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***“On the move”:  
Another view of migration***

# Migration at the heart of Swiss research

**Three years ago, the Swiss Confederation granted the University of Neuchâtel (UniNE) a National Centre of Competence in Research (NCCR), with funding of CHF 17.2 million, reinforcing the Canton's reputation as a place of expertise in migration, at both national and international levels. The sole project in the humanities to be selected among numerous natural science projects, *nccr – on the move*, as it is called, has lived up to its promises. As a result, nineteen research teams are at work all across the country to shed new light on migration. *Nccr – on the move* has managed to initiate and take part in a public debate: for example, the Café Scientifique on religious minorities taking place on 21 June 2017, or the Neuchâtel Graduate Conference of Migration and Mobility Studies which the centre organises on 22 and 23 June 2017.**

"It is an extraordinary engine for exchanging and creating ideas, and it functions like a business!" exclaims its energetic director Gianni D'Amato, clearly proud of this achievement. And rightly so: by submitting a unique project to the Swiss Confederation in 2013, the UniNE took a real risk. Out of the sixty-three applications at the national level, only eight were selected: among them was Neuchâtel's application, which cemented the Alma Mater's status as a centre of excellence in the field of new migration movements. This came with a considerable federal windfall: CHF 17.2 million from the Swiss National Science Foundation (SNSF), with the option of extending the project after four years if its outcome is positive, the maximum length of a NCCR being twelve years.

The programme was named *nccr – on the move* and, since its launch in June 2014, it has mobilised about seventy people, with researchers from eight universities, not forgetting the administrative staff who oil the wheels. In the three years since, it has found its cruising speed, establishing its reputation as a centre of expertise on new migration patterns, with the UniNE benefiting from its influence and its strong skills network. This includes "stars" in the field like Rosita Fibbi, migration sociologist at the Universities of Neuchâtel and Lausanne, Janine Dahinden, anthropologist and professor of Transnational Studies at the UniNE, Philippe Wanner, professor of Demography at the University of Geneva, and Giuliano Bonoli, a specialist in social policies from the University of Lausanne.

**To find out more:**  
<http://nccr-onthemove.ch>

A year ahead of the renewal of the SNSF-funded programme, this issue of UniNEws showcases the first fruits of their work. As of this summer, two novel and innovative tools will be made available to the general public: one will make it possible to visualise current Swiss migration with interactive maps; the other, in the form of an online database, will make it possible to compare the communal, cantonal and federal legislation on integration existing in the twenty-six cantons.

Special emphasis has been put on the projects carried out at the UniNE. The place of religious minorities in Switzerland, the consequences of immigration detention, the efficiency of professional reintegration measures, expat family profiles: these are some of the many and varied topics investigated, which shows the complexity of new migration patterns.

## ***Nccr – on the move:***

- A *National Centre of Competence in Research* (NCCR). NCCRs are federal schemes designed to encourage research projects on themes that are strategic for the future of Swiss science, economy and society. Since the scheme's inauguration in 2001, twenty-eight NCCRs have been created. *Nccr – on the move* is one of the very few projects in the humanities.
- Nineteen research teams for as many projects
- Eight partner universities, namely Neuchâtel, Basel, Bern, Fribourg, Geneva, Lausanne, Lucerne and Zurich
- About seventy people working in research and administration

The management of *nccr – on the move* is based in Neuchâtel: Elie Michel, scientific officer, Gianni D'Amato, professor and NCCR director, Joëlle Moret, knowledge transfer officer, Andreas Perret, data manager, Nicole Wichmann, network officer, Alessandro Lazzari, training and gender equality officer and Ursula Gugger Suter, communication officer.







