

“Social Dialogue for a responsible management of seasonal migration in period of economic crisis in the tourism sector” - VS/2009/0433



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Responsible management of seasonal migration in period of economic crisis in the tourism

Object search



- 1. Situation of migrant labor and seasonal labor migrant**
- 2. Strategies to address the crisis**
- 3. The actions of the Union in relation to seasonal and migrant labor crisis**



Methodology

- 1. Data Analysis, official sources**
- 2. Secondary Research**
- 3. Questionnaires to members of Trade Unions EFFAT**



Migrant workers in the EU are **8 million** and represent about 4% of total workers employed in Europe

Paese	Unemployment rate total labour force	Unemployment rate for migrant workers	Unemployment rate total labour force	Unemployment rate for migrant workers
United Kingdom	Third Q YR 08 6,0	Third Q YR 08 7,2	Fourth Q YR 08 6,1	7,4
Ireland	Fourth Q YR 08 7,4	Fourth Q YR 08 9,5	Second Q YR 09 11,3	Second Q YR 09 15,6
Spain	Fourth Q YR 08 12,5	Fourth Q YR 08 21,4	Second Q YR 09 17,9	Second Q YR 09 27,5



Vulnerability of migrant worker

1. Has on average less secure contractual arrangements and are more often in temporary jobs which are the first to be cut during an economic downturn
2. Tend to be overrepresented in sectors which are more sensitive to economic fluctuations
3. He may be subject to selective lay-offs

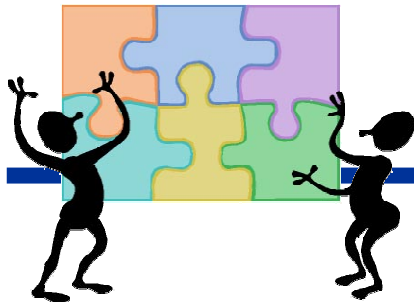


Migrant worker has on average less tenure in the job

Employment rates for migrant workers

Available data:

- a) The concentration of migrant workers by sectors of economic activity
- b) Top 10 industries with the largest changes in foreign- and native-born employment between 2008 and 2009 in the European Union, Change between Q1-Q3 2008 and Q1-Q3 2009^[1]
- c) Types of employment, as is evident from a survey conducted by the *European Working Condition Observatory (EWCO)*



^[1] European members of the OECD, except Switzerland

Concentration of migrant workers by sectors of economic activity

“Hotels and Restaurants” absorb significant amounts of migrant work

The concentration of migrant workers in “hotels and restaurants” is on average 10%

Spain (14.74%) and Ireland are recording the highest proportion of migrant workers in sectors’ accommodation and catering (34.4%) [tabella.doc](#)

Types of employment ^[1]

Migrant workers are overrepresented in agriculture, industry, construction, **tourism and restaurants**, that is in the sectors characterised by high proportions of **manual workers**

Exception

Bulgaria and Romania: a high proportion of migrant workers are managers and professionals

Dualistic structure of migrant employment

Malta: about 20% of **migrant workers can be** found in professional occupations although **they are also overrepresented** in unskilled blue-collar jobs

Luxembourg



[1] Source: Responses to EWCO national correspondents' questionnaire, 2008

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**Temporary worker migration in OECD countries, 2003-2008
(Thousands)**

	2003	2004	2005	2006	2007	2008	2008/07 change (%)
Trainees	85	97	105	121	138	136	-1
Working holiday makers	187	208	221	225	245	274	12
Intra-company transfers	85	86	85	98	116	118	2
Seasonal workers	537	594	615	605	619	642	4
Other temporary workers	985	1.147	1.136	1.313	1.303	1.148	-12
All categories	1.879	2.133	2.163	2.362	2.421	2.319	-4
Annual change (%)		13	1	9	3	-4	

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Temporary worker migration in OECD countries, 2003-2008 (Thousands)

