

Annotated Bibliography Key studies State of Play Review

Big Cities research

1.

Balbo, M. (ed.) (2005) International migrants and the city. Nairobi: UN-Habitat.

This report documents the immigrant integration experiences of 10 cities around the world: Bangkok, Berlin, Dakar, Karachi, Johannesburg, Naples, Sao Paolo, Tijuana, Vancouver, Vladivostok. The study aims at a better understanding of international migration affecting cities worldwide. Apart from 10 chapters that present the case-studies, the volume includes a general introduction and conclusion focused on the challenges for cities in the South. General recommendations are formulated, focussed on challenges for cities in the South, helping to enhance local government capacity to maximise the benefits and curb negative consequences of international migration.

Link:

http://www.miurbal.net/documents/p001_International%20Migrants%20and%20the%20City.pdf

2.

Bochove, M., Rusinovic, K and Engbersen, G. (2011) On the red carpet: Expats in Rotterdam and The Hague. Rotterdam: Erasmus University Rotterdam.

Expats are seen as both economically and socially important for cities. Dutch local and national governments have developed policies to attract highly-skilled immigrants. However, up until now little (scientific) research has been done among expats in the Netherlands. Based on 75 interviews in Rotterdam and 30 interviews in The Hague, this study reports on the ways the expats participate in Dutch society, and the kind of problems or barriers they experience. The report includes recommendations for improving urban expat policy.

Link: <http://www.eur.nl/fsw/soc/onderzoek/expats/>

3.

Bosswick, W., Lüken-Klaßen, D. and Heckmann, F. (2007) Housing and integration of migrants in Europe. Study in cooperation with the CLIP-research team). Dublin: European Foundation for the Improvement of Living and Working Conditions/Council of Europe.

Overview report of the CLIP project's first research module on housing, based on 20 case studies on housing and migrant integration in 20 European cities (including a Turkish city). The report offers a systematic analysis of the residential segregation of migrant groups in these 20 European cities and of the access by migrants to affordable and decent housing. It aims to provide an overview and expert analysis of relevant housing policies and measures at the local level in European cities, as well as indicators for evaluating their effect. Recommendations are formulated on three levels: EU level, EU Member States and local policy makers. A good practice guide has been published separately, as well as the 20 case study reports.

Link: <http://www.eurofound.europa.eu/areas/populationandsociety/cliphousing.htm>

4 (=20)

Brender, N., Cappe, M., Golden, A. (2007) Mission possible: Successful Canadian cities. The Canada Project Final Report Volume III. Ottawa: The Conference Board of Canada.

This volume takes a comprehensive look at the capacity and the potential of Canada's major cities to act as engines of national prosperity and as platforms for competing in the global marketplace. Considerable attention is given to various migrant and refugee issues, for instance problems of

affordable housing and labour market participation. Most of the recommendations are not directly on migrant issues and policies, but some of them are of relevance indirectly.

Link: <http://www.conferenceboard.ca/documents.aspx?did=1904>

5.

Choudhury, T. (2010) Muslims in Europe: A report on 11 EU cities. New York: Open Society Institute.

The Open Society Institute report constitutes the comparative analysis of data from 11 cities in seven European countries. While not representative of the situation of all Muslims in these cities, this report does capture a snapshot of the experiences of Muslim communities in select neighbourhoods in Amsterdam and Rotterdam, Antwerp, Berlin and Hamburg, Copenhagen, Leicester and Waltham Forest–London, Marseille and Paris, and Stockholm. Based on the results of this study, the ‘At Home in Europe’ project has developed a comprehensive set of recommendations for policymakers at the European, national, and local levels.

Link: <http://www.soros.org/initiatives/home>

6.

Davies, A. and Jacobsen, K. (2010) ‘Profiling urban IDPs’, *Forced Migration Review*, 34: 13-15.

The article is on the need of urban profiling of IDPs. Three case studies – in Khartoum (Sudan), Abidjan (Ivory Coast) and Santa Marta (Colombia) – show that it is feasible to obtain better estimates and characteristics of urban IDPs and a greater understanding of the contextual issues that concern them. Such information can help governments and aid agencies develop better-informed strategies to assist and protect IDPs.

Link: <http://www.fmreview.org/urban-displacement/FMR34.pdf>

7.

ENGIME consortium (2005) Economic Growth and Innovation in Multicultural Environments (ENGIME). Final report of the research consortium of nine teams, coordinated by Fondazione Eni Enrico Mattei, Funded by EC FP5 programme. Brussels: European Commission, DG Research.

This is the final report of the interdisciplinary research consortium ENGIME to study the complex relationships between economic growth, innovation, creativity and cultural diversity in cities. The project aimed at deeper understanding of the structural changes taking place in European society, to identify ways of managing these changes and to promote the active involvement of European citizens in shaping their own futures. Building on cases studies on London, Banská Bystrica (Slovakia), Baroda (India), Chicago, Rome and Antwerp, and six workshops, a policy framework for dealing with diversity is developed.

Link: <http://cordis.europa.eu/documents/documentlibrary/100124261EN6.pdf>

8.

Frouws, B and Buiskool, B.J. (2010) Migrants to work : innovative approaches towards successful integration of third country migrants into the labour market. Final report, commissioned by the European Commission. Zoetermeer: Research voor Beleid.

The purpose of this study is to identify barriers that third country migrants may face in gaining access to employment and to examine innovative and practical ways to improve the integration of third country migrants into the labour market. Research consisted of 15 European country studies, with in-depth studies of 15 innovative existent approaches (best practices). The study offers conclusions on barriers, approaches and instruments, and effective mechanisms. Six basic tools or effective mechanisms were identified which can, and should be, used to develop a comprehensive and effective approach for labour market integration of third country migrants: integrated approach, tailored approach, partnerships and involvement stakeholders, employer involvement, staff skills, outreach strategy.

http://www.raadwerkinkomen.nl/nl-NL/Datasources/Signalen/2565/Migrants_to_work_innovative_approaches_towards_successful_integration_of_third_country_migrants_into_the_labour_market_final_report

9.

Froy, F. and Giguère, S. (eds.) (2008) From immigration to integration: Local solutions to a global challenge. Paris: OECD.

