



Cultural diversity is an enrichment factor of our society, said Rosário Farmouse, High Commissioner for Immigration and Intercultural Dialogue
 p.7



Arménio Carlos, CGTP-IN General-Secretary, underlines the importance of immigrants for the country's development
 p.8



Editorial

The project for which the CGTP-IN became responsible and in which it “put both of its hands”, and developed month after month, event after event, is now coming to its conclusion.

If, in the first N° of this Newsletter, we outlined a global perspective of the project to be developed, in this current N° readers will find, among other news, information on several activities, of which we highlight the International Migrations Trade Union Conference, that took place on December 16th. Its holding was a landmark that will be engraved in the history of the different activities developed by the CGTP-IN, in years of work in the area of Migrations. The dimension of participations, the importance of the speakers and their interventions, the number and quality of the foreign guests, the lines of work and the social alliances that were strengthened and those that were initiated for the future, gave, all of them, a contribution that made of this initiative an important achievement of our Trade Union Centre. The project “closed”, in this Conference, its activities on a “shining note”.

In this context, we would like to draw your attention to the global assessment we make of all the work carried out (on page14) and also underline, in this present N°, the interviews of Arménio Carlos, the new CGTP-IN General Secretary and of Rosário Farmhouse, High Commissioner for Immigration, in which she conveys her perspectives on the subject and comments our trade union activity.

Finally, with this double N°, which is justified by the overload of our work – the holding of a General Strike on the last 24th of November and of our National 12th Congress, at the end of January – the Migrations Department continues to produce what we have the ambition of becoming CGTP-IN’s “voice” of Migrations. If migrations were always a

Integration for a fairer Portugal



continues on p. 2

continued from p.1

social reality of our country, either in decades of emigration, or in immigration in the last fifteen years, they are nowadays a social phenomenon which takes on an added importance.

In actual fact, “migrations” have regained an irreplaceable political relevance for us. We are talking about a recent statement of our Prime Minister (in which, by saying that emigrating was the solution to the young unemployed, he is giving showing that he wishes to use it as “a social relief valve” for the incapacity of his government to promote job creating growth), and about the aggravation of the social crisis in Portugal, notably concerning unemployment (rapidly increasing) and the general impoverishment of the majority of our population.

We know well that these are the real objective and deep causes that push people into feeling the need of emigrating. This means that, in the years ahead, the number of our emigrants will certainly rise, as was already visible in more recent years. And the news coming from other countries, especially from Europe, not only reflects this fact but also indicates that the labour and social conditions of many of our emigrants are so downgraded that they are nowadays living in truly dramatic and inhumane situations.

The CGTP-IN intervenes in this concrete context. We actively criticize and organise the protest and social struggle against the policy of the right wing government. Our confederation has the accumulated space and experience in the specific area of migrations to exercise this political and trade union intervention. These is our way of supporting and develop solidarity with our countrymen and countrywomen who are going through those situations, only because they raise high the flag of defense of migration flows and because they put forward their claims, to solve their concrete problems but also to demand structural policies that eliminate the deeper causes of emigration.

This is the reason for being of each of our Newsletters – this is how it will also be in the future!

Carlos Trindade
CGTP-IN Head
of the Migrations Department

STAD – Surveillance, Domestic Cleaning and Miscellaneous Activities Trade Union

Precariousness makes unionization harder

B.I. — Currently, what is the qualitative and quantitative importance of immigrant workers in the Surveillance, Domestic Cleaning and Miscellaneous Activities, in Portugal, namely in terms of numbers and labour occupation?

STAD — The migrant workers in Portugal who currently work in the sectors represented by STAD (private surveillance, industrial and domestic cleaning and) are, for the Board of STAD, workers with great importance, not only by their number, which is quite significant, especially in industrial and household cleaning, but also because, in general, they are well integrated in the workplaces. In many cases, and when we visit the workplaces, we find people that in their countries of origin were workers in highly skilled occupations. In terms of the number of immigrant workers, in many workplaces, they reach 95%. Regarding the trade union membership numbers, we don’t have those exact figures, because in the union files all of them are counted as workers and members, no matter their ethnicity or nationality, but the unionization rate among immigrants is quite high. In the trade union organization, we have many shop stewards and elected officials whose work is of major importance to the organization and to the bargaining action of all workers and, in particular, of the immigrants in the workplaces themselves.

B.I. — What actions and initiatives does the STAD - Surveillance, Domestic Cleaning and Miscellaneous Activities Trade Union have on the problems of immigrant workers? What can be improved in the specific trade union action on this issue?

STAD — At the union level, and whenever we have knowledge or the workers address the union, the elected officials or the shop stewards, asking for help, we follow, guide and defend these workers. On labour issues, we inform and clarify how they should act, we give legal support or other, as it is the case of their legalization process and we always accompany the workers to the official entities,

“ *When we go to the workplaces, we find people that in their countries of origin were workers with highly skilled occupations* ”



as the Labour Court or CNAI. To improve the trade union action, not only regarding immigrants but regarding all the workers, information and clarification of immigrant rights both as workers and citizens is increasingly important.

B.I. — What are the main difficulties of the Union in granting support and mobilization of immigrant workers in the union struggle in general and in their own labour situation in particular?

STAD — Over the years, we mobilize immigrant workers in the industrial and domestic cleaning in the union struggle as we mobilize the other national workers. In the workplaces with higher worker density it is easier because we manage to create the concept of unity among all workers, immigrants or not. In the workplaces with only one or two workers it is harder. This is the reason why in the private surveillance sector it was and it is harder to organize workers. In the case of domestic service, which is a sector with a large percentage of immigrants, we only know what happens when workers address our services asking for help. Labour relation is in these cases too direct and “closed” on the employer’s private house and we cannot go there and talk with those workers. When they are fired or simply when they are told that they are no longer needed and don’t want to pay them what is rightfully theirs, immigrant workers fight until the end, even if it is in Court, for what they are entitled.

