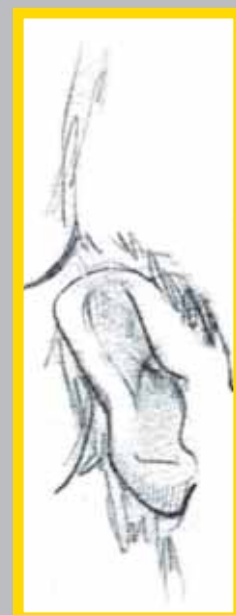


**Materiały
z konferencji**

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Dear Sir or Madam,

The phenomenon of labour migration in Europe is becoming an important issue requiring urgent and far-reaching regulations not only on the Polish and European labour market, but in the whole European Union. To achieve this aim, during 19–20 September 2017, an international conference titled: “Migrant workers on the labour market – assessment of the situation from the Eastern and Western European perspective” was held in the Social Partnership Centre “Dialogue”. The conference was organized by the SPC “Dialogue” and the Friedrich Ebert Foundation in cooperation with the European Federation of Food, Agriculture and Tourism Trade Unions – EFFAT, the European Federation of Building and Woodworkers – EFBWW/FETBB and the Polish Migrant Workers Association.

In some European Union countries the share of migrants in the labour market reaches 10% of the total number of employees. In other countries, particular sectors notice similar share of migrants.

In Poland we experience a growing trend in employing migrants. There are certain types of employment, where we already notice 10% of migrant workers or where they already dominate (caregiving services, agriculture). Consequently, will migrants be more and more required to reduce the workforce deficit in Poland? Will one day e.g. an independent Ukrainian trade union be founded in Poland? Will the Swiss organisation of foreign caregivers “Respect” become a forerunner of change? Is the assistance provided by European and Polish trade unions to migrant workers an announcement of making their work civilized? This “Bulletin” offers answers to the mentioned and many other questions concerning the role and scale of migrant phenomena.

*I invite you to read,
Yours faithfully,
Iwona Zakrzewska – Editor-in-chief*

International Conference: "Migrant workers on the labor market – assessment of the situation from the Eastern and Western European perspective"

Warszaw, 19–20 September 2017

PROGRAMME

1ST DAY

9:00–9:15

Opening of the conference

- **Stanisław Szwed** – Secretary of State, Ministry of Family, Labor and Social Policy

9:15–9:30

Welcoming participants

- **Roland Feicht** – FES
- **Iwona Zakrzewska** – Director of the Social Dialogue Center "Dialog"

9:30–10:30

- **Prof. Paweł Kaczmarczyk** – Center of Migration Research University of Warsaw – *Migrant workers today and tomorrow / migration flows, scale, structure and consequences of the phenomenon*

10:30–11:00

Coffee break

11:00–12:30

Block 1 – Thomas Hentschel – PECO Institut / Agata Żuraw PSPM – *Labor market and the socio-economic situation of migrant workers – from the perspective of trade unions*

- **Arnd Spahn** – EFFAT – *Changes occurring in the agricultural sector (technological and economic changes and their impact on the change of work and employment structure)*
- **Werner Buelen** – EFBWW – *Changes occurring in the construction sector*
- **Valentina Vasilyonova** – CITUB, Ivan Ivanov/EVW – *Living and working conditions for workers in sending countries – report from Bulgaria*

12:30–13:30

Lunch

13:30–15:00

Labour Migration and their implications for sending countries; reports from sending countries: Poland, Ukraine, Lithuania, Czech Republic, Romania

- **Ph.D. Joanna Korczyńska-Winiarczyk**
- **Grzegorz Wysocki** – ZZPR
- **Janina Matuiziene** – LPSK



- **Bohumir Dufek** – OSPZV ASO
- **Vasyl Andreyev** – Construction and Building Materials Industry Workers' Union of Ukraine
- **Iulian Negru** – FGS Familia

Regional development – Discussion panel

15:00–15:30

Coffee break

15:30–17:00

Block 2 – Katharina Varelmann – PECO – *Migration counselling for migrant workers, legal aid, training and others. Forms of self-organization of workers abroad / good practices / discussion*

Response of Western European trade unions to labor migration from Central and Eastern Europe; reports from the host countries: Netherlands, Germany, Swiss, Poland

- **Letitia Matarea Tuerk** – EVW
- **Ellen Hoeijenbos** – FNV
- **Agata Żuraw** – PSPM
- **Adam Rogalewski** – OPZZ
- **Bożena Domańska** – Respekt – VPOD
- **dr Yuriy Karygin**

2 ND DAY

9:00–10:30

Block 3 – Darek Kucharski – NSZZ "Solidarność" – *The Future migrant workers within trade unions. Trade unions strategies. Examples of trade union organizing migrant workers – successes and failures as well as key conclusions to be drawn of them*

- **Magdalena Zielińska-Zapaśnik** – NSZZ Solidarność Region Mazowsze
- **Lisa Bauch** – IG BAU
- **Sebastian Barański** COZZ, Central European T.U., Organising Centre
- **Joseph Treiber** – GÖD

10:30–11:00

Coffee break

11:00–12:30

Role of Trade Unions and Social Movements in organizing of migration workers

- **Krzysztof Getka** – FES
- **Werner Buelen** – EFBWW
- **Arnd Spahn** – EFFAT
- **Hedvika Janeckova** – Multicultural Center Praha
- **Karin Pape** – WIEGO

Recommendations – panel discussion

12:30–12:45

Conference summary:

- **Ph.D. Rafał Towalski** – SGH
- **Krzysztof Getka** – FES
- **Thomas Hentschel** – PECO Institut

12:45

Lunch

During 19th to 20th of September 2017, an international conference titled "Migrant workers on the labour market – assessment of the situation from the Eastern and Western European perspective" took place in the Andrzej Bączkowski Social Partnership Centre "Dialogue". The conference was organized by the Social Partnership Centre "Dialogue", Polish Migrant Workers Association and the Friedrich Ebert Foundation in cooperation with EFFAT – the European Federation of Food, Agriculture and Tourism Trade Unions and EFBWW/FETBB – the European Federation of Building and Woodworkers.

The perspective of the population of host country on immigrants is important. Consequently, apart from government's actions and honest debate in media, social partners' actions are important – employers' organisations and trade unions.