*"Our goal is to offer cutting-edge research in the field of migration, to promote the next generation of scientists in the field, but first and foremost to contribute to the public debate."*

**Gianni D'Amato,**  
*director, nccr – on the move*



# “We should bring reason back into the migration debate”

**Understanding new migration patterns: this is the promise made at the launch of *nccr – on the move* by its director Gianni D’Amato. Three years later, this challenge has been met, with new insights and innovative means of understanding. A year ahead of the renewal of the SNSF-funded programme, the director, who also heads the Swiss Forum for Migration and Population Studies (SFM), has a positive first assessment of a project that mobilised a vast network of people working in research and administration.**

## **Can you remind us of the objectives of *nccr – on the move*?**

We are trying to improve the understanding of new migration patterns and their impact on society. This is important: since the 20<sup>th</sup> century, the issue has been highly political. A new pattern of mobility has replaced the old patterns, causing tensions and conflicts within the population. To understand this shift better, we focused our research on three key areas: the economy as the driver for migration and mobility; the Swiss legal framework, including national and supranational laws and agreements; and the consequences of these changes for society. At the same time, interdisciplinary projects have been launched, like the investigation led by Philippe Wanner and Rosita Fibbi into the new statistical information available, whose first results have been mapped and will be available online as of this summer. This is a crucial innovation: it will provide an image of the present state of migration in Switzerland, while at the same time making these data accessible to the general public. In that sense, we have fulfilled our initial promise.

## **Managed from Neuchâtel, the NCCR includes nineteen research teams in eight Swiss universities. How has the collaboration between all these people been going over these three years?**

*Nccr – on the move* has generated some impressive momentum, reinforcing the cooperation between different fields. Platforms have been organised that also help young researchers. It is an extraordinary engine for exchanging and creating ideas that requires robust administration, whether coordinating research on a national scale, communicating internally or externally, or recruiting new staff. We function like a real business!

## **Thanks to *nccr – on the move*, Neuchâtel has become a key actor in the field of migration. What are your long-term challenges?**

Today we are recognised as experts, both nationally and internationally. In addition to maintaining our ongoing work, the big challenge for the years to come is communicating the outcome of our research to the public. We have already initiated several collaborations, the most recent being the exhibition called *Heimat. Drawing the line*, at the Stapferhaus in Lenzburg. This exhibition offers a space where people can view topical issues from an avant-garde perspective. For us, it is essential that we continue to disseminate and highlight our findings on all available platforms, whether inside or outside the NCCR.

## **What about the second phase of the project?**

We are putting together our next application. By the end of 2018, the Confederation will decide whether they will give us financial support for the next four years. We are thinking of consolidating the interdisciplinary angle by including a history project, to understand how the social and economic transformations of the last fifty years have influenced the Swiss migratory landscape. We could explore, for example, the shift to the service sector and the highly qualified migration that has followed. This new project will also make it possible to widen our network and integrate the History Institute of the Faculty of Humanities (FLSH) into *nccr – on the move*. We will still aim to bring reason back into the migration debate. So far, we have communicated with the research world and with specialists; in the future, we would like to reach out to a wider audience. Initiating and taking part in public debate remain among our core objectives.

# Following migration over time

**Thousands arrive in Switzerland every year. Migrants whose motivations are many and varied. Who are they? Which integration pathways do they follow? How long do they stay in the country? With his team, demographer Philippe Wanner, deputy director of *nccr – on the move*, is investigating the migratory trajectories of foreign populations over time, in collaboration with the Federal Statistical Office (FSO). Presented in a novel and innovative way, their first results have been mapped and will be available online as of this summer.**

“So we can understand the migratory trajectories of foreign people living in Switzerland, we followed them over the period 1998 to 2015,” explains Philippe Wanner, who has spent the last two years doing valuable work on the new FSO statistics, alongside Rosita Fibbi, researcher at the NCCR, and doctoral student Julie Lacroix. Nationality, age, level of education, family status, professional activity, integration pathways and duration of residence: the results of this longitudinal study – considered by a panel of international experts to be too “ambitious” at its launch – have been represented in the form of graphs and maps. What’s more, it will soon be possible to move from one nationality to another with a simple click, to make comparisons between them, and so on – in short, to visualise interactively the various forms of migration, as well as the migrants’ profiles and their socio-economic impact on Switzerland, thanks to the work of Andreas Perret, data manager at *nccr – on the move*.

“In the global context of asylum, these data are important,” the demographer continues. “In terms of scientific research, we put forward a method that both complements the existing tools and is innovative, because it explores new angles such as internal migration. Our data then feed the public debate, providing information that could form the basis for future political decisions on migration and mobility. Finally, they also contribute to informing the public.”