“ *The Migrant workers who currently work in the sectors represented by STAD have great importance, not only by their number, which is quite significant, but also because, in general, they are well integrated in the workplaces* ”

B.I. — The current context of economic crisis may weaken even further the immigrant workers. How will STAD - Surveillance, Domestic Cleaning and Miscellaneous Activities Trade Union be able to support those citizens that are facing labour and social injustices committed by employers and society?

STAD — In the sectors we represent, where salaries are too low and, as we said before, in many cases there is a too direct relation with management or with the employers themselves, immigrant workers (not only) are so afraid to lose their earnings that enterprises and employers take advantage of this weakness to intimidate the workers and to obtain what they want: to pay less, which means to increasingly get richer. What they want is that immigrant workers do not struggle for having the same rights and salaries as other workers, or for a better life.

B.I. — In a few words, what are the main positive factors that should be demanded and that may allow for a better integration of immigrant workers in the labour market and in society in general (in the legal, social, cultural and political fields)?

STAD — The main one is the legalization. Without documents, without being legal, immigrants are even more dependent from the enterprise or from unscrupulous employers and more vulnerable to all intimidations.

B.I. —6. How do you comment the CG-TP-IN action regarding immigration policies in Portugal?

STAD — CGTP-IN’ action has been quite positive, be it regarding the information provided to all the workers or in the information passed to immigrant workers. Regarding immigration policies, there has been an active intervention demanding from the governments that immigrant workers who work and are in an irregular situation may become legal, meaning that they may have documents.

“ *To improve trade union action, not only regarding immigrants but regarding all the workers, it is increasingly important to provide information and clarification on immigrant rights both as workers and citizens* ”



Food, Beverage, Hotel and Tourism Trade Union Federation

We give special support to immigrants

B.I. — Currently, what is the qualitative and quantitative importance of immigrant workers in the Restaurant, Hotel and Tourism Sector in Portugal, namely in terms of numbers and labour occupation?

The sector has been providing employment to many thousands of immigrants of several nationalities, being the Brazilian the largest number in Restaurants.

B.I. — What actions and initiatives the Restaurant, Hotel and Tourism Trade Union has on the problems of immigrants workers? What can be improved in the specific trade union action on this issue?

Our hotel trade unions have been giving special support to these workers, adopting specific measures on information and legal support, due to the fragility of their labour status. Immigrant Committees have been created and meetings have been held to discuss their specific problems. In collective bargaining, we assure them some special rights, such as the accumulation of the vacation period for two years and housing rights. Also, immigrants have been assuming more leading positions in the union and as shop stewards. Agreements have been signed with Immigrant Associations.

B.I. — What are the main difficulties of the Union in granting support and mobilization of the immigrant workers in the union struggle in general and over their own labour situation in particular?

Immigrants show a lot of fear in becoming unionized. Many of them are illegal. Employers take advantage of that situation and threaten to denounce them to the SEF, when they are the first ones to take advantage of the irregular situation, forcing them to work 10 or 11 hours per day without overtime pay. Besides, they threaten them with the withdrawal of their agreed contract right to housing and food.

B.I. — The current context of economic crisis may weaken even further the immigrant workers. How will the Restaurant, Hotel and Tourism Trade Union be able to support those citizens that are facing labour and social injustices committed by employers and society?

Of course that in a situation as the one we are living, it gets worst for this population group. The Unions should have even more power in what concerns the immigrants' regularization process. Immigrants are workers with equal rights, therefore if they work, they must be legalized.

B.I. — In a few words, what are the main positive factors that should be demanded and that may allow for a better integration of immigrant workers in the labour market and in society in general (in the legal, social, cultural and political fields).

To each immigrant at work must correspond a legal work contract. The State must assure the right to training in the



Portuguese language, education for their children, the right to healthcare and there cannot be any barriers to social aid.

B.I. — How do you comment the CGTP-IN action regarding immigration policies in Portugal?

The CGTP-IN has been developing a supporting role but its demands to the state authorities are not too visible. It is necessary to draft a chart of demands for the immigrant workers, with specific proposals that match their needs and yearnings.



“ Our hotel trade unions have been giving special support to these workers, adopting specific measures on information and legal support, due to the fragility of their labour status ”

ACIDI - High Commission for Immigration and Intercultural Dialogue

Consolidating integration policies in times of crisis

The High Commission for Integration and Intercultural Dialogue (ACIDI) is the public institute that, in Portugal, has the mission, among other, to collaborate in developing, implementing and, evaluating public policies, at sector and transversal level, relevant to immigrants' integration.

It is important to previously note: Portugal has around 5 million emigrants living and working abroad, compared with 443.055 immigrants living and working in Portugal, meaning that by each immigrant we welcome in Portugal, there are around 10 Portuguese people all over the world.

In Portugal, immigration numbers have been generally stable when compared with the figures in the beginning of the previous decade. In fact, according to the last official statistics, from 2010 to 2009, immigration dropped 1.9%, which is expected considering the severe social and economical situation the country is facing. In any case, we should wish immigrants in Portugal the same treatment we want for our countrymen abroad, thus being crucial to continue investing in integration policies and in measures to ensure social cohesion in a political consensus context.

