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FEMAGE

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EU RESEARCH ON SOCIAL SCIENCES AND HUMANITIES

Needs for female immigrants and their integration in ageing societies

FEMAGE

STATE OF THE ART

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Coordinator of project :

Bundesinstitut fuer Bevolkerungsforschung
Wiesbaden, Germany
Charlotte HOEHN
www.bib-demographie.de/femage

Partners of project:

Demographic Research Institute at the Hungarian Central Statistical Office, HU, Attila Melegh
Populatin and Social Policy Consultants, Belgium, Dragana Avramov
International Organization for Migration, PL, Marek Kupiszewski
Masarykova univerzita , CZ, Rabusic Ladislav
Scientific Research Centre of the Slovenian Academy of Sciences and Arts, SI, Majda Ernic Istanic
Austrian Academy of Sciences, AT, Dimiter Philipov
The Family Federation of Finland/Population Research Institute, FI, Ismo Richard Soderling

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Director: T. LENNON

Scientific Officer: Myria VASSILIADOU

marya.vassiliadou@ec.europa.eu

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Preface

Within the 6th Community RTD Framework Programme (2002-2006), research in Social Sciences and Humanities is addressed under Priority 7 “Citizens and Governance in a Knowledge-based Society”. The main objectives of this thematic area are to mobilise European research in economic, political, social sciences and humanities in order to develop an understanding of the issues related to the emergence of a knowledge -based society, as well as to address, on the one hand, new forms of relationships between its citizens and on the other between its citizens and institutions.

In order to attain these objectives, researchers were invited to address issues related to the following 7 research areas, grouped into two major themes:

Knowledge based society and social cohesion

1. Improving generation, distribution and use of knowledge
2. Options and choices for the development of a knowledge-based society
3. Variety of paths towards a knowledge society

Citizenship, democracy and new forms of governance

4. Implications of European integration and enlargement
5. New forms of governance
6. Resolution of conflicts and restoration of peace
7. New forms of citizenship and cultural identities

and one additional research area of a horizontal nature:

8. Actions to promote the European Research Area in Social Sciences and Humanities and their contribution to the knowledge based society in Europe.

The implementation of this Priority was undertaken through the launching of calls for proposals in 2003 and 2004 and as a result, 140 projects were selected for funding.

In addition to Priority 7, Priority 8 “Policy support and anticipating scientific and technological needs” (SSP) aims at financing projects whose main objectives are to support specific policies and related activities. SSP serves the decision-making process through targeted research which responds to the specific needs identified by policy-makers.

This priority is organised around three major research areas:

1. Sustainable management of Europe’s natural resources
2. Providing health, security and opportunity to the people of Europe
3. Underpinning the economic potential and cohesion of a larger and more integrated European Union.

As a result of the SSP calls for proposals, 18 additional projects were selected for funding in areas related to crime, migration and refugee flows, competition policies, sustainable development and trade policies and improving the quality of European statistics.

Some of these projects started in 2004 and are now delivering their first results. They are usually presented in the format of a report which reflects the state of the art of the specific topic to be dealt by each individual project.

The present report was prepared in the context of the STREP project “Needs for female immigrants and their integration in ageing societies - FEMAGE” which was

funded under the SSP first call of proposals. It addresses research area 2 – “Providing health, security and opportunity to the people of Europe”.

The main objectives of this project are to generate knowledge about obstacles and needs for economic and social integration and emancipation of immigrants’ women in a life-course perspective and to identify requirements for integrative interaction between immigrants and citizens in the host country.

The project deals with both the need for female immigrants to mitigate the consequences of population ageing in Europe and with their particular needs in the host societies. This knowledge will be used to create a platform for policy deliberations among key policy-makers and other relevant stakeholders and to elaborate recommendations on immigrants’ needs and services for their integration in view of population ageing in Europe.

The current report provides the state of the art on facts and studies on demographic trends related to ageing in Europe, as well as on European migration and integration.

I hope this report will make a contribution to further consolidating and structuring the state of the art in this particular field of research.

T.Lennon

Director

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1 STATE OF THE ART

The FEMAGE Project with the full title “Needs for Female Immigrants and their Integration in Ageing Societies” deals with both the need for female immigrant to mitigate the consequences of population ageing in Europe and the needs of female immigrants in the host society.

In the following we will provide a state of the art prior to launching the FEMAGE project. First we present demographic facts and results of studies on demographic ageing in Europe. Second recent European studies on migration and integration will be introduced. Finally we will highlight how the FEMAGE project will contribute to advance demographic insight into the need for and of female migrants in view of population ageing as well as to potential policy implications.

1.1 Studies on population ageing

1.1.1 Studies on the determinants of population ageing

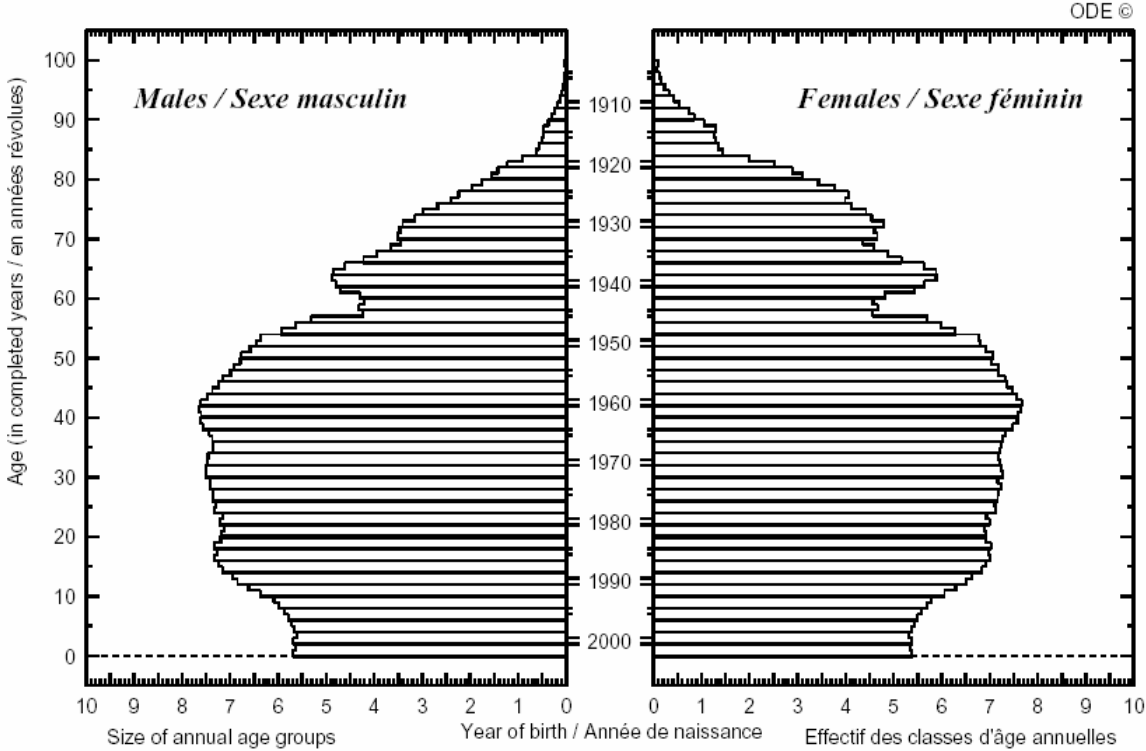
The demographic yearbook “Recent demographic developments in Europe” of the Council of Europe provides a few tables and graphs on the current status of population ageing. These data show the number and percentage of the elderly as well as the dependency ratios. For each country the age structure is also included in the country’s national reports. In the 2003 edition at the end of the introduction, one also finds the age-pyramid on January 1st, 2003, consolidated for all member countries of the Council of Europe. We would like to comment this age structure here the way a demographer reads the demographic future from a current age-pyramid (figure 1). To start with, this so-called age-pyramid does not have the shape of a pyramid but rather of a peaked snowball. A population with a pyramid-shaped age structure will grow in the future since already born children and youth are more numerous than the present adults. In the future they will become more adults. A bell-shaped age structure with a more or less constant number of children, youth and adults up to the age of 50 or 60 years (afterwards, due to mortality, the number of persons per given age (or year of birth) gradually becomes smaller) displays zero population growth since one generation is as big as the next. If a demographer sees an age structure becoming narrower at the basis, meaning that the number of children is smaller the younger they are, the demographer can safely conclude that this will lead to further population ageing in the future. The young generations do not replace the adult generations.

Of course, such a demographer’s assessment of a current age structure is only a “guesstimate”, not a prediction. For that a population projection needs to be made. Usually such population projections are calculated for countries separately. Afterwards the country results can be summed up for bigger country groups. The reason to make projections for single countries emanates from the necessity to make assumptions on the future development of fertility, mortality and migration. The differences per country in these respects are still remarkable, and formulating assumptions requires insight into the social determinants which also differ from country to country.

While the calculation procedure is not very difficult this country-wise formulation of assumptions is elaborate. The institutions that regularly prepare population projections are the

United Nations (for each country bi-annually) and for the EU countries and a few other European countries (at bigger intervals) Eurostat. The European Population Committee of the Council of Europe engaged in an ambitious exercise of making own population projections at the beginning of the 1990ies (Cliquet, 1993). The projections were prepared for 20 large member states of the Council of Europe only, not for all. They were preceded by studies on the future of fertility, mortality, and international migration. On the basis of these studies 9 scenarios with different assumptions were calculated (Prinz and Lutz, 1993). Lutz at a later stage also made probabilistic population projections in order to show the range of probable developments independent from the more deterministic assumptions traditionally made by the United Nations, Eurostat and national statistical offices. These exercises are not available for all European countries either.

