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Migration Patterns of Serbian and Bosnia and Herzegovina Migrants in Austria: Causes and Consequences

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Migration Patterns of Serbian and Bosnia and Herzegovina Migrants in Austria: Causes and Consequences

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Isilda Mara, Hermine Vidovic and Michael Landesmann

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Abstract

The study provides new empirical evidence about migration patterns of immigrants from Serbia and Bosnia and Herzegovina in Austria before and after the free visa regime implemented from January 2010 and January 2011 respectively for the two groups of migrants. In this framework a new survey was conducted and about 1000 migrants from Serbia and Bosnia and Herzegovina (BiH) currently residing in Austria were interviewed. Apart from the collection of standard demographic and socio-economic characteristics, the survey included specific immigration-related questions. The evidence collected through the survey allowed to examine migration intentions, distinguishing between temporary and permanent migration plans, human capital formation in the destination country and labour market experience of different groups of migrants. The results of the survey suggest that the preference for permanent migration is predominant particularly among BiH and the earlier group of Serbian migrants who moved to Austria before visa liberalisation. Serbian migrants who moved to Austria after visa liberalisation show a lesser preference for permanent migration. Serbian migrants and BiH migrants who moved to Austria before visa liberalisation were mainly driven by economic motives, such as taking up a job offer or looking for better working/earning opportunities. Those who moved during the free visa regime were motivated by better studying opportunities, better earnings and prospects of a higher standard of living. The skill composition of migrants is differentiated; there are more BiH migrants with tertiary-level education compared to Serbian migrants. However, Serbian migrants, especially those who moved to Austria before visa liberalisation, have considerably invested in and enhanced their human capital in Austria. Migrants are employed well below their skill levels and mainly have occupations that are classified as low-qualified jobs. In particular, compared to BiH migrants, the allocation of Serbian migrants to low-skilled jobs has been more pronounced among migrants who moved to Austria after visa liberalisation. Consequently, the differences in the level of qualification, type of occupation, adequacy of job qualification and competences, were reflected in significant differences in terms of earnings for the three groups of migrants. The access to social benefits or access to the health care system is strongly related to the length of stay. Generally only one third of migrants receive social benefits, mainly through family allowances, such as child and housing benefits. Migrants with permanent intentions have a better command of the German language and tend to use it more intensively in a family, working and everyday life context. Besides, this group of migrants – as compared to potential returnees – appeared to be much happier with the migration experience and with the decision to come to and live in Austria. The study and an accompanying Working Paper (see Mara and Landesmann, 2013) also analyses the incidence of over-qualification and skill-occupational mismatch among migrants which can be partly explained by factors such as human capital transferability, enhancement of education in the destination country but also partly by discrimination. Accordingly, policy measures that target the efficient use of human capital built in the country of origin as well as the enhancement of migrants' human capital in the destination country would counteract the phenomenon of brain waste.

Keywords: *migration patterns, temporary vs. permanent migration, labour market outcomes, qualifications-job matching, integration of migrants, migrants from Serbia and Bosnia-Herzegovina in Austria; bivariate probit model regressions.*

JEL classification: *C35, F22, J24, J61*

Executive summary

This study offers new insights about patterns of migration from Serbia and Bosnia and Herzegovina to Austria. First we investigate the composition of the new flow of immigrants from Serbia and Bosnia and Herzegovina (BiH), using data collected through a specially commissioned survey that was conducted in 2011-2012. Second, we study migration intentions, distinguishing between temporary, permanent or return migration plans and how potential permanent stayers might differ from potential returnees not only in terms of personal characteristics but also in terms of migration outcomes in the destination country. Third, we analyse human capital formation in the destination country as it relates to migration plans and how it might affect migrants' performance in the host country's labour market.

New insights from the recent survey of migrants from Serbia and Bosnia and Herzegovina

About 1000 migrants from Serbia and Bosnia and Herzegovina currently residing in Austria – starting from 2004 with a duration of stay of at least six or more months – were interviewed between 2011 and 2012. The survey collected information about the socio-demographic and economic characteristics of migrants, previous migration experience, migration plans, employment history, earnings and remittances, human capital accumulation, transfer and utilisation of skills, access to the social security system and integration in the receiving country.

The results of the survey revealed that there has been a shift in preferences concerning migration plans towards permanent migration, particularly among BiH and the earlier group of Serbian migrants who moved to Austria before visa liberalisation. The shift in preferences was mainly from short-/mid-term plans towards long-term/permanent migration plans. This result was confirmed for the three groups of migrants: the earlier group of Serbian migrants who moved to Austria before visa liberalisation, Serbian migrants who moved to Austria after visa liberalisation and BiH migrants. Even though these figures suggest that migrants with longer migration spells might prefer long-term/permanent migration, at the same time the free visa regime may have shifted the preferences, to a lesser extent, towards permanent migration. BiH migrants, as compared to Serbian migrants, turned out to be more mobile, having experienced more than one migration spell in Austria or abroad. Serbian migrants and BiH migrants who moved to Austria before visa liberalisation were mainly driven by economic motives, such as taking up a job offer or looking for better working/earning opportunities. Those who moved during the free visa regime were motivated by better studying opportunities, better earnings and prospects of a higher standard of living.

Support of social network, e.g. friends, close family or relatives living already in the country of destination, played a critical role for moving to a particular location. Nevertheless, choosing to move to a particular location was also strongly dependent on the working opportunities that the location offered, confirming that working opportunities but also a strong social network influenced the location choice.

Composition and employment of Serbian and Bosnia and Herzegovina migrants

BiH migrants had a relatively higher level of education compared to Serbian migrants, but at the same time it was particularly the first group of Serbian migrants (who had a longer migration experience than the second group of Serbian migrants who moved to Austria after visa liberalisation in 2010) who considerably invested in and enhanced their human capital in Austria. This happened not only through recognition of their educational degree and qualifications attained in Serbia or abroad, but also through the acquisition of new skills on the job, through public and private training courses, or acquiring new professional qualifications and degrees in the destination country.

The great majority of migrants who stayed longer in the destination country were mainly employed working full-time; unemployment hit only one in ten migrants. Moving from the country of origin to Austria was often characterised by an important move from unemployment before migration to full-time employment following migration. Studying full-time or part-time in Austria, especially among recently arrived Serbian migrants, was not negligible and it is highly probable that this status is related to the young age of the migrants.

A great number of Serbian migrants who came to Austria between 2004 and 2009 moved to occupations that are classified as low-qualified jobs, especially in job categories of *'Sales and services elementary occupations'* and *'Agricultural, fishery and related labourer'*. The second group of Serbian migrants, who moved to Austria after January 2010, reported similar occupational mobility as the first group, but the shifts to low-skilled jobs were even more pronounced. Most importantly, high-skilled jobs (as a share of jobs attained) had halved compared to before migration. The results indicate that the occupational mobility to lower-qualified jobs has been more dramatic among Serbian migrants compared to BiH migrants.

Alternating periods of doing higher-qualified jobs with periods in lower-qualified jobs are not negligible. The main reason for this phenomenon was principally an economic one. Regardless of the type of job the 'earnings motive' appeared to be very important, and this was true for all three groups of migrants.

Significant differences in earnings were found for the three groups of migrants. This can be attributed to the differences in the level of qualification, distribution across occupations, adequacy of job qualification and competences, and also the length of stay in the destination country. Migrants who were longer in the country remitted more frequently than migrants who had shorter migration experiences; among those who remitted, the first group of Serbian migrants remitted much more often (on a monthly basis). BiH migrants remitted less frequently and with smaller amounts and mainly for consumption purposes, whereas the first group of Serbian migrants not only remitted more frequently and abundantly but at least one in every ten migrants that remitted did so for the purpose of investing in a business activity or property.

Social integration of migrants from Serbia and Bosnia and Herzegovina

More than two thirds of migrants spoke German and Serbian migrants in particular tended to use the German language at home more often that BiH migrants. However, as concerns the use of German language at work, there was little difference between BiH and Serbian migrants and almost two thirds of migrants always used the language of the host country at the work place.

Concerning work permits and arrangements to attain the right to work in Austria, more than two thirds of Serbian migrants reported to not have had any difficulties. On the other hand, only one third of BiH did not have any difficulty in attaining a work permit, but the other two thirds did face some or many difficulties.

The access to social benefits principally goes through family allowances, e.g. child and housing benefits. Interestingly, access to such benefits is reported to have affected the migration plans of staying in Austria for one third of the first group of Serbian migrants and only for one fifth of BiH migrants. Consequently, the more migrants had access to social security benefits the larger was the share of those whose decision to stay in Austria was affected by access to such benefits. This was particularly true for Serbian migrants who were residing longer in Austria.

The share of migrants who have invested in housing and have their own accommodation is larger amongst the first group of Serbian migrants than among BiH migrants. This is an arrangement that can be considered a long-term investment and also related to the intended length of stay.

Questions related to discrimination revealed that Serbian migrants, as compared to BiH migrants, reported a slightly higher frequency of discrimination at work. However, discrimination associated with the process of hiring was mentioned more often amongst BiH migrants.

Migrants were also asked to report whether they were generally happy with the migration experience: they demonstrated a relatively high level of satisfaction with the migration experience. This outcome was uniform across the three groups of migrants, but Serbian migrants who were longer in the country proved to be the happiest.

Overall, migrants reported a predominantly positive migration experience, particularly in terms of employment and better future prospects. If negative experiences were reported, Serbian migrants mentioned more often the negative impact on family relationships, whereas among BiH migrants discrimination was considered as the main negative feature of the migration experience.

Profile of permanent versus temporary migrants

Potential permanent stayers were relatively younger than potential returnees. In terms of family relationships, migrants who migrated with the partner tended to prefer staying permanently. Controlling for the nationality of the partner suggested that migrants with a part-

ner who was of Austrian nationality or had a nationality different from the migrant's country of origin preferred staying permanently. By contrast, among potential returnees the partner in most of the cases had the same nationality as the migrant. Controlling for other socio-economic determinants, such as employment and housing arrangements, it appeared that migrants preferring permanent stay in more than two thirds of the cases were employed full-time whereas less than half of potential returnees had this employment status. Thus, migrants who prefer to remain permanently have better employment positions compared to potential returnees. The way that migrants have arranged their accommodation in the destination country showed that at least one fifth of permanent stayers were owners of an accommodation, e.g. bought through the help of a mortgage, while amongst potential returnees only one in ten have their own accommodation.

Purposes and outcomes of migration experience: permanent versus temporary migrants

Potential permanent stayers mainly moved to Austria for better earning opportunities and a higher standard of living. Differently, the main drivers that pulled potential returnees to move to Austria were employment and studying opportunities. Potential permanent stayers who migrated to Austria with the purpose of making more money to some extent also managed to earn more. Similarly, potential returnees who moved to Austria with the purpose of attaining a better employment or taking a job offer managed to succeed in their purpose.

Concerning negative outcomes, 88% of permanent stayers reported to not have experienced any negative impact from the migration experience. The rest who reported negative outcomes from the migration experience listed the negative impact on family relationships, doing a job below their level of qualification, insecurity regarding the future and having faced discrimination. As opposed to permanent stayers, a higher share of potential returnees reported having had negative migration experiences. Thus potential returnees appeared to be more negatively affected by the migration experience, even though this was true only for one fourth of the migrants and mainly for reasons of discrimination and insecurity regarding the future.

Looking at other migration experience-related outcomes, such as the knowledge and usage of the destination country language, showed that almost half of potential permanent stayers did not encounter any difficulty with learning the German language. The usage of German in the family, working and everyday life context, which is also an indicator of integration, suggests that permanent stayers compared to potential returnees not only had encountered less language-related problems but also made a more intensive use of the destination country language within different life domains.

Overall, the results about the satisfaction with life in Austria distinguished potential permanent stayers from potential returnees. Potential permanent stayers appeared to be much happier with the migration experience and with the decision to come to Austria than the potential returnees.

Permanent versus temporary migrants and labour market performance

Starting with the level of education, the majority of migrants was found to have a medium level of education, but among permanent stayers there was a higher polarisation in education levels: this group had not only more migrants with primary but also with high levels of education. Permanent stayers, apart from representing more migrants with primary and high education levels, invested much more in human capital in the destination country than did the returnees. These findings also suggest that potential returnees may be negatively selected since migrants with better skills and those who have improved their human capital in the destination country are more willing to stay permanently, while the opposite is true for the potential returnees.

Permanent stayers compared to potential returnees reported to have a better matching between their level of qualification and the skill levels required in their occupations. Potential returnees had a higher share of migrants in low- and medium-skilled jobs and a much lower share of migrants in high-skilled jobs. Potential returnees, compared to potential permanent stayers, have experienced a considerable shift to low-skill occupations (compared to their jobs prior to migration), and this was especially the case for potential returnees whose occupation before migration used to be classified as high-skilled.

Findings from empirical analysis of over-/under-qualification and permanent migration plans

This part of the study addressed the issue of labour market performance in the destination country focusing on the incidence of skills-jobs mismatches, what determines it, and how migration planning in the destination country may have influenced such outcomes. First, by defining the a skills-job match using ISCED-ISCO skill levels and occupational categories it was found that the incidence of over-education strongly depends on whether or not migrants had a correct match already from their work experience before migration. Furthermore, investment in human capital such as attaining an educational degree in the destination country or acquiring new professional qualifications reduces the chances of being overqualified and accordingly increases the chances of having a correct education-occupation skill matching in the host country's labour market.

The experience of alternating high-/low-qualified jobs during the work experience in the host country was found to reduce the probability of being overqualified. This finding suggests that even though at the beginning migrants might accept to do jobs not appropriately matched to their skills this is an experience that enriches them and raises the chance of having a correct match in the future.

Nevertheless, the correct match does not only depend on transferability and enhancement of human capital in the destination country, but also on other external factors such as discrimination at hiring which was found to raise the likelihood of over-education among men as well as among women. Having the intention to return to the country of origin seems to be positively correlated with over-education only for men but not for women. This finding

suggests that migration plans may play an important role for human capital investment in the destination country and consequently for labour market performance in terms of a correct matching.

Policy implications

The incidence of over-qualification is a frequent phenomenon among migrants. The study underlines the crucial importance of human capital transferability, but a role, even though minor, can also be attributed to discrimination. The analysis presented here also showed the role of attaining a diploma and enhancement of education in the destination country. Besides, the length of stay in the destination country and planning to stay permanently facilitate labour market integration and contribute to getting a job that better matches the qualification level of migrants. However, further analysis is required to better understand how the change of migration regimes from restricted to more liberalised ones could affect the mobility and the attainment of a correct matching and how such changes affect different waves of migrants.

The findings show the importance of introducing measures that facilitate the attainment of a diploma in the destination country and also recognition of diplomas obtained abroad or in the country of origin. Besides, such measures should not only target the enhancement of human capital of migrants in the destination country but also finding new ways of how to benefit from the existing human capital, especially of the highly skilled migrants. This could contribute to avoid the phenomenon of brain waste. Lastly, anti-discrimination policies should be introduced with the scope of not only facilitating the integration of migrants in the host country's labour market but also supporting their employment in jobs where their skills are most effectively utilised.

Isilda Mara, Hermine Vidovic and Michael Landesmann

Migration patterns of Serbian and Bosnia and Herzegovina migrants in Austria: causes and consequences

1. Introduction and motivation of research

Immigrants from the former Yugoslavia started to arrive in Austria in the 1960s, under the guest worker programme which aimed to alleviate the labour market imbalances of the receiving country. In the more recent decades, events such as wars and the break-up of the former Yugoslavia have generated large flows of migrants in and out of the country.

The migration flows out of the former Yugoslavia towards the EU and Austria in particular have become a crucial factor for the growth and development of the sending country. The large outflow of population has brought about significant changes in the socio-economic composition and demographic trends of the sending country; in the receiving country the large inflow of immigrants has caused adjustments in the local labour market.

The developments in recent years and in particular the economic recession that has followed from the financial crisis have shifted the patterns of migration and pose new challenges. These challenges have come at a time when government resources for tackling them have diminished. Conditions on the labour market have deteriorated and, in the context of the free visa regime, the flow of immigrants is likely to increase in the near future and the migration patterns of immigrants from the former Yugoslavia and in particular Serbs in Austria are expected to change.

A survey conducted in Serbia in 2009 which aimed to investigate the potential migration of Serbs under the newly introduced free visa regime showed that, starting from 2010, the volume of potential migration from Serbia was expected to be in the range of 1,200,990 people (approximately 10% of the population). Most of them are of young age, at the beginning of their employment careers, highly educated and coming from urban areas. The choice of destination country was mainly Switzerland (14%), followed by Germany (12%), the USA (10%) and Austria (7%). Thus Austria appeared to be among the top four main destination countries for at least 84,070 Serbian citizens. Moreover, Vienna is the second most favourite city for potential Serbian emigrants. The main pull factors are employment opportunities, higher wages and the possibility of career development; also social or migrant networks play an important role in the choice of the destination country (Pavlov, 2009).

In spite of the large share of immigrants from the former Yugoslavia and their high potential migration to Austria, little is known about their demographic composition, migration plans, and performance in the labour market, their human capital and skill composition, migration

patterns, integration and determinants of temporary and return migration. Consequently it is of particular importance to investigate the migration patterns, especially for the recent flow to Austria of migrants from Serbia and BiH who represent the largest group of migrants from the former Yugoslavia.

The purpose of this study is to investigate:

- migration patterns of Serbian and BiH migrants in Austria, how they compare to other groups of migrants;
- recent migration patterns of Serbian and BiH migrants in Austria, and how migration decisions may have changed due to the new free visa regime;
- the profile of permanent versus temporary migrants, common and diverse features that may characterise these groups;
- migration experience outcomes, performance in the labour market, human capital formation, social access and integration aspects.

For this purpose the study focused on two main tasks:

1) Conducting a survey that collected information about:
   - socio-demographic characteristics (age, gender, marital status, number of children, family composition, motive to migrate, residency in the host country);
   - migration intentions (permanent versus temporary/return intentions) and migration patterns (previous migration experience, migration experience outcomes);
   - education (country of education, level of education, recognition of diploma and acquisition of new skills in the destination country) and employment (employment status, previous and current occupation, working sector, and qualification level of the job);
   - earnings, remittances (amounts, frequency, motives, and means of delivery etc.); and job satisfaction (remuneration satisfaction, qualification-skill mismatches, discrimination at work);
   - access to social benefits and integration issues.

2) Conducting empirical analysis by examining how migration intentions (permanent, temporary or circular) affect migrants' performance in the labour market, accounting for educational differences, occupations and other characteristics. In this context the study analysed the:
   - determinants of permanent/return migration;
   - determinants of labour market performance and human capital formation in the destination country;
   - permanent/return migration and interrelationship with labour market performance and human capital formation in the destination country.

The following part of the report, sections two and three, presents background information about migration history, developments, labour market features and migration patterns of former Yugoslavia immigrants as compared to other group of migrants in Austria. The design and the main findings of the survey about the composition and migration outcomes of recent migrants, the profile and performance in the labour market of permanent and temporary migrants are presented in sections four and five. Empirical analysis of migration intentions and qualifications-skills matching, and estimation results are presented in sections 6 and 7. The final section reports the main findings and conclusions.

2. Background information

Austria has a long tradition of immigration from the former Yugoslavia which has been characterised by diverse migration patterns caused by varying developments in the socio-economic situation in the sending country (successor states) as well as continuous changes of the migration policy regime in Austria. High economic growth along with growing labour shortage were the main factors behind recruitment of foreign labour in Austria in the 1960s. In 1961 the social partners agreed on the large-scale recruitment of foreign labour (the so-called Raab-Olah Agreement). Following a dragging inflow of migrant workers during the first years after the agreement had been passed, noticeable immigration started after recruitment agreements had been signed with Turkey (1964) and Yugoslavia (1966) and recruitment agencies were established in Istanbul and Belgrade. Fassmann and Reger (2008) show that in the early 1960s immigrants from Yugoslavia – mainly young men – came from larger cities of the two northern republics, Slovenia and Croatia. From 1969 onwards more and more older people with poor qualifications originating from rural areas in the south-east of Yugoslavia (Serbia, Bosnia and Herzegovina, and Macedonia) constituted the major group of guest workers. At that time the Austrian social partners considered the inflow of labour migrants as a temporary measure. In 1969, the number of guest workers in Austria amounted to 76,500; by 1973 their number had soared to 227,000, of which 178,000 came from the former Yugoslavia and 27,000 from Turkey (Jandl and Kraler, 2003). Between 1964 and 1973 the share of foreign workers in total employment increased from 1% to 9% (Krause and Liebig, 2011).

The peak of guest worker recruitment in Austria was reached in 1973, coinciding with the first oil price shock. As a consequence migration policy was changed, official recruitment came to a halt[1], labour market access was restricted (Krause and Liebig, 2011) and a new Law, the Aliens Employment Act, was adopted in 1975. In the following ten years the number of migrant workers from Yugoslavia and Turkey almost halved but that decline was

[1] Despite the end of official recruitment in 1973, the guest worker regime remained in place until 1992. Under the guest worker regime work permits were tied to a specific employer and the right to free labour movement within Austria could only be obtained through an exemption certificate (Befreiungsschein) that was granted after eight years of almost uninterrupted employment in Austria or to spouses of Austrian citizens (Krause and Liebig, 2011).

largely compensated by family migration, clandestine and asylum migration. A temporary economic boom in the late 1980s created labour demand in construction and some export-oriented industries: this was balanced, in particular, by the recruitment of labour from the former Yugoslavia, which was facing a deep economic crisis during that time.

The labour migration initiated in the 1960s had and still has lasting effects on both the current composition of the foreign resident population in Austria and subsequent migration inflows. In 2001, 62.8% of the total foreign resident population came from the two recruitment regions, the former Yugoslavia and Turkey (Jandl and Kraler, 2003).

As opposed to other former socialist countries, the Socialist Federal Republic of Yugoslavia (SFRY) tolerated and even supported temporary work abroad, which helped to relieve the labour market in the country; moreover, guest workers' remittances constituted an important source of foreign exchange.

In the more recent decades, the wars and the break-up of the former Yugoslavia have generated large flows of migrants within the region and abroad. Between 1992 and 1995 about 100,000 humanitarian migrants came to Austria from the territory of the former Yugoslavia, the majority (90,000) from Bosnia and Herzegovina. Among Serbian citizens leaving the country at that time, there was a larger portion of highly qualified who tended to migrate to the UK, Germany, France and Switzerland, the United States, Canada and Australia rather than to Austria (Pejin-Stokić and Grečić, 2012). Some of the immigrants already present in Austria and formerly excluded from employment succeeded in gaining access to the Austrian labour market as a result of the boom. In 1990, a regularisation of the employment status of illegally employed foreigners occurred, with the result that the employment status of 29,100 persons was regularised (Jandl and Kraler, 2003). Between 1988 and 1993 the share of foreign workers in total employment in Austria increased from 5.4% to 9.1%. Bilateral agreements on social insurance were signed between Austria and Serbia in 1998.

Up to 2007 the vast majority of foreign labour in Austria originated from the former Yugoslavia, accounting for three quarters in 1970 and close to one half up to 2002. Biffl (2009) describes 2008 as a historic turning point, when employees from the EU-27 exceeded the share of workers from the former Yugoslavia. In 2009 the workforce from Serbia and Montenegro was the second largest 'group' of labour migrants after Germans in Austria.

Migration studies in recent years (Biffl, 2007; Bock Schappelwein et al., 2008) have increasingly focused not only on the integration of foreign workers in Austria but also on the over- and underqualification of migrants. Overall, these studies indicate substantial problems of integration for the so-called second-generation foreigners in the educational system and a high degree of overqualification of the foreign-born, particularly for those coming

from the former Yugoslavia and Turkey (Huber, 2009). With respect to the medium-qualified, Biffl (2012) finds that among foreigners who have not received their education in Austria the share of overqualification is higher by 21%, with Romanian nationals or persons coming from the former Yugoslavia more often overqualified for their jobs than others. University graduates who have not graduated from an Austrian university and who migrated at the age of about 40 years and are coming from Asia, the former Yugoslavia or Turkey are even more prone to get a job below their skill levels. Biffl (2012) concludes that about two thirds of them tend to be overqualified for their respective jobs.

According to Fassmann and Reger (2008) and Biffl (2009) migration in absolute numbers is directed primarily towards cities, most notably Vienna, and towards Upper and Lower Austria. With respect to the share in total employment, the highest rates of migrant workers are found in Vorarlberg, Vienna and Salzburg. The regional distribution of migrant workers in Austria changes only little over time (Biffl, 2009). Citizens from the new EU Member States disproportionately settle in the eastern border regions of Austria and many of them are commuters. The distribution of migrants from the former Yugoslavia and Turkey is influenced by the spatial economic structure while the distance factor plays an important role for migrants from the new EU Member States. Fassmann and Reger (2008) and Krajasits and Wach (2009) conclude that target regions for immigrants from the successor states of the former Yugoslavia were the provincial capitals and industrial-oriented districts due to job opportunities in industry, tourism and the services sector; 'ethnic networks let newcomers follow the paths of their forerunners'. In Vienna migrants from the former Yugoslavia and Turkey have settled in the classical guest worker districts: Ottakring, Hernals and Rudolfsheim-Fünfhaus, forming a fringe along the Gürtel area (Eurofound, 2009). In these Viennese districts more than 10% of the total inhabitants have a citizenship of one of those countries. The same is true for Wels; high shares are also reported for Salzburg (9%), Steyr (7%) and Linz (5%).

Huber (2009) shows that highly educated migrants are less affected by networks and prefer to locate in urban areas, whereas those with a lower level of education have strong connections with the ethnic groups and tend to locate in rural areas.

According to the population register, Austria counted 8,443,018 million residents at the beginning of 2012 out of which 11.5% or 971 thousand were foreigners. People of Serbian origin (either by citizenship or birth) accounted for 209,000 persons or 2.4% of the total Austrian population. Serbian nationals constituted the second most important migrant group in Austria behind Germany (227,000)[2]. Other important migrant groups included people originating from Turkey (186,000), Bosnia and Herzegovina and Romania (75,000 each; the latter group shows a strong increase since EU accession in 2007), Croatia (70,000), Poland (63,000), the Czech Republic (44,000), Hungary (46,000) and Italy (30,000).

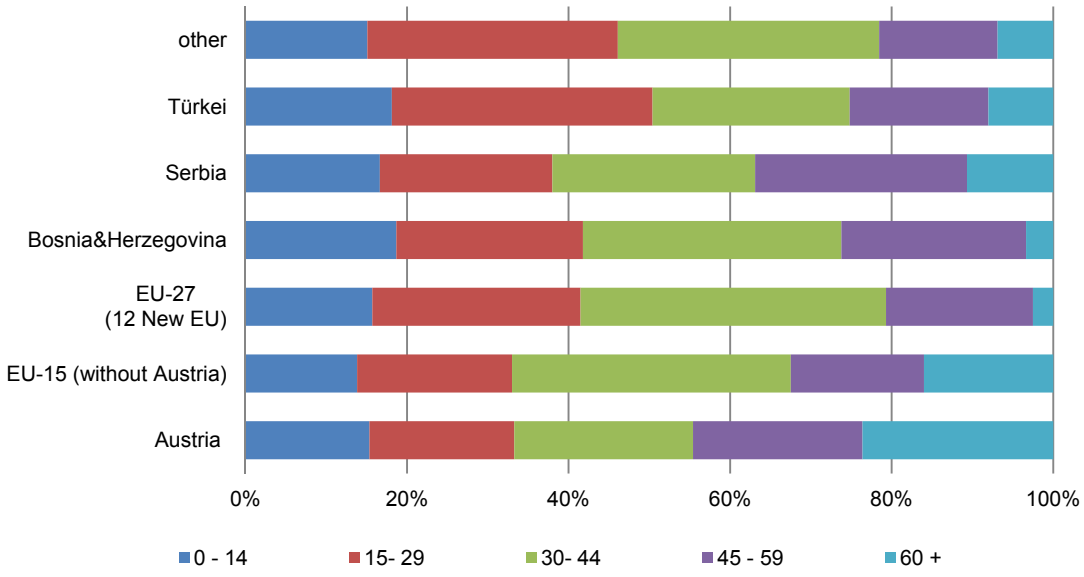
[2] Statistik Austria (2012).

3. Demographic and economic characteristics of Serbian migrants versus other groups of migrants in Austria

In terms of **age** the information available for 2008 (see Figure 1) suggests that Serbian migrants are younger – their share in the population up to 14 years accounts for 16.6% – than the Austrian population and citizens from EU-15 countries residing in Austria (with the respective value slightly above 15%).[3] The youngest population among migrants in Austria is found among citizens from Bosnia and Herzegovina and Turkey, accounting for 18-19%. Consequently, the share of the oldest age group (here defined as people 60 years and above), making up 11% of Serbian migrants, is much lower than among the native population (24%); among the people from Turkey the oldest age group accounts for 8%. Compared to other migrant groups it is, however, interesting to note that the respective shares are much lower for the people from Bosnia (3.4%) or the new EU Member States (2.5%) with the latter having a much shorter migration history than the Serbian migrants. The prime-age share of Serbian migrants (15-59 years), accounting for close to 73%, is again higher than that of the native populations and EU-15 nationals, but lower than for any other country (group) under consideration.