## To find out more:

Rosita Fibbi, Julie Lacroix and Philippe Wanner, *Inventory of Individual Statistical Data on Migration to, from and within Switzerland in a Post-Census World*.


Maps and graphs: <http://nccr-onthemove.ch/indicators>

*The Migration-Mobility Survey. Survey on living as a migrant in Switzerland:* <http://nccr-onthemove.ch/survey>

While the free movement of people has certainly increased international immigration over the past fifteen years, the proportion of asylum seekers remains low (0.8% of the Swiss population). “More than half of all entries are motivated by economic reasons,” confirms Philippe Wanner. But contrary to common beliefs, analyses show that migration is also shorter in length, both for the Swiss who emigrate and for the foreigners who enter Switzerland. “Migrants stay between five and ten years in our country,” the demographer says. “Of course, each nationality has its own specificities. For example, the Portuguese who arrived in the 2000s stayed longer than the Germans who, in 50% of cases, went home after four years.” In other words, going back to their homeland remains the dominant pattern among foreigners with B or C permits. Another surprising result is the migrants’ level of education. “Among Italians and Spaniards in the 1990s, 20 to 30% had a background in higher education; today, it is 50 to 60%,” he adds.

The second phase of the project will investigate the changes in migrants’ living conditions, in particular in relation to the integration process. “Last autumn, the NCCR carried out a large survey, the *Migration-Mobility Survey*, conducted in six languages with 5,970 foreigners, to measure their feeling of belonging to Switzerland and their satisfaction in terms of their migratory trajectory: do they have the feeling that they have improved their living conditions? Do they still have links with their country of origin? And so on. All this information will feed our system of indicators, this time at a qualitative level.”



A man with glasses and a plaid shirt stands on a train platform, leaning on a metal railing. He is looking directly at the camera. In the background, a train with a large number '2' and an eye icon is visible. Other people are blurred in the background, suggesting movement.

Thanks to the project led by  
Philippe Wanner, deputy director  
of *nccr – on the move* and  
demographer at the University of  
Geneva, it will soon be possible  
to visualise the various forms of  
migration existing in Switzerland  
through interactive maps.

“The NCCR database is designed to encourage the emulation and diffusion of good practice across the cantons, and so to promote dialogue between different administrations.”

**Jean-Thomas Arrighi,**  
postdoctoral researcher at the  
University of Neuchâtel, working  
with *nccr – on the move*





# The integration obstacle course

**Obtaining a C permit, naturalisation, the right to vote and stand for election... As far as integration is concerned, for foreigners there are important differences – if not inequalities – between cantons, in terms of both laws and procedures. To help those involved in practice and research – as well as migrants themselves – to wade through the quagmire of rules, *nccr – on the move* has developed a tool unique in Switzerland: an online database of all the communal, cantonal and federal laws.**

Switzerland, one of a kind in the world? A postdoctoral researcher at the University of Neuchâtel working at *nccr – on the move*, Jean-Thomas Arrighi is convinced it is. “With regard to naturalisation, for example, the diversity of laws and practices that exists in the different cantons as a result of the federal system is almost as great as that found in the European union. Moreover, federal legislation imposes the strictest conditions in Western Europe,” the political scientist highlights.

With the multiplication of reforms resulting from referenda and popular initiatives, the situation has become more complex. To gain a better understanding of this development and its impact on the populations concerned, the *Immigration, Citizenship and Federalism* research group – made of Jean-Thomas Arrighi and his counterpart Stefanie Kurt – spent two years collecting legislation on integration, naturalisation, the issuing of C permits, and electoral laws in each of the twenty-six cantons, under the supervision of Prof Cesla Amarelle and Prof Gianni D’Amato. “We found that there was definitely great variation between the cantons,” explains Jean-Thomas Arrighi. “First, there is a language division: the French-speaking cantons are the most open; the German-speaking cantons are the most exclusive. And among these, there is also a difference between the more inclusive urban cantons and the particularly exclusive rural cantons.”

