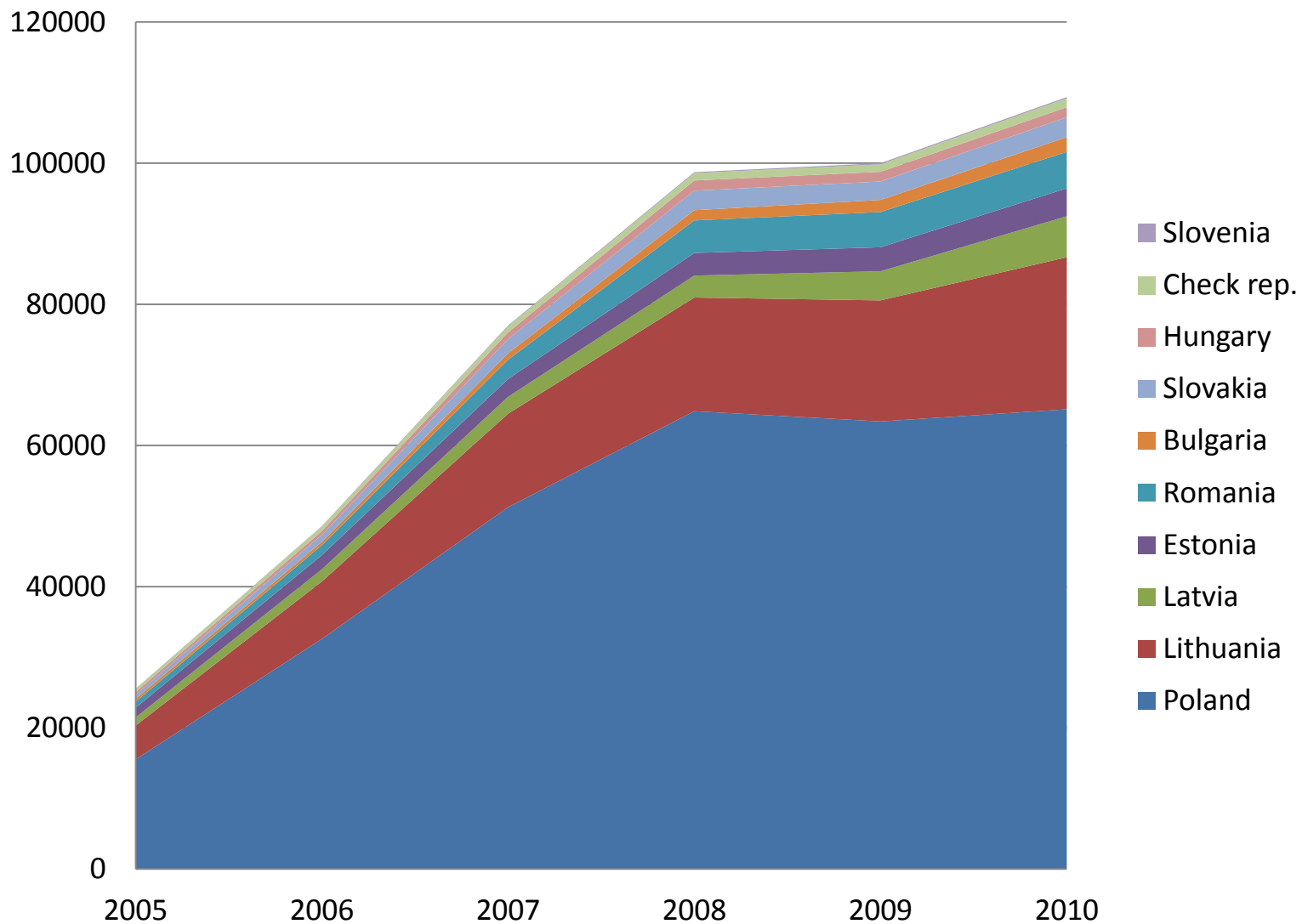
Stock of settled and non-settled migrants from 'new' EU member states employed in Scandinavia