Magdalena Sweklej opened the meeting on behalf of Stanisław Szwed, the Secretary of State of the Ministry of Family, Labour and Social Policy. She expressed her satisfaction with organizing a conference concerning migration issues constituting a great opportunity for exchanging opinions and experience. The presence of guests from various countries makes it a great forum evaluating migration from the point of view of migrant workers' destination countries and countries of origin. Demographic projections show that the Polish market will need increasing number of working foreigners. The perspective of the population of host country on immigrants is important, consequently, apart from government's actions and honest debate in media, social partners' actions are important – employers' organisations and trade unions. "From the point of view of destination country, migrants help to balance the labour market, fill in the demographic gap and acquire competences difficult to find in the domestic labour market. The country of origin may benefit from temporary migration of workers in the framework of EU and free movement of workers from outside EU countries due to developing series of positive competences connected to gaining new skills and experience by workers", she said. According to director Swklej, Poland is still emigration-immigration country. Many Polish citizens left the country mainly in search for jobs, and the domestic labour market gap was filled in with foreigners. According to the Central Statistical Office (GUS) as of the end of 2015, around 2.4 million Polish citizens were living outside Poland. In

2017, there are already 1.2 million registered employers' declarations of the intent to employ foreigners from 6 countries (Armenia, Belarus, Georgia, Moldova, Russia and Ukraine). According to this declarations 850 000 foreigners and 65 000 employers have been registered. This simplified procedure operating under the Polish legislation allows for employing foreigners in any sector by several employers during up to 6 months in consecutive 12 months. Employment takes place based on the declaration of intent to entrust work to a foreigner submitted by the Polish employer and registered in the poviata labour office. Registering the declaration allows for employment at a given employer, but the foreigner may start fully legal work only after signing a written agreement with the employer (employment contract, mandate contract, contract of specific work). In Poland, the largest group of foreign workers are Ukrainians, who most often work in the following sectors: construction, industrial processing, agriculture, catering, transport, trade and home care. The demand for work by foreigners grows in Poland. Presently, young adults from demographic decline enter the labour market reducing the number of working age population and making it a good place for foreigners. Labour emigration from Poland slowed down, but still exists. Assuming that these trends will not change in the nearest future, the number of migrants in Poland will grow. We do our best to address this situation by preparing adequate legal solutions and close the gaps in systems which are still functioning but where abuse or anomalies are noticed in their application. Recently, after many months-long consultations and arrangement, the Sejm adopted and Andrzej Duda, the President of the Republic of Poland signed the amendment of the act on employment promotion and the labour market institutions and certain other laws. The amendment has already been published. The amendment concerns in particular the seasonal work and in this scope it implements the EU directive on third-country seasonal workers in Poland. The act modifies the short-term work path taking into consideration the flexibility of this solution and introducing necessary limitations. Provision will come into force on the 1st of January 2018, and they provide numerous solutions promoting



employment of foreigners based on employment contracts for seasonal and short-time work, or extending cooperation with foreigners who have already proved successful on the Polish labour market. We are aware that the reception of migrant workers cannot result in deterioration of working conditions. The present government is faithful to the rule that actions have to be taken in cases concerning Polish workers employed abroad. Those workers also benefited from domestic, local or international assistance of trade unions”, she said. The European Union cares for workers moving within the European Union and in 2014, the EU adopted the so-called directive implementing the free movement of workers. Poland implemented it in 2016, assigning the National Labour Inspectorate with additional tasks in the scope of informing about issues connected with free movement of foreign workers from particular EU countries staying in Poland. Director Sweklej pointed out, that the case of delegating employees in the framework of providing services causes lively debate in the European Union forum. However, in the public debate, the issues related to delegation are understood as issues of migrant workers employed in a given country, while the Treaty and the European Union secondary legislation clearly distinguish those two cases. “Poland cares that the delegated employees are covered by adequate protection. We believe, that the solutions adopted presently or in the recent so-called implementing directive, implemented by Poland diligently and on time, assure adequate balance and provide tools for eliminating abuse. I hope that exchange of experience will contribute to improving the situation of migrant workers in various countries and that the benefits will be felt by these workers, destination countries and countries of origin”, she concluded.

Roland Feicht, the Director of the Friedrich Ebert Foundation in Poland started with emphasizing that the conference results from many years long cooperation between the Foundation and Polish trade unions, the Ministry of Family, Labour and Social Policy and the CPS “Dialogue”. The foundation cooperates with international, Polish and German trade unions. For many years it has been realizing projects with the European Trade Union Confederation (ETUC) and the European Federation of Food, Agriculture and Tourism Trade Unions – EFFAT and the European Federation of Building and Woodworkers – EFBWW, whose representatives participated in the conference. He pointed out, that especially in construction and agriculture sectors we notice the most longlasting and the most intense migration on the territory of Europe. Due to cases of infringing employees’ rights, the role of trade unions in Europe is very important, because trade unions should deal in protecting workers who work in very specific conditions. “As the Foundation, we protect various attempts of trade unions in Poland and in the whole Europe to assist workers thanks to support and help from governments of particu-



lar countries – offer trainings, information and organize them in the framework of trade unions (...). The whole Europe experiences change in the approach to this subject. We have to remember that labour migration will not decline in the future, so its importance will increase”, he said.

Iwona Zakrzewska, the Director of the Social Partnership Centre “Dialogue” welcomed the guests and quoted several important Eurostat data as of 2013. Polish citizens who arrive in foreign countries are usually young, at the age from 25 to 29 years (30%). Their destination countries are most often: Ireland (30%), the Netherlands (28%) and Norway (24%). Polish emigration to Italy is very feminized. 75% of Polish citizens who came to Italy are women. Men slightly outnumber women in Great Britain (from among 29 thousand Polish citizens 55% were men) and in the Netherlands (52%). In Europe, in 2013, Spain had the lar-

Table 1.

The current demographic situation in the EU-28 is characterised by continuing population growth. While the population of the EU-28 as a whole increased during 2016, the population of 10 EU Member States declined. The year 2016 was the second year (since the series began in 1961) when there was a slight natural decrease in the EU-28. The population change (positive, with 1.5 million more inhabitants) was therefore due to net migration.

Source: Eurostat.



gest number of emigrants (over 530 thousand) and was followed by Great Britain (over 300 thousand), France (over 300 thousand), Poland (270 thousand), Germany (259 thousand). The lowest number of emigrants left Slovakia (3 thousand), Malta (5 thousand) and Estonia (over 6 thousand).

Paweł Kaczmarczyk from the Centre of Migration Research of the University of Warsaw delivered the keynote presentation. In many countries in the world, immigrants have crucial role in the population, and in majority of western Europe countries, the share of immigrants exceeds 10%. Germany is a classic example of an European country where emigration is a structural component of demographic processes. "In many European countries immigrants constitute over 10% of the total workforce on the labour market. Between 2007 and 2014 we notice that in most cases the trend is increasing. OECD data of 2016 shows that in Poland the share is negligible making the country an interesting case", he said. In Mr Kaczmarczyk's opinion, it is crucial to become aware of enormous variety of migration experience. Not only the degree of migration differs in various countries in Europe and in the world, the other differences are: the share of people who stay in a given country for a short or long period of time, the share of migrants with high education level, country of origin and competences, e.g. language competences. People immigrate into OECD countries for various reasons. The biggest group are people came for family reasons – families of migrating employees or people with humanitarian status. Moreover, analysis concerning majority of OECD countries shows that migrants (16 years and older) are twice more at risk of poverty than native workers. The analysis of migration cycles allows for differentiating three current large groups of countries: 1) old migration countries (France,

Germany, Austria, Great Britain); 2) new migration countries (mainly countries in the Southern Europe), 3) Central and Eastern European countries, which have already become net immigration countries or will become such in the nearest future. In every such case, migration trends and challenges for the state and its institutions may be very varied. In traditional migration countries we face crisis of multiculturalism concept and strong exclusion of many immigrant groups. In case of new migration countries, it is crucial to transform temporary immigrant groups into settled immigrants and find ways to accelerate the process of their integration. The experience of post accession migration poses one question – why should we consider it important? The answer is simple – two accessions of the EU of 2004 and 2007 increased the population of the EU by about 25% and translated into a demographic and labour market shock. However, those changes had limited nature and were spread over time. Most countries introduced restrictions in labour market access, e.g. Poles gained full access to German labour market only in 2011. It is worth noticing that it concerned only the front countries



such as Great Britain and Ireland which opened their labour markets in 2004, but considerably restricted immigrants' access to social benefits. Post-accession migrants are mainly young men, but it also depends on the situation of labour demand in a given country. For example, in Italy immigration is strongly feminized. New European migrants are well-educated. Around one-fourth of them have higher education, but the most important category are people with secondary education.