All the laws which are, to date, scattered across the websites of the various cantonal administrations have been gathered in a database called *Citizenship Repository*, available online on the NCCR website. “Such tools are designed, among other things, to encourage the emulation and diffusion of good practice across the cantons, and so to promote dialogue between different administrations,” he adds.

Aware of how difficult it is for laypeople to decipher frequently voluminous legal texts, the research group will soon provide the public with a summary of each canton’s conditions of access to citizenship – as linked to the number of years of residence, cultural and civic integration, economic resources and legal requirements – in a new interactive database (*Citizenship Database*). “This database will then be extended with new themes, offering a comprehensive picture of the higher or lower hurdles (depending on the canton) that foreigners have to jump in the race for a Swiss passport,” Jean-Thomas Arrighi explains. Finally, this information will be translated into quantitative indicators (*Citizenship Indicators*), illuminating the various aspects of cantonal legislation, to measure their inclusiveness and to visualise the results in comparative maps and graphs.

## To find out more:

Cesla Amarelle, Gianni D’Amato, Stefanie Kurt and Jean-Thomas Arrighi, *Unity and Diversity in Cohesion: Immigration, Citizenship and Federalism*. Repository on Citizenship Law in Switzerland : <http://nccr-onthemove.ch/repository>

# “The integration of religious minorities happens through their recognition”

**What is the place of religious communities in Switzerland? Does recognising them promote their integration, or rather create the risk of community withdrawal? Stefanie Kurt is a lawyer and postdoctoral researcher at *nccr – on the move*, in the Immigration, Citizenship and Federalism group, as well as a researcher at the Swiss Centre of Expertise in Human Rights (SCHR); she became interested in these questions during her PhD thesis, which compared the twenty-six systems of cantonal laws in force. For her, Switzerland must now debate the role of religion in society with the communities concerned.**

**You were interested in religion as part of a project on citizenship and federalism. What links these concepts?**

Religion has always interested me, because it is connected to Swiss history and intimately linked to the question of national cohesion. How do we want to live together? What importance do we give to religion? These are important questions. So, in Switzerland, where responsibility for the relationship between religion and the state is left to the cantons, there is no specific legal system nor concepts tailored to deal with such questions, even though religious pluralism is boosting because of migration flows.

**What is the situation of religious communities in Switzerland?**

It differs from one canton to the next. That's Swiss federalism for you! On the whole, the most open are the French-speaking cantons (Neuchâtel and Vaud, as well as the German-speaking canton of Basel-Stadt), and then the big cantons where there is multiculturalism. It is harder for the smaller German-speaking cantons to make progress in this debate – not that they have no foreign population, but it is less visible. In other words, each canton applies different laws, using the tools of direct democracy to prohibit more widely religious practices and symbols that stoke controversy in society. In 2009, we had the minaret ban; in 2013, a burqa ban in the canton of Ticino. But for me, bans do not reinforce integration. A state which doesn't recognise certain communities is not very healthy: that is what gives birth to prejudice and extremism. Then there is a conflict with the fundamental rights enshrined in our Constitution – that is, the freedom of individual religion and the prohibition of religious discrimination.

**Neuchâtel's cantonal legislature will soon decide on a bill allowing for the recognition of other religions. Is this the solution for the integration of religious minorities?**

Once it comes into law on 1st January 2018, it will be one tool among several to allow other religions, like Islam, Buddhism and Hinduism, to be officially recognised by the Canton. A similar law has already been introduced in the Cantons of Vaud and Basel-Stadt. In Neuchâtel, communities will also have rights, such as their religion being taught in public schools, as well as obligations, like financial transparency. This is the concept of incorporation: people are brought together to form a partnership. Of course, this is a form of control, but it is also part of the contract drawn up between the Canton and the religious communities. It is a *check and balance* that can curb radicalisation.