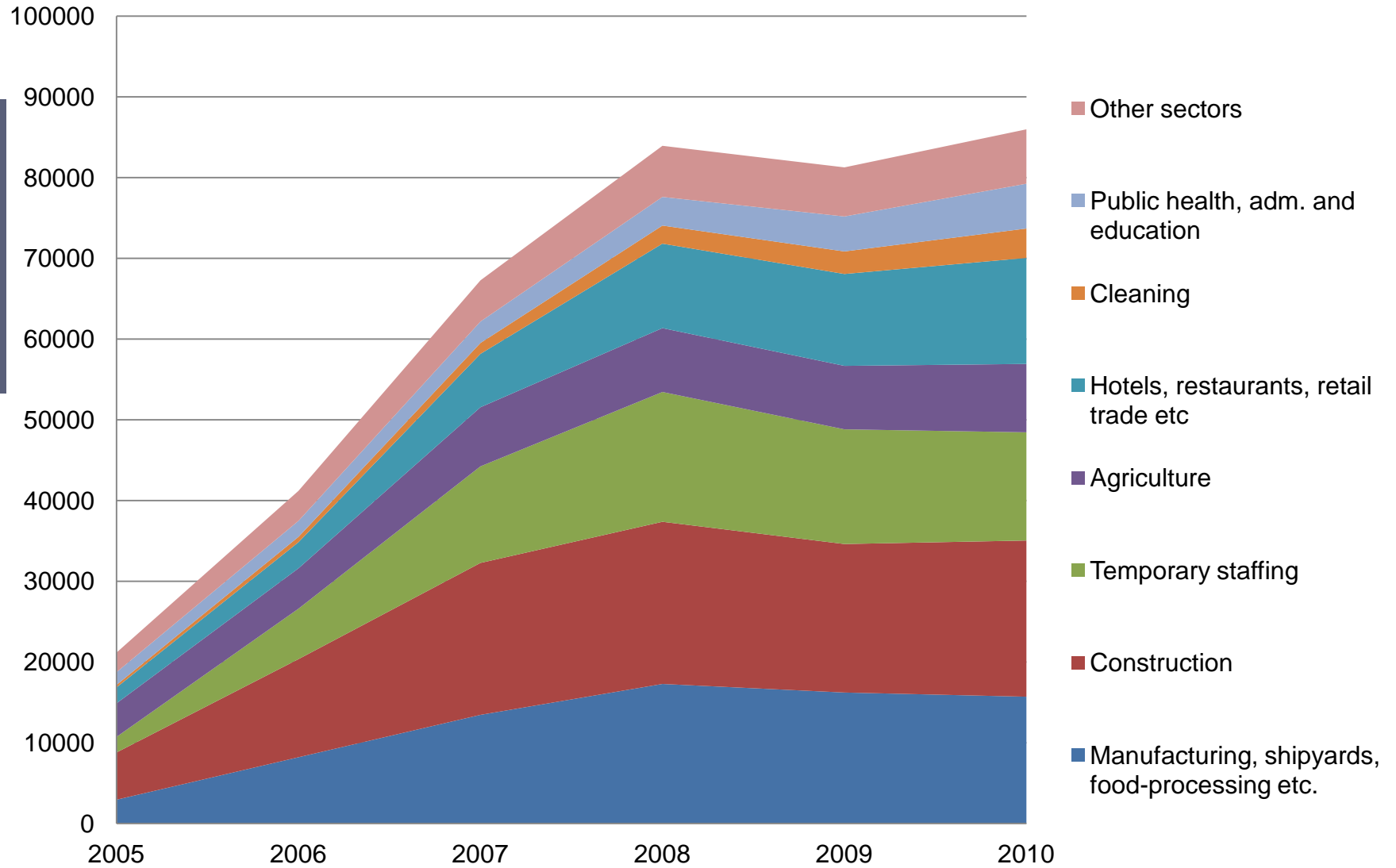
Norway as a destination country – key facts:

- Oil-fuelled economy with some of the highest wages in Europe – but also some of the highest living costs
- A social model based on relative labour market equality and a generous universal welfare state
- Labour market regulations based on voluntary collective agreements rather than statutory law