Figure 1 – Europe, 2003. Age-pyramid on January 1st, 2003, with population reduced to 1,000 persons in both cases (Council of Europe, 2003; Fig. 1)



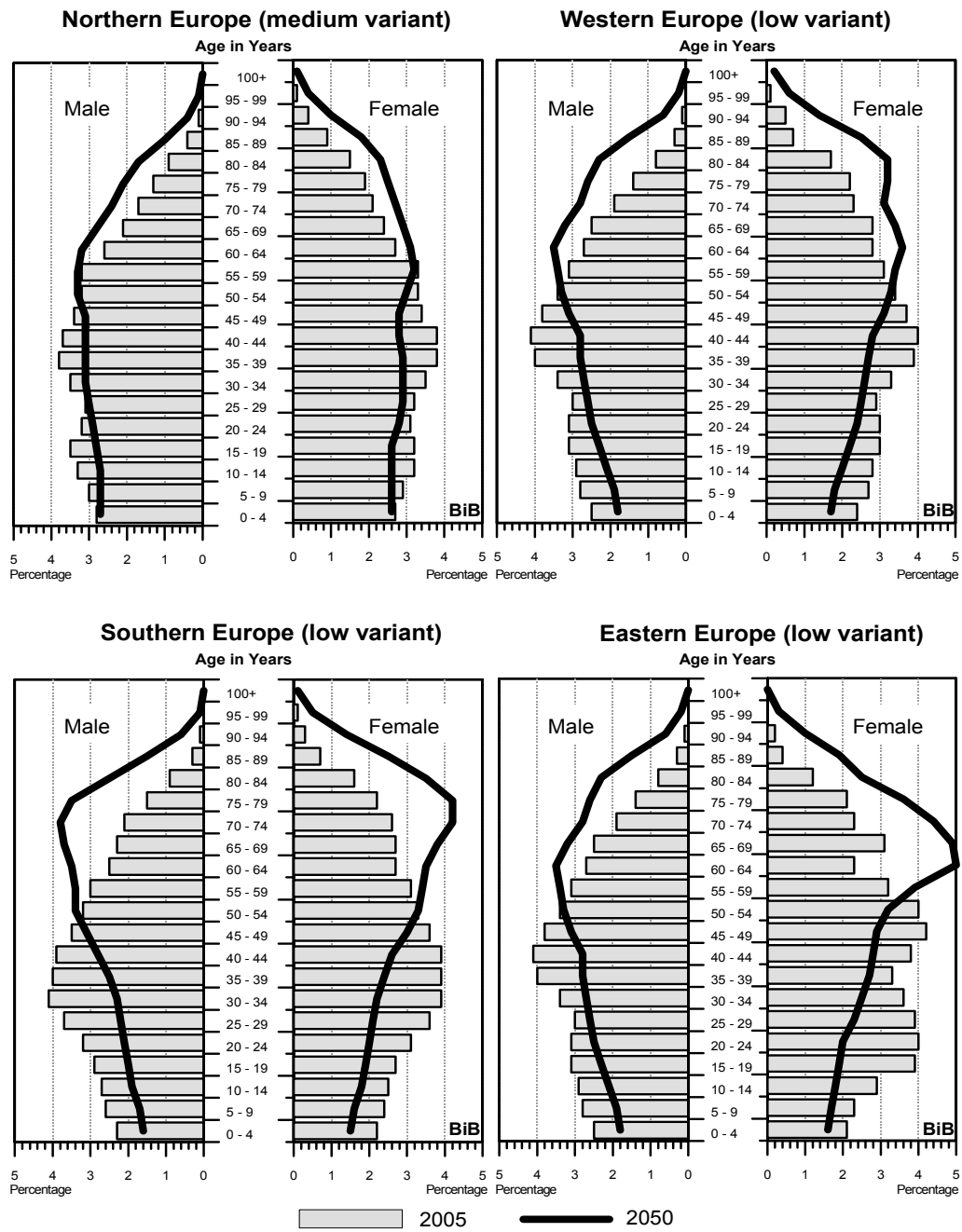
Since it is essential to have a look into the demographic future in order to understand the speed and dimension of population ageing we will present UN population projections for Northern, Western, Southern and Eastern Europe as defined by the UN. The United Nations Population Division calculates population projections for every country in 4 variants, the medium, high, low, and constant-fertility variant. The main variation is the fertility assumption. In the medium variant, which is considered the most likely development, the UN demographers used to bring TFR for each country to replacement level in 2050 whatever the fertility level was in the last year of observation. No European country or institution would make such an assumption unless there were convincing reasons for a fertility increase. Recently for Europe, the UN assumption is to reach “only” a TFR of 1.84 which is still a heroic assumption given an observed TFR of 1.42 in 1995-2000. The medium variant seems acceptable for Northern Europe where TFR stood at 1.67 in 1995-2000. For the other 3 European regions the low variant was chosen. According to the low fertility assumptions, the TFR (1995-2000 / 2050) will evolve closer to theoretical expectations in Eastern Europe (1.29 / 1.35), Southern Europe (1.32 / 1.35), and Western Europe (1.52 / 1.35). It should be noted that in all projections and the Same period life expectancy will increase and that net migration will be positive in Northern Europe (1.8 – 1.5 per 1000 population annually), Southern Europe (1.0 – 1.2 per 1000 population annually), and Western Europe (1.9 – 2.1 per 1000 population annually), while net migration will be assumed to be negative (-0.3 – -0.4 per 1000 population annually) in Eastern Europe.

In figure 2, the age structures of 2005 and 2050 in percent of the population in the four European regions are shown. The presentation in percentages is necessary to compare over time and between regions. When commenting the concept of population pyramid and other shapes of the population we already mentioned the bell shape of a zero-growth population. We find this situation in Northern Europe (including the FEMAGE partner country Finland) where the difference between the age structure of 2005 and 2050 is small though also there we can discern an ageing process with the percentages of children, youth and young adults becoming smaller and the percentages of the elderly increasing. The ageing process is more pronounced in Western, Southern and Eastern Europe.

The population size of Europe was 728 million in 2000 and will decline until 2050 in the medium variant (TFR increasing to 1.85) to 632 million and in the low variant 564.7 million. Even in the high variant, assuming the very unrealistic increase of TFR to 2.34, Europe’s population would decrease to 704.8 million.

The percentage of the elderly (65+) will increase from 14.7 % in 2000 to 27.9 % (medium variant) respectively 31.3 % (low variant) respectively 25.1 % (high variant) in 2050. Population ageing is unavoidable.

Figure 2 – Age structure of the population, 2005 and 2050 (in %)



Datenquelle: UN World Population Prospects, The 2002 Revision

The population of Northern Europe (medium variant) will slightly grow from 95.2 million in 2005 to 100.2 million in 2040 but starts to decline afterwards to 100.1 million in 2050. The percentage of the elderly (65+) will increase from 15.6 % in 2005 to 24.3 % in 2050, and the percentage of the oldest old (80+) will more than double, from 4 % to 8.8 %.

In Western Europe (including the FEMAGE partner countries Austria, Belgium and Germany) (low variant) the population starts with 185 million in 2005 and will start to decline after 2010 to 163.7 million in 2050. The share of the elderly will increase from 17.3 % in 2005 to 30.7 % in 2050, and the percentage of the oldest old will nearly triple, from 4.3 % to 12.4 %.

The population of Southern Europe (low variant) will decline already in 2005 from 146 million to reach 112.5 million in 2050. In the same period the percentage of the elderly will double from 17.5 % to 36 %, and the percentage of the oldest old will more than triple from 4.1 % to 12.8 %.

In Eastern Europe (including the FEMAGE partner countries Czech Republic, Estonia, Hungary, Poland and Slovenia) (low variant) the demographic change is even more dramatic. The population will decline from 296.8 million in 2005 to 199.5 million in 2050 losing a third of the population in 45 years. The percentage of the elderly in 2005 is still lower (14.3 %) than in the other European regions, but it will – as in Southern Europe - more than double to 30.8 %. The percentage of the oldest old likewise will more than triple from 2.5 % to 8.2 %.

The dimensions of demographic ageing are different in the regions of Europe. The trends are, however, quite similar. Population ageing means an increase of the number of seniors and in particular of the oldest old, but also the relative ageing of the population in working age and the decrease of the number of children and youth.

1.1.2 Demographic determinants of population ageing

There are four demographic determinants of population ageing

- below replacement fertility, as it is observed in nearly all member countries of the Council of Europe and as it is assumed to prevail in the future. Sustained low fertility is the leading demographic determinant of population ageing.
- the existing age structure. The age structure is the result of 100 years of demographic development. If low fertility has already occurred in the past it has shaped the age structure in the way that the number of children is already smaller than the number of adolescents or adults. With this age structure effect the future size of the parents' generations is determined: it will be smaller and the number of their births also smaller.
- Immigration to a certain degree can mitigate population ageing. We will present model calculations of the UN to assess the demographic effect of immigration.
- Increasing life expectancy in Europe enhances population ageing since in particular mortality of the elderly declines. People live longer and the number of the elderly and of the oldest old increases.

In the following we will discuss the development of further life expectancy of men and women having reached the age of 65 years. As Vallin and Mesle (2001) point out, the most

striking features of mortality trend in Europe is the great East - West divergence which appeared during the 1960ies. This is particularly apparent for men in the East (here used for the former socialist countries). During the 1990ies in the Baltic countries, Poland, Hungary, the Slovak Republic, Serbia and Montenegro, and Romania male life expectancy at age 65 improved. In Slovenia and in the Czech Republic this increase started already in the 1970ies. On the other hand life expectancy is still stagnating in the Russian Federation, the Former Yugoslav Republic of Macedonia, and Bulgaria, and is even declining in Belarus, Ukraine, and Moldova; the development in the Caucasian region is characterised by strong fluctuations. In the West the trend is positive and the level of male life expectancy is higher.

Women enjoy increasing life expectancy at age 65 in almost all European countries. Stagnation after declines of female life expectancy at age 65 takes place in Eastern Europe and Moldova. The East – West divergence is also visible as far as the level of life expectancy of women is concerned.

