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Editorial

We are now renewing the publication of our Migrations' Department Newsletter “INTEGRAR”, after having suspended it for a while, due to (natural) difficulties resulting from a heavy trade union agenda and also lack of resources. This will be the Nº 1 of the second series.

All through our history, migration flows and migrants deserved the greatest attention of the CGTP-IN. But in the present time, they require an even greater attention, since we observe, with growing attention and concern, migrants becoming the main target for the far –right, protofascist, or clearly fascist political message, demonising migrants and making them the scapegoats of all the society's problems.

Democratic and progressive citizens, starting by the CGTP-IN trade unionists, must fight this migrant stereotype which the far – right tries to sell. We must highlight and value the social, economic, demographic and cultural importance of the immigrants for the host countries and also the benefits for the countries of origin.

For all these reasons, the existence of a media outlet dedicated and focused on migrations and solidarity to migrant workers, as well as on the fight against racism and xenophobia, is good news, not only for the CGTP-IN members, but also for all those involved and intervening on this subject.

Restarting to publish the “INTEGRAR” Newsletter has an added value in the current political and trade union situation; because it is part of a Project (Supported by the POISE Programme) we are developing, on trade union information and education on this theme, which will be broader in the future.

In fact, this project, with the title “Awareness – raising and reinforcement of the unionisation of workers from third countries” has a long term ambition: training our trade union members and office bearers to develop more and more actions of information for migrants in Portugal, improve actions to defend their interests and fight the overexploitation they are subject to, usually developed by unscrupulous employers.

Providing information on rights and training on how to act and fight better will be the backbone of this project. Our aim is to fight exploitation, inequalities and social dumping, and promote equality, solidarity and trade union organisation in the workplaces: by doing it, we are preventing the penetration of racist and xenophobic ideas in the workplaces – this is a CGTP-IN strategic target and will certainly strengthen the role played by our Confederation in the integration of immigrants in Portugal.



In this first edition, we interview Arménio Carlos, the CGTP-IN General Secretary; we also have information on the contents, form and implementation of the POISE Project; we describe the current quantitative reality of immigration in Portugal, as well the perspectives and trade union guidelines for the work with migrant workers of the FEVICOM (Trade Union Federation in Construction, Ceramics and Glassware) and of the FIEQUIMETAL (Trade Union Federation in the Metal, Chemical, Electrical, Pharmaceutical, Cellulose, Paper, Graphical, Press, Energy and Mines Industries).

In this way, we fulfil our goal: making this Newsletter become a tool for the trade union work of the CGTP-IN members and office bearers but also of the men and women migrant workers in Portugal – LET'S GET STARTED!

*Carlos Trindade
Member of CGTP-IN Executive Board
Responsible for the Migrations Department*

Presentation of the Activity “Awareness raising and strengthening of unionisation of workers from third countries”

In the Action Programme of the last CGTP-IN Congress, we confirmed and improved the aim of promoting the enforcement of immigrants’ rights, to attain conditions of equality and non-discrimination at work, as well as at social, cultural and political level. We also presented the demand of regularisation of all those men and women workers in an irregular situation. Another clear orientation for our trade union work with migrant workers was to promote their participation in trade union activity – assemblies and all forms of struggle and action – with a view to their unionisation and election for shop stewards or officials. In order to help develop this objective, we decided to launch a specific action included in the CGTP-IN Project, with the support of the POISE Programme (01-3726-FSE-000007).

Action Objectives:

The action of CGTP-IN Migrations’ Department aims at promoting the enforcement of men and women migrant workers’ rights, enhance equal and non-discrimination conditions at work and contribute to their integration at social, cultural and political level. In concrete terms:

- 1- Promoting the participation of men and women migrant workers in trade union activity, in assemblies and different actions and struggles, with a view to their unionisation and election for shop stewards or health and safety representatives.
- 2- Empower men and women officials and shop stewards to defend migrant workers, overcoming possible existing distrust, particularly from those originating from non- European Union countries.
- 3- Ensure information and awareness-raising on immigration labour legislation, as well as on working conditions and distributing materials that facilitate the understanding and participation of men and women migrant workers in trade union action.