To underline the strategic reasons for immigration as opportunities for the development of our country, we should analyse the Portuguese public policies guidelines in this area: the Plans for Immigrant Integration, whose execution was recently confirmed by the XIX Government due to the recent approval of the Plan's Broad Options for 2012-2015 (Law 64^a/2011 of 30th December), confirming not only the political consensus on the recognition of the immigration's contribution to Portugal and the importance of continuing to invest in their full integration in the country, but also ensuring a holistic and transversal perspective of the integration process.

Indeed, as the Immigration Observatory has been factually demonstrating and

as it is expressly recognized in the Plan's Broad Options, immigration in Portugal contributes to the country's economic growth, to the rejuvenation of the age pyramid, to the crucial reinforcement of the active population, the demographic sustainability and the relative financial relief of the social security system, considering its substantive positive balance for the State accounts.

To this we add cultural diversity as an enrichment factor of our society, which has unquestionably been multicultural for more than 800 years of history and the presence of different communities in this territory which is nowadays Portugal.

But let us return to the present and to the challenges immigrants are facing.

The importance of consolidating public policies in this hard cycle the country is facing, due to the specificity of its problems. As it is known, many of the immigrants who work in precarious and dangerous sectors of the labour market are victims, in many cases, of wage discrimination and have unemployment and occupational accidents' rates higher than the Portuguese.

Here, the trade union movement also plays a crucial role, of which are examples its historical contribution to the work of the Consultative Council for Immigrant Affairs (COCAI) and to the Commission for Equality and Against Racial Discrimination (CICDR). The First Plan for Immigrants Integration of 2007 included a specific measure to increase the immigrants' participation in trade unions, which resulted in a well-succeeded partnership of this High Commission with the CGTP-IN.

In fact, it is urgent to inform the immigrants on their rights and duties as workers and this mission has been developed by the ACIDI's networks, namely by its three National Support Centres for Immigrants that include job creation offices are by the 86 Local Support Centres to Immigrants Integration, spread all over the country, in partnership with Municipalities and civil society, but also in the

framework of trade union action, which is a positive sign of vitality of the civil society and of the workers' representative structures.

On the other hand, in terms of public policies designed at enhancing the immigrant manpower for development, it is important to try to correct these problems, namely, at the level of using their entrepreneurship potential through the Immigrant Entrepreneurship Programme (PEI), of consolidating the Unemployed Immigrants Intervention Programme (PPT) at the level of technical Portuguese learning and of the need to promote more and better vocational training, as is envisaged in the current Immigrants Integration Plan II.

It is common to say that countries need workers for their development but, in fact, they receive people and the dignity's dimension of the human person is above the economic cycles. I believe this to be the main tone of public integration policies.

Rosário Farmhouse,

High Commissioner for Immigration and Intercultural Dialogue

|| *Many of the immigrants (...) are victims, in many cases, of wage discrimination and have unemployment and occupational accidents' rates higher than the Portuguese nationals*

||

**Debate at a European Meeting,
organized by CGTP-IN and OGBL, in Luxemburg, in May**

The new Portuguese Emigration to Europe

On 18, 19 and 20 May 2012, the new Portuguese emigration to Europe will be discussed in Luxemburg, in a Meeting organized by CGTP-IN and OGBL. With the growth of unemployment, of exploitation and of poverty in Portugal, emigration has become to be one of the ways chosen by the Portuguese men and women workers to overcome their difficulties and to achieve material resources that enable them to have a dignified life they cannot have in our country.

Causes and consequences, life projects and dramatic disappointments, social reality and the legal framework, demands as well as social and trade union intervention, organization, action and struggle – in Portugal and in the host countries – will be discussed in this Meeting. The aim is to elaborate a “Platform of Demands” with the main claims of our emigrants, to be delivered to the Portuguese Gov-

ernment.

Elected Officials from CGTP-IN will attend this Meeting, coming directly from Portugal and Portuguese with responsibilities in Trade Union Centres from several European Countries, leaders from Portuguese Emigrants Associations in those countries and elected Portuguese communities’ counsellors. The meeting will also be discussing the new emigration’s reality of the different Portuguese-speaking communities in Europe. For this reason, the President of the CSLP – Trade Union Community of Portuguese-speaking countries – has been invited to attend the Meeting. This initiative follows several other events that CGTP-IN and OGBL have organized over the last twenty years within the framework of a Cooperation and Solidarity Agreement, long existent between the two Trade Unions Centres and that is truly a unique experience in the European Trade Union Movement.

AHC - Angola’s House in Coimbra

The association movement is crucial to cooperation

The characterization of Angolan people in Portugal allows us to underline that it is one of the most representative groups, corresponding in 2009 to around 26.500 people with legal status, assuming this number may be much higher considering those that meanwhile acquired Portuguese nationality and those who do not have legal status.

In terms of representativeness, legal residents in 2009 corresponded to the fifth largest group, integrating 5.8% of the total of immigrants living in Portugal.

Angolan immigrants present a very balanced structure regarding the distribution by gender, with slightly more women. They mainly belong to young age groups, with those over 65 years old being a tiny number, since 91% is under 45 years. Although Angolan immigrants are all over the country, the fact is that there is a much higher concentration in the Region of Lisbon, followed, in order of importance, by the Regions of Setúbal and Porto.

The foundations of a solidarity society are part of a movement to expand democracy and that gains new contours with alternative forms of social organizations, also being invigorated by contemporary associative practice in a reactive and defensive way of productive efficiency, congregating different interests, constantly appearing specific groups under the form of networks, clusters and other, as competitors or partners, thus better enabling an intervention in society and with the authorities, especially in very complex situations. There is an ancient desire of associating interests and ideas so that, from the comprehension of reality and with deliberately articulated principles and the development of unity forces and cooperation events, we may look for actions to fulfil common interests.