The differences between female and male life expectancy in favour of women are particularly big in the East. Here we have an explanation for the conspicuously uneven ageing process in Eastern Europe with a much stronger increase of elderly women than men.

Increases in life expectancy enhance the increase of the elderly population. This was already found in the scenarios prepared for the Council of Europe in the early 1990ies. “Ageing becomes even more dramatic when we look at the oldest old, the population aged 80 years and over. From around 14 million in 1990, this group of the population will grow almost threefold, if low life expectancy is assumed, and almost sixfold under high life expectancy assumptions.” (Prinz and Lutz, 1993: p. 99)

The most important demographic determinant of population ageing is low fertility. To illustrate the effect of a fertility increase we compare the age structure in 2050 in absolute numbers according to 2 variants (figure 3). The shaded age structure corresponds to the low variant (medium variant for Northern Europe) the solid line represents the result of the high variant assuming an fertility increase to 2.34 births per woman in 2050. It is, of course, not likely that replacement level fertility would even be surpassed in Europe. The effect of a fertility increase is remarkable. The age structure fills up with children, adolescents and young adults up to the age of 50. Beyond that age (corresponding to the projection period) the results are the same; they also would change in a projection prolonged after 2050.

In figure 3 the results of the high variant with high fertility would redress the age structure to the form of a pyramid. Absolute numbers are hard to compare. One should note the different scales; Eastern Europe has still the biggest population size. Also, one does not see whether the population grows or declines compared to 2005. Indeed, with the high variant only the populations of Western and Northern Europe grow.

While an increase in fertility to replacement level or above would clearly reshape an aged or ageing population and rejuvenate it, the impact of migration is less immediate. The UN Study on “Replacement Migration” (UN, 2000) demonstrates the possible demographic impact of migration. It illustrates options to maintain population size, the size of the population of working age or to halt demographic ageing. The example of Europe may again illustrate these different options.

In 1995, Europe in the UN definition had a population of 728 million. Total fertility rate (TFR) for this Europe declined from 2.6 births per woman in 1950 to 1.57 by 1990-1995. Life expectancy at birth rose from 66.2 years in 1950-1955 to 72.6 years in 1990-1995. With that

the proportion of the population aged 65 or older has risen from 8.2 % in 1950 to 13.9 % in 1995 while the potential support ratio (number of working-age persons (15 to 64 years) per 1 person 65 years or older) declined from 8.0 in 1950 to 4.8 in 1995.

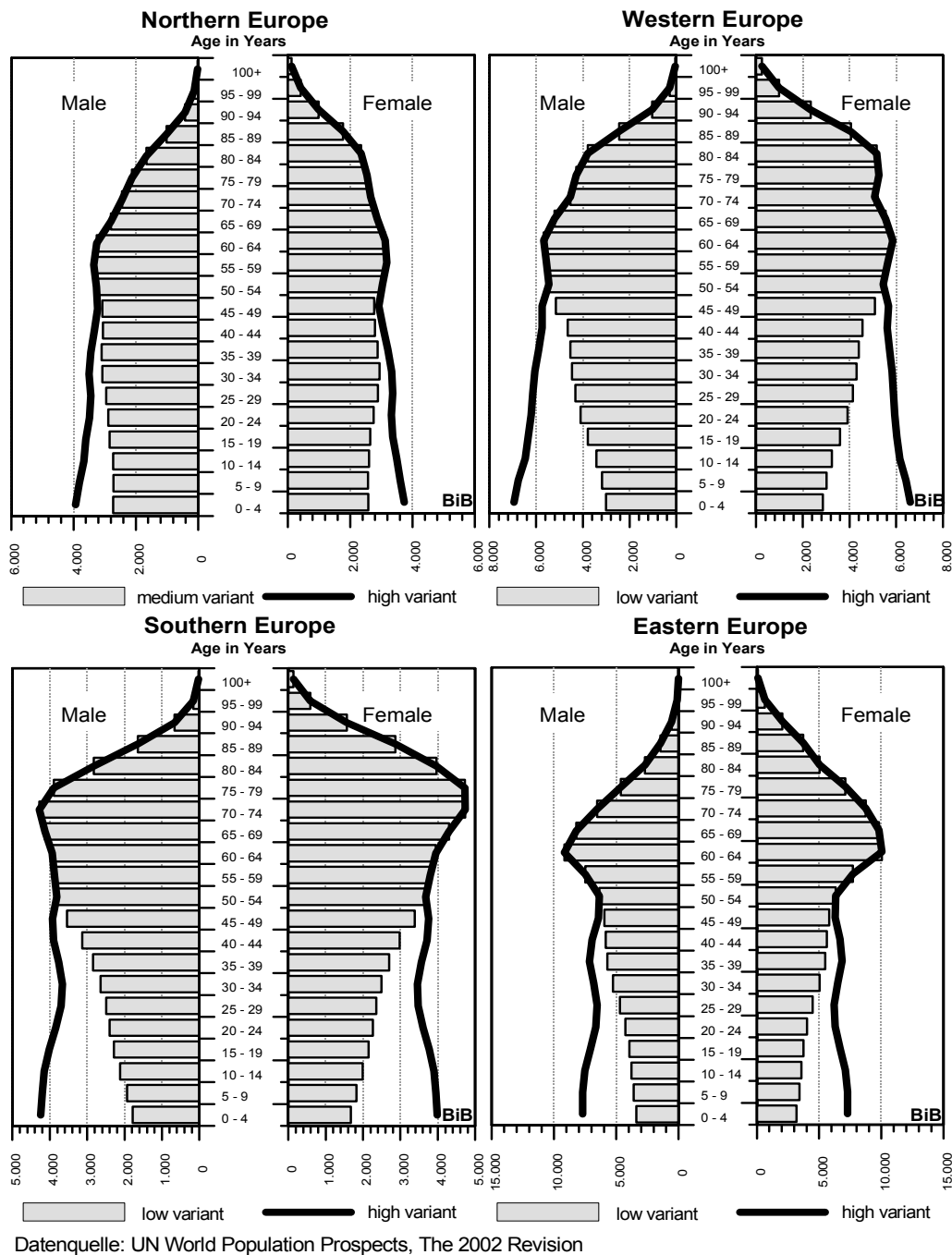
In the UN medium variant of 1998 (assuming net immigration of 428,000 annually) population decline of Europe is to be expected after 2000 leading to 628 million in 2050. In 2050 27 million persons (4.3 %) would be post-1995 immigrants or their descendants. Working-age population would reach a peak in 2010 and start declining to 364 million in 2050, that are a quarter less than in 1995. The elderly population will grow, and the potential support ratio would fall from 4.8 to 2.1 in 2050.

If annually 1.8 million migrants came to Europe its population size could be kept constant at its 1995 level. In 2050, 127 million persons or nearly 18 % of the total population of Europe would be post-1995 immigrants or their descendants. In 2050, the potential support ratio would be 2.38 (instead of 2.1 in the medium variant).

In order to maintain the working-age population at its 1995 level an annual net migration of 3.6 million would be required. The total population would grow from 728 million in 1995 to 809 million in 2050 with 26 % of post-1995 immigrants or their descendants. In 2050, the potential support ratio would then be 2.62.

If the goal were to stop population ageing (here measured by keeping the 1995 potential support ratio constant at 4.8) 25.2 million immigrants per year (a total of almost 1.4 billion from 1995 to 2050) would be required. By 2050, Europe's population would grow to 2.3 billion inhabitants, of whom almost three quarters would be post-1995 immigrants or their descendants. Such a scenario is hardly conceivable and realistic. It clearly shows the limited effect of immigration to stop population ageing. (UN, 2000: p. 79-84).

Figure 3 – Age structure of the population 2050, in 1000 (2 variants)



1.2 Studies on migration and integration

1.2.1 The incomplete migration and integration statistics

Official migration statistics are rather scarce or not comparable, particularly on the differences in migration streams as to the nature, ethnic background and motives of international migrants, also on the magnitude and intentions of potential immigrants, as well as on the stock of immigrant populations and indicators of their integration. One of the best overviews on

trends of migration and immigrant populations is provided by John Salt (2001; 2002) who is quite aware of still major statistical shortcomings.

As to this statistical gap Paul Compton and Youssef Courbage (2002) state: “[T]here is clearly a need for a more comprehensive range of better quality demographic data on immigrants and immigrant groups in Europe, given the scale of the challenges posed, particularly by migration from non-European parts of the world. At the moment, the impression created is one of confusion given the great variety of different means used to identify and capture the demographic features of migrants. For instance, in the studies presented here reference is variously made to immigrants and persons of immigrant background using place of birth criteria, those of foreign citizenship or nationality and ethnic origin.”

“To resolve these issues of data comparability, European countries should adopt a system of specific standardised surveys covering at least some of the problems identified here as a means of supplementing the more traditional statistical sources - censuses of population, civil status registers/registers of births, marriages and deaths and population registers.” (Compton and Courbage, 2002; p. 587) Other data needs to study the integration of migrants concern characteristics such as level of education and skills, labour force participation, housing conditions, income, standard of living which might come from censuses or labour force surveys, but also attitudes and expectations that definitely require special surveys.

Of course, there are numerous survey studies in countries with a tradition in immigration. The problem is that such sample surveys usually are tailored to the research interest of the country, and therefore not internationally comparable.

1.2.2 Studies on immigration (definition; typology)

“Statistics are mainly by-products of administrative systems and there is a lack of comparability between sources within and between countries. Emigration statistics are frequently absent. [...] What data exist often reflect the incidental, local or particular requirements of the collecting agencies.” (Salt and Clarke, 2004; p. 54)

Data on the number of immigrants per year are a first and important information. But what is needed to know are more characteristics such as age and sex, country of origin (these typically are available) and type or purpose of immigration. Here it is optimal to distinguish the following types: temporary / permanent migrants, labour migrants, family migrants, student migrants, asylum seekers, refugees, undocumented / irregular migrants. In combination with the countries of origin (e.g. EU / non-EU; European / non-European) and further classification by level of education and skills one will easily learn that immigration is not a homogeneous group at all.

