# Index

Acceder 278  
Act on the Rights of National and Ethnic Minorities (Hungary) 141  
Adsera, A. 3  
Aeberhardt, R. 5, 98–9  
affirmative action 46, 103, 302  
see also positive discrimination  
Africans 23, 35, 36, 43, 98, 100, 103, 270, 271, 272, 273, 275–6  
see also Algerians; Black Africans; Moroccans; Sub-Saharan Africans; Tunisians; White Africans  
age ethnic groups  
  Hungary 142, 143  
  Romania 225–6  
immigrants  
  Denmark 72  
  France 91–2  
labor market status  
  France 94  
  Germany 114–18  
  Netherlands 203, 204  
  Spain 272  
agriculture, employment in 96, 97, 168, 172, 174, 229, 231, 273  
Albanians 36  
Albert Heijn supermarkets 218–19  
Algemene Rekenkamer 215  
Algerians 22, 90, 91, 92, 93, 95, 99, 100, 101, 103  
allochthonous minorities 201  
Americans 90, 91, 100, 117  
amnesties, illegal immigrants 88  
Amuedo-Dorantes, C. 275  
Andersen, S.H. 81  
amonymous CVs 106  
anti-discrimination legislation 43, 67, 309  
  Denmark 80  
  Hungary 140, 149, 157  
  United Kingdom 283, 298–300  
policies  
  France 105  
  Germany 129  
  Romania 243  
anti-Muslim sentiment 207  
Antilleans 36, 199, 201, 202, 203, 204, 205, 207, 207–208, 210, 214, 216, 218  
Arabs 23, 36  
Armenians 23, 165, 224  
ASDA 301  
Asians 23, 64, 90, 91, 100, 270, 271, 272, 273, 284, 286, 288, 289  
see also Chinese; South-East Asians; Vietnamese  
attitudes  
  as an indicator of successful integration 57  
  as an integration barrier  
    Denmark 77–8  
    Latvia 181–3  
    Netherlands 206–207  
    Slovakia 252  
    United Kingdom 291–3  
change in  
  expert views on desire for 38, 45, 52  
  expert views on need for 39–42, 47  
  Hungary 156  
measuring, United Kingdom 296  
Austria 7, 11, 12, 15, 17, 36, 52  
Austrians 115  
autochthonous minorities 2, 200–201  
AXA France 106  
Azerbaijanis 165  
Balkan minorities 35  
Balladur, Edouard 89  
Baltic region 63–4
Bangladeshis 23, 24, 35, 36, 284, 286, 288, 289, 290, 293, 295, 296, 297, 298
barriers to integration 42, 47, 63, 64
  Denmark 77–9
  France 98–101
  Germany 119–30
  Hungary 148
  Latvia 176–83
  Netherlands 206–15
  Romania 232–9
  Slovakia 251–7
  Spain 274–6
Basu, A. 301
Befly, M. 98
Belarusians 36, 164
Belgium 7, 11, 12, 15, 17, 36, 49, 51
Belzil, C. 101
benchmarking 81, 303
birth rate, Romania 227, 228
Black Africans 23, 24, 36, 284, 286, 287, 288, 289, 290, 293, 295, 296
Black Caribbeans 23, 284, 286, 288, 289, 290, 293, 295, 296
black market economy 46, 146
blue-collar workers 96
Blume, K. 77
Boeri, T. 78
Borjas, G.J. 3
Bosnians 75, 76, 77
Brazilians 36
British Social Attitudes (BSA) survey 291
Brücker, H. 78
Bulgaria 7, 11, 12, 15, 17, 25, 36, 49, 51
Bulgarians 224, 249
bureaucracy 67
business attitudes 41, 259–60
business cycle 310
business policy  
  Denmark 83–4
  France 105–106
  Germany 131–4
  Hungary 153–4
  Latvia 187–93
  Netherlands 218–19
  Romania 243
  Slovakia 259–62
  Spain 279–80
  United Kingdom 300–302
business-led initiatives 43, 56, 59, 62, 67, 309
Butcher, K. 3
Caille, J.P. 5, 100
Cambodians 90, 91, 92, 100
Canada 65–6
Caribbeans see Antilleans; Black Caribbeans; White Caribbeans
Central and Eastern Europe integration initiatives 67
labor market exclusion 63
see also individual countries
Central Statistical Bureau (Netherlands) 215
Chambers of Industry and Commerce (Germany) 133–4
Charter for Diversity (France) 106
children 67, 99
Chinese 23, 77, 117, 223, 284, 286, 288, 289, 290, 293, 295, 296
Chiswick, B.R. 3
church 39, 46
citizenship as an integration barrier 42
courses, Netherlands 215
importance, Latvia 164–7
labor force participation 7–9
minority integration 62
nationality synonymous with 2
numbers granted, France 101–102
and unemployment 12–14
civic-political integration, Slovakia 263
civil servants, Germany 121, 122, 123, 125
Clausen, J. 82
collective ethnic fears, Latvia 182
Comisión Laboral Tripartita 279
Commission for Racial Equality (CRE) 299–300, 301, 302
commitment 62, 63, 67, 311
communication 58, 61, 62, 66, 68
communism 255
community 58
community networks 103
competition 41–2
Confederation of Danish Employers 76, 82
Index