The strict fact that associations, being movements or social intervention projects, are in themselves, inseparable from a process of building the communities, regardless of their dimension, nature or interests they represent, in no way forces



us to think that its implementation should necessarily favour an articulation with the local communities' development. Therefore, this articulation, by insinuating itself in the discourses that protect the community field and by intruding itself in programmes of social action as the expression, almost naturalized, of a socio-political trend of regulation, raises or even imposes a set of questions to which one cannot remain indifferent, if you want to understand what is at stake.

The adoption of state social integration policies that often include grants to social institutions, support measures in an educational context or the performance of the very descendants of immigrants, who are not passive agents of their own integration - appears also as other ways of fighting social exclusion. Immigrant associations have tried to increase the link with the countries of origin and to better integrate and welcome the immigrants. Currently, they also try to give a contribution to the

immigrant descendants' integration. It is in this context that we will analyse the role of immigrant associations as institutional mediators in the social integration of immigrant descendants.

It thus becomes crucial to analyse the role and the impact that civil society, through the associations, has had to raise dynamics that allow the immigrant descendants to have opportunities that enable them to have favourable social conditions, in other words, preventing them from being caught in the social exclusion scheme. There is an entire learning process that remains to be done concerning the daily practice of tolerance, cooperation among different cultures, valuing the cultural reconciliation processes and the integration processes.

The association movement is considered as one of the best possibilities, because it allows for the exchange of experiences and for personal relationships to become growth and development opportunities.

Bento Monteiro

“
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Nowadays we live in a globalized world in which immigration has become a permanent dimension of our society. Regardless of the causes that make foreign citizens immigrate to Portugal, what has become visible is the increase in the number of those who choose our country to rebuild their lives.

Arménio Carlos, CGTP-IN General Secretary

Immigrants have been important for the country's development

B.I. — Why do immigrants choose our country?

A.C. — The option for immigration is inseparable from the will and the need of improving the living conditions of workers and their families. Portugal being, in general, a welcoming country for those who decide to live and work among us, the reasons behind their decision are manifold. Regarding Brazilians and Africans, the option is not separable from the tongue we share and from an easier integration in society at different levels. As for immigrants from another countries and continents, the choice has a direct relationship with settling in our country and, in some situations, as a transition point to new im-

migration experiences in other European countries.

B.I. — How do you explain the fact that the immigrant community corresponds to 5% of the active population and to 10% of the wage earners?

A.C. — Immigrants have had a very important intervention for the country's development. Their occupational skills, together with their way of being and interacting, have been crucial for a multicultural society that is being consolidated and that needs to be valued and dignified. In this context, socio-labour integration and family reunion have given a decisive con-

tribution to the maintenance of this community in our country, with a dimension we much value in the economical, social and cultural levels.

“ *The CGTP-IN considers that more than talk what we really need is enforcing equality and fighting all kinds of discrimination* **”**

B.I. — In a framework of economic recession, how can trade unions support immigrants?

A.C. — In a political context marked by economic recession, massive destruction of jobs and a worrying increase of unemployment, rising inequalities and poverty, workers, and immigrants in particular, are especially targeted. This is a policy that undermines not only workers fundamental rights, but also undermines the democracy and sovereignty of the country. Portuguese and immigrant workers need, now more than ever, to be united in this struggle that is of all and for all. For the defence of constitutional rights, as the right to work with rights, for the defence and reinforcement of social protection, against forced and unpaid labour and against the deregulation of labour relations contained in the so called Pact for Growth, Competitiveness and Employment. Workers, namely immigrants, are not merchandise. They are men and women who demand to be valued and respected. The CGTP-IN not only does not accept, as it will struggle against all the measures that have social dumping and civilization regression as goals. The CGTP-IN Unions will continue to be strongly engaged in implementing migrant workers' rights in their respective work places. This is an added reason for the 22nd of March General Strike that we are organising against exploitation and impoverishment; for a change of policy; for jobs, salaries, rights, public services. A struggle to defend our rights, the rights of the young generations, for a better future for our children.

B.I. — What can be done to solve the problem of undocumented immigrants and underground work?

A.C. — Portugal cannot do to immigrants what it rejects being done to the Portuguese who emigrated to improve their living standards. Hence the need for some legal adjustments in order to regularise many immigrants in our country. Maintaining the obstacles contained in the present law is covering up for the mafia networks that exploit and enslave undocumented workers, and in doing so, make the underground economy grow. The CG-

TP-IN considers that more than talk what we really need is enforcing equality and fighting all kinds of discrimination. Because fulfilling duties is closely linked to respecting workers' rights.

|| *Their occupational skills, together with their way of being and interacting, have been crucial for a multicultural society that is being consolidated and that needs to be valued and dignified* ||

B.I. — How can the articulation among different social and institutional stakeholders be improved?

A.C. — The coordination among different social and institutional actors is essential. However, in the institutions a lot remains to be done. We need to combat routines and bureaucracies and move from words to deeds. It is not enough to say that immigrants have given a contribution to wealth production and to the country's development. We need to act and respond in immediate terms to the problems affecting them, namely in terms of labour and social protection. In a moment in which poverty is on the increase we need speedy measures to fight exclusion, notably that which is affecting the immigrants. Likewise, it is necessary to take into consideration and implement many proposals put forward by the trade union movement. It is in the hardest moments that swifter measures are needed in order to address serious social problems. As far as we are concerned, we shall continue to fight, in a committed manner, for solving these problems, which concern all those who struggle for a society of progress and social justice.