In this way, we convey to migrant workers broad information on existing rights and on the relevance of unionising and of trade union action, so that those rights may be implemented. On the other hand, we want to spread information and organise specific training for trade union officials and activists, to prepare them to deal with migrant workers in the workplaces, as well as interacting with representatives from Migrant workers’ Associations and Clubs.

Activities

1) AWARENESS – RAISING SEMINARS

On Immigration Laws and on Aspects of Labour Laws and Trade Union Action. These Seminars intend to pass knowledge on Immigration and Labour Legislation, get acquainted with the current reality of immigrants at work and in the Portuguese society; the importance of unionising and of the trade union action of men and women migrant workers together with the Portuguese nationals.

We envisage holding 6 decentralized Seminars as follows: **1)** Lisboa Region: Lisboa – Setúbal – Santarém, to be held in Lisboa; **2)** Évora – Beja – Portalegre, to be held in Évora; **3)** Algarve-Faro, to be held in Faro; **4)** Coimbra – Aveiro – Leiria, to be held in Coimbra; **5)** Castelo Branco – Guarda – Viseu, to be held in Castelo Branco; **6)** Porto – Braga – Viana do Castelo – Vila Real, to be held in Porto.

2) TRAINING HANDBOOK

It will be used as the main tool in the Seminars and will be used by trade union cadres. It will serve to promote the interaction of national and migrant workers, helping their integration and participation in trade union action and will be used in the awareness – raising Seminars. The Handbook intends to convey knowledge on the reality of migrant workers and supply the tools for their own labour interaction, participation and struggle.

3) “INTEGRAR” Newsletters

The first editions of the “INTEGRAR” Newsletter have already been published by the Migrations Department in four languages (Portuguese, English, Ukrainian and French). This Newsletter is the first of a new series. In it, we want to inform on today’s reality of immigration in Portugal and its respective legislation; provide examples of good trade union practices regarding immigrants; give testimonies of trade union activists, diverse news, etc.). In our view, this Newsletter must continue to exist, so that the CGTP-IN and its affiliated Unions maintain a regular connection with men and women migrant workers, as well as with their Associations and Clubs.

4) To POPULARIZE this activity, we printed POSTERS and LEAFLETS, in four languages (Portuguese, English, Ukrainian and French), in which we intend to inform on all these activities and remind migrant workers’ rights in Portugal.

O impacto esperado

Besides helping to solve problems of discrimination in the workplaces, we expect training a large number of cadres and elected officials, empowering them to intervene in migrant

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Interview to the CGTP-IN General Secretary, Arménio Carlos

1. From a general perspective, what is your viewpoint on the presence of immigrants in Europe and in Portugal?

They are all welcome, in the framework of the Universal Declaration of Human Rights in which “all human beings are born free and equal in dignity and rights”. Their presence is important to them, because they can have the ambition of improving their living conditions but also important for Portugal and Europe since it responds to concrete needs, namely the population decline which may well aggravate. The participation of immigrants in society is also relevant because besides their contribution to the country’s economic and social development, they bring with them their own culture, which will help reinforcing multiculturalism, as well as the approximation and cooperation among peoples and countries.

2. How do you interpret the present situation of immigrants and refugees who want to enter Europe and who are not made welcome by all European states?