From the demand perspective of host countries, the data is surprising for many researchers and observers. Migrations of the old EU had higher professional activity and employment indicators and lower unemployment rate. It concerned the comparison among both the host population and the population of origin. Numbers describing migration concerning Poland amount to 1 million people in 2004, 2.3 million people in 2007, 2.1 million people in 2010 and around 2.4 million people in the following years. The structure of migration is of great importance for the discussion (migration selectivity). It is an attempt to compare how migrants differ from their population of origin. Undoubtedly, migration selectivity in the post-accession period is much smaller compared to previous periods of time. Migration became more accessible and the available selectivity patterns are limited to several dimensions: 1) the level of education (Poles with better education are more likely to be mobile); 2) age (mainly young people migrate from Poland); 3) the place of origin (mostly inhabitants of small and very small towns). In analyses we very often encounter a thesis, that it is possible to define a model of migration from Poland. According to professor Kaczmarczyk, uniform model or pattern of migration from Poland does not exist. For example, the comparison of Polish migrants in Great Britain and in Germany, in Great Britain and in the Netherlands, in Great Britain and in Italy shows that those groups vary deeply in their characteristics and reasons for migration abroad. Polish migrants in Great Britain and Ireland are the youngest and best educated. Migrants in Germany have much worse education, they are older, and, interestingly, there is a large group of individuals who have travelled to Germany since the '90s and participated in the pattern of seasonal migration still present in many regions of the country. The above presented comparisons show that patterns and migration strategies differ greatly depending on the destination country and regions of origin of Polish migrants. It is due to the following reasons: 1) the demand factor (labour market structures); 2) labour market institutions (e.g. well-developed labour intermediary agencies); 3) structural mismatch (especially on the Polish labour market pushing well educated youth from small urban centres); 4) access to human capital in the target country. Having analysed changes in the Polish migration behaviour during 2009–2012, we may say that average length of stay has increased and migrants are willing to settle in a given country. Moreover, the share of

migrants without family members dropped. In the host countries attempts to integrate temporary workers on labour markets are often forgotten. They do not integrate independently and they do not achieve good professional positions. For example, in the Netherlands, there is an assumption adopted that migrants recruited for seasonal work will remain temporary, 40% of the respondents (migrants) in this country declare that they will settle in the Netherlands (without knowing the language and living in closed communities without contact with Dutch employees and population). "Based on the cluster analysis we have identified several migration strategies of Poles in those 4 main countries: the Netherlands, Great Britain, Ireland and in Germany. There are already more strategies than circular, workforce strategy. We have the German strategy and people who travel there for a long period of time, there is the settlement strategy, there is a strategy of people who went abroad as workforce migrants and decided to stay, we also have a strategy we call "project fami-

Table 2.

A total of 4.7 million people immigrated to one of the EU-28 Member States during 2015, while at least 2.8 million emigrants were reported to have left an EU Member State. These total figures do not represent the migration flows to/from the EU as a whole, since they also include flows between different EU Member States. Among these 4.7 million immigrants during 2015, there were an estimated 2.4 million citizens of non-member countries, 1.4 million people with citizenship of a different EU Member State from the one to which they immigrated, around 860 thousand people who migrated to an EU Member State of which they had the citizenship (for example, returning nationals or nationals born abroad), and some 19 thousand stateless people.

Source: Eurostat.

Trade unions have to be more pro-active and they have to adapt to a world which changes. The world's population is changing and trade unions will have to change in order to learn a new way of communicating with people.

ly”, he said. Regardless of the fact that migration from Poland had negligible impact on labour market processes in short time, it does not mean that there will not be long-term results. The demographic and structural dimension meaning the allocation of resources on the domestic labour market has to be taken into account. All the available data show that migrants from new member countries are very well educated (around 30–40% have higher education diploma), but they find work only in the so-called secondary labour market sector where qualifications are not required. The education structure perspective, shows that in the British labour market around 32% of Poles have higher education making educational structure better than in Poland and much better than in the overall British labour market. Professional structure of the British labour market shows that 75% Poles perform simple work. According to Eurostat as of 1 January 2015, in Poland there is around 110 thousand foreign residents (0.3% of the whole population), including around 77 thousand citizens from third countries (e.g. people who come from countries other than EU) and Poland was the last EU country for migrant influx. In turn, according to the Polish Central Statistical Office, in the beginning of 2016, around 212 thousand foreigners had at least temporary permission to stay in Poland (most of them for temporary residence). The situation changes due to immigration from Ukraine. During 2002–2011, the number of immigrants from Ukraine registered for permanent residence in Poland increased three and a half times in Poland. In addition, in Poland in 2014, it has drastically increased following the outbreak of armed conflict in the Eastern part of Ukraine: the number of Ukrainian citizens who received permanent residence permit doubled in 2014, and in 2015 it was four times higher than the number registered in 2010. In 2011, the conducted Census showed that there were 55 thousand foreigners in Poland, in 2016 there were 122 thousand work permits registered, mostly concerning Ukrainians. In 2016, 1.3 million declarations to employ a foreigner were registered, in 2017, over 1 million such declarations has already been registered. This declaration is only a declaration of will and allows e.g. to obtain a visa and the number of declarations does not equal the number of immigrants

in Poland. Polish employers and immigrants have a tendency to register higher number of declarations than necessary. The actual scale of migration in Poland amounts to 60–70% of the mentioned number. In 2015 and 2016, Poland became the biggest importer of workforce in the EU. From the position of a country without immigrants, suddenly, we became a leading workforce import country. This situation raises the question of how long this “Ukrainian migration model” will last? Migration and demographic potential of Ukraine is also significant here. Ukraine is aging faster than Poland and experiences fall in workforce due to emigration. According to professor Kaczmarczyk, this migration potential will be soon exhausted.