Immigration in Portugal

I- Labour

Immigrants are mainly concentrated in "unskilled occupations (37.3% of the total in 2002 and 29.9% in 2008) of "worker, artisan and similar" (25.3% of the total in 2002 and 23.0% in 2008) and "services and salesman" (14.7% in 2002 and 20.8% in 2008). Jointly, these occupations concentrated 78% of the immigrants in 2002 and around 84% in 2008.

Occupations where the immigrants' weight is relatively low are "higher cadres of Public Administration and Enterprise" (2.1% of the total immigrant population and 4% of the generality of workers in 2008), "specialists, intellectual and scientific occupations" (2.8% against 6.5%), "medium level professional technicians" (3.9% against 10.6%) and "administrative

and similar staff" (7.2% and 14.6%). Jointly, these occupations concentrated, in 2008, only 16% of the total of immigrants, when, in the total of workers, their weight was around 36%. Yet, between 2002 and 2008, there is a certain approximation, since in 2002, these occupations' weight was just around 12%.

Workers' distribution by occupation (immigrants and country total), in 2002 and 2008

	Immigrant workers				Country's Total N° of workers			
	2002		2008		2002		2008	
	N°	Em %	N°	Em %	N°	Em %	N°	Em %
Higher cadres of PA and enterprises	1 637	1,5	3 512	2,1	65 473	2,8	120 556	4,0
Specialists, intellect. and scientific professions	2 677	2,4	4 747	2,8	108 879	4,6	196 603	6,5
Medium Level Professional technicians	3 738	3,3	6 622	3,9	235 273	9,9	320 519	10,6
Administrative and similar staff	5 837	5,2	12 196	7,2	360 021	15,1	440 776	14,6
Services and salesman	16 388	14,7	35 363	20,8	359 765	15,1	533 013	17,7
Farm workers and skilled workers in agriculture and fishing	2 899	2,6	5 051	3,0	39 885	1,7	49 224	1,6
Industry Worker, artisan and similar	28 311	25,3	39 038	23,0	587 052	24,7	632 424	21,0
Machine installation and Setting operators	8 599	7,7	12 649	7,4	277 291	11,6	296 718	9,8
Unskilled workers	41 766	37,3	50 862	29,9	346 807	14,6	427 097	14,2
Total	111 852	100,0	170 040	100,0	2 380 446	100,0	3 016 930	100,0

Source: Personnel Maps – Ministry of Labour and Social Security

¹In relative terms, we may refer a major concentration in occupations like "Farm workers and skilled workers in agriculture and fishing (in 2008, this occupation represented 3% of the total of immigrants against 1,6% of the total amount of workers.

²To the workers' generality, these occupations concentrated 54% in 2002 and 53% in 2008.

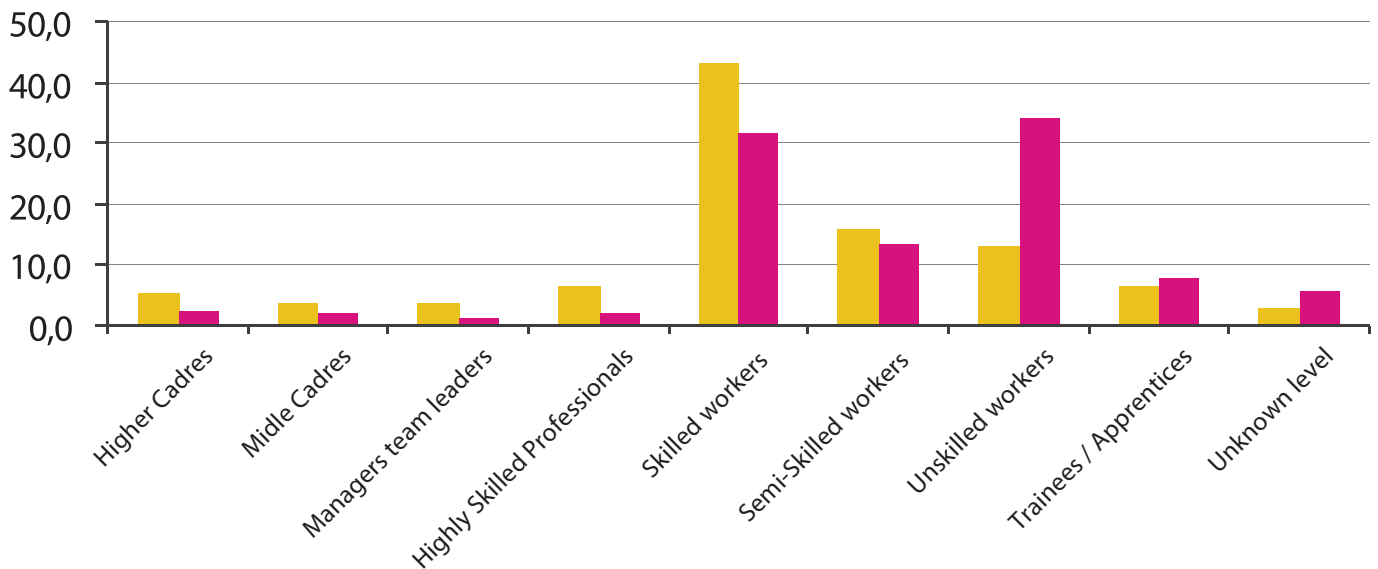
Qualification level

When compared with the total of workers, immigrants are more concentrated in the lower levels of qualification. In fact, in 2008, around half of the immigrants have a qualification level lower than skilled workers (around 1/3 of the workers' total); by the opposite,