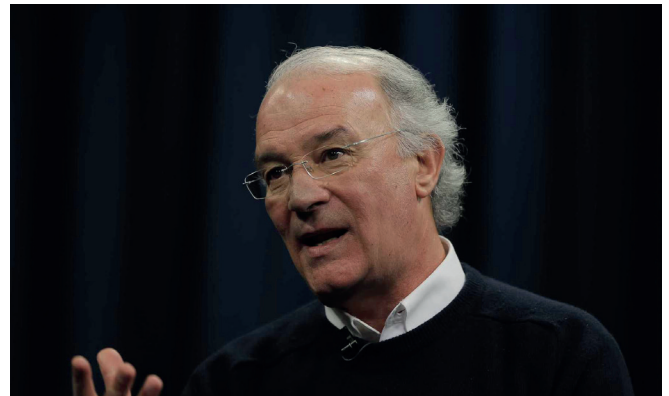
I see that as an example of social and civilizacional regression of a European project that puts on top the neoliberal policy and economic and financial interests, while downgrading the fundamental rights of workers in general, and of immigrants in particular. It is a process we must expose and fight against. Also because Portugal is a country of emigrants and cannot do to others what it does not accept to be done to its own people.

3. How do you see the current EU policy on immigration and refugees?

It is wrong, dangerous and inhumane. Wrong because it stimulated wars and interventions of terrorist movements who destabilized, politically, economically, socially and financially, the countries hit by this process, causing hundreds of thousand dead and millions of refugees. Dangerous because, associated to the plunder of the natural resources of those targeted countries, it is passive and tolerant with xenophobic and racist policies that are spreading all over Europe and are strengthening far-right and fascistic positions. Inhumane because, already in the 21st century, it brings back “concentration camps” and is co-responsible for the death of thousands of people who, escaping for life, end up dying, namely in the Mediterranean.

4. What is your opinion on the situation of migrant workers in the enterprises and their social, economic and cultural integration in Portugal?

For the CGTP-IN, equal work must mean equal pay. Regardless of their origin, migrant workers must be entitled to the same duties and rights of the Portuguese workers and see their skills and qualifications recognised. Therefore, it is necessary to fight social dumping that affects both Portuguese and immigrants and severely punish employers who, in some industries, employ slave labour. At the same time, the government must be more strongly committed, especially to reinforcing the Labour Inspection’s capacity to intervene. But not only that. It is also necessary to speed up the processes of



immigrants’ regularisation, of their residence permits and of family grouping, which is inseparable from their stability and well-being, as well as stimulating the development of their own cultural activities and participation at all levels in society.

5. What do you think of migrant workers’ labour rights in Portugal?

We still have deficits regarding the enforcement of rights. Regrettably, the government does not always fulfil what it says. It insist on having different types of treatment, by granting “Golden Visas”, while allowing migrant workers to continue without enjoying their rights, as a result of precarious work contracts and the fear of losing their jobs. Reason why, the Trade Union Movement must strengthen its action to value the workers and fight the model of low wages and precarious work, which is part of the recent Law Package, presented by the PS government.

6. Which are the main trade union guidelines for the actions to sensitise and unionise migrant workers?

We have to know their personal and professional problems, necessities and yearnings, and, together with them, design the relevant proposals as well as ensuring that they participate in the definition of trade union demands and bargaining. Unionisation and the exercise of different responsibilities in the Unions, as shop stewards or office bearers, are crucial to help solve their problems. Several experiences we lived, especially in the 90’s of the last century and in the beginning of the new Millennium, and the current prospect of more migrants entering our country, clearly imply the increased attention of the CGTP-IN. Therefore, we must work more and better, in the workplaces, involving the immigrants, as leading actors of a process of citizenship, in which everyone enjoys the same social dignity and are equal before the law.

27 July 2018

Testimony from FEVICOM – Federação Portuguesa dos Sindicatos da Construção, Cerâmica e Vidro / CGTP-IN

1. How do you analyse the situation of migrant workers in your industry companies?

Just like in other industries or sectors, the situation of migrant workers in the industry covered by our Trade Union Federation – FIEQUIMETAL is characterised by a large number of migrant workers under precarious social and labour conditions: their work contracts are mostly short term and with very low wages. Socially speaking, they exclusively depend on their work income, and therefore they also have a weak social situation.