While ideally data on documented immigrants are available the situation is quite different as to undocumented immigrants. “There are no hard statistics on stocks and flows of irregular migrations. Estimates of the scale of the irregular migration flow into the EU range between 50-400,000 per annum.” “Amnesty programmes provide the most concrete data on the characteristics of irregular migrants. Overall, they suggest that their profiles are not dissimilar from those of legal immigrants.” (Salt and Clarke, 2004; p. 56)

As to the geographical patterns and trends of immigration Salt and Clarke (2004) provide the following summary: “The trend of total population flows has fluctuated. Recorded numbers started to rise in the 1980s, peaked in the early 1990s and have been relatively stable in recent years. [...]”

“Analysis of the origin/destination patterns in the population flow matrix suggests there is same evidence of regional self-containment, especially for Central and Eastern European countries, and that there are marked differences in the migration fields of individual countries, reflecting a range of historical (such as post-colonial links) and geographical (especially proximity) processes.”

“Trends since the mid-1990s indicate that relative self-containment is decreasing and that the flow pattern of migrants is more diversified.” “The main factors influencing the nationality profile of recorded migration appear to be geographical proximity and historical and cultural ties. Additional factors come into play where irregular flows are concerned.”

“The balance of intra-European and external migration appears to have shifted in the last few years, away from inflows of non-EU nationals towards an increasing flow of EU nationals, either with a greater increase of the EU national flow or a declining non-EU flow.” “There appears to have been a trend towards diversification of the origins of total migration flows in recent years, with countries receiving their migrants from a larger number of sources.” (Salt and Clarke, 2004; P. 54-55)

1.2.3 Studies on labour migration

Qualified studies on labour migration were likewise elaborated by Salt and Clarke. Salt and Clarke were confronted with the already mentioned problems of definitions and typology since “[t]he concept of "labour migrant" is not a simple one and there is no consensus on what labour migration is. This presents formidable difficulties in definition and measurement.” (Salt and Clarke, 2004; p.54). They of course tried to tackle this task.

Salt and Clarke confirm that labour flows show a similar pattern as general immigration with a tendency towards stabilisation, “but there is evidence that both short-term and long-term movements have increased in the last few years.”

“Around 1.75 million people of working age move between European countries each year. Limited trend data from the mid-1990s suggest the numbers have been increasing.” (Salt and Clarke, 2004; p. 54) “Recent data on labour inflows show evidence of new and/or enhanced immigrations caused by skills shortages, the opening up of the Central and Eastern European region, asylum seeking, globalisation and the creation of transnational communities.” (Salt and Clarke, 2004; p. 55)

As to the demographic characteristics they find “[t]he balance of male and female labour migration appears to be changing. Males account for around two thirds of labour migrants but their proportion seems to be falling in most countries. This reflects the increasing feminisation of the labour market. The picture is less clear where the gender balance of the working-age population is concerned because of family reunion and other migrations not overtly connected to the labour market.” (Salt and Clarke, 2004; p. 55). Labour force participation rates by sex and nationality, which remove this age structure problem, are rarely available. In countries where they are available, such as Germany, the labour force participation of female migrants is

much lower than that of male migrants and even lower than that of German women. In addition the trend in labour force participation of women migrants is declining.

The placement of labour migrants in the labour market by types of occupations reveals remarkable differences between the Western countries with established immigration and the Central and Eastern European countries. In the West “[f]oreign workers enter the complete spectrum of occupations in immigration countries, but are increasingly to be found in tertiary and quaternary sectors rather than manufacturing.”

“Much of the immigrant flow is into highly skilled jobs, and the work permit systems of most countries now select those with high levels of expertise. However, there is increasing evidence of polarisation, with large numbers of jobs being filled at relatively low-skill levels, especially in labour intensive occupations such as catering and cleaning. Many workers finding their way into these jobs are in an irregular situation.”

“Countries are increasingly competing for highly skilled migrants both to acquire expertise thought to bring economic benefits and to counter specific skills shortages.” (Salt and Clarke, 2004; p. 55)

In contrast to the Western countries “[t]he scale and characteristics of labour migration in the Central and Eastern European area have been, and continue to be, quite different from those to the West with a much bigger emphasis on short-term movements among lower-skilled workers. However, the Central and Eastern European countries can no longer be characterised only as ones of transit or emigration and they now both send and receive labour migrants.”

“In general, it may be said that the growth of the informal sector in Central and Eastern Europe provided and continues to provide scope for very considerable and highly flexible forms of labour migration.”

“In general, emigration from the Central and Eastern European area has been selective, in that the better off move. However, the jobs taken in destination countries are frequently of a lower calibre than those left, with migrants going into construction, manufacturing and low-skill service jobs, implying brain waste. In contrast however, it is also clear that at the upper end of the skill spectrum, many people from the region are involved in international exchanges of high-level skills. New forms of the mobility of expertise are also beginning to make their mark, including the outsourcing from the west of activities such as those in the ICT sector to cheaper locations.” (Salt and Clarke, 2004; p. 55-56)

The accession of ten new EU countries in 2004 gave rise to speculations as to their impact on migration streams. In that regard Salt and Clarke provisionally conclude: “Studies of the likely labour migration consequences of EU enlargement suggest that perhaps 3 % of the population of the candidate countries would move after accession at a rate of between a quarter and a third of a million per annum. Only a minority of existing states say they will allow free movement from the new members immediately after accession.” (Salt and Clarke, 2004; p. 56)

Immigration and in particular labour immigration is a highly political issue. Therefore, aspects of labour migration management is a theme to be highlighted as well by Salt and Clarke. They commence with a stark statement “Labour migration is a business which is managed by a range of institutions, some of which are illegal.”, reminding of the vested interests of the private sector and organisations involved in smuggling of labour migrants. As to the role of governments they continue: “Two underlying principles behind the labour

migration management strategies of governments are scales of operation and the linkages between external labour demand, unemployment and demographic developments.”

“Individual countries are adopting a range of management strategies relating to: labour market testing; special schemes for the highly skilled; quotas and national targets; bilateral agreements; amnesties; seasonal workers; other low-skilled workers.”

“Overall, migration management is about how the institutions involved compromise with each other in order to achieve some form of accommodation that produces particular migration outcomes.” (Salt and Clarke, 2004; p. 56)

1.2.4 Studies on demographic characteristics of migrants

The report on “The demographic characteristics of immigrant populations” prepared and edited by Werner Haug, Paul Compton and Youssef Courbage (2002) is based on eight country case studies for Belgium, Estonia, Germany, the Netherlands, Norway, Portugal, Switzerland and the United Kingdom focusing on fertility, nuptiality, mortality and population structure and growth. It includes a statistical assessment of migration flows and immigrants’ stocks and it finishes with a comprehensive synthesis report by Paul Compton and Youssef Courbage.

In their conclusions from the eight country studies Compton and Courbage (2002) start with a warning. “[T]he making of generalisations about immigrants, in particular immigrants of non-European origin, is to be avoided. Groups of immigrants from the same country of origin may present different demographic characteristics in different countries of adoption. Our analyses therefore need to be considerably refined. In reality, demographic characteristics are the consequence of a complex range of factors in which current locality only plays a part. Other factors include country of origin, age on immigration, period of immigration, length of residence and socio-economic characteristics on departure and arrival.” (Compton and Courbage, 2002; p. 587-588). With that they acknowledge the diversity of immigrants and the problems to obtain adequate data.

They nevertheless succeed to present most pertinent findings. “[T]he demographic characteristics of immigrants cannot necessarily be inferred from those of the country of origin. To take two of the most representative groups of immigrants in Europe, Turks and Moroccans, it cannot be disputed that Turks originate from a much more "modern" country than Moroccans. Yet in respect of fertility, age at marriage, likelihood of being in a mixed marriages and type of household, Moroccan immigrants seem to be further along the path of demographic transition.”

“[T]he demography of immigrant groups, especially those of non-European origin, is undergoing major change. Regarding most demographic characteristics - mortality, marriage patterns and fertility, including adolescent fertility - migrant groups lie part way on a continuum between the country of origin and the country of adoption. Hence, convergence, at least in the demographic sense appears to be neither a remote nor an impossible achievement. Some groups appear as harbingers, whereas others lag behind, but the trend towards convergence is well-established. This is especially evident when one considers that immigrants are likely to come from more rural or backward areas in their country of origin, which still display many of the demographic characteristics associated with the pre-transitional phase, namely, high mortality, early age at marriage, large age differences

between spouses and short birth spacing due to low contraceptive use. Hence, the present fertility of, for instance, Moroccans, Turks, or Pakistanis in Europe should be judged in the context of the fertility of their precise region of origin, rather than against the fertility of the country as a whole.”