Confederation of Employers and Industries of Spain 279
Confederation of German Employers’ Association 134
Constant, A. 3–4, 54
construction, employment in 77, 96, 97, 172, 209, 231, 273
consumers, employees as powerful 64
contracts, ethnic/non-ethnic 62
cooperation 61, 64, 66–7
coordination 58, 309
cost-effectiveness analyses, of policies 263
costs, non-integration, Germany 135
Council of Europe 152, 242, 247
Council of the National Minorities (Romania) 240
Croatia 257
Croats 23, 223, 224, 249
Csongor, A. 142, 145
cultural assimilation 104
cultural barriers 213
cultural differences 62
cultural life, minority desire for change 38, 45
Cyprus 7, 11, 12, 15, 17
Czech Republic 247
integration barriers 64
IZA policy matrix 51
labor force participation 7, 11, 17
labor market integration 49
poverty rates 257
risk of labor market exclusion 36
unemployment 12, 15, 17
Czechoslovakia 247, 256
Czechs 115, 116, 224, 248
Danish Crown 83
data collection 107, 220, 249
de-ghettoization 265
de-segregation 263, 264
de-stigmatization 264
Decade of Roma Inclusion (2005–2015) 242
decision-making 63
Denmark 70–84
guest workers 70
immigrants 70, 71–2
labor market see labor market
refugees 70, 81, 82–3
Department for Interethnical Relations (Romania) 240
dependency trap 263, 264
Dex, S. 301–302
DiNardo, J. 3
direct racial discrimination 299
Disability Rights Commission 302
discrimination
as an indicator of successful integration 57
as an integration barrier 42
Hungary 141–2, 149, 157
labor market
Denmark 78
France 99, 103, 105
Hungary 141–2, 152
Latvia 188
Romania 234–6
Spain 276
need to fight 62
Netherlands 207–209
United Kingdom 292–3
workplace, UK 294
see also anti-discrimination; positive discrimination; racial discrimination; religious discrimination
Discrimination Law Review (UK) 302
dissimilarity (Duncan) index 171, 172–3, 174, 178, 179
Diversity Charter (Germany) 133
Dustmann, C. 291, 295
Dutch immigrants 74, 115
Dzurinda, M. 258
earnings see wages
Earnings Structure Survey 2002 272, 275
Eastern Europe
definition and measurement of ethnic minorities 2
see also individual countries
Eastern Europeans
France 103
Germany 116, 127
risk of labor market exclusion 35, 36
in UK 285
see also individual nationalities
Echantillon Démographique Permanent (EDP) 102