Integration of immigrants is crucial for the potential economic advantage of migration to be harnessed. This publication highlights common principles and key factors which are important in supporting integration at the local level, particularly in relation to the development of effective governance approaches. Recommendations for national and local governments are based on a comparative analysis of case studies. The book includes chapters on local initiatives implemented in five OECD countries: Canada, UK (London), Spain, Italy, Switzerland, and a comparative analysis chapter. It systematically develops recommendations for labour market integration policies on local level as well as a supportive national policy.

Link:

http://www.logiqo.com/easycontact/ec/british/opencities/jun09/archives/from_immigration_to_integration.pdf

10.

Gebhardt, D. and Guentner, S. (2007) Cities and economic migration: challenges and local policy responses. Brussels: EUROCITIES.

This study examines how European cities organise the reception and social inclusion of economic migrants, and the efforts that these cities take to improve the management of international economic migration flows. The study was developed in cooperation with 19 EUROCITIES member cities, together with two EUROCITIES working groups. Based on a collection of good practices in the field of economic migration, the study offers a toolkit for cities that want to improve their economic migration policies. In addition, recommendations for European and national policy makers are presented, outlining the additional support that is needed for cities to succeed in their work on social inclusion for migrants and the removal of any existing legislative or other barriers to this task.

Link: http://www.eurocities.eu/main.php?q=document&content=content/all_documents.php

11.

Hiebert, D. et al. (2006) The housing situation and needs of recent immigrants in the Montréal, Toronto, and Vancouver CMAs: an overview. Ottawa: Canada Mortgage and Housing Corporation (CMHC).

This report summarizes a five-volume study of immigrants in the housing markets of Canada's three largest metropolitan areas: Montréal, Toronto and Vancouver. It describes the changing trajectories of immigration and the housing markets of these three cities, summarizes the housing characteristics of the immigrant population compared with the Canadian-born, then focuses on households that are in vulnerable circumstances. Finally, the Longitudinal Survey of Immigrants to Canada (LSCIC) provides insight into the experience of immigrants in the housing market within their first few months of settlement. On the basis of the findings suggestions for policy directions are formulated.

Link: <https://www03.cmhc-schl.gc.ca/catalog/productDetail.cfm?cat=123&itm=48&lang=en&fr=1293185214914>

12.

Jacobsen, K. (2005) 'Urban refugees', in Jacobsen, K. The Economic Life of Refugees, p. 39-52. Bloomfield: Kumarian Press.

The overall purpose of the book is to explore forcibly displaced people as economic actors: how people 'survive and even thrive' after displacement. The chapter on urban refugees explores the economic survival of refugees in urban areas. The chapter - as the book in general - is based on

findings from various research projects . It results in recommendations for host governments and relief organisations, to promote that refugees are an asset instead of a burden to the city.

13.

Karsten, S. (2010) 'School segregation', in: OECD (2010): Equal opportunities? The labour market integration of the children of immigrants, 193-210. Paris: OECD.

This chapter by Karsten reviews the available evidence on the impact of the ethnic and socio-economic composition of the school on students' education outcomes. It also discusses policy options aimed at achieving a more equal distribution of children of immigrants across schools. Karsten concludes that educational segregation is mainly the outcome of a process of residential segregation, processes of supply and demand on the local school market, and general selection processes in education. Up to now, there have been not many, fully successful, policy programmes to create a more "balanced" system of schools in most OECD countries. Among the initiatives, three methods or approaches to desegregate are distinguished.

<http://www.nbbmuseum.be/doc/seminar2010/nl/bibliografie/kansengroepen/ocde2010.pdf>

14.

Kwankye, S.O., Anarfi ,J.K., Addoquaye Tagoe, C. and Castaldo, A. (2007) Coping Strategies of Independent Child Migrants from Northern Ghana to Southern Cities. Working Paper WP-T23, DRC on Migration, Globalisation and Poverty. Brighton: University of Sussex.

This paper investigates the coping strategies independent child migrants adopt in their day-to-day lives in two of Ghana's cities: Accra and Kumasi. It considers the questions: what are the main reasons for the children staying in the destination areas? What risks are these child migrants exposed to? What coping/survival strategies do they adopt? It looks as if the north-south independent migration of children in Ghana has almost become a rite of passage and the child migrants go through a lot in a bid to survive in the destination areas. It is therefore important that policies and programmes are evolved to ensure that the risks involved in the migration of these children are reduced while sensitizing them well to take advantage of the opportunities it may present.

Link: <http://www.dfid.gov.uk/r4d/SearchResearchDatabase.asp?OutPutId=176272>

15.

Landau, L. (2008) 'Decentralization, migration, and development in South Africa's Primary Cities', in: A. W. Kabwe-Segatti and L.B. Landau (eds.) Migration in post-apartheid South Africa challenges and questions to policy-makers, p. 163-211. Notes & Documents Series no. 38. Paris: Research Department Agence Française de Développement.

This chapter explores local government responsibilities for addressing migration, the localised effects of migration, and the challenges of developing effective local responses in South Africa. It argues that South Africa's inability to develop effective, contextualised policies on migration is having significant, negative development impacts. This chapter draws on a set of data generated by migration-related research conducted between 2002 and 2006. It is recommended that governments have to develop empirically informed and proactive policy responses, and the need for recognising that people born outside of South Africa are a permanent feature of South African cities, and thus efforts have to be taken to counter exclusion based on nationality.

Link:

<http://www.afd.fr/jahia/Jahia/home/publications/NotesDocuments/pid/4760%20Documents%20de%20travail%20Document%20de%20travail%20n%2063>

16.

Landau, L (2009) Changing local government responses to migration in South Africa. Unpublished paper, Conference Urban-Rural Linkages and Migration, University of Dortmund, September 17th.

The paper presents an overview of migration dynamics and challenges in South Africa, drawing on an ecumenical set of data illustrating the intersections between human mobility and development in South Africa. The author makes five recommendations for improving migration policy and management: (1) reconsider the analytic and bureaucratic divisions, (2) the need to enhance the role of local governments in an approach on human mobility; (3) situate migration and its management within global debates on governance and development, (4) fundamentally reconsider how resources are allocated to municipalities, (5) any effort to incorporate migration into long-term policy and governance systems will require better data and integration of data in planning processes.