EU10 migrants in Norway by nationality



EU10 migrants in Norway by sector of employment



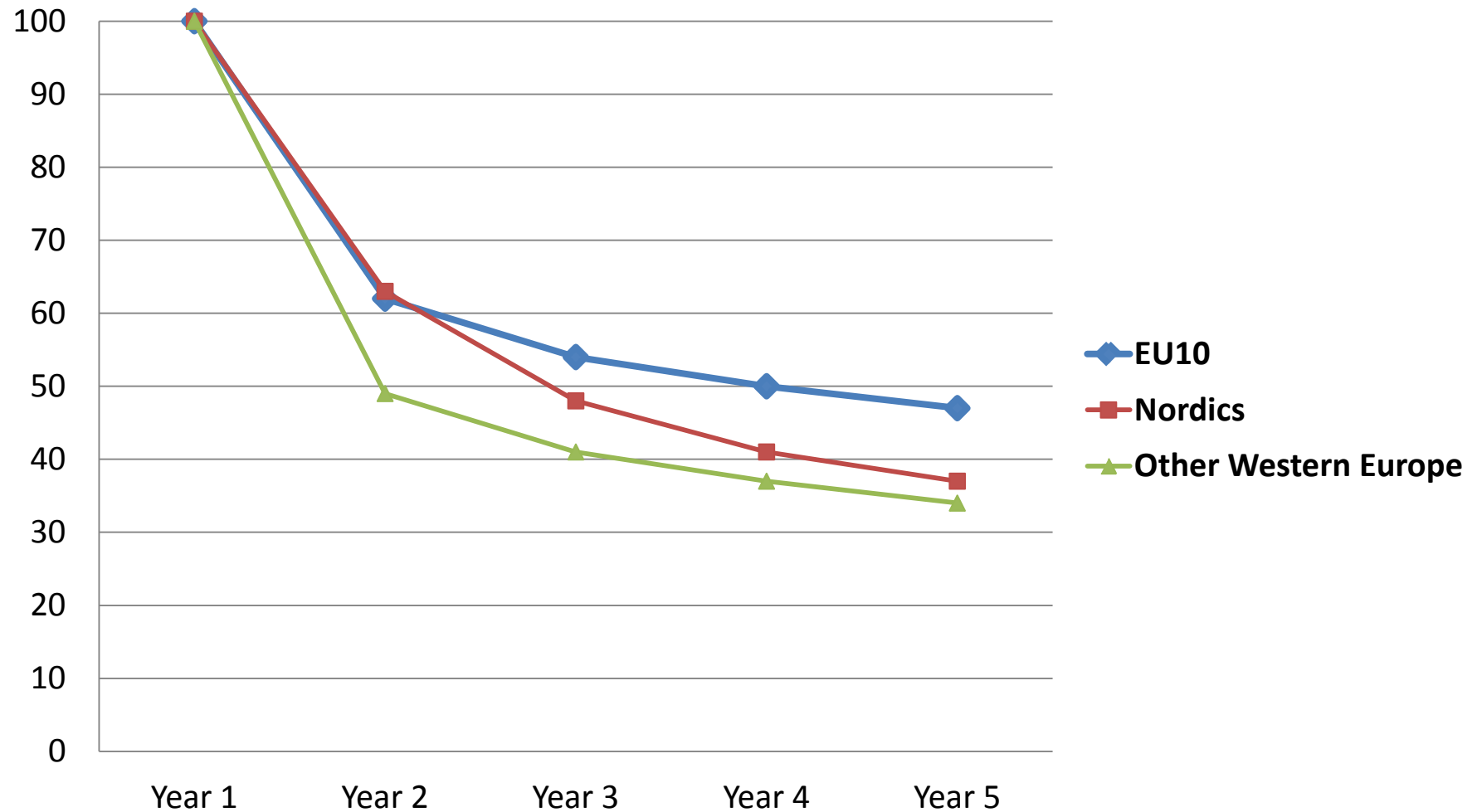
From temporary male bread-winner migration to family resettlement and community formation

Patterns and processes of migration: some key findings

- **Individually:** Economically motivated, but facilitated through social networks
- **Structurally:** Driven by employer demand in (the bottom end of) a few key industries (construction, manufacturing and low skilled services). Highly sensitive to economic fluctuations
- **Institutionally:** A variety of migration channels: Individual labour mobility, posted workers (service mobility), self-employed contractors, transnational temporary staffing
- **Temporally:** Temporary, transnational and circular mobility, but significant trend towards permanent settlement and community formation for part of the population