	2003	2004	2005	2006	2007	2008	2008/2007 change (%)
Sweden	10	8	5	5	9	14	51
Belgium	2	2	5	16	30	34	14
Spain	56	106	97	167	164	183	12
Denmark	5	5	5	5	7	7	11
Austria	23	21	18	15	15	16	4
Finland	14	15	19	22	24	25	4
Portugal	3	13	8	7	5	5	0
Germany	402	406	390	353	349	332	-5
Norway	41	61	51	73	86	74	-15
United Kingdom	117	239	275	266	225	184	-18
France	25	26	27	29	30	22	-25
Italy	69	70	85	98	66	40	-39
Netherlands	39	45	47	75	52	17	-67
All countries	1.737	2.017	2.059	2.246	2.312	2.220	-4

The work in tourism

9,5 million people were employed in the EU hotels (2008), restaurants and catering ([horeca](#)) sector, which is equivalent to 4.3% of all EU employed. In this sector, the highest number of jobs was observed in Spain (1.45 million) and Germany (1.43 million)

1.1% of all those employed in the EU work in the tourist accommodation sector (2.3 million)

The Member States showing the highest share of employment in tourist accommodation were Malta (5.3%), Cyprus (3.2%) and Austria (2.3%)



Temporary job in tourism

Differences between employment in temporary accommodation and the entire economy:

- temporary jobs in tourism accommodation sector in the EU are 30%, in other sectors 14%

Discrepancy in terms of share of permanent jobs between the tourist accommodation sector and the whole economy

1. the largest discrepancies in Italy, Sweden and Bulgaria e Greece: can be observed between permanent jobs in this sector and the whole economy in Greece (in Greece 59% versus 89% in the whole economy). These countries appear to have the **largest variation in number of people employed** between the **highest and lowest quarters** (seasonal variation)
2. particularly small discrepancy (3%) in Hungary, Finland, Denmark and Spain

Seasonal variation in tourism

In every Member State, occupancy in collective accommodation is at least twice as high in the peak tourism month as in the quietest month. In Greece and Croatia, (number of nights spent in collective accommodation respectively 13 and 35 times higher in August than in January), the **level of employment** in the highest quarter of the year is **nearly double the level in the lowest quarter**.

Denmark, the Netherlands and Norway: no significant seasonal variation in employment. However, the number of nights spent by tourists is 2-3 times higher in the peak season than in the low season.

With a ratio of “only” 1.2, employment in this sector tends to be far less affected by seasonal influences.



[1] Year 2007. Source: *Statistics in Focus, Industry, Trade and Services*, Eurostat, 90/2008.



Working in tourism: critical

In labour markets the tourism industry faces a number of challenges:

- ❑ difficulty in attracting the best employees and in retaining and developing them over the longer term
- ❑ volatility in demand, tastes and trends increasingly require new skills and adaptability on the part of those working in the field (growth of tourist flows from developing countries)



- ❑ a failure to deal effectively with labour or skills shortages, which may impede tourism's growth, because low quality can diminish productivity and damage industry's competitiveness
-



Strategies to address the crisis in tourism



**The Travel & Tourism
Competitiveness Report 2009
Managing in a Time of Turbulence**

- 11 of the top 20 countries of the TTCI rankings belong to the EU-27
- Austria and Germany were in the last three years, the number two and three in the rankings
- Switzerland takes first place from the first realization of TTCI
- France (4th), Spain (6th), Sweden (7th), United Kingdom (11th), Netherlands (13th), Denmark (14th), Finland (15th), Portugal (17th) Ireland (18th)

The EU has improved its competitive position in 2009:



- France, Spain, Sweden and Ireland have increased their level of attractiveness,
- Czech Republic, Slovenia, Poland and Romania, although not yet on the ranking of the top 20, have significantly improved their position



- Luxembourg and Slovak Republic have reduced their position



- Italy ranks only twenty-eighth in the standings TTCI of 2009 (regulatory brake



on competitiveness)