Figure 1

Natives and migrants by age group, 2008



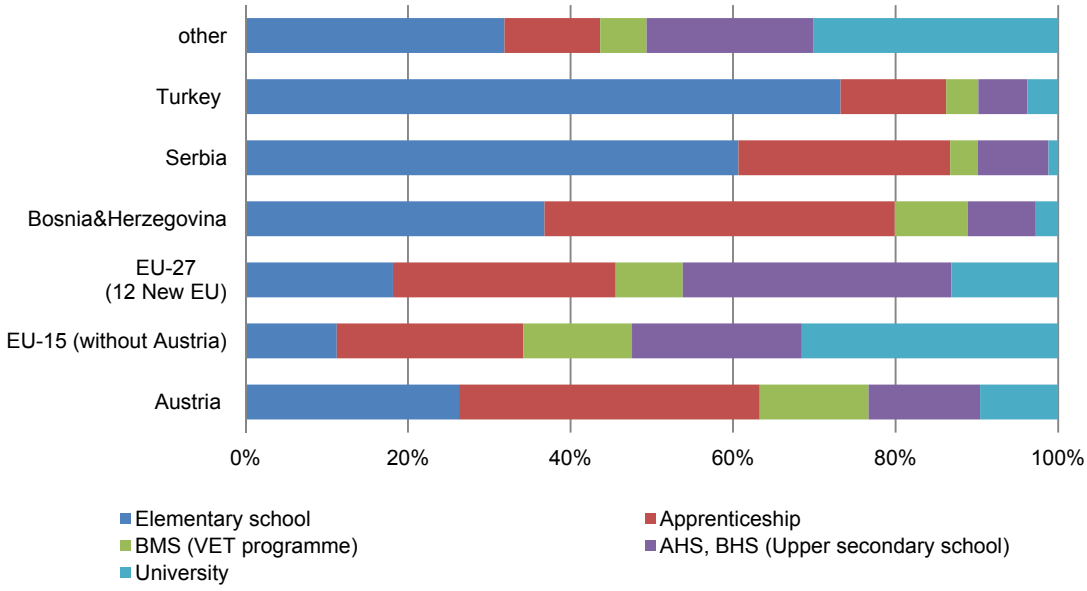
With respect to **education**, Figure 2 shows that about 60% of Serbian citizens (15 years and above) have only compulsory education compared to 26% of Austrian natives or only roughly 11% of EU-15 citizens. This represents the lowest level as opposed to migrants from Turkey who report the highest proportion (70%) of those with only compulsory educa-

[3] Data are based on 2008 Labour Force Survey data including an ad hoc module on the labour market situation of migrants.

tion. About 26% of Serbian migrants in Austria have an apprenticeship diploma, which is almost similar to citizens from new EU members, but double the share of migrants from Turkey and somewhat above the share of EU-15 citizens. By contrast, about 37% of Austrian nationals and even 43% of citizens from Bosnia and Herzegovina have an apprenticeship diploma. Similar to Turkish nationals only 3% of Serbian citizens have completed a three- to four-year VET school compared to 13% of Austrian and EU-15 nationals. About 7% of Serbian nationals – similar to citizens from Bosnia and Herzegovina – have completed a higher general education school (AHS), representing a higher proportion than that of Turkish nationals. For comparison, about one third of people coming from the new EU Member States have completed AHS, while only about 14% of the Austrian population. With regard to the highest level of education, only 1% of the Serbian population in Austria has a university degree, which represents the lowest level among the migrant groups under consideration. By contrast, about 4% of the Turkish nationals residing in Austria have tertiary education, 3% from Bosnia and Herzegovina, 13% from the new EU Member States and almost one third of EU-15 citizens. Also the proportion of Austrian nationals having a university grade is very low, at 10%.[4]

Figure 2

Natives and migrants by education level, 2008



With respect to Lower Austria, Biffl (2010) shows that migrants from Turkey or the former Yugoslavia who are living in areas with a high migrant concentration tend to have on aver-

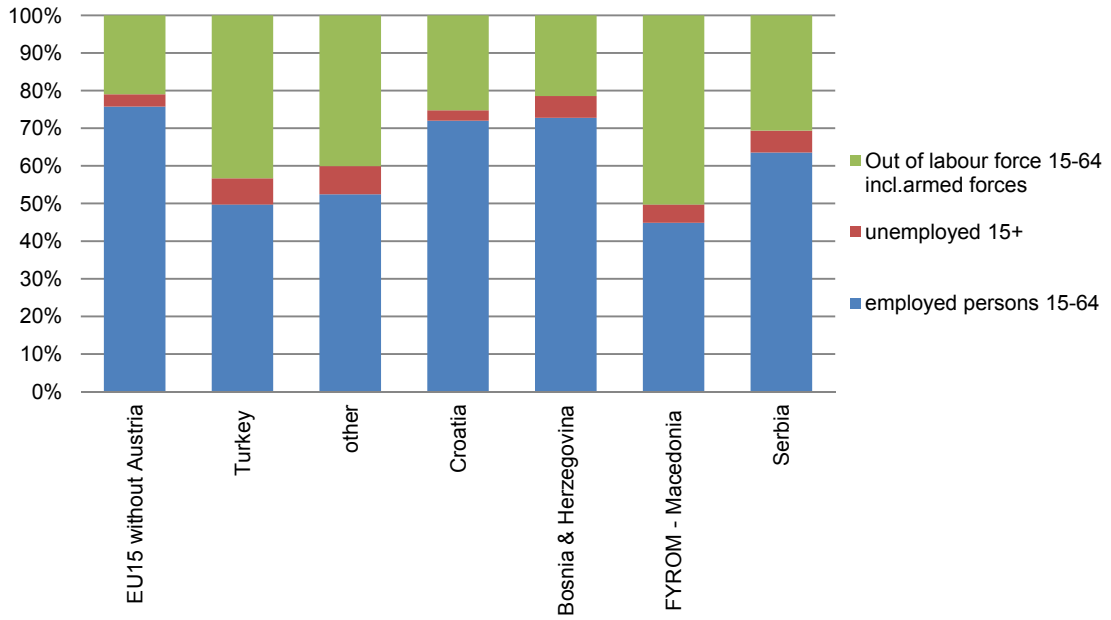
[4] The results presented in this section are somewhat contradictory to the findings by Biffl (2012) according to which workers from Serbia and Turkey tend to have a very similar skill structure with about 10% of highly skilled and about 45% of low- and medium-skilled. In the case of Bosnia and Herzegovina the low-skilled are somewhat less represented, while the medium-skilled have a higher share than in the two other countries. By contrast, workers from Germany, constituting the major group of foreign workers, have the largest proportion of high-skilled and only 4% are low-skilled.

age a lower educational background than the same migrant groups who are living in the host population regions (host dominant regions).

The **regional distribution** of Serbian migrants differs substantially from that of other migrant groups in Austria. They are mainly concentrated in Vienna and constitute together with other citizens from the former Yugoslavia traditionally the most numerous group of migrants there. Over the past decade the share of Serbian migrants living in Vienna has increased from 52% in 2001 to 56% in 2012. Other important destinations of Serbian citizens are Upper Austria with an almost constant share of 11%, Lower Austria (10%) and Styria (4%). Burgenland hosts the smallest share of Serbian migrants (1%). In Tyrol and Salzburg the share of Serbian migrants has been decreasing over the past few years, which might be a consequence of migrant inflows from the new EU Member States, particularly in tourism (substitution effect). Though Vienna is the most important destination for Turkish migrants as well, they are more evenly distributed across other regions in Austria; e.g. the shares of Upper Austria, Lower Austria, Vorarlberg and Tyrol in total migrants from Turkey range between 11% and 14%. Immigrants from Bosnia and Herzegovina have strong communities in Upper Austria and Vienna (20% each), but also in Lower Austria, Salzburg and in Styria.

Figure 3

Employment status, Serbian migrants versus natives and other groups of migrants, 2008



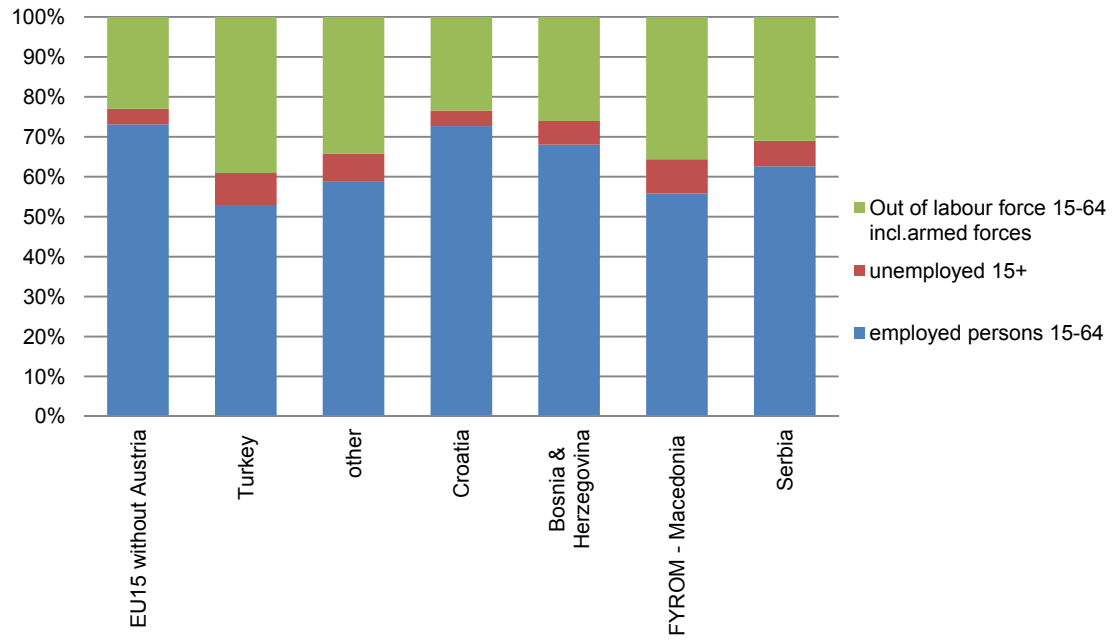
In the period 2008-2011 the **employment status** of Serbian migrants changed only marginally. The share of employed in the working-age population remained almost constant at 60% over the whole period (see Fig. 3 for the figures for 2008), while the share of unemployed fluctuated somewhat as a consequence of the economic and financial crisis, par-

ticularly in 2009. Similar to the employed, the share of inactive population was subject to only minor changes. The workforce of Turkish origin shows a different structure, with a higher share of inactive and a lower share of employed over the entire period under consideration. The employment share of EU-15 nationals and of people coming from Bosnia and Herzegovina is higher than that of Serbian and Turkish migrants and hence also the proportion of the unemployed and inactive is below the levels for those groups.

The development of employment measured in absolute figures shows, however, that Serbian workers were hard hit by the crisis and despite a recovery in 2011 their number was still 10% below the 2008 level, when about 60,000 persons were employed. While workers from Bosnia and Herzegovina were similarly affected, the employment of Turkish nationals exceeded the 2008 level by 10% in 2011 but was still lower than the number of Serbian workers.

Figure 4

Employment status, Serbian migrants versus natives and other group of migrants, 2011



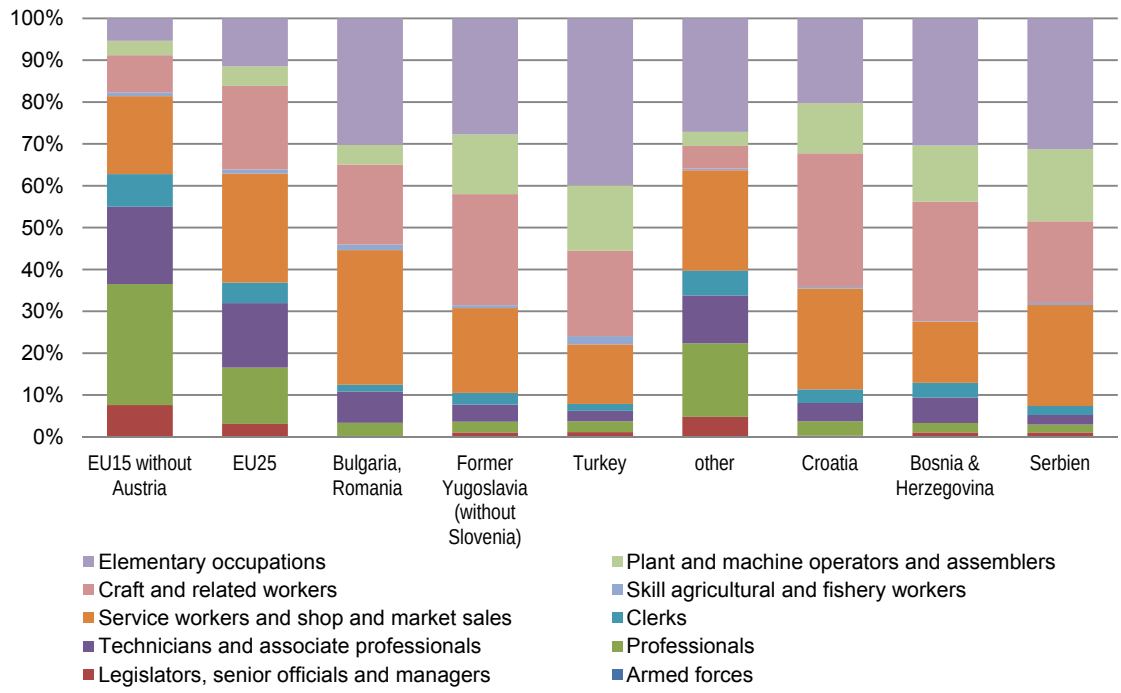
With respect to **gende**r, the Serbian workforce in Austria is male dominated, accounting for about 55% of the total, but differs remarkably from the Turkish and Bosnian nationals with a share of male employment reaching 70% and 60% respectively. With regard to unemployment, the share among Serbian females was higher by over 5 percentage points than that of males for almost the entire 2008-2011 period.

As shown in Figure 5, Serbian migrants' work is concentrated in four **occupations** (LFS data, 2011): elementary professions, services workers, crafts and plant and machine operators. In more detail, close to one third of Serbian workers belong to the category of ele-

mentary workers which is similar to Bosnian migrants, while in the case of Turkish migrants close to 40% belong to this category; among EU-15 and Austrian workers only 5% and 7% respectively are elementary workers. About one quarter of Serbian migrants are services and shop and market sales workers, the respective shares of Turkish and Bosnian migrants is considerably lower, at about 14% each. Among EU-15 and Austrian nationals, about 18% of the workforce are represented in this category. Roughly 19% of Serbian migrants work in crafts and crafts-related professions, which is about the same share as in the case of Turkish migrants, while 29% of Bosnian workers belong to this category. The respective share of EU-15 nationals is below 10%. The share of Serbian migrants among the high-skilled non-manual (managers) and technicians categories is almost negligible, while at least 5% of Turkish and 6% of Bosnian migrants work as technicians and in non-technical professions. By contrast, slightly less than one third of EU-15 nationals work as managers, researchers etc., which is almost double the share of Austrian nationals.

Figure 5

Occupation of Serbian migrants versus other groups of migrants, 2011

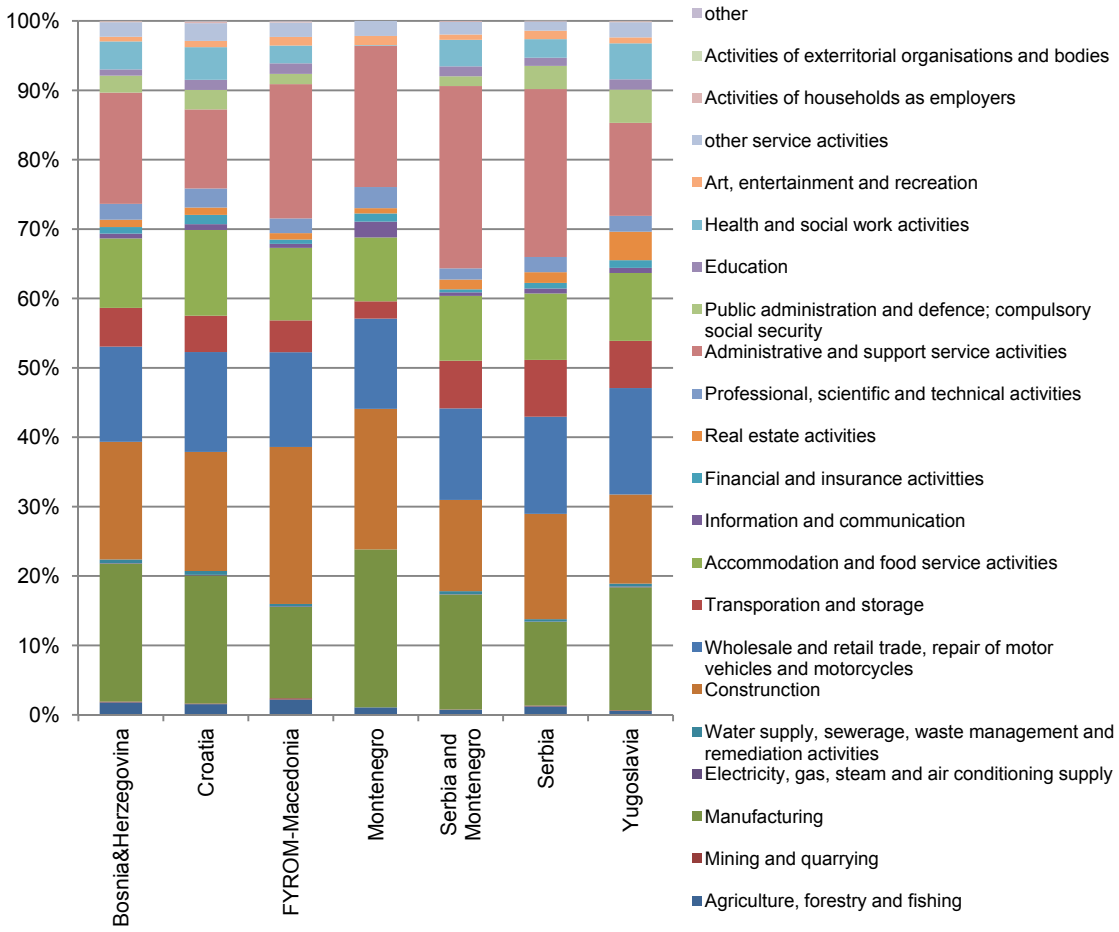


The majority of Serbian males are craftsmen and plant and machine operators (about 30% each); services work and elementary are two other main categories of activity. Crafts are even more dominating in the case of Bosnian migrants, where about 46% of workers belong to this category. Regarding Turkish male nationals, elementary professions are the most important category (31%) followed by crafts and plants and machine operators and services. Contrary to the migrants from Serbia, Bosnia and Herzegovina and Turkey, EU-15 nationals belong mainly to the category of academics and technicians and clerks, while among Austrian men craftsmen, clerks and technicians are the main categories.

As regards Serbian females, almost half belong to the category of elementary occupations and close to one third to service workers. For comparison, over 60% of Turkish females are engaged in elementary occupations and 56% of women from Bosnia and Herzegovina; as in the case of Serbian females, services are the second most important professional category. Half of the females from EU-15 countries belong to the categories of academics and service workers, followed by technicians and clerks. Austrian females work primarily in the categories services work, clerks and technicians and non-technical professions.

Figure 6

Working sector of Serbian migrants versus other groups of migrants, 2011



Available information on employment by **economic activity** (Figure 6) is based on data obtained from the social insurance institute referring to employees. As the split-up of the former Yugoslavia into its successor states occurred only a few years ago, an accurate assignment of workers to the individual new nations is impossible. Statistics offer data on Croatia, Macedonia, Bosnia and Herzegovina, Montenegro, Serbia, Serbia and Montenegro and the largest portion of employees related to the former Yugoslavia. Accordingly, in 2011 most of the Serbian and Montenegrin migrants were employed in 'other economic services' (about one fourth), followed by construction, trade and repair, and manufacturing

and tourism. Data for the former Yugoslavia refer to the same sectors of activity, however with a higher weight for manufacturing employment and a much lower share of employees in other services. For comparison, Turkish migrants are primarily employed in manufacturing, other economic services, trade and repair, and construction and tourism. EU-15 citizens are mainly employed in manufacturing, tourism, trade and repair, other economic services, and education and health services. By contrast, employees from the new EU Member States work first of all in tourism, followed by manufacturing, construction, trade, health and transport.

Based on AMS data, in 2012 the unemployment rate of Serbian and Montenegrin citizens in Austria stood at 30.5%. The latter represents the highest value among the migrant population in Austria. For comparison, the unemployment rate among workers from Turkey and Bosnia and Herzegovina amounted to 13.5%.

4. New insights from the recent survey on Serbian and BiH migrants in Austria

4.1 Survey data and methodology

In order to address the issues related to migration decisions and developments associated with the visa liberalisation for Serbian and BiH migrants in Austria, two waves of the survey were carried out: in August to September 2011 and August to September 2012. The waves of the survey had the purpose to cover themes related to mobility, temporary or permanent migration, labour market performance and migration experience outcomes. The survey attempted to select a representative sample of 1000 Serbian and BiH migrants (not naturalised) present in Austria. The selection of the sample was processed through three screening levels: citizenship, Serbian and BiH migrants (not naturalised); the period of migration to Austria, between 2004 and 2012; and migration status, only economic migrants were considered for selection.[5]

Our purpose was to investigate the migration potential of Serbs to Austria after the introduction of the free visa regime. However, as the presence of BiH migrants is relatively high and since January 2011 they enjoy free mobility as well, for comparative purposes the survey was extended also to this group of migrants. In terms of arrival time and the period of stay, we considered only migrants who came to Austria after 1st of May 2004 and at least 21% of the sample interviewed was represented by migrants who had arrived after 1st of January 2010.

In terms of migration status, we were mostly interested to interview economic migrants. Therefore, in our survey the time horizon of migrants arriving in Austria started from 1st May

[5] In terms of citizenship, migrants should have Serbian or BiH citizenship, or their country of birth is the former Yugoslavia **and** they have been mostly residing in Serbia or BiH during the past 5 years before moving to Austria.

2004 as it is highly likely that migrants with a migration duration longer than 5 years could fall into the category of refugees or asylum seekers. This category is excluded a priori but we kept within the sample those migrants who arrived before December 2005 since for this group of migrants the patterns of migration might have changed.[6] Thus migrants were asked at the beginning about their citizenship, secondly about their arrival time and lastly about their migration status. In terms of the age boundary, we used 18 years and older.

The method used for the sample selection was through quotas and aggregation centres. To ensure an unbiased selection of the sample we used the snowball sampling approach which adequately weights the sample through the network information (see Baio et al., 2010 and Blangiardo, 2000).

In order to capture any regional differences, the survey interviewed migrants in different Austrian regions, in particular those three areas where the highest concentration of immigrants from the former Yugoslavia is observed. Considering that Vienna has the highest concentration in absolute numbers, we distinguished between individual districts of the city of Vienna with a relatively high representation of migrants from the former Yugoslavia and Serbia in particular. We also selected for interview migrants residing in other regions, e.g. in Lower and Upper Austria. More specifically, quotas by territories based on national statistics about Serbian migrants residing in Vienna, Lower and Upper Austria as of 1st of January 2011, were used to draw a geographically representative sample. According to Austrian Statistics the number of Serbian (including Montenegro and Kosovo) and BiH migrants resident as of 1st of January 2011 was 75,570 in Vienna, 14,504 in Upper Austria and 13,790 in Lower Austria. For each area the number of sample units was fixed according to the following rule: 50% of the total uniformly distributed (1/3 of 500 units to any single area) and 50% proportional to the number of Serbian residents on 1st of January 2011 (rounded at 10 units). For example, Vienna has a proportion of 75,570 / (75,570 +14,504+13,790) = 73% of Serbian and BiH residents as of 1st of January 2011. The same procedure was followed for other areas.

Secondly, the centre sampling method offered the opportunity to draw representative samples of foreign people living (resident or not) in a particular area. A set of weights was used to correct the bias-sample and to enhance the representativeness of the target population.

Altogether, 959 interviews were randomly selected among those who frequented the aggregation centres: 27% BiH migrants and 52% Serbian migrants who arrived in Austria before visa liberalisation and 21% who moved to Austria during the free visa regime. The main gathering places were institutions, language centres, places of worship/enter-

[6] Many migrants may belong to the category of refugee or asylum seekers, in particular among those who arrived before 2006. After this year the number of asylum seekers dropped significantly (it almost halved) due to the restrictive regime in Austria.

tainment/care, meeting places including private or other similar places. In such cases, the interviewers had prior information regarding the most popular public places or centres frequented by the Serbian and BiH community.

The choice of centres was crucial since these were supposed to have a sufficiently high degree of heterogeneity to include as many different migrant life styles as possible. Thus good prior information about the centres regularly visited by migrants facilitated the selection process of such centres. Lastly, the methods of Centre Sampling and Snowball Sampling have been applied to randomise the targeted populations in Vienna, Lower and Upper Austria.

4.2 The design of the questionnaire

The survey[7] addressed questions on demographic characteristics (age, gender, marital status, number of children, family composition, residency in the host country, area of origin, potential migration of family members etc.); migration plans of Serbian and BiH migrants arriving in Austria between 2004 and 2012, main migration motives, pulling factors and outcomes affecting the choice of permanent or temporary migration; labour market features, employment status, previous and current occupation, self-assessment of the match between current occupation and education/qualification level; level of earnings, remittances (frequency, amount, motive, recipients, means of delivery etc.), social and integration aspects, access to the social security and health system.

4.3 Socio-demographic characteristics of Serbian and BiH migrants in Austria

The main findings of the survey concerning the composition of the target group of 959 migrants and their socio-demographic characteristics (27% BIH migrants, 52% Serbian migrants who came to Austria between 2004 and 2009, i.e. before visa liberalisation, and 21% Serbian migrants who came to Austria after the visa liberalisation in January 2010) are provided in Table 1 below (see also Annex A1).

A breakdown by gender shows that among Serbian migrants arriving between 2004 and 2009 the share of men was more than 53% whereas after the visa liberalisation the gap between men and women was narrowed. In 2012 the respective shares were about 51% for men and 49% for women. As concerns BiH migrants, the rate was 55% for men versus 45% for women, which indicates a wider gap in the gender breakdown of BiH migrants as compared to Serbian migrants who moved before and after the visa liberalisation. So what we observe is that during the period of visa liberalisation, migration of Serbian migrants to Austria was not gender-biased and mobilisation equally characterised men and women.

[7] The questionnaire is attached in Annex A3.

Table 1

Social and economic characteristics: BiH migrants, and Serbian migrants before and after visa liberalisation

		BiH migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Gender	Male	54,51	52,73	50,74
	Female	45,49	47,27	49,26
	No.obs.	255	495	203
Age groups	18-24	5,45	14,29	33,99
	24-34	54,86	38,43	28,57
	35-45	25,29	27,36	24,63
	46+	14,01	16,7	12,81
	Refused	0,39	3,22	
	No.obs.	257	497	203
Marital status	Married	70,82	51,11	34,48
	Divorced	2,72	9,7	6,4
	Widowed	0,39	1,01	0,49
	Living with a partner	2,72	6,87	11,33
	Divorced and Living with a partner		0,2	0,99
	Single	23,35	31,1	46,31
	No.obs.	257	495	203
Lives with partner in Austria	Yes	93,19	86,06	81,05
	No	6,81	13,94	18,95
	No.obs.	191	287	95
Nationality of the partner	Same nationality	75	53,75	21,51
	Austrian nationality	20,34	36,25	63,29
	Other	4,66	10	15,2
	No.obs.	172	280	79
Having children? Number	Yes, 1	29,66	19,25	13,97
	Yes, 2	25,85	2,28	12,85
	Yes, 3	0,42	0,62	2,23
	Yes, 4		0,62	1,68
	More than 4			0,56
	No	44,07	51,55	68,72
	No.obs.	236	483	179
Lives with child/ren in Austria	yes	87,88	78,3	73,68
	no	12,12	21,7	26,63
	No.obs.	132	235	57
Family members who plan to come to Austria	No	83,78	50,3	64,04
	Yes, spouse or partner	2,7	5,23	4,93
	Yes, dependent children	2,7	8,25	5,42
	Yes, other family members	3,47	23,24	11,33
	Yes, friend(s)	1,93	12,47	10,84
	Other	1,54	2,41	3,45
	refused	1,93	2,62	1,48
	No.obs.	259	497	203
Region of Serbia you come from, how large?	less than 10000 inhabitants	20	12,66	18,32
	10-50000	39,22	22,61	20,79
	50-100.000	10,59	34,85	25,25
	100.000-500.000	14,51	17,63	16,83
	more than 500.000	15,69	12,24	18,81
	No.obs.	255	482	202

The distribution by age groups indicates that there were some important differences in terms of migrant groups, arrival time and age. More than one third of migrants arriving dur-

ing the free visa regime fall into the age group 18-24 and 29% into the age group 25-34. By contrast, migrants coming before visa liberalisation were relatively older, with almost 39% in the age group 25-34 and 27% in the age group 35-44. On the other hand, BiH migrants had a low representation (only 5%) in the age group 18-24, but a relatively high share (55%) in age group 25-34, which normally is the most active working-age group. Thus, Serbian migrants who moved to Austria before visa liberalisation as compared to those moving during the free visa regime were relatively younger, but more than half of Bosnian migrants as compared to Serbian migrants fall into the category of the most active working-age group.

Significant differences were also observed through the decomposition of the data by marital status. The breakdown indicated that almost 60% of Serbian migrants arriving during the visa regime were married, while 31% were single and 10% divorced. By contrast, Serbian migrants arriving after visa liberalisation were less likely to be married: the respective share was only 35%; 46% of them belonged to the single category and only 6% of them were divorced. For comparison, 71% of BiH migrants were married, nearly 23% were single and only 3% were divorced. These differences may be a reflection of age differences and circumstances that prevailed in the country of origin, or of the fact that the marital status of migrants may have changed during the migration experience.

In terms of family relationships, it was shown that 86% of migrants arriving under the visa regime lived with their partner; more than half of migrants had a partner with the same nationality, and for migrants who had children in more than 78% of cases the children lived with them. Similarly, in the group of Serbian migrants who moved to Austria during the free visa regime 81% lived with their partner, but the nationality of the partner in 63% of cases was Austrian or of a different nationality; only one third of them had children and in 73% of cases the children lived with their parents in Austria. BiH migrants showed different patterns: 93% of them lived with their partner, who in 75% of cases originated from the same country; 56% had children which in 88% of cases migrated with their parents. These figures suggest that the first group of Serbian migrants, and particularly BiH migrants lived within a wider family context than the second group of Serbian migrants but the latter group of migrants, almost two thirds, reported to have a partner whose nationality is different from the one of the migrant.