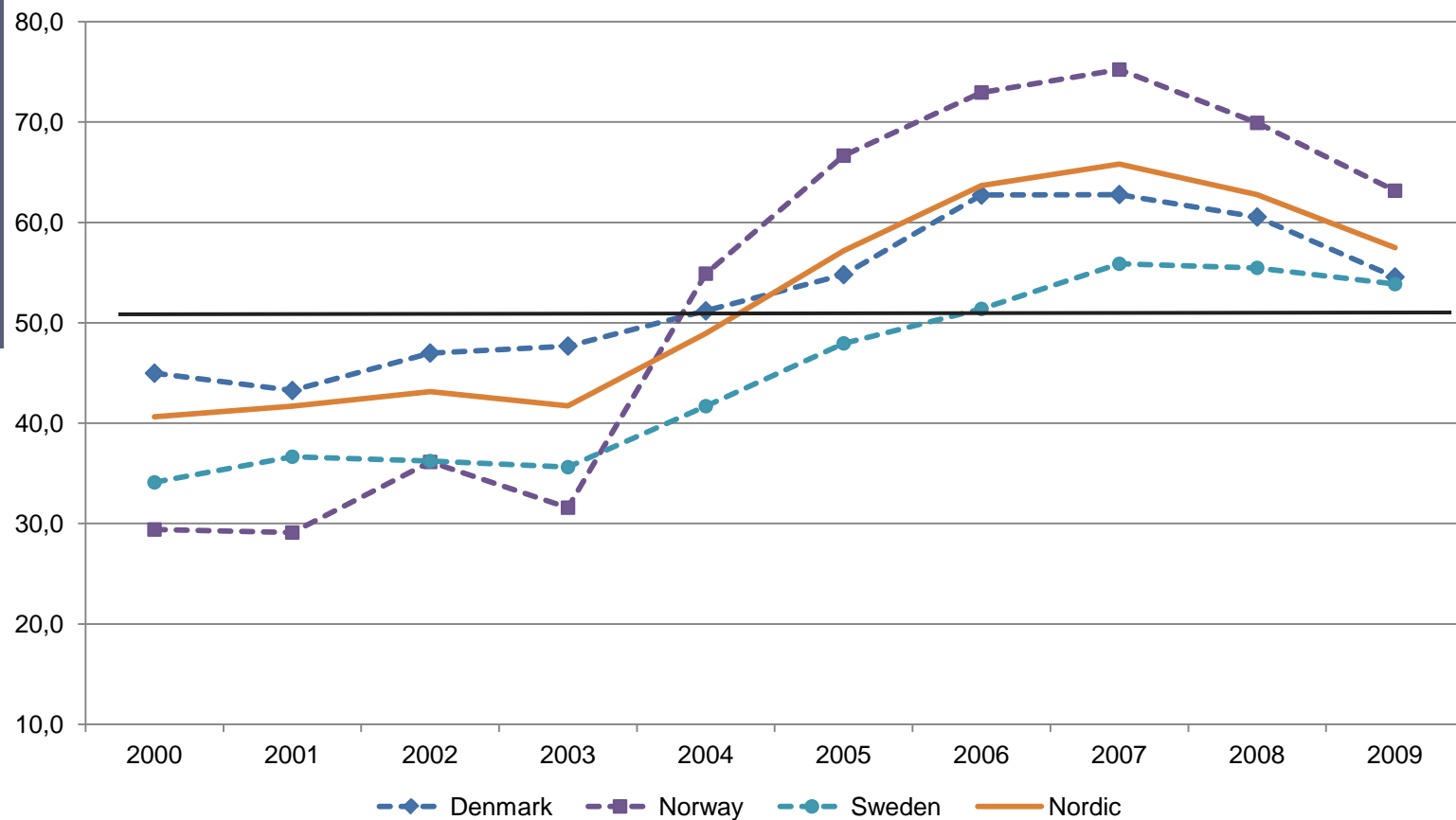
«Stayer rates»

(All EEA workers who appeared on Norwegian labour market in 2006)



Gender composition of inflow: Male bread-winners followed by women (and children)

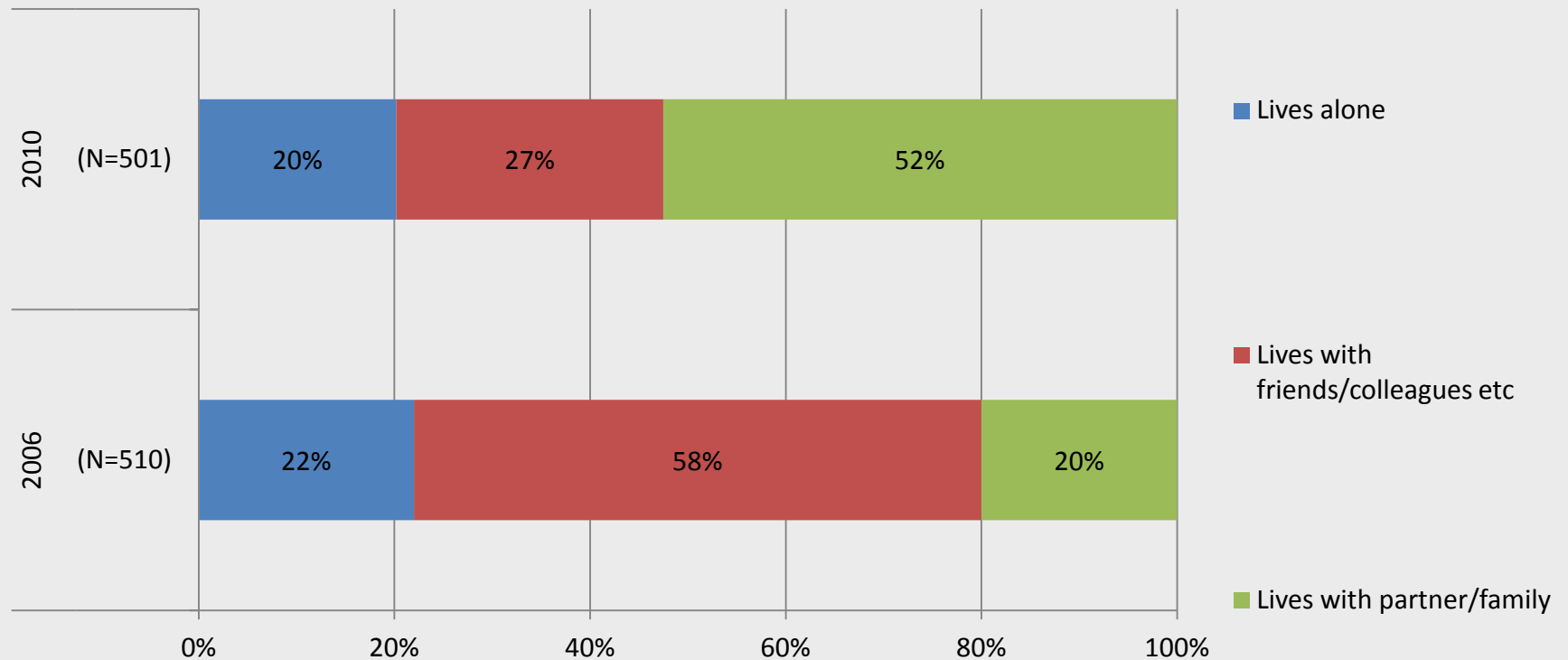
Figure 3 Male share of inflow from EU8+2 to selected Nordic countries and Nordic total (weighted average).