“[T]here are only sparse and infrequent data that permit comparison of the respective demographic characteristics of immigrants of first and second generation origin. Those that are available suggest that second generation immigrants are likely to retain at least some features in common with the first generation or the population of the country of origin. Indeed, general or female excess mortality in comparison with the host population is sometimes even higher in the second generation. Moreover, although nuptiality and fertility norms and ultimately household size differ among the generations, they may bear signs of still being influenced by the country of origin.” (Compton and Courbage, 2002; p. 588)

As to the influence of immigration and integration policy of the host country on immigrant fertility, nuptiality and mortality Compton and Courbage are cautious. “Our conclusion in this regard must be rather tentative at this stage because direct and relevant information is still sparse. But the limited evidence that is available tends to suggest that convergence of fertility and nuptiality levels, inter-marriage between persons of immigrant origin and members of the host population, and the survival of infants are more likely to occur in an integrationist as opposed to a multi-cultural environment. Hence, non-European immigrants, particularly Maghrebians and Turks in France, which happens to be the most integrationist country in Europe, record relatively low levels of infant mortality and fertility, with the crucial point being that they appear closer to French norms than do their Pakistani and Bangladeshi counterparts in multi-cultural Britain on the same criteria.” (Compton and Courbage, 2002; p. 588-589)

Immigrant populations tend to grow Compton and Courbage assert. “The various country reports in this volume have highlighted the increasing diversity and persistent growth of immigrant populations. Given the many uncertainties that surround such an exercise, no attempt has been made to quantify the possible impact of these trends on, for instance, future ethnic composition, e.g. by ethnicity. But the fact that immigration continues - for reasons of family formation and reunion, through limited economic immigration, the influx of refugees and asylum seekers - and is combined with significant levels of immigrant natural increase because of high birth rates and low mortality, suggests that people of immigrant origin are likely to comprise a growing proportion of total population in most European countries.” (Compton and Courbage, 2002; p. 590)

As for spatial distribution, Compton and Courbage state that “immigrants, regardless of country, tend to congregate in the more economically successful and dynamic regions of their adopted countries. Moreover, there is a tendency on the part of many immigrant groups, especially the newest arrivals and those with distinct ethnic and cultural identities, to form closely knit local communities that may be segregated from host populations and other immigrant groups. Capital cities and other large metropolitan centres are the most favoured residential choices, with smaller cities and towns, and the countryside being avoided.”

“The desire to be with one's own kind is an understandable response on the part of immigrants when confronted by a new and possibly unwelcoming, environment. It also gives them the critical numerical mass to maintain their own institutions - religious, educational etc., and thereby preserve their collective identity.” (Compton and Courbage, 2002; p. 590-591)

As to integration or assimilation Compton and Courbage draw some speculative conclusions. “The demographic study of immigrant communities shows that once they have become established in the host country and net immigration has declined to a trickle, their age and sex structure is subject only to the effects of fertility and mortality. However, age and sex structure is not just a simple demographic phenomenon, but also a consequence of other factors. Thus, once generations have been reunited, and wives are no longer separated from their immigrant husbands and children are close to their parents and grandparents, immigrant groups are to all intents and purposes settled communities in their adopted countries. However, what is not yet clear is whether, in the longer term, this will take the form of integration and assimilation into the general population, or whether it is a first step towards the constitution of minorities that are self-contained demographically in the sense that they are able to grow and flourish autonomously.”

“One of the keys to answering this question must lie in marriage behaviour. If a situation comes about whereby 'demographic self-sufficiency' leads to the overwhelming predominance of intra-group unions the tendency could well be towards the creation of new national minorities that are culturally, socially as well as demographically self-contained. If on the other hand, the level of interaction with host populations and other groups of immigrant origin is substantial and results in significant numbers of mixed unions this would suggest that the tendency is towards integration and assimilation.” (Compton and Courbage, 2002; p. 592)

1.2.5 Policy implications as contained in the studies on migration

Compton and Courbage offer a number of policy conclusions. “It must be said at the outset that significant levels of immigration can challenge the cohesion of society by introducing into often long-established communities people from different backgrounds who, in varying degrees, may not share the same cultural, social or political interests. This can be just as applicable to movements within a country as to newcomers from outside a nation's borders as witnessed by the problems caused by the mass exodus of people from the countryside to the towns and cities of Europe during the 19th and 20th centuries.”

“Conceptually, one might reasonably postulate that the impact of immigration on European societies is a direct function of the magnitude of the inflow and the degree of cultural, ethnic, socio-economic and political divergence between immigrant and receiving populations. When these differences are comparatively small, as with immigration on the part of other Europeans, one might expect integration to progress quite smoothly and pose not particular problems. After all, Europeans do share a common culture and set of values, however diffuse, while the fact that a substantial part of contemporary intra-European migration is of limited temporal duration means that it leaves no lasting imprint on host countries. But equally, the historical record shows that the response to such movements is not necessarily benign, witness the protests in English and Scottish cities occasioned by the mass influx of Irish during the second half of the 19th century or the reaction of the Italian immigration into Southern France.”

“Recent and contemporary immigration by non-Europeans, on the other hand, has tended towards permanent settlement, notwithstanding the fact that much of early post war immigration was regarded as transient in that it involved single individuals who were expected to return home. Yet, by the mid-1970s, the closure of borders to extra-European workers together with family reunification, helped to shift this immigration from a temporary to a permanent basis. In the process it has come to be viewed less positively, being perceived

as bringing with it unfair economic and social competition as well as declining standards. Xenophobic anxieties and a dislike of other racial groups may also be factors.”

“But equally, there is empirical evidence that is in direct contradiction with these negative perceptions. Far from being a drain on the host country, this suggests that immigration may well be expected to contribute positively to a country's skill base and raise the level of entrepreneurial expertise. In so far as the costs of educating and training immigrants have been borne by the countries of origin, these benefits come at minimal expense. It is also important not to rigidly categorise non-European immigration. The experience of migrants who arrive via work permit and other official schemes is likely to be very different from that of immigrants who move into low status work or of asylum seekers or of those forced to operate in the informal economy. Furthermore, even though there may be initial difficulties, there are grounds for supposing that over time the integration of immigrants of non-European origin and their descendants should follow the same path as that of earlier migrants.” (Compton and Courbage, 2002; p. 589-590)

The risks and challenges Compton and Courbage see should also be mentioned. “If one wishes to foster social cohesion within immigrant communities, geographical concentration should probably be encouraged. But against that, the promotion of concentration may well lead to segregation and therefore impede the processes of integration - e.g. if different communities do not share the same space the ratio of inter-group marriages is likely to remain low - as well as creating perception of loss of control over territory in the host population. Therefore, from the point of view of fostering cohesion within the wider population, encouraging a more even geographical spread of immigrants, while still retaining a degree of clustering, might be considered more appropriate.”

“How host populations might react to further substantial rises in the proportion of immigrants or to the possibility that immigrants might become local majorities cannot be foreseen with any degree of certainty. The picture is mixed. There is the success of the great immigration countries of the new world in integrating a vast array of different nationalities, ethnic groups and racial types although, admittedly, only after first subduing the indigenous native peoples. But equally, there are also numerous examples of contemporary problems in all continents whose roots lie in the resentments generated by past immigration - the Balkans, Northern Ireland, the Middle East, parts of Africa, Indonesia, the former Soviet Union and so on. Judged by the standards of the latter examples, it might be unwise to assume that the strains created when the same geographical space is competitively occupied by two or more different groups will necessarily lessen over time.”

“With their reputation for tolerance, and the constitutional and legislative safeguards that have been put in place, the liberal democracies of Europe should be able to combat the negative consequences of immigration. But this is not to say that the social cohesion of these countries has not been tested by immigration. That it is deemed necessary to operate strict immigration controls is tacit admission of this. By balancing the number of new entrants against a country's perceived absorption capacity, controls promote the process of integration, although the fulfilment of international obligations with regard to asylum seekers and refugees may at times appear to run counter to this aim. Legislation to secure equality of treatment has the same purpose while the explicit adoption of multi-culturalism in some countries is an even firmer statement to this end. The danger, of course, lies in the fact that contrary opinions exist in each country with all the attendant risks if the current philosophy were ever to be overturned. In addition, the desire to protect and advance the position of minority groups may

well run counter to the objective of integration if this leads to extreme positions in favour of cultural relativism that hinder group interaction.” (Compton and Courbage, 2002; p. 591-592)

1.3 Conclusions on the state of the art in the area of migration research

There are many studies and a large variety of studies based on survey research on migrants, split up by sex, but the harvest is very uneven across countries. Some countries have done considerable efforts, others have no survey tradition at all in this domain. Basic studies concern demographic behaviour - partnership, fertility, family planning and socio-economic living conditions of migrants and their descendants. In many countries attitudinal surveys towards migrants and foreigners have been undertaken, including attitudes on racism, ethnocentrism and xenophobia and their relationship to life management. In some cases this type of survey has been repeated several times allowing the study of changing attitudes over time. Some countries also undertook special surveys on attitudes, viewpoints and values of migrants themselves. More recently surveys on the integration of migrants started to be developed. Sometimes only specific aspects of integration such as the accessibility to regular welfare services for migrants are studied. Some countries pay particular attention to the life course of migrants. Some countries have undertaken small-scale or in-depth surveys on specific migrant populations, e.g. Filipinos and Senegalese in Italy, Moroccans and Turks in the Netherlands and Belgium. In many cases several of the above mentioned topics are studied in multipurpose surveys, in which demographic behaviour, socio-economic living conditions, attitudes and values, integration and migration policy issues are dealt with. In some countries policy issues are systematically followed or are included in the attitudinal surveys.

Very few surveys have been undertaken on female migrants and their specific living conditions and integration problems in a transnational perspective. In the international surveys on fertility and family building undertaken in the early 2000s which in addition to education and labour force participation also addressed topics such as contraception, abortion, within family segregation of women and girls, that are more difficult to deal with among males, and particularly male migrants originating from developing countries, data was gathered from women respondents only. However, due to the focus on the fertility and family aspects of the general population, the number of immigrant women in the sample is too small and questionnaire design is inadequate for the in-depth analysis in the 8 FEMAGE countries, which undertook this general survey.

1.4 Enhancing the state of the art through the FEMAGE project

The FEMAGE project will progress beyond the state of the art by means of cooperation at the transnational level in an inter-disciplinary framework, in the conceptualisation, research methodology development and analysis, and consultation of policy stakeholders, in view to meet needs of female immigrants, society in general, and Community policies.