**What is the greatest challenge for Switzerland, when it comes to legal policy and integration?**

We need to get the debate going on the role of religion in our society. Laws like those in Neuchâtel give us great opportunity to do that. And when I say “we need,” I'm not just thinking of states and society, but religious communities: everyone has to make an effort. Talking about religion also means making decisions which concern women: we have to be mindful of that. In Switzerland, women wearing a veil have been banned from teaching classes in public schools since 1997, following jurisprudence of the Federal Court in Lausanne. This means that they have been excluded from the labour market, on the pretext of the principle of equality between men and women. So there we can see discrimination between the sexes – all the more contradictory, given that the Catholic Church forbids women from becoming priests. Apart from that, the veil touches on the question of religious freedom, and individual freedom as well. That's why it's important now to have these discussions together – including women.





Stefanie Kurt, postdoctoral researcher at the University of Neuchâtel, affiliated to the NCCR and researcher at the Swiss Center of Expertise in Human Rights (SCHR).

**To find out more:**

Stefanie Kurt, *Die rechtliche Situation von religiösen Minderheiten im Kontext des schweizerischen Föderalismus. Die Religionsfreiheit und das Verbot der religiösen Diskriminierung. Grundlagen - Konsequenzen - Perspektiven*, doctoral thesis, University of Neuchâtel, 2015 (to appear).

*So How Do You Feel about Religion? The Integration of Religious Communities*  
en bref #3, March 2016:

<http://nccr-onthemove.ch/knowledge-transfer/policy-briefs-en-bref/dis-moi-donc-que-penses-tu-de-la-religion-lintegration-des-communautes-religieuses/>



### Some numbers

"The maximum length of immigration detention is 18 months. In 2015, immigration detention was ordered in 5,935 cases, with an average length of 23 days. Around five to ten percent of these detention orders are placed on women. Minors fifteen years old and over can also be subject to such orders, with a maximum duration of twelve months."

### And as for customs points?

As part of Christin Achermann's project, there is a second survey, investigating what is happening at the borders. Jana Häberlein, a post-doctoral fellow at the NCCR, is currently observing border guards in Ticino, a Swiss migration hotspot – especially when it comes to trains, where the vast majority of illegal entries are detected. According to the Federal Customs Administration, the Swiss Border Guard uncovered 48,838 cases of illegal residence in 2016, with 33,844 of them in Ticino. Compared to the year before, there was a distinct increase in the number of illegal entries into Switzerland via the southern border rather than the eastern border, with the Balkan route closed off.

Laura Rezzonico,  
researcher at *nccr - on the move*,  
and professor Christin Achermann





# Immigration detention under the microscope

**Behind the term “immigration detention” lies a more complex reality. When migrants are denied asylum or have irregular migration status, they are often imprisoned with other detainees, pending their return. What are the practices in these detention centres? How are they experienced by the people concerned? To answer these questions, Laura Rezzonico, a doctoral candidate at nccr – on the move, immersed herself in daily prison life at two institutions, as part of the Restricting Immigration project, directed by the social anthropologist Christin Achermann at the University of Neuchâtel.**

“We were interested in two ‘black boxes’,” explains Christin Achermann, a specialist in migration. “That is: what happens at the borders to stop illegal immigration? And what happens within Switzerland to encourage irregular migrants to leave the country? As part of the coercive measures provided by the Federal Act on Foreign Nationals to guarantee the execution of removals, administrative detention was always going to be rife for study. We have no mandate to judge administrative detention facilities,” says the professor in charge of the project. “If we had, we probably wouldn’t get access to them. Our approach is based on understanding how the law is applied day-to-day, and how it is experienced by the people concerned.”

With this in mind, Laura Rezzonico visited two of German-speaking Switzerland’s administrative detention centres: the Bern regional prison, providing detention during trial, and the Gefängnis Bässlergut, conceived as an administrative detention centre but also housing a large number of detained people – only men – serving their sentences. “Switzerland has around thirty institutions used for administrative detention, each applying its own conditions of detention,” she says. “We picked these two prisons to reflect the variety of spaces and practices; we will complete the study with ad hoc visits to other detention centres.”

For months, the researcher followed detained migrants, detention staff, volun-

teers and lawyers in their daily work and activities, while conducting in-depth interviews – fifty so far – in the two centres. “Although I was mainly welcomed, it was emotionally difficult. The atmosphere in prison is oppressive.”

