

# **TRANS-NATIONAL MOVEMENT OF LABOUR & GROWING DIVERSITY IN THE WORKFORCE**

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People have always moved to “faraway” locations for better jobs and opportunities. Trans-national movement of labour is not a new phenomenon. Movement of people across countries, regions, and even continents, spans centuries. War, natural disasters, or a lack of means to support self and family all motivate such change. Some countries, such as the US, Canada, Australia, and New Zealand have their own aboriginal populations, but pursued systemic immigration policies to settle the land while pursuing different policies for the aboriginal population. Papers in Track 1 do not focus on the aboriginal population as part of the diversity in the workforce.

What is new is that the last fifty years have seen a large number of people moving from the less developed regions of the world to established industrialized countries —often referred to as immigration from the “South” to the “North.” Recent history shows that globally the trans-national movement of labour included people moving to other countries, regions, and continents to improve their economic conditions. I will refer to these people as “economic immigrants.” This group includes legal and illegal (or undocumented) economic immigrants. Papers in this Track, with one exception, focus primarily on economic immigrants. The trans-national movement of labour also includes displaced people moving to safe countries as refugees from war-torn or drought-ridden areas of Europe, Asia, and Africa, or people the world over avoiding persecution in their home countries. After a certain period in the safe country and subject to guidelines specific to each recipient country, these refugees become a part of the labour force. While there are no papers in Track 1 making a clear reference to refugees, the immigrants or undocumented workers mentioned in the papers can, presumably, include refugees. In my report on papers in Track 1, I will not specifically discuss refugees.

The trans-national movement of people across the globe has resulted in large migrant workforces. In some cases, formal programs bring immigrants to a new home while in many other cases migrations take place informally or illegally. Either way, these workers add a new reality to the labour market, creating diversity in the workplace. The aging labour force and labour shortages in some countries make immigrant labour a necessity for continued economic prosperity. This necessity, however, does not diminish the fact that legal and illegal immigration can create anxieties and hostilities in the countries of settlement. Immigration can be a boon to the local economy or can be socially and politically explosive. This trans-national movement of labour and growing diversity in the labour force pose several questions: How are these workers integrated into the local labour market over time? What public policies and workplace level practices are effective in such integration? What role do institutions play in this process?

These are some of the issues examined in the papers prepared for Track 1 of the ILERA’s 16<sup>th</sup> World Congress. In the following pages I will summarize key points of the papers addressing this topic and conclude by offering some thoughts on further topics to consider for research. Sessions in Track 1 will give us an opportunity to explore and discuss trans-national movement of labour and growing diversity in the workplace in different regions of the world.

## **Formal and informal immigration and immigrant workforce**

The diversity of papers included in this session is a strong indicator of the multifaceted phenomenon of studying formal and informal immigration and immigrant labour force. Papers study the migration and labour market uncertainty relationship, trans-national labour markets and their effect of national wage setting, and the large number of immigrants in a country's labour force and its projected effect on the future of the labour market. Papers also examine how unions mobilize immigrant workers and the legal coverage of employing global human resources. As we learn in detail, immigrants are used as a transnational source of labour market flexibility; they work in insecure jobs, bear the burden of unemployment and the cyclical effects of the economy, and act as a buffer for the countries' national workforce. In Europe, along with immigrants who have settled in the host country, there are immigrants working on a contract basis who follow their employer as the company relocates. These workers are called posted workers and are common in the construction sector. They show that the transnational labour mobility does not result from the free mobility of labour but from contracting companies taking advantage of the deregulated product markets and competition law. There is a clear effect on the national wage systems, which sometimes results in the lowering of wages in the construction sector. Research also shows that trans-national labour from surrounding regions is less likely to be involved in union elections, yet if they were, and particularly when their percentage representation in the labour force is large, they would affect decision-making on social policy in another country that could put that country's national sovereignty at risk. Unions can play the role of counter movements assisting undocumented immigrant workers to be legalized and can assist vulnerable immigrant workers in negotiating a living wage while increasing their membership. While there are a large number of trans-border workers, the legal coverage for these workers is rather complex.