Strategies to address crisis

1. "ROADMAP FOR RECOVERY" - UNWTO

First Report March 2010



The **measures taken by several European countries on employment in the sector** are focused on supporting the tourism industry through:

- incentive mechanisms,
- contributions to the reconstruction / rehabilitation,
- reduce the tax burden,
- easier access to credit (primarily)

Less emphasis on instruments that enhance the professionalism and their employability in the sector, such as training

Strategies to address crisis

2. COM 2010 352/3

Proposals, a total of 21 actions, structured in four axes, in which interventions will be developed and implemented in collaboration with Member States and stakeholders:

1. improve the competitiveness of the tourism sector in Europe
2. promote the development of sustainable tourism, responsible and quality
3. consolidate the image and visibility as a set of destinations affordable and of high quality
4. maximize the potential of policies and EU financial instruments for tourism development



Strategies for migrant labour



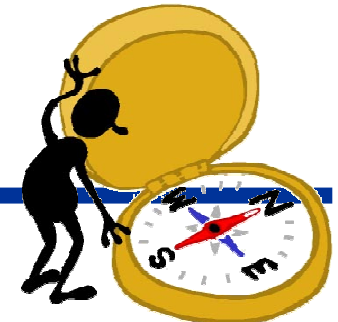
- *Changing the attitude of governments toward this phenomenon*

- *Interventions focused on their work-related immigration policies:*

a) tightening entry procedures for immigrants and/or incentives to return to their country of origin

b) attraction/retention of skilled labor and/or that trades on the so-called “supply”

c) reducing illegal immigration by relying on checks on job



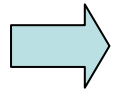
Strategies for migrant labour

*“Likewise, with competition, real or perceived, for jobs and some varieties of hostile political discourse, it is surprising that new policies have not envisaged measures to combat xenophobia and ensure social stability”**

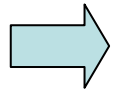
* *The global economic crisis and migrant workers: Impact and response*, Second Edition 2009, Ibrahim Awad, International Labour Office – Geneva



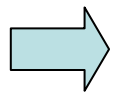
Results of the survey: definition of seasonal migrant workers



specific legislative provision/collective agreement of the definition of “migrant seasonal worker” (Cyprus, Greece, Italy, Bulgaria, Norway, Spain, Hungary)



legislative provision/collective agreement of the definition of “migrant worker”, in which you can bring even the category of seasonal workers (Sweden)



no provision of law/collective agreement of the definition of “migrant seasonal worker” (Malta, Czech Republic)

Results of the survey: residence permit

 **Closely tied** in many countries, the **duration of the employment contract**

Further limit temporary

- Bulgaria, Spain: the maximum length of residence can not exceed one year
- Cyprus: renewal for up to 4 years
- Czech Republic, Hungary: is not linked to duration of the employment contract and provides only a maximum of one year
- Sweden: ends with the termination of employment, but provides for a period of three months in order to find another job

None of the responding countries, except Italy, indicated that the residence permit for seasonal migrants permit the entry of several years or otherwise facilitation measures for entry in the years following the first

Results of the survey: residence permit

Working closely with the position occupied/employer

Exceptions

changing the employer must be made the request for a new residence permit (eg. Bulgaria)

Or

❖ it requires the approval of the Ministry of Labour, in agreement with the trade unions (Cyprus)

❖ it remains within the maximum duration of a residence permit as regulated by law (Italy, Norway)