And with good reason: even though there is jurisprudence stipulating that conditions in administrative detention should differ from those in criminal detention, the same rules and limitations on individuals’ freedom are often in force. “There is huge suffering among migrant detainees, who frequently do not know why they are in prison, nor how long they will stay there. Sometimes, there are quite extreme forms of resistance: self-harm, or attempted suicide.”

For staff, the situation is also tough to manage. “Detention officers have often mentioned to me how the job is harder and more stressful in administrative detention than in criminal detention, because of the uncertainty that typifies the working day. Penitentiary staff do not have the training to handle this kind of non-criminal detention,” Laura Rezzonico continues. “And that leads to a process of distancing, as a defence mechanism.”

Detention for reasons of migration control is accepted by the European Convention on Human Rights. At the political level, it is justified by the principle of national sovereignty, although it remains to be seen whether it is effective in this regard. As Christin Achermann says: “Detention costs about CHF 300. Per day, per person. After ten months, that adds up! We can question the proportionality of these detentions: is this the price that Switzerland is ready to pay for migration control?” Not to mention the other consequences of the practice: at a human level, various studies have demonstrated the negative effects on migrants’ health. “Administrative detention adds to the stigmatisation and criminalisation of migrants, who are treated as criminal subjects, *de facto*.”

## To find out more:

Christin Achermann, Jana Häberlein and Laura Rezzonico, *Restricting Immigration: Practices, Experiences and Resistance*.

Laura Rezzonico, “Qu’entend-on par ‘détention administrative’ de migrant-e-s ?”, January 2017:

[www.osar.ch/des-faits-plutot-que-des-mythes/articles-2017/quentend-on-par-detention-administrative-de-migrant-e-s.html](http://www.osar.ch/des-faits-plutot-que-des-mythes/articles-2017/quentend-on-par-detention-administrative-de-migrant-e-s.html)

Tania Zittoun surrounded by her team, Flavia Cangià and Deborah Levitan, postdoctoral researcher and doctoral candidate at *nccr* – *on the move*.





# Expatriate families: the other side to migration

**Once a minority, foreign families who migrate frequently are more and more common in Switzerland, where there are laws to encourage high-skilled migration. Who are these families? What impact do these repeated moves have on their members? How do they adapt to their new ways of life and environment in Switzerland? For answers to these rarely studied questions, psychologist Tania Zittoun and her team went to meet them.**

Often thought of as privileged people living in posh neighbourhoods, expatriate families – commonly called “expats” – have received little interest in the world of research to date. However, in recent years, their status in Switzerland has normalised: their financial power has decreased, and many place their children in public schools, for a *Swiss experience*. So does that mean that expat families are normal families? Tania Zittoun, a professor at the University of Neuchâtel’s (UniNE) Institute of Psychology and Education, might want to say so, although she prefers to avoid this term in the context of her research. With good reason: they are not all diplomats and top executives. “The families we are interested in migrate frequently because of the professional expertise of at least one parent, in fields as diverse as education, research, big business and the arts. A job might demand a limited period – say three to five years – spent in Switzerland,” she goes on. “Our project looks at the psychological issues experienced by each member of these families, much like the 2013 thesis of Deniz Gyger Gaspoz, a doctor of Humanities and Social Sciences at the UniNE, investigating the effect of repeated moves on adolescents in diplomats’ families.”

To understand how these families work, Tania Zittoun and her team put together an online questionnaire; some sixty people have already responded, with thirty to date meeting the researchers in person, including adults and children, from Geneva, Vaud, the Neuchâtel region and German-speaking

Switzerland. A large-scale survey launched at the end of 2016 by *nccr* – *on the move*, the *Migration Mobility Survey*, will in time supplement the information collected, mapping expatriate families living in Switzerland, about whom there are still no statistics.

## The first results

To the question “who are these families?,” the study’s first results already confirm a significant change in their sociological profile. Far from the image of the woman following her husband and staying at home. With a good level of education, not only do both parents strive to maintain their occupations, but increasingly it is the man who now follows his companion or wife – in as many as 20% of the cases in the study, to be confirmed at a larger scale. A situation which seems for the most part socially unacceptable: “They rarely say that they are not in work, but that they are looking for a job.” For spouses, it can be difficult, even impossible, to find one: “There is a contradiction in the labour market. On the one hand, we want highly skilled people; but we do not help these experts’ spouses to integrate professionally, because they only have a temporary residence permit.”