As concerns the migration plans for migrants' other family members, it was found that more than 50% of the first group of Serbian migrants did not expect a family member to join them in Austria; as for the rest, 24% expected a member of the family to join them, 12% expected a friend, 8% a child and 5% expected their spouse to join them. Out of the second group of Serbian migrants, two thirds did not expect any family member to move to Austria, and the remaining 33% expected their spouse (5%), a child (6%), a family member (11%), or a friend (11%). Among BiH migrants, 84% confirmed to not expect any family member to

join them. Such diversity can be explained by the findings above which proved that BiH migrants already lived in a wider family context than Serbian migrants.

4.4 Migration patterns

This section examines migration intentions concerning the length of stay, previous migration experiences and migration motives, taking into account the differences among the first group of Serbian migrants who arrived between 2004 and 2009, the second group of Serbian migrants who arrived after January 2010, and lastly the group of BiH migrants who arrived between 2004 and 2012. The detailed disaggregated information is provided in Table 2 (see also Annex A1).

Table 2

Migration plans, causes and outcomes of the migration experience: BiH migrants, and Serbian migrants before and after visa liberalisation

	in %	Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
How long did you intend to stay when you arrived in Austria?	Less than 3 months	3,49	5,43	7,43
	Between 3 months and a year	1,55	4,43	7,92
	Between 1 and 3 years	8,14	3,62	8,91
	Between 3 and 5 years	10,47	4,63	8,91
	More than 5 years	36,82	7,65	13,37
	Permanently	39,15	72,64	51,49
	Other (specify)	0,39	1,61	1,98
	No.obs.	258	497	202
At the present, how long do you intend to stay in Austria?	Less than 3 months	0,39	0,61	4,95
	Between 3 months and a year		1,21	5,94
	Between 1 and 3 years	1,54	2,63	8,42
	Between 3 and 5 years	4,25	1,62	7,43
	More than 5 years	33,22	9,9	14,85
	Permanently	59,85	82,02	56,93
	Other (specify)	0,77	2,02	1,49
	No.obs	259	495	202
How many times have you lived in Austria on previous occasions?	None	93,82	89,88	92,61
	1	4,63	8,7	4,43
	2	0,77	0,81	0,9
	3 or more times	0,77	0,61	1,97
	No.obs.	259	494	203
Prior migration experience, other than Austria?	yes	25,1	16,3	17,24
	no	74,9	83,7	82,76
	No.obs.	259	497	202
Main reasons for coming to Austria?	To look for work	24,32	12,75	8,54
	To take a job I had been offered	17,76	3,04	6,53
	Better career prospects	1,93	6,68	6,53
	To earn more money	4,25	30,16	14,57
	To save money/send money home	0,77	1,21	4,02
	Higher standard of living	3,86	10,93	11,06
	Better prospects for children	1,93	2,43	1,51
	To study	17,37	13,97	27,14

(Table 2 ctd.)

Table 2 (ctd.)

	in %	Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Main reasons for coming to Austria?	To learn a language	0,39	1,82	4,02
	To live with or be closer to friends or family	16,22	7,09	6,53
	Accompany family or friends who were moving	8,49	2,83	4,52
	To experience living abroad/another culture		1,21	1,51
	An adventure/new experience	1,93	1,21	1,01
	Political situation in Serbia	0,39	2,43	2,01
	Other	0,39	2,43	0,5
	No.obs.	259	494	199
Did you come only for seasonal/temporary work?	Yes	3,56	14,25	7,76
	No	93,78	72,52	77,59
	Don't know/refusal	2,67	13,23	14,66
	No.obs.	225	393	116
Reasons behind choosing this particular location?	Work was there	44,57	38,54	26,13
	My family was there	31,78	20,89	20,1
	My friends were there	3,88	13,79	16,58
	By chance	1,55	10,95	13,07
	I have been here before		2,23	1,01
	It's cheaper here	14,73	2,03	1,51
	Better social services (health, education)	3,49	8,92	16,08
	Other	3,49	2,64	5,53
	No.obs.	258	493	199
Most positive impact of your stay abroad?	Found a better job	49,81	19,35	11,28
	Succeeded in learning new language and skills	25,1	18,53	34,87
	Made more money	7,34	30,14	21,03
	Improved household standard of living	6,18	14,46	7,69
	Paid off my debts		2,65	1,54
	Helped my family	2,7	5,09	3,59
	Feel to have more opportunities now	8,11	7,94	17,44
	Other	0,77	1,83	2,56
	No.obs.	259	491	195
Any negative impact of your stay?	No	80,69	84,68	82,59
	Yes, a negative impact on family relationship	1,54	5,04	6,97
	Yes, I'm doing a job below my education and skills level	3,47	3,23	3,98
	Yes, insecurity regarding the future	2,32	4,44	3,98
	Yes, I have faced discrimination	10,42	2,02	1,99
	Yes, other	1,54	0,6	0,5
	No.obs.	259	496	201

A breakdown of migration plans upon arrival reveals that more than 72% of the first group of Serbian migrants had a preference for permanent migration, but among the second group of Serbian migrants, those who moved to Austria during the free visa regime, only 51% confirmed to prefer a permanent stay. This share was even lower among BiH migrants, who only in 39% of cases reported to prefer this option. The rest of migrants showed a preference for long-term or mid-term migration and a lower preference for staying less than a year. When asked about current migration plans, at the time of the interview, all groups of migrants showed a higher preference for permanent migration: 82% of the first group of Serbian migrants, 57% of the second group of Serbian migrants and 60% of the group of BiH migrants. These figures indicate a shift in preferences concerning the migration plans towards permanent migration, particularly among BiH and the first group of

Serbian migrants and, to a lesser extent, among migrants who moved to Austria during the free visa regime. As expected, the shift in preferences was mainly from short-/mid-term plans towards long-term/permanent migration plans. This was confirmed for all three groups of migrants. However, these figures suggest that migrants with longer migration spells may have preferred long-term and permanent migration, but at the same time visa liberalisation may have shifted the preferences, to a lesser extent, towards permanent migration.

Migrants were asked to indicate whether they had previous migration experiences in Austria or in other countries. The results revealed that similarly for all three groups of migrants, only 1 in 10 migrants had previously lived in Austria. In addition, among BiH migrants, 25% had migrated to other countries before moving to Austria, mainly to Germany (44%) and the rest to other EU countries, the United States or Australia. Among the first and second group of Serbian migrants, a share of 16% and 7% respectively confirmed to have previously migrated to other countries. Thus to some extent BiH migrants as compared to Serbian migrants showed to have experienced more often more than one migration spell in Austria or abroad.

The analysis of the data on the main reasons for migrating to Austria indicate that there was not one single dominating motive that induced individuals to migrate, rather it was a combination of reasons. For example, the first group of Serbian migrants mainly migrated to *'earn more money'* (30%), to *'study'* (14%), to *'look for work'* (13%), *'for a higher standard of living'* (11%), to *'be closer to family members or friends'* (7%) or '*for better career prospects'* (7%) and 'other motives'. For the second group of Serbian migrants the pull factors were to *'study'* (27%), *'earn more money'* (11%), to *'look for work'* (9%), *'for a higher standard of living'* (11%), to *'be closer to family members or friends'* (7%) or *'for better career prospects'* (7%) and other motives. By contrast, for BiH migrants the main drivers of the decision to move to Austria were to *'look for work'* (24%), to *'take up a job offer'* (18%), to *'study'* (17%), to *'be closer to family members or friends'* (16%), to *'accompany friends of family members who were moving to Austria'* (9%) and other motives.

Basically, these findings suggest that Serbian migrants who moved to Austria between 2004 and 2009 and BiH migrants were mainly pulled by economic motives, such as taking up a job offer or looking for better working/earning opportunities. Those who moved during the free visa regime were motivated by better studying opportunities, better earnings and the prospect of a higher standard of living.

In addition, the breakdown of motives for choosing a particular location confirmed that the significant majority of responses fall into the categories 'I knew work was there', 'my family was there' and 'my friends were there', especially among the first group of Serbian migrants and BiH migrants. Interestingly, among the second group of Serbian migrants the

choice of location was randomly chosen, or because of better access to education programmes.

These results imply that for the three groups of migrants, in one third of cases the support of social networks, e.g. family, friends or relatives already living in the country of destination, played a critical role in the location choice or for moving to a particular location. Nevertheless, choosing to move to a particular location was strongly dependent on the working opportunities that the location offered since an important share of migrants chose to move because 'I knew work was there'. Accordingly, such results confirm that working opportunities but also a strong social network influenced the decision and the location choice.

But, how does migration experience affect the lives of migrants and what do they consider as the main positive of negative outcomes of the migration experience?

In accordance with the motives that induced the first group of Serbian migrants to migrate, the breakdown of data reveals that the main positive outcomes of the migration experience were *'made more money'* (30%), *'found a better job than at home'* (19%), '*learned a new language*' (19%), *'improved the standard of living'* (15%), *'feel to have more opportunities'* (8%); the remainder mentioned to have learned new skills, paid off debts etc.

The positive responses of the second group of Serbian migrants appeared slightly different: 35% mentioned the *'knowledge of a new language'* as the main positive outcome of the migration experience, 21% *'made more money'*, 18% *'feel to have more opportunities',* 11% *'found a better job than at home',* 8% *'improved the standard of living'*; the remainder helped the family, paid off debts, etc.

As concerns BiH migrants, the positive outcomes also tended to be different from the outcomes of Serbian migrants and to some extent related to migration motives. Almost 50% of them declared *'found a better job'* as the main positive outcome of the migration experience. In addition, one fourth reported as a positive outcome *'knowledge of a new language'*, 8% *'feel to have more opportunities'*, 7% *'made more money',* 6% *'improved the standard of living',* and the remainder, helped the family.

Concerning the potential negative outcomes, more than 80% of migrants, similarly for all three groups of migrants, did not report any negative outcome of the migration experience. Those who confirmed negative experiences mentioned *'negative impact on family relationships'*, particularly for the first and second group of Serbian migrants. In addition, *'insecurity regarding the future'*, *'facing discrimination'* and *'doing a job below the level of qualification'* was confirmed by 4% of the first and second group Serbian migrants. BiH migrants reported *'facing discrimination'* as the main negative outcome (mentioned by 10%).

Overall, migrants reported a predominantly positive migration experience, particularly in terms of employment and better future prospects. However, for Serbian migrants negative impacts on family relationships prevailed, whereas among BiH migrants discrimination was considered as the main negative impact of the migration experience.

4.5 Education level and human capital formation in the destination country

The distribution by education level for the three groups of migrants (Table 3 below; Annex A1) shows that more than 42% of the first group of Serbian migrants and BiH migrants had a secondary level of education versus 46% of the second group of Serbian migrants. The second category with the highest representation is the group of migrants with vocational education, particularly for the first group of Serbian migrants and BiH migrants, with shares of 23% and 21% respectively. These figures suggest that the majority of migrants belonged to the medium-level educational category. The most noticeable differences could be observed for BiH and Serbian migrants at the upper and lower ends of the educational level. BiH migrants who reported to have only primary-level education accounted for 2%, whereas those who reported to have attained 'undergraduate' and 'master's' degrees accounted for 15% and 16% respectively. Among the Serbian migrants, 14% of the first as well as of the second group had only a primary level of education, 13% and 18% respectively were 'undergraduates', and 5% and 4% respectively had a 'master's' degree. Accordingly, among the second group of Serbian migrants there were more migrants with an undergraduate educational level, but BiH migrants as compared to Serbian migrants not only reported a higher share of migrants with a master's degree (more than three times higher), but also a much lower share of those with a primary level of education, at least 7 times lower. Thus the Serbian migrants came from both ends of the educational distribution, the low- and highly educated, while amongst the BiH migrants there was a stronger representation of migrants with secondary and high education levels. The higher representation of BiH migrants with a high level of education could be attributed to the fact that 77% of them have attained their degree in their country of origin but at the same time 20% of them have attained it in Austria. By contrast, more than 90% of Serbian migrants have attained their degree in Serbia and only a marginal number of 5% have attained it in Austria.

The differences in educational distribution were also reflected in human capital formation or educational and skill enhancement in the destination country. Several education/human capital formation questions where addressed to migrants to understand their propensity towards recognition of their educational qualification and profession in the destination country, acquisitions of new skills and qualifications, or improvement of their skills in the destination country.

As concerns the recognition of the degree or qualification attained in the country of origin, almost half of migrants from the first group of Serbian migrants did not ask for the equivalence, but the rest did so and 36% attained it without difficulty, 6% faced some difficulties and 7% were still waiting for the confirmation. Among the second group of Serbian migrants, 61% did not pursue this process, while 28% did so and attained the recognition without difficultly and 8% were under the process and expecting the confirmation. As for BiH migrants, 71% confirmed to not have required the equivalence for their education and qualification but among those who did 13% attained it with many difficulties, 6% did not face any difficulty and 10% were still waiting for a confirmation. These differences are related to the educational background and the country where the migrant has attained his/her educational and qualification degree, or the age of the migrant. BiH migrants having attained their degree in Austria in 20% of cases did not have to apply for the recognition of their qualifications. By contrast, Serbian migrants, who in 90% of cases have attained their degree in their country of origin, were more prone to go through this process. Nevertheless, at the same time, the first group of Serbian migrants, who were also longer in the country, attributed a relatively high importance to the recognition of their educational degrees and qualifications in the destination country.

Migrants were asked about the opportunities to gain additional skills or qualifications in Austria. As expected, Serbian migrants, in whose case more room for improvement was possible, showed a tendency to embrace such opportunities and this was confirmed for more than 50% of cases. Similarly, acquisition of new skills on the job in Austria was particularly confirmed among 47% of the first group of Serbian migrants, 30% of the second group of Serbian migrants and 31% of BiH migrants. Also, the acquisition of new skills outside the job (e.g. private or public training courses) in Austria characterised more than half of the first group of Serbian migrants, and 39% and 31% respectively of the second group of Serbian migrants and BiH migrants.

Concerning the enhancement of the educational level with a higher degree in Austria, the first group of Serbian migrants reported a higher share of migrants who did so, with 34%, versus 17% and 25% respectively of the second group of Serbian migrants and BiH migrants. In answer to the question whether a certificate had been acquired for the new profession in Austria, more than a third of the first group of Serbian migrants confirmed to have done so, versus 12% and 26% respectively of the second group of Serbian migrants and BiH migrants.

Overall, BiH migrants showed to have a relatively higher level of education compared to Serbian migrants, but at the same time particularly the first group of Serbian migrants, who had a longer migration experience than the second group of Serbian migrants, have invested considerably in enhancing their human capital in Austria, not only through recognition of their educational degree and qualifications attained in Serbia or abroad, but also

through acquisition of news skills on the job, e.g. through public and private training courses, or acquiring new qualifications and professions in the destination country.

Table 3

Education, qualification and human capital formation abroad

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Education level	Primary	2,02	14,14	13,5
	Vocational	21,46	23,43	16
	Secondary	42,91	42,42	46
	Undergraduate degree (e.g. BA/BSc)	15,38	13,13	117,5
	Master degree (e.g. MSc/MA)	15,79	4,85	4
	Doctorate (e.g. PhD)	2,43	1,21	1,5
	Refused		0,81	1,5
	No.obs.	247	495	200
Where did you get the degree?	Country of origin	77,52	89,9	93,56
	Austria	20,16	6,46	3,47
	Other	1,94	2,22	1,98
	Refused	0,39	1,41	0,99
	No.obs.	258	495	202
Did you request recognition of your degree?	Yes, and I received it without difficulty	5,86	35,56	28,28
	Yes, and obtained it with great difficulty	12,61	6,06	1,01
	Yes, but I am still waiting for it	9,91	6,67	8,08
	No, I did not ask for it	70,92	49,09	61,11
	Refused	0,9	2,42	1,52
	No.obs.	222	495	198
Did you have the opportunity to gain additional skills or qualifications in Austria?	Yes, and I obtained them without difficulty	15,69	36,36	32,32
	Yes, but I obtained them with great difficulty	12,16	6,46	3,03
	Yes, but I am still waiting for it	3,14	7,68	10,1
	No, I am not interested	66,67	47,47	51,52
	refused	2,35	2,02	3,03
	No.obs.	255	495	198
Have you acquired new skills on the job, in Austria?	Yes	30,5	47,28	29,95
	No, I do/did not	65,86	44,87	60,47
	Refused	3,61	6,24	9,62
	No.obs.	259	497	187
Did you acquire new skills outside the job (e.g. training courses) in Austria?	Yes	31,27	56,34	39,41
	No, I do/did not	64,09	37,22	55,17
	Refused	4,63	5,23	3,94
	No.obs.	259	497	203
Did you enhance your educational level with a higher degree, in Austria?	Yes	25,1	34,41	17,18
	No, I didn't	68,34	65,59	73,44
	Refused	3,09		9,38
	No.obs.	259	497	192
Did you acquire a new profession in Austria?	Yes	28,19	38,63	14,29
	No, I didn't	68,34	61,37	83,25
	Refused	3,09		1,43
	No.obs.	259	497	203
Did you acquire a certificate for the new profession in Austria?	Yes	25,87	33,6	11,86
	No, I didn't	69,5	66,4	86,02
	Refused	3,09		2,06
	No.obs.	259	497	203

4.6 Employment and occupation in the destination country

The survey provided information about the employment status, occupation and working sector of migrants, the experience prior to and during migration, whether they had secondary jobs, how they got the job, difficulties in getting a job, whether migrants improved their employment position or had an occupation below their level of qualifications, etc. (Table 4; see also Annex A1).

Table 4

Employment features and occupation before and during migration

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Your employment status before coming to Austria?	Working full-time for an employer	25,48	26,36	24,63
	Working part-time for an employer	9,65	5,23	6,4
	Self-employed	4,63	5,63	5,42
	Working for an agency/Agency worker	1,54	0,6	1,48
	Looking for work	22,78	32,8	22,17
	Staying at home or looking after children	10,42	6,64	5,42
	Studying in country of origin	27,41	18,51	34,38
	Studying abroad (specify where)	0,77	0,8	0,59
	Other		5,03	2,46
	obs	259	497	203
Your current employment status in Austria?	Working full-time for an employer	67,57	65,19	42,36
	Working part-time for an employer	8,88	9,05	4,93
	Self-employed	6,56	1,41	3,45
	Working for an agency/Agency worker		0,6	0,49
	Looking for work	11,97	6,24	12,81
	Staying at home or looking after children	5,41	3,42	3,94
	Studying full-time in Austria	2,7	14,29	28,57
	Studying part-time in Austria	0,77	0	3,94
	Other	1,93	1,81	2,96
	No.obs.	259	497	203
Your occupation before coming to Austria?	Corporate managers	0,00	0,52	
	Corporate managers	2,33	3,65	4,55
	Managers of small enterprises	1,16	1,56	
	Physical, mathematical and engineering science professionals	2,33	3,65	3,03
	Life science and health professionals	0,00	2,6	3,03
	Teaching professionals	3,49	3,65	4,55
	Other professionals	3,49	1,04	1,52
	Physical and engineering science associate professionals	3,49	1,56	3,03
	Life science and health associate professionals	8,14	3,13	1,52
	Other associate professionals	20,93	8,33	18,18
	Office clerks	6,98	5,73	3,03
	Customer services clerks	2,33	1,04	
	Personal and protective services workers	11,63	25	13,64
	Skilled agricultural and fishery workers	0,00	1,04	1,52
	Extraction and building trades workers	3,49	6,77	7,58
	Metal, machinery and related trades workers	6,98	3,65	4,55
	Precision, handicraft, craft printing and related trades workers	0,00		1,52
	Other craft and related trades workers	1,16	5,73	4,55
	Machine operators and assemblers	0,00	0,52	
	Drivers and mobile plant operators	4,65	5,21	4,55
	Sales and services elementary occupations	9,30	10,42	16,67
	Agricultural, fishery and related labourers	8,14	5,21	3,03
	No.obs.	86	192	66

(Table 4 ctd.)

Table 4 (ctd.)

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Your current occupation in Austria?	Corporate managers			
	Corporate managers	2,02	0,28	
	Managers of small enterprises	1,52	0,57	1,28
	Physical, mathematical and engineering science professionals	10,61	1,71	1,28
	Life science and health professionals	2,53	3,7	
	Teaching professionals	0,51	2,28	1,28
	Other professionals	6,57	1,99	1,28
	Physical and engineering science associate professionals	2,02	1,14	1,28
	Life science and health associate professionals	4,04	3,7	2,56
	Other associate professionals	11,62	5,98	8,97
	Office clerks	3,03	4,84	2,56
	Customer services clerks	0,51	1,99	2,56
	Personal and protective services workers	17,68	19,66	20,51
	Skilled agricultural and fishery workers	0	0,28	
	Extraction and building trades workers	6,57	7,98	10,26
	Metal, machinery and related trades workers	5,05	4,27	1,28
	Precision, handicraft, craft printing and related trades workers	0	0,57	
	Other craft and related trades workers	1,01	5,98	3,85
	Machine operators and assemblers			
	Drivers and mobile plant operators	4,04	4,56	5,13
	Sales and services elementary occupations	11,11	20,51	24,36
	Agricultural, fishery and related labourers	9,6	7,98	11,54
	No.obs.	198	351	78
Occupation skill level before migration	Forth ISCO skill level[8]	12.8	16.67	16.68
	Third ISCO skill level	32.56	13.02	22.73
	Second ISCO skill level	37.22	54.69	40.94
	First ISCO skill level	17.44	15.63	19.7
	No.obs.	86	192	66
occupation skill level during migration	Forth ISCO skill level	23.76	10.53	5.12
	Third ISCO skill level	17.68	10.82	12.81
	Second ISCO skill level	37.89	50.13	46.15
	First ISCO skill level	20.71	28.49	35.9
	No.obs.	198	351	78
How long it took you to find the job in Austria?	Less than one year	45,93	68,2	75,41
	One year	24,42	17,24	19,67
	Two years	17,44	10,73	4,92
	Three years or longer	12,21	3,83	
	No.obs.	172	261	61
How did you find the job?	Network of friends	22,55	52,67	59,59
	Conational fellows	30,88	22,73	22,22
	employment agencies or centres	4,9	10,7	10,1
	employers' associations	3,43	0,53	1,01
	internet	34,31	6,42	4,04
	trade unions	0	0,53	
	municipality of residence	0,98	3,21	2,02
	Other	2,94	3,21	2,02
	No.obs.	204	374	99

The main differences concerning the current employment status were that among BiH migrants and the first group of Serbian migrants, two thirds belonged to the category of 'employed full-time', whereas among the most recent Serbian migrants, who moved to Austria starting from January 2010, only 42% worked full-time. Within the second group of Serbian

[8] See Table 14 in Annex A1 about the grouping of occupations by ISCO-88 skill level.

migrants, 29% fall into the category of 'studying full-time in Austria'. Besides, the incidence of unemployment seemed to be highest among the second group of Serbian migrants and BiH migrants, at 13% and 12% respectively, while among the first group of Serbian migrants this share was only 6%. Concerning self-employment, among BiH migrants the share was 7% while among Serbian migrants the figures reported were much lower. Part-time employment is more frequent among BiH and the first group of Serbian migrants, at 9% each, but lower among the second group of Serbian migrants.

The current employment status of migrants compared to the employment status before migration to Austria indicated that there was a remarkable mobility in employment status to 'full-time employment' for the three groups of migrants. Before migration, only one quarter of migrants were working full-time, while after moving to Austria, two thirds of BiH migrants and the first group of Serbian migrants confirmed to work full-time. The change in the employment status was characterised by a significant reduction in unemployment, from a share of 23%, 33% and 22% respectively for BiH migrants and the first and second group of Serbian migrants before migration, down to 12%, 6% and 13% respectively after migrating to Austria. Significant mobility in the employment status was also observed for the group of migrants who used to study before migrating to Austria. This shift was exceptionally significant among BiH migrants.

These results suggest that, first, the great majority of migrants who were longer in the country were mainly employed working full-time and unemployment hit only every tenth migrant. Second, moving from the country of origin to Austria was characterised by an important shift from unemployment before migration to full-time employment during migration. Third, studying full-time or part-time in Austria, especially among recently arrived Serbian migrants, was not negligible and it is highly likely that this status is related to the young age of the sample.

The distribution by occupation before migration indicates that the main jobs of BiH migrants belonged to the category of the second ISCO skill level,[9] e.g. 'clerks', 'service workers and shop and market sales workers', 'skilled agricultural and fishery workers', 'craft and related workers' and 'plant and machine operators and assemblers', at 37%; 'technicians and associate professionals', at 33% (these cover mainly technical and practical tasks which require the third ISCO skill level); 'elementary occupations', at 18% (consisting mainly of simple and routine tasks; primary ISCO skill level is required); and 'professionals' and jobs for which the fourth ISCO skill level is required, at 13%. The distribution is slightly different among Serbian migrants, and here also among the first and second group of migrants. The first group of Serbian migrants reported that in more than 55% of cases, before moving to Austria, they used to work in a job which belonged to the category which required second

[9] See Table 13, Annex A1, for further details about ISCO skill levels.
See also ISCO-88 classification: http://www2.warwick.ac.uk/fac/soc/ier/research/links/isco88/

ISCO skill level; the rest was almost equally distributed in other categories. Among the second group of Serbian migrants, more than 40% worked in second ISCO skill level jobs, 22% had third skill level jobs, 20% primary skill level jobs and 17% had a fourth skill level job.

A comparison of the occupational distribution before migration for the three groups of migrants indicates that more than two thirds of migrants used to have jobs which might require a second and third ISCO skill level which corresponds to secondary and vocational level of education. BiH migrants, differently from Serbian migrants, accounted for lower shares of migrants who had highly qualified jobs requiring fourth ISCO skill level, but at the same time higher shares of migrants who had jobs that required third ISCO skill level.

A comparison of the occupational distribution of migrants corresponding to the current occupation exercised in Austria suggests that among BiH migrants the share of those who continue to exercise the same occupation at second ISCO skill level remained unchanged; the share of those who currently had a job in the category of third ISCO skill level was reduced significantly from 33% to 18%. By contrast, the share of those who had a job in the category of first ISCO skill level slightly increased from 17% to 21%; the category of the fourth ISCO skill level was significantly increased from 13% to 21%, indicating that an important number of BiH migrants have moved to jobs classified as high-qualified jobs, and this was true in particular for the category of 'physical, mathematical and engineering science professionals' and 'life science and health professionals'.

Regarding the first group of Serbian migrants, the category of migrants with second, third and fourth ISCO skill level relatively decreased while the category of migrants with first ISCO skill level significantly increased, from 16% to 29%, indicating that a great number of Serbian migrants who moved to Austria between 2004 and 2009 experienced a mobility to occupations that are classified as low-qualified jobs; this was mainly observed by a shift to the categories 'sales and services elementary occupations' and 'agricultural, fishery and related labourer'. The second group of Serbian migrants, those who moved to Austria after January 2010, report occupational mobility similar to the first group of Serbian migrants but the shift in the first ISCO skill level was more pronounced, increasing from 20% to 36%. Most importantly, the fourth ISCO skill level represents only a share of 5%, almost two times lower compared to the share before migration. Such results indicate that the occupational mobility to lower-qualified jobs has been more dramatic among Serbian migrants as compared to BiH migrants.

Controlling for other employment-related indicators such as the length of time required for finding a job, it was found that for BiH and Serbian migrants who were longer in the country, the last attained job required less than a year of searching in 46% and 68% of cases respectively. For the rest it took one year or longer to find a job, in 55% and 32% of cases respectively. The second group of Serbian migrants, even though they moved to Austria

only after January 2010, the share of those who found a job within less than a year was 75% and the share of those who needed more than a year was only 25%.

Another important difference was that only half of BiH migrants found a job through network connections and fellows from the country of origin. Interestingly, more than one third found a job via the internet and the rest through employment agencies or associations. Concerning Serbian migrants, almost 80% of them found a job with the support of a co-national and through a network of friends.

These significant differences in searching time, channels of finding jobs and the quality of jobs suggests that recent Serbian migrants managed to find a job within less than a year but in a number of cases the job fell into the category of low-qualified job. Consequently, recent migrants may engage in shorter searching processes of finding a job, but at the cost of the quality of the job. Migrants who are longer in the country may have better jobs because they have spent more time to attain an adequate one.

4.7 Job and qualification relationship

But how do migrants cope with their job, in the sense of how do they assess themselves with respect to the adequacy of their competences in performing the job?

To explore the match between job qualification and competences, migrants were asked to give their opinion of this argument. Among BiH migrants, more than 82% confirmed to have the right qualification and skills for the job they were doing. Among Serbian migrants, both groups reported that about 75% did so (Table 5; see also Annex 2). Nevertheless, among BiH migrants there was a share of 15% that declared to be overqualified for the job whereas 10-15% of Serbian migrants of the 1st and 2nd group respectively said so. According to the reported self-assessment, migrants predominantly showed to have a correct match since the majority did report that they were doing a job which they thought to be properly qualified for. However, among migrants the incidence of alternating periods in doing higher-qualified jobs with periods in lower-qualified jobs was not insignificant. Among BiH migrants, 60% did not experience such periods while 18% did so frequently, 16% sometimes and 7% rarely. Serbian migrants, particularly the first group, experienced such periods frequently, in 43% of cases, 18% did so in some cases, 15% in rare cases and 24% never experienced such periods. The situation of the second group of Serbian migrants was significantly different, with more migrants (46%) reporting no alternating periods of high-low qualified jobs, and the rest having done so but less frequently.

The main reason for migrants' alternating periods of high-low qualified jobs was principally an economical one and regardless of the type of job; the 'earnings motive' appeared to be

very important. This finding was common for all three groups of migrants as approximately two thirds of them confirmed this to be the case.