Source: Nordic Statistics

Housing arrangements (survey of Polish migrants in Oslo 2006 and 2010)

- an indication of increasing settlement



Highly successful in carving out a niche for themselves, but in a vulnerable position in the margins of the Norwegian labour market.

A stepping stone to full incorporation or a pathway to permanent marginalization?

Labour market incorporation and working conditions – key findings:

- Employment concentration in rather narrow peripheral segments of Norwegian labour market
- Atypical employment (temporary contracts, temporary agency work, transnational subcontracting, informal work) is very common for immigrants
- Towards dualization of the labour force in key industries...
- Relatively low wages and unsecure working conditions are common
- Limited access to language trainingng – work organisations segregated by nationality and language
- Very high risk of unemployment
- Occupational and income mobility over time – results are ambiguous!

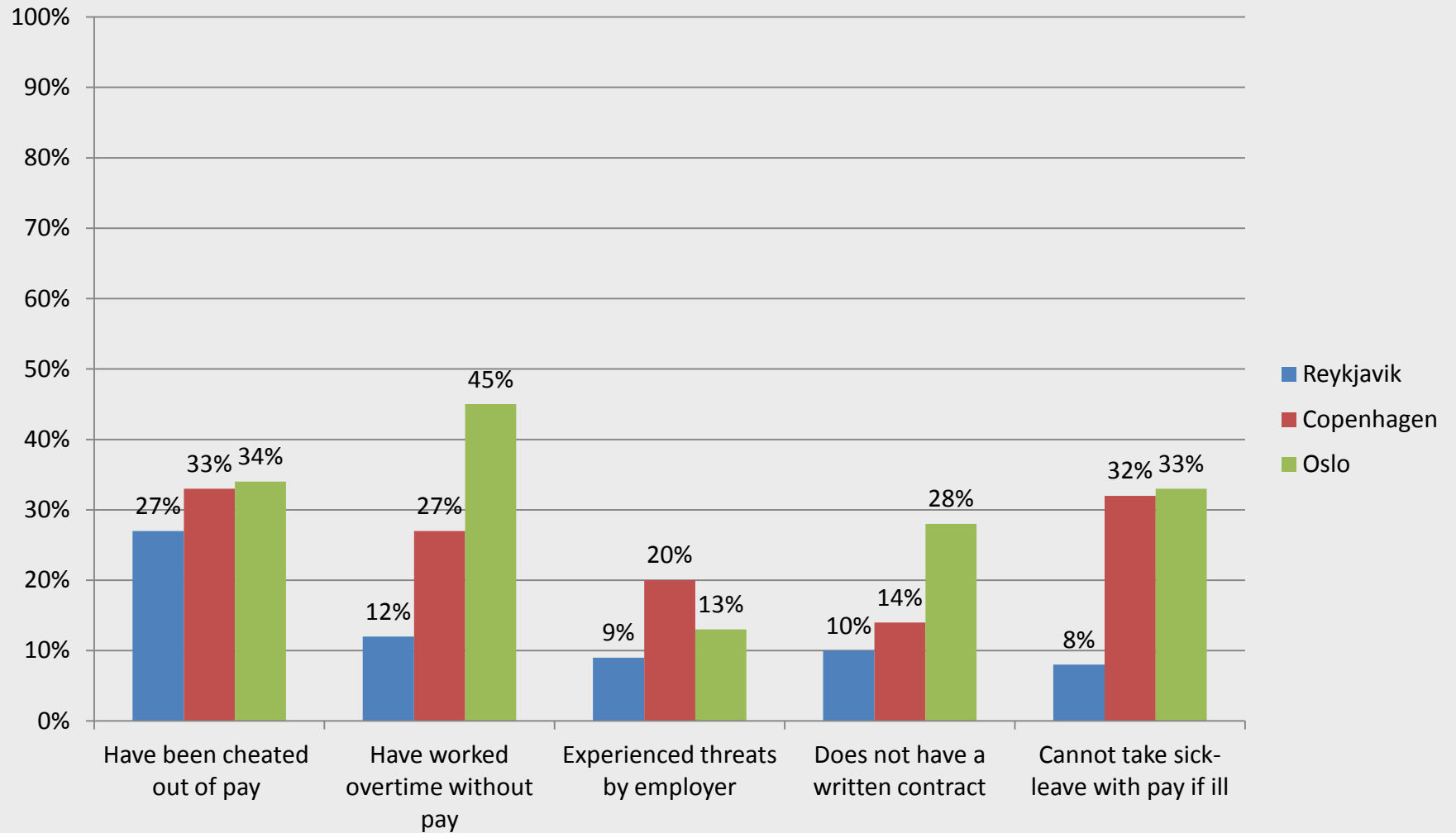
Where would you go?