economic crisis 128, 170, 183
economic cycles 310
economic immigration 63
economic integration 280–81
education
as an indicator of successful integration 57
as an integration barrier 42, 64
Denmark 78–9
France 98, 99–101
Netherlands 209–12
Slovakia 252, 253–4
business policy
Germany 132
Slovakia 261
minority desire for change 38, 45
minority integration 62, 65
public policy 309
France 105
Hungary 149–50, 151, 156
Latvia 184–5
Netherlands 216, 217, 219
Romania 244
Romania 228, 229
educational attainment
Germany 127, 131–2
Hungary 147
migrants, France 104
Netherlands 216
Romania 5, 234, 235, 236–7
Spain 272
United Kingdom 287–9
empirical definitions, ethnic minorities 2
employees, acknowledgement as powerful consumers 64
employers
perceived as responsible for change 39, 46
see also business policy
employment
Denmark 75–6, 81
France 88, 103
Germany 112, 118, 119, 127, 128
Hungary 65, 145–7, 153, 157–8
and integration 64
Latvia 167, 169–70, 194
Netherlands 207
provision and accessibility 62
Romania 65, 230, 233, 244
Slovakia 65, 262
Spain 4, 275
see also paid employment; part-time employment; self-employment; unemployment
empowerment 310
Enquête sur l’Emploi 89
enterprise level, ethnic composition, Latvia 188–91
equal opportunities 1, 105, 135, 242, 299, 302
Equal Opportunities Commission 302
equal treatment 39, 40, 45–6, 65, 308
Equalities Panel Review 303
Equalities Review (UK) 302
Equality Act (2006) 302
Equality and Human Rights Commission (EHRC) 302
Estonia 7, 11, 12, 15, 18, 36, 51, 257
ethnic entrepreneurship 62, 129–30, 202
ethnic minorities (EU)
definition and measurement 2–3
integration see minority integration
labor market see labor market
social and economic exclusion 1
see also individual nationalities
Ethnic Minorities Task Force (UK) 302–303
ethnic penalties, in UK 295, 296–7, 298
ethnocentrism 252
Eurobarometer 6
Europe see Central and Eastern Europe; Eastern Europe; Western Europe
European Commission 38, 39, 45, 46, 53, 152, 242, 310
European Commission against Racism and Intolerance (ECRI) report (2004) 140, 142
European immigrants see individual nationalities
European Roma Rights Centre (ERRC) 148
European Social Survey (ESS) 6, 78
European Union
Country Reports, Hungary 150–52
different approaches to tackling integration 311
institutional role 310–11
LFS see Labor Force Survey
perceived as responsible for change 38, 39, 45, 46, 53
Race Directive 299
role in raising awareness of ethnic situation 310
Survey of Income and Living Conditions (SILC) 6
evaluation of integration 61, 311
evidence-based policy 220
exclusion 1
Central and Eastern Europe 63
Denmark 79
risk of 33–7, 307
Romania 236
Slovakia 252
executives 96, 121, 123, 125
experience 61
expert opinion, on integration see IZA
Expert Opinion Survey
Fair Employment (Northern Ireland) Act 1989 299
fair treatment 58, 64, 65, 308
fairness 59, 66
feasibility, successful initiatives 58
feedback, successful initiatives 58
fertility rate, ethnic groups, Romania 227, 228
financial support 58, 244
Finland 7, 11, 12, 15, 18, 36, 50
firm size 79, 190
formality 67
Formation-Qualification Professionnelle survey 99
Forum for the Social Integration of Immigrants 277
Fougère, D. 99, 102, 103
Fourth National Survey of Ethnic Minorities 294
France 88–107
immigration 88–9
labor market see labor market migrants 22, 89–97
free markets 41–2
freelance workers 121, 125
FREESOFT 154
Frijters, P. 294, 295
funding
education, Netherlands 216, 217, 219
minority integration 59, 63, 67, 311
Germany 130
gender
and education, Romania 235
employment 65
France 103
Hungary 146–7
Latvia 169
United Kingdom 290–91
labor market participation
by citizenship and immigration status 7–9, 10
Denmark 74
differences in foreigners and natives 11
France 22, 95
Germany 118, 128
migrant groups, France 92
social assistance, Netherlands 204
underemployment, France 92–3
unemployment
by citizenship and immigration status 12–14
differences, non-EU foreigners and natives 15
France 22, 94
Germany 114
Latvia 171
Netherlands 203, 204
United Kingdom 288
wages
Denmark 78
Latvia 179
Netherlands 206, 208
General Household Survey (GHS) 283
general policies 43, 308
General Population Census (France) 90
Génération 98 survey 101
geographic segregation 214, 254–5
German Federal Employment Agency 133
Germans 224, 226, 227, 230, 233, 235, 249
Ethnic diversity in European labor markets

Germany 109–35
foreigners, regional distribution of 112
immigrant data 110–11
immigration
history of 112
legislation 109–10
labor market see labor market
Getting Results program (CRE) 299–300
Ghetau, V. 223, 227
Giscard d’Estaing, V. 88
goal-directed problems 259
Godoy, Delgado 60
good practice 309, 311
government
role, integration 67–8
see also local government; national government
Government’s Strategy for the Improvement of the Roma’s Situation (Romania) 241, 242
Graversen, B.K. 83
Greece 8, 11, 13, 15, 19, 36, 49, 51
Greeks 115, 126, 223, 224
Green Card initiative 109, 130
Grundfos Industries 84
guest workers 70, 126–7, 198, 199, 214
Habilitcek, L. 139, 148
Halifax Building Society 301
Hannells Industries 83
Hansabanka 192, 193
Hansen, F.K. 82
Hansen, H. 82
harassment (racial) 299
Harmony Center 183
Hartog, J. 5, 208, 209, 214, 215
Haute Autorité de Lutte contre les Discriminations et pour l’Égalité 105
Hazans, M. 5, 183
health care 38, 45
Heinesen, E. 81
highly qualified workers 121, 122–3, 125
Home Office Citizenship Survey (HOCS) 292–3
housing 38, 45, 64, 214, 253
human rights 4
humanitarian migrants 127
Hungarian Ombudsman for Minority Rights 149, 152
Hungarians 23, 116, 224, 225, 230, 233, 235, 248, 249
Hungary 137–58
ethnic minorities
legal status 139–42
legislation 138
offices that deal with 140
see also Roma
labor market see labor market
poverty rates 257
Husted, L. 81
Huynh, D.T. 82–3
illegal immigrants 47, 88, 89
immigrant ethnic minorities (EU) integration see minority integration
in labor market see labor market
see also individual nationalities
Immigrant Panel 215
immigration
economic 63
Germany, history of 112
legislation 47
France 104
Germany 109–10, 130
policy
and integration 310
Spain 279
status
labor force participation 7–9
unemployment 12–14
United Kingdom, hardening attitudes 292
implementation, successful initiatives 58
Împreună Agency for Community Development and Romani CRISS 5
income
Denmark 76–7
Germany 123–6
Netherlands 203–206
Roma, Hungary 147–8
see also wages
Indians 23, 284, 286, 288, 289, 290, 293, 295, 296
indirect racial discrimination 299
Indonesians (Moluccans) 198, 214
industry, employment in 77, 172, 174, 229, 272
informational barrier 42
innovative approaches 61
institution provisions, labor market 307
institutional factors, and ethnic disadvantage 297–8
institutional integration barriers 42
institutional racism 300
institutional structure, labor market 309
institutions, perceived as responsible for change 38–9, 45, 53
integration see minority integration
Integration Law (Denmark, 1988) 80, 81
Intelligence Group (Netherlands) 218
inter-ethnic relations, Latvia 182–3
internal barriers
Netherlands 214
perception of expert stakeholders 42
Romania 237–8
Slovakia 255
intolerance 62
Iraqis 36, 75, 76, 77, 117
Ireland 8, 13, 36, 48, 51
Irish 285
Italians 90, 91, 92, 93, 100, 101, 112, 115, 123–6, 223, 224
Italy 8, 11, 13, 15, 19, 36, 49, 51
IZA Expert Opinion Survey
minority integration 31–54
data 32, 33
policy lessons and conclusions 49–53
policy matrix 48–9, 50–52
questionnaire 31–2
results 33–47
successful integration initiatives 56–7, 58