Table 5

Job and qualification relationship

		BiH migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Did you ever alternate periods in higher with lower qualified jobs?	Yes, often	17,58	43	25,25
	Yes, sometimes	15,63	18,31	14,85
	Rarely	7,03	15,02	13,86
	Never	59,77	23,66	46,04
	No.obs.	256	486	202
Reasons for accepting a job below your level of qualifications (several answers are possible)	because you thought you would be spending only a short time in Austria	4,19	6,44	11,03
	because there are no qualified job offers for immigrants in Austria	4,19	10,3	8,82
	because in general in Austria there is no labour market that can absorb the offer of qualified labour	3,59	2,58	0,74
	because they only offer certain types of jobs to your fellow citizens	18,56	10,94	8,09
	because you need to earn money regardless of the type of job	62,28	66,74	66,91
	Other	7,19	3	4,41
	No.obs.	167	466	136
Regarding your current job, do you think that:	Don't have the appropriate qualification level		2,43	1,94
	You are overqualified, could have a job that matches with the qualification level	15,24	10,51	14,56
	Have the right qualification and skills to do it	82,38	74,93	73,79
	Don't know	0,48	9,43	8,74
	Refused	1,9	2,7	0,97
	No.obs.	210	371	103

4.8 Income and remittances

Information about monthly earnings from the main work was collected by asking migrants to identify the income bracket that the net monthly earnings fall into. As observed in Table 6 (see also Annex A2), the distribution of net monthly income among BiH migrants was as follows: 4% earned less than 500 euro per month; 18% between 501 and 1000 euro; 21% between 1001 and 1200 euro; 28% between 1201 and 1500 euro; 17% between 1501 and 2000 euro; and 13% earned above 2000 euro. It appears that BiH migrants have the highest frequency in the 1201-1500 euro income bracket and only 22% earn less than 1000 euro while more than 12% earn above 2000 euro.

As concerns Serbian migrants, the income distribution was more evenly spread across all income brackets but the highest frequency was at 501-1000 euro per month for 25% of the first group of Serbian migrants and for 34% of the second group of Serbian migrants. In addition, the distribution indicates that more than half of the first group of Serbian migrants earned less than 1000 euro per month, while the share of those who earned above 2000

Table 6

Income, remittances

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Income prior to migration in Austria, monthly (net) income bracket?	Less than € 250	54,17	37,06	41,37
	€251-€500	22,09	34,88	39,31
	€501-€1000	13,33	10,96	15,17
	above €1000	10,43	17,12	4,18
	No.obs.	240	456	145
Current monthly (net) income bracket in Austria	Less than € 500	3,57	9,72	14,29
	€501-€1000	18,31	24,65	34,12
	€1001-€1200	20,98	18,25	17,46
	€1201-€1500	27,68	22,75	15,08
	€1501-€2000	16,69	14,93	11,9
	above €2000	12,51	9,72	7,13
	No.obs.	224	422	126
Does your level of earnings in Austria match with your expectations?	Yes	53,78	67,39	38,73
	No	23,56	18,79	33,1
	Hard to say	22,67	13,82	28,17
	No.obs.	225	463	142
How often do you send/transfer money to Serbia?	Once a week	0,77	1,64	0,53
	Once a month	15,44	41,89	17,37
	Very irregularly	39,77	12,94	12,63
	never	34,75	36,34	61,05
	Other	2,7	2,46	1,58
	Refusal	6,56	4,72	6,84
	No.obs.	259	487	190
How much do you on average send/transfer each time?	€ 50	11,85	16,39	16,67
	€ 75	1,48	1,09	
	€ 100	48,15	32,79	38,89
	€ 150	3,7	7,1	5,56
	€ 200	23,7	20,22	8,33
	above € 200	11,11	22,41	30,55
	No.obs.	135	183	36
How much did you send / take back in the last 12 months?	below € 200	6,82	2,4	
	€ 200-399	18,18	1,2	
	€ 400-499	9,09	1,2	8,33
	€ 500-599	12,5	3,61	
	€ 600-799	10,23	6,02	8,33
	€ 800-999	7,96	1,2	
	€ 1000-1199	18,18	14,46	25
	€ 1200 -1500	9,09	18,06	
	€ above 1500	8,96	51,85	58,23
	No.obs.	88	83	12
Prime purpose for sending your earnings to Serbia?	To support my family in daily expenses	83,67	79,56	83,64
	To save for specific goods (i.e. car, home appliances)	11,56	2,19	3,64
	To fund my education	1,36		
	To fund dependants' education		2,55	
	To pay off my mortgage in Serbia	1,36	1,46	1,82
	To save for investment in property (existing or future)	1,36	7,66	5,45
	To save for business investment		4,74	1,82
	To save without specific purpose	0,68	1,46	1,82
	Other, please specify		0,36	1,82
	No.obs.	147	274	55

euro was not more than 10%. Among the second group of Serbian migrants, the uneven spread appeared more pronounced since almost two thirds of migrants earned less than 1000 euro per month, and not more than 7% earned above 2000 euro. Thus the distribution of the average monthly income was significantly less even among recent Serbian migrants than among the first group of Serbian migrants or BiH migrants. These differences could be attributed to the differences in the level of qualification, occupational distribution, adequacy of job qualification and competences but also to the duration of stay in the destination country.

Regarding the match between the level of earnings and expectations, the differences between the three groups of migrants were relevant. Among BiH migrants, in spite of earning relatively more than Serbian migrants, only 54% reported that the level of earnings matched their expectations while 67% and 39% respectively of the first and second group of Serbian migrants did so. The response of uncertain evaluation was higher among BiH and second-group Serbian migrants who also reported higher shares of mismatching between the current level of income and the expected level of earnings. So, while we previously found that BiH migrants earned much more than Serbian migrants, compared to this last group of migrants, they still have higher expectations concerning their current level of earnings.

Another relevant indicator related to migration and earnings in the destination country are the attitudes of migrants concerning remittances, e.g. the frequency of remitting, the amounts, and the purpose of remitting or the means used for the transfer of remittances. As for BiH migrants, one third never remitted, more than a third did send money to the country of origin on an irregular basis and only 16% remitted at least once a month. By comparison, amongst the first group of Serbian migrants, 36% never remitted but at the same time more than 42% remitted at least once a month and 13% remitted very irregularly. As for the second group of Serbian migrants, 61% never remitted, 18% remitted at least once a month and 13% remitted very irregularly. Hence to some extent, migrants who are longer in the country remit more frequently as compared to migrants who have a shorter migration experience and among those who remit, the first group of Serbian migrants remit much more frequently on a monthly basis.

But how much do they remit? The figures show that the average amount sent home each month by BiH migrants in almost 50% of cases was about 100 euro, 24% sent about 200 euro, 11% above 200 euro and 13% less than 100 euro. The first group of Serbian migrants, apart from reporting to remit more frequently, also confirmed to remit more: in 33% of cases the amount sent home was 100 euro, 22% sent 200 euro, 22% more than 200 euro and only 17% sent less than 100 euro. Interestingly, among the most recent Serbian migrants, even though they reported low frequency of remitting, those who did remit in 38% of cases sent home 100 euro each time, and more than 30% remitted more than 200 euro.

Migrants were also asked about the amounts of remittances sent during the last 12 months and in this context more than half of the first group of Serbian migrants remitted above 1500 euro, whereas BiH reported a lower frequency for amounts above 1000 euro. The breakdown by purpose of remitting suggests that for the three groups of migrants in more than 80% of cases remittances were sent to support the family to meet daily expenses. Among the first group of Serbian migrants there was a share of 8% to 12% that remitted to 'invest in a property' or 'business investment'.

Overall, BiH migrants remitted less frequently and with smaller amount and mainly for consumption purposes, whereas the first group of Serbian migrants not only remitted more frequently and abundantly but at least one in every 10 migrants who remitted did so for the purpose of investing in a business activity or property. As for the second group of Serbian migrants, the latest arrivals, they did not remit in more than 61% of cases; this can be expected because of the short stay in the country and may be the result of insufficient income to save or remit.

4.9 Social access and integration issues, formal and informal

The economic dimension is interrelated with the social one and this part of the survey attempted to address important aspects associated with social integration and discrimination during the migration experience in the destination country.

Starting with the knowledge of the German language and its usage in everyday life, working place or family context, this is a relevant indicator of adaptation and integration in the destination country. Among the first group of Serbian migrants, 88% have learned the German language as compared to 82% and 78% of BiH migrants and second-group Serbian migrants. The knowledge of German is also confirmed via its usage, e.g. at work, at home or during free time, which ranks the former group higher than the latter groups. For example, more than 32% of the first group of Serbian migrants used the German language at home as compared to 31% who never did so. By contrast, only 4% of BiH migrants always used the German language at home compared to 47% who never used it. The most recent group of Serbian migrants in 15% of cases always used German at home while 51% never used it. Thus in the family context, Serbian migrants tend to use the German language much more often than BiH migrants. Similar patterns were observed for the use of German during free time. The share of Serbian migrants who used it ranged between 15% and 32% while only 2% of BiH migrants did so. However, as concerns the use of German at work, the difference among BiH and Serbian migrants was very narrow: 62% and 58% respectively always used the language of the host country at the work place. As expected, among recent Serbian migrants that share is relatively smaller as only 40% of them confirmed to always use the German language at work.

Table 7

Social integration aspects

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Are you satisfied with your decision to live in Austria?	Strongly agree	41,63	64,04	59,61
	Agree	47,47	24,44	26,11
	Neither agree nor disagree	10,51	8,89	10,34
	Disagree	0,39	1,41	2,46
	Strongly disagree		1,21	1,48
	No.obs.	257	495	203
Have you encountered language-related problems during your stay in Austria?	Many difficulties	19,07	8,7	9,95
	some difficulties	43,97	43,93	49,25
	No difficulties	35,41	45,75	39,8
	Refused	1,56	1,62	1
	No.obs.	257	494	201
Have you learned (a) new foreign language/s in Austria?	Yes, I learned German	82,24	88,93	78,33
	Yes, I learned another language	1,54	3,82	6,4
	No, I didn't	15,06	8,65	16,75
	No.obs.	259	497	203
Use of German language at home, family	1- never	46,83	30,82	50,76
	2	43,25	17,55	17,77
	3	4,76	12,65	7,11
	4	1,59	6,73	9,14
	5-always	3,57	32,24	15,23
	No.obs.	252	490	197
Use of German language at work , school, university	1- never	1,59	1,85	6,7
	2	3,19	7,8	12,89
	3	12,75	12,32	16,49
	4	20,72	20,33	23,71
	5-always	61,75	57,49	40,21
	No.obs.	251	487	194
Use of German language at free time	1- never	8,17	9,57	15,08
	2	34,63	18,13	27,14
	3	38,13	25,05	31,16
	4	18,51	15,68	11,56
	5-always	1,56	31,57	15,08
	No.obs.	257	491	199

Another relevant aspect which is supposed to be strongly related to integration are the accommodation arrangements in the destination country. Breaking the numbers down by this indicator showed that 69% of BiH migrants, 43% of the first group of Serbian migrants and 60% of recent Serbian migrants had a rent contract, 9%, 24% and 12% respectively owned their accommodations or had bought it with the help of a mortgage, and about 10% each rented from the Council; for the rest accommodation was provided by the employer or in another way. The first group of Serbian migrants showed a much higher share of migrants who have their own accommodation and have invested in housing than BiH migrants, an arrangement that can be considered a long-term investment from the economic point of view but also an indicator of length of stay.

Another issue is the civic participation of migrants. This indicator showed a high underrepresentation of migrants: for all three groups, more than 90% never voted in local elections

in Austria. Only 9% of the first group of Serbian migrants and 5% of BiH migrants confirmed to have participated.

Concerning work permits and arrangements to attain the right to work in Austria, migrants from Serbia reported to not have had any difficulty in 68% of cases, but 22% reported to have had some or many difficulties. By contrast, only one third of BiH migrants did not have any difficulty in attaining a work permit while the rest of two thirds did face some or many difficulties.

BiH migrants felt to be more discriminated against in everyday life: 20% declared to be subject to discrimination in everyday life, as opposed to Serbian migrants for whom the respective share was only 5%. As concerns discrimination related to work, e.g. during the process of hiring, in relation to remuneration or how the migrants were treated at the work place, in general migrants reported less frequently to being discriminated against. In each of the work-related dimensions mentioned above the share of those discriminated against was not more than 10%. However, Serbian migrants as compared to BiH migrants reported a slightly higher frequency of discrimination related to work, except for the cases of discrimination related to the process of hiring, which seemed to be higher among BiH migrants.

As for the access to social benefits, e.g. receiving social security benefits or access to the health care system, it was found that two thirds of BiH migrants did not receive any social benefits. In the case of Serbian migrants, 49% of the first group and 79% of the second group were not beneficiaries of the social security system. Among those who did receive social benefits, it was principally through family allowances, e.g. child and housing benefits (more than 30%) and unemployment benefits (5%). Interestingly, access to such benefits is reported to have affected the migration plans of staying in Austria for one third of the first group of Serbian migrants but only for one fifth of BiH migrants. Consequently, the more migrants had access to social security benefits the larger was the share of those whose decision to stay in Austria was affected by access to such benefits and this was particularly true for Serbian migrants who were residing longer in Austria (at least for one third of them).

Finally, migrants were asked to report whether they were generally happy with the migration experience. For all three groups of migrants, between 10% and 12% answered to not agree with the statement of ‘having a happy migration experience’. 64% of the first group of Serbian migrants ‘strongly agreed’ to being happy with the migration experience, 25% ‘agreed’, whereas among BiH migrants 42% confirmed to ‘strongly agree’ and 48% ‘agreed’ with the statement of a happy migration experience. This distribution shows that migrants had a relatively high level of satisfaction with the migration experience. This outcome was uniform across the three groups of migrants but particularly Serbian migrants who were longer in the country proved to be the happiest.

Table 8

Social integration aspects II

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Ever voted in any of local elections in Austria?	Yes	5,06	8,92	3,96
	No	94,16	89,45	95,54
	Don't know/can't remember		1,62	0,5
	No.obs.	257	493	202
How do you occupy the house in which you live in Austria?	Own it outright	0,77	5,47	7,5
	Buying it with the help of a mortgage or loan	8,11	18,62	5
	Rented from a private landlord	69,11	42,71	59,5
	Rented from Council housing (Gemeindewohnungen)	8,88	10,12	10,5
	Accommodation provided by employer	6,56	13,77	9
	Other	6,56	9,31	8,5
	No.obs.	259	494	200
Problems getting a stay permit for work purposes?	Many difficulties	39,09	6,02	5,85
	some difficulties	25,93	16,39	15,2
	No difficulties	32,51	68,26	61,4
	Refused	2,47	9,34	17,54
	No.obs.	243	482	171
Discrimination in your last job?	during hiring	11,97	9,66	9,85
	in the tasks assigned	8,11	11,47	7,39
	in your remuneration	3,09	9,26	8,87
	in the way you were treated in the workplace	8,49	9,26	7,88
	No.obs.	259	497	203
Discriminated in your everyday life	Yes	19,69	4,83	1,97
	No	53,67	78,87	88,18
	don't know	26,25	15,29	8,87
		259	497	203
Where are you friends from?	International	26,25	46,37	54,95
	From the host country	3,47	4,23	3,47
	From the country of origin	61,6	33,87	29,21
	Both, from host and country of origin	9,27	15,32	12,38
	No.obs.	259	496	202
Your colleagues and work friends are? multiple answer	Austrians	55,6	48,09	35,95
	Non-Austrians	54,44	41,45	33,5
	From the country of origin	29,73	59,36	46,31
	It is only me	4,63	4,43	2,96
	No.obs.	259	497	203
Your employer is?	Austrian	68,58	52,34	51,54
	Migrant originating from the same country as yours	11,95	23,83	26,92
	Migrant originating from another country	8,41	7,57	6,15
	It is me/ don't have an employer	8,85	9,8	7,69
	Refused	2,21	6,46	7,69
	No.obs.	226	449	130
Social benefits you are currently receiving	I have not received any benefits	62,65	48,9	78,79
	Child Benefit	28,4	38,32	13,64
	Housing Benefit	2,72	8,2	4,55
	Jobseekers Allowance	5,45	3,89	2,53
	Other	0,78	0,61	0,51
	No.obs.	257	488	198
Does the level of social benefits (state assistance) IN AUSTRIA have an impact on your decision to stay/move to Austria?	YES, a very strong impact, the assistance here is substantial	8,49	28,57	14,5
	YES, it was a factor but not a major one	10,81	6,94	5,5
	NO, I didn't think about it	68,34	50,61	55
	NO, I do not receive any social benefit	11,2	9,59	24
	Refusal	1,16	4,29	1
	No.obs.	259	490	200

5. Return migration

The evidence about the potential permanent or return migration presented in Table 9 (see also Annex 2) demonstrates that 53% of BiH migrants, 80% of the first group of Serbian migrants and 61% of the second group of Serbian migrants intended to stay permanently in Austria. Serbian migrants who moved to Austria before visa liberalisation in the majority of cases intended to stay permanently while among BiH migrants and Serbian migrants who moved to Austria during the free visa regime this choice seemed to be less popular. The rest of migrants intended to go back to their country of origin: the share of those who planned to return immediately or within three years was 15% among BiH and the second group of Serbian migrants, but only 6% among the first group of Serbian migrants. 30% of BiH migrants planned to return home but not in the near future whereas 12% and 18% respectively of the first and second group of Serbian migrants had such intentions.

5.1 The profile of permanent migrants versus temporary migrants

The breakdown of return intentions by gender, age and family composition provided in Table 9 shows that potential returnees were in 60% of the cases men and 40% women, while the permanent stayers were half men and half women. The distribution by age groups demonstrates that the preference to return to the county of origin was predominant in the age groups 25-34 and 35-45, ranging between 31% and 32%. But also the preference to stay permanently was higher in these age groups: 45% of migrants in the age group 25-34 and 26% of those in the age group 35-45 preferred to stay permanently. Among the potential return migrants we found a share of 20% falling into the age group 45+, suggesting that among older migrants quite an important fraction wants to return to the country of origin. In terms of family relationships, potential returnees and permanent stayers did not show any significant differences in the distribution by marital status. The main divergence was observed depending on whether migrants moved with or without their partner: 90% of migrants who preferred to stay permanently migrated with their partner.

Table 9

Basic characteristics of potential permanent stayers versus potential return migrants

Do you intend to return to your country of origin?	Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Yes, very soon (within three years)	3,86	1,82	8,42
Yes, but in the distant future (over three years)	11,2	3,85	6,93
Yes, but I don´t know when	29,73	11,94	18,32
No, I want to stay in Austria	53,28	80,16	60,89
Don't know	1,93	2,23	5,45
obs	259	494	202

(Table 9 ctd.)

Table 9 (ctd.)

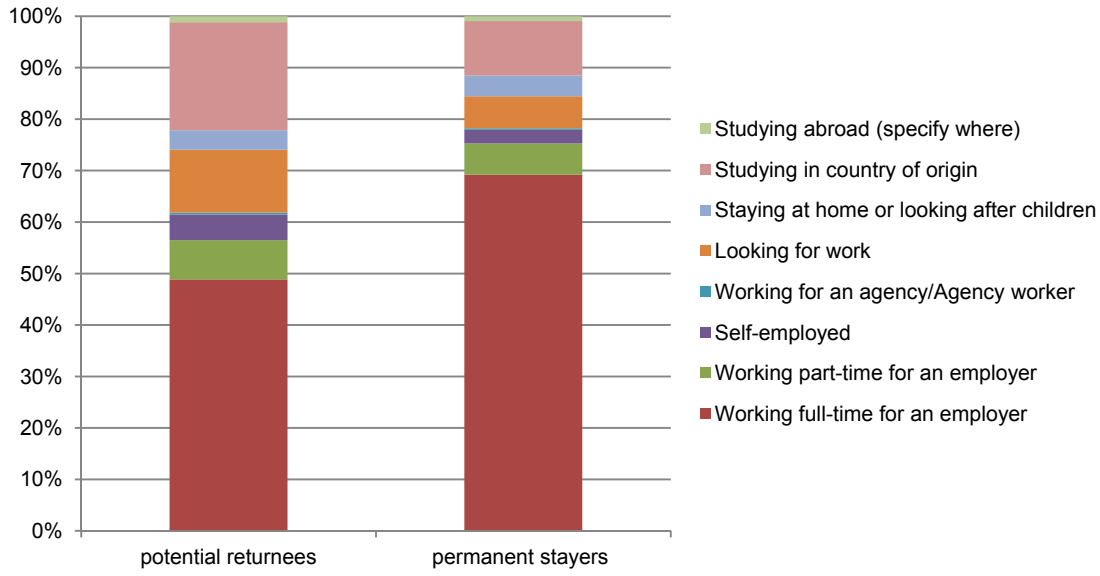
	potential returnees	permanent stayers
Gender		
Men	60	49.85
women	40	50.15
No.obs.	270	652
Age groups		
18-24	16.99	15.85
25-34	31.43	44.51
35-45	31.66	24.54
45+	19.92	14.02
No.obs.	261	649
Marital status		
married	54.48	52.59
divorced	6.34	7.47
widowed	0.75	0.76
living with partner	7.09	6.71
divorced and living with partner	0.75	0.15
single	30.6	32.32
No.obs.	268	656
Migrated with partner		
yes	83.43	89.72
no	16.57	10.28
No.obs.	169	389
Nationality of the partner		
Same or other nationality	89.05	61.7
Austrian nationality	10.95	38.3
No.obs.	137	342
No.obs.	202	517
Employment status		
Working full-time for an employer	47.76	67.84
Working part-time for an employer	7.46	5.95
Self-employed	4.85	2.59
Working for an agency/Agency worker	0.37	0.3
Looking for work	11.94	6.1
Staying at home or looking after children	3.73	3.96
Studying in country of origin	20.52	10.37
Studying abroad (specify where)	1.12	0.91
Other	2.24	1.98
No.obs.	268	656
The way in which you occupy the house in Austria		
Own it outright	4.1	4.73
Buying it with the help of a mortgage or loan	5.6	16.49
Rented from a private landlord	64.18	49.01
Rented from Council housing (Gemeindewohnungen)	9.33	9.77
Accommodation provided by employer	8.58	12.21
Other	8.21	7.79
No.obs.	268	655

This trend was also observed controlling for the nationality of the partner, suggesting that permanent stayers had in 38% of the cases a partner who was of Austrian or another nationality (from the country of origin), whereas among returnees the partner in almost 90% of cases had the same nationality as the migrant.

Controlling for other socio-economic determinants such as employment and housing arrangements, it appeared that migrants preferring permanent stay in more than two thirds of cases were employed full-time whereas less than half of potential returnees had this employment status. Moreover, 10% of returnees were unemployed or looking for work compared to only 6% of potential permanent stayers with this status. The rest was distributed among migrants who 'worked part-time', were 'self-employed' or were 'continuing their studies'. Thus, those migrants who would prefer to remain permanently had a better employment position than potential returnees. The housing situation or the way that migrants have arranged their accommodation in the destination country showed that permanent stayers in 50% of the cases have chosen to rent an accommodation as compared to 64% of potential returnees in this category. Most importantly, more than 22% of permanent stayers were owners of an accommodation, e.g. had bought it with the help of a mortgage, differently from potential returnees who only in 10% of cases own their accommodation. Other forms of accommodation were through renting of houses offered by the municipality, at around 10%, and accommodation provided by the employer, ranging between 8% and 12%. Thus, potential permanent stayers as compared to potential returnees report better employment positions and have engaged in long-term investments in the destination country such as the choice of buying a house or an apartment in the destination country.

Figure 7

Employment status of potential permanent stayers versus potential returnees



5.2 Migration purposes and outcomes: permanent versus temporary migrants

Do migration motives and outcomes of the migration experience of temporary migrants (or those who intend to return to the country of origin) diverge from the experience of migrants

who plan to stay permanently? This comparison is relevant to show the causality between migration plans, e.g. temporary or permanent migration, and the outcomes of the migration experience, positive or negative ones.

Table 10

Causes and outcomes of the migration decision: permanent versus returnees

	Potential returnees	Potential permanent stayers
Main reasons for coming to Austria on this occasion?		
To look for work	24.07	11.47
To take a job I had been offered	17.41	4.13
Better career prospects	3.33	6.27
To earn more money	7.04	25.54
To save money/send money home	0.37	2.29
Higher standard of living	4.07	11.16
Better prospects for children	1.85	1.99
To study	21.48	14.83
To learn a language	2.96	1.38
To live with or be closer to friends or family	7.41	10.7
Accompany family or friends who were moving	4.81	4.74
To experience living abroad/another culture	1.11	0.92
An adventure/new experience	1.85	1.5
Political situation in Serbia	1.85	1.9
No. Observations	269	642
Most positive impact of your stay abroad?		
Found a better job	37.55	21.79
Succeeded in learning new language and skills	26.77	21.33
Made more money	11.52	26.74
Improved household standard of living	7.06	12.83
Paid off my debts	0.74	2.16
Helped my family	2.97	4.48
Feel to have more opportunities now	11.15	9.43
Other	2.23	1.24
No.obs.	269	647.00
Any negative impact of your stay?		
No	72.59	88.24
Yes, a negative impact on family relationship	3.87	4.27
Yes, I'm doing a job below my education and skills level	4.07	2.90
Yes, insecurity regarding the future	6.3	2.75
Yes, I have faced discrimination	11.85	1.22
Yes, other	1.48	0.61
No.obs.	270	655.00
Have you encountered language-related problems during your stay in Austria?		
Many difficulties	24.16	6.13
Some difficulties	46.84	45.09
No difficulties	26.77	47.55
Refused	2.23	1.23
No.obs.	269	6.52
How often do you use the German language?		
Family, home		
1- never	63.12	29.06
2	23.19	25.04
3	7.6	9.89
4	4.18	6.49
5-always	1.9	29.52

(Table 10 ctd.)

Table 10 (ctd.)

	Potential returnees	Potential permanent stayers
How often do you use the German language?		
No. Observations	263	647
Work , school, university		
1- never	5.77	1.56
2	9.62	6.85
3	13.85	12.62
4	30.38	16.98
5-always	40	61.99
No. Observations	260	642
Free time		
1- never	16.23	7.99
2	38.49	19.05
3	30.19	28.57
4	12.83	16.44
5-always	2.26	27.96
No.obs.	265	651
Have you been discriminated in your last job?		
Yes, during hiring	11.44	9.59
Yes, in the tasks assigned	12.55	8.52
Yes, in your remuneration	11.81	6.09
Yes, in the way treated in the workplace	14.02	6.54
No.obs.	270	657
Have you been discriminated your everyday life?		
Yes	15.13	5.33
No	84.87	94.67
No.obs.	271	657
Are you satisfied with your decision to live in Austria?		
Strongly agree	30.37	68.81
Agree	45.19	25.08
Neither agree nor disagree	21.85	3.98
Disagree	1.11	1.38
Strongly disagree	1.48	0.76
No.obs.	270	654

First, we start with the decomposition of the migration motives for potential returnees and permanent migrants. As is shown in Table 10, the first group of migrants (potential returnees) moved to Austria mainly with the purpose of 'looking for work' (24%), to study (22%), take a job offer (17%), to earn more money (7%), to live or be closer to family or friends (7%) and for other reasons. The second group of migrants, potential permanent stayers, reported to have migrated to Austria mainly to earn more money (26%), to study (15%), to look for a job (12%), because of the higher standard of living (11%), to be closer to the family and friends (11%) and for other motives but of lower relevance. Thus, for potential returnees employment and studying opportunities were the main drivers that induced them to move to Austria. By contrast, among permanent stayers we find more migrants who moved because of better earning opportunities and a higher standard of living.

But what are the outcomes of the migration experience for the groups of migrants who plan to stay permanently or to return? The patterns of positive migration outcomes show that

among permanent stayers more than one fifth succeeded in finding a better job, one fifth succeeded in learning a new language, more than 27% made more money, 13% improved their standard of living and 9% felt to have more opportunities; the rest listed other motives, e.g. helped the family or paid off debts. Among potential returnees, more than one third of migrants succeeded in finding a better job, 27% succeeded in learning a new language, 12% made more money and 11% felt to have more opportunities; the rest listed other less important outcomes. Overall, potential returnees who moved to Austria with the purpose of attaining better employment or taking a job offer managed to succeed in their purpose. Besides, potential permanent stayers who migrated with the purpose of making more money to some extent managed to earn more.

Concerning negative outcomes, permanent stayers declared that in 88% of cases they did not experience any negative impact from the migration experience. Those who reported negative outcomes of the migration experience listed the negative impact on family relationships (4%), having a job below their level of qualification (3%), insecurity regarding the future (3%), and facing discrimination (2%). Among potential returnees, the share of those who had experienced a negative migration outcome was higher: only 73% answered to not having been negatively affected by the migration experience. Those who confirmed to have experienced a negative impact mainly mentioned cases of discrimination (12%), insecurity regarding the future (6%), having a job below their level of qualification (5%) and the negative impact on family relationships (4%). Thus returnees appeared to be more negatively affected by the migration experience, even though this was true only for one fourth of the migrants and mainly for reasons of discrimination and insecurity regarding the future.

Looking at other migration experience-related outcomes such as the knowledge and usage of the destination country language shows that almost half of potential permanent stayers did not encounter any difficulty related to learning the German language. The rest of 45% declared to have faced some difficulties and only 6% of them faced many difficulties. In contrast, amongst potential returnees, 24% faced many difficulties in learning the language, 47% declared to have faced some difficulties and 27% did not have any language-related problems.

Moreover, amongst permanent stayers only 30% never used the German language at home, while amongst potential returnees 63% did so. Concerning the use of German at work, at university or during free time, permanent stayers confirmed to have a much more intensive usage as compared to potential returnees: 62% of the permanent stayers always used the German language at work, while only 40% of potential returnees did so. Thus, the usage of the German language in a family, working and everyday life context, which is also an indicator of integration, suggests that permanent stayers as compared to potential re-

turnees not only had encountered less language-related problems but also made more intensive use of the destination country language within different life domains.