BLOCK 1

Labour market and the socio-economic situation of migrant workers from the perspective of trade unions

This part of the conference was moderated by **Thomas Hentschel** (PECO Institut) and **Agata Żuraw** (Polish Migrant Workers Association PSPM). **Arnd Spahn** (EFFAT) noticed that Poland has a long tradition of sending abroad migrant workforce – already 100 years ago Polish agricultural workers travelled to Germany to work. After the collapse of communism new opportunities and contacts emerged enabling labour migration to other countries. In case of shortage of workplaces in a given location, people search for work in different parts of Europe to support own family. Agriculture sector faces a very specific situation because it is most often connected to seasonal workers who come to work for a short period of time and they spend the earned money in their country of origin. Due to lack of alternative on the local market, in the past Poles often agreed to a workplace with poor working conditions, they had low awareness and requirements concerning working time, accommodation, earnings, employment stability. In Italy, 95% of people working in agriculture have temporary contracts and only 5% have indefinite time contracts. Outside the Mediterranean area, around 50% of employees are migrating within the same country or from other countries. “The inhumane treatment of e.g. Bulgarian workers in Europe in 2017 is a shame for the Europe (...) We will strive to develop a strong instrument enabling improvement of migrant workers situation. (...). Employers who more and more often come to Poland from Ukraine will work under the regime of the directives on seasonal workers or refugees and the Polish government will have to decide how to solve it and how to ensure them adequate working conditions in Poland. As EFFAT we do our best to create offices (units) in member states focusing on the implementation of the directive on seasonal workers. Every country would have one institution active in the area instead of many various institutions”, he said.

Werner Buelen (EFBWW) spoke about the situation of the construction sector and its high workload, turnover, number of fatal accidents and frequent abuses against workers. Construction sector often has negative image and connected to it mobility is not conducive for trade unions. Employees often work one day in one construction site and the other day they are transported to another construction site. More and more often new forms of employment appear, e.g. employment for several hours. Due to globalization, Chinese construction companies got more interested in the European construction sector labour market. In his opinion in the coming decade, green construction will transform this sector. Large discrepancies in the net pay-outs occur in the European construction sector, e.g. average salary in Bulgaria amounts to 300 Euro, and in Finland it's 2150 Euro. Consequently, Bulgarian workers travel to Finland and they are willing to work for 900 Euro. "I am from Belgium and I am proud that almost 100% construction workers are in trade unions. In Western countries the share amounts to 40–45% and in the Eastern Europe it is at the level of less than one percent", he said. In his opinion, on the European level, there is a need for bottom-up convergence for payments. The problem will never be solved if differences in EU salaries remain in place. Countries like Poland need to have salaries increased if they do not want to lose qualified employees. Data concerning migration often do not show its factual scale. Equal treatment is a key issue of the Seasonal Employment Directive which is one of the best EU tools concerning equal treatment. As quick as possible integration of immigrants in the population is necessary (language, culture). In Poland, majority of documents is in paper versions with a large number of stamps and signatures,

like in the 18th century and technology is progressing. For example, in Sweden, in Denmark and in Belgium all the documents are created in electronic databases cooperating with employers (e.g. they inform about a non-registered worker and about missing contribution payments). Authorised institutions have access to them. Trade unions have to be more pro-active and they have to adapt to a world which in the coming decade will face greenery of industry. The world and its population are changing and trade unions will have to change in order to learn a new way of communication with people.

Valentina Vasilyonova (Confederation of Independent Trade Unions in Bulgaria – CITUB) talked about the tragic situation of Bulgarian workers in Italy. At present 9 out of 10 potatoes and 90% of grapes in Italy is picked by migrants, mainly from Bulgaria. In her presentation she showed photographs of July 2016 of Bulgarian workers with families living in the south of Italy in the so-called Bulgarian ghetto without water, in non-existent sanitary conditions, harvesting crops from March to October for 5 euro per 1 hour of work. In the ghetto, there were also children aged 1–14 and according to data, there were around 700 people coming from Bulgaria and other countries. Workers often worked for 12 hours or more, earned around 25 euro a day, but intermediaries collected 5 euro of tribute for the fact they received work. One intermediary agent had a group of around 9 or 10 thousand people in high season. "According to statistics, the workers trade in Europe generated the amount of 3.5 billion euro which is stolen from hardworking people. In July 2016, with the assistance of trade unions, pressure was put on Italian authorities and the ghetto was closed", she said. She





also noticed, that we as trade unions and active people are able to work out solutions, that is to invest in education, infrastructure and increasing social welfare standards in workplaces in countries of origin. Ghettos are created not only in Italy, but also in Spain. Around 0.5 million Bulgarians left their country and went to Italy in search for work, 150 thousand left for Spain and over 120 thousand arrived in Greece. Bulgarian trade unions estimated that during the recent 4–5 years Bulgaria lost one big city. The labour market experiences workforce difficulties connected among others to labour emigration of the citizens of this country. Under the pressure of Bulgarian employers, Bulgaria negotiates agreements with Moldova, Ukraine and Armenia to invite workforce from those countries. According to the speaker, cooperation between farmers and trade unions guarantees that the migration worker and his family have normal life (integration, children attending schools, humanitarian legal work conditions).

On the other hand, **Ivan Ivanov** (European Migrant Workers Union, EVW) works in Frankfurt in Germany and his Association assists and represents interests of Bulgarian migrant workers. Bulgarian migrant workers arrive for short time, they earn quick money and soon they return home. Germany is the favourite labour migration destination for Bulgarians – around 50 thousand of them live in this country. Workers arriving in Germany have high qualification level but they work in areas where salaries are low. Most Bulgarians work in the construction sector, catering, transport, agriculture or cleaning of buildings. Counselling aims at offering information, supporting and showing solutions for various problems, and if they had been cheated, showing how and where they may claim their rights – everything in the mother tongue of the employee. The association cooperates with trade unions in Germany. Migrant workers have atypical employment forms. It is not a week of five working days, often it is less than full time job without stable working time. The working hours are often longer than specified in the agreement and they are often employed by employment agencies. Unable to speak the German language and unaware of how the legal system works they cannot take care of themselves. Many migrant workers

think that in Germany everything is wonderful and sometimes the reality is shockingly different, as on the spot they become victims of intermediaries they trusted, they are used, live and work in poor conditions. Usually they are solitary men who left their families. They do not socialize and they do not want to learn the language, because they had come in the country only to earn money and come back.

Ph.D. **Joanna Korczyńska-Winiarczyk** moderated the part *Regional Development / Discussion Panel*. **Grzegorz Wysocki** (Trade Union of Polish Agricultural Employees – ZZPR) noticed that in order to talk about the present times we should mention the past. In the beginning of the 20th century, many Poles in the agricultural sector decided to emigrate to Germany. Well-developed German agricultural trade unions supported Polish farmers. In 1919, German agricultural trade unions were offering certain example and they actively assisted in the creation of the Polish agricultural trade union. As a result, the Trade Union of Agricultures and Horse Grooms was founded next to Poznań.

Table 3.

Germany reported the largest total number of immigrants (1 543.8 thousand) in 2015, followed by the United Kingdom (631.5 thousand), France (363.9 thousand), Spain (342.1 thousand) and Italy (280.1 thousand). Germany reported the highest number of emigrants in 2015 (347.2 thousand), followed by Spain (343.9 thousand), the United Kingdom (299.2 thousand), France (298 thousand) and Poland (258.8 thousand). A total of 17 of the EU Member States reported more immigration than emigration in 2015, but in Bulgaria, Ireland, Greece, Spain, Croatia, Cyprus, Poland, Portugal, Romania, Latvia and Lithuania, the number of emigrants outnumbered the number of immigrants.

Source: Eurostat.