Janky, G. 145
Jews 164, 165, 224, 225, 249
job search methods 295–6
job training 82, 84
Jospin, Lionel 89
jus soli principle 89
Kahanec, M. 3, 4, 54
Kállai, E. 140
Kārnīte, R. 187–8
Kee, P. 207, 208
Kemény, I. 141, 145–6, 147
Kertési, G. 4, 5, 138, 141, 142, 153
Kézdi, G. 4, 5
kindergartens 155–6
Kosovars 36
labor exchanges 61–2
Labor Force Survey (LFS) 6
France 90
Latvia 188
Romania 237
United Kingdom 283, 285, 287, 293, 294, 295
labor market
as an indicator of successful integration 56, 57
Austria 7, 11, 17, 36, 52
Belgium 7, 11, 17, 36, 49, 51
Bulgaria 7, 11, 17, 36, 49, 51
Central and Eastern Europe 63
Cyprus 7, 11, 17
Czech Republic 7, 11, 17, 36, 49, 51
Denmark
discrimination 78
exclusion 36, 79
integration see social and labor market integration
participation 7, 11, 18, 72–6
Estonia 7, 11, 18, 36, 51
ethnic minorities in immigrants 6–23
literature overview 3–5
self-identified 23–5
exclusion see exclusion
Finland 7, 11, 18, 36, 50
France
discrimination 99, 103, 105
integration see social and labor market integration
participation 7, 11, 18, 22
risk of exclusion 36
Ethnic diversity in European labor markets

Germany 113–19
integration see social and labor market integration
participation 8, 11, 17
risk of exclusion 36
sectoral distribution of foreign workers 113
Greece 8, 11, 19, 36, 49, 51
Hungary
discrimination 141–2, 152
integration see social and labor market integration
participation 8, 11, 19, 23, 24, 25
risk of exclusion 36
institutions provisions 307
institutional structure 309
integration see social and labor market integration
Ireland 8, 36, 51
Italy 8, 11, 19, 36, 49, 51
Latvia 167–8
discrimination 188
integration see social and labor market integration
participation 8, 11, 19, 167, 170
risk of exclusion 36
Lithuania 8, 11, 19
Luxembourg 8, 11, 19, 36, 49, 52
Malta 36, 49, 51
Netherlands
integration see social and labor market integration
participation 8, 11, 19, 201–203
recruitment of unskilled workers 198, 199, 203, 206
risk of exclusion 36
Poland 8, 11, 20, 36, 49, 52
Portugal 9, 11, 20, 36, 51
Romania
discrimination 234–6
exclusion 236
integration see social and labor market integration
migration 243–4
participation 9, 11, 20, 23, 24, 25
risk of exclusion 36
segmentation 1
Slovakia
exclusion 252
integration see social and labor market integration
participation 9, 11
policy evaluation 264
risk of exclusion 36
Slovenia 9, 11, 20, 36
Spain
discrimination 276
integration see social and labor market integration
outcomes of natives and immigrants 271–3
participation 9, 11, 18, 24, 25, 272
risk of exclusion 36
Sweden 9, 11, 20, 36, 51
United Kingdom
institutions 297–8
integration see social and labor market integration
outcomes 285–7, 297
participation 9, 11, 21, 23
risk of exclusion 36
see also employment; unemployment language
as an integration barrier 64
Denmark 78–9, 84
France 101, 102
Germany 113
Hungary 150
Latvia 178–81
Netherlands 212
perception of expert stakeholders 42
United Kingdom 294, 304
courses 39, 40, 64, 215
Hungary 139–40
importance of 309
Latvia 164–7, 178–81, 185–6, 192, 193
training 82, 184, 215
see also world languages
Laotians 82, 90, 91, 100
Latinos 268, 270, 271, 272, 273, 275, 276
Latvia 163–94
ethnic minorities, composition 163–4
labor market see labor market
language and citizenship 164–7
poverty rates 257
Latvia University of Agriculture 188
Index