Since the early 1990s, employment policies have focused on achieving flexibility and employment security; cross-border worker mobility is seen as a global solution to combining flexibility and employment security. Migrant workers, who are disposable in economic downturns, can create labour market flexibility and carry most of the uncertainty burden, which in turn protects the national labour force. The paper by *Meardi, Martín Artiles, Molina Remo, and van den Berg* focuses on these issues. In their comparative study of Germany, the UK, Spain, and Canada, they examine the evolution of migration policies and the differential effects of the labour market crisis on migrants and they ask to what extent immigrants can be used as a "buffer" for employment uncertainty, and whether this is socially sustainable. They take Germany as the continental/corporatist labour market regime, Spain as the Southern European/segmented labour market regime, and Canada as the liberal non-European example for their national level study. Germany and Spain represent countries with the largest numbers of immigrants in Europe. Canada is included as a success case of immigrant integration to be modeled after. The authors also study construction and health care sectors in the UK and Spain, since much of the movement of immigrant labour in Europe has been in these sectors. Their study shows that immigrants create a "buffer" for labour market shocks, are hired in periods of labour shortages, work in insecure jobs, and are expected to return to their home countries in economic downturns or when no longer needed. The authors conclude that immigrants cannot be sought as short-term solutions to labour market uncertainties; there must be longer-term social

policies to respond to segregation in the labour markets and the resultant vulnerability of immigrants.

While the emphasis is on the individual migrant worker in most studies, *Bosch* takes a macro-level analysis approach and looks at the deregulated product markets and competition law as factors affecting the trans-national mobility of labour. He examines how the Europeanization of labour and product markets and the decisions of the European Court of Justice are putting considerable pressure on national employment systems and their institutions to change. Since the construction sector heavily uses posted workers in the European Union, the author focuses on this sector and examines the impact of the companies providing services, including bringing in their own workers to provide those services and the wage systems of the construction sector of the country. Focusing on the adjustment of wages in the construction sector in France, Netherlands, Germany, and the UK, the study shows that the impact of posted workers on wages varies across the host countries depending on the level of national institutions regulating the labour market. Extrapolating from the experience with posted workers in construction sector, the author suggests that the inclusive wage systems of Europe can be eroded and a downward wage spiral is possible. Thus, the author questions whether the European social model, with its inclusive wage systems, will be able to survive the open markets for services.

Luxembourg is an interesting example in Europe as a large number of its workforce is cross-border, the majority of which is in France, Belgium, and Germany. In this paper, *Clement* illustrates the internationalization of labour in Luxembourg, where there is the potential for the cross-border workforce to become the dominant workforce in the country. Yet, currently, these cross-border workers do not exercise their right to participate in union elections as much as the national workers, resulting in less involvement in decision making. If they were to be involved, with their numbers making up the majority in the labour force, migrant workers would affect decision making on social policy and labour market policy at the national level. With the current economic realities of the labour market and corporate ownership changes, the author suggests that if a new form of governance was established in the labour market it would have to better represent cross-border workers and the political entities in the surrounding region would have to collectively make decisions regarding labour market policies that would preserve Luxembourg's national sovereignty. This is a complicated but unavoidable task in Luxembourg's near future.

The next paper on immigrant workforce addresses union campaigns as counter movements focusing on mobilizing and organizing immigrant workers in France and the UK. *Tapia and Turner* compare two innovative union campaigns: the CGT led “*sans papiers*” campaign from 2008 to 2010 in France, and the “Justice for Cleaners” campaign led by TGWU/Unite from 2005 to 2010 in the UK. Both serve as examples of how unions can support immigrants while increasing membership. The CGT focused on legalizing the status of undocumented workers, including temporary workers and domestic caregivers, by assisting them to seek employer support in the regularization process. A committee composed of government, union, and employer representatives was created to oversee the process, and the “*sans papiers*” campaign achieved the legalization. In the UK, the TGWU/Unite focused on a living wage to secure better living and working conditions for low-paid, mostly immigrant, cleaners. The study shows that despite deep differences in union traditions and structures as well as the political-economic context of the countries, unions' strategic responses to a growing precarious immigrant

workforce were very similar: unions enrolled significant numbers of new members, emboldened immigrant workers to fight for their own interests, and raised the profile and promoted the interests of hard-working but vulnerable members of this growing service sector workforce. These are successful examples of counter movements against heightened levels of global liberalization and precarious employment. More generally, as the authors examine in further detail, these cases contribute to contemporary debates in comparative political economies, industrial relations, and on the theoretical perspective based on the dynamics of deregulation in a capitalist global economy. The cases are also examples of how unions can show their relevance to immigrant workers by campaigning to address their interests.