It was not the end of German trade unions assistance. We could also count on it before and after entering the EU. We have to remember, that seasonal agricultural migrant workers in Germany work not only in crop harvesting, but also in breeding. In Poland, Ukrainians work in breeding. They often have full time employment contract for several years. ZZPR has evolved from associations of state farms workers (PGR) (400–500 thousand members) to association of counselling institutions for individual farmers and large agricultural holdings and associating workers from large size agricultural companies. Seasonal workers in Poland receive much smaller hourly wages than the binding in Poland minimum hourly wages. In addition, the employment intermediary agencies need to earn money. The speaker also talked about the assistance for migrant workers. For example, Germans noticed temporary migrants' problem, and they created assistance offices for migrants (language offices) in the framework of a national programme. In his opinion, "trade unions' role is to create in Poland such language offices offering assistance to the largest group of incoming people. It would be an opportunity to return what we have received in the past."

Janina Matuiziene (Lithuanian Confederation of Trade Unions LPSK) talked about agricultural trade union constituting part of LPSK. This trade union is weak and effort is made to strengthen it. Moreover, a strong construction sector trade union constitutes part of LPSK. Lithuania sends abroad more workers than it receives. Since gaining independence in 1990, the number of people dropped by 23% – 845 thousand people left Lithuania. In 1990, there were 3.7 million citizens in Lithuania, and in 2017 – 2.8 million. In Lithuania there are more and more elderly people, highly qualified workforce is in shortage and the young leaving the country for work abroad do not plan to come back. According to statistics, 72% of emigrants are between 15 and 54 years of age. In 2010, 83 thousand people left Lithuania, 52 thousand came back. For example, in Latvia only 200 thousand people left due to demographic change and emigration. It may be connected to a large number of Russians who are more reluctant to emigrate. In Estonia, the earnings level (minimal and average salary) is higher than in Lithuania. Lithuania has the lowest salaries fostering emigration. According to statistics, in 2017, in Lithuania there are 43 thousand foreigners who work or study, including 14% from the EU (Poland, Latvia, Germany).

Bohumir Dufek (Czech Association of Agricultural and Food Workers OSPZV ASO) presented the situation of the Czech labour market. OSPZV ASO pays much attention to migrant workers, in particular in agriculture. 25 years ago, collective agreement in agriculture was signed. It covers majority of workers employed in the Czech Republic. Labour migration causes drop in salaries. After the economic

crisis in 2008, the situation in the labour market improved slightly and the number of migrant workers dropped. At present, the unemployment rate at its lowest point, similarly to the whole Europe. In the Czech Republic workers from outside the EU are allowed to work as unqualified workers and receive salary lower than minimum remuneration. Trade unions and employers bicker about Ukrainian workers. Trade unions agreed to inviting 1000 workers from Ukraine with the reservation that this is the highest possible number of migrant workers they agree for. Moreover migrant workers find jobs in farming and industry. Around 120 thousand Ukrainians work in the Czech Republic. They come to work for a short period of time, and if they decide to stay longer, they bring in their families. Another numerous group are Vietnamese, they are a very specific group. They usually work individually based on independent business activity. Russians are the third group. They usually come with families and they emigrate for political reasons – around 105 thousand workers. In the Czech Republic there are around 500 thousand foreign workers. 50% of them have the permanent residence permit, 240 thousand have temporary work permits and the remaining people have been granted asylum.

Vasyl Andreyev (Construction and Building Materials Industry Workers' Union of Ukraine) said that Ukraine has another emigration wave caused by war. It is translated into loss of jobs and low salary – remuneration dropped three times. According to estimations, around 1.6 million people left Ukraine during last three years. "In 2014, the construction sector came to a complete stop, only after some time it started stirring attain. Qualified employees migrated first of all to Poland. In the Polish construction sector there are more legal workers than in Ukraine", he said. Migration contributes to family disintegration, as most people coming to Poland are men. Presently Ukrainian and Polish trade unions created informal cooperation networks to assist migrant workers from Ukraine and to counteract trade in workers (a worker comes to work to Poland and then is moved to work in Lithuania).



Iulian Negru (Romanian Trade Union of Construction Workers FGS Familia), said, that Romanians became emigrants. 3 million people left the country in the last 20 years. Consequently, at present, there is a difficult situation on the labour market. The construction sector suffers from shortage of workers. It needs 200 thousand employees. Despite workers from Moldavia, Ukraine, China and Vietnam, there are not enough workers in Romania. Attempts to increase salary and social welfare are ongoing (e.g. apartments for construction sector workers).

BLOCK 2

Migration counselling for migrant workers, legal aid, training and other forms of assistance / good practices

Katharina Varelmann (PECO-Institut) moderated this part of the conference. Letitia Matarea Tuerk (European Migrant Workers Union – EVW) works in Frankfurt in a team created in 2011, realizing the project “Fair Mobility” (Faire Mobilität). This project contributes to enforcement of appropriate wages and fair working conditions for workers from Central and Eastern European countries on the German labour market. The Federal Management Board of DGB (German Association of Trade Unions) is responsible for the whole project. At present 8 advisory points operate in Germany. Their goal is to provide counselling to migrant workers and solve problems out of courtrooms. Most often it means intermediation between the employer and employee. Cooperation with trade unions usually concerns a specific problem and an individual – if the advisory points are not able to assist the worker and solve the problem, they ask trade unions for assistance and cooperation. They also try to convince migrant workers to join trade unions.

Ellen Hoeijenbos (Federation of Dutch Trade Unions – FNV) described her many years long experience with migration workers. She mentioned the case of inadequate treatment of Polish and Portuguese workers during the construction of a motorway. In the Netherlands, employment intermediary agents often sent migrant workers to construction sites. Unfortunately they are not taken into account in statistics, consequently at the domestic and European level data are erroneously interpreted. Present data does not reflect real situation in the sector and this issue requires debate on the European level. In her opinion, trade union work is more important now than it was 30 years ago, because it allows gaining information about the real situation not only in the construction sector. When employers abuse workers, it is detrimental to everybody. Today in the Netherlands we have space to work out a common position on this issue, as companies are in better situation than 3–4 years ago. In the Netherlands there



is a team for contacts with migrants. It is a group speaking various languages. It allows to reach foreign workers in their homes, in small and large construction sites and at e.g. poultry farms. Migrant workers receive information and explanations that the common goal is to fight irregularities and abuse. On the other hand, 10 years ago right-wing parties were formed and many trade union members voted for them hoping that they will not lose workplaces. Dutch trade unions' members understood that the dialog with migrants is beneficial for developing common goals, otherwise their workplaces will be at threat. Everybody notices the need for better working conditions for migrants and encouraging them to join in trade unions.

