



The "Schatten" side of labour Migration in Germany – trade union responses to precarious employment practices


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Structure

- Background - IR - MultiLing 

Industrial relations in multilingual environments at work
- Germany and migrant labour immigration – historical and conceptual understanding – *a country in denial?*
- Migrant labour and precarious employment practices
- Case study – Faire Mobilität (language barrier to fair employment)
- German trade unionism and migration – Conundrum
- Conclusion

Background - IR - MultiLing

Industrial relations in multilingual environments at work

Three waves of migration:

- The guest worker – since 1950s
- The migrant worker – early 1990s
- The crisis worker – since 2009



Germany and migrant labour—historical and conceptual developments - *a country in denial?*

Historical developments

Rebuilding Post War Germany

- 1955 Germany signs migrant labour agreement with Italy
- Between 1960 – 1968 agreements with Spain, Greece, Turkey, Morocco, South Korea, Portugal, Tunisia and Yugoslavia.

German and European Unification

- Opening up of Eastern borders
- Free movement of labour

Financial Crisis

- New recruitment policies in southern Europe

Conceptual developments

Germany's migration denial

- Germany is not a country of migration
- 1982 coalition agreement
- Gastarbeiter „Don't make yourself feel at home“

Challenging the migration denial

- “We are here to stay”
- Demographic and EU requirements

Germany: a country of migration

- 2005 Zuwanderungsgesetz

The rise of the far right - AfD

Germany and migrant labour—historical and conceptual developments - *a country in denial?*

Persons with migrant a background 2005-2015

Sex / reporting year		Population						
		total	without migrant background	with migrant background in the narrow sense				
				total	Germans		foreigners	
		with	without		with	without		
						migrant experience of their own		
		in 1,000						
Total	2005	81,337	66,851	14,210	4,765	2,967	4,901	1,577
	2006	81,173	66,912	14,261	4,790	3,060	4,876	1,535
	2007	80,992	66,521	14,472	4,873	3,254	4,845	1,500
	2008	80,764	66,167	14,596	4,929	3,409	4,801	1,457
	2009	80,483	65,440	14,662	4,917	3,600	4,734	1,410
	2010	80,284	65,558	14,726	4,925	3,702	4,736	1,363
	2011	80,249	65,393	14,856	4,899	3,728	4,907	1,321
	2012	80,413	65,077	15,336	4,941	3,898	5,161	1,335
	2013	80,611	63,987	15,919	4,976	4,115	5,489	1,338
	2014	80,896	64,501	16,395	4,987	4,198	5,866	1,344
	2015	81,404	64,286	17,118	5,023	4,323	6,430	1,342

Source: Federal statistic office

Germany and migrant labour—historical and conceptual developments - *a country in denial?*

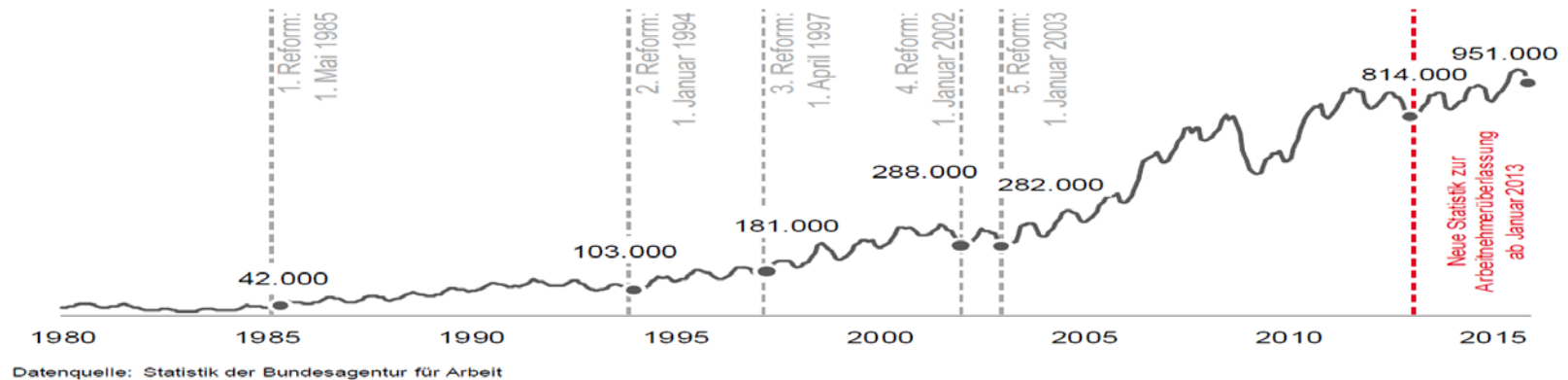
Foreign population on 31 December 2015, by place of birth and selected citizenships