And what about repeated moves? “Unlike what you might suppose, the main thing for these families is not to encumber themselves, to travel light,” Tania Zittoun goes on. “They try to find other ways to create a home rather than by furnishing it: rituals, activities, meals shared with the family. They lead the same life as all families do, in conditions pushed to the extreme. In this sense, they may be able to teach us something about so-called *normal* families.”

## To find out more:

Tania Zittoun, Flavia Cangià, Deborah Levitan, “*New Migration*” and *New Forms of Integration: Families in Geographical Itinerancy*.  
Online questionnaire: [http://neuchatel.eu.qualtrics.com/jfe/form/SV\\_3sLBnSs79G1Baw5](http://neuchatel.eu.qualtrics.com/jfe/form/SV_3sLBnSs79G1Baw5)

# Workplace measures which don't measure up?

**With its vast network of researchers, *nccr – on the move* addresses a multitude of topics, including law, politics, psychology, anthropology and economics. At the University of Lausanne, Professor of Social Policy at the Swiss Graduate School of Public Administration (*Institut de hautes études en administration publique*, or IDHEAP) Giuliano Bonoli and his team examined the world of hospitality and human resources, assessing employers' and employees' perceptions of measures to reintegrate migrant populations into the workforce.**

Introduced to ease the return of disadvantaged people into the labour market, measures encouraging re-entry into the workforce do not always have the desired effect – and may even, for some nationalities, be counterproductive. This is demonstrated in the Lausanne project: “These measures are not targeted at migrant populations,” Giuliano Bonoli says, “but, in reality, there is an over-representation of foreigners with few qualifications in the Swiss social security schemes, such as social assistance and unemployment insurance.”

To work out whether the measures were identical for all nationalities, allowing all concerned to re-enter the labour market, he and his team investigated two sectors. For the first, a questionnaire was sent to some 300 hoteliers, who were invited to evaluate fictitious candidates for two positions – a receptionist and a member of the housekeeping staff – according to seven characteristics such as age, education, nationality (Swiss, Portuguese, Serbian and Senegalese) and participation (or lack of participation) in a workplace reintegration programme.

Published in the *European Sociological Review*, the results showed not only that employers preferred Swiss receptionists and foreign housekeeping staff, but that reintegration measures had sometimes damaged employers' perceptions of candidates. “The more they are put at the bottom of the labour market hierarchy, the more employers will consider participation in these pro-

grammes as a sign of motivation. A well-qualified Swiss person participating in such programmes, on the other hand, will be thought suspicious.” Buoyed by this trial run, the Lausanne team launched a second survey, this time looking at human resources managers, with almost 4,700 questionnaires sent out.

Made up of Flavia Fossati, Fabienne Liechti and Daniel Auer, Giuliano Bonoli's team is involved at the same time in other sub-projects, each with the same aim: measuring the interaction between active labour market measures and nationality. One example, published in *International Migration*, was a study based on unemployment figures in the canton of Vaud, showing how length of unemployment was linked to nationality, and identifying possible mechanisms of discrimination. A further survey on hiring in Switzerland and Sweden is currently underway.

“We are on the fundamental research register, so we have no recommendations to make,” Giuliano Bonoli goes on. “That said, our studies provide information that might be useful for practitioners. For instance, it is important for people in the professional world to know that a reintegration measure is not a panacea: it may be unnecessary, or even harmful to someone's chances of reintegration.” Beyond this, the social policy specialist calls on public policies to address discrimination more fully when designing such measures: “We now have a pretty sophisticated workplace reintegration system in Switzerland, which costs us more than one billion francs per year. The majority of its beneficiaries are migrant workers, the same who suffer discrimination when they get hired: once they are at the door, they go no further, because they have the wrong nationality, the wrong skin colour. That is a real contradiction.”

## To find out more:

Flavia Fossati, Fabienne Liechti, Daniel Auer and Giuliano Bonoli, *Integration through Active Labor Market Policies*.