Wages for Polish migrants in three Nordic capitals – absolute wages, relative wages and purchasing power



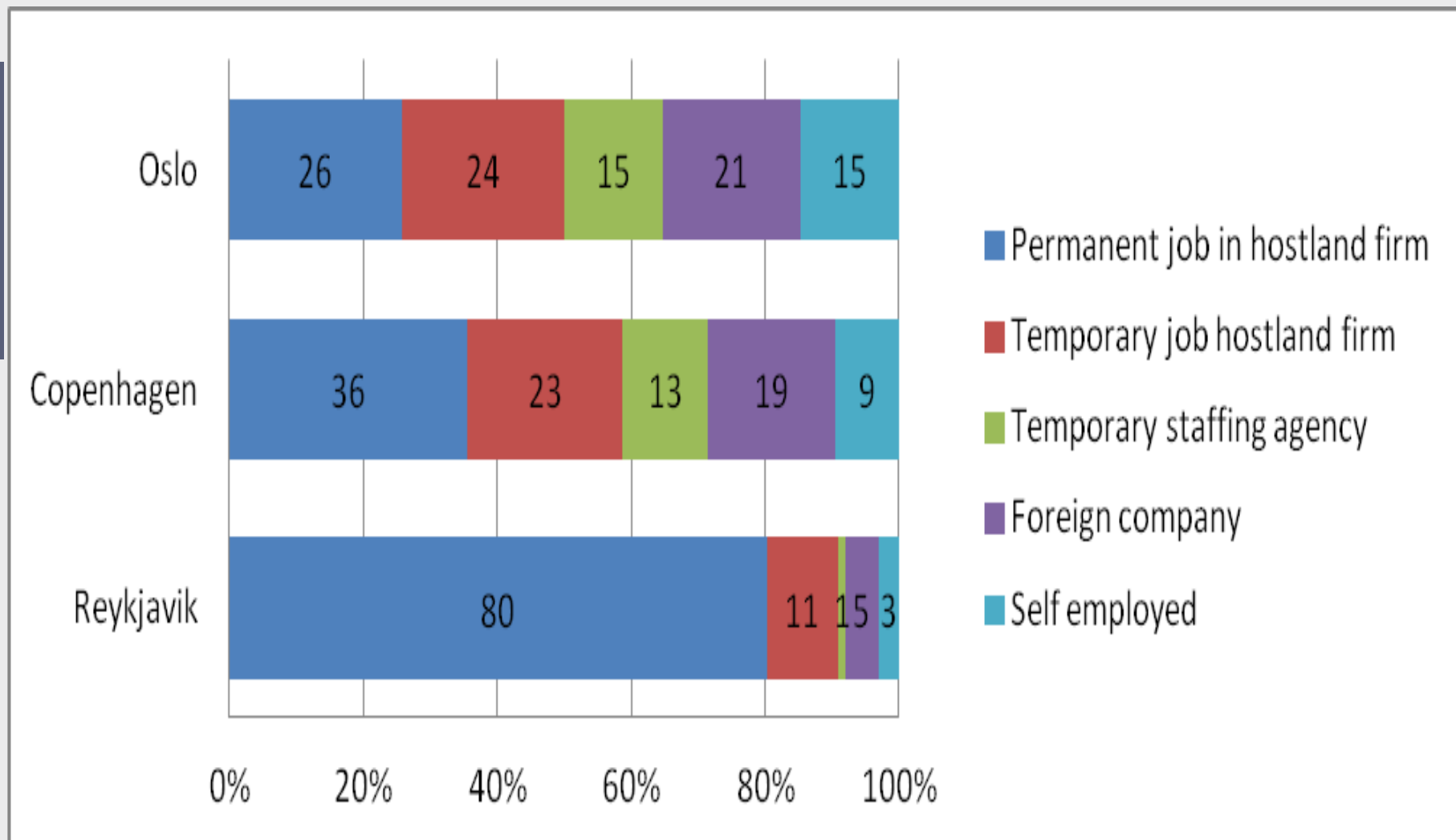
Where would you go?