Link: <http://www.raumplanung.uni->

[dortmund.de/rel/typo3/fileadmin/download/Conference/programme/Landau_Changing%20local%20government%20responses%20to%20%20migration_17.09.09.pdf](http://www.raumplanung.uni-dortmund.de/rel/typo3/fileadmin/download/Conference/programme/Landau_Changing%20local%20government%20responses%20to%20%20migration_17.09.09.pdf)

17.

Laurence, J. (2007) Integrating Islam: a new chapter in “church-state” relations. Transatlantic Task Force on Immigration and Integration publication. Washington, DC: Migration Policy Institute and Bertelsmann Stiftung.

Drawing on examples from throughout the European Union, the report provides a framework for establishing dialogues that can play a critical role in integrating newcomers of various faiths, many of whom still have foreign nationality. The report formulates five principles or guidelines for structuring intercultural dialogues, based on best practices, relevant for both national and local policy makers.

Link: http://www.migrationpolicy.org/news/2007_10_04.php

18.

Lüken-Klaßen, D. and Heckmann, F. (2010) Intercultural policies in European cities. Study in cooperation with the CLIP-research team. Dublin: European Foundation for the Improvement of Living and Working Conditions/Council of Europe.

This is the overview report of CLIP’s third research module. To support the exchange of experience and learning between cities, this module examined intercultural policies and practices in 31 European cities (including 2 Turkish cities). The research explored the major needs in intergroup relations between municipal authorities and minority groups, the responses of cities and migrant organisations to meet these needs and the measures taken by cities to improve attitudes and relations between majority and minority groups. How cities deal with the problem of radicalisation and what measures they have put in place to counter it were also important elements of the study. While the CLIP project covers relations between all groups living in the cities that make up the network, it places a particular focus on the experiences of Muslim communities, as Islam is the largest ‘new’ religion in CLIP cities. Recommendations are formulated for EU Policymakers, EU Member States and local policy makers. A Good practice guide has been published separately.

Link: <http://www.eurofound.europa.eu/areas/populationandsociety/clipintercultural.htm>

19.

Mitnik, P.A., Halpern-Finnerty, J. and Vidal, M. (2008) Cities and immigration: local policies for immigrant-friendly cities. Madison, WI: Center on Wisconsin Strategy.

This report provides a menu of policy options for US cities that intent on responding to the needs of their growing immigrant populations. Building on policy experiments and experiences from all around the country, and also from the knowledge and ideas of policy experts and activists interviewed or consulted for this report, the report offers options grouped into four main categories: immigration law enforcement, employment and self-employment, health care, and other basic services (e.g. language access policies, municipal ID cards). The report also summarizes reasons why immigrant-friendly policies are vital to the well-being of cities.

Link: http://www.cows.org/about_publications_detail.asp?id=422

20.

Newland, K., Tanaka, H. and Barker, L. (2007) Bridging divides: The role of ethnic community-based organizations in refugee integration. Washington, DC: Migration Policy Institute and International Rescue Committee.

This report examines how ethnic community-based organizations (ECBOs) founded by refugees partner with the government, voluntary resettlement agencies and other institutions to provide refugees with essential services. The authors profile organizations in cities including: New York; Raleigh and Greensboro, NC; Minneapolis and St. Paul, MN; Nashville, TN; Lowell, MA; and Chicago, IL. The report illustrates several innovative programs from culturally appropriate health education to business clubs offered by ECBOs to help refugees become upwardly mobile and engaged. The report also addresses the challenges facing ECBOs in providing services, and presents recommendations and organizational development strategies for ECBOs, as well as recommendations for the Federal Office of Refugee Resettlement, and a few recommendations for State and local governments.

Link: <http://www.theirc.org/news/press-release-world-refugee-day-new-report-shows-community-self-help-key-refugee-integration-4259>

21.

Pattanaik, B. K. (2009) 'Young Migrant Construction Workers in the Unorganised Urban Sector', South Asia Research, 29(1), 19-40.

This article constitutes an empirical socio-economic analysis based on a field study involving 1200 young unorganised workers found in the construction sector of the so-called tri-city of Chandigarh, Panchkula and Mohali in India. Based on the findings, the author argues that Indian policy makers, with specific regard to the urban unorganised labour sector, should take more adequate measures for the protection of human rights of such migrant workers, including proper registration of these workers that would give them a formal identity and enable them to form labour unions.

Link: <http://sar.sagepub.com/content/29/1/19>

22.

POLITIS (2007) Policy brief of the POLITIS project: *Building Europe with new citizens? An inquiry into the civic participation of naturalised citizens and foreign residents in 25 countries.* EC funded. Oldenburg: University of Oldenburg. Available at: www.politis-europe.uni-oldenburg.de

In this EU-funded project, the positive potential of immigrants for the development of an active European society was explored. Three research institutes and an NGO worked together in the POLITIS project. In addition, thirty-five experts were involved in the production of Country Reports on Immigrant Civic Participation for all 25 EU Member States. The output of the project included various publications: 25 country reports, a final report, a policy brief and an edited book (Dita Vogel (ed.) *Highly Active Immigrants: A resource for European civil societies*, Frankfurt am Main, Berlin, etc., 2008). The policy brief provides policy recommendations on research priorities in migration studies; recommendations regarding the practices and policies of mainstream and immigrant organisations; and issues related to public discourse and integration measures at the local and national level.

Link: <http://www.politis-europe.uni-oldenburg.de/>

23.

Spencer, S. (ed.) (2006) Refugees and other new migrants: a review of the evidence on successful approaches to integration. Study commissioned by the Home Office. Oxford: University of Oxford/COMPAS.

A literature review commissioned by the Home Office to inform the future UK policy and research agendas, by summarising current knowledge about 'what works' in the integration of new migrants and refugees and identifying gaps in knowledge on which research could focus. The review presents the evidence base on successful approaches to the integration of refugees and other new migrants in the UK, focusing on five aspects: community relations, housing, employment, health and education. The purpose of the review is to identify: the integration outcomes, factors contributing to these

outcomes, the effectiveness of interventions undertaken to improve outcome, and the quality of the evidence base and how it can be improved. Three messages to inform the policy and research agendas emerge particularly strongly from the report: the power of providing information for migrants, host communities, the media and service providers; the importance of investing in language tuition; and the need to consider how major data gaps could be addressed.