Results of the survey: opportunities for seasonal migrant worker

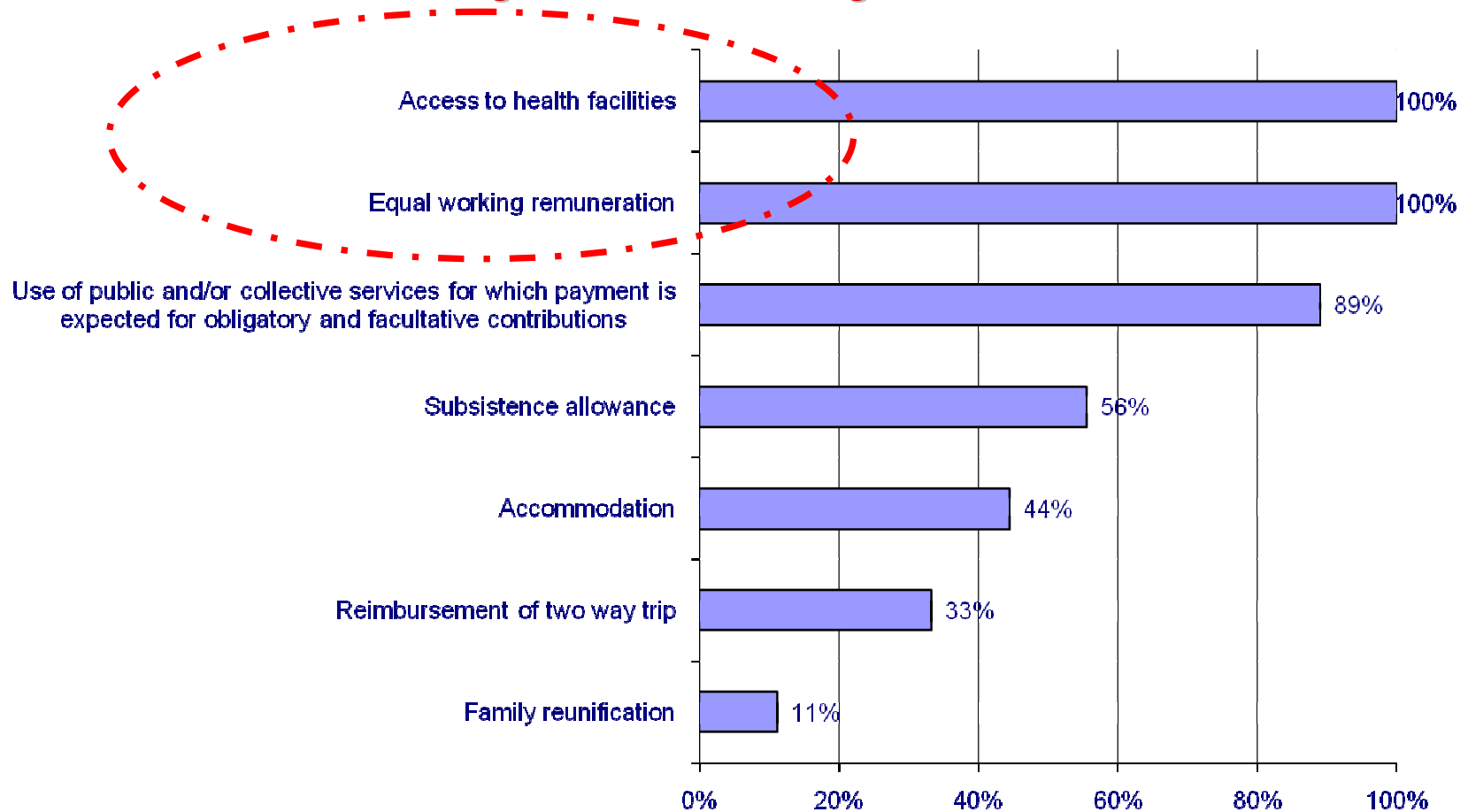
Other opportunities provided by the regulations of the countries surveyed:

- have more seasonal permits in the same year (Czech Republic, Spain)
- convert seasonal permit in another type of permit (Sweden, provided, however, are still in the country)
- right of way for the return the following year for reasons of seasonal work (Italy)