Lebanese 36
legislation
   ethnic minorities, Hungary 138
   see also anti-discrimination,
   legislation; immigration,
   legislation
Leuven, E. 217, 219
liberalism 65–6
Liebig, T. 111, 127, 129
linguistic barriers see language, as an
integration barrier
Lithuania 8, 11, 13, 15, 19, 257
Lithuanians 164
Lloyds TSB 301
local government
   initiatives regarding Roma, Hungary
   153
   perceived as responsible for change
   39, 46
   ‘lock-in’ effect 81, 82, 181, 194
Loeffelholz, H.D. von 130
low-skilled jobs, gender bias 65
Luxembourg 8, 11, 13, 15, 19, 36, 49, 52
mainstreaming 264
Malchow-Møller, N. 78
Malta 36, 49, 51
manufacturing, employment in 77, 97, 209, 231
Massey, D.S. 3–4
master workers 120, 122, 124
Meciar, V. 257
media 44, 46, 47, 156, 291–2, 310
Mendola, M. 4
merit-based remuneration 66
micro-loans, lack of, Germany 129–30
Middle Eastern minorities 35
migrants, France 89–96
Mikrozensus 111, 114
minority integration
   challenges 1
   interventions 43
IZA Expert Opinion Survey 31–54
   data 32, 33
   policy lessons and conclusions
   49–52
   policy matrix 48–9, 50–52
   questionnaire 31–2
   results 33–47
in labor market see social and labor
market integration
long-term 67
policy agenda for 307–11
practice of 55–68
   case study analysis 57–66
   data and analytical framework
   58–61
   results 61–6
   expert view on successful 56–7
   lessons learned and policy
   conclusions 66–8
Mitterand, F. 88
mobility 38, 45, 194
Moluccans 198, 214
monitoring integration 61, 311
mono-ethnic enterprises 187, 188–9
Moroccans
   Belgium 36
   France 22, 90, 91, 92, 93, 99, 100, 101, 103
   Germany 117
   Netherlands 201, 202, 203, 204, 205, 207–208, 209, 210, 212, 216, 218
Muižnieks, N. 193, 194
multicultural employers 218–19
multicultural work councils 219
multiculturalism 104, 291
municipal responsibility, for
   integration 81
Muslims 35, 36
mutual support 63
National Agency for Latvian
   Language Training (LVAVA) 184
National Agency for the Roma (ANR)
   240–42
National Council for Combating
   Discrimination (CNCD) 243
national government
   initiatives regarding Roma, Hungary
   152–3
   perceived as responsible for change
   39, 46, 53
   national identity, as an integration
   barrier, UK 293
National Identity Surveys for 1995 and
   2003 (ISSP 291, 292
National Integration Plan (Germany)
   131
Ethnic diversity in European labor markets