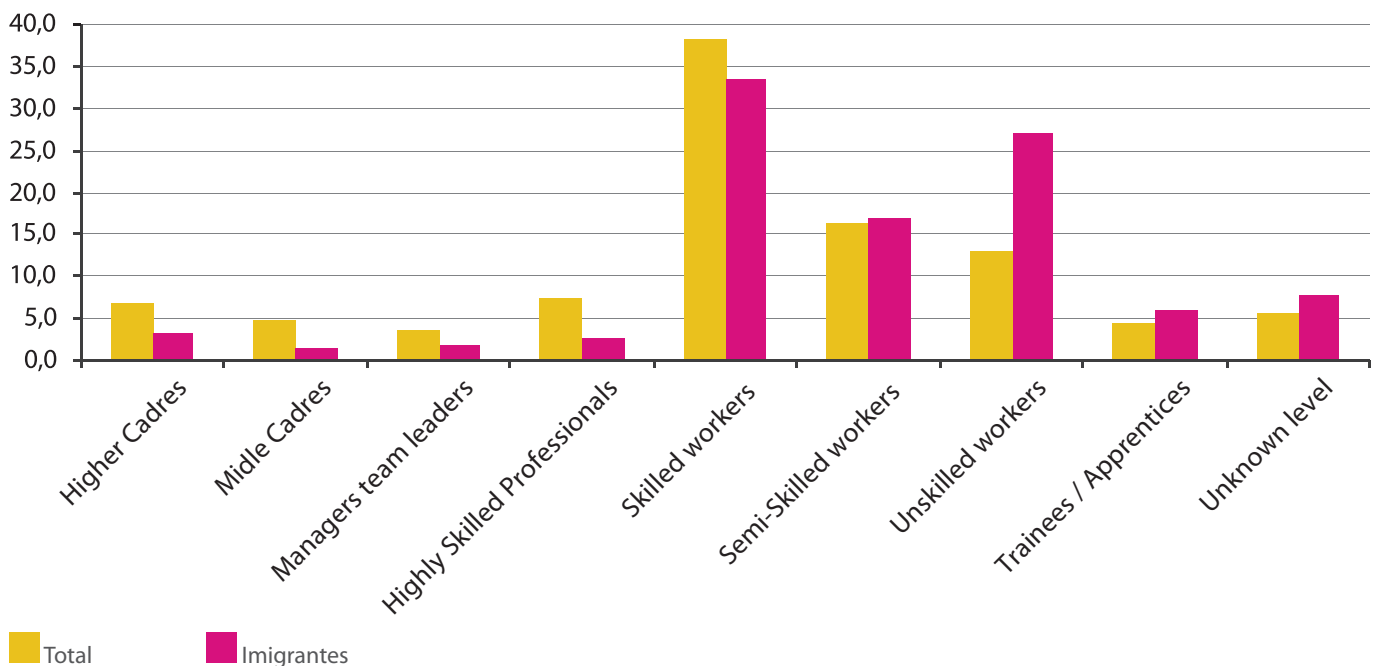
only 6,5% of the immigrants are higher cadres, medium cadres or managers/team leaders (15,1% of the workers' total). Nevertheless, the trend shows a slight improvement of immigrants' qualifications over the last years: in 2002, around 42% of the immigrants were unskilled workers

or apprentices and practitioners, but in 2008, only about 33% of the immigrants were concentrated in these two qualification groups. This evolution is very likely explained the improvement in the immigrants' school levels

Immigrants by qualification level
(comparison with the the whole country) 2002



% Wage Earners by qualification level, 2008



Immigration in Portugal

II- Foreign population in Portugal

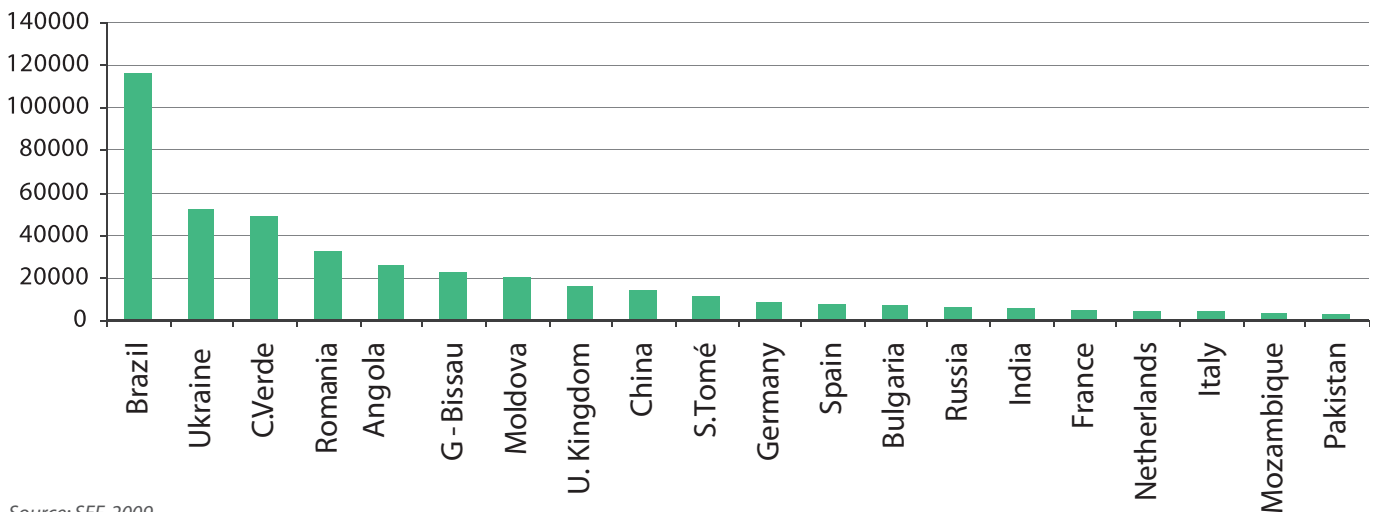
The number of foreigners in Portugal remained almost unchanged between 1960 and 1975, close to thirty thousand. From the early 80's there was an uninterrupted growth of foreign residents: in 1980 there were around 108 thousand; in 1995 around 168 thousand; in 1999 near 191 thousand; in 2001 there were about 351 thousand and in 2009 there were more than 454 thousand¹. In the recent years, a change has been seen in the origin of the foreign population, who has applied for legal resident status, now with Brazil in the position pre-

viously occupied by the Eastern European Countries². In fact, in 2008, Brazilian citizens represented 45% of the total foreign population who applied for legal resident status, when in 2002 they represented only 11%; between 2002 and 2008, the total foreign population that applied for the legal resident status grew on average around 26% a year, while the growth of Brazilian citizens was, in that period, of 60% a year.