Daniel Auer, Giuliano Bonoli, Flavia Fossati, “Why do immigrants have longer periods of unemployment? Swiss evidence”, *International Migration*, 55(1), 2017, p.157-174, <http://onlinelibrary.wiley.com/doi/10.1111/imig.12309/full>

Fabienne Liechti, Flavia Fossati, Daniel Auer and Giuliano Bonoli, “The signalling value of labour market programs”, *European Sociological Review*, 33(2), 2017, p. 257-274, <https://doi.org/10.1093/esr/jcw061>





As part of *nccr – on the move* research, the University of Lausanne's social policy specialist Giuliano Bonoli and his team are working on the effectiveness of reintegration measures.



Sortie

Ausgang

Uscita

Exit



# An interdisciplinary approach

**The diversity of topics studied by *nccr – on the move* shows the complexity of new migration movements. In addition to those included in this edition of UniNEws, here are some other ongoing research projects from across Switzerland.**

At the University of Neuchâtel, the geographer Etienne Piguet and his team are investigating the new mobility of students arriving in Switzerland from the South: what are their characteristics? Which policies and strategies do the Swiss government and universities adopt to influence their trajectories?  
**International Student Mobility between the South and the North.**

Anthropologist and Professor of Transnational Studies, Janine Dahinden offers a gendered approach to migration and mobility. She and her colleagues are particularly interested in the role of gender in shaping Swiss migration policies, from the turn of the 20<sup>th</sup> century to today. This project identifies the mechanisms by which gender participates in the construction of alterity and sustains specific realities of exclusion, in the context of modern nation-states.  
**Gender as Boundary Marker in Migration and Mobility: Case Studies from Switzerland.**

**Discrimination as an Obstacle to Social Cohesion** is the final project from Neuchâtel led by sociologist Rosita Fibbi and NCCR director Gianni D'Amato. Is there discrimination in the labour market? If so, why? How is it experienced by those concerned? A survey investigating the discriminated and the discriminators alike.

University of Basel

**The Mobility of the Highly Skilled towards Switzerland**

Walter Leimgruber

**The Economic Impact of New Migration and Integration Issues**

Alois Stutzer

**To find out more:**

<http://nccr-onthemove.ch/research/projects/>

University of Berne

**From “Traditional” to “New” Migration: Challenges to the International Legal Migration Regime**

Alberto Achermann and Jörg Künzli

**The Law and Economics of Migration Policy**

Alberto Achermann

University of Fribourg

**The Emergence of a European Law on Foreigners**

Sarah Progin-Theuerkauf

University of Geneva

**Mapping the Demographics of the New Forms of Mobility and Measuring their Socioeconomic Impact**

Philippe Wanner

**Labour Market Effects and the Political Economy of “New” Migration to Switzerland**

Tobias Müller

**Citizenship and Immigration: an Empirical and Normative Analysis of Swiss Philosophy on Integration**

Matteo Gianni

Universities of Geneva and Lausanne

**The Interplay of Social Norms and Intergroup Contact in Understanding Immigration Attitudes in Multicultural Societies**

Eva G. T. Green and Juan Manuel Falomir-Pichastor

University of Lucerne


**New Wine in Old Skins? Regulating “New” Migration within the Traditional Framework – The example of Sans-Papiers in Switzerland**

Martina Caroni

University of Zurich

**Asylum Policy and Refugee Integration in Norway, Sweden and Switzerland**

Dominik Hangartner



## University of Neuchâtel degree programme related to *nccr* – on the move research

'Migration and Citizenship' is an elective subject within the Master in Social Sciences. It applies an interdisciplinary approach to two questions central to modern society: the mobility of people, and social and political integration. These questions are intrinsically linked to the future organisation of nation states, and to their interconnections with the transnational phenomena of people and the economy.

The program aims to teach migration- and citizenship-related concepts from sociology, anthropology, political science, geography, history and psychology. Current issues relating to debates on migration are systematically addressed in interdisciplinary seminars.

<https://www.unine.ch/maps/en/home/untitled/MAScS/pilier-migration-et-ci-toyennete.html>