National Network for Integrated Education (Hungary) 140–41
National Office for the Roma (Romania) 240
National Plan against Poverty and for the Promotion of Social Inclusion (Romania) 241
National Roma Minority Self-Government 141
National Strategy Report on Social Protection and Social Inclusion 138–9, 144, 154
nationality 2, 7–9, 89, 103
natives (EU) labor force participation 7–9, 11, 23
unemployment 15, 23
see also individual countries
naturalization 2, 102, 103, 111, 184
negative attitudes
as an integration barrier 64
Hungary 148–9
need for change 39–42
United Kingdom 291
Netherlands 198–220
demographic data 199–201
discrimination 198, 207–209
immigrant ethnic minorities 198, 199, 201
labor market see labor market
network creation 310
see also community networks; social networks
Nielsen, H.S. 78
Niesing, W. 208
non-EU nationals, labor force participation 7–9
non-governmental organizations 39, 43, 46, 55, 56, 66–7, 276
non-Western immigrants
Denmark 71–2, 73, 75, 76, 77
see also individual nationalities
Northern Foods 301
Northern Ireland 299
occupational distribution
Romania 233
Spain 273
occupational segregation
Latvia 168, 170–71, 172, 178
United Kingdom 290–91
Oceania 90, 91, 92, 100
Office for National and Ethnic Minorities (Hungary) 140
Office for Roma Affairs (Romania) 240
Open Society Foundation 242
Open Society Institute 242
Organization for Security and Co-operation in Europe 152
Ours, J.C. van 4, 208
paid employment 38, 45
Pakistan 70
Pakistanis 23, 24, 77, 284, 286, 287, 288, 289, 290, 293, 295, 296, 297, 298
Parliamentary Commissioner for National and Ethnic Minority Rights (Hungary) 140
part-time employment
France 93–4, 95
United Kingdom 287
partnerships 55, 59, 62, 309
Pedersen, P.J. 4, 78
Penal Code §266b (Denmark) 80
Permanent Immigration Observatory (Spain) 277–8
Phils, K. 183
Poinas, F. 101
Poland 8, 11, 13, 15, 20, 36, 49, 52, 257
Poles 23, 90, 115, 164, 213, 224, 249
political participation 38, 45, 57
Portugal 9, 11, 14, 15, 20, 36, 51, 99
Portuguese 90, 91, 92, 93, 95, 100, 103, 115
positive discrimination 40, 46, 53, 103–104, 157
see also affirmative action
positive perception 58, 66
Poujet, J. 99
poverty 84, 256, 257
prejudice 182, 213, 252, 292–3
Prešov 65
Pressalit Group 83
Preston, I.P. 291
Principles of the Government’s Roma Policy 257
Priorities of the Slovak Government in Relation to Roma Communities in 2002 258
private firms, minority integration, Denmark 83
procedural impartiality 302
Proposal of Tasks and Measures for Solving the Problems of Citizens Requiring Special Help 258
public discourse 310
public integration initiatives 56, 66, 278
public perceptions
as an integration barrier
Denmark 77–8
Latvia 181–3
Netherlands 206–207
Slovakia 251–2
United Kingdom 291–3
minority integration 59
Spain 279–80
towards Roma population, Hungary 148–9
public policy 67, 309
Denmark 80–83
France 101–105
Germany 130
Hungary 150–53
integration intervention 43
Latvia 183–7
Netherlands 215–17
principles perceived as crucial 39, 40
Romania 239–43
Slovakia 257–9
Spain 276–8
United Kingdom 298–300
public sector employment 106, 173
public–private partnerships 55, 309
Purdam, K. 301–302
Race Directive (EU) 299
Race Relations Act (1976) 298, 299
Race Relations (Amendment) Act (2000) 298–9, 300, 303
Race Relations Board (UK) 299
racial discrimination 89, 149, 299
racial prejudice 292–3
recruitment 189–90, 198, 199, 203
refugees 36, 70, 81, 82–3, 209, 214
Regional Bureau (UNDP) 153–4
Regular Reports on Hungary 139, 142, 150–52
relatives, workers assisting, Germany 121, 125
religious discrimination, Netherlands 198
remigration scheme, Germany 112
representation, minority desire for change 38, 45
representatives, perceived as responsible for change 39, 46, 53
reputation, as an integration barrier 252
residence, and employment, Denmark 75, 82–3
resource-oriented approach 133
Rica, S. de la 275
Riga 163, 170, 183, 186
Roma
in Bulgaria
risk of exclusion 36
unemployment 25
Czech Republic, risk of exclusion 36
desire for integration change 44–5, 52–3
in Hungary 4
business policy 153–4
demographic characteristics 142–4
discrimination against 141–2, 149, 152
education 149–50, 151, 156
employment and unemployment 65, 144–8, 153, 157–8
estimated numbers 138–9
EU concern 150–52
financial support 158
government initiatives 152–3
integration barriers 148, 150
integration initiatives 140–41
labor market participation 24, 25
linguistic groups 140
need for research 157
public perceptions 148–9
recommendations 155–6
risk of labor market exclusion 36
self-governments 141
statistical data 138, 148
unemployment 24, 25
identity 2
integration barriers 64
integration initiatives 64–5
in Latvia
population 164, 165
risk of exclusion 36
as most disadvantaged/vulnerable 43, 63
policy principles preferred by 45–7
preconceptions about 52
risk of exclusion 35, 36
in Romania 223, 224–7
age structure 226
birth and fertility rates 227, 228
discrimination against 234–6
economic activity 228–9, 230
education 228, 229
educational attainment 5, 234, 235, 236–7
employment 65, 230, 232, 233
ethnic segregation 237
international financial support 244
labor market exclusion 236
labor market integration 244–5
labor market participation 24, 25
labor migration 242–3
population 223
professional profile 234
public policy 239–43
risk of exclusion 36
unemployment 24, 25, 229, 230, 239
in Slovakia 5, 257–9
community attributes 256
demographic data 248, 249–50
dependency trap 263, 264
education 65
labor market integration
barriers 251–7, 262
public policy 257–9
recommendations 264–5
poverty 256
risk of exclusion 36
unemployment 25, 250, 251, 259, 260–61
in Spain
demographic characteristics 271
estimated numbers 268–9
labor market barriers 276
labor market outcomes 274
labor market participation 24, 25
perception toward 279–80
policy recommendations 281
public integration policies 278
unemployment 24
Roma Action Programme 152
Roma Development Program (Spain) 278
Roma Education Fund 155
Roma Inclusion Barometer (2006) 233, 234, 238, 242
Romania 222–45
economy 228
ethnic minorities
demographic data 222–32
segregation 237
labor market see labor market
Romanians 23
Romaversitas Invisible College 141
Russia 257
Russian enterprises 189, 191
Russians 36, 48, 63, 116, 164, 165, 166, 180, 181, 182, 188, 192, 224, 249
Ruthenians 23, 248
Safi, M. 102, 103
Sarkozy, N. 89
Schaafsma, J. 213
Schiphol Dienstverlening 219
Schneider-Ross 300
Schola Project 261
Schröder, G. 109
SCP surveys (2003) 216
sectoral composition, employment
Denmark 77
France 96, 97
Germany 113
Latvia 168, 171–4, 178
Romania 231
Spain 272, 273
selection, integration programs 62–3, 66
self-confidence 47
self-employment 4
France 96
Germany 121, 122, 123, 125, 129, 130
Hungary 145
minority desire for change 38, 45
Netherlands 202
Romania 232
Spain 273
United Kingdom 287
self-identified ethnic minorities 23–5, 223, 283
self-support, Denmark 81, 82
semi-skilled workers 120, 122, 123, 124
SER report (2007) 209, 216
Serbs 23, 224
Shields, M.A. 294
Simpson, L. 295
Sinti 35
skill discrepancies 62
skill matching 61–2
skilled workers 96, 120, 122, 123, 124, 131, 172
Slovakia 247–65
ethnic minorities
after 1993 247–8
demographic data 248–50
historical perspective 247
see also Roma
labor market see labor market
poverty rates 257
Slovaks 115, 224
Slovenia 9, 11, 14, 15, 20, 36, 257
Slovenians 115
social assistance 77, 81, 82, 83, 202, 203, 204
social barriers, Netherlands 213
social dialogue 310
Spain 279
Social and Economic Council (Netherlands) 218
social insurance, minority desire for change 38, 45
social and labor market integration and change
expert views on minority desire 35–8
institutions and bodies perceived as responsible for 38–9
Denmark 70–85
business policy 83–4
integration barriers 77–8
IZA policy matrix 50
policy implications 84–5
public policy 80–83
statistical overview 71–7
France 49, 88–107
business policy 105–106
integration barriers 98–101
IZA policy matrix 50
policy implications 106–107
public policy 101–105
statistical overview 89–97
Germany 49, 109–35
business policy 131–4
integration barriers 119–30
IZA policy matrix 50
labor market overview 113–19
policy implications 134–5
public policy 130
sectoral distribution of foreign workers 113
statistical overview 110–11
Hungary 137–58
business policy 153–4
education 149–50
employment and unemployment 144–8
integration barriers 148
IZA policy matrix 50
legislation 149
policy implications 154–5
public policy 150–53
recommendations 155–8
statistical overview 138–9
Latvia 163–94
business policy 187–93
integration barriers 176–83
labor market overview 167–8
main challenges 168–9
policy implications 193–4
public policy 183–7
statistical overview 169–76
as major challenge 307
Netherlands 198–220
barriers 206–15
business policy 218–19
IZA policy matrix 50
policy implications 219–20
public policy 215–17
statistical overview 199–206
Romania 49, 222–45
barriers 232–9
business policy 243
IZA policy matrix 50
policy implications 244–5
public policy 239–43
statistical overview 222–32
Ethnic diversity in European labor markets