The ordering in terms of importance of the foreign population's weight³, by main nationalities, is the following: Brazil (116

thousand people to which correspond 25,6% of the total of the foreign population in Portugal), Ukraine (52 thousand and 11,5%), Cape Verde (49 thousand and 10,8%), Romania (32 thousand and 7,1%), Angola (27 thousand and 5,8%), Guinea-Bissau (23 thousand and 5,1%) and Moldova (21 thousand and 4,6%). All these 7 countries concentrate 70,5% of the foreign population residing in Portugal. The following chart lists the 20 countries with major weight in the Portuguese immigration⁴.

First twenty nationalities of immigrants in Portugal



Source: SEF, 2009

One last note refers to the regional location of immigrants in Portugal. Despite having a lower rate of the newest immigrants concentration and a more uniform

fixing all over the country, the Regions of Lisbon (with 43,3% of the total of immigrants), Faro (with 16,1%) and Setúbal (with 10,9%), together, represent more

than 70% of the total number of immigrants.

¹ Immigration Borders and Asylum Report, Borders and Foreign Service, 2009

² Note that of the 452 thousands foreign citizens with legal residence in Portugal, in June 2009, almost 25,7% were Brazilian, surpassing in terms of relative importance the immigrant population of Portuguese-Speaking African Countries (24,7%).

³ SEF quoted Report, 2009

⁴ All these 15 countries concentrated, in 2008, around 92% of the total number of immigrants.

Total of immigrants in Portugal, 2009 - thousands of residents, per Region

Region	Total	Men	Women	Total %
National Total	454 191	234 412	219 779	100,0
Aveiro	14 206	7 385	6 821	3,1
Beja	5 667	3 044	2 623	1,2
Braga	9 769	5 102	4 667	2,2
Bragança	1 811	919	892	0,4
Castelo Branco	3 066	1 592	1 474	0,7
Coimbra	11 604	5 934	5 670	2,6
Évora	3 934	2 081	1 853	0,9
Faro	73 27 7	38 909	34 368	16,1
Guarda	1 881	1 007	874	0,4
Leiria	16 989	9 013	7 976	3,7
Lisboa	196 798	100 031	96 767	43,3
Portalegre	2 801	1 491	1 310	0,6
Porto	28 107	14 284	13 823	6,2
Santarém	14 416	7 667	6 749	3,2
Setúbal	49 309	24 859	24 450	10,9
Viana do Castelo	3 141	1 731	1 410	0,7
Vila Real	2 098	1 020	1 078	0,5
Viseu	4 678	2 552	2 126	1,0
Açores	3 534	2 022	1 512	0,8
Madeira	7 105	3 769	3 336	1,6

Source: Borders and Foreign Services



The results attained are positive and pave the way for the future

Without false modesty, but with accuracy, we can say that an important work was carried out throughout the fifteen months of the Project's activities implementation. This global assessment confirms, on the one hand, the confidence of the CGTP-IN in its work on migrations and, on the other, the positive projection of this work in the future.

Since its beginning, the project was organised and planned with the concern of being compatible with the general framework of the activities developed by the CGTP-IN. Therefore, the calendar of tools necessary for its development and for implementation of scheduled activities, was adapted in accordance with the availability of cadres and union officials who were, simultaneously, supposed to intervene in several trade union actions and struggles as well as in the project development, by mobilizing activists and workers to participate in the different programmed activities.

Consequently, all scheduled materials and actions attained high quality results and fully reached the target audience. In this respect, we underline the fact that we printed all the materials in four languages, those of the more representative immigrant communities: Ukrainian, Romani-

an, English and obviously Portuguese, but also the fact of having held four regional workshops and an International Trade Union Conference.

During the project development, we put up 2500 posters on immigrants integration in different work places and distributed 10000 leaflets. These information tools had the main purpose of making migrant workers aware of their rights and intervention possibilities, and, at the same time, of encouraging them to get in touch with the trade unions and participate in union life in order to solve their problems. This leaflet served (and still serves) the purpose of being a point of contact and "ice-breaker" between migrant workers and trade union officials.