Bożena Domańska (the Respekt organisation, associating home care workers at Swiss trade unions VPOD) talked about the situation and work for home care workers in Switzerland. Home care workers, are specific professional group. They work in various locations and it is difficult to gather them in an association. The Respekt organization, as the only one in Europe, succeeded to organize this group into an association. The association has 60–70 members. Nowadays the Internet and Facebook are very useful in such contacts. In case of home care workers another good place for information exchange are busses they travel in and the church – the Polish Catholic Mission in Basel. Often women working as home care workers do not speak the language well, they are lonely in a new city

It is important to act, and people should not be divided into migrants, workers from Poland or Ukraine, but they should rather be perceived as workers of a specific company or sector.

which they cannot visit due to specificity of their work. On the other hand there are contracts for 24-hour home care, and the family assumes 24-hour full time home caregiver. The speaker presented comparison of salaries. Minimum wage in Switzerland amounts to 3000 francs, national average is 6000. A home caregiver, Bożena Domańska earned 3000 and the employment intermediary agency took 11000 from the family at the moment of employment. In 2011, the lady drew the employer's attention to breaching the terms of the employment contract and asked for higher wages. Consequently, she was dismissed on disciplinary grounds. The Swiss side helped and the case went to court. There was no verdict because the parties agreed on settlement. The diseased person was subject to her friend's care, Agata J., who was employed on even worse conditions. Both women decided to go to trade unions, and VPOD assisted them in gaining contact with a lawyer. As a result, "Netzwerk Respekt" organisation was founded. It associates foreign caregivers in Switzerland. "Netzwerk Respekt" referred the case to the court. The Respekt organization informs about rights and assists in e.g. recognizing the nurse's diploma. Thanks to this nurses may work in hospitals. As the speaker noticed, situation of caregivers improved during the last 20 years. Nowadays women who arrive are better prepared. They know one or more foreign languages, they have completed certain courses and they are not intimidated. The organization took care about the media campaign in Switzerland. The "Respekt" associates caregivers from Poland, Czech Republic, Slovakia, Hungary, Romania and Ukraine.

Agata Żuraw (Polish Association of Migrant Workers – PSPM) spoke about activities of the Association. The asso-



ciation is a nongovernmental organization operating for the benefit of Polish employees working abroad. Since its foundation in 2006, PSPM cooperates with trade unions in Poland and abroad, with associations, organizations associating Poles living abroad, state offices and scientific offices with the aim to improve working conditions of Poles abroad and broadening their knowledge about the country they intend to work in prior to their departure. In 2006, shortly after accession of Poland in the EU, borders were opened and many people decided to leave Poland to earn money without considering conditions of work in particular countries. First years of the Association's operations were mainly difficult cases of notorious breaches of labour rights, failure to pay wages for several months, or at all (even after several months). Nowadays, employees from all sectors prior to their departure ask PSPM for information concerning working conditions in a given country, contact to trade unions and organizations for Poles living abroad. Moreover, association offers legal assistance. For several years, PSPM has cooperated with labour offices



and Voluntary Labour Corps (Ochotnicze Hufce Pracy). Workers seeking aid are most often from the following sectors: construction, house help, agriculture, catering, fruit and meat processing. People who leave for a long period of time usually speak foreign languages and if they have problems concerning conditions of employment contracts they apply for help to assistance structures in a given country. The association encourages employees to join trade unions. It is difficult, because most of them did not belong to trade unions in the past, do not identify with any employer because they change employers all the time, they are e.g. employed by a company registered on Cyprus or in other tax heaven and they work for 3 months in France, 3 months in Finland. Organising those employees is difficult. Assistance of cross-border level should be sought for in case of abuses.

According to **Adam Rogalewski** (All-Poland Alliance of Trade Unions – OPZZ), when we talk about migrant workers we have to distinguish mobile workers travelling among countries and the delegated workers. For example, truck drivers are delegated. It is possible to set up trade unions in the group of construction workers and caregivers. In his opinion, trade unions' approach to migrants should change. Present migrants find jobs and later they are ready to fight for working conditions. Trade unions should activate migrant workers – find activist, who speak migrants' language and create informal network, at the same time restricting paperwork. Cooperation with trade unions from the country of origin, such as OPZZ or NSZZ "Solidarność" is important. Migrant workers from Poland do not speak the language of the host country, they watch Polish television, they read Polish websites and they will seek assistance only if somebody speaks their language. Migrants want to fight for their

rights. In Switzerland, 70% migrants work on construction sites because the Swiss do not want to perform this type of work. In more than ten years, we may have similar situation in Poland and we will have mainly Ukrainian workers on construction sites.

The same payment for the same work in the same place.

In May 2016, a trade union of Ukrainians was formed. It is chaired by Ph.D. **Yurij Karygin** (Trade Union of Ukrainian Workers). The trade union was formed under the auspices of OPZZ. OPZZ coordinated and supported the process with their knowledge. The association was officially founded in January 2017. The association launched large information campaign, an information leaflet was prepared, presentation, information in Polish press and radio was printed and broadcast, they get in contact with churches (Greek Catholic, Orthodox, Synagogue). In the areas OPZZ is absent from, other trade unions such as NSZZ "Solidarność" do their best to assist Ukrainians in cases of breaching their rights. The association has already won several court cases. Moreover, they cooperate with the labour inspectorate and many institutions, e.g. they received a grant from the Labour Office in Warsaw. The association gathers Ukrainians, workers from Russia (25 thousand people), Moldova (30 000) people, Belarus (27 thousand), Armenia and Georgia (around 5000–6000). The association also cooperates with the foundation against Human Trafficking and Slavery "La Strada" and with the border guard. Representations of the trade union are in the cities in Ukraine with Polish consulates.



BLOCK 3

**The Future migrant workers within trade unions.
Trade unions organisation strategies.
Examples of organising migration employees
– successes and failures and conclusions**

This part was moderated by **Darek Kucharski** (NSZZ "Solidarność"). **Magdalena Zielińska-Zapaśnik** (NSZZ "Solidarność" Mazovia Region) was the first to take the floor. Every employee who has an employment contract with the employer may join trade union which is present in a given establishment. In Poland we also have the concept of establishment organization (at least 10 people as a founding group). Only Japan has the same situation. Polish trade unions want to take in migrant workers in their structures. For example, in the Nielsen company offering market research, 7% of employees come from outside Poland. Trade unions leaders used individual talks technique to attract foreign employers. In Phoenix Contact in Nowy Przemyśl, around 2 thousand employees are employed, 10% of them are Ukrainians. Noticing their potential, trade unions decided to reach them by direct meetings, posters and leaflets translated into Ukrainian language. Temporary employment agencies employ workers for short contracts (up to 6 months) and trade unions noticed a tendency that such workers rarely come back. Those employees want to earn money and come back to family, they do not plan to stay in Poland. They do not want to join trade unions, but they know where to seek help. The Temporary Workers InterCompany Trade Union Organization NSZZ "Solidarność" has been founded. It reaches Ukrainian employees on the territory of the whole country and apart from presenting workers' rights it also offers assistance at acclimatization in Poland. The National Commission has launched a project co-realised with twelve partner organisations from four countries (Poland, Lithuania, Latvia, Estonia) The project is titled "Promotion of International cooperation among the interested parties and disseminating best practices to strengthen the enforcement of European legislation in the scope of delegated employees issues" and co-financed from the European Union funds. NSZZ "Solidarność" with OPZZ and the Trade Unions Forum (FZZ) works on the assumptions for the *draft of an act on amending the act on promoting employment and labour market institutions* which would allow migrant workers from the east a simpler access to the Polish labour market where their work is required.