As for discrimination-related questions, in more than 85% of cases migrants reported to not have experienced discrimination e.g. in the process of hiring, concerning remuneration, assignment of tasks or the way they were treated at the workplace. Nevertheless, among potential returnees the cases of discrimination were relatively higher than among permanent stayers, particularly related to remuneration: 12% versus 7%; tasks assigned: 13% versus 9%; during hiring, 12% versus 10%; and how they were treated at the workplace: 14% each.

By and large, the results about the satisfaction with life during migration in Austria distinguished potential permanent stayers from potential returnees. More than two thirds of the former group of migrants answered to 'strongly agree' to be happy with the migration experience, 26% 'agreed' to be happy and only 5% 'disagreed' or 'neither agreed nor disagreed' to be happy with the migration experience. In contrast, amongst the latter group of migrants, less than a third 'strongly agreed' to be happy with the migration experience, 45% 'agreed' and 23% 'disagreed' or were reluctant to sustain the statement of 'being happy' with the migration experience. These findings show that migrants in the majority of cases report to be relatively happy with the migration experience but potential permanent stayers appeared to be distinctively happier with the migration experience and the decision to live in Austria than the potential returnees.

5.3 Labour market performance: permanent versus temporary migrants

What is the performance of migrants in the host country's labour market and how have migrants' occupations evolved during the migration experience? Are highly skilled workers employed in occupations below their level of qualification?

We start with a number of indicators that attempt to show human capital formation and the qualification levels of migrants, distinguishing between permanent and potential return migrants. From the breakdown of the statistics by temporary or permanent migration intentions and educational level of migrants (presented in Table 11, Annex A2) it emerges that secondary level of education was predominant among the two groups of migrants, with a share of 42% and 44% respectively among potential returnees and permanent stayers. Migrants with vocational education had a share of 30% among the former group of migrants and of 19% among the latter group. As concerns migrants with a primary level of education, the share was much higher among permanent stayers than among returnees, 12% versus 7%. At the same time, however, among permanent stayers there was a slightly higher share of migrants who were highly educated: 25% versus 20% found among potential returnees. Thus to some extent, the majority of migrants was found to have a

medium level of education but among permanent stayers there was a higher polarisation in education levels since this group there were more migrants with primary education but also those with a high level of education.

Do migrants enhance their human capital in the destination country? Do they invest further in educational attainment and improvement of their qualifications?

These questions are answered from the following statistics. First we found that more than half of permanent stayers did not ask for the recognition of an educational degree attained in advance in the country of origin or in another country. However, the rest of permanent stayers did ask for the recognition of their educational degree and in more than 31% of cases they attained it without difficulty, 7% attained it with some difficulty and 8% were in the process of having their degrees recognised. By contrast, among returnees more than two thirds did not start any procedure for the recognition of their educational degrees attained at home or abroad and among those who did so only 17% attained it without difficulty, 5% attained it with some difficulty, and 9% were still waiting to attain the recognition.

Table 11

Human capital formation in the destination country, potential permanent stayers versus returnees

		potential returnees	permanent stayers
Education level	Primary	7,12	12,11
	Vocational	29,59	18,63
	Secondary	41,57	43,94
	Undergraduate degree (e.g. BA/BSc)	13,11	15,68
	Masters degree (e.g. MSc/MA)	7,12	7,45
	Doctorate (e.g. PhD)		2,02
	Refused	1,5	0,16
	No.obs.	267	644
Did you request recognition of your degree			
	Yes, and I received it without difficulty	16,48	30,96
	Yes, and obtained it with great difficulty	4,87	7,29
	Yes, but I am still waiting for it	8,61	7,62
	No, I did not ask for it	68,54	52,51
	Refused	1,5	1,62
	No.obs.	267	617
Did you have the opportunity to gain additional skills or qualifications in Austria?	Yes, and I obtained them without difficulty	16,73	35,38
	Yes, but I obtained them with great difficulty	4,83	7,85
	Yes, but I am still waiting for it	8,18	6,31
	No, I am not interested	66,91	48,77
	refused	3,35	1,69
	No.obs.	269	650
Have you acquired new skills on the job, in Austria?	Yes	18,82	46,27
	No, I do/did not	81,18	53,73
	No.obs.	271	657

(Table 11 ctd.)

Table 11 (ctd.)

		potential returnees	permanent stayers
Acquired new skills outside the job (e.g. private or public training courses) in Austria?	Yes	22,88	55,1
	No, I do/did not	77,12	44,9
	No.obs.	271	657
Did you enhance your educational level with a higher degree, in Austria?	Yes	11,44	35,46
	No, I didn't	88,56	64,54
	No.obs.	271	657
Did you acquire a new profession in Austria?	Yes	12,55	38,81
	No, I didn't	87,45	61,19
	No.obs.	271	657
Acquired a certificate for the new profession in Austria?	Yes	8,12	35,16
	No, I didn't	91,88	64,84
	No.obs.	271	657
Have you learned (a) new foreign language/s in Austria?	Yes, I learned German	81,18	86,45
	No, I didn't	18,82	13,55
	No.obs.	271	657
Occupational status	Corporate managers		
	Corporate managers	2,03	0,43
	Managers of small enterprises	1,35	0,86
	Physical, mathematical and engineering science professionals	4,73	4,28
	Life science and health professionals		3,85
	Teaching professionals		2,14
	Other professionals	2,03	3,85
	Physical and engineering science associate professionals	0,68	1,71
	Life science and health associate profes-sionals	4,73	3,21
	Other associate professionals	10,81	6,85
	Office clerks	1,35	4,93
	Customer services clerks		2,14
	Personal and protective services workers	22,97	18,20
	Skilled agricultural and fishery workers	0	0,21
	Extraction and building trades workers	10,14	7,28
	Metal, machinery and related trades workers	4,05	4,28
	Precision, handicraft, craft printing and related trades workers		0,43
	Other craft and related trades workers	1,35	5,14
	Machine operators and assemblers		0,00
	Drivers and mobile plant operators	6,76	3,85
	Sales and services elementary occupations	10,81	20,13
	Agricultural, fishery and related labourers	16,22	6,21
	No.obs.	148	467
Occupational mismatch: Regarding your current job, do you think that:	You are not sufficiently prepared, don't have the appropriate qualification level	1,82	1,59
	You are overqualified, could have a job that matches with the qualification level	14,55	11,73
	Have the right qualification and skills to do it	73,3	78,73
	Don't know	7,88	6,16
	Refused	2,42	1,79
	No.obs.	165	503,00

Another indicator for further enhancement of human capital in the destination country were the opportunities offered to migrants to improve their education levels and skills and how they embraced these opportunities. For example, more than 36% of permanent stayers took such opportunities, versus 17% of returnees. In particular, more than 46% of permanent stayers attained additional skills on the job compared to only 19% of returnees who did so; more than 55% of permanent stayers also acquired new skills outside the job, e.g. private or public training courses, versus 23% of returnees.

Furthermore, 39% of potential permanent stayers declared to have acquired a new profession in Austria versus 13% of potential returnees who similarly did so. Those who attained a new profession in Austria declared also to have certified the new profession.

Generally, it appeared that permanent stayers, apart from having more migrants with primary and high education level, they invested in human capital in the destination country much more than the returnees did. These findings also suggest that potential returnees might be negatively selected since migrants with better skills and those who have improved their human capital in the destination country are more willing to choose staying permanently, while the opposite is true for the potential returnees.

But how do potential stayers versus potential returnees perform in the labour market? For that we investigate further the occupational distribution taking into account the educational level, occupation of migrants before migrating to Austria, the incidence of occupational switching in the country of destination, the self-assessment of the migrant concerning the match between its qualification level and qualifications required for the job, and through an assessment of the match between ISCED education level and the ISCO occupational skill level.

Using, two digit ISCO (International Standard Classification of Occupations)10 the main occupational categories for the permanent stayers are ‘Sales and services elementary occupations’, 20%, ‘Personal and protective services workers ‘ at 18%, ‘Extraction and building trades workers’, and ‘Other associate professionals’ at 7% each, ‘Agricultural, fishery and related labourers’ at 6%, ‘Other craft and related trades workers’, ‘Office clerks’ at 5% each, ‘ Physical, mathematical and engineering science professionals’, ‘Life science and health professionals’, ‘Metal, machinery and related trades workers’ at a share of 4% and other categories at lower shares. Differently, potential returnees used to work mainly as ‘Personal and protective services workers’ at 23%, ‘Agricultural, fishery and related labourers’ at 16%, ‘Other associate professionals’ and ‘Sales and services elementary occupations’, at 11%, ‘Extraction and building trades workers’ at 10%, ’Drivers and mobile plant operators’ at 7%, ‘Life science and health professionals’, ‘Physical, mathematical and en-

[10] See Table 13, Annex A1, for further details about ISCO skill level.

gineering science professionals' at 5% each, and other categories with less important shares.

By summarising the categories of occupation by ISCO skill level we found that respectively 26% and 27% of permanent and potential returnees did jobs of first ISCO skill level, about 46% in each group did jobs of second ISCO skill level, 12% versus 16% did jobs of third ISCO skill level, and 15% versus 10% did jobs of fourth ISCO skill level. Consequently, while similar shares of permanent and potential returnee migrants reported to perform first and second ISCO skill level occupations, more returnees did jobs of third ISCO skill and more permanent migrants did jobs of fourth ISCO skill. Thus, to some extent, compared to potential returnees, there was a higher share of permanent stayers performing high qualified jobs.

Table 12

Occupational skill level, potential permanent stayers versus returnees

		potential returnees	permanent stayers
Occupational mobility	Did you ever alternate periods in higher with lower qualified jobs?		
	Yes, often	14,77	40,06
	Yes, sometimes	14,39	17,57
	Rarely	15,53	11,71
	Never	55,3	30,66
	No.obs.	264	649
	Ever accepted a job below your level of qualifications, did you do so		
	Because you thought you would be spending only a short time in Austria	11,56	5,72
	no qualified job offers for immigrants in Austria	13,29	7,56
	no labour market to absorb qualified labour	3,47	2,03
	because they only offer certain types of jobs to your fellow citizens	17,92	10,7
	because you need to earn money regardless of the type of job	53,76	73,99
	No.obs.	173	542
Occupational skill level before migration	ISCO skill level 1	21,05	15,51
	ISCO skill level 2	34,74	53,06
	ISCO skill level 3	30,53	14,69
	ISCO skill level 4	13,68	16,73
	No.obs.	95	245
Occupational skill level after migration	ISCO skill level 1	27,97	26,68
	ISCO skill level 2	48,25	47,07
	ISCO skill level 3	16,78	11,93
	ISCO skill level 4	6,99	14,32
	No.obs.	143	431

Migrants were asked to indicate whether their occupation in the destination country was appropriate to their qualification and skill levels. The results indicated that 79% of permanent stayers and 73% of potential returnees stated to have a job that matched with the qualification level of the migrant. However, among returnees there was a higher share of migrants who declared to have a job below their level of qualification, 15% versus 12%.

Thus, permanent stayers compared to potential returnees reported to have a better matching between the level of qualification and occupational skill level.

Furthermore, in Table 11, Annex A1, we investigated the occupational mobility of migrants from the country of origin to the destination country. Initially migrants were asked whether they used to alternate periods of high/low qualified jobs. It was confirmed that 31% of permanent stayers never experienced such periods but for 40% this was often the case, for 18% of migrants only in some cases and for 12% only in rare cases. Among potential returnees more than half reported to have never had alternated periods of low and high qualified jobs and only in 15% of the cases they often did so, 14% did only in some cases and 16% only rarely.

Asked about the reason why migrants accepted to have a job below their level of qualification showed that the main motive was 'the need to earn independently of the type of job', for 74% of permanent stayers versus 54% of potential returnees. Other motives, particularly among potential returnees were: 'because only certain types of jobs are offered to certain fellow citizens', at 18%, 'because no qualified jobs are offered to immigrants in Austria' at 13%, and because 'thought that I would be spending only a short time in Austria', 12%.

Table 13

ISCO-88 major groups and skill level

Major group		ISCO skill level
1	Legislators, senior officials and managers	4th
2	Professionals	4th
3	Technicians and associate professionals	3rd
4	Clerks	2nd
5	Service workers and shop and market sales workers	2nd
6	Skill agricultural and fishery workers	2nd
7	Craft and related workers	2nd
8	Plant and machine operators and assemblers	2nd
9	Elementary occupations	1st
0	Armed forces	-

These findings suggest that permanent stayers were more willing to accept jobs below their level of qualification. Even though the main reason was principally the need to earn more, this choice was coherent with the main motive of migration for the permanent stayers. by contrast, potential returnees chose to do underqualified jobs less frequently and mainly for earning purposes, but according to their view they did so also because 'fewer opportunities of high-qualified jobs are offered to immigrants in Austria'.

Figure 8

Shifts in occupational skills level before and after migration, potential returnees

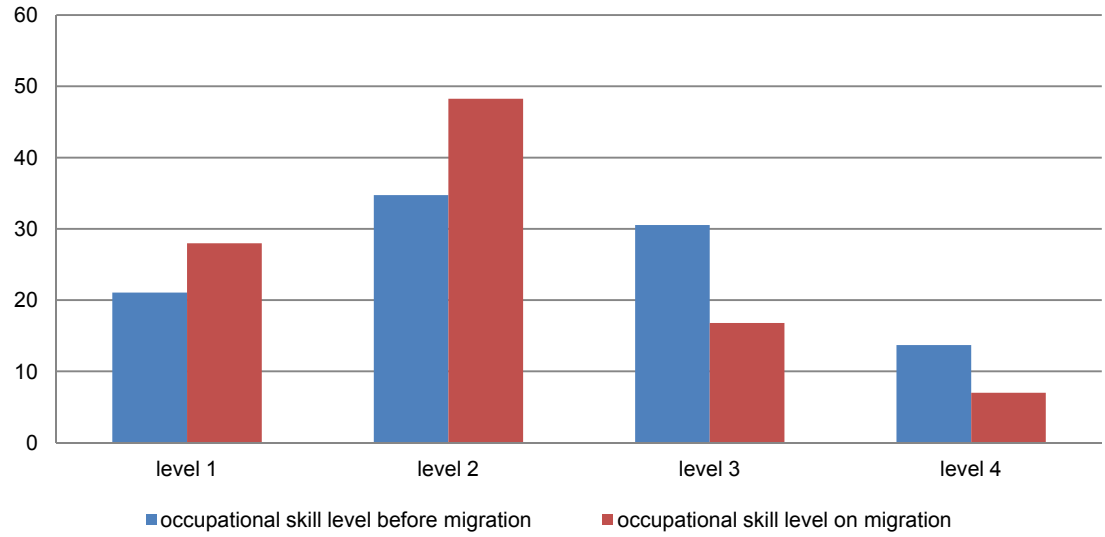
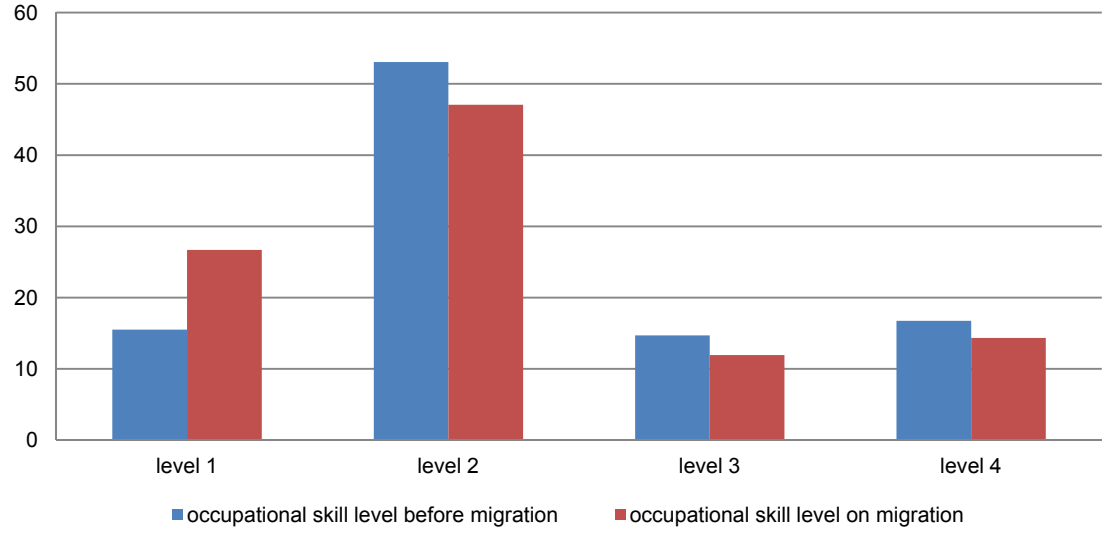


Figure 9

Shifts in occupational skill levels before and after migration, potential permanent stayers



To disentangle further occupational mobility, the statistics were broken-down by ISCO occupational skill level before and during the migration experience. The main findings were that among permanent stayers before migration, 15% of migrants used to fall into the category of first ISCO skill level, 53% at second ISCO skill level, 15% at third ISCO skill level and 17% at fourth ISCO skill level. Concerning potential returnees 21 % of migrants belonged to the category of first ISCO skill level, 35% at second ISCO skill level, 31% at third ISCO skill level and 14% at fourth ISCO skill level. During the migration experience the distribution by ISCO skill levels changed. Accordingly, there was a higher share of perma-

nent stayers falling within the category of first ISCO skill level, at least 10 % more, and less migrants for each of the rest of ISCO skill levels, respectively a reduction of 6, 3 and 2.5 % points for the second, third and fourth ISCO skill levels. The patterns appeared slightly different among potential returnees who on migration used to have a higher share of migrants falling into the first and second ISCO skill level, correspondingly higher by 7 and 13% points, and much lower shares of migrants at the third and fourth ISCO skill levels, at least by 14 and 7% points. Such findings indicate that not only potential returnees but also potential permanent stayers have experienced a considerable shift in lower occupational skill levels but the decline was sharper especially among potential returnees whose occupation before migration used to be classified within third and fourth ISCO skill level. Therefore, the move to jobs below the occupational skill before migration was more remarkable among potential return migrants than permanent stayers. Consequently, the former group of migrants, apart from having invested less in improving the human capital in the destination country, turned out to have more frequently experienced skill-job mismatching compared to permanent stayers.

6. Empirical analysis of permanent versus temporary migration and labour market mismatch

According to the literature it is quite frequent that individuals are employed in jobs where the education level required to perform it properly does not correspond to the occupational skill level. The incidence of so-called over/under-qualification appears to be particularly common among migrants compared to natives. This mainly because of imperfect transferability of human capital, imperfect information about the labour market of the destination country, language barriers, discrimination but also lack of innate ability, Chiswick (2009), Piracha (2011), Leuven and Oosterbeek (2011).

The education-occupation mismatch, caused mainly by the imperfect transferability of skills from the origin to the destination country, has to do particularly with the practice of recognition of diplomas or the education attained in the country of origin, knowledge of the language in the destination country and its usability at work or outside work, Chiswick and Miller (2009). Piraccha (2011) also suggests looking at pre-migration education-occupation matching, since the post migration mismatch might often occur because of the pre-migration mismatch. He also argues that if this not the case, and migrants are experiencing an imperfect education – occupational skill matching only in the destination country, then the causes would likely lie in the transferability of human capital or discrimination at work, e.g. in the process of hiring, assignment of tasks, etc.

Additionally, a number of theoretical and empirical papers argued that migrants are willing to accept jobs below their level of qualification/skills under the expectation that they will be able to improve their employment position after having gained some experience and after

having attained better information on the mechanisms of the new host country labour market, Groot & Maassen van den Brink (2000), Chiswick & Miller (2009), Gautier (2002). This argument is also in line with Sicherman & Galor (1990, 1991) career mobility/human capital theory which can be also extended to the case of migrants.

The analysis of education-occupation mismatch has been addressed mainly by comparing how natives perform relative to migrants. In this paper, we shall concentrate our analysis on human capital formation in the destination country, how this affects the educational – occupational matching for migrants in general, and how this relates to permanent and temporary migration choice. Dustmann et al. (2011) argue that '*skills should be accumulated where the cost is low and applied where the reward is high'.* Accordingly, an increase in human capital in the destination country might delay the return to the country of origin if the learning period abroad is more productive so that the marginal gains are higher than the marginal costs of the decision not to return or to delay the return. However, the decision to enhance skills might also inversely depend on the decision to return or stay permanently.

Migrants who plan to stay permanently might be more willing to invest further in their human capital, but the opposite might be true for migrants who plan to stay only temporarily. Besides, such decision will also depend on earnings expectations for the human capital gained abroad not only in the destination country but also in the country of origin. Therefore, differences in the migration decision, whether to stay temporarily or migrate permanently, might make an important difference in labour market outcomes, and in particular on educational – occupational matching.

Thus our purpose is to extend the analysis on causes and determinants of labour market performance in terms of education-occupation skill matching and investigate how this relates to the decision to return or stay permanently in the destination country. Thus, do migrants who plan to stay permanently invest more in human capital during the migration experience? Do potential returnees tend to invest less? To address these questions, we first investigate whether improvement of education/ skill level in the destination country and other determinants affect labour market performance or attainment of a better education-occupation skill matching and, secondly, we check whether migrants who are more willing to stay permanently invest more and consequently have higher probabilities to attain a better matching.

6.1 Methodology

We first have to define the concept of education–occupation mismatch. According to the literature 'an individual is overeducated if s/he has education in excess of that required to do his/her job, irrespective of the salary paid to the worker, and an individual is defined as

undereducated if s/he has less education than is required to do his/her job' (Green et al., 1999).

Methods used by researchers to measure the extent of education–occupation skill mismatch and over/under-education are grouped in: methods that use information concerning education and occupational skill level, the so called job analysis method; methods that rely on self-assessment of migrant workers about the adequate level of qualification required for performing the job; and the method of realised matches which analyses the standard deviations from the mean education level obtained from the group of workers carrying out the same job, Piracha (2012).

Each of these methods has weak and strong points, e.g. the first method is more objective than the second one which is based on self-assessment, while the third method is mostly demand- and supply-driven. In our analysis we followed the first and second methodologies which are closer to our purpose.

In particular, following the first method we constructed the education-occupation skill match using information about the education skill level according to ISCED (International Standard Classification of Education) [11] and ISCO-88 occupational skill level (International Standard Classification of Occupations). [12]

Following ISCO-88, the main categories are (1) legislator, senior official and manager; (2) professional; (3) technician and associate professional; (4) clerk; (5) service worker or shop and market sales worker; (6) skilled agricultural or fisheries worker; (7) craft or related trades worker; (8) plant or machine operators assembler; (9) elementary occupations and (10) armed forces. The ten ISCO-88 major categories are delineated with reference to four broad skill levels which are defined in accordance with ISCED. Normally there are significant skill level differences within each of the major groups but skill level one would comprise the less skilled occupations such as group (9). Skill level two includes five of the eight major groups, (4), (5), (6), (7) and (8), which are considered to be at the same skill level. Skill level three would comprise more skilled jobs such as categories (3), (2) and (1).

The ISCED education skill level 1 comprises primary level of education; skill level 2 comprises secondary level of education; skill level 3 comprises vocational level of education; and skill level 4 comprises tertiary level of education. (For further details see also Tables 13-14, Annex A1.) The correspondence between the education and occupation skill level defines whether the person is overqualified (education is higher than occupational skill level), underqualified (education is below the occupational skill level) or has a correct matching of these two skill levels.

[11] ISCED: http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx

[12] See Tables 13-14, Annex A1, for further details about ISCED and ISCO skill levels.

This approach, which has been applied by OECD (2007) and Piracha (2011), facilitates comparison and provides a proxy for over/underqualification. At the same time there are some disadvantages, particularly related to the level of aggregation which might ignore the specificities of education and occupation characteristics in origin and destination countries. Thus, to complement the analysis, we analysed the incidence of education–occupational skills match from another angle which is based on worker self-assessment of the correct match. This method may be biased because of the subjectivity of answers but still has the advantage of offering the migrant workers' perspective about how adequate they perceive their education–occupational skills matching in the destination country.

6.2 Empirical specifications

The empirical part of our analysis is structured as follows. First, we test the performance in the host labour market in terms of over / under-qualification using the comparison between ISCED and ISCO-88 skill level. Following Dustmann (2011), Chiswick and Miller (2009) we check whether investing in improving the skills and qualification in the destination country raises the chances to attain a correct match. Secondly we will use the method of worker self-assessment to evaluate the education – occupation skill matching and how the subjective assessment methodology performs compared to the job analysis methodology.

The empirical strategy is based on discrete choice modelling and bivariate probit estimates. First we run a simple multinomial probit model and analyse the determinants of having a correct match compared to being over/ under qualified, Chiswick and Miller (2009) Piracha (2009, 2011). The estimation results are presented in Table 15-16, Annex A2.

Secondly, to control for endogeneity of intentions to stay permanently we simultaneously estimate the equation determining migration intentions jointly with the equation of labour market performance. A similar approach has been applied by Mara (2010) following Miranda and Rabe-Hesketh (2006). In our case, three categories of outcomes can be constructed from the comparison of education and occupation skill levels: those who are correctly matched, those who are overqualified (education is higher than occupational skill level) and those underqualified (education is below the occupational skill level). This variable can be categorical but not an ordinal one. For this reason we deviate from the methodology applied by Mara (2010) and run a bivariate probit model which allows simultaneously estimating the equation of migration intentions (permanent or temporary intentions) jointly with the equation of labour market performance (correct matching versus over- or under-qualified).

As discussed above, we will distinguish between two specifications: a first specification that considers the educational – occupation skill matching using ISCED and ISCO skill level

and the second specification that considers worker self-assessment about the adequacy of skills in performing the job.

In our context, labour market performance (matching versus over-/under-qualification) is assumed to depend on a set of personal characteristics, e.g. demographic socio-economic ones, human capital formation determinants, destination country and migration related determinants e.g. discrimination, expectations, satisfaction with life in migration and other variables that determine labour market performance of migrants from Serbia and BiH. The labour market outcome, match education-occupation skill level is given as follows:[13]

$$MEO_i = \beta_{1i} * X_i + \beta_{2i} * H_i + \delta * MP_i + \varepsilon_{1i}$$

where

$$MEO_i = \begin{cases} 1 \;\; if \;\; \text{ISCED} = \text{ISCO} \\ 0 \quad\quad \text{otherwise} \end{cases}$$

H_i stand for human capital related determinants, e.g. having learned German, having attained the recognition of the educational degree in Austria, having enhanced education in Austria, having acquired new skills on the job in Austria, having alternated periods of low/high qualified jobs in Austria, X_i stand for personal characteristics and migration experience related variables e.g. gender, age group, living in Vienna, originating from Serbia, and MP_i stands for intentions to stay permanently or not; ε_i is the stochastic error term.

The intention to stay permanently, MP_i, is endogenous and other variables such as investment in human capital, education or the acquisition of new skills abroad, duration of stay abroad, age, etc. are taken as exogenous.

The intention to stay permanently, that enters the labour market outcome equation, depends on certain personal characteristics but also on other determinants that relate to migration experience. Thus we will denote as MP_i the migration intentions, $MP_i = 1$ if the migrant has the intention to stay permanently, and $MP_i = 0$ if the individual has the intention to return home. Likewise we formulate the intention of migrants as follows:

$$MP_i = \beta_{1i} * X_i + \beta_{2i} * ME_i + \varepsilon_{2i}$$

where

$$MP_i = \begin{cases} 1 \;\; if \;\; \text{permanent intentions} \\ 0 \quad\quad\quad \text{otherwise} \end{cases}$$

[13] In the first specification MEO_i takes value 1 in case of a match between the education and skill occupational level. In the second specification MEO_i takes value 1 if the migrant confirmed to have an adequate level of qualifcation to carry out the job and 0 otherwise.

The explanatory variables included in the deterministic part of the equation are personal characteristics X_i, e.g. age, education, migrated with the family, type of accommodation in Austria, satisfaction with the migration experience, etc. and migration experience related variables ME_i such as the connection with networks at home and abroad, household members' intentions to migrate, labour experience abroad.

The unobserved characteristics that determine education-occupation skill match and intentions to stay permanently might be correlated. If this is the case the error terms in the equation of education-occupation skill matching might be correlated with the determinants of intentions to stay permanently and as a consequence the intentions to stay permanently is endogenous to the education-occupation skill match. The estimation of equations with a bivariate probit model allows estimating the relationship between the education-occupation skill match and intentions to stay permanently. In this specification the intentions to stay permanently captures not only the determinants of migration plans but also their effect on education-occupation skill match. The two equations can be estimated by bivariate probit as a system of equations of the type:

$$\begin{cases} MEO_i = \theta_1 + \beta_{1i} * X_i + \beta_{2i} * H_i + \delta * MP_i + \varepsilon_{1i} \\ MP_i = \theta_2 + \beta_{1i} * X_i + \beta_{2i} * ME_i + \vartheta * R_i + \varepsilon_{2i} \end{cases}$$

and

$$\begin{pmatrix} \varepsilon_{1i} \\ \varepsilon_{2i} \end{pmatrix} \sim \mathrm{N} \begin{pmatrix} 0 \\ 0 \end{pmatrix}, \begin{pmatrix} 1 & \rho \\ \rho & 1 \end{pmatrix}$$

where the error terms ε_{1i} and ε_{2i} are assumed to be correlated and bivariate normally distributed; R_i are the identifying restrictions which determine the endogenous variable in this case intentions to stay permanently (e.g. migrated with children, migrated with partner, invested and bought own accommodation in Austria); and θ_1, θ_2, δ , ϑ , β_1 and β_2 are the parameters to be estimated.

The choice of identifying restrictions requires that these determinants are correlated with the endogenous variable, (intentions to stay permanently) but not with dependent variable of education-occupation skill match equation. In our context, the selected identifying restrictions are migrating with the partner and migrating with the child since the group of migrants that moves abroad together with their family tend to stay permanently and those who choose to return quite often do it for family motives or because their family members are still in the country of origin, Constant and Massey (2003), Piracha (2009). The decision to invest and acquire an accommodation in the destination country is also a sign of a long term investment which might signal that the migrants have a high preference to stay for a long time or permanently in the destination country. But such choice might not have any

correlation with the education-occupation skill matching. The estimation results are presented in Table 17-18, Annex A2.