Cases of exploitative and illegal treatment of Polish migrant workers in three Nordic capitals



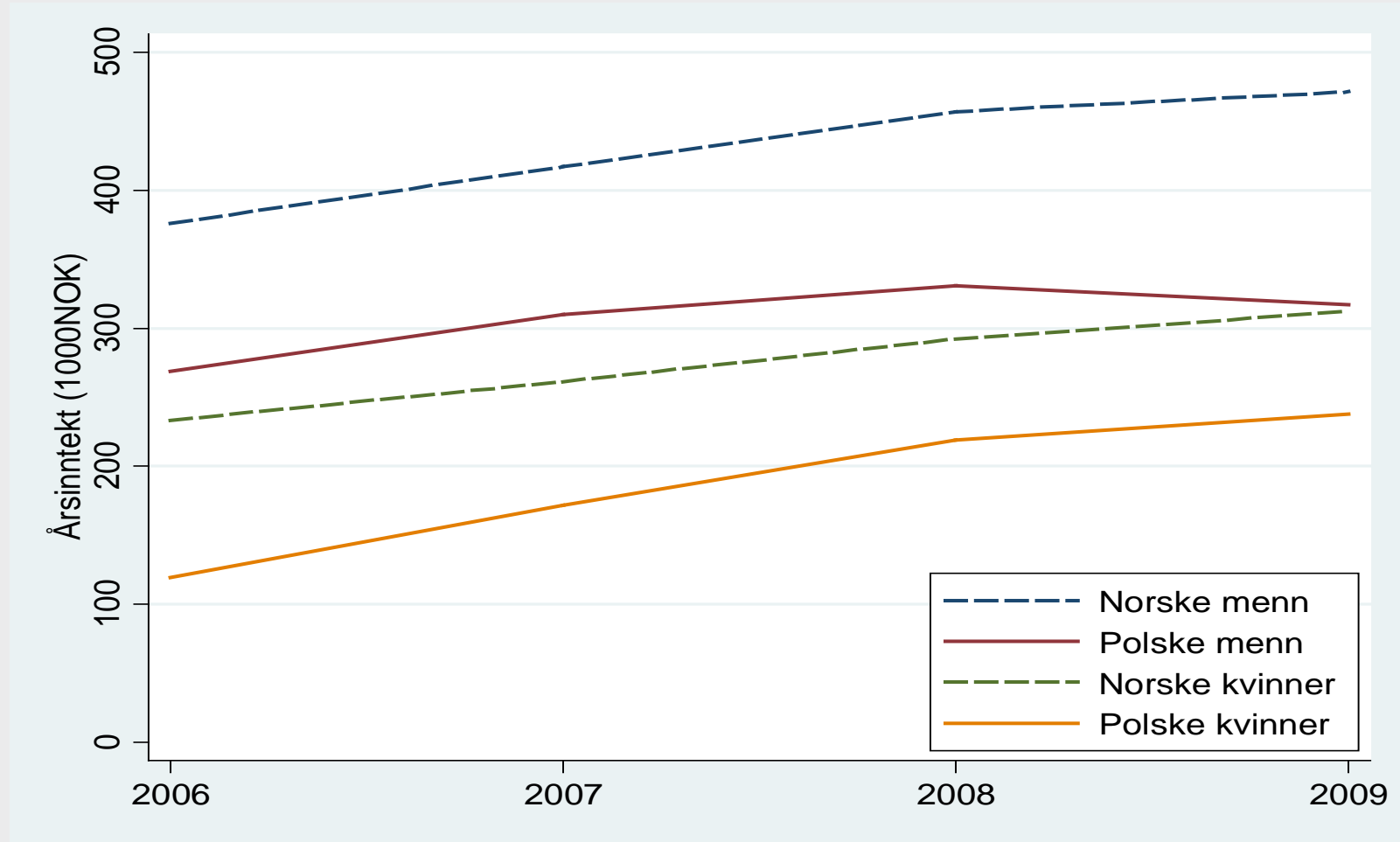
Regular or atypical employment?

- Type of employment among Polish migrants in three Nordic capital cities



But what happens over time – stagnation or «social jumping»?