Lisa Bauch (German Industrial Trade Union Construction-Agriculture-Environment – IG BAU) listed three main political and social goals of the trade union: 1) assist workers, offer information, prevent pathologies and all the activities, consultations and leaflets should be prepared in various languages; 2) concerns politics of collective



agreements – migrants, especially those working in the construction, should be convinced to join trade unions if trade unions want to remain powerful; 3) the long term goal is equal wages for all workers. Eastern workers are sceptic about trade unions. In autumn, IG BAU wants to introduce a new rules and regulations concerning premium. Temporary workers work for several months and then leave, so they do not want to pay and join this association. Presently, premium amounts to 1.75% of wages. Temporary membership is planned (for 3, 6, 9, 12 months) and the premium is limited to 10–15 euro. The European Association of Migrant Workers will continue its support for IG BAU and those who reach people speaking only their mother tongue.

According to **Sebastian Barański** (Centre for Organising Trade Unions – COZZ), trade unions operating in Central and Eastern Europe must notice mistakes of western trade unions. Failure to notice migrant workers problems in longer time perspective leads to lowering work standards by employers. Consequently, the Polish worker may hear from the Polish employee that in case working

Table 4.

Immigration to the EU-28 from non-member countries was 2.7 million in 2015.
In 2015, there were an estimated 2.7 million immigrants to the EU-28 from non-member countries.
In addition, 1.9 million people previously residing in one EU Member State migrated to another Member State.

Source: Eurostat.



conditions are not up to his expectations, he may give the post up, because there are workers from Ukraine for his post who will take it with lower wages. The speaker provided examples of two situations: 1) in Sweden a company employed Poles in a construction site. Swedish workers blocked the construction site with a demand to dismiss Poles and employ Swedes only. Poles were dismissed; 2) in Denmark, trade union defended 177 workers from Poland who worked at harvesting crops and for over 2 months failed to receive wages and they had to cover their high payments, e.g. for the rent of accommodation. Trade Union in Denmark assisted Poles in gaining legal aid and recover money, they represented them on the non-profit grounds and they got engaged among others in order for those workers and dumping standards of employment later would not become the cause for destroying the labour market for Danish workers. In such cases it is important to act, and people should not be divided into migrants, workers from Poland or Ukraine, but rather be perceived as workers of a specific company.

Joseph Treiber (Austrian Trade Union of Public Sector Employees – GÖD) emphasized that trade unions' work consists of direct contact with workers, including migrant workers. For example, in Tyrol migrant workers, mainly from Romania and Bulgaria, work at vegetables cultivation. Austrian trade union reaches them often in cases related to gross breach of workers' rights, and when there are cases of human trafficking, media and police are first on the spot. At present, the state performs more control and due to NGO volunteers' assistance, workers already at the border receive a booklet written down in their mother tongue with information about their rights, insurance, remuneration etc. Together with Romanians,

Bulgarians and Hungarians, in certain lands they opened centres with people speaking the language of migrants where workers can receive assistance. In Austria, everything is regulated by collective agreement covering 95% workers. The situation in agriculture is worse. Migrant employees are often employed on contract for less than part-time and they earn 450 euro per month. It means that nobody has to pay contributions to health, old age pension, accident insurance, etc. The small employment contract for 450 euro allows work from 1 to 14 days a month and despite lack of contributions everybody who works has accident insurance (even without paying contributions to this insurance). Based on this, employers engage workers who work for a whole month and the difference between the regular wages and the small employment contract is paid in cash increasing black economy. Those workers are not registered and cannot be reached. In the Upper Austria land, adjacent to Bavaria, it is possible to register workers in groups. It means that during the control, the employer may prove that he pays contributions for a group of workers (without indicating surnames of members of the group). In Austria, emigration worker earns EUR 1170 gross; the minimal wages are EUR 1500, and the hourly rate is 7.90.

It is difficult to resist the impression that we are in one Europe, but we live at several different planets, at least in terms of employment contracts.

Role of Trade Unions and Social Movements in organizing migration workers. Recommendations – panel discussion

This part was moderated by **Krzysztof Getka** (Friedrich Ebert Foundation in Poland – FES). **Arnd Spahn** (EFFAT) emphasized, that EFFAT associates 60 national organisations from 37 European countries. As the association's secretary he works on developing association's strategies to implement the planned goals. Permanent exchange of information among all these organisations is indispensable. Moreover, he described the EFFAT strategies against the European background. In Europe there is 15 million agricultural holdings, 10 million workers work in agriculture, 1 million establishments produce the same value as 14 million other establishments without additional workers employed. The establishments employing additional workers have higher earnings. Over 4 million of workers in Europe are migrant workers. It constitutes over 40% of workers in this sector. EFFAT's goal is to improve social welfare conditions of the workers and the same wages for the same work, but this is a task for international level. Trade unions and social partners in specific countries have impact on who will be employed and what are the employment conditions. The work on amendment to the European directive is ongoing and if it succeeds, every worker will receive information from the employer that he or she works for the employer. The preparation time for this form should be below one minute and the electronic form may be sent to the insurer, but it will take place only after 2020. In further perspective, up to 2023, immediate detection of illegal employment is planned. Seasonal workers directive in Europe is being implemented in member states. This directive introduces standards higher than the presently binding ones. In 2023, the whole general European Union agricultural policy will undergo reform. It is undergoing such reform every six years. EFFAT wants to achieve a situation where employers who infringe workers' employment provisions receive less direct payments from the European Union or the payments would be withheld. "Our contribution at the European level may improve the inhuman situation of millions of employees in the European agriculture", he said.

Karin Pape (Women in Informal Employment: globalisation and organisation – WIEGO) is the Deputy Director responsible for WIEGO organisational issues. WIEGO is a global network aiming at assuring income for working poor people with particular consideration of women in informal economy. One of the basic values WIEGO is based on is the view that all the employees should have equal chances and economic rights. WIEGO is a network composed of 193 individual and institutional members in 45 countries. Trade unions or employers' organizations may become members. WIEGO takes in everybody and the necessary condition is the approval of the government of the coun-

try where the organisation operates. The organisation is based on membership rule and its status and regulations are compliant with democratic rules. They operate as trade union. The other goal of WIEGO is examining and increasing the comprehension of size, composition and contribution of informal economy and the needs and limitations of particular groups of informal workers. In addition, the network aims at examining and increasing understanding of how different groups of poor working in informal economy, especially women, are linked with formal economy and included in the global economy. The last great task WIEGO undertook is promoting adequate and fair policies, acts, provisions and institutions which may improve and secure the livelihood of people working in informal economy. Trade unions and NGOs operate compliant to various rules. In addition, there are various cultures and sectors of activities. WIEGO focuses employees working in houses (self-employment, work performed at home at food, or producing clothes – somebody else sells them); cleaning, cooks working at home, and those who collect litter. On the international level all this started in the Netherlands in 2006. A large international conference took place there. 90% of conference guests were women. They felt that is has to be the beginning of a global movement. They launched a *net-working* and engaged the ILO. ILO employees are unaware of the reality of life of people working at their houses, but they know the labour law. The fact that trade unions are independent of the state, government and that they are financed from member contributions makes them unique.