In the last paper on immigrant workforce, *Engblom* focuses on the labour law and the international dimension of human resources—that is, a company can choose to look for human resources in a country other than that where the work ultimately will be performed. The paper gives a brief overview of the international dimension of the market for workers, the options that a user company has when it looks for workers abroad, and the legal regulation of each option. This is an attempt to bring together the labour law, commercial law, taxation, and social security regulations along with the country's legislation and regulations in complex for trans-border movement of labour.

### **Gender and diversity issues and labour market outcomes for immigrant workers**

Diversity in the workplace in terms of gender is a prominent topic of research in the literature and one paper in Track 1 discusses gender issues at the regional—that is, European Union—level. In the diversity literature, immigrants have received much less attention compared to more conventional groups such as females and racial minorities. Trans-national movement of labour, however, has led to a growing diversity in the workforce with many immigrants from a variety of backgrounds working together with the national workforce. The papers in this topic of Track 1 focus on gender along with diversity issues and labour market outcomes for immigrant workers. Diversity and accommodation issues, along with integration of individuals with diverse backgrounds in the workplace and the society, perceptions on diverse workforce, and discrimination and harassment issues in the workplace are some of the themes discussed under this topic. Labour market outcomes for immigrant workers in terms of promotion opportunities and the role of labour contracts in the psychological contract dimensions for immigrants are other topics covered here.

In the first paper of this session, *Murhem* and *Dahlkvist* study the Europeanization of industrial relations from a gender perspective. This is one of the less studied topics despite that the Europeanization of industrial relations has been an important area within industrial relations research. According to the Amsterdam Treaty article 3(2) EC, the European Union aims at fighting inequality and promote gender equality in all policy areas of the European Union. The authors study whether the emerging European industrial relations regime actually has a particular gender, and if men and women are equally affected and promoted by the new institutions created within the European Union. They focus on five European institutions: the European Trade Union Confederation (ETUC), the main employers' organization BUSINESSEUROPE, the sectoral level European Industry Federations (EIFs), the sectoral social dialogue consisting of 36 different sectors, and the European Works Councils (EWCs). *Murhem* and *Dahlkvist* discuss these

institutions from a gender perspective, representativeness and opportunities examined according to gender, and how gender issues are dealt within each institution and their attitudes towards women and men. The authors present the early results of their study showing that the European industrial citizen is a man. The ETUC is the institution that seems to devote most time and energy to gender issues, while BUSINESSEUROPE does not devote that much effort to gender issues. Women have been underrepresented in decision-making bodies within the European Industry Federations and the sectoral social dialogues are gender biased towards men and male-dominated sectors. The authors also state that, based on available figures, the European Works Councils must be seen as a predominately male institution, and gender issues appear to be a minor matter in their work. Their conclusion is that despite that many women in the European Union are working in paid employment, the European institutions created for industrial relations do not focus much on gender equity issues. Thus, they say, compared to the political arena, as exemplified by the European Parliament, the industrial relations arena is performing poorly in gender equity.

The next three papers focus on various aspects of diversity. The first focuses on the experience of co-determination and immigrant integration in Germany, and the next explores perception among managers of the stronger work ethic of Central and Eastern European workers in the UK. The third paper focuses on the harassment and discrimination experiences of expatriate academics in the South Pacific Region.

In focusing on German co-determination and migrant integration at industrial workplaces, *Schmidt* and *Müller* show how co-determination as a workplace practice can be an effective mechanism of social integration. Their research contributes to identity issues in work-related research that is seldom studied in industrial relations. The authors collect data on the opinions of employees and focus on their day-to-day interaction in the workplace. They analyze the social structure of the companies included in the study and show that employees' positions within the companies' social structures correlate with whether an employee has a German or an immigrant background. Those with a German background tend to be in higher positions compared to immigrants. They also examine day-to-day social interaction between employees of different origin. Their results suggest that, although seldom, discrimination and harassment of immigrants takes place at the workplace. Collegiality, however, is a more dominant behaviour in the interaction between workers of German and immigrant background. The authors attribute the social harmony in the workplace to the German model of industrial relations. With its emphasis on co-determination, the German model of industrial relations fosters social integration of employees of different origin in the workplace.