Another relevant point is whether they are legal in the country or irregular. This fact highly conditions their integration in the labour market and in society. It is unacceptable having such a large number of immigrants that face so many obstacles to apply for their permits, so that they may have a normal job, instead of being modern slaves.

2. What do you think about their social, economic and cultural inclusion in Portugal?

It is very important for migrants to feel integrated economically and socially in the host societies and Portugal is not an exception; however, considering their legal obligations, a large number of undocumented foreign workers are subject to exploitation, with precarious and short-term contracts, on very low wages, making their integration much more difficult.

3. How do you see migrant workers' labour rights in Portugal?

In Portugal, migrant workers' labour rights must obey the Portuguese Constitution's provisions on equality and on collective bargaining – both upheld by the FIEQUIMETAL. I quote the Portuguese Constitution "All citizens are entitled to the same social dignity and are equal in face of the law ... No one may be privileged, benefited, damaged, deprived of any right or exempted from any duty, on account of descent, gender, race, language, territory of origin, religion, political or ideological beliefs, education, economic situation, social condition or sexual orientation".

For all of this and for all reasons, in all dimensions of our action, we must endeavour for immigrants not to be discriminated, securing all of their rights, their regularisation, their right to work with equal conditions of the national citizens, with decent housing, education for their children, etc. The FIEQUIMETAL and its affiliated Unions always act with these principles and goals in mind.

4. In your sector or company Collective Bargaining rounds do immigrants have specific rights contemplated?

In our industry and sectors, collective bargaining and demands are universal for all workers, not excluding any specificity. But we plead for absolutely equal rights for the national and the foreign workers. This is a pre-condition for success.

5. Which are your main trade union proposals to sensitize and inform migrant workers in your industry?

In our trade union action we first try to understand the migrant workers' particular problems and needs, especially if their situation is legal in the country and in their job, what type of work contract they have, so that we may then inform them on the essential action to protect them and their rights, which must be equal to all other workers.

6. Which trade union action do you develop to recruit, organise (electing shop stewards and officials) among migrant workers?

To recruit, unionise and organise migrant workers, we must always convey to them that we fight for equal rights for all workers, irrespective of their nationality and that it is in their best interest to join a Union, in order to be protected at work and in society: Furthermore, we always try to elect migrant workers as shop stewards, workers' representatives and elected officials. Fortunately, in FIEQUIMETAL we have a large number of immigrants among our trade union ranks, including in leading positions.

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workers' social and labour issues and enhance the unionisation and election of shop stewards among the migrants. Not only do we desire having migrant workers elected for all positions of the trade union movement, but we also want to keep a permanent information tool which is the "INTEGRAR" Newsletter, thus helping the regular connection of the Unions with the migrant workers and other Associations that work in this specific area.

The Project will finish at the end of January 2019, but we expect it to be followed by further awareness-raising meetings and

more specific collective bargaining rounds in the companies and enterprises.

Fore more information on the Regional Seminars, please contact your Trade Union or Regional trades Council: For further information on this activity, please contact the CGTP-IN Migrations' Department at: Tel. 213 236 518 ou 213 236 668.

Giorgio Casula
Technician Responsible for this Activity

Interview to the FEVICCOM – Portuguese Trade Union Federation of Construction, Ceramics, Glassware / CGTP-IN

1. How do you analyse the situation of migrant workers in the companies of your industry?

– In the different sub-sectors of our industry, in which FEVICCOM organises workers, it is in civil construction and a bit less in ceramics, where we find more immigrant workers. They are mostly subject to precarious jobs and low wages, which prevail in these 2 sectors. Often, they also face the language barrier, which makes it difficult for them to have access to information, to the exchange of experiences with their workmates and to participate in trade union life and in society in general. Many of them hold higher education degrees but have under-qualified jobs, thus wasting acquired skills and knowledge.