Link:

http://www.compas.ox.ac.uk/fileadmin/files/pdfs/Non_WP_pdfs/Reports_and_Other_Publications/Refugees_new%20migrants%20Dec06.pdf

24.

Spencer, S. (2008) Equality and diversity in jobs and services: city policies for migrants in Europe. A study on the basis of city reports compiled by the CLIP research team. Dublin: European Foundation for the Improvement of Living and Working Conditions/Council of Europe.

This report is one of the publications based on the findings of 25 city reports, prepared during the second research module of the CLIP project. It examines municipal equality and diversity policies and practices in 25 European cities (including a Turkish city). The main focus of the report is municipal employment and municipal service provision. Although municipal authorities are major employers and service providers in cities, their role in this context, particularly as employers, is rarely analysed. This report documents a range of positive initiatives taken to remove barriers to employment, such as targeted advertising of jobs in migrants' languages, advanced language classes, translation of information about services provided, and training of staff to provide assistance in job applications. Recommendations are formulated for EU policymakers, EU Member States and local policy makers. A Good practice guide has been published separately.

Link: <http://www.eurofound.europa.eu/areas/populationandsociety/clipdiversity.htm>

25.

Spencer, S. and Cooper, B. (2006) Social integration of migrants in Europe: A review of the European literature 2000 – 2006. Study commissioned by OECD. Oxford: University of Oxford/COMPAS.

This study, commissioned by the OECD, is a comparative review of European literature and evidence on integration processes and the prospects of immigrants in Europe and of policies promoting social cohesion. It aims to draw out the implications of the main findings for European policy making and to identify the limitations of the available knowledge as an evidence base. The review focuses on recent literature (2000-2006) and primarily on selected Western European countries: France, Germany, Italy, the Netherlands, Sweden and the United Kingdom. Literature is reviewed with regard to education, housing and neighbourhoods, health, citizenship, civic participation, migrant organisations, cultural integration. Recommendations for policy makers (national, regional and local) are formulated with regard to data collection and research (gaps and lacunas, requirements for policy research, etc.) and with regard to the fields of review.

Link: <http://www.compas.ox.ac.uk/publications/reports/spencer-oecd-literature-review/>

26.

Unnithan-Kumar M., McNay, K. and Castaldo, A. (2008) Women's migration, urban poverty and child health in Rajasthan. Working Paper T-26, Development Research Centre on Migration, Globalisation and Poverty. Brighton: University of Sussex.

The paper examines the consequences of internal migration for women's reproductive experiences and for their children's health and is based on work between 2002-2004 carried out in two urban slums (basti) in Jaipur city, the capital of the state Rajasthan of the Republic of India. The research presented in this paper specifically focuses on the positive and negative roles of migration for the survival prospects of children in Rajasthan. A key point the authors make in the paper is that many poor people are forced to move on a regular and chronic basis and that this movement has both negative and positive consequences for their health and nutritional status.

Link: <http://www.dfid.gov.uk/r4d/SearchResearchDatabase.asp?OutPutId=177441>

27.

Vertovec, S. (2007) New complexities of cohesion in Britain: Super-diversity, transnationalism and civil-integration. A Thinkpiece for the Commission on Integration and Cohesion. London: Communities and Local Government Publications

Through a review of social scientific research and theory, this commissioned thinkpiece explores dimensions of immigration-related diversity and socio-cultural complexity existing in the UK today. The paper discusses the linkages between processes and practices of transnationalism and integration, as well as several issues surrounding everyday social relations and practices of civility in 'super-diverse' contexts.

Link:

http://collections.europarchive.org/tna/20080726153624/http://www.integrationandcohesion.org.uk/Research_documents.aspx

28.

Wise, A. and Ali, J. (2008) Muslim Australians and local government: Grassroots strategies to improve relations between Muslims and non-Muslim Australians. Final Research Report. Sydney: MacQuarie University/Commonwealth of Australia.

The Centre for Research on Social Inclusion was commissioned by the Department of Immigration and Citizenship of the Australian Government to conduct qualitative, empirical research to investigate community-based activities for improving relations between Muslim and non-Muslim-Australians. The focus of the report is Muslim-Australians who have increasingly experienced racism and discrimination in the face of recent global events such as the terrorist attacks of September 11th, and the London and the Bali bombings. Through an examination of a variety of initiatives and projects developed by local councils and Muslim and non-Muslim non-government organisations, the project investigated the most effective community-based activities for improving relations between Muslim and non-Muslim-Australians.

Link: <http://www.immi.gov.au/media/publications/multicultural/grassroots/>

29.

Wong, W. and Poisson, Y. (2008) From immigration to participation: A report on promising practices in Integration. Ottawa: Public Policy Forum.

The report explores current perspectives on immigrant integration and innovative strategies that engage receiving communities in the settlement process of newcomers. The research focused on six priority issues. The promising practices outlined in the report are organized by these issues/topics: 1) employment programs and services; 2) access to information, 3) language acquisition, 4) acceptance and understanding, 5) role of the school system, 6) social support. The study presents an annotated list of promising practices and policy relevant conclusions and recommendations based on this overview and the results of a survey among policymakers and practitioners in different communities and regions of Canada.

Link: <http://www.hippycanada.ca/downloads/Immigration.pdf>

30.

Wood, P., Landry, C. and Bloomfield, J. (2006) Cultural diversity in Britain: a toolkit for cross-cultural co-operation. York: Joseph Rowntree Foundation.

This study of cultural diversity, explores new ways of unlocking the potential in diversity and identifies strategies to aid greater exchange between different cultural groups. The study draws on local case studies and in-depth interviews with 33 intercultural innovators in seven UK cities, with comparative analysis also conducted in Europe, North America and Australasia. The authors examine the connections between cultural diversity, innovation and thriving, prosperous urban communities, in relation to the economic, social and cultural mix of Britain's population. They developed tools to

harness the potential of diverse communities, and their powers of innovation, for use by policymakers, planners and practitioners. The study evaluated six aspects of local activity: public consultation and engagement; urban planning and development; business and entrepreneurship; schools; the arts and creative industries; sport. The project went further by helping participating cities to develop specific economic, social, cultural and planning policies and so to become role models for others.