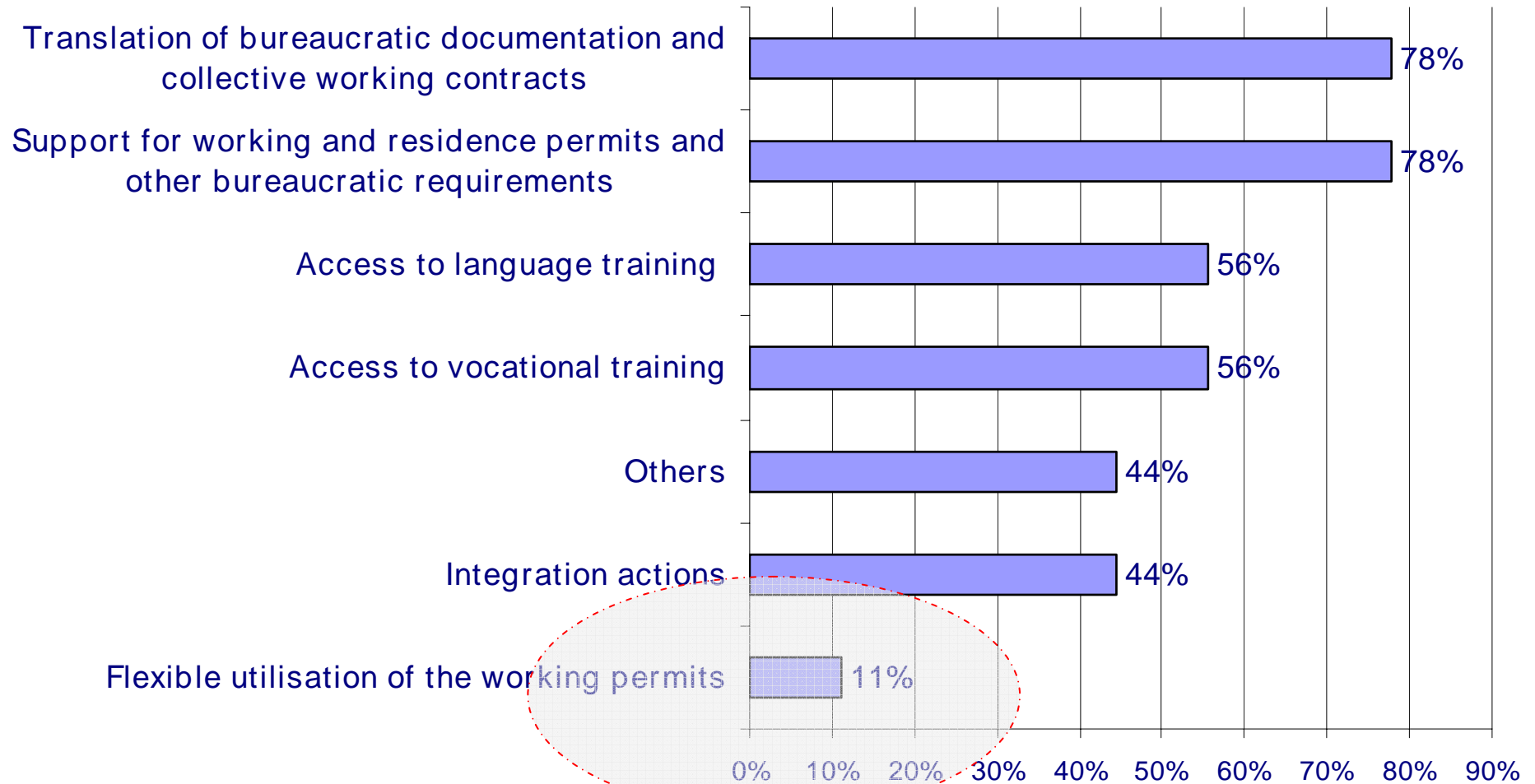
Responsible management of seasonal migration in period of economic crisis in the tourism

Results of the survey: rights of seasonal migrant worker according law/collective agreements



Responsible management of seasonal migration in period of economic crisis in the tourism

Results of the surveys: services that trade union put at the disposal of migrant worker



Responsible management of seasonal migration in period of economic crisis in the tourism

Results of the survey: policies and tools utilised by the Union to “draw nearer” the seasonal migrant worker