The next study is on the widely-held view of UK employers that workers from Central and Eastern European countries have a stronger work ethic compared to similar workers from the UK. This stronger work ethic is often termed by employers and the popular media as the "Polish work ethic." Focusing on workers in low-skilled production jobs in three companies in the UK, *Hopkins* analyzes whether there is a stronger work ethic of migrants from these countries or if other factors affect work ethic. The author explores the skill levels required and the subsequent removal of the need for English language skills to take these jobs. The author also investigates how UK managers' attitudes towards workers are affected by a worker's ethnicity. The case studies show that managers are often critical of the work ethic of those workers that come from

the UK, but praise the work ethic of migrants from Central and Eastern European countries. This stronger work ethic, however, has more to do with the weaker labour market power of these workers, which is influenced by the lack of knowledge of the labour market and by poor English language skills. As these migrant workers' labour market knowledge and English language proficiency increase, managers at the case study firms report that these migrants become less reliant on a good work ethic.

In their paper on the discrimination and harassment of expatriate academics in higher education in the South Pacific region, *Reddy Reguri* and *Fuala Lako* survey scholars at the selected regional university that caters to the needs of twelve member countries. The workplace environment in this university is truly diverse with academics coming from thirty nationalities or ethnicities. Their survey shows that four out of five expatriate academics experienced discrimination and harassment at the university though for local staff two out of five experienced such behaviour. This university has a local migrant ethnic group, local original natives, and expatriate academics from many countries. The management behaviour of local migrant senior administrators contributed to the discrimination and harassment of expatriate academics. The authors cite envy and racism, perceived local migrant interest in controlling development in the country over the original natives, and seeing expatriate academics as a major threat to their hegemony as key reasons for the widespread discrimination and harassment in this university. They conclude that without eliminating the racism and envy engrained in the organizational culture, improving the workplace dignity at the selected university is difficult. The authors cite globalization, racism, increased competition, and loss of job security as factors triggering workplace violence experienced by expatriate employees. They suggest research on the intensity and magnitude of these factors across various countries and sectors in order to combat the problem and promote workplace dignity.

The last two papers in this vein address workplace outcomes for immigrant workers. *Chowhan, Zeytinoglu* and *Cooke*'s paper focuses on immigrants' promotion experience in Canada. There have been many studies showing immigrants arriving since the 1990s having a higher unemployment experience and, when employed, earning much lower than Canadian-born counterparts (with the same education and qualifications). There are worries among policy circles that recent immigrants may not be experiencing the economic success of earlier immigrants, despite being highly educated—indeed, even higher educated than their Canadian-born counterparts. Rather than focusing only on recent immigrants, the authors look at all immigrants arriving since the mid-1950s. They group immigrants according to their age of arrival in Canada, and compare their workplace promotion experience to that of Canadian-born workers. Their findings indicate that though immigrants as a whole have lower promotion opportunities compared to Canadian-born workers, those arriving in Canada at a younger age (18 and younger) are more likely to be promoted. Arriving in Canada at an older age (19 and older) is a disadvantage for immigrants as they are less likely to be promoted compared to those who are Canadian-born. The authors argue that these results, which suggest differences in promotion experiences, are a potential indicator of lower lifetime earnings for immigrants compared to Canadian-born workers.

In the last paper of this topic we focus on Chinese migrant workers in the construction industry and the psychological contract affecting workers' attitudes and their job performance. These

migrant workers hail from rural to urban areas in China. *Li, Zhang, Restubog, and Huang* examine the role of the labour contract in psychological contract dynamics, and how migrants' perceptions of psychological contract fulfillment affects their job performance. China's new Labor Contract Law was issued in 2008 regulating the employer-employee relationship through a signed formal contract. However, for migrant workers in China, more than half do not have a formal labour contract and in the construction sector three-quarters do not have labour contracts, which is related to household registration and social insurance systems in China. The authors use data collected from employees in construction companies in South China. First, their study shows that in the transition economy of China legal labour protection is weak and the psychological contract has an important role in the formation of employment relationships. Second, job involvement fully mediates psychological contract fulfillment–job performance relationship. Third, in the absence of a labour contract, employers' fulfillment of a psychological contract significantly affects migrant workers' work attitudes and behaviours.

### **Protection of rights of migrant workers**

Immigrant workers have many challenges in establishing themselves in their country of settlement. Some of those challenges include adjustment to the new culture, finding a job, and being able to use their skills fully in their host country. Many work in non-standard jobs with few benefits or in precarious jobs with low pay and benefits. Inequalities are common in the workplace and in everyday life for many immigrants. Coverage for social security and the ability to access social security programs in their host country are additional challenges. Those immigrants on a short-term employment permit or those without legal permission to work are particularly vulnerable. Decent work and unionization are basic rights for all workers though immigrants are, often, unable to exercise those rights. In this context of work experience and opportunities, protecting immigrant workers' rights becomes important. Papers grouped under the protection of rights of migrant workers topic in Track 1 discuss these issues.