2. What do you think of their social, economic and cultural integration in Portugal?

– It normally takes place in a gradual way and is much related with Job stability, since geographical mobility, particularly in construction, does not help their social, economic and cultural integration or their stable link to trade unions.

Their degree of integration also varies in the national territory, depending on the region and evolving social atmosphere. But, as mentioned before, those obstacles make it more difficult for them to participate socially and culturally.

Another barrier relates to deregulated working hours and to the often illegal prolonging of their normal working time, sometimes having to work at night and during weekends. As happens with Portuguese emigrants working abroad, also immigrants in our country tend to work longer hours – often paid below contract rates – in order to earn a bit more income for the family household.

These overtime periods take time off their personal and family lives.

3. How do you see the labour rights of migrant workers in Portugal?

– Our Unions will continue to act and fight for equal rights for all workers, regardless of their nationality, on the basis of sector or company collective bargaining. And continue to endeavour for

their growing participation and responsibility in society and in trade unions.

4. In your sector, do migrant workers have specific rights included in sectoral or company-based collective agreements?

– Yes. The Collective Labour Agreement for the Construction sector has a provision saying that foreign or stateless workers who are authorised to have a wage earning job in the Portuguese territory, enjoy the same rights and have the same duties as any Portuguese national.

5. What kind of information for the sensitisation and involvement of migrant workers in your sector do you have?

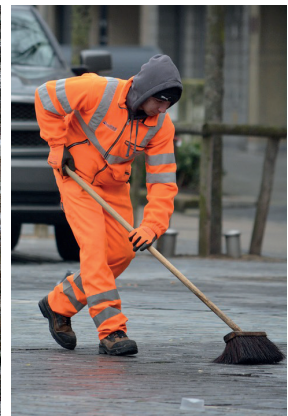
– We normally produce information flyers and leaflets which are distributed. But we also have actions of direct contact with migrant workers, to explain how important it is for them to have secure jobs, better wages, decent working hours, valued professions and skills and effective individual and collective rights.

We consider it very important to listen to their opinions and know their experiences. This is very helpful in their sensitising, since each of them has a different work and social experience, regardless of their country of origin or connection or not to the trade unions in their own countries.

6. Which actions do you develop to enhance the unionisation and organisation (election of shop stewards, etc) of migrant workers in your sector?

– As I said before, we must bring together actions of information, audition and sensitising, but of course the most appropriate and useful action is by trying to address and solve concrete individual or collective problems. This concrete action opens the door to unionisation and trade union integration.

Our most important challenge – besides responding to the employers' offensive – is geographical mobility and the improvement of our Union's work in all sub-sectors of our industry, so that we may be able to contact the workers in different parts of the country, with particular attention paid to migrant workers, many of them without their families in Portugal and therefore more exposed to permanent mobility and added employers' exploitation.