Link: <http://www.praxisinstitut.de/motzko/downloads/pdf/2702.pdf>

Business Sector Research

1

Anderson, B. and Ruhs, M. (2008) A need for migrant labour? The micro-level determinants of staff shortages and implications for a skills based immigration policy. London: Migration Advisory Committee (MAC). 59 p.

This overview paper discusses existing research on the key conceptual questions that arise in the analysis of staff shortages and the demand for migrant labour at a micro-level. It draws on some of the evidence laid out in the commissioned review papers on seven sectors (agriculture, food processing, construction, health care, social care, financial services, and the hospitality sector) in the UK as well as on the broader academic literature. The paper also explores the implications of the analysis of microlevel factors for the assessment of staff shortages and the design of a skills-based immigration policy. The paper is part of a research project carried out by researchers of COMPAS and commissioned by the MAC. The project includes this overview paper plus seven sectoral review papers; these papers were developed into the chapters of a book ("Who Needs Migrant Workers? Labour Shortages, Immigration and Public Policy", edited by Martin Ruhs and Bridget Anderson and published by Oxford University Press, September 2010.).

Link:

<http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/workingwithus/mac/239769/andersonandruhs2008>

2

Bommes, M., Hoesch, K. Hunger, U. And Kolb, H. (eds.) (2004) 'Organisational recruitment and patterns of migration: interdependencies in an integrating Europe', *IMIS Beiträge 25: 7-297 (Special Issue)*.

The issue-volume of IMIS-Beiträge presents the main findings of the international research project 'The Political Economy of Migration in an Integrating Europe' (PEMINT), funded by the 5th Research Framework Programme of the EU from 2001-2004. The project centred on the question of how decision-making processes concerning labour recruitment by national and multi-national firms lead to different outcomes in terms of labour mobility and international migration under the impact of different welfare provisions, fiscal systems and regulatory frameworks. The research was organised by economic sectors: construction, health care, and information and communication technology. It followed a comparative inter- and intra-sectoral approach in five EU-countries (Germany, Italy, Netherlands, Portugal, United Kingdom) and one non-EU country (Switzerland).

www.imis.uni-osnabrueck.de/pdf/iles/imis25.pdf

3

BSR (2008) *International labor migration: A responsible role for business*. San Francisco etc.: Business for Social Responsibility (BSR)

International companies are in a unique position to improve conditions for migrant workers by strengthening company codes of conduct, increasing training and verification with suppliers, and engaging with policymakers and other key stakeholders. To aid companies in these efforts, Business for Social Responsibility (BSR) has issued this report, funded by the John D. and Catherine T. MacArthur Foundation, which identifies current trends among labour migrants in the global South and makes recommendations on how companies can engage on the issue to prevent human rights abuses. The research-based evidence consists of a case study (Philippines) and insights from field research in other countries, in combination with expert opinion. BSR's report outlines three action steps for companies to understand the use of migrant labour within their supply chains, develop policies to ensure worker rights protection, and actively engage with stakeholders

Link: http://www.bsr.org/reports/BSR_LaborMigrationRoleforBusiness.pdf

4

BSR and FIAS (2008) *Competitiveness and Corporate Responsibility in the Jordanian Apparel Industry; A component of IFC-Advisory Services Licensing and Inspection Program*. BSR (Business for Social Responsibility) and FIAS, the multi –donor investment climate advisory service of the World Bank Group. Available from: <http://www.bsr.org/>

In June 2006, the Government of Jordan, through the Ministry of Trade and Industry, asked IFC PEP-MENA to support the Government of Jordan's initiative in implementing a comprehensive licensing and inspection reform program in Jordan. This report is the result of the program's corporate social responsibility (CSR) component, developed by the World Bank Group's Foreign Investment Advisory Services (FIAS). This report aims partly at expressing the view of the private sector (local manufacturers and buyers) of on-going reforms. It also aims at assisting the Jordanian Government and donors in developing the right "bottom-line" incentives to improve compliance with labor law and buyer standards and promote continued industry competitiveness.

Link: <http://www.bsr.org/en/our-insights/report-view/competitiveness-and-corporate-responsibility-in-the-jordanian-apparel-indus>

5

Cerna, L. (2010) *Policies and practices of highly skilled migration in times of the economic crisis*. International Migration Papers No. 99. Geneva: ILO.

The paper was prepared under the ILO project on "Effective Action for Labour Migration Policies and Practice", supported by the Department of International Development (DFID), United Kingdom. In this paper, Lucie Cerna examines the impact of the crisis on highly skilled immigration policies in five regions: Asia, Australasia, Europe, the Middle East, and North America.

http://www.ilo.org/public/english/protection/migrant/info/imp_list.htm

6

CIPD (2005) *Managing diversity linking theory and practice to business performance*. London: Chartered Institute of Personnel and Development (CIPD). 26 pages

This whitepaper looks at the relationship between changes in the business world and managing diversity. It suggests adopting a balanced scorecard approach, to integrate diversity into business strategy and operational activities. It looks at the relationship between changes in the business world and diversity management both theoretically and practically. It concludes that organisations will improve business performance by integrating diversity into their business strategy but they have to invest time and effort to do it. It argues that creativity, innovation and flexibility are essential for organisations to survive in the business world..

Link: <http://www.cipd.co.uk/hr-resources/research/managing-diversity-linking-theory-practice-to-business-performance.aspx>

7

Collett, E. and Zuleeg, F. (2008) *Soft, scarce, and super skills: Sourcing the next generation of migrant workers in Europe*. Paper commissioned by the Transatlantic Council on Migration. Washington, DC: Migration Policy Institute.

The authors examine how the selection criteria that developed-country immigration systems widely use (particularly points systems and occupational "shortage lists") fail to capture three important skill groups: soft, scarce, and super. On the base of a literature review, the authors discuss key policy recommendations to improve governments' skilled-immigrant recruitment strategies.

<http://www.migrationpolicy.org/transatlantic/>

8

EC (2008) *Continuing the diversity journey: business practices, perspectives and benefits*. Luxembourg: European Commission.