For more than 30 years, Amnesty International (AI) and unions in the UK have a strong collaboration through a trade union network designed to protect the human rights of workers globally. *Heery* explains the relationship between AI and unions as an example of cross-movement collaboration that can be emulated elsewhere with different organizations for union revitalization and coalition building. For example, unions affiliated with AI have engaged in collective human rights work acting as campaigners and lobbyists for legal change at the European, and global levels. Their work supports not only the vulnerable people in the UK, but others globally. The existing literature on union-community coalitions points repeatedly to conflicts and tension in the relationship. However, the author shows, despite some conflicts, how and why the relationship between AI and the UK unions has endured. The nature of the exchange in a union's and social organization's collaboration, and the real and perceived benefits by both sides, are discussed as key factors in a successful and enduring collaboration.

Turning to individual workers and protection of their rights, *Tham and Campbell* examine the principles of equal treatment at international law and ask whether these principles effectively meet the challenge of the precariousness experienced by temporary migrant workers. They discuss two issues in the paper: first, the key understanding of equal treatment at international law as it applies to migrant workers, and second, whether the principles of equal treatment within

international law can adequately deal with the challenge of the precariousness experienced by temporary migrant workers. The authors observe that international law identifies equal treatment as equal entitlement to human rights at work as well as equal treatment at work in general. When applied to temporary migrant workers, they act against the interests of workers. Under the equality principle, they are afforded no specific or qualified protection; indeed, the freedom to choose their employment might result in less protection. Thus, the precarious migration status of temporary migrant workers is left to the States to regulate at their discretion. This creates a risk since temporary migrant workers' migration status is linked to their employment and realized through the employer-sponsored visa. The authors conclude that the precarious migration status of these workers is inextricably linked to a risk of precarious employment—a risk that is especially significant with workers brought under labour migration schemes and those in irregular situations.

Continuing with the theme of the rights of temporary migrant workers, *Kamibayashi* discusses the living conditions of technical interns in the Japanese technical internship program. In Japan, the term “foreign workers” typically means ethnic Japanese-Brazilians, technical interns (mostly from China), or illegal (undocumented) workers. Foreign workers have fewer rights as compared to Japanese citizens, denizens, or permanent foreign residents. Among foreign workers, under the present immigration law, technical interns have even greater restrictions since their employment and living conditions are monitored and examined. Technical interns are prohibited from re-entering Japan after the conclusion of their three years of training and they cannot bring their family. Technical interns cannot change employment and can work only in their occupation. The housing facilities—that is, dormitories—provided by the employer and blending the training and practice of work discipline with personal discipline results in vanishing workers' rights, and a lack of respect for workers' private lives. The author concludes that restrictions on private life and freedom to change employment constitute a violation of these interns' rights, creating a vulnerable worker population in Japan.

The last paper in this session focuses on social security for migrants in Southern Africa. Having stronger economies and experiencing skills shortages, Botswana, Namibia, and South Africa (representing Southern Africa) attract many migrants from other African countries. Most are economic migrants, though some have migrated due to political instability in their home country. *Olivier* and *Duppe* focus on rights, regulation, and a normative understanding of migrants' entitlements in relation to social protection. They argue that in order to ensure access to social protection and portability of social security entitlements, there is a need for the alignment of appropriate international standards, regional instruments, constitutional frameworks, and statutory contexts. In this context they show that limitations in social security law inhibits immigrants' social security entitlement. In addition, the authors state that immigration law regulation and status of migrant categories are often used to effectively restrict access to and portability of social security entitlements. These restrictions particularly affect vulnerable groups of migrants such as asylum-seekers and undocumented immigrants. They conclude that the legal position of non-citizens in social security is weak and they recommend compliance with standards set at the international and regional level to ensure that migrants and their families are extended essential human rights protection in the area of social security.