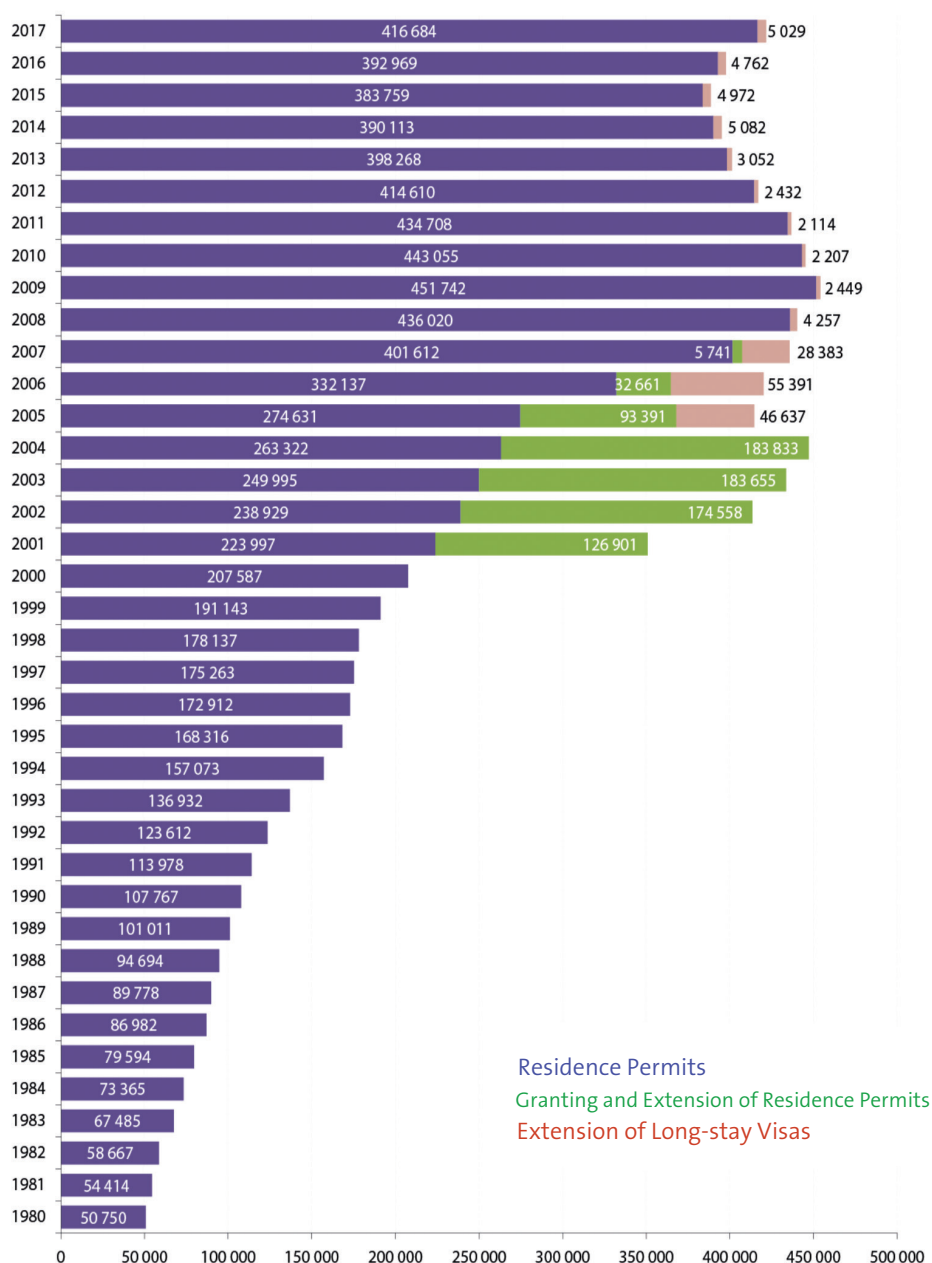


STATISTICAL REALITY OF IMMIGRATION – PART 1

Immigration – its evolution and dimension over the years

The number of foreign nationals in Portugal remained virtually unchanged between 1960 and 1975, around thirty thousand every year. After the beginning of the 80's, there was an uninterrupted increase of foreign residents until 2009, a year in which the figure showed around 452 thousand. The subsequent crisis in Portugal showed a decrease in the following years, but there was already a positive evolution of the number of foreign nationals in Portugal in 2016 and 2017.