The report sets out the business case for diversity and considers the main barriers faced by small and medium sized enterprises when employing staff with diverse profiles. The current research goes beyond the earlier study, entitled *The business case for diversity — Good practices in the workplace*, undertaken for the European Commission in 2005. Most importantly, the research concentrates on what is arguably the most important group of companies in Europe — namely, the small to medium-sized enterprises (SMEs), which account for 75 % of all the employees in Europe. It identifies tools for a successful diversity journey.

http://ec.europa.eu/culture/documents/continuing_diversity_journey.pdf

9

ECCR (2009) *Vulnerable migrant workers: The responsibility of business. An overview and comparative analysis of food production, manufacture and retail companies*. Oxford: The Ecumenical Council for Corporate Responsibility (ECCR).

This report provides an overview of the vulnerable position of many migrant workers employed in the UK and Ireland and offers a comparative analysis of companies' policies and practices towards migrant workers: the extent to which nine food production, manufacture and retail companies address this vulnerability. It assesses companies' supply chain codes against the ETI's Base Code and provides recommendations for improving business practices. The report focuses on low-paid migrants from the Eastern EU member states. The Ecumenical Council for Corporate Responsibility (ECCR) is a membership organisation working for economic justice, environmental stewardship, and corporate and investor responsibility.

Link: <http://www.eccr.org.uk/module-htmlpages-display-pid-20.html>

10

EHRC (2010) *The UK's New Europeans : Eastern European migrant employment patterns*. London: Equality And Human Rights Commission. Available at: <http://www.equalityhumanrights.com/>

This comprehensive report looks at the skills and employment patterns of Eastern European migrants to the UK. The report examines the social integration, career progression and opportunities available to migrants and their impacts on the UK economy and indigenous workforce. This report highlights the need to provide help for the most vulnerable. The Migration Policy Institute was commissioned by the Equality and Human Rights Commission to produce UK's New Europeans Report . The report includes analysis of data from the Labour Force Survey (LFS), the Worker Registration Scheme (WRS), other government data and literature.

<http://www.equalityhumanrights.com/news/2010/january/eastern-european-migrant-employment-patterns-reviewed/>

11

Hugo, G. and Young, S. (eds.) (2008) *Labour mobility in the Asia-Pacific region: dynamics, issues and a new APEC agenda*. Singapore: IEAS.

International labour mobility has been on the rise in the Asia-Pacific region. This publication offers synthesis papers stemming from the studies on international labour migration and relevant policies in 20 Asia-Pacific economies which were discussed at a joint PECC-ABAC conference held in Seoul, Korea, on 25-26 March 2008, organized by KOPEC. The purpose of the book is to summarise available data and recommend steps to improve the governance of migration.

Based on country studies available at: http://www.pecc.org/resources/cat_view/45-labor

12

ILO (2009) *Preventing Forced Labour Exploitation and Promoting Good Labour Practices in the Russian Construction Industry*. Geneva: International Labour Organization and European Bank for Reconstruction and Development

A joint report of the ILO and the European Bank for Reconstruction and Development (ERBD). The report should be seen as an initial attempt to analyse labour conditions in Russia's construction

sector and to discuss the feasibility of using the elements of corporate responsibility as tools to address some of the deficiencies, especially related to labour rights and the exploitation of migrant workers. The research design and preliminary results were discussed during an expert roundtable in Moscow in November 2006. It was followed by consultations with various Russian stakeholders from the industry as well as with workers' organisations.

Link: http://www.ilo.org/sapfl/Informationresources/ILOPublications/lang--en/docName--WCM_041904/index.htm

13

Kraal, K. and Roosblad, J. (2008b) Equal opportunities on the labour market for immigrant people and ethnic minorities; IMISCOE Working Paper No. 22. Amsterdam: IMISCOE.

This working paper stems from an initiative in which IMISCOE researchers and practitioners were brought together in an international IMISCOE expert meeting, 2007 in Amsterdam, to create a dialogue on 1) discrimination on the labour market, 2) gender and immigrants on the labour market, 3) equity policies in organisations and 4) diversity management and the business case. The working paper discusses how current knowledge and insights on these 4 themes can help to combat discrimination and improve and initiate measures to achieve equality. It is based on state of the art reports prepared by IMISCOE researchers. Revised versions of these reports are published as separate chapters in the volume edited by Kraal, Roosblad and Wrench (2009). In addition, a policy brief has been published as results of the discussions that took place at the international workshop: Kraal and Roosblad 2008a.

Link: <http://dare.uva.nl/record/287737>

14

Kukushkin, V. and Watt, D. (2009) *CanCompete: Immigrant-friendly businesses. Effective practices for attracting, integrating, and retaining immigrants in Canadian workplaces*. Ottawa: The Conference Board of Canada. 62 p.

Businesses that attract, integrate, develop, and retain international talent benefit from an expanded knowledge and skills base. However, many immigrants face challenges when trying to enter the Canadian labour market or integrating into Canadian workplaces. This report looks at the ways businesses can mitigate these challenges by adapting and implementing a number of "immigrant-friendly" programs and practices along a recruitment, integration, development, and retention continuum. An analysis of award-winning business programs and practices and a series of key informant interviews yield practical insights that businesses can use to more effectively leverage the skills, knowledge, and creative capacity of international talent. Finally, the report identifies some "keys to success" for making immigration work in Canadian businesses.

Link: <http://www.conferenceboard.ca/documents.aspx?DID=3278>

15

Lee-Archer, B., Brailey, C., Le Noir, M. and Ziehm, O. (2008) *For the good of the global economy. Social protection for the migrant worker*. Somers, NY : IBM Institute for Business Value. 20 p.

Most social protection schemes are not suited to the newer migratory patterns of the 21st century that involve short stints of employment in multiple countries. Given the movement toward globalization and increased worker mobility, the IBM Institute for Business Value recently undertook a study to analyse the impact of these trends on government programs. Interviews with social protection agencies were conducted in Germany, France, the United Kingdom, Japan, Canada and Australia. Secondary research was conducted across a broad range of countries. The report is based on this study. Major challenges for governments are discerned and recommendations are provided to address these challenges.