## Conclusions and further research suggestions

Papers in Track 1 of the ILERA 16<sup>th</sup> World Congress are mostly on the trans-national movement of labour, immigrants, and diversity issues. Only one paper focuses on gender. Immigrants are brought in as a response to labour shortages but they endure poor working conditions mostly in precarious and insecure work. Immigration is not only trans-border, but also within countries from rural to urban and more industrialized areas. Although there are exceptions, most immigrants work for low pay and long hours, and often without social security protection even within their countries. They experience harassment and discrimination, and their labour market outcomes, such as pay and promotion, are poor compared to their national counterparts. In Europe, contractor employers often pay posted workers lower wages than the average in the country the work is done. If the national regulation is relaxed this can have a ripple effect on the sector, thus lowering the pay level. Principles of equal treatment under international law give little support to immigrant workers, particularly if they are brought in under employer-sponsored schemes. Legislation or regulations on their employment can even interfere with their private lives. Despite these mainly negative experiences and labour market outcomes for immigrants, studies also show some encouraging developments. The co-determination system in Germany assists in the integration of workers in the workplace, though such integration is less so in society in general. In Canada, those arriving under the age of 18 who presumably receive their education in Canada have a higher chance of being promoted than Canadian-born workers and immigrants arriving over the age of 18. Unions in France and the UK welcome immigrants to their ranks and assist them in legalizing their status in the host country and improve earnings. In this regard unions raise the consciousness of society. In the UK, unions team up with AI to support human rights globally. The paper on gender shows that industrial relations institutions at the EU are gendered and they primarily represent male interests.

In addition to these important topics covered in papers in Track 1, I would like to offer some thoughts on further research issues. First, focusing on gender, the intersection between gender and immigrant experience can be studied. For example, circumstances that are unique to female immigrants can be examined. Second, aboriginal population as part of the diversity in the labour force needs more attention in the industrial relations research. Third, the intersection between ethnicity/race, immigrant status, and gender can be explored. One should question why even among immigrants being from the mainstream race or ethnic background play a role in success in the settlement country, and which factors, in addition to being educated in the country of emigration, help in success. Gender and its role in this process should also be examined. Other recommendations include examining the consequences of using immigration for short-term labour market solutions, and whether long-term planning can contribute to successful integration of immigrants in the settlement country. The society's willingness to accept immigrants as a crucial fabric of their country and the role this plays in the integration of immigrants can be examined. Research can also look at immigrants' goals and aspirations in their perception of success in the settlement country, and the role their children's educational achievements and career successes play in their view of integration, success, and life satisfaction. In other words, should first generation immigrants accept that they will not be treated equitably in the workplace, that their skills and training may not be used to their full potential in their settlement country, and that they will not achieve the success they believe they deserve, and instead focus on the success of their children—the second generation? Perhaps research can explore whether such unmet

expectations of the first generation are fulfilled in the second generation and what affect this has on social harmony in the workplace and in personal lives. This brings us to the question of who is an immigrant? This becomes particularly important when the second generation is born and/or raised in the parents' settlement country. Studies can explore how these children are perceived in society, any effects on their employment prospects, and even their own self-perceptions—that is, citizens of the settlement country or second-generation immigrants and the effects of that on their integration. Lastly, research can build on the examples provided in this Track and look at other success stories of unions working with immigrants or immigrant communities for mutual benefit.

With an aging population and labour shortages in the industrialized countries of the world, immigrant labour can be seen as a potential for economic prosperity. In the more populous parts of the world, especially those with a large young population, there are many who would consider immigration as an opportunity to better themselves and their families. Illegal immigration, however, can create anxieties and hostilities in the countries of settlement. It is important that the goals and aspirations of the immigrants be aligned with government policies, employers' demands, and society's views and expectations. Unions can play a significant role in bridging the gap between these different stakeholders, which includes immigrants.

The trans-national movement of people across the globe will continue, and the growing diversity in the workplace is here to stay. With opportunities created by technology and the changing global economic dynamics, employment opportunities are shifting to newly industrialized countries. While the previous trans-national movement of labour was primarily to “established” industrialized countries, the new movement is to “newly” industrialized countries or within these countries from rural to urban areas. Although the list of newly industrialized countries slightly varies according to authors of different studies, the countries such as China, India, Mexico, Turkey, South Africa, Brazil, South Korea, Malaysia, and Thailand are already experiencing trans-border movement of people for work and settlement. Some of these individuals are legal immigrants from neighbouring countries but many others are undocumented immigrants, working and contributing to the settlement country's development while improving their own economic conditions. The societies of the newly industrialized countries are experiencing growing diversity in the workplace. Up until now the knowledge on immigrant labour focused primarily on the experiences of the established industrialized countries. I would recommend research on experiences with immigrants in the newly industrialized countries and immigrants' own experiences in working and settling in these countries. The papers on South Africa and China in this Track are a good start to explore the topic in the newly industrialized countries. The next decade is set to provide interesting observations in the study of transnational movement of labour to and within newly industrialized countries.