The project advances the knowledge beyond the current state of the art in several respects:

- It addresses migrant women themselves in view to gain new knowledge about their migration and integration experiences, attitudes, preferences and expectations;
- It performs the survey in a comparative way in 8 EU countries, 5 new and 3 old member states, that have a very different migration history;

- It addresses the issue of ageing of migrant women themselves in an ageing social environment and takes aboard their reflections about their own old age;
- It confronts cultural and cognitive structures in which migrants and non-migrants formulate identities from a gender perspective. In concrete terms it analyses knowledge, attitudes, expectations and preferences from the viewpoints of female immigrants and the viewpoints of national populations;
- It discusses research findings with the key stakeholders from the perspective of current and future needs for policy adaptations;
- It advances informed hypotheses about future needs for female immigrants in possibly much larger numbers than in the past and discusses requirements for integrative interaction between immigrants and nationals in view of the facilitation and mobilisation in ageing European society.

Whereas the survey of migrants addresses specifically needs and expectations of migrant women, the reflexive approach in our project will enhance understanding of gender issues also through consideration of men's needs (particularly in view of family reunification) and men's role within family in enhancing or slowing down integration of women as wives and daughters. In this perspective future needs for migrants both female and male will be addressed as well as needs for gender sensitive long-term integration policies and measures.

The prospective dimension of the FEMAGE project is innovative as it addresses the need for female immigrants in the light of population ageing that affects all European Union countries and that is expected to gain pace in the forthcoming decades. The project goes much further than identification of numbers of immigrants needed to offset some of the negative consequences of population ageing, more particularly on the labour market. FEMAGE looks at the requirements for effective integration taking into account relations between citizens (female immigrants and nationals) and citizens and institutions. In view to understand the demand side the project will identify requirements for cohesive measures through an integrated approach that goes beyond the quest for cheap female labour recruitment to meet the short-term needs of individuals and businesses in host countries and that addresses also potential needs to modify attitudes and expectations of nationals in view of building a more inclusive society.

The neglected element in the policy deliberations about needs for immigrants is the fact that immigrants themselves age. Whereas considerable shares of female immigrants work today in the service sector, often as domestic workers and caregivers, they will find themselves at high age in an aged environment. We know little, if anything, about expectations and strategies that female immigrants have regarding their own care receiving preferences and pension provisions. This is a research question and a challenge to long-term integration policies that FEMAGE project addresses in an innovative way, in a life course perspective by taking into account behavioural patterns and cultural norms and expectations of immigrant women and social provisions and institutional setting needed to prevent discrimination of immigrant women as they grow old.

The innovative dimension also relates to the analysis of expected, possible and desirable population scenarios in the light of future needs for female (and male) immigrants in possibly much larger numbers than in the past. In order to be comprehensive the future integrative measures will need more than ever to be gender sensitive.

1.5 Contribution to policy developments

FEMAGE's contribution to policy developments can be situated at two levels: indirectly through the creation of new knowledge that can form an input to informed policy choices, directly through the policy deliberations in the focus groups and the subsequent reflexive policy analysis and the drafting of policy recommendations based on the FEMAGE research findings. Our hypotheses is that migrants may have different perspectives on integration and emancipation and by introducing this dimension we will challenge the public discourse which has up to date been rather restrictive in most participating countries.

The hypotheses for the FEMAGE research are that informed policy choices require the underpinning knowledge base that takes into account:

- The perspectives of immigrant women themselves taking into account their behavioural patterns, motivation, and cultural norms regarding within family relations and the place of women in society;
- The needs of member states to boost the employment rate of immigrant women so that more people are on the job market taking into account the sustainability of the social protection systems;
- The 'population climate' among the broad population base in the host countries regarding the perception of immigration matters, interactive integration and expectations regarding the future;
- The enabling and facilitating institutional framework of the host countries, as well as the institutional obstacles to effective integration taking into account experience of currently resident women third-country nationals and grass-root experience of organizations representing or working with and assisting immigrant women;
- The Community need for long-term strategies to attract female immigrants in view of the fast approaching of population ageing and to develop effective life-course integration policies taking into account the fact that immigrants also age and require work-related pensions and other forms of social support including care at high ages.

2 MAPPING OF COMPETENCES

2.1 The FEMAGE Project

2.1.1 Summary

The overarching objectives of this FEMAGE project with the full title “Needs for Female Immigrants and their Integration in Ageing Societies” are to generate knowledge about obstacles and needs for opportunity enhancement for economic and social integration and emancipation of women immigrants in a life-course perspective, identify requirements for integrative interaction between immigrants and national population in the host country, build this knowledge into a platform for the policy deliberations among key policy stakeholders, and elaborate recommendations on needs for immigrants and support policies and services for their integration in view of population ageing in Europe.

The comprehensive method of approach encapsulates findings from a small scale targeted survey of immigrant women, it capitalises on the already gathered but unexplored data among nationals of 8 member states (Germany, Austria, Finland, Hungary, Poland, Czech Republic, Slovenia and Estonia) regarding migration and integration of immigrants, and involves the key stakeholders in the policy deliberations in view to identify challenges to integration and expected needs for future immigration policies.

The project addresses directly women third-country nationals residing in 8 EU countries. It will record their experiences, needs, attitudes and expectations concerning immigration and integration policies and practices and viewpoints regarding their own old age.

The expected benefits are at the level of elaboration of facilitative measures for economic and social integration of immigrant women, mobilisation of a broad population base in the host countries in view to foster better understanding of the long-term needs for migrants and their integration in ageing societies, consultations of stakeholders, and mobilisation of the critical mass of institutions and researchers to gain new knowledge to improve integration processes and services in the framework of the Lisbon agenda.

2.1.2 Project objectives

2.1.2.1 General objectives

The broad context underpinning the general objectives is the need to identify gaps in knowledge and to feed into policies the knowledge-base findings about:

- The life-chances and expectations of immigrant women in 8 member states (Germany, Austria, Finland, Hungary, Poland, Czech Republic, Slovenia and Estonia)*;
- Integration requirements for female immigrants already present in the host country taking into account their current needs but also the fact that immigrants themselves age and need care and social security at high age;

* The choice of these countries was determined (1) by the availability of the migration module in the Population Policy Acceptance Survey discussed below, and (2) commitment to participate in the FEMAGE project.

- Long-term demand for immigrants and impact on host society in view of the experiences and expectations of national populations and expected socio-demographic developments.

This project will generate knowledge about the profiles, living conditions and migration histories of women third-country nationals, and also the societal needs for migrants and integration of immigrant women in ageing societies in the light of experiences, expectations and preferences of women third-country nationals, national population in EU countries, and the key policy stakeholders at national and EU level.

The comprehensive method of approach to attain the general objectives will encapsulate findings from a small-scale targeted survey of female immigrants, it will capitalise on the already gathered but unexplored data among nationals of the host countries regarding migration and integration of immigrants, and will involve the key stakeholders in the policy elaboration in view to identify challenges to integration and expected needs for future immigration and integration in ageing European society.

The project addresses directly migrant women residing in 8 EU countries. It will record their profile, needs and viewpoints about their experiences, attitudes and expectations concerning immigration, integration, and emancipation policies and practices. Integration of immigrant women into economic and social activities, as the ultimate objective of the enhancement of opportunities for all, requires both facilitation and mobilisation. The analysis of the facilitating institutional environment and specific support for female immigrants will go hand in hand with the study of mobilisation in terms of motivation, preferences and identity of immigrant women.

In view to address the integrative interaction between immigrants and nationals of the host country this study will also analyse views, expectations and preferences of nationals on migration matters. This analysis will draw from data gathered under the national Population Policy Acceptance Survey (PPAS) that have been undertaken in 14 European countries between 2000 and 2003 with the standard core questionnaire on attitudes towards demographic dynamics and family policies. Eight out of 14 countries included also a module on attitudes towards migration and migrants. These existing but not yet explored data on migration issues will be integrated and streamlined in an international database and analysed in a comparative perspective under the FEMAGE project.

The data of the two surveys – the qualitative interviews of migrant women and the quantitative PPAS results of attitudes of nationals towards migration and integration - will be merged into an international database and will be analysed in a complementary and comparative way.

We are not going to compare country data on migration but lessons learned and policy implications of findings about view of nationals and what immigrant women in different contexts think and how they perceive integration.

The findings from the two surveys will be used for reflective and evaluative focus group discussions among the key policy stakeholders at national and European level: representatives of immigrant groups, organisations providing assistance to migrant women, national and immigrant women's organisations, immigrant women themselves, civil society organisations active in the field of social integration, social partners, care-giving professionals, and public authorities.

Finally, the results of the survey analyses and the focus group deliberations will be used for a reflexive policy analysis with the view to deduce policy implications and draft policy recommendations.

The final report for the activity as a whole is due in month 24. The planned monograph on FEMAGE (not foreseen as deliverable in the project) will be achieved after the termination of the project. The intention is to produce this book as fast as possible, but, given the fact that it will be submitted for publication to a commercial publisher, the printed book can not be expected earlier than one year after the FEMAGE project.

2.1.2.2 Specific objectives

A further objective is to generate knowledge about experiences, attitudes, preferences and expectations of female immigrants with respect to immigration and integration in the host society.

In addition to a secondary analysis of available literature on immigration and integration of women immigrants and demographic statistics to address future numbers and socio-demographic profiles of women immigrants, and challenges to their integration, a small-sized, qualitative survey on women third-country nationals residing in the eight participating EU countries will be undertaken. By using a common semi-structured methodology and a well-balanced sampling structure we will address a broad range of experiences, preferences and expectations with respect to integration and emancipation of women third-country nationals. Wherever possible or necessary, issues and questions raised will be made comparable to the approach adopted in the Population Policy Acceptance Survey, the basic data of which are already available.

The life course perspective is built in the semi-structured survey and analysis. The project will carry out a survey among immigrant women and analyse in a comparative perspective data on their living conditions, migration history, and preferences and expectations towards support for integration into employment, housing, and community life and emancipation. The survey will encapsulate both the retrospective and prospective dimensions, approaching life experiences and expectations of immigrant women and thus allowing for the analysis of the information from a life course perspective.