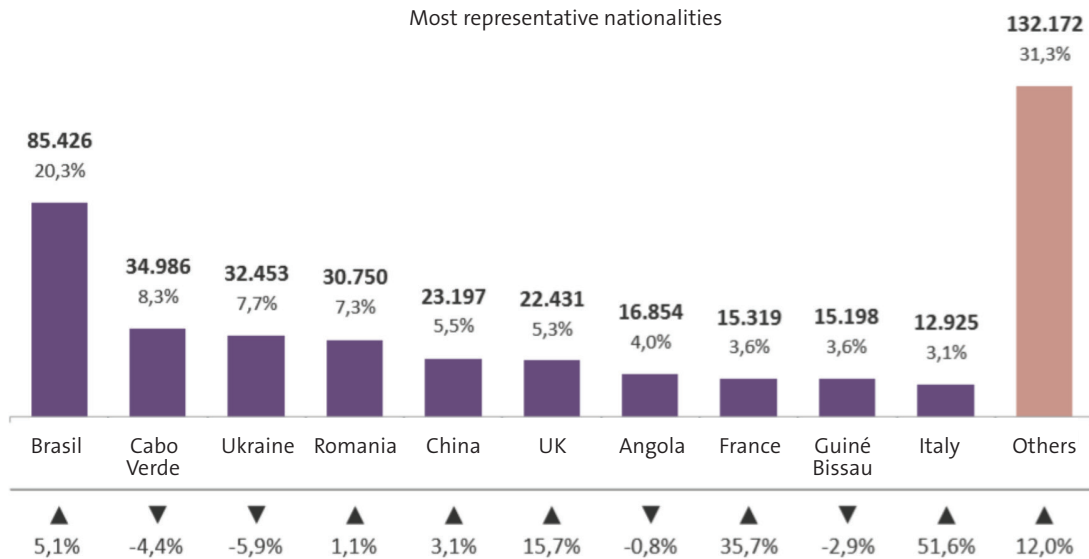
The Chart below, supplied by the Department of Foreigners and Borders (SEF) shows in detail the annual evolution, in the 1980-2017 period.



Source: Department of Foreigners and Borders (access to the SEF Website in October 2018)

Main immigration nationalities

In more recent years, we have been witnessing a change in the origin of the foreign population who asked for a residence permit. Brazil now replaced, in the first position, the Eastern European countries. In 2017, Brazilian nationals were 85.4 mil thousand, or 20.3% of the total, thus being the main residing foreign community, showing a 5.1% increase, compared with 2016. Other communities with significant weight in the total (above 5%) are Cape Verde (8.3%), Ukraine (7.7%), Romania (7.3%), China (5.5%) and the United Kingdom (5.3%). The next Chart shows the most representative nationalities.



Source: SEF, 2017 Report





Location of immigration in Portugal

In 2017, the traditional geographical distribution of the foreign population remained unchanged, with their majority living along the coastline. Around 68% are registered in the Districts of Lisboa (182 thousand), Faro (69 thousand) and Setúbal (36 thousand), in a total of 287 038 resident citizens, as opposed to 272 774 in 2016.

Districts	Total	TRs	VLDs	M	W
National Total	421 711	416 682	5 029	205 874	215 837
Aveiro	12 487	12 322	165	5 892	6 595
Beja	8 497	8 479	18	4 773	3 724
Braga	11 322	11 012	310	5 292	6 030
Bragança	3 038	2 842	196	1 501	1 537
Castelo Branco	4 040	3 933	107	2 076	1 964
Coimbra	12 344	11 708	636	5 861	6 483
Évora	4 037	3 897	140	2 130	1 907
Faro	69 026	68 820	206	34 952	34 074
Guarda	2 025	1 979	46	1 012	1 013
Leiria	16 487	16 340	147	8 268	8 219
Lisboa	182 105	180 562	1 543	88 722	93 383
Portalegre	2 457	2 425	32	1 210	1 247
Porto	27 486	26 334	1 152	12 519	14 967
Santarém	11 068	11 007	61	5 361	5 707
Setúbal	35 907	35 765	142	16 756	19 151
Viana do Castelo	3 158	3 127	31	1 553	1 605
Vila Real	2 067	2 036	31	957	1 110
Viseu	3 964	3 959	5	1 964	2 000
Açores	3 476	3 443	33	1 788	1 688
Madeira	6 720	6 692	28	3 287	3 433

Source: SEF, 2017 Report