Citizenship	Total	Born in Germany	Born abroad
Total	9,107,893	1,245,855	7,862,038
Europe	6,831,428	1,094,367	5,737,061
EU-states	4,013,179	486,111	3,527,068
Poland	740,962	29,782	711,180
Italy	596,127	157,011	439,116
Romania	452,718	15,751	436,967
Greece	339,931	74,717	265,214
Croatia	297,895	48,272	249,623
Bulgaria	226,926	9,190	217,736
EU-candidate countries	1,987,701	520,533	1,467,168
Turkey	1,506,113	440,469	1,065,644
EEA -States/Switzerland	48,070	6,155	41,915
Rest of Europe	782,478	81,568	700,910
Russian Federation	230,994	9,372	221,622
Kosovo	208,613	39,531	169,082
Bosnia and Herzegovina	167,975	25,357	142,618
Africa	429,048	39,302	389,746
America	251,829	8,324	243,505
Asia	1,499,178	86,140	1,413,038
Australia and Oceania	15,812	490	15,322
Stateless, unknown or not specified, across continents	80,598	17,232	63,366

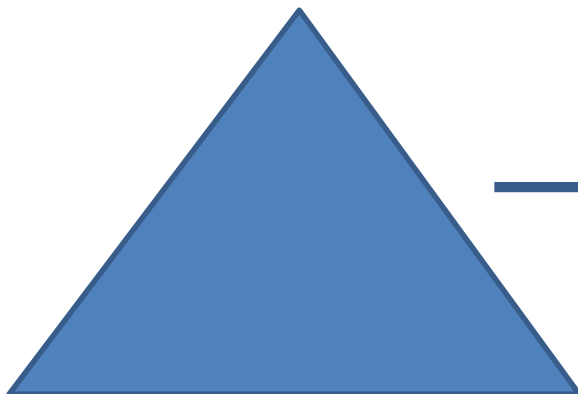
Source: Central Register of Foreigners.

Migrant labour and precarious employment practices

Temporary agency work- every 4th employee is a migrant – factor 2



Exploitation pyramid



Forms of exploitation

Tip

- Violence
- Coercion
- Deceit

Middle

- Illegal employment conditions
 - Outstanding salaries and NI

Base

- immoral practices
 - Inhuman living conditions

Faire Mobilität – language barrier to fair employment

History and aims of FM

- Field work – 9 interviews from 6 advice centers
- Founded (2011)
- Funded (government and DGB)
- Aim (advise eastern European workers -in their native language on their employment rights)
- Out-reach work



Faire Mobilität – language barrier to fair employment

Location & expertise

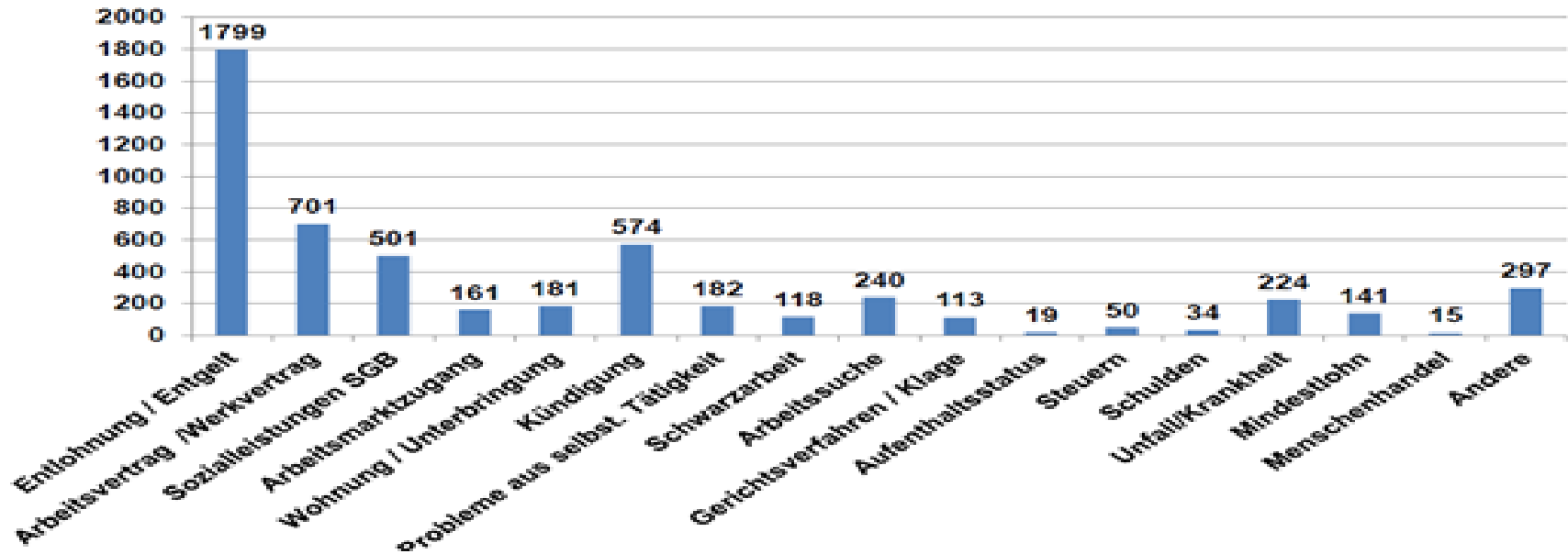
FM Advice Centre	Languages spoken
Berlin	Bulgarian, Macedonian, Croat, Serb, English, Polish
Dortmund	Bulgarian, Rumanian, Hungarian English, Polish
Frankfurt am Main	Rumanian, English, Spanish, French, Polish, Bulgarian.
Kiel	Polish, English, Rumanian
München	English, Rumanian, Turkish, Bulgarian
Oldenburg	Polish, Rumanian
Stuttgart	Polish, Czech, Slovenian, English