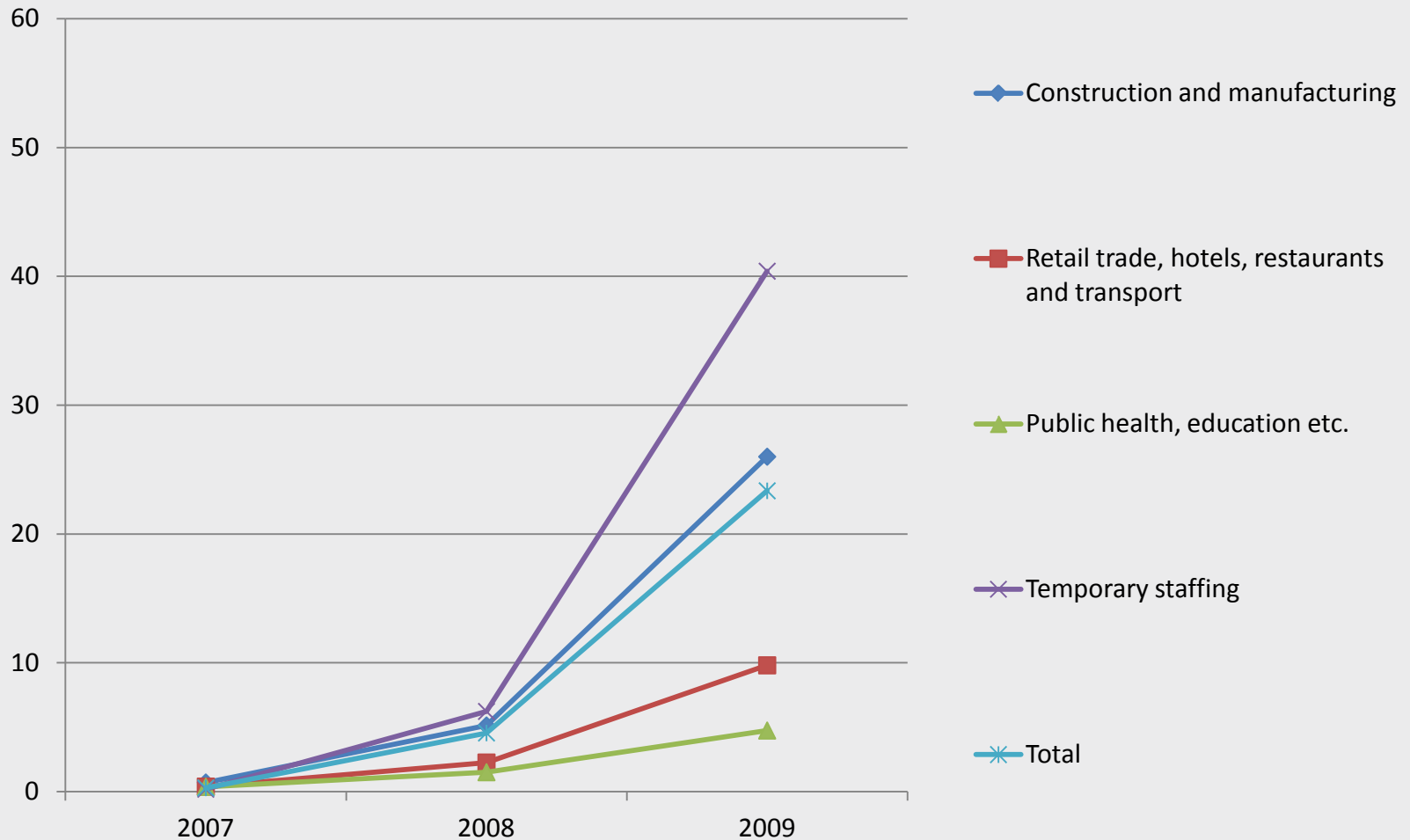
Comparing the income development of Polish men and women to that of Norwegians



Sample consists of all immigrants from Poland aged 18 to 55 who settled in Norway in 2005 and were still settled in 2010. Norwegian comparison group is stratified by age.

«Flexiworkers» with high risk of unemployment

2007 cohort of EU10 migrants – share who received unemployment benefits during 2009 by industry



Consequences of labour migration for Norway

- What can research tell us so far?

- Highly beneficial for Norway's economy in short term – increased production and tax revenue, reduced inflation and «bottlenecks»
- But: Pressure on disadvantageous workers (lower wages and labour market exit among low skilled Norwegians and former immigrants) and increasing inequality (between migrants and natives)
- Vulnerability - very high levels of periodical unemployment
- Fear that today's cheap «flexi-workers» will become tomorrow's welfare clients
- New policies to combat «social dumping», low wages and exploitative treatment through statutory labour market regulation have triggered new political conflicts and legal battles

European East-West labour mobility - Key political challenges

- **«Mismatch» between markets and institutions:** Transnational labour markets – national labour and welfare models
- **Crisis in Europe:** How to ensure that migration promotes growth and welfare rather than a “race to the bottom” i labour markets and welfare policy?
- **Norwegian labour market regulations:** How to use the scope for action within the EEA-agreement and new EU-directives to create labour market policies better adjusted to European free movement?
- **The guest-workers all over again?** «We imported labour, but instead it was human beings who arrived...»
- **Long term integration:** How to create policies for social inculsion that fits temporary mobility as well as permanent settlement?