Special attention will be given in the survey to the quality of life and social inclusion objective and subjective indicators, thus capturing also the significance of cultural norms. Issues to be addressed are: gender emancipation within family, immigrant's informal networks, emancipation practices within their own ethnic community, integration into gainful employment, working conditions, use of social and health services, and acquired social rights regarding retirement. Particular attention will be paid to the interrelationship between integration and emancipation issues as understood in the host countries and seen from the perspective of immigrant women. In the host countries female emancipation is strongly associated with access to the labour market, labour market conditions, wage levels, social protection in general and pensions in particular, and gender relations within the family. We will look at how immigrant women think about emancipation, especially with respect to employment and the contribution it may bring to the family income and financial independence from the spouse and the family, today and in old age. Precisely because women's experiences and expectations will be incorporated in the interview methodology and

analysis we will not capture the relationship between social integration and emancipation only from the ‘Western’ point of view but will report on similarities and differences in viewpoints. Accounts of personally meaningful episodes from the past, life-story high points, low points, and turning points will be collated. Expectations and preferences for the future, and in particular for their own old age, will be recorded and analysed.

In view of the fact that immigrant women themselves age in an ageing social environment of the host countries, particular attention will be given in the qualitative interview and in the analysis to their care giving and care receiving practices and, again, in a life course perspective, how they anticipate their own needs in old age as well as preferences and expectations towards their own old age. Here too, both closed and open-ended question methodology will be applied.

The project will focus on immigrant women who are active or constitute a potential source for integration into employment and are also available as longer-term care providers or domestic workers. These women are also concerned with perspectives and provisions for their own old age. Because of the high concentration of third-country nationals in particular cities or regions the sample will be selected in each country in the area of major concentration of this group. The choice of the ethnic origin of women third-country nationals will be made on country-to-country basis depending on the relevance of the integration needs of specific groups in quest of social inclusion, equality of treatment and fight against discrimination, without losing out of sight opportunities for international comparability. Whenever meaningful, women immigrants with the same ethnic background will be selected in the survey sample in two or more countries in order to enhance the opportunities for cross-country comparison.

The survey will be undertaken by means of a face-to-face, semi-structured qualitative interview with partially closed and partially open questions, aimed at establishing an inventory of living conditions, experiences, expectations and preferences.

Given the specific objectives of the present project and the broad variation in migration and integration policies and practices in the participating countries the sample will be drawn on the basis of a typological selection to include as many different types. The broadest possible diversity of socio-economic profiles will be addressed by selecting women who present significantly different characteristics but are faced with similar problems associated with difficulties of integration in the mainstream labour market and social life in general, and access to social provisions in particular.

The number of interviews could be different in different countries but that is not a problem in qualitative methodology. Although numbers of respondents are not the basic issues, numbers matter in view of the diversity of problem situations. That is why the sample size is set around 30 respondents per country.

We will exploratorily capture most or all of the perceptions and problem situations that might be important. The aim is not to get the exact incidence of the different opinions or situations in a nationally representative sample. Such an endeavour would require a much bigger sample, time and resources.

In principle, only documented women immigrants will be interviewed. This choice is based on conceptual and methodological reasons. Undocumented migration is a research field in its own right. However, as migration histories will be recorded, it can be expected that also experiences will be captured of women who entered the host country without appropriate

documents, and their trajectory from undocumented migrants to third-country nationals legally resident in the host country will be looked at in depth. Particular attention will be given to recording their migration survival strategies and their relationship to employers and local authorities and the use of networks of compatriots and other undocumented migrants.

The decisions on how the samples are to be drawn are part of the work on the development of the survey methodology that will be done in the first semester of the research project. It is to be noted that in some countries already established survey address databases can be utilised.

The concept of social integration will be operationalised to include access to legal and political rights, work, social security, education, language skills, health, housing, and gender emancipation within family and informal networks seen from the perspective of the host country and the viewpoints of immigrant women.

The proposed qualitative analysis will enable us to gain insight into the identity formation of migrant women and the cultural/cognitive structures in which migrants and non-migrants locate themselves. The knowledge of these patterns is of primary importance when studying integration process.

The results from the qualitative survey of women migrants will be processed, merged and analysed in an international comparative database (FEMIG) and compared to the attitudes of nationals towards migration/integration from the Population Policy Acceptance Survey (MIG).

The survey on female immigrants should largely be implemented in the first year, so that the data can be used for comparison with the Population Policy Acceptance Survey results on nationals, and fuelled into the focus group discussions of stakeholders

Another specific objective is to analyse data about experiences, attitudes, preferences and expectations of the national population in the host country with respect to immigration and integration of women immigrants. Within the framework of the Population Policy Acceptance Survey, eight FEMAGE participating countries (Germany, Austria, Finland, Hungary, Poland, Czech Republic, Slovenia and Estonia) have invested national resources into gathering information of nationally representative surveys among nationals on attitudes towards migration and migrants. These existing but not explored data will be integrated and streamlined in an international database (MIG) and analysed in an international comparative perspective. The database will collate information gathered from some 21,000 women and men across 8 EU countries. This database will be exploited in a selective way in order to take maximally advantage of earlier research efforts and national resource investments. Maximum comparability of data will be ensured through recoding and regrouping of variables.

The MIG international database will include information on perceived number of foreigners and growth in numbers, opinion on foreigners, attitudes towards migration, perceived advantages and disadvantages of immigration, attitudes towards integration of migrants, attitudes concerning return migration, attitudes towards national migration policies, and attitudes towards population trends and population-related policies in general. The data gathered at the national level contain comparable information on the above questions and issues, and will be streamlined in an international database with codebook which gives clear indication of the degree of comparability of each individual question for each of the studied countries.

The strong advantage of the construction of this international database is that it encapsulates the 'population climate' in the host countries with quite different migration histories, different profiles of female immigrants, different welfare regimes, different levels of population ageing and potentials for migration.

Whereas much is known about the concern in the old member states about the potential for migration from some new member states, much less is known about concerns of the population in the new member states about the presence and future inflows of immigrants and needs for their integration. Whereas the legal systems and legislative norms concerning migration matters, discrimination and exploitation of immigrant women have largely converged in the 8 countries under consideration, this appears to be less the case for attitudes and expectations towards immigrants, and social policies and service to support migrant women.

The processes by which immigrants become accepted into their host society vary greatly from country to country. It is generally acknowledged that the responsibility for integration rests on many actors: immigrants themselves and governments and institutions, but also citizens in the receiving society.

In order to obtain the viewpoints of the key stakeholders about requirements for the comprehensive integration of women immigrants and their reflections about the research-based findings on experiences, attitudes, preferences and expectations of both the female immigrant population and the national population with respect to immigration and integration issues nine focus groups, each lasting one day, will be organised. One in each of the eight countries for which surveys will be available and one in Brussels among the representatives of European civil society organisations, social partners and other policy actors at the EU level.

The findings from the survey of women third-country nationals residing in the 8 EU countries and the analysis of the PPA survey of the national population in the host countries with respect to immigration and integration of women immigrants, as well as basic facts and figures about recent immigration trends will be summarised and submitted to the focus group participants for reflection.

This will be followed by focus group discussions. Some 10 participants will be selected for each national and the European focus group. The composition of the focus group participants will be similar but not necessarily identical in each country. The European focus group will bring together relevant actors at the European level. Participants will be drawn from representatives from the social partners (employers and trade-unions) in particular from caring professions, civil society organisations and in particular NGOs working with migrant women, national and immigrant women's organisations, women's public authorities at national, regional and local levels, and last but not least immigrant women. The way participants will be selected will be decided after the survey among immigrant women is completed as the knowledge generated will contribute to the identification of important actors also from the perspective of the experience of immigrant women.

This is important because we expect to encounter difficulties in interviewing some migrant women because it will not always be possible to undertake the interview without the presence of the spouse, other family members or employers. The focus group will allow us to capture stories by the focus group participants who come from organisations that are in contact with immigrant women at the national level and who will tell us about histories of others. The selection of an immigrant woman for the national focus group will follow the 'snowball-

approach'. It will be made following the survey by selecting a person with particularly strong views, or asking the organisations that come in contact with immigrant women to suggest such a person.

The focus groups and use of outputs will be organised according to the traditional state of the art. The results of the focus group discussions will be used as one of the major inputs to the reflexive policy analysis discussed below. It is expected that the focus group as form of deliberative democracy will produce substantive outputs. It is, however, known from literature that it is rare for participants in any country, especially when they may have vested interest as they give voice or represent specific population sub-groups, to completely transcend self-interest. In order to link fragmented perspectives that may emerge from focus groups to a broader perspective of public interest, the key findings and identification of the policy implications of the focus group will be only one part of the knowledge-base that will be built into the overall policy recommendations of the project. This is in line with the integrated methodological approach of the project, and it is a more robust means of democratically legitimising policy recommendations in view to influence policy decisions. Thus, lessons learned and policy implication of priorities set by the migrant women themselves based on the analysis of the survey, priorities set by the nationals, and priorities set by the participants in the focus group, will be build in the reflexive methodology of the policy process involving different stakeholders.

By including the perception of immigrant women and of natives we are changing the political discourse that has up to date been very restrictive in most participating countries. The focus group outcomes will be instrumental to the broadening of the policy discourse. We will be challenging the public discourse by confronting differences and similarities in the perception of immigrant women, natives, and policy stakeholders.

It finally seems important to gather both current profile and future needs for immigrants in view of the expected demographic future and socio-economic opportunities of European countries. The desk review of literature and the survey on female immigrants carried out under the project will be used for the socio-demographic profiling of immigrant women. To this end, a selective contextual database will be collated. This database is a support tool that will encapsulate country-specific or region-specific information on the socio-economic and demographic background, which is not available from other international sources such as EUROSTAT, EMIN or Odysseus Network. This database will be the basis for the retrospective analysis of needs for female immigrants and challenges to their emancipation and socio-economic integration. When necessary and appropriate the existing data on stocks and trends such as the Eurostat's New Cronos database and the European Migration Information Network (EMIN) gateway will be selectively used.