Slovakia 49, 247–65
   barriers 251–7, 262
   business policy 259–62
   IZA policy matrix 50
   policy discussion 262–4
   policy implications 265
   public policy 257–9
   recommendations 264–5
   statistical overview 248–51
Spain 268–81
   barriers 274–6
   business policy 279–80
   IZA policy matrix 50
   policy implications 280–81
   public policy 276–8
   statistical overview 269–71
success and failure of 55
United Kingdom 49, 283–304
   barriers 291–8
   business policy 300–302
   IZA policy matrix 50
   policy implications 302–304
   public policy 298–300
   statistical overview 283–91
social networks 189–90, 229
social protection systems 264
social relationships 4, 62, 64, 66
Sólyom, L. 140
Somalis 36
Soros Foundation 150
South-East Asians 22, 103
Spain 268–81
   immigrant minorities 268–9
   demographic data 269–71
   see also Roma
immigration policy 279
labor market see labor market
Spanish 90, 91, 92, 93, 100
Spanish Institute of Statistics 269–70
specific integration policies 39, 40, 43, 46, 308
SPVA surveys 212, 215
Sri Lankan immigrants 77
Starthelp program 82
State Audit Office of Hungary 158
State Language Law (Latvia) 185–6
Stephen Lawrence enquiry 300
stigmatization 64, 308
Strategy of the Slovak Government for Solving the Problems of the Roma