Hedvika Janeckova (Multicultural Center Praha) talked in short about the organization she represents. It is an institution created in 1999 of non-profit type, engaged for education, political research and advocacy in various domains not only in case of migrants' work. Their mission is to respect human rights, political equality, intercultural understanding in case of migrant workers. In 2015, there were 320 migrant workers (mostly from Slovakia, Poland, Romania, Bulgaria); 75% came from countries other than EU (Ukraine, Russia, Vietnam, Moldova). They are employed mainly in construction and services production.



According to the speaker, the situation of migrant workers in Czech Republic is due to lack of engagement of trade unions in workers' issues. Migrants have been present in Czech Republic for the past 20 years and they are isolated politically and socially from trade unions. On the other hand, trade unions have difficulties with falling membership, depending also on the ruling political party (a given government takes into account trade unions or not).

Many people participated in the discussion during the conference. **Zbigniew Sikorski** talked about activities by NSZZ "Solidarność" concerning increasing the minimum wages for workers in every sector. He reminded, that on the NSZZ "Solidarność" request, in Poland a new act on trade unions is being prepared, and the Sejm of the Republic of Poland set up the Codification Commission on Labour Law.

Jadwiga Cimerowska (Secretariat of the Agriculture NSZZ "Solidarność") talked about strategic companies having automation and with low demand for workers. The situation looks differently at breeding e.g. dairy cattle, where workers are necessary. Everything depends on the type or agriculture and machines.

Table 5.

Immigrants into EU Member States in 2015 were, on average, much younger than the total population already resident in their country of destination. On 1 January 2016, the median age of the total population of the EU-28 was 42.6 years. By contrast, the median age of immigrants to EU-28 in 2015 was 27.5 years. Regarding the gender distribution of immigrants to the EU Member States in 2015, there were slightly more men than women (56% compared with 44%). The Member State reporting the highest share of male immigrants was Germany (63%); by contrast, the highest share of female immigrants was reported in Cyprus (57%).

Source: Eurostat.



Mirosław Hołda (Construction and Wood Industry Secretariat NSZZ "Solidarność") asked about the quantity of trade unions in Romania and Ukraine. Iulian Negru provided data, according to which in Romania there are 30 thousand workers in trade unions, including nearly 10% of construction sector workers. On the other hand in Ukraine there are 86 thousand workers in trade unions, including 31% representatives of the construction sector.

Maria Anioł (European Association of Migrant Workers) works mainly in the office, but she often travels to workers, e.g. when in April/May in Germany the season for asparagus started, the Association's employees went to fields. Most working there migrants were from Romania, Poland and Bulgaria and they did not know how much they will earn in the end and what are the sums taken from their wages for the accommodation and meals. They were to learn it only at the departure. She talked about the project which is to be launched in November this year and is related to launching a telephone information application in various languages targeting migrant workers mainly in agriculture. The application is to be launched in two years' time.

Summary of the conference

Ph.D. **Rafał Towalski** (Warsaw School of Economics) started his speech with a reflection. "It would be good to stop having the impression it's a "Groundhog Day" since for several years we continue discussing the same issue". He reminded, that professor Kaczmarczyk in his presentation emphasized that migrants are an important element – on average 1 in every 10 citizens in a given country is a migrant. He noticed, that during the conference we put more focus on negative sides of migration. The countries they leave experience gap in the labour market, bad things happen on the social level, social bonds are broken in families. Negative effects in destination countries are dumping on the labour market, bad economic situation of migrants, and the type of uprooting and broken family bonds create a dangerous explosive mix of antisocial behaviours and we have to remember this.

If migrant workers are not organized in their own country, we should not expect them to get organized in a different country. It is not simply a linguistic problem. It is a cultural capital and social capital.

Breaking workers' rights constitutes a challenge for trade unions. It seems that breaking workers' rights is a problem universal for all trade unions. Ph.D. Towalski quoted Clemens Rode, who said that it is difficult to resist the impression that we are in one Europe, but we live at several different planets, at least in terms of employment contracts. Migrant workers make us divide the world into east and west. Those differences are shaped mainly with all political factors of particular governments and the global position of a country and its view on the migrant workers issue. We also talk about social factors, social opinion, which is a powerful weapon determining our behaviour. Economic factors are also important, the economic situation, profile of economies of a given country, and deficit professions. These trade union strategies follow many varied scenarios. On one hand, there is care about migrants employed in particular sectors, and indifference towards migrants in other sectors, just as if they did not exist. "From the point of view of a person who is not in trade unions, I am surprised with the false hope that those people can be organized. They are not organized in their own country and we should not expect that they will be organized in a different country. The problem of organizing those people is often simplified to linguistic barrier, but it is not language problem only. It is a cultural capital and social capital. This is also a problem of a completely different migration than in the USA. European migrations are different from the USA migrations. USA migrations assimilate. In Europe the bonds are short-term, migrants will not come back to the country of destination and



they do not form any long-lasting relationships. The situation is even clearer in case of various organisations. They do not plan to stay in a given country for long, their money and heads are somewhere else", he said. According to Ph.D. Towalski we do not pay attention that presently a new system of slavery is being created by employment intermediary agencies who do not have capital nor work. This is a serious problem in Europe to be faced. Such agencies should have their papers looked into, they are one of the reasons for problems pestering migrant workers who trust somebody who will never fulfil their expectations. Social movements also comprise consumers, who constitute a very strong force able to exert pressure on economic organisations, they can boycott, stigmatise, reprove or cooperate.

Thomas Hentschel (PECO Institut) emphasized that the conference showed that we are a strong group and that we are in this together. He summarized the conference in 9 conclusions: 1) Admitting that we are migration country is the first step to undertaking adequate measures. 2) Labour migration changes. Professor Kaczmarczyk talked about the need to have a closer look at various groups of migration workers. There are workers who do not have any legal support, they work informally, without documents. There are short-term employees. Economic significance of migration work grows in many domains, among others in caregiving. 3) Labour migration is often connected to abuse, employers often legally bypass the binding law, leading to dumping. There is a slogan to be put in life: the same payment for the same work in the same place. 4) Government and politicians have to be interested in reducing the abuse. Abuse has detrimental effect for everybody, we lose income from taxes, insurance premiums are not paid, the state should be interested in reducing this situation and prevent the development of crime on its territory. 5) Government and politicians should make additional funds available to make it possible for such initiatives as Ukrainian trade union in Poland to function. On the European level, the European Social Fund should be made use of and trade unions have to exert political pressure. 6) Trade unions have to show their readiness to act, e.g. websites, and manifesting their competences and further development. 7) Trade unions have to change and draw conclusions from the actions of other people, reduce paperwork and put old visions aside, be willing to experiment and focus on innovation. 8) Promoting and supporting migrant workers and their independent organisation by trade unions is important. Solidarity cannot be a one-way road. 9) Local experience should be translated into political postulates. Many employees in Europe do not have employment contract and they do not know how their remuneration looks like, what is their right for holiday leave. It will be transferred to the European level. Good cooperation is required, good networking, e.g. in case of seasonal workers directive, when information comes from Brussels, implementing this knowledge in regions is important.



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