



# Employment of migrants by CLIP cities

The table below provides some data for each city in the network on the migrant composition of their local population and on the composition of the municipal staff. It should be noted that, for some cities, the data for the local population refers to the 'foreign born' (those born abroad but including some who now hold the nationality of the country in which they live); for others it refers to 'foreigners' (those with the nationality of a different state but not necessarily born there); and for others it refers to those of 'foreign origin' (including, for instance, the children of migrants who were born in the country and those with a foreign nationality or dual nationality). The term 'migration background' is also sometimes used. There is no universally accepted definition of 'migration background'; as with the term 'foreign origin', it can include people of foreign nationality born in the country, those born abroad who have naturalised, and citizens whose migration background derives from the migration status of their mother or father (as foreigners or foreign born). In some countries, data on the foreign born and

foreigners includes only those whose status derives from outside the European Union. The table must therefore be read with *extreme caution*. It gives only the broadest indication of the proportion of local residents and staff who have had the experience of migration from abroad or whose parents had that experience. Secondly, please note that the data on the percentage of staff employed by the city is also not directly comparable. Some cities provide data only on staff employed directly by the council administration while others include staff employed by city companies or by services that fall within the responsibility of the city, such as schools and hospitals. Moreover, it would be more meaningful to compare the percentage employed by the city with the percentage of migrants in the local *workforce* rather than in the local population as a whole, but this data is not available. Note also that the data provided by the cities, while the most recent available to them, was for different years in the range 2000 to 2007.

## Migration and employment in CLIP cities

Cities	Migrants as percentage of the total city population	Migrants as percentage of those employed by the city	Comments
<b>Amsterdam</b>	49% migration background	22.5% migration background	The term 'migration background' includes second-generation migrants and immigrants with Dutch passports or dual nationality.
<b>Antwerp</b>	13.3% foreigners 27% migration background	6% 'ethnic minorities' (who constitute 30% of city's working population)	'Ethnic minority' denotes non-nationals and Belgian citizens who have a 'foreign' first and last name.
<b>Arnsberg</b>	6.7% foreigners Approximately 15% have a migration background	2.5% foreigners 5.3% are born abroad and/or are foreigners	Majority work in low-skilled occupations.
<b>Breda</b>	20% have a migration background	5% have a migration background	'Migration background' includes the second generation and immigrants with Dutch passports or dual nationality.
<b>Brescia</b>	15.3% foreigners	No data	Few foreigners are employed by the municipality, and these are mostly within services for immigrants provided by the Office of Integration and Citizenship.
<b>Budapest</b>	No official data. The ratio of minority groups within Budapest is almost equal to the national proportion	No data	Few immigrants are employed by the city, and mostly in less senior posts.
<b>Copenhagen</b>	19.8% foreign born or persons with foreign-born parent 14.8% foreign born	8.2% foreign born or with a foreign-born parent from a country other than the EU15, USA, Norway, Iceland, Liechtenstein and Switzerland (10.8% for all foreign born or with a foreign-born parent)	In the cleaning department in the past four years the participation of migrants (foreign born/foreign-born parent) increased from 37% to 63%.

## Migration and employment in CLIP cities (cont'd)

Cities	Migrants as percentage of the total city population	Migrants as percentage of those employed by the city	Comments
<b>Dublin</b>	15% foreigners	No data	
<b>Frankfurt</b>	24.6% foreigners 38% with a migration background	13% have a migration background	
<b>İzmir</b>	No data	No data	
<b>Liège</b>	18.3% foreigners	3.5% foreigners	
<b>Luxembourg</b>	62.6% foreigners	No data	According to the law from 2002 on the protection of data, it is prohibited to record some data on ethnic origin.
<b>Malmö</b>	36% from a migration background 27% foreign born	25% from a migration background	Note that the figure for those working in the city includes staff working in health and education whereas for other cities such as Amsterdam the data is for only those working in public administration.
<b>Mataró</b>	15.4% foreigners	No data	Number of migrants in the city varies as many are in seasonal jobs.
<b>Prague</b>	7.6% foreigners	No data	Small proportion of staff with a migration background and majority of them are in low-skilled occupations.
<b>Sefton</b>	3.3% combined figure for foreign born and ethnic minorities including those born in the UK	No data	
<b>Stuttgart</b>	22% foreigners 38% people with a migration background	10% foreigners	Foreigners comprise 25% of those working for the city's companies, which employ a high proportion of manual workers.
<b>Tallinn</b>	28.9% foreigners including undetermined citizenship 53% 'ethnic minorities' (i.e. an ethnic nationality other than Estonian)	No data	The Russian-speaking group is almost as significant as the Estonian speaking one.  Employers cannot ask about data on migration background or ethnicity.
<b>Terrassa</b>	12% foreigners	2% foreigners	The 2% figure is for public administration and excludes those working in health, education and public works. The figure also dates from 2001 whereas the data in column one is from 2007.
<b>Torino</b>	9.4% foreigners	1% foreigners	Data refers to the whole public sector. More than half of foreign employees are EU nationals.
<b>Turku</b>	4.3% foreigners 6% born abroad	Not more than 0.5% with neither Finnish nor Swedish nationality or mother tongue	Data in the second column was collected for CLIP research; no official data.
<b>Valencia</b>	12.4% foreigners	No data	It is thought that there are few immigrants employed by the city.
<b>Vienna</b>	18.7% foreigners 30.9% with migration background	No data	Persons with a migration background are employed in all fields of activities and in various grades.
<b>Wolverhampton</b>	22.2% from an ethnic minority 11.2% foreign born	14% from an ethnic minority	22.2% of the population of Wolverhampton is of from an ethnic minority, including UK born and foreign born.
<b>Zagreb</b>	5.2% ethnic minority	4.5% ethnic minority	A high number of minority employees are in senior positions.

### Further information

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Background to the CLIP network:  
<http://www.eurofound.europa.eu/areas/populationandsociety/clip.htm>