7. Estimation results

Our aim is to analyse the incidence of being employed in a job that requires a certain level of qualification that matches with the education-skill level. The comparison of education skill level with occupational skill level results in an education – occupation match, over-/under-qualification depending on whether the education-skill level is respectively similar, higher/lower than the skill level required to perform the job. Thus, migrants might end up performing jobs for which they are adequately qualified or over-/under-qualified. In this context, using a multinomial probit model allows to analyse the determinants of each of these outcomes. Here we will distinguish between men and women and migrants with permanent intentions versus those who have intentions to return to the country of origin.

The descriptive statistics on subjective evaluation showed that the share of migrants who have an appropriate education-occupation matching for the job performed is almost 49%. The rest of 43% were overqualified and 8% were under-qualified. Thus our dependent variable can be specified as categorical taking value 1 if education-occupation matching occurs, value 2 if over-education occurs, and value 3 if under-education occurs. The estimation results for the entire sample and separately for men and women are presented in Table 15. The estimation results distinguishing between permanent and potential returnees are presented in Table 16 in Annex A2.

a. Estimation results: matching versus over- or under-qualified employment

a.1. Correctly matched versus over-qualification

The estimation results for the human capital determinants for overqualified migrants, using as a comparison group correctly matched migrants (Table 11), show that migrants who before migration used to have a job adequate to their education level are less likely to fall into the category of overqualified. This finding is in line with the one obtained by Piracha et al. (2011) who show that there is a persistence in education–occupational skill matching, i.e. migrants who used to have a poor matching in education and job skill level already in their country of origin are more likely to be over-educated also in the destination country, especially if they have a short working experience abroad.

Other human capital related determinants show that migrants who attained their educational degree in Austria or those who acquired a new profession in Austria are less likely to be over-educated. Additionally, migrants who acquired new skills on the job in Austria are also more likely to be over-educated and those who experience alternate periods of high/low qualified jobs are also more likely to be over-educated. This result suggests that

the incidence of over-qualification is quite often the case, but this experience can also be a good opportunity for migrants to gain new skills on the job. Theoretically, Sicherman and Galor (1990) have argued that education–occupation skill mismatch at the beginning of a career serves as a trampoline for job promotion in the future. Even though their theory did not include the migration case, our results suggest that their argument can easily work out also in the case of education-skill mismatch for the group of migrants.

Employment related determinants suggest that somehow discrimination at the point of hiring can also be a source of over-education, while having an employer who does not originate from Austria or the destination country lowers the probability of being overqualified for the job. The latter finding is in line with a similar result obtained by Belman and Heywood (1997) who argue that native employers, to some extent, imperfectly assess the ability of migrants, as being lower than their corresponding education level. Discrimination, in our case in the process of hiring, is put forward as another determinant of over-education which is also in line with the argument of Belman and Heywood (1997).

As concerns personal and demographic characteristics, we did not find any significant effect related to age, gender or originating from Serbia. However, if the migrant lives in Vienna (s)he is less likely to be over-educated, suggesting that a correct matching of education and occupational skill level is more likely to occur among migrants living in Vienna.

Lastly, migration intentions of returning to the country of origin are positively correlated with over-education implying that migrants who are more likely to stay temporarily in the destination country, which are also potential returnees, are more likely to be over-educated. This finding indicates that the phenomenon of over-education is more probable to happen among migrants who plan to return compared to those who intend to stay permanently.

Controlling whether different patterns are observed for males and females, columns 3 and 5, Table 16, shows that attaining the educational degree in Austria reduces the probability for a migrant woman but not for a man to be over-educated. Differently, acquiring a new profession in Austria makes men but not women less likely to be over-educated. The positive correlation between acquisition of new skills on the job in Austria and the probability of being over-educated was mainly driven by men, whereas the negative effect of ‘often alternating periods of high/low qualified jobs’ was mainly driven by women. Discrimination at the point of hiring raised the likelihood of over-education among men but not among women, while having an employer who does not originate from Austria reduces the probability of being overqualified for women but not for men. It is also confirmed that a correct match before migration reduces the chances of over-education both for men and women, particularly for men. Besides living in Vienna appears to be negatively correlated with over-education only in the case of men but not women. While having intentions to return to the country of origin seems to be positively correlated with over-education only for men but not for women.

a.2. Correctly matched versus under-qualification

The estimation results for migrants who perform a job above their level of qualification is more likely to prevail among migrants who also before migration used to have a job whose educational skill level was not correctly matched with the occupational skill level.

Another determinant which seems to raise the probability of attaining a job above the level of qualification is having attained the recognition of education and diploma accomplished abroad or in the country of origin. This result is confirmed for women but not for men. This finding suggests that attaining the recognition of foreign education or diploma might be a good signal to employers in positively assessing the ability of migrants to be employed, but it might also be true that differences in the education system or labour market structure between the destination and origin country might be such that the migrant ends up being under-qualified for the job to be performed. Thus, to some extent, the recognition of education and diploma attained abroad, might not be enough to guarantee a correct matching between education and occupation skill level; however, as was shown above, attaining an educational degree in the destination country or acquiring a new profession in the destination country raises the likelihood of attaining a correct match.

In terms of age, it is shown that only migrants in age group 35-45 are more likely to be under-qualified. However, controlling for the occupation of migrants who are under-qualified, it seems that more than 64% of them fall into ISCO-skill level 3, which is representative for technicians and associate professionals, considered to be highly qualified jobs. Thus the incidence of under-qualification most likely results because of the imperfect transferability of human capital to the destination country.

Another determinant that strongly negatively affects the probability of being under-qualified is the correct education-occupation match before migration or having migrated to Austria before 2010 or before visa liberalisation. In terms of gender differences, the former result is confirmed for men but not for women while for the latter determinant the opposite is true. For women having an employer not originating from Austria reduces the probability to be under-qualified suggesting that the incidence of under-qualification occurs less frequently if the employer is not a native.

a.3. Estimation results of potential permanent stayers versus return migrants

Starting with personal and demographic characteristics, potential permanent stayers in the age categories 25-34 and 35-45 and coming from Serbia are more likely to be overqualified, while among potential returnees no significant effect was found (Table 16, Annex A2). Both potential permanent stayers and returnees living in Vienna have lower probabilities of being over-educated. In addition, the correct education – occupation skill matching before migration reduces the chances of over-qualification both for permanent stayers and return-

ees. The main divergence between permanent stayers and returnees is observed for human capital determinants in the destination country. For example for permanent stayers who have attained the education degree in Austria the likelihood of being over-educated is lower, while for the returnees no significant effect is found. Differently, acquiring a new profession in Austria would reduce the probability of over-education for the last group of migrants and no significant effect was found for the former group of migrants.

In addition, alternating periods of high/low qualified jobs or having an employer originating from another country (than Austria) makes less probable the over-education of permanent stayers. However, such results can not be confirmed for returnees. Divergences in estimation results are also found for discrimination at work related determinants. While returnees seem to be in a position that the probability of being over-educated is positively related with the discrimination at the point of hiring, for permanent stayers, the relationship is similarly confirmed to be positive and significant with the discrimination in the assignment of the tasks.

Concerning the incidence of under-qualification, living in Vienna reduces such probability for permanent stayers, while a similar relationship is found to be true for migrants who moved to Austria before visa liberalisation, but who plan to return to their country of origin. Having a correct education–occupation skill matching before migrating to Austria and having learned the German language makes it less probable for permanent stayers to be under-qualified, whereas no significant effect was found for returnees. However, also in this context, discrimination at the point of hiring raises the probability for permanent stayers to be under-qualified and no significant effect was found for returnees.

b. Estimation results: seemingly unrelated regressions – bivariate ordered probit

b.1. Estimation results for education-occupation skill matching and intentions to stay permanently

In this specification we allow for the intentions to stay permanently to be considered as endogenous and determined by a group of variables which relates not only to personal characteristics but also to migration experience. Accordingly, we run a bivariate probit model which allows simultaneously estimating the equation of migration intentions (permanent or temporary intentions) jointly with the equation on labour market performance (correct matching versus over- or under-qualified occupation). To address the endogeneity of intentions to stay permanently, a number of exclusion restrictions which are correlated with migration intentions but not with the labour market performance (correct matching versus over- or under-qualification in the job) are used. Again, we distinguish between two specifications, the one that considers the educational – occupation skill matching using ISCED and ISCO skill level and the one where the worker self-assessment is considered for the adequacy of skills in performing the job.

Determinants of intentions to stay permanently

The results presented in Table 17 suggest that the probability to choose permanent stay is more likely among younger migrants, aged 18_24 and 25-35, Serbian migrants compared to Bosnian migrants, those who migrated before visa liberalisation in 2010 compared to those who moved to Austria during the last 2 years, migrants who are employed full-time, those who have enhanced their education level in Austria, have alternated periods of high/low qualified employment, and those who report to be happy with the migration experience in Austria. On the other side, the determinants that are negatively related with permanent stay are education level, for all categories of second, vocational and tertiary education level. Nevertheless, such results should not be interpreted that the less educated stay and the better educated leave because, as we found out, a lot of permanent stayers have invested in human capital in the destination country, a condition that might considerably enhance their educational and skill level. To control for the endogeneity of permanent stay intentions, the exclusion restrictions used in this context were the decision to migrate with the partner, with (a) child(ren) and having invested and obtained their own accommodation in Austria. The idea behind was that migration is a joint decision and as such migrating together with the family members might be an indicator of a preference to stay for a long time or permanently in the destination country. Besides, the decision to have an own accommodation in the destination country is another long term investment that conditions long term and permanent migration. The estimation results confirmed that the latter indicator positively affects the intentions to stay permanently, whereas the former restrictions seem not to be significant.

In terms of gender differences, women who tend to prefer permanent migration are predominantly from Serbia, have migrated to Austria before 2010, are employed full or part-time, have enhanced their education in Austria and strongly state to be happy with the migration experience in Austria. In addition to the above determinants also, age, learning German language and enhancing education in Austria positively affects the permanent stay particularly for men.

Correct education-occupation matching determinants

According to estimation results about human capital determinants the probability of being correctly matched is positively affected by having had a correct education-occupation match already in the last job carried out in the country of origin. This result is confirmed both for men and women. Additionally, having attained the education degree in Austria positively affects the probability of attaining a correct match, but this result is confirmed only for women. Differently for men, acquiring a new profession in Austria raises the probability of having a correct match between education and occupational skill level.

Other determinants, which negatively might affect the probability of attaining a correct match, are discrimination at the point of hiring or acquiring new skills on the job in Austria, results that are confirmed mainly for men. One interpretation could be the theory of Sicherman and Galor (1990) about career mobility which may apply as well to the case of migrants who at the beginning of their migration experience are willing to accept jobs that do not correctly match with their educational skill level. However, this choice may be a good opportunity to gain new skills and experience which might guarantee them a better job in the future. Consequently, acquisition of new skills on the job might reduce in the beginning the probability of a correct match for men, but acquiring a new profession in Austria might be accompanied by a higher probability of attaining a correct education – occupation match.

The determinants linked to personal characteristics and migration experience suggests that both men and women in the age group 25-34 and originating from Serbia have lower probabilities of attaining a correct match. However, living in Vienna raises the chances of having a correct match but this is true only for women and not for men. Finally, migrants who have intentions to stay permanently are more likely to get a job that matches their education level and this result applies to both men and women. This finding reconfirms the importance of migration intentions in attaining better occupational matching. One interpretation could be that migrants who plan to stay permanently invest more in improving their skills, or enhancing their education by attaining a degree in Austria. Consequently, the investment in human capital is more likely to guarantee, particularly for migrants who plan to stay permanently or for a long time, a job that correctly matches with their skills and education level.

b.2. Estimation results for self-assessment of occupational skill match and intentions to stay permanently

This specification is similar to the previous one, but with the main difference that here the dependent variable matching versus over- or under-qualified occupation, is based on the self-assessment of the individual whether he is performing an adequate job that matches his level of qualification.[14] Similarly, we allow for the intentions to stay permanently to be considered as endogenous. We estimated simultaneously the equation of the migration intentions (permanent or temporary intentions) jointly with the equation of the correct match (self-assessment of a correct match) by running a bivariate probit model.

The estimates of the first equation, the probability of choosing to stay permanently, seem to not have changed and similar results are reconfirmed. As concerns the second equation, which has as the dependent variable the self-assessment of the migrant worker about the correct match, the attained results are found to be similar for some determinants related with personal and demographic characteristics but also different with regard to hu-

[14] For more details see Q18.2, Annex A3.

man capital determinants. In particular, it was found that migrants in the age group 25-34 and originating from Serbia have lower probabilities to self report a correct match. However while for men a negative and significant effect is found for age groups 18-24 and 25-34, for women we have no significant effect. Besides, migrants who have intentions to stay permanently are more likely to report a correct match and such results are true for women but not for men. In this specification the correct matching related with the work experience in the country of origin, before migrating to Austria, lost significance. Also other human capital related determinants, such as attaining the educational degree in Austria, or acquiring new skills on the job lost their significance, but what appears to be positively affecting the self-reporting of a correct match is enhancement of education in Austria, particularly for men. Furthermore, what emerged to be relevant, but negatively affecting the self-reporting of a correct match, was the frequent alternation of periods of low/high qualified jobs, especially in the case of women. In addition, differently from the previous specification, discrimination at the point of hiring lost significance, but discrimination in the distribution of tasks seems to reduce the probability for workers to self-report a correct match.

Finally, the comparison of estimation results of the *first specification* (bivariate probit estimation of ISCED-ISCO match jointly with the intentions to stay permanently) with the results of the second specification (bivariate probit estimation of self – reporting of the correct match and intentions to stay permanently) showed to produce significant estimates of ρ for the first specification. This finding suggested that there was a significant correlation between the intentions to stay permanently and the probability of attaining a correct match of education and occupation skill level, and this result is confirmed both for men and women. However, for the *second specification*, significant values of ρ were attained only for women but not for men, suggesting that the correlation between permanent intentions and self-reporting of a correct match is rejected.

To some extent these results confirm the results obtained in previous studies which sustain that using as an indicator for the match of education and occupational skill level the ISCED-ISCO skill level or self-reporting of the worker might produce different estimation results mainly because of the subjectivity that characterises the latter method (Piracha, 2011; Leuven and Oosterbeek, 2011).

8. Main findings and conclusion

This part of the study addressed the issue of labour market performance in the destination country focusing on the incidence of over/under-qualification, what determines it, and how migration planning in the destination country influences such outcomes.

First, by defining the correct match using ISCED-ISCO skill levels it was found that the incidence of over-education strongly depends on whether or not migrants had a correct

match already from their work experience before migration. Furthermore, investment in human capital such as attaining an education degree in the destination country or acquiring a new profession reduces the chances of being overqualified and accordingly increases the chances of having a correct education-occupation skill matching in the host country labour market.

The experience of alternating high-/low-qualified jobs during the work experience in the host country was found to reduce the probability of being overqualified. This finding suggests that even though in the beginning migrants might accept to do a job not appropriately matched to their skills, this is an experience that enriches them and raises the chance of having a correct match in the future.

Nevertheless, the correct match does not depend only on transferability and enhancement of human capital in the destination country but also on other external factors such as discrimination at the point of hiring which was found to raise the likelihood of over-qualification among men as well as among women. Having intentions to return to the country of origin seems to be positively correlated with over-education only for men but not for women, suggesting that migration plans may play an important role for human capital investment in the destination country and thus for labour market performance in terms of a correct matching.

However, migration plans, and certain determinants that influence migration planning, may also affect the correct matching. Consequently, taking into account the endogeneity of migration plans it was shown that there is a significant correlation between the intentions to stay permanently and a correct matching.

Using alternative methods of education-occupation matching, such as worker self-assessment of education-occupation skill matching, produces similar results but also some differences. For example, correlation between migration plans and correct match were confirmed only for women. The main finding from this exercise was that in terms of human capital transferability in general the enhancement of education in the destination country would raise the probability of attaining a correct match, but alternating periods of low-/high-qualified job would reduce the chances of attaining a correct match. In this context, the discrimination related to the tasks assigned seems to erode the possibilities of attaining a correct match.

The two methods, the job-analysis method and the worker self-assessment method, suggest that the labour market performance in the destination country does not only depend on transferability of human capital but also on experiences of discrimination. The use of the first ISCED-ISCO indicator of education-occupation skill matching attributes to discrimination in hiring an important role for education-occupation matching while the use of the sec-

ond indicator attributes such a role to the discrimination related to the task assignments at the work place. The worker self-assessment method, even though it might be considered to be biased because of the subjectivity in evaluating the match, still has the advantage of relying on current and most up-to-date information available.

In conclusion, the incidence of over-qualification among migrants is a frequent phenomenon among migrants. The study underlines the crucial importance of human capital transferability; but a role, even though minor, can also be attributed to discrimination. The analysis presented here also showed the role of attaining a diploma in the destination country and enhancement of education in the destination country. Besides, the length of stay in the destination country and planning to stay permanently, facilitate labour market integration and contribute to attaining a job that better matches the qualification level of migrants. However, further analysis is required to better understand how the change of migration regimes from restricted to more liberalised ones could affect the mobility and the attainment of a correct matching and how such changes affect different waves of migrants.

Such findings urge the importance of introducing new policy measures that facilitate the attainment of a diploma in the destination country but also recognition of diplomas attained abroad or in the country of origin. Besides, such measures should not only target the enhancement of human capital of migrants in the destination country but also finding new ways how to benefit from the human capital, especially of the highly skilled migrants, already acquired in the country of origin, thus avoiding the phenomenon of brain waste. Lastly, anti-discrimination policies should be introduced with the scope of not only facilitating the integration of migrants into the host country's labour market, but also supporting their employment in jobs where their skills are most effectively utilised.

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Annex A1

Table 1

Social and economic characteristics: BiH migrants, and Serbian migrants before and after visa liberalisation

		BiH migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Gender	male	54,51	52,73	50,74
	female	45,49	47,27	49,26
	No.obs.	255	495	203
Age groups	18-24	5,45	14,29	33,99
	24-34	54,86	38,43	28,57
	35-45	25,29	27,36	24,63
	46+	14,01	16,7	12,81
	Refused	0,39	3,22	
	No.obs.	257	497	203
Marital status	Married	70,82	51,11	34,48
	Divorced	2,72	9,7	6,4
	Widowed	0,39	1,01	0,49
	Living with a partner	2,72	6,87	11,33
	Divorced and Living with a partner		0,2	0,99
	Single	23,35	31,1	46,31
	No.obs.	257	495	203
Lives with partner in Austria	yes	93,19	86,06	81,05
	no	6,81	13,94	18,95
	No.obs.	191	287	95
Nationality of the partner	Same nationality	75	53,75	21,51
	Austrian nationality	20,34	36,25	63,29
	Other	4,66	10	15,2
	No.obs.	172	25,67	79
Having children? Number	Yes, 1	29,66	19,25	13,97
	Yes, 2	25,85	2,28	12,85
	Yes, 3	0,42	0,62	2,23
	Yes, 4		0,62	1,68
	More than 4			0,56
	No	44,07	51,55	68,72
	No.obs.	236	483	179
Lives with child/ren in Austria	yes	87,88	78,3	73,68
	no	12,12	21,7	26,63
	No.obs.	132	235	57
Family members who plan to come to Austria	No	83,78	50,3	64,04
	Yes, spouse or partner	2,7	5,23	4,93
	Yes, dependent children	2,7	8,25	5,42
	Yes, other family members	3,47	23,24	11,33
	Yes, friend(s)	1,93	12,47	10,84
	Other	1,54	2,41	3,45
	refused	1,93	2,62	1,48
	No.obs.	259	497	203
Region of Serbia you come from, how large?	less than 10000 inhabitants	20	12,66	18,32
	10-50000	39,22	22,61	20,79
	50-100.000	10,59	34,85	25,25
	100.000-500.000	14,51	17,63	16,83
	more than 500.000	15,69	12,24	18,81
	No.obs.	255	482	202

Table 2

Migration plans, causes and outcomes of the migration experience: BiH migrants, and Serbian migrants before and after visa liberalisation

	in %	Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
How long did you intend to stay when you arrived in Austria?	Less than 3 months	3,49	5,43	7,43
	Between 3 months and a year	1,55	4,43	7,92
	Between 1 and 3 years	8,14	3,62	8,91
	Between 3 and 5 years	10,47	4,63	8,91
	More than 5 years	36,82	7,65	13,37
	Permanently	39,15	72,64	51,49
	Other (specify)	0,39	1,61	1,98
	No.obs.	258	497	202
At the present, how long do you intend to stay in Austria?	Less than 3 months	0,39	0,61	4,95
	Between 3 months and a year		1,21	5,94
	Between 1 and 3 years	1,54	2,63	8,42
	Between 3 and 5 years	4,25	1,62	7,43
	More than 5 years	33,22	9,9	14,85
	Permanently	59,85	82,02	56,93
	Other (specify)	0,77	2,02	1,49
	No.obs	259	495	202
How many times have you lived in Austria on previous occasions?	None	93,82	89,88	92,61
	1	4,63	8,7	4,43
	2	0,77	0,81	0,9
	3 or more times	0,77	0,61	1,97
	No.obs.	259	494	203
Prior migration experience, other than Austria?	yes	25,1	16,3	17,24
	no	74,9	83,7	82,76
	No.obs.	259	497	202
Main reasons for coming to Austria?	To look for work	24,32	12,75	8,54
	To take a job I had been offered	17,76	3,04	6,53
	Better career prospects	1,93	6,68	6,53
	To earn more money	4,25	30,16	14,57
	To save money/send money home	0,77	1,21	4,02
	Higher standard of living	3,86	10,93	11,06
	Better prospects for children	1,93	2,43	1,51
	To study	17,37	13,97	27,14
	To learn a language	0,39	1,82	4,02
	To live with or be closer to friends or family	16,22	7,09	6,53
	Accompany family or friends who were moving	8,49	2,83	4,52
	To experience living abroad/another culture		1,21	1,51
	An adventure/new experience	1,93	1,21	1,01
	Political situation in Serbia	0,39	2,43	2,01
	Other	0,39	2,43	0,5
	No.obs.	259	494	199
Did you come only for seasonal/temporary work?	Yes	3,56	14,25	7,76
	No	93,78	72,52	77,59
	Don't know/refusal	2,67	13,23	14,66
	No.obs.	225	393	116
Reasons behind choosing this particular location?	Work was there	44,57	38,54	26,13
	My family was there	31,78	20,89	20,1
	My friends were there	3,88	13,79	16,58
	By chance	1,55	10,95	13,07
	I have been here before		2,23	1,01

(Table 2 ctd.)

Table 2 (ctd.)

	in %	Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Reasons behind choosing this particular location?	It's cheaper here	14,73	2,03	1,51
	Better social services (health, education)	3,49	8,92	16,08
	Other	3,49	2,64	5,53
	No.obs.	258	493	199
Most positive impact of your stay abroad?	Found a better job	49,81	19,35	11,28
	Succeeded in learning new language and skills	25,1	18,53	34,87
	Made more money	7,34	30,14	21,03
	Improved household standard of living	6,18	14,46	7,69
	Paid off my debts		2,65	1,54
	Helped my family	2,7	5,09	3,59
	Feel to have more opportunities now	8,11	7,94	17,44
	Other	0,77	1,83	2,56
	No.obs.	259	491	195
Any negative impact of your stay?	No	80,69	84,68	82,59
	Yes, a negative impact on family relationship	1,54	5,04	6,97
	Yes, I'm doing a job below my education and skills level	3,47	3,23	3,98
	Yes, insecurity regarding the future	2,32	4,44	3,98
	Yes, I have faced discrimination	10,42	2,02	1,99
	Yes, other	1,54	0,6	0,5
	No.obs.	259	496	201

Table 3

Education, qualification and human capital formation abroad

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Education level	Primary	2,02	14,14	13,5
	Vocational	21,46	23,43	16
	Secondary	42,91	42,42	46
	Undergraduate degree (e.g. BA/BSc)	15,38	13,13	117,5
	Master degree (e.g. MSc/MA)	15,79	4,85	4
	Doctorate (e.g. PhD)	2,43	1,21	1,5
	Refused		0,81	1,5
	No.obs.	247	495	200
Where did you get the degree?	Country of origin	77,52	89,9	93,56
	Austria	20,16	6,46	3,47
	Other	1,94	2,22	1,98
	Refused	0,39	1,41	0,99
	No.obs.	258	495	202
Did you request recognition of your degree?	Yes, and I received it without difficulty	5,86	35,56	28,28
	Yes, and obtained it with great difficulty	12,61	6,06	1,01
	Yes, but I am still waiting for it	9,91	6,67	8,08
	No, I did not ask for it	70,92	49,09	61,11
	Refused	0,9	2,42	1,52
	No.obs.	222	495	198
Did you have the opportunity to gain additional skills or qualifications in Austria?	Yes, and I obtained them without difficulty	15,69	36,36	32,32
	Yes, but I obtained them with great difficulty	12,16	6,46	3,03
	Yes, but I am still waiting for it	3,14	7,68	10,1
	No, I am not interested	66,67	47,47	51,52
	refused	2,35	2,02	3,03
	No.obs.	255	495	198
Have you acquired new skills on the job, in Austria?	Yes	30,5	47,28	29,95
	No, I do/did not	65,86	44,87	60,47
	Refused	3,61	6,24	9,62
	No.obs.	259	497	187
Did you acquire new skills outside the job (e.g. training courses) in Austria?	Yes	31,27	56,34	39,41
	No, I do/did not	64,09	37,22	55,17
	Refused	4,63	5,23	3,94
	No.obs.	259	497	203
Did you enhance your educational level with a higher degree, in Austria?	Yes	25,1	34,41	17,18
	No, I didn't	68,34	65,59	73,44
	Refused	3,09		9,38
	No.obs.	259	497	192
Did you acquire a new profession in Austria?	Yes	28,19	38,63	14,29
	No, I didn't	68,34	61,37	83,25
	Refused	3,09		1,43
	No.obs.	259	497	203
Did you acquire a certificate for the new profession in Austria?	Yes	25,87	33,6	11,86
	No, I didn't	69,5	66,4	86,02
	Refused	3,09		2,06
	No.obs.	259	497	203

Table 4

Employment features and occupation prior to and during migration

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Your employment status before coming to Austria?	Working full-time for an employer	25,48	26,36	24,63
	Working part-time for an employer	9,65	5,23	6,4
	Self-employed	4,63	5,63	5,42
	Working for an agency/Agency worker	1,54	0,6	1,48
	Looking for work	22,78	32,8	22,17
	Staying at home or looking after children	10,42	6,64	5,42
	Studying in country of origin	27,41	18,51	34,38
	Studying abroad (specify where)	0,77	0,8	0,59
	Other		5,03	2,46
	obs	259	497	203
Your current employment status in Austria?	Working full-time for an employer	67,57	65,19	42,36
	Working part-time for an employer	8,88	9,05	4,93
	Self-employed	6,56	1,41	3,45
	Working for an agency/Agency worker		0,6	0,49
	Looking for work	11,97	6,24	12,81
	Staying at home or looking after children	5,41	3,42	3,94
	Studying full-time in Austria	2,7	14,29	28,57
	Studying part-time in Austria	0,77	0	3,94
	Other	1,93	1,81	2,96
	No.obs.	259	497	203
Your occupation before coming to Austria?	Corporate managers	0,00	0,52	
	Corporate managers	2,33	3,65	4,55
	Managers of small enterprises	1,16	1,56	
	Physical, mathematical and engineering science professionals	2,33	3,65	3,03
	Life science and health professionals	0,00	2,6	3,03
	Teaching professionals	3,49	3,65	4,55
	Other professionals	3,49	1,04	1,52
	Physical and engineering science associate professionals	3,49	1,56	3,03
	Life science and health associate profes-sionals	8,14	3,13	1,52
	Other associate professionals	20,93	8,33	18,18
	Office clerks	6,98	5,73	3,03
	Customer services clerks	2,33	1,04	
	Personal and protective services workers	11,63	25	13,64
	Skilled agricultural and fishery workers	0,00	1,04	1,52
	Extraction and building trades workers	3,49	6,77	7,58
	Metal, machinery and related trades workers	6,98	3,65	4,55
	Precision, handicraft, craft printing and related trades workers	0,00		1,52
	Other craft and related trades workers	1,16	5,73	4,55
	Machine operators and assemblers	0,00	0,52	
	Drivers and mobile plant operators	4,65	5,21	4,55
	Sales and services elementary occupations	9,30	10,42	16,67
	Agricultural, fishery and related labourers	8,14	5,21	3,03
	No.obs.	86	192	66
Your current occupation in Austria?	Corporate managers			
	Corporate managers	2,02	0,28	
	Managers of small enterprises	1,52	0,57	1,28
	Physical, mathematical and engineering science professionals	10,61	1,71	1,28
	Life science and health professionals	2,53	3,7	
	Teaching professionals	0,51	2,28	1,28
	Other professionals	6,57	1,99	1,28

(Table 4 ctd.)

Table 4 (ctd.)

