

Publication title: Patterns of Migrant Labour

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Summary:

This exploratory study in sociology of work sheds light on the realities at the workplace in the context of work and migration, integration in and through work, participation and exclusion. The empirical basis consists of a combination of qualitative case studies – on the one hand with a focus on individual biographies, on the other hand, with regard to workplace conditions. This involved discussions with experts, interviews with employees, and participant observation. Various groups of migrant employees are analysed: primarily refugees from 2015 onwards and nursing staff from the Philippines who were employed as part of a recruitment project. Using the example of a large hospital, recruitment channels, working conditions, career opportunities, positions in the social hierarchy, etc. are examined. Two questions are central: How do migrant workers enter the company – i.e. who, how and where exactly? And how are they integrated into the respective work processes and social structures? Researching the simple question of who can be found where in the hospital at a given time – and, not to forget, who cannot – refers to complex interrelationships that are not only interesting for scientific research on work and migration, but also relevant from a socio-political perspective.

Brief outline:

- I. Work and migration – a picture puzzle as a subject of research (introduction)
- II. Precarious work and social exclusion in the economised hospital (location in the state of research)
 1. Research on migration, migrant workers in the labour market and in the workplace, segmentation, racialisation and racism
 2. Workplace socialisation – links to social theory

3. Research on typical developments in German hospitals and on work in selected occupational fields

III. Reflexive explorations (empirical sample and methodological approach)

IV. Recruited nursing staff, refugees as trainees and a large number of employees with a migration background in devalued unskilled work (empirical survey)

1. Framework conditions. A bird's-eye view of the hospital

2. Gastarbeit reloaded? On the recruitment of Filipino nursing professionals

3. Refugees at the hospital

4. Those in the dark, one doesn't see. Migrant employees in the hospital's subsidiaries

V. Triple-loss recruitment, multiple problems and two-tier workforces (findings and research desiderata)

1. Reflection on methods

2. Results

3. On the socialisation of the various groups of migrant employees within the company

4. Accumulation of social and political-legal problems as well as problems at the workplace

5. On the visibility and invisibility of migrant labour

6. The springboard narrative

VI. Good work for all – best for all! (Summary and outlook)

1. What next for research on migration and work?

2. Sociopolitical conclusions

Bibliography

List of empirical sources