Faire Mobilität – language barrier to fair employment

Findings

Reasons for contacting FM



Faire Mobilität – language barrier to fair employment

Findings

1. Impact

- Difficult to measure
- Dealt with 3320 cases
- Improved awareness of rights & emergence of grass-roots organization
- Positive legal amendments
 - Employers becoming more vigilant in dealing with sub-contractors
 - Minimum wage
 - Question of enforcement

2. Future prospects -

- Open future
 - Funding dependent on political good will
 - Project character - unions need to incorporate the project into their structures

German trade unionism and migration – Conundrum

- The Union soul – “workers of the world unite” – blind to national and local differences
 - “Sword of justice and vested interests” (Flanders 1970)
 - Exclusion vs inclusion (insider organization) (Hyland, 2015)
 - Conservative bodies – problem of inertia (Hyman 2004, Armingeon, 1998)
- German experience – the problem of ambivalence
 - Periods of exclusion – lobbying to restrict migrant labour (Trede, 2015)
 - The problem of “double jeopardy” (Schröder, 2015; Trede, 2015)
 - Empirical findings
 - “Hot potato” – low standing (Whittall et al, 2008)
 - Faire Mobilität - embedding problem (dependent on individual activists) (Artus et al, 2015)
 - Outsourcing migrant representation - the European Migrant Workers Union (Schröder, 2015)

German trade unionism and migration – Conundrum

- Understanding German trade unions' ambivalence towards migrants
 - Chained to historical migration waves (Pries)
 - Managing the post-Fordist production model. (Trede 2015; Schröder)
- Cause for optimism
 - Gender as a role model?
 - The Gastarbeiter have left their mark
 - Unions increasingly aware of the new economic and political reality?
 - IG Metall campaign

German trade unionism and migration – Conundrum

Organizational waves – a cause for optimism?

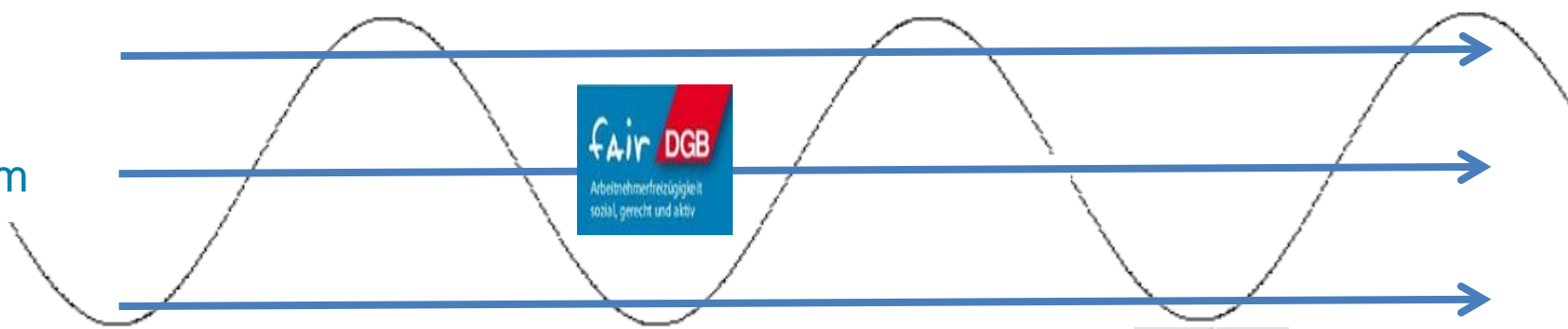
Level of
Embeddedness



High

Medium

Low



Conclusion – round-up



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