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Your current occupation in Austria?	Physical and engineering science associate professionals	2,02	1,14	1,28
	Life science and health associate professionals	4,04	3,7	2,56
	Other associate professionals	11,62	5,98	8,97
	Office clerks	3,03	4,84	2,56
	Customer services clerks	0,51	1,99	2,56
	Personal and protective services workers	17,68	19,66	20,51
	Skilled agricultural and fishery workers	0	0,28	
	Extraction and building trades workers	6,57	7,98	10,26
	Metal, machinery and related trades workers	5,05	4,27	1,28
	Precision, handicraft, craft printing and related trades workers	0	0,57	
	Other craft and related trades workers	1,01	5,98	3,85
	Machine operators and assemblers			
	Drivers and mobile plant operators	4,04	4,56	5,13
	Sales and services elementary occupations	11,11	20,51	24,36
	Agricultural, fishery and related labourers	9,6	7,98	11,54
	No.obs.	198	351	78
Occupation skill level before migration	Forth ISCO skill level[15]	12.8	16.67	16.68
	Third ISCO skill level	32.56	13.02	22.73
	Second ISCO skill level	37.22	54.69	40.94
	First ISCO skill level	17.44	15.63	19.7
	No.obs.	86	192	66
occupation skill level during migration	Forth ISCO skill level	23.76	10.53	5.12
	Third ISCO skill level	17.68	10.82	12.81
	Second ISCO skill level	37.89	50.13	46.15
	First ISCO skill level	20.71	28.49	35.9
	No.obs.	198	351	78
How long it took you to find the job in Austria?	Less than one year	45,93	68,2	75,41
	One year	24,42	17,24	19,67
	Two years	17,44	10,73	4,92
	Three years or longer	12,21	3,83	
	No.obs.	172	261	61
How did you find the job?	Network of friends	22,55	52,67	59,59
	Conational fellows	30,88	22,73	22,22
	employment agencies or centres	4,9	10,7	10,1
	employers' associations	3,43	0,53	1,01
	internet	34,31	6,42	4,04
	trade unions	0	0,53	
	municipality of residence	0,98	3,21	2,02
	Other	2,94	3,21	2,02
	No.obs.	204	374	99

[15] See Table 14 in Annex A1 about the grouping of occupations by ISCO-88 skill level.

Table 5

Job and qualification relationship

		BiH migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Did you ever alternate periods in higher with lower qualified jobs?	Yes, often	17,58	43	25,25
	Yes, sometimes	15,63	18,31	14,85
	Rarely	7,03	15,02	13,86
	Never	59,77	23,66	46,04
	No.obs.	256	486	202
Reasons for accepting a job below your level of qualifications (several answers are possible)	because you thought you would be spending only a short time in Austria	4,19	6,44	11,03
	because there are no qualified job offers for immigrants in Austria	4,19	10,3	8,82
	because in general in Austria there is no labour market that can absorb the offer of qualified labour	3,59	2,58	0,74
	because they only offer certain types of jobs to your fellow citizens	18,56	10,94	8,09
	because you need to earn money regardless of the type of job	62,28	66,74	66,91
	Other	7,19	3	4,41
	No.obs.	167	466	136
Regarding your current job, do you think that:	Don't have the appropriate qualification level		2,43	1,94
	You are overqualified, could have a job that matches with the qualification level	15,24	10,51	14,56
	Have the right qualification and skills to do it	82,38	74,93	73,79
	Don't know	0,48	9,43	8,74
	Refused	1,9	2,7	0,97
	No.obs.	210	371	103

Table 6

Income, remittances

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Income prior to migration in Austria, monthly (net) income bracket?	Less than € 250	54,17	37,06	41,37
	€251-€500	22,09	34,88	39,31
	€501-€1000	13,33	10,96	15,17
	above €1000	10,43	17,12	4,18
	No.obs.	240	456	145
Current monthly (net) income bracket in Austria	Less than € 500	3,57	9,72	14,29
	€501-€1000	18,31	24,65	34,12
	€1001-€1200	20,98	18,25	17,46
	€1201-€1500	27,68	22,75	15,08
	€1501-€2000	16,69	14,93	11,9
	above €2000	12,51	9,72	7,13
	No.obs.	224	422	126
Does your level of earnings in Austria match with your expectations?	Yes	53,78	67,39	38,73
	No	23,56	18,79	33,1
	Hard to say	22,67	13,82	28,17
	No.obs.	225	463	142
How often do you send/transfer money to Serbia?	Once a week	0,77	1,64	0,53
	Once a month	15,44	41,89	17,37
	Very irregularly	39,77	12,94	12,63
	never	34,75	36,34	61,05
	Other	2,7	2,46	1,58
	Refusal	6,56	4,72	6,84
	No.obs.	259	487	190
How much do you on average send/transfer each time?	€ 50	11,85	16,39	16,67
	€ 75	1,48	1,09	
	€ 100	48,15	32,79	38,89
	€ 150	3,7	7,1	5,56
	€ 200	23,7	20,22	8,33
	above € 200	11,11	22,41	30,55
	No.obs.	135	183	36
How much did you send / take back in the last 12 months?	below € 200	6,82	2,4	
	€ 200-399	18,18	1,2	
	€ 400-499	9,09	1,2	8,33
	€ 500-599	12,5	3,61	
	€ 600-799	10,23	6,02	8,33
	€ 800-999	7,96	1,2	
	€ 1000-1199	18,18	14,46	25
	€ 1200 -1500	9,09	18,06	
	€ above 1500	8,96	51,85	58,23
	No.obs.	88	83	12
Prime purpose for sending your earnings to Serbia?	To support my family in daily expenses	83,67	79,56	83,64
	To save for specific goods (i.e. car, home appliances)	11,56	2,19	3,64
	To fund my education	1,36		
	To fund dependants' education		2,55	
	To pay off my mortgage in Serbia	1,36	1,46	1,82
	To save for investment in property (existing or future)	1,36	7,66	5,45
	To save for business investment		4,74	1,82
	To save without specific purpose	0,68	1,46	1,82
	Other, please specify		0,36	1,82
	No.obs.	147	274	55

Table 7

Social integration aspects

Are you satisfied with your decision to live in Austria?	Strongly agree	41,63	64,04	59,61
	Agree	47,47	24,44	26,11
	Neither agree nor disagree	10,51	8,89	10,34
	Disagree	0,39	1,41	2,46
	Strongly disagree		1,21	1,48
	No.obs.	257	495	203
Have you encountered language-related problems during your stay in Austria?	Many difficulties	19,07	8,7	9,95
	some difficulties	43,97	43,93	49,25
	No difficulties	35,41	45,75	39,8
	Refused	1,56	1,62	1
	No.obs.	257	494	201
Have you learned (a) new foreign language/s in Austria?	Yes, I learned German	82,24	88,93	78,33
	Yes, I learned another language	1,54	3,82	6,4
	No, I didn't	15,06	8,65	16,75
	No.obs.	259	497	203
Use of German language at home, family	1- never	46,83	30,82	50,76
	2	43,25	17,55	17,77
	3	4,76	12,65	7,11
	4	1,59	6,73	9,14
	5-always	3,57	32,24	15,23
	No.obs.	252	490	197
Use of German language at work , school, university	1- never	1,59	1,85	6,7
	2	3,19	7,8	12,89
	3	12,75	12,32	16,49
	4	20,72	20,33	23,71
	5-always	61,75	57,49	40,21
	No.obs.	251	487	194
Use of German language at free time	1- never	8,17	9,57	15,08
	2	34,63	18,13	27,14
	3	38,13	25,05	31,16
	4	18,51	15,68	11,56
	5-always	1,56	31,57	15,08
	No.obs.	257	491	199

Table 8

Social integration aspects II

		Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Ever voted in any of local elections in Austria?	Yes	5,06	8,92	3,96
	No	94,16	89,45	95,54
	Don't know/can't remember		1,62	0,5
	No.obs.	257	493	202
How do you occupy the house in which you live in Austria?	Own it outright	0,77	5,47	7,5
	Buying it with the help of a mortgage or loan	8,11	18,62	5
	Rented from a private landlord	69,11	42,71	59,5
	Rented from Council housing (Gemeindewohnungen)	8,88	10,12	10,5
	Accommodation provided by employer	6,56	13,77	9
	Other	6,56	9,31	8,5
	No.obs.	259	494	200
Problems getting a stay permit for work purposes?	Many difficulties	39,09	6,02	5,85
	some difficulties	25,93	16,39	15,2
	No difficulties	32,51	68,26	61,4
	Refused	2,47	9,34	17,54
	No.obs.	243	482	171
Discrimination in your last job?	during hiring	11,97	9,66	9,85
	in the tasks assigned	8,11	11,47	7,39
	in your remuneration	3,09	9,26	8,87
	in the way you were treated in the workplace	8,49	9,26	7,88
	No.obs.	259	497	203
Discriminated in your everyday life	Yes	19,69	4,83	1,97
	No	53,67	78,87	88,18
	don't know	26,25	15,29	8,87
		259	497	203
Where are you friends from?	International	26,25	46,37	54,95
	From the host country	3,47	4,23	3,47
	From the country of origin	61,6	33,87	29,21
	Both, from host and country of origin	9,27	15,32	12,38
	No.obs.	259	496	202
Your colleagues and work friends are? multiple answer	Austrians	55,6	48,09	35,95
	Non-Austrians	54,44	41,45	33,5
	From the country of origin	29,73	59,36	46,31
	It is only me	4,63	4,43	2,96
	No.obs.	259	497	203
Your employer is?	Austrian	68,58	52,34	51,54
	Migrant originating from the same country as yours	11,95	23,83	26,92
	Migrant originating from another country	8,41	7,57	6,15
	It is me/ don't have an employer	8,85	9,8	7,69
	Refused	2,21	6,46	7,69
	No.obs.	226	449	130
Social benefits you are currently receiving	I have not received any benefits	62,65	48,9	78,79
	Child Benefit	28,4	38,32	13,64
	Housing Benefit	2,72	8,2	4,55
	Jobseekers Allowance	5,45	3,89	2,53
	Other	0,78	0,61	0,51
	No.obs.	257	488	198
Does the level of social benefits (state assistance) IN AUSTRIA have an impact on you decision to stay/move to Austria?	YES, a very strong impact, the assistance here is substantial	8,49	28,57	14,5
	YES, it was a factor but not a major one	10,81	6,94	5,5
	NO, I didn't think about it	68,34	50,61	55
	NO, I do not receive any social benefit	11,2	9,59	24
	Refusal	1,16	4,29	1
	No.obs.	259	490	200

Table 9

Basic characteristics of potential permanent stayers versus potential return migrants

Do you intend to return to your country of origin?	Bosnian migrants	Serbian migrants before visa liberalisation	Serbian migrants after visa liberalisation
Yes, very soon (within three years)	3,86	1,82	8,42
Yes, but in the distant future (over three years)	11,2	3,85	6,93
Yes, but I don´t know when	29,73	11,94	18,32
No, I want to stay in Austria	53,28	80,16	60,89
Don't know	1,93	2,23	5,45
obs	259	494	202
		potential returnees	permanent stayers
Gender			
Men		60	49.85
women		40	50.15
No.obs.		270	652
Age groups			
18-24		16.99	15.85
25-34		31.43	44.51
35-45		31.66	24.54
45+		19.92	14.02
No.obs.		261	649
Marital status			
married		54.48	52.59
divorced		6.34	7.47
widowed		0.75	0.76
living with partner		7.09	6.71
divorced and living with partner		0.75	0.15
single		30.6	32.32
No.obs.		268	656
Migrated with partner			
yes		83.43	89.72
no		16.57	10.28
No.obs.		169	389
Nationality of the partner			
Same or other nationality		89.05	61.7
Austrian nationality		10.95	38.3
No.obs.		137	342
No.obs.		202	517
Employment status			
Working full-time for an employer		47.76	67.84
Working part-time for an employer		7.46	5.95
Self-employed		4.85	2.59
Working for an agency/Agency worker		0.37	0.3
Looking for work		11.94	6.1
Staying at home or looking after children		3.73	3.96
Studying in country of origin		20.52	10.37
Studying abroad (specify where)		1.12	0.91
Other		2.24	1.98
No.obs.		268	656
The way in which you occupy the house in Austria			
Own it outright		4.1	4.73
Buying it with the help of a mortgage or loan		5.6	16.49
Rented from a private landlord		64.18	49.01
Rented from Council housing (Gemeindewohnungen)		9.33	9.77
Accommodation provided by employer		8.58	12.21
Other		8.21	7.79
No.obs.		268	655

Table 10

Causes and outcomes of the migration decision: permanent stayers versus returnees

	Potential returnees	Potential permanent stayers
Main reasons for coming to Austria on this occasion?		
To look for work	24.07	11.47
To take a job I had been offered	17.41	4.13
Better career prospects	3.33	6.27
To earn more money	7.04	25.54
To save money/send money home	0.37	2.29
Higher standard of living	4.07	11.16
Better prospects for children	1.85	1.99
To study	21.48	14.83
To learn a language	2.96	1.38
To live with or be closer to friends or family	7.41	10.7
Accompany family or friends who were moving	4.81	4.74
To experience living abroad/another culture	1.11	0.92
An adventure/new experience	1.85	1.5
Political situation in Serbia	1.85	1.9
No. observations	269	642
Most positive impact of your stay abroad?		
Found a better job	37.55	21.79
Succeeded in learning new language and skills	26.77	21.33
Made more money	11.52	26.74
Improved household standard of living	7.06	12.83
Paid off my debts	0.74	2.16
Helped my family	2.97	4.48
Feel to have more opportunities now	11.15	9.43
Other	2.23	1.24
No.obs.	269	647.00
Any negative impact of your stay?		
No	72.59	88.24
Yes, a negative impact on family relationship	3.87	4.27
Yes, I'm doing a job below my education and skills level	4.07	2.90
Yes, insecurity regarding the future	6.3	2.75
Yes, I have faced discrimination	11.85	1.22
Yes, other	1.48	0.61
No.obs.	270	655.00
Have you encountered language-related problems during your stay in Austria?		
Many difficulties	24.16	6.13
Some difficulties	46.84	45.09
No difficulties	26.77	47.55
Refused	2.23	1.23
No.obs.	269	6.52
How often do you use the German language?		
Family, home		
1- never	63.12	29.06
2	23.19	25.04
3	7.6	9.89
4	4.18	6.49
5-always	1.9	29.52
No. observations	263	647
Work , school, university		
1- never	5.77	1.56
2	9.62	6.85
3	13.85	12.62
4	30.38	16.98
5-always	40	61.99
No. observations	260	642

(Table 10 ctd.)

Table 10 (ctd.)

	Potential returnees	Potential permanent stayers
Free time		
1- never	16.23	7.99
2	38.49	19.05
3	30.19	28.57
4	12.83	16.44
5-always	2.26	27.96
No.obs.	265	651
Have you been discriminated in your last job?		
Yes, during hiring	11.44	9.59
Yes, in the tasks assigned	12.55	8.52
Yes, in your remuneration	11.81	6.09
Yes, in the way treated in the workplace	14.02	6.54
No.obs.	270	657
Have you been discriminated your everyday life?		
Yes	15.13	5.33
No	84.87	94.67
No.obs.	271	657
Are you satisfied with your decision to live in Austria?		
Strongly agree	30.37	68.81
Agree	45.19	25.08
Neither agree nor disagree	21.85	3.98
Disagree	1.11	1.38
Strongly disagree	1.48	0.76
No.obs.	270	654

Table 11

Human capital formation in the destination country, potential permanent stayers versus returnees

		potential returnees	permanent stayers
Education level	Primary	7,12	12,11
	Vocational	29,59	18,63
	Secondary	41,57	43,94
	Undergraduate degree (e.g. BA/BSc)	13,11	15,68
	Masters degree (e.g. MSc/MA)	7,12	7,45
	Doctorate (e.g. PhD)		2,02
	Refused	1,5	0,16
	No.obs.	267	644
Did you request recognition of your degree			
	Yes, and I received it without difficulty	16,48	30,96
	Yes, and obtained it with great difficulty	4,87	7,29
	Yes, but I am still waiting for it	8,61	7,62
	No, I did not ask for it	68,54	52,51
	Refused	1,5	1,62
	No.obs.	267	617
Did you have the opportunity to gain additional skills or qualifications in Austria?	Yes, and I obtained them without difficulty	16,73	35,38
	Yes, but I obtained them with great difficulty	4,83	7,85
	Yes, but I am still waiting for it	8,18	6,31
	No, I am not interested	66,91	48,77
	refused	3,35	1,69
	No.obs.	269	650
Have you acquired new skills on the job, in Austria?	Yes	18,82	46,27
	No, I do/did not	81,18	53,73
	No.obs.	271	657
Acquired new skills outside the job (e.g. private or public training courses) in Austria?	Yes	22,88	55,1
	No, I do/did not	77,12	44,9
	No.obs.	271	657
Did you enhance your educational level with a higher degree, in Austria?	Yes	11,44	35,46
	No, I didn't	88,56	64,54
	No.obs.	271	657
Did you acquire a new profession in Austria?	Yes	12,55	38,81
	No, I didn't	87,45	61,19
	No.obs.	271	657
Acquired a certificate for the new profession in Austria?	Yes	8,12	35,16
	No, I didn't	91,88	64,84
	No.obs.	271	657
Have you learned (a) new foreign language/s in Austria?	Yes, I learned German	81,18	86,45
	No, I didn't	18,82	13,55
	No.obs.	271	657

(Table 11 ctd.)

Table 11 (ctd.)

		potential returnees	permanent stayers
Occupational status			
	Corporate managers		
	Corporate managers	2,03	0,43
	Managers of small enterprises	1,35	0,86
	Physical, mathematical and engineering science professionals	4,73	4,28
	Life science and health professionals		3,85
	Teaching professionals		2,14
	Other professionals	2,03	3,85
	Physical and engineering science associate professionals	0,68	1,71
	Life science and health associate profes-sionals	4,73	3,21
	Other associate professionals	10,81	6,85
	Office clerks	1,35	4,93
	Customer services clerks		2,14
	Personal and protective services workers	22,97	18,20
	Skilled agricultural and fishery workers	0	0,21
	Extraction and building trades workers	10,14	7,28
	Metal, machinery and related trades workers	4,05	4,28
	Precision, handicraft, craft printing and related trades workers		0,43
	Other craft and related trades workers	1,35	5,14
	Machine operators and assemblers		0,00
	Drivers and mobile plant operators	6,76	3,85
	Sales and services elementary occupations	10,81	20,13
	Agricultural, fishery and related labourers	16,22	6,21
	No.obs.	148	467
Occupational mismatch: Regarding your current job, do you think that:	You are not sufficiently prepared, don't have the appropriate qualification level	1,82	1,59
	You are overqualified, could have a job that matches with the qualification level	14,55	11,73
	Have the right qualification and skills to do it	73,3	78,73
	Don't know	7,88	6,16
	Refused	2,42	1,79
	No.obs.	165	503,00

Table 12

Occupational skill level, potential permanent stayers versus returnees

Occupational mobility		potential returnees	permanent stayers
	Did you ever alternate periods in higher with lower qualified jobs?		
	Yes, often	14,77	40,06
	Yes, sometimes	14,39	17,57
	Rarely	15,53	11,71
	Never	55,3	30,66
	No.obs.	264	649
	Ever accepted a job below your level of qualifications, did you do so		
	Because you thought you would be spending only a short time in Austria	11,56	5,72
	no qualified job offers for immigrants in Austria	13,29	7,56
	no labour market to absorb qualified labour	3,47	2,03
	because they only offer certain types of jobs to your fellow citizens	17,92	10,7
	because you need to earn money regardless of the type of job	53,76	73,99
	No.obs.	173	542
Occupational skill level before migration	ISCO skill level 1	21,05	15,51
	ISCO skill level 2	34,74	53,06
	ISCO skill level 3	30,53	14,69
	ISCO skill level 4	13,68	16,73
	No.obs.	95	245
Occupational skill level during migration	ISCO skill level 1	27,97	26,68
	ISCO skill level 2	48,25	47,07
	ISCO skill level 3	16,78	11,93
	ISCO skill level 4	6,99	14,32
	No.obs.	143	431

Table 13

ISCO-88 major groups and skill level

Major group		ISCO skill level
1	Legislators, senior officials and managers	4th
2	Professionals	4th
3	Technicians and associate professionals	3rd
4	Clerks	2nd
5	Service workers and shop and market sales workers	2nd
6	Skill agricultural and fishery workers	2nd
7	Craft and related workers	2nd
8	Plant and machine operators and assemblers	2nd
9	Elementary occupations	1st
0	Armed forces	-

Table 14

ISCED – education skill level

	Education – ISCED		
Skill level	Age	total years of school	
1st	age 5-7	5	
2nd	age 11-12	8	
2nd	age 14-15	11	
3rd	age 17-18	15	only award
4th	age 17-18	above 15	Degree

Annex A2

Table 15

Estimation results by education ISCED – occupation skill ISCO-88 matching

	All sample Matched versus overqualified	All sample Matched versus under qualified	Female Matched versus overqualified	All sample Matched versus under qualified	Male Matched versus overqualified	All sample Matched versus under qualified
Potential return	0.728**	0.748	0.744	0.585	0.881*	0.939
	(0.282)	(0.461)	(0.491)	(0.919)	(0.371)	(0.617)
age_18_24	0.0614	1.056	0.111	0.955	0.178	0.900
	(0.431)	(0.708)	(0.663)	(1.309)	(0.609)	(1.036)
age_25_34	0.269	0.347	0.494	0.263	0.129	0.536
	(0.283)	(0.561)	(0.452)	(1.086)	(0.400)	(0.723)
age_35_45	0.162	0.892+	0.146	0.865	0.291	1.113+
	(0.278)	(0.529)	(0.458)	(1.031)	(0.380)	(0.673)
Female	-0.293	-0.0301				
	(0.202)	(0.353)				
Serbian migrants	0.426	0.0390	0.581	0.382	0.435	-0.153
	(0.267)	(0.447)	(0.431)	(0.772)	(0.385)	(0.672)
Live in Vienna	-0.740*	-0.887+	-0.648	-3.644**	-0.934*	0.110
	(0.291)	(0.530)	(0.435)	(1.139)	(0.438)	(0.802)
Migrated to Austria before 2010	-0.130	-0.754+	-0.223	-1.531+	-0.139	-0.452
	(0.282)	(0.440)	(0.429)	(0.803)	(0.403)	(0.595)
Match ESCED_ISCO before migration	-2.593***	-3.631***	-1.902***	-15.57	-3.328***	-3.421**
	(0.328)	(1.037)	(0.448)	(489.5)	(0.527)	(1.118)
Learned German language	0.366	-0.582	0.838+	0.266	0.0302	-1.004
	(0.283)	(0.456)	(0.467)	(0.986)	(0.393)	(0.639)
Attained education degree in Austria	-0.934*	-1.012	-1.331*	-1.188	-0.621	-14.46
	(0.404)	(0.747)	(0.645)	(1.075)	(0.565)	(844.4)
Recognition of education attained abroad	-0.0115	1.032*	-0.139	2.287**	-0.0169	0.389
	(0.245)	(0.411)	(0.383)	(0.717)	(0.362)	(0.630)
Acquired new skills on the job in Austria	0.736*	0.690	0.232	0.797	1.385**	1.276
	(0.314)	(0.538)	(0.436)	(0.816)	(0.510)	(0.903)
Acquired new skills outside the job in Austria	0.171	0.359	0.0790	-0.509	0.284	0.795
	(0.312)	(0.552)	(0.467)	(0.986)	(0.459)	(0.897)
Enhanced education in Austria	0.261	-0.0946	0.363	1.432	0.204	-0.640
	(0.414)	(0.665)	(0.616)	(1.051)	(0.611)	(1.115)
Acquired a new profession in Austria	-0.859*	-0.367	-0.0379	0.600	-1.702**	-1.038
	(0.376)	(0.610)	(0.567)	(1.018)	(0.562)	(1.010)
Often alternate periods of high/low qualified jobs	-0.462+	-0.252	-0.700+	-0.0813	-0.252	-0.497
	(0.262)	(0.472)	(0.371)	(0.768)	(0.403)	(0.775)
Sometimes alternate periods of high/low qualified jobs	-0.271	-0.351	-0.473	-0.915	-0.142	-0.384
	(0.297)	(0.518)	(0.452)	(0.811)	(0.432)	(0.836)
Discriminated at hiring	0.759*	1.152*	0.692	1.261	0.971+	1.171
	(0.351)	(0.528)	(0.528)	(0.834)	(0.511)	(0.859)
Discriminated in the tasks assigned	0.385	0.0559	0.192	-0.0153	0.686	0.424
	(0.367)	(0.683)	(0.495)	(0.934)	(0.609)	(1.308)
Self assessment: appropriate qualification level	-0.143	0.753	-0.505	-0.483	0.0570	14.67
	(0.248)	(0.511)	(0.380)	(0.722)	(0.371)	(590.3)
Origin of employer: non Austrian	-0.430+	-0.224	-0.599+	-1.809+	-0.520	-0.0279
	(0.229)	(0.406)	(0.354)	(0.966)	(0.331)	(0.556)
_cons	0.210	-1.869*	-0.208	-1.690	0.261	-15.70
	(0.540)	(0.946)	(0.822)	(1.780)	(0.792)	(590.3)
N	616		270		343	
Loglikelihood						

Standard errors in parentheses + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 16

Estimation results by education ISCED – occupation skill ISCO-88 matching, permanent stayers versus returnees

	Potential permanent migrants		Potential return migrants	
	Matched versus overqualified	Matched versus under qualified	Matched versus overqualified	Matched versus under qualified
age_18_24	0.491	0.835	-0.834	2.963
	(0.501)	(0.863)	(1.186)	(2.189)
age_25_34	0.789*	0.520	-0.363	0.582
	(0.357)	(0.670)	(0.634)	(1.550)
age_35_45	0.600+	0.906	-0.613	1.551
	(0.357)	(0.659)	(0.564)	(1.449)
Female	-0.245	0.0147	-0.334	0.157
	(0.237)	(0.419)	(0.549)	(1.098)
Serbian migrants	0.683+	0.739	0.714	-0.150
	(0.348)	(0.614)	(0.580)	(1.338)
Live in Vienna	-0.680+	-1.275+	-1.684+	-19.69
	(0.357)	(0.663)	(0.941)	(6457.0)
Migrated to Austria before 2010	-0.346	-0.301	1.007	-2.488*
	(0.343)	(0.587)	(0.625)	(1.209)
Match ESCED_ISCO before migration	-2.949***	-3.330**	-2.220***	-22.27
	(0.430)	(1.048)	(0.644)	(2945.1)
Learned German language	0.401	-1.473**	0.525	-0.174
	(0.364)	(0.571)	(0.620)	(1.641)
Attained education degree in Austria	-1.180*	-1.499	2.937	42.80
	(0.481)	(0.987)	(1.884)	(4297.3)
Recognition of education attained abroad	-0.0811	0.916+	-0.474	1.168
	(0.301)	(0.539)	(0.556)	(1.109)
Acquired new skills on the job in Austria	0.498	0.122	1.513	3.832*
	(0.375)	(0.678)	(0.941)	(1.561)
Acquired new skills outside the job in Austria	0.303	1.110	1.716*	-2.301
	(0.388)	(0.706)	(0.855)	(2.492)
Enhanced education in Austria	0.103	0.781	-0.388	-39.07
	(0.490)	(0.865)	(1.301)	(8326.9)
Acquired a new profession in Austria	-0.593	-1.110	-2.440*	-0.205
	(0.449)	(0.824)	(1.094)	(2.354)
Often alternate periods of periods high/low qualified jobs	-0.797*	-0.260	0.778	-18.60
	(0.321)	(0.574)	(0.663)	(1726.0)
Sometimes alternate periods of high/low qualified jobs	-0.507	-0.384	-0.152	-1.235
	(0.352)	(0.630)	(0.783)	(1.806)
Discriminated at hiring	0.606	1.236+	2.859*	2.529
	(0.429)	(0.680)	(1.298)	(1.909)
Discriminated in the tasks assigned	0.983+	-0.579	-0.351	1.394
	(0.529)	(1.201)	(0.676)	(1.378)
Self assessment: appropriate qualification level	-0.0915	0.926	0.360	4.771
	(0.305)	(0.654)	(0.630)	(3.020)
Origin of employer: non Austrian	-0.539+	-0.251	0.158	-1.151
	(0.282)	(0.484)	(0.523)	(1.126)
_cons	-0.00287	-2.034+	-0.532	-4.764
	(0.642)	(1.150)	(1.205)	(3.597)
N	461		143	
Log likelihood				

Standard errors in parentheses + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 17

Estimation results – seemingly unrelated bivariate probit regression, education-occupational skill matching, migration plans

	(1) All sample	(2) Female	(3) Male
Dependent var.: permanent migration			
age_18_24	0.637*	0.593	0.512
	(0.271)	(0.713)	(0.335)
age_25_34	0.698***	0.318	0.786***
	(0.184)	(0.318)	(0.236)
age_35_45	0.154	-0.292	0.401+
	(0.161)	(0.295)	(0.228)
Female	0.0920		
	(0.126)		
Serbian migrants	0.767***	0.937**	0.634**
	(0.169)	(0.288)	(0.204)
Migrated to Austria before 2010	0.570***	0.516+	0.498*
	(0.167)	(0.275)	(0.221)
Migrated with child/ren	-0.197	-0.146	-0.261
	(0.127)	(0.173)	(0.186)
Migrated with partner	-0.185	-0.231	-0.0850
	(0.125)	(0.204)	(0.198)
Education level: secondary	-0.463*	-0.0561	-0.692*
	(0.195)	(0.292)	(0.285)
Education level: vocational	-1.218***	-0.871**	-1.407***
	(0.210)	(0.291)	(0.288)
Education level: tertiary	-0.709**	-0.549	-0.758*
	(0.223)	(0.349)	(0.305)
Employed fulltime	0.688*	1.164*	0.317
	(0.293)	(0.483)	(0.449)
Employed part-time	0.291	0.967+	-0.132
	(0.362)	(0.557)	(0.478)
Own accommodation in Austria	0.276+	0.225	0.517*
	(0.141)	(0.235)	(0.233)
Learned German language	0.198	0.00202	0.434*
	(0.167)	(0.299)	(0.219)
Enhanced education in Austria	0.458*	0.786**	0.336
	(0.185)	(0.281)	(0.235)
Acquired new skills on the job in Austria	0.0254	-0.288	0.155
	(0.166)	(0.250)	(0.225)
Strongly agree to be satisfied with the migration experience in Austria	0.835***	1.393***	0.842***
	(0.187)	(0.309)	(0.241)
Agree to be satisfied with the migration experience in Austria	0.369*	0.405	0.521*
	(0.184)	(0.259)	(0.233)
Earnings matches expectations	0.0322	-0.185	-0.0213
	(0.129)	(0.193)	(0.147)
Often alternate periods of periods high/low qualified jobs	0.421**	-0.0402	0.846***
	(0.157)	(0.251)	(0.218)
Sometimes alternate periods of high/low qualified jobs	0.353*	0.498	0.290
	(0.175)	(0.332)	(0.216)
_cons	-1.672***	-1.836*	-1.510*
	(0.415)	(0.729)	(0.601)
Dependent variable: match of education with occupation skill level in the country of destination			
Permanent migrant	1.701***	1.582***	1.801***
	(0.101)	(0.166)	(0.149)
age_18_24	-0.348	-0.512	-0.317
	(0.214)	(0.339)	(0.273)
age_25_34	-0.359*	-0.511*	-0.363+
	(0.146)	(0.244)	(0.202)
age_35_45	-0.178	-0.198	-0.237
	(0.143)	(0.246)	(0.205)

(Table 17 ctd.)