Link: <http://www-935.ibm.com/services/us/gbs/bus/pdf/g510-6628-00-globaleconomy.pdf>

16

Martin, P. (2009) *Reducing the cost burden for migrant workers: A market-based approach*. Contribution from the GFMD ad-hoc Working Group on Protecting and Empowering Migrants for Development. 3rd Global Forum On Migration and Development (GFMD) meeting, Athens, 2009. GFMD. 58 p.

The report assesses the feasibility of financial intermediation to provide Bangladeshi migrant workers with low cost loans to cover up front costs. The study also provides interesting and useful background reading for better understanding the recruitment processes for many migrants and its impact on wages, remittances, working conditions and the rights of migrants. The report is based on a review of the theory and practice of pre-departure loan programs in Bangladesh and other countries, visits to Bangladesh in July 2008 and June 2009, and information obtained from migration and banking experts. Interviews were conducted with migrants, recruiting agents, government administrators, and NGOs.

Available at: <http://www.gfmd.org/en/documents-library/athens-2009.html>

17

Monks, K. (2007) *The Business Impact of Equality and Diversity*. Dublin: The Equality Authority/ National Centre for Partnership and Performance. 72 p.

This publication provides a review of the research evidence on the relationship between workplace initiatives on equality and diversity and organisational performance. It builds a business case for investment in workplace equality and diversity. The review indicates that investment by organisations in initiatives that promote workplace equality and foster diversity has substantial benefits for both employees and employers. However, the success of equality and diversity initiatives depends on their integration into both the organisation's strategy and its culture so that they shape the way in which business is undertaken and the ways in which individuals work.

Link: <http://www.equality.ie/index.asp?locID=105&docID=691>

18

NEP (2008) *Fair Cities: Lessons for practitioners and policy makers*. London: National Employment Panel (NEP). 50 p.

Fair Cities was a three-year (2005-2008) employer led pilot programme with the aim of helping disadvantaged ethnic minority residents from target wards to gain employment and progress within the new jobs. Fair Cities played the role of an intermediary; working with employers to understand their business needs, and working with training organisations to ensure training was relevant and effective. Fair Cities were employer-led, working backwards from the demands of the employer to determine how provision should be shaped. Three separate pilots were run in Birmingham, Bradford, and the London Borough of Brent. This report describes the results of Fair Cities. Although the results of the programme were mixed, much was learned from the pilots. The report provides a frank account of what went well and what did not, drawing out the policy, design and delivery lessons that have direct relevance to the UK's employment and skills system.

Link: <http://www.dwp.gov.uk/about-dwp/public-bodies/dwp-sponsored-public-bodies/national-employment-panel/>

19

Newland, K., Rannveig Agunias, D., and Terrazas, A. (2008) *Learning by doing: experiences of circular migration*. MPI Insights. Washington DC: Migration Policy Institute. 28 p. Available at: www.migrationpolicy.org/

Increasingly, policymakers are considering whether circular migration could improve the likelihood that global mobility gains will be shared by migrant-origin and destination countries alike — as well as by migrants themselves. This MPI Insight examines the record of circular migration, both where it has arisen naturally and where governments have taken action to encourage it.

Link: http://www.migrationpolicy.org/research/migration_development.php

20

OECD (2008) *The global competition for talent: Mobility of the highly skilled*. Paris: OECD. 169 p.

This publication draws on secondary literature as well as data, policy inventories and evaluations undertaken by some OECD members and observer countries. It discusses the dimensions, significance and policy implications of international flows of human resources in science and technology (HRST). It aims to extend countries' understanding of the dimensions of HRST mobility, particularly of scientists, engineers and researchers, and the range of policies available to manage and shape this mobility, by drawing together analysis on international mobility, knowledge transfer and innovation, and related government. A separate OECD Policy Brief is published in 2009 on 'The global competition for talent', including recommendations for national authorities.

Link: http://www.oecd.org/document/42/0,3343,en_2649_34269_41361685_1_1_1_37417,00.html

21

Oxfam (2009) *Turning the tide : How best to protect workers employed by gangmasters: 5 years after Morecambe Bay*. Oxfam, UK Poverty Unit. 40 p. Available at: www.oxfam.org.uk/

This briefing was written for Oxfam by K. Poinasamy and A. Bance, based on research undertaken by M. Wilkinson and others at the Wilberforce Institute for the Study of Slavery and Emancipation (WISE), University of Hull. See Wilkinson (2009, 2010). It is an independent evaluation of the work of the Gangmasters' Licensing Authority (GLA), to establish how well vulnerable workers in gangmaster-dominated industries, both in and outside the remit of the GLA, were being protected in the UK. This report highlights the research team's main findings, on which Oxfam recommendations for changes to the regulation of labour providers are based. The term gangmaster is a generic term used to cover any individual or agency whose primary purpose is to organise the supply of labour to employers.

Link: <http://www.oxfam.org.uk/resources/policy/trade/turning-the-tide.html#gang>

22

Petsod, D. (ed.) (2006) *Investing in our communities: strategies for immigrant integration. A toolkit for grantmakers*. Sebastopol: Grantmakers concerned with Immigrants and Refugees (GCIR)

This is a succinct guide that describes how grantmakers at all levels can play an important leadership role on this issue. This toolkit for grantmakers draws on research and interviews with hundreds of foundation, community, business, and government leaders. It incorporates academic research as well as policy and community-based concerns into a resource that also can inform the work of practitioners in the non-profit, public, and private sectors.

Link: <http://www.gcir.org/publications/toolkit>

23

Rannveig Agunias, D. (2007) *Managing temporary migration: Lessons from the Philippine model*. MPI Insights. Washington DC: MPI. Available at: www.migrationpolicy.org/

Developing countries can proactively manage large-scale, systematic, and legal movement of temporary migrant workers. This MPI report analyses the system the Philippines uses to manage the temporary migration of millions of Filipinos who work in countries around the globe. For many observers, the Philippines' system of managing temporary migration has unrivalled sophistication, making it a model for other developing countries hoping to access the benefits of global labour mobility.

Link: http://www.migrationpolicy.org/pubs/Insight_POEA_Oct07.pdf

24

Rannveig Agunias, D (2010) *Migration's Middlemen: Regulating Recruitment Agencies in the Philippines-United Arab Emirates Corridor*. Washington, DC: Migration Policy Institute. 61 p.