and the Set of Implementation Measures – 1st Stage 258
Sub-Saharan Africans 22, 36, 91, 92, 95, 103
Surinamese 202, 203, 204, 205, 206, 207, 208, 210, 216, 218
sustainability, of integration 59, 62, 63, 67
Sweden 9, 14, 15, 20, 36, 48, 51, 77
targeted programs 64, 66, 278, 310
Tartars 224
Tatars 165
TDC 83
tertiary sector, employment 77, 97, 113, 128, 172, 231, 272, 273
Theodoropoulos, N. 295
Think Tank on Integration in Denmark 80
timing, successful initiatives 58
Tinggaard, K. 83
tolerance 232
trust 62, 63, 64, 66
Tunisians 90, 91, 92, 93, 100, 101
Turkey 70
Turks
   Denmark 75, 77
   France 22, 90, 91, 92, 93, 99, 100, 103
   Germany 109, 111, 112, 113, 114, 116, 123–6, 127, 128, 129, 130
   Netherlands 201, 202, 203, 204, 205, 208, 209, 210, 212, 216, 218
risk of labor market exclusion 35, 36
Romania 223, 224
Ukrainians
   Germany 117
   Hungary 23
   Latvia 164
   Romania 223, 224, 226, 227, 230, 233, 235
   Slovakia 248
underemployment
   France 92–3, 95
   Germany 114, 131
unemployment 15, 23
   Austria 12, 15, 17
   Belgium 12, 15, 17
   Bulgaria 12, 15, 17, 25
Index

Cyprus 12, 15, 17
Czech Republic 12, 15, 17
Denmark 12, 15, 18, 70–71, 76, 84
Estonia 12, 15, 18
Finland 12, 15, 18
France 12, 15, 18, 22, 92, 94
Germany 13, 15, 17, 114, 128
Greece 13, 15, 19
Hungary 13, 15, 19, 23, 24, 25, 144, 145, 153
Ireland 13
Italy 13, 15, 19
Latvia 13, 15, 19, 167, 170, 171, 179–80
Lithuania 13, 15, 19
Luxembourg 13, 15, 19
Netherlands 13, 15, 19, 203, 204, 205
Poland 13, 15, 20
Portugal 14, 15, 20
Romania 14, 15, 20, 23, 24, 229, 230, 238, 239
Slovakia 14, 15, 25, 250, 251, 252, 259, 260–61
Slovenia 14, 15, 20
Spain 14, 15, 18, 24, 271
Sweden 14, 15, 20
United Kingdom 14, 15, 21, 23, 287, 288, 295–6, 297

see also underemployment
UNICEF 244
unification boom, Germany 128
unionization 79, 213
unions, perceived as responsible for change 39, 46
United Kingdom 283–304
ethnic minorities
definition 283
demographic data 284, 285
disadvantage 295, 296
education 287–9
self-identification 283
labor market see labor market
legal process, reform of 303–304
United Nations Development Programme (UNDP) 148, 153–4, 242
unreliability, as an integration barrier, Slovakia 252
unskilled workers 96, 120, 122, 123, 124, 198, 199, 203, 206
urban distribution, French migrants 93
urbanization, Romania 227–8
US Steel Košice 261
Uzbeks 165
Vallet, L.A. 100
Van der Klaauw 214
Vašečka, M. 5
Veenman, J. 4, 208
Verbetering Arbeidsmarkpositie Allochtone Jongeren 218
victimization, racial 299
Vietnamese 77, 90, 91, 92, 100, 117
Visser, A.M. 209
vocational status, Germany 124–6
vocational training, Germany 120, 122, 123, 124, 127–8
wages
Denmark 78, 84
France 94–6, 98
Germany 123
Latvia 167, 168, 174–6, 179
Netherlands 208, 209
Spain 273
United Kingdom 287–9
see also merit-based remuneration
welfare benefits see social assistance
welfare states 60, 78
Western Europe, integration initiatives 67
Western immigrants
Denmark 71–2, 73–4, 76
see also individual nationalities
Wheatley Price, S. 294
Whirlpool Slovakia 261–2
White Africans 284, 286, 287, 288, 289
White Caribbeans 284, 286, 288, 289
white majority population (UK) 23, 284, 286, 288, 290, 293, 295
white-collar workers 96
work discipline 64
workforce diversity 61, 62, 63, 106, 133
Workplace Employment Relations Survey (1998) 294
workplace practices, as an integration barrier, in UK 294
World Bank 242, 244, 249–50, 254, 256
world languages, adoption 61
Ethnic diversity in European labor markets

Yugoslavia 48, 70, 77, 199, 223
Yugoslavs 35, 36, 48, 116

Zaiceva, A. 3
Zepa, B. 187–8
Zimmermann, K.F. 26, 27, 31, 50, 54, 56, 57, 58, 68, 107

Zones d’Éducation Prioritaires (ZEP) 103–104
Zones Urbaines Sensibles (ZUS) 98, 104
Zorlu, A. 5, 208, 209, 214, 215