Table 17 (ctd.)

	(1) All sample	(2) Female	(3) Male
Female	0.0904		
	(0.106)		
Serbian migrants	-0.517***	-0.639**	-0.406*
	(0.134)	(0.217)	(0.194)
Lives in Vienna	0.280*	0.467*	0.216
	(0.139)	(0.196)	(0.206)
Migrated to Austria before 2010	-0.0559	-0.0114	-0.0678
	(0.145)	(0.235)	(0.187)
Match ESCED_ISCO before migration	1.117***	1.066***	1.419***
	(0.119)	(0.206)	(0.206)
Learned German language	-0.185	-0.302	-0.142
	(0.151)	(0.242)	(0.203)
Attained education degree in Austria	0.299+	0.643*	0.288
	(0.181)	(0.308)	(0.241)
Recognition of education attained abroad	0.0172	-0.00214	0.0824
	(0.105)	(0.175)	(0.167)
Acquired new skills on the job in Austria	-0.493**	-0.278	-0.718*
	(0.165)	(0.214)	(0.286)
Acquired new skills outside the job in Austria	-0.0616	0.0247	-0.147
	(0.138)	(0.221)	(0.247)
Enhanced education in Austria	-0.000916	-0.169	-0.0284
	(0.172)	(0.333)	(0.260)
Acquired a new profession in Austria	0.217	-0.0950	0.614*
	(0.181)	(0.308)	(0.252)
Often alternate periods of high/low qualified jobs	-0.0176	0.190	-0.218
	(0.134)	(0.199)	(0.204)
Sometimes alternate periods of high/low qualified jobs	0.0105	0.0936	-0.0295
	(0.150)	(0.255)	(0.210)
Discriminated at hiring	-0.368*	-0.372	-0.414*
	(0.168)	(0.255)	(0.211)
Discriminated in the tasks assigned	-0.182	-0.146	-0.380
	(0.147)	(0.226)	(0.283)
Origin of employer: non Austrian	0.303**	0.405*	0.236+
	(0.102)	(0.174)	(0.143)
_cons	-0.754***	-0.544	-0.791**
	(0.228)	(0.421)	(0.289)
athrho	-13.56*	-15.08***	-15.63***
	(6.650)	(0.667)	(1.241)
N	616	270	343

Standard errors in parentheses + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table 18

Estimation results, seemingly unrelated regression, self assessment of occupational matching, migration plans

	(1) All sample	(2) Female	(3) Male
Dependent var.: permanent migration			
age_18_24	0.576*	0.477	0.576
	(0.272)	(0.615)	(0.373)
age_25_34	0.445*	-0.0239	0.712**
	(0.192)	(0.309)	(0.262)
age_35_45	-0.0490	-0.427	0.160
	(0.175)	(0.300)	(0.235)
Female	0.170		
	(0.140)		
Serbian migrants	0.687***	0.853**	0.600*
	(0.187)	(0.297)	(0.246)
Migrated to Austria before 2010	0.621***	0.579*	0.673**
	(0.170)	(0.262)	(0.252)
Migrated with child/ren	-0.0310	0.0333	-0.166
	(0.151)	(0.198)	(0.248)
Migrated with partner	-0.266+	-0.138	-0.264
	(0.159)	(0.208)	(0.257)
Education level: secondary	-0.213	0.253	-0.652+
	(0.223)	(0.301)	(0.352)
Education level: vocational	-0.125	0.486	-0.669
	(0.242)	(0.327)	(0.491)
Education level: tertiary	-0.174	0.181	-0.544
	(0.291)	(0.414)	(0.401)
Employed fulltime	0.619+	0.895*	0.649
	(0.344)	(0.418)	(0.700)
Employed part-time	0.110	0.632	-0.0994
	(0.356)	(0.438)	(0.733)
Own accommodation in Austria	0.548**	0.585*	0.665*
	(0.183)	(0.288)	(0.271)
Learned German language	0.260	-0.0359	0.601*
	(0.173)	(0.271)	(0.247)
Enhanced education in Austria	0.314	0.319	0.269
	(0.203)	(0.265)	(0.300)
Acquired new skills on the job in Austria	0.0758	-0.0778	0.170
	(0.190)	(0.242)	(0.276)
Strongly agree to be satisfied with the migration experience in Austria	1.246***	1.748***	1.245***
	(0.197)	(0.328)	(0.304)
Agree to be satisfied with the migration experience in Austria	0.473*	0.403	0.664*
	(0.197)	(0.329)	(0.318)
Earnings matches expectations	0.117	-0.208	-0.0117
	(0.135)	(0.195)	(0.339)
Often alternate periods of high/low qualified jobs	0.498**	-0.133	1.049***
	(0.181)	(0.255)	(0.273)
Sometimes alternate periods of high/low qualified jobs	0.375*	0.912*	0.370
	(0.185)	(0.366)	(0.262)
_cons	-2.342***	-2.147**	-2.500***
	(0.547)	(0.681)	(0.744)
Dependent variable: self assessment of appropriate qualification level			
Permanent migrant	1.316*	1.569***	0.749
	(0.511)	(0.180)	(1.473)
age_18_24	-0.270	-0.0604	-0.719*
	(0.257)	(0.385)	(0.350)

(Table 18 ctd.)

Table 18 (ctd.)

	(1) All sample	(2) Female	(3) Male
age_25_34	-0.538**	-0.253	-0.994***
	(0.171)	(0.253)	(0.254)
age_35_45	-0.0685	0.296	-0.400
	(0.160)	(0.271)	(0.254)
Female	-0.255*		
	(0.118)		
Serbian migrants	-0.645***	-0.637*	-0.878**
	(0.176)	(0.249)	(0.302)
Lives in Vienna	-0.0603	0.309	-0.427
	(0.177)	(0.226)	(0.278)
Migrated to Austria before 2010	-0.245	-0.0940	-0.377
	(0.160)	(0.242)	(0.295)
Match ESCED_ISCO before migration	0.0744	0.259	-0.0413
	(0.148)	(0.223)	(0.231)
Learned German language	0.192	0.388	0.00826
	(0.160)	(0.254)	(0.285)
Attained education degree in Austria	-0.373	0.341	-0.831*
	(0.272)	(0.362)	(0.423)
Recognition of education attained abroad	-0.161	-0.218	-0.00982
	(0.126)	(0.195)	(0.212)
Acquired new skills on the job in Austria	0.0518	0.111	0.269
	(0.197)	(0.224)	(0.295)
Acquired new skills outside the job in Austria	0.218	0.243	0.163
	(0.183)	(0.188)	(0.294)
Enhanced education in Austria	0.541*	0.288	0.860*
	(0.243)	(0.299)	(0.337)
Acquired a new profession in Austria	-0.0152	0.200	-0.420
	(0.237)	(0.249)	(0.317)
Often alternate periods of high/low qualified jobs	-0.467**	-0.421+	-0.292
	(0.170)	(0.221)	(0.422)
Sometimes alternate periods of high/low qualified jobs	-0.251	-0.117	-0.154
	(0.186)	(0.302)	(0.261)
Discriminated at hiring	-0.102	0.355	-0.478+
	(0.177)	(0.224)	(0.290)
Discriminated in the tasks assigned	-0.776***	-0.691***	-1.144**
	(0.221)	(0.209)	(0.369)
Origin of employer: non Austrian	-0.101	0.183	-0.317
	(0.122)	(0.211)	(0.203)
_cons	0.841*	-0.594	2.301**
	(0.331)	(0.438)	(0.751)
athrho			
_cons	-0.999	-14.18***	-0.416
	(0.687)	(1.123)	(1.103)
N	616	270	343

Standard errors in parentheses + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Annex A3

Survey Questionnaire on Serbian migrants (not naturalised) living in Austria

Number of the Questionnaire _____
City_____
Date _____
Interviewer_____

For the interviewer
Place of interview (choose from the list below)_____
if other please specify_____

Centres that offer assistance (congregation centre, employment , health, community, public offices …)	1	
Formation and Education Centres (Language centres, School, University…)	2	
Worship centres	3	
Ethnic shops	4	
Entertainment centres (cinema, disco, sportive, bar, restaurant ...)	5	
Commercial centre	6	
Meeting centres, open space meetings (stations, squares, parks…)	7	
Bazaar or Markets in general (local markets, flower or open market…)	8	
Working or recruitment places	9	
Associations and cultural centres	10	
Service Centres (phone centre, money transfer agencies...)	11	
Private living places	12	

A. Migration history, strategies and plans

Q1.a. Do you have Serbian citizenship, or is Former Yugoslavia your country of birth AND you have been residing in Serbia at least the last 5 years before moving to Austria? SINGLE CODE		
Serbian Citizenship	1	
Former Yugoslavia, but mostly residing in Serbia	2	
Neither nor	End of interview	

Q1.b. When did you arrive to Austria on this last occasion? SINGLE CODE		
Year	_____	
Month	_____	
I came before 1st of May 2004	End of interview	Separate sheet

Q1.c. Have you ever asked for the asylum in Austria? SINGLE CODE		
No	1	
Yes (If arrival time is before 1st of January 2006)	2	
Yes (If arrival time is after 31st December 2005)	End of interview[16]	Separate sheet

[16] Sign in a separate sheet number of encountered migrants that arrived after 31st of December 2005 and asked for the asylum in Austria.

Q.1.d. During your current stay in Austria what are the main places that you mostly meet with other Serbian migrants? (Five answers in order of importance are possible; put a corresponding number from 1 to 5 alongside the relevance in boxes)		
Centres that offer assistance (congregation centre, employment , health, community, public offices …)	1	
Formation and Education Centres (Language Centres, Schools, University…)	2	
Worship centres	3	
Ethnic shops	4	
Entertainment centres (cinema, disco, sportive, bar, restaurant ...)	5	
Commercial centre	6	
Meeting Centres open space meetings (stations, squares, parks…)	7	
Bazaar or Markets in general (local markets, flower or open market…)	8	
Working or recruitment places	9	
Associations and cultural Centres	10	
Service Centres (phone centre, money transfer agencies...)	11	
Private living places	12	

Q2. How long did you intend to stay when you arrived in Austria on this occasion? SINGLE CODE		
Less than 3 months	1	
Between 3 months and a year	2	
Between 1 and 3 years	3	
Between 3 and 5 years	4	
More than 5 years	5	
Permanently	6	
Other (specify)	7	

Q3. At the present, how long do you intend to stay in Austria? SINGLE CODE		
Less than 3 months	1	
Between 3 months and a year	2	
Between 1 and 3 years	3	
Between 3 and 5 years	4	
More than 5 years	5	
Permanently	6	
Other (specify)	7	

Q4. ONLY IN CASE OF (notable) CHANGE OF PLANS

Q4. Why did you change your plans about the length of stay – in order of importance

1.
2.
3.

Q5. How many times have you lived in Austria on previous occasions? SINGLE CODE ONLY		
None	1	
1	2	
2	3	
3 or more	4	

Q5.1. Have you ever lived in another country other than Austria and if yes, which country/countries?	
Yes	(names)
NO	(specify)

If Q5 rated 2-4: Q6, others: Q7

Q6. We would like to ask about the history of these previous stays in Austria. Which year/how long were these stays and where were you living?					
	Year:	Length:	Location:	Employment status	Occupation
1st stay					
2nd stay	:				
3rd stay					
Refused/Don't know/can't remember					

Q7. What were your main reasons for coming to Austria on this occasion? (Five answers in order of importance are possible; put a corresponding number from 1 to 5 alongside the relevance in boxes)		
To look for work	1	
To take a job I had been offered	2	
Better career prospects	3	
To earn more money	4	
To save money/send money home	5	
Higher standard of living	6	
Better prospects for children	7	
To study	8	
To learn a language	9	
To live with or be closer to friends or family	10	
Accompany family or friends who were moving	11	
To experience living abroad/another culture	12	
An adventure/new experience	13	
Political situation in Serbia	14	
Other (SPECIFY)	15	

Q7.1. If for work purposes, did you come only for seasonal/temporary work? SINGLE CODE		
Yes	1	
No	2	
Don't know/refusal	3	

Q8. What was the reason behind choosing this particular location? MULTICODE (Three answers in order of importance are possible; put a corresponding number from 1 to 3 alongside the relevance in boxes)		
Work was there	1	
My family was there	2	
My friends were there	3	
By chance	4	
I have been here before	5	
It's cheaper here	6	
Better social services (health, education)	7	
Other	8	

Q.9. Do you intend to return to your country of origin?		
Yes, very soon (within three years)	1	
Yes, but in the distant future (over three years)	2	
Yes, but I don´t know when	3	
No, I want to stay in Austria	4	
I don t know (if Don't know please specify the reason)	5	

Q10. If you leave Austria to which country do you think you will move to? MULTICODE (Three answers in order of importance are possible; put a corresponding number from 1 to 3 alongside the relevance in boxes)		
Serbia	1	
Germany	2	
USA	3	
Australia	4	
Spain	5	
Italy	6	
Don't intend to leave	7	
Other (SPECIFY)	8	

Q11. How would you evaluate the most positive impact of your stay abroad? MULTICODE (Five answers in order of importance are possible; put a corresponding number from 1 to 5 alongside the relevance in boxes)		
Found a better job	1	
Succeeded in learning new language and skills	2	
Made more money	3	
Improved household standard of living	4	
Paid off my debts	5	
Helped my family	6	
Feel to have more opportunities now	7	
Other, specify	8	

Q12. Is there a negative impact of your stay? MULTICODE (Four answers in order of importance are possible; put a corresponding number from 1 to 4 alongside the relevance in boxes)		
No	1	
Yes, a negative impact on family relationship	2	
Yes, I'm doing a job below my education and skills level	3	
Yes, insecurity regarding the future	4	
Yes, I have faced discrimination	5	
Yes, other (specify)	6	

B. Employment, before and during migration

Q13. What was your status in the labour market immediately before coming to Austria? MULTICODE		
Working full-time for an employer	1	
Working part-time for an employer	2	
Self-employed	3	
Working for an agency/Agency worker	4	
Looking for work	5	
Staying at home or looking after children	6	
Studying in Serbia	7	
Studying abroad (specify where)	8	
Other	9	

Q14.What job did you do in Serbia immediately before coming to Austria? SINGLE CODE [17]		
Write in	----------	
I didn't work	2	
I was studying	3	

[17] See attachment 'ISCO88com' for occupational Code.

Q15. What is your actual status in the labour market/what are you currently doing? MULTICODE		
Working full-time for an employer	1	
Working part-time for an employer	2	
Self-employed	3	
Working for an agency/Agency worker	4	
Looking for work	5	
Staying at home or looking after children	6	
Studying full-time in Austria	7	
Studying part-time in Austria	8	
Other	9	

If Q15 rated 1-4: Q15.1. , others: Q16

Q15.1. What job do you do? [18]

WRITE IN ----------

ALSO CODE SECTOR FROM THE OPTIONS BELOW		
AGRICULTURE, FORESTRY AND FISHING	1	
MINING AND QUARRYING	2	
MANUFACTURING	3	
ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	4	
WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	5	
CONSTRUCTION	6	
WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	7	
TRANSPORTATION AND STORAGE	8	
ACCOMMODATION AND FOOD SERVICE ACTIVITIES	9	
INFORMATION AND COMMUNICATION	10	
FINANCIAL AND INSURANCE ACTIVITIES	11	
REAL ESTATE ACTIVITIES	12	
PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	13	
ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	14	
PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	15	
EDUCATION	16	
HEALTH AND SOCIAL WORK ACTIVITIES	17	
ARTS, ENTERTAINMENT AND RECREATION	18	
OTHER SERVICE ACTIVITIES	19	
ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; U0NDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	20	
ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	21	

Q15.2. What type of paid work do you have (or had in your last working activity) in Austria?		
Continuous	1	
Occasional	2	
Seasonal	3	
Other	4	
none	5	
(Interviewer: Don't read out!) refused*	6	

*for every category 'refused" in the questionnaire!

[18] See attachment 'ISCO88com' for occupational Code.

Q15.3. If in work, do you have more than one job?		
Yes	1	
No	2	
Don't declare	3	

Q15.4. Did you get a job as soon as you arrived in Austria on this last occasion? SINGLE CODE		
Yes, a temporary job	1	
Yes, a permanent job	2	
No	3	
Don't know/refuse	4	

Q15.5. Did you find it before or after your arrival in Austria on this last occasion? SINGLE CODE		
Before (when you were still in your country of origin)	1	
After (when you were already in Austria)	2	
Refused	3	

Q15.6. How long did it take you to find the job in Austria on this last occasion? SINGLE CODE		
Less than one year	1	
One year	2	
Two years	3	
Three years or longer	4	

Q15.7. How did you find the job? MULTIPLE CODE (Three answers in order of importance are possible; put a corresponding number from 1 to 3 alongside the relevance in boxes)		
Network of friends	1	
Serb fellows	2	
employment agencies or centres	3	
employers associations	4	
internet	5	
trade unions	6	
municipality of residence	7	
Other (specify)	8	

C. Education, qualification and human capital formation abroad

Q16. What is the highest educational level that you have achieved? SINGLE CODE		
Primary	1	
Vocational	2	
Secondary	3	
Undergraduate degree (e.g. BA/BSc)	4	
Masters degree (e.g. MSc/MA)	5	
Doctorate (e.g. PhD)	6	
Refused	7	

Q16. 1. In which country did you get your degree? SINGLE CODE		
Country of origin	1	
Austria	2	
Other (specify)	3	
Refused	4	

Q16. 2. In your opinion, how important is it in Austria to have a complete equivalence of educational qualifications and professions?		
Very important	1	
Less important	2	
Not important	3	
Refused	4	

Q16. 3. Did you request recognition of your degree (if graduated abroad)?		
Yes, and I received it without difficulty	1	
Yes, and obtained it with great difficulty	2	
Yes, but I am still waiting for it	3	
No, I did not ask for it	4	
Refused		

Q17. Did you have the opportunity to gain additional skills or qualifications in Austria?		
Yes, and I obtained them without difficulty	1	
Yes, but I obtained them with great difficulty	2	
Yes, but I am still waiting for it	3	
No, I am not interested	4	
Refused		

Q17.1. Have you acquired new skills on the job, in Austria?		
Yes, (specify)	1	
No, I do/did not	2	
Refused	3	

Q17.2. Have you acquired new skills outside the job (e.g. private or public training courses) in Austria?		
Yes, (specify)	1	
No, I do/did not	2	
Refused	3	

Q17.3. Did you enhance your educational level with a higher degree, in Austria?		
Yes, (specify)	1	
No, I didn't	2	
Refused	3	

Q17.4. Did you acquire a new profession in Austria?		
Yes, (specify)	1	
No, I didn't	2	
Refused	3	

Q17.5. Did you acquire a certificate for the new profession in Austria?		
Yes, (specify)	1	
No, I didn't	2	
Refused	3	

Q17.6.Have you learned (a) new foreign language/s in Austria?		
Yes, I learned German	1	
Yes, I learned another language (specify)	2	
No, I didn't	3	
Refused	4	

Q18. Did you ever alternate periods in higher qualified jobs with periods in which you had to work in lower qualified jobs?		
Yes, often	1	
Yes, sometimes	2	
Rarely	3	
Never	4	

Q18.1. If you have ever accepted a job below your level of qualifications, did you do so (several answers are possible)		
because you thought you would be spending only a short time in Austria	1	
because there are no qualified job offers for immigrants in Austria	2	
because in general in Austria there is no labour market that can absorb the offer of qualified labour	3	
because they only offer certain types of jobs to your fellow citizens	4	
because you need to earn money regardless of the type of job	5	
Other (specify)	6	

If Q15 rated 1-4, others Q18.3.

Q18. 2. Regarding your current job, do you think that:		
You are not sufficiently prepared, don't have the appropriate qualification level	1	
You are overqualified, could have a job that matches with the qualification level	2	
Have the right qualification and skills to do it	3	
Don't know	4	
Refused	5	

If Q9 rated 1-3, others Q19

Q18.3. Only in case of return intention (time unspecified) **What do you think will be most useful for your return to the labour market in Serbia, if/when you go back? MULTICODE** (Five answers in order of importance are possible; put a corresponding number from 1 to 5 alongside the relevance in boxes)		
Foreign language skills	1	
Formal educational qualifications	2	
Formal professional qualifications	3	
Financial capital	4	
Experience of work in a diverse setting	5	
Experience of work in a different country	6	
Connections/social network	7	
Other, specify	8	

D. Income before and during migration experience, expectations, remittances

Q19. Thinking about your income prior to migration in Austria, what was your usual or normal monthly (net) income?– could you point out in which bracket?			
	Less than € 250	1	
	€251-€300	2	
	€301-€350	3	
	€351-€400	4	
	€401-€450	5	
	€451-€500	6	
	€501-€550	7	
	€551-€600	8	
	€601-€650	9	
	651-€700	10	
	€701-€800	11	
	801-1000	12	
	1001-1200	13	
	1201- 1500	14	
	Above 1500	15	
	refused		

Q19.1. Thinking about your most recent net monthly earnings (from your main work in Austria) – could you point in which bracket your salary falls into?			
	Less than € 400	1	
	€401-€500	2	
	€501-€600	3	
	€601-€700	4	
	€701-€800	5	
	€801-€900	6	
	€901-€1000	7	
	€1001-€1200	8	
	€1201-€1500	9	
	€1501-€2000	10	
	€2001-€2500	11	
	€2501-€3000	12	
	€3001-€3500	13	
	€3501-€4000	14	
	Above € 4000	15	

Q19.2. In case of part time/not-continuous employment thinking about your earnings, would you mind telling us how much do you earn?		
Per week	1	E……..
Per month	2	E……..
Per year	3	E……..
Not applicable	4	
Refused	5	

If Q9 rated 1-3, others Q20

Q19.3. Only in case of return intention (time unspecified) **What are your expectations about the potential monthly earnings you can achieve if you return to Serbia?**			
	Less than € 250	1	
	€251-€300	2	
	€301-€350	3	
	€351-€400	4	
	€401-€450	5	
	€451-€500	6	
	€501-€550	7	
	€551-€600	8	
	€601-€650	9	
	651-€700	10	
	€701-€800	11	
	801-1000	12	
	1001-1200	13	
	1201- 1500	14	
	1501-1800	15	
	1801-2200	16	
	2201-2600	17	
	Above 2600	18	

Q19.4. Only in case of return intention (time unspecified) **What level of monthly earnings in Serbia would induce you to return to your country of origin?**			
	Less than € 250	1	
	€251-€300	2	
	€301-€350	3	
	€351-€400	4	
	€401-€450	5	
	€451-€500	6	
	€501-€550	7	
	€551-€600	8	
	€601-€650	9	
	651-€700	10	
	€701-€800	11	
	801-1000	12	
	1001-1200	13	
	1201- 1500	14	
	1501-1800	15	
	1801-2200	16	
	2201-2600	17	
	Above 2600	18	

If Q15 rated '5", others Q20.1.

Q20. If unemployed and looking for a job: **If in the next two weeks you get a job offer, what would be the minimum monthly net earnings that you would be willing to accept to start working?**		
Euro	Euro _____	
Don't know /refused	2	

Q20.1. Does your level of earnings in Austria match with your expectations? SINGLE CODE		
Yes	1	
No	2	
Hard to say	3	

Q21. How often do you send/transfer money to Serbia?		
Once a week	1	
Once a month	2	
Other……	3	
Very irregularly	4	
never	5	
Refusal	6	

If Q21 rated 1-4:

Q21.1. How much do you on average send/transfer each time?		
E……		
Refusal	3	

Q21.2 In the last 12 months did you send/transfer/take money back to Serbia?		
YES	1	
NO (GO TO Q28)	2	
Refusal	3	

If Q21.2. rated ‘yes’

Q21.3. How much did you send / take back in the last 12 months?		
E……		
Refusal	3	

If Q21 rated 1-4, others Q25

Q22. Could you tell us how you send/transfer funds to Serbia? MULTICODE (Three answers in order of importance are possible; put a corresponding number from 1 to 3 alongside the relevance in boxes)		
By an established money transfer company	1	
Through my bank	2	
Through having a joint account (e.g. have two debit cards)	3	
In cash (i.e. via friends and family)	4	
I carry them myself while going to Serbia	5	
Other, please specify	6	

Q23. Could you tell us what is the prime purpose for sending your earnings to Serbia? MULTICODE (Three answers in order of importance are possible; put a corresponding number from 1 to 3 alongside the relevance in boxes)		
To support my family in daily expenses	1	
To save for specific goods (i.e. car, home appliances)	2	
To fund my education	3	
To fund dependants’ education	4	
To pay off my mortgage in Serbia	5	
To save for investment in property (existing or future)	6	
To save for business investment	7	
To save without specific purpose	8	
Other, please specify	9	

E. Social - demographic characteristics

Q25. Gender		
Male	1	
Female	2	

Q26. Age		
18-24	1	
24-34	2	
35-45	3	
46+	4	
Refused	5	

Q27. Are you…?		
Married	1	
Divorced	2	
Widowed	3	
Living with a partner	4	
Divorced and Living with a partner	5	
Single	6	

If Q27 rated 1, 4, 5, others Q30

Q28. Does your partner or spouse live with you in Austria?		
Yes	1	
No	2	

Q29. If you are living with a partner, can you indicate his/her citizenship?		
If Yes, specify	_____	
Refused	2	

Q29. 1. If you are living with a partner, can you indicate his/her profession?		
If Yes, specify	_____	
Refused	2	

If Q30 rated 1-5: others Q31

Q30. Do you have dependent children aged under 18?		
Yes, 1	1	
Yes, 2	2	
Yes, 3	3	
Yes, 4	4	
More than 4	5	
No	6	

Q30.1. Do they live with you in Austria?		
Yes	1	
No	2	

Q30. 2. Only if Q30=1-5. Would you like your children to obtain an education in Austria or in Serbia?		
In Austria	1	
In Serbia, but I will not move back because of that	2	
In Serbia and this is one of the reasons why I'm moving back	3	
Other, specify	4	

Q31. Do you have any family members who are planning to come to live with you in Austria in the future? MULTICODE		
No	1	
Yes, spouse or partner	2	
Yes, dependent children	3	
Yes, other family members	4	
Yes, friend(s)	5	
Other	6	
refused		

Q32. Could you name the region of Serbia you come from?

Q32.1. How large is the town you come from?		
Less than 10,000 inhabitants	1	
10,000 – 50,000	2	
50,000 – 100,000	3	
100,000 – 500,000	4	
More than 500,000	5	

Q33. Do you own property in Serbia? SINGLE CODE		
Yes	1	
No	2	
Refused	3	

Q34. In which of the following ways do you occupy the house in which you live in Austria? SINGLE CODE		
Own it outright	1	
Buying it with the help of a mortgage or loan	2	
Rented from a private landlord	3	
Rented from Council housing (Gemeindewohnungen)	4	
Accommodation provided by employer	5	
Other (specify)	6	

F. Integration issues, formal and informal

Q35. Do you have a National Insurance Number in Austria? (e- card) SINGLE CODE		
Yes	1	
No	2	
Don't know/can't remember	3	

Q36. Have you ever voted in any of local elections in Austria? SINGLE CODE		
Yes	1	
No	2	
Don't know/can't remember	3	

Q37. Are you registered with a doctor in Austria?		
Yes	1	
No	2	
Space for comment	3	

Q37.1. How would you describe your health:		
Very good	1	
Good	2	
Satisfactory	3	
Poor	4	
Very poor	5	
Refused	6	

Q37.2. In case of need of medical care where would you go? MULTIPLE CODE		
Hospital	1	
Doctor	2	
Associations	3	
Family, relatives or acquaintances	4	
Other (specify)	5	
Refused	6	

Q37.3. Do you think that it is difficult to obtain medical care/assistance in Austria? SINGLE CODE		
Yes, is difficult	1	
No, is simple	2	
Other (specify)	3	
Refused	4	

Q37.4. If difficult, why? MULTIPLE CODE		
Is costly	1	
Not everybody can use the health system, I am not allowed to	2	
Language barriers (I can´t explain myself and make the problem understandable)	3	
Other (specify)	4	
Refused	5	

Q38. Thinking about the public health service in Austria – do you think its quality and access is a factor in deciding to remain in Austria?		
YES, it provides free care and I won't have it upon return	1	
YE, but it isn't a major factor; care is as good as in Serbia	2	
NO, in many respects health care is better in Serbia	3	
NO, I go to Serbia for health issues/checks	4	
I use private health care	5	
Space for comment		

Q39. Are you aware of pension transferability procedures between Serbia and Austria?		
Yes	1	
No	2	
Space for comments	3	

Q40. Is your pension a factor in your decision about whether to live in Austria or Serbia?		
Yes	1	
No	2	
Space for comments	3	

Q41. Could you tell us which of the following social benefits you are currently receiving or have been receiving during your stays in Austria? MULTICODE (Four answers in order of importance are possible; put a corresponding number from 1 to 4 alongside the relevance in boxes)		
I have not received any benefits	1	
Child Benefit	2	
Housing Benefit	3	
Jobseekers Allowance	4	
Other, please specify	5	

Q41. 1We would like to ask, whether the level of state supports had an