Private recruitment agencies manage much of the flow of the 200,000 Filipino workers who head to annually to the United Arab Emirates, which is the third-largest destination for Filipino migrants. While the recruitment agencies provide critical services, some abuse their clients by charging

exorbitant fees or violating basic human rights. This report, based on exhaustive interviews with key actors and migrants themselves, examines the recruiters' practices as well as their regulation by the Philippine and UAE governments, finding room for significant improvement.

Link: http://www.migrationpolicy.org/research/migration_development.php

25

Ray, S., Kumar Sinha, A. and Chaudhuri, S. (2007) *Making Bangladesh a leading manpower exporter: chasing a dream of us \$ 30 billion annual migrant remittances by 2015*. Calcutta: Indian institute of management. 390 p.

Bangladesh has an edge over many other developing countries in its abundance of human resources. This has resulted in its emergence as a key global player as a source country for the supply of manpower to the developed nations. The report sets out to: (1) establish the importance of developing the overseas manpower industry as one of the growth drivers of Bangladesh's economy, (2) highlight the untapped global markets and occupational categories which Bangladesh can explore, (3) suggest seven pronged strategies to exploit the global opportunities in manpower export, (4) identify and spell out the role of the government in executing the strategies that it needs to adopt to become the leading supplier of manpower resources globally, (5) bring into focus the potential areas where the government needs to involve the NGOs and private investors for the full exploitation of the opportunity. This project was sponsored by the Royal Danish Embassy in Dhaka.

Link: www.ambdhaka.um.dk/NR/.../0/IIMREPORTFINAL.pdf

26

Scherbina, O. and Coady, P. (2008) *Immigrant talent integration (ITI) project; Final project report*. Vancouver: British Columbia Human Resources Management Association.

In 2007/2008, BC HRMA led a pilot, project supported by various partners and stakeholder organizations, entitled "Immigrant Talent Integration Project" (ITI). The goal of Phase One of the project was to create a baseline of understanding about the current practices of BC HRMA and its members with regard to immigrant integration and to provide relevant best practice information to the organization and its members. A complete summary of the survey results is available in the "BC HRMA Member Survey Summary Report". In brief, the results pointed out gaps in HR professionals' knowledge and a lack of HR tools to integrate immigrants. Phase two of the project attempts to address those gaps. More information about the ITI project, Phase One, can be found in the "ITI Final Project Report – Executive Summary". In October 2008, the ITI project, Phase Two, was launched. The two major objectives were (1) to develop the Employer Guide containing culturally relevant information on immigrant hiring and retention practices, and (2) to develop an online resource for HR practitioners / hiring managers to assist them in accessing local immigrant hiring resources. The "BC HRMA's toolkit, Hiring and Retaining Skilled Immigrants" is designed to provide suggestions at each stage of the recruitment process. See the project website for ITI project publications:

http://www.bchrma.org/researchvoice/about_iti.htm

27

Siddiqui, T., Rashid, R. and Zeitlyn, B. (2008) *Information campaigns on safe migration and pre-departure training*. Development Research Centre on Migration, Globalisation and Poverty. Brighton: University of Sussex. Available at: <http://www.migrationdrc.org/>

This report details information campaigns for migrants by the governments of Sri Lanka, the Philippines, and Bangladesh. The twin tasks of wide dissemination of information about how to process migration for those who want to migrate and training of those who are already in the process of migration are enormous. This report looks into Sri Lanka and Philippines' experiences in safe migration information campaigns and in the area of pre-departure orientation training. This provides an assessment from which examples of good practice and lessons have been identified. Based on this information, and the current situation and practices in Bangladesh, the study puts

forward recommendations for improving the state of information campaign and pre-departure orientation training for labour migrants in Bangladesh:

Link: http://www.migrationdrc.org/publications/research_reports.html

28

Sippola, A. (2007) *Essays on human resource management. Perspectives on diversity management*. PhD thesis. Acta Wasaensia No. 180. Vaasa: Universitas Wasaensis. 234 p.

This dissertation provides knowledge on how organizations can manage and develop themselves in attuning to diversity management. The study shows how such organizations, which are on their way to recognizing and perceiving diversity as an equal or even strategic resource and capability, start to pay more attention to it. It also indicates how organizations can be positioned according to their reactivity and/or proactivity towards diversity management issues and how HRM can change from being first strategically and operationally reactive, towards being strategically and operationally proactive in managing diversity. The dissertation also reveals when diversity issues become domestically or globally important, commitment to their development increases.

Link: http://www.uwasa.fi/materiaali/pdf/isbn_978-952-476-193-2.pdf

29

Verité (2010) *Help Wanted: Hiring, human trafficking, and modern-day slavery in the global economy*. Amherst, MA: Verité. Available at: <http://www.verite.org/helpwanted/>

This report by Verité, a research and advocacy organization, offers key findings on the intersection of labour brokers, migrant workers, and slavery. The research was performed in a variety of sectors across the globe, examining key South-South migration flows, including the Persian Gulf states and the information and communications technology sector in Malaysia and Taiwan. The report presents factors that Verité believes constitute “red flags” for the vulnerability of migrant workers and calls for a set of concrete activities and engagements to promote the fair hiring of migrant workers in the global economy.

Link: <http://www.verite.org/helpwanted/>

30

Winkelmann-Gleed A. (2006) ‘Migrant nurses in the UK: facets of integration’, *Multicultural Nursing*, 1 (4): 28-32.

This article examines issues related to the motivation, integration and contribution of internationally qualified nurses (Winkelmann-Gleed, 2006b). The paper is based on empirical research carried out in 2002-03, combining a self-reported survey, in-depth interviews and drawing on individual experiences of internationally qualified nurses who had migrated to Britain and were working in London. The author underlines that distinctions among different sub-groups of migrant nurses have implications for policy and practice. The article provides recommendations managers and supervisors, for pro-actively shaping the integration process of diverse work teams.

Link: <http://www.winkelmann-gleed.eu/wp-content/uploads/2010/08/Winkelmann-Gleed-Migrant-nurses-in-the-UK-facets-of-integration.pdf>