2.2 Policy implications

2.2.1 The demographic dimension

All 8 participating countries are increasingly facing problems of sustainability of their welfare regimes, in particular the pension systems, in view of population ageing. In many new member states the task is made more complex by the fast changing features of the labour market and adaptations of the social security systems to meet the transition challenges. The prospective dimension will build on the contextual statistical database and existing population projections. The discussion of feasible and desirable population scenarios will take into

account population greying due to the extension of life expectancy and population dejuvenation due to the sustained low fertility and demographic needs for immigrants in view of population ageing and the temporal capacity for socio-economic integration of various numbers and profiles of immigrant women.

The present day knowledge about the expected demographic future points in the direction of informed hypotheses about the significant increase in numbers of immigrants needed to offset some of the negative consequences of population ageing. The perspective of possible needs for women immigrants in much higher numbers and with specific skills and competences imposes the need for integrative interaction between future immigrants and nationals and all policy stakeholders in view to develop longer term policies to facilitate integration of larger numbers and more diverse types of women immigrants than is the case today.

Obviously, future migrants will not include only women. But, it may be expected that women will have a more prominent place than in the past, both in terms of numbers and activity levels, and that their needs both as actors in the migration process, and as mothers and carers and mediators between the ethnic community of origin and receiving society will require better attention to the gender dimension of integration.

2.2.2 Policy implications and knowledge-based recommendations on socio-economic integration of female immigrants

On the basis of the comparative analysis of the results of the different project work packages and instruments – desk review of literature, findings from the survey among immigrant women, survey on migration issues among national populations, policy deliberations at focus groups, demographic analysis – knowledge-based policy recommendations with respect to female immigration, integration, and emancipation will be elaborated.

While the research process requires a meticulous use of scientific methodology, the policy building requires also an active input of organisations working with immigrant women, social partners, local and national/international authorities and other policy stakeholders involved in migration and integration matters.

The project will nurture partnership according to the best practice in the exploitation of multiple and varied competences. The research community will contribute knowledge and skills of several scientific disciplines and proven methodology for the production of scientifically sound, unbiased knowledge about viewpoints of immigrants and nationals in the host countries and societal needs for immigrant women. NGOs will be privileged partners for contributing their grass-root experiences about needs for empowerment of women immigrants and obstacles to their socio-economic integration. They will provide an input for the reflective policy deliberation. Civil society organisations will also be invaluable partners in the dissemination of project finding through their public awareness campaigns. Thus, the project will capitalise on the knowledge generated by the scientists in charge of the work and the participation of the civil society in focus groups, policy formulation and recommendations and dissemination.

In the eight participating countries there is a very different history of the civil society organisations and their role in the national contexts varies greatly. Social partners will also be privileged partners, as well as local and national public authorities. In this way we intend to

broker partnerships for policy deliberations among stakeholders that play a significant role within the local, national and European context.

Different types of policy instruments will be developed to target a broad variety of needs of users of research findings and policy deliberations. The policy analysis will confront the various FEMAGE research results – in particular the outcomes from the female immigrant surveys, the migration module of the PPA survey on nationals, and the focus group views and proposals – with the major issue-relevant and, in some cases alternative, goals in European societies, more particularly with respect to interactive integration between nationals and migrants. Policy implications of this confrontation will be elaborated following the focus group discussions. Particular attention will be given to the reporting about interrelations and contradictions which may exist between female emancipation in host societies and countries of origin of immigrants. Standards built into the institutional framework of host societies will be confronted with expectations and perceived obstacles to emancipation of immigrant women both with respect to their family and community of origin and their difficulties in achieving integrative interaction in the host society.

Policy recommendations will be devised, related to the various relevant societal goals, taking into account the research results of the different FEMAGE work packages (WPs), and indicating the possible consequences of those recommendations. Since it is not the task of researchers to choose policy options, policy recommendations will be drafted in alternatives, linked to the different, issue-relevant societal goals which have been considered and wherever the outcomes of the project might indicate this necessity, hence, facilitating policy makers to make informed policy choices.

2.3 Potential Impact of the FEMAGE project

2.3.1 Strategic impact on solving societal problems

The potential for a strong direct impact stems from the project's identification of the requirements for the improvement of monitoring and implementation of policies and services to facilitate the labour force and social integration of female immigrants, and exploitation of synergies through cooperation and transfer of knowledge between old and new member states. Specifically, the impact is at the level of identification of requirements to manage change in the light of the EU enlargement, European employment strategy, and greater presence and work contribution of female immigrants in ageing societies, and exploration of early warning signals about obstacles to effective integration of immigrant women.

The direct impact will be reinforced by the new knowledge regarding:

- Similarities and differences in integration challenges and institutional support provided to female immigrants across EU;
- Identification of the main risk groups and risk factors for deprivation of female immigrants in 8 EU countries that exhibit a broad range of migration patterns and integration practices;
- Identification of the shortcomings of existing policies and practices,
- Life-course perspective of integration through the analysis of migration histories and expectations of female immigrants towards their own old age;
- Identification of how prevention of discrimination and exploitation could be improved taking into account also the longer-term perspective of needs for immigrant women in view of impending acceleration of population ageing.

In view to solve societal problems associated with the integration of female immigrants we will provide good documentation to ensure the understanding of the background conditions for transferability of policies and practices. This is expected to have also the strategic impact at the Community level for monitoring and implementation of the Open Method of Co-operation on social inclusion, pensions, the cooperative exchange on health and long-term care for the elderly, and the overall economic growth.

The impact in the participating countries may be expected to be particularly significant. The FEMAGE international project builds on the initial quest for information about requirements for effective integration of immigrants that motivated national research funding institutions to co-fund national research of knowledge about immigration and attitudes and expectations of the national populations towards integration of immigrants.

FEMAGE represents a significant advancement with respect to the national attitudinal surveys as it extends the research field in terms of focus, scope and methodology to directly address female immigrants as well as the key policy stakeholders. Furthermore, it brings to the national forefront a strong European added value through the transfer of knowledge in problem solving regarding facilitation of integration of female immigrants. This will impact on the political discourse which has been rather restricted in terms of inclusion of perceptions of different stakeholders.

The potential for indirect impact relates to reinforcing European competitiveness through enhancement of social cohesion by providing knowledge about requirements for the integrative interaction between female immigrants and nationals, identifying good practice in preventing discrimination of immigrant women within their own family and society in general, and promoting integration of female immigrants into the mainstream labour market as a significant human resource.

2.3.2 Innovation-related activities

The focus on gaining new knowledge to improve integrative interaction between female immigrants and national population in a comprehensive qualitative-quantitative surveys and capitalising on the secondary analysis of attitudes of nationals, and partnerships in policy deliberation with stakeholders and social partners, is an integrated method of approach that has not up to date been developed and implemented in any of the participating countries. The integrated comparative dimension is both innovative for this group of countries and for European Union as a whole since focused comparative surveys among female immigrants and nationals, and policy deliberations of stakeholders have never been undertaken in such a large number of European countries with such different migration and integration of female immigrants histories and integration practices.

2.3.3 Added value at the European level

With respect to the added value in carrying the work at a European level there are three fundamental principles underpinning the FEMAGE project. They relate to transnationality, interdisciplinarity and applied research.

- FEMAGE project starts from identifying specificities and communalities between countries but a higher level of knowledge base is topical rather than country specific.

FEMAGE is not limited only to the description of national specificities and identification of the main features of between country similarities as this approach is of limited interest for forging the European research area and for promoting the Social Europe.

- FEMAGE goes beyond just bringing together individual scholars with the basic training in a variety of specific disciplines to cover topical segments. FEMAGE is interdisciplinary in its conceptualisation and methods. FEMAGE project pursues the interdisciplinary approach by bringing together the theories, methodological tools and the knowledge base of several disciplines and building it into each phase of problem-focused research - from the conceptualisation, through implementation to the analysis. The operationalisation of research project is made in an interdisciplinary perspective and both qualitative and quantitative methods will be used.
- Applied research is an integrated process in the FEMAGE project that builds the policy relevance as a binding thread - from the identification of the problem, through the analysis of existing and feasibility of proposed policies and measures. The theoretical framework for research and the theoretical and ideological background of specific policy recommendation, whether they are presented as a consistent set of propositions about the desirable future or alternative scenarios about the possible options and consequences, will be made explicit. This is important also in view of the involvement in policy deliberations of stakeholders with vested interests. As can be seen from the flow chart of activities FEMAGE is not a research project that provides policy conclusions and recommendations only as a supplement to the end of the project reflexive activities among researchers.

The European added value of the FEMAGE project derives from the transnational, interdisciplinary, applied research. The transnational dimension is ensured through: the comparative survey of immigrant women, and surveys on migration matters among national populations in 8 EU countries; implementation of the research methodology for comparative analysis; and policy deliberations between stakeholders in the participating countries and in Brussels among policy actors at the EU level. The interdisciplinarity is built into the methodology of the FEMAGE project and expertise of the researchers. The applied dimension is built in the strong policy focus as researchers are involved in brokering process. The knowledge base will feed into policy deliberations with stakeholders at regional, national and Community level in view to provide scientifically well-founded support to the development of effective policies and practices with respect to integration of female immigrants.

The full added value in carrying out the work at a European level is encapsulated in the involvement of researchers from 9 EU countries, implementation of new research in 8 EU countries, exploitation of synergies of researchers and policy stakeholders in 8 EU countries and policy stakeholders at the European level, strong cooperation with the new member states, transfer of knowledge, and a broad dissemination strategy. Policy deliberation in Brussels among the key players at the European level will be a form of a simulated, research-based dialog between citizens, national policy stakeholders, and European institutions and policy stakeholders active at the European level.

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