We also produced and printed, in the same languages, **three important tools** with an enormous potential for future use, beyond the time span of this campaign. We are concretely talking about the printing of:

A "Study on the socio-economic reality of migrant workers in Portugal", with 1000 prints. In the study we addressed problems related with international migrations and the role of Portugal as a "turntable" of migrations in Europe. The study also tackles the importance of foreign citizens in the European Union and

particularly the Portuguese emigration to EU member states. Immigration in Portugal is equally dealt with, by presenting immigrants' labour, economic and social situation and the problems more commonly felt by these workers. This was a very important tool to launch the discussions and reflections that took place in the regional workshops;

A "Legal Guide to immigration in Portugal – Guidelines for trade union action", with 2250 prints distributed. Its main purpose is to inform and help immigrants to get acquainted, in a simple way, with the current legislation, understand how existing rights may be enforced and their potential to defend the immigrants, but also their shortcomings and how to overcome them. This is an important tool of information for migrant workers and for general trade union and social action, as long as the present legislation remains in place;

A Newsletter, the "INTEGRAR", of which the N° 1 edition with 2250 prints has already come out. A new double number (N° 2 and N°3) will soon be printed. This Newsletter has the priority of providing information on important events and data related with immigrants, in and outside Portugal, and is a communication tool for all migrant communities, going



“ We put up 2500 posters on immigrants integration in different work places and distributed 10000 leaflets ”

well beyond the trade union world, thus showing the potential of this kind of tool for the CGTP-IN. This is why, after dedicating its first few numbers to the project **"Immigration – Informing and Training for Better Integrating"**, the **"INTEGRAR"** Newsletter has the ambition of becoming the publication of CGTP-IN's Migrations Department.

All these tools were the main support for the reflections and debates of the **5 Regional Workshops**, that were jointly held with some of our Regional Trades Councils, in **Évora** (5 July), in **Lisbon** (7 July), in **Porto** (7 October) and, already in 2012, in **Coimbra** (6 January) and in **Faro** (8 February).

These **Regional Workshops** - each of them attended by 30 to 40 participants (Lisbon was attended by around 50 participants) - allowed us to confirm some already identified situations and detect some new ones. By having the immigrants speaking for themselves, as actors of the migration process, we raised the possibility of not only listening to the immigrants viewpoints but also to those of the trade unionists on the same problems, thus de-

veloping an essential interaction.

Among all the testimonies, we want to highlight the employers' intimidations against immigrants and their strategy of "changing and substituting" the hiring of national workers for migrant workers, to try and pay lower wages and respect less labour and social rights; the inequality and discrimination strongly felt in immigrants' visits to Social Security and Foreigners and Borders Service (SEF) offices; the mistrust and fear of many immigrants in getting involved with the trade unions. Likewise, we defended the relevance of information in the immigrants' mother tongues, notably relating to immigration legislation; the indispensable importance of mutual knowledge between immigrants and Portuguese nationals in order to fight stereotypes – the best way of building mutual trust and convince migrant workers that fighting for their labour rights is also the key to their easier and better integration.

In this framework, unions were clearly challenged to give a first step, so that migrant workers may see the unions as a real force that is also at their service, as work-

“**Unions are a real force that is at their service, as workers and human beings**”

ers and human beings. Finally, we defended the need for a better articulation among trade unions, immigrant associations, solidarity and other social movements, as well as official bodies and public authorities working with immigrants (ACT, SEF, Social Security, Local Authorities) with the aim of achieving higher efficiency in all actions. In this sphere, there was a unanimous opinion on the need to set up networks or minimum coordination among organisations, personalities and public authorities.

Finally, a great **International Trade Union Conference on Immigration** held on 16 December 2011, in Lisbon, which was the Project's most relevant occasion.

This **Conference** was attended by around 200 participants from all Portuguese regions, notably representatives from trade



A Project for the future

Continued from p.15

unions, immigrant associations, Catholic Church, social solidarity and anti-racist movements, as well as by national and international public authorities directly involved in this area.

Particularly relevant was the participation in the **International Trade Union Conference** of representatives from national trade union Centres from the immigrant communities' countries of origin, notably from Brazil, Angola, Cape Verde, Mozambique, S. Tomé, Guinea-Bissau, East Timor, and the Ukraine, a non-Portuguese speaking country.

“ We highlight the employers' strategy of “changing and substituting” the hiring of national workers for migrant workers, to try and pay lower wages and respect less labour and social rights ”

This Conference, the first ever held by the CGTP-IN in the field of its Migrations work, was an opportunity to develop an analysis of the national and international migrations process, in its different scopes (in Portugal and in the countries of origin).

Particularly topical were the interventions of **IMO (OIM)**, the *International Migrations Organization*, of **ACIDI**, the *High Commission for Immigration and Intercultural Dialogue*, of **CARITAS**; of the **Episcopate Social and Human Mobility Committee**, and of the **General Labour Inspector** himself, this considering their contributions and visions on migrations and on the enormous potential for “networking” with the CGTP-IN and trade unionists in general, aiming at added efficiency in the specific work of each respective organisation. *International Trade Union Perspectives and Practices* were tackled by the trade unionists from different corners of the earth: CUT/Brazil – Latin America, UNTC-CS/Cape Verde – Africa, KSTL/CSTL/East Timor – Asia and FPU/Ukraine – Europe.

The labour perspectives and challenges of immigrants were also discussed, particularly by the President of the **Portuguese CARITAS**, Professor Eugénio da Fonseca, by the personal representative of the **High Commissioner for Immigration**, Dr. Duarte Miranda Mendes and by the **General Labour Inspector**, Dr. José Luís Forte - Chairman of the ACT/Authority for Work-

ing Conditions.

During the Conference proceedings, in the open discussion period, many participants intervened, with their contributions, highlighting concrete situations or addressing questions to the main speakers, making the Conference debates become very lively and rich.

Representing CGTP-IN's Executive Board, intervened its General Secretary, Manuel Carvalho da Silva, who opened the Conference and Carlos Trindade, responsible for the Migrations Department, who closed Conference but also spoke in the different panels.

Giorgio Casula
CGTP-IN

CGTP-IN Migrations Department

To copy all documents

To copy or download all the Conference documents in Portuguese, English, Ukrainian and Romanian, please click on CGTP-IN website, on:

http://cgtp.pt//index.php?option=com_content&task=category§ionid=20&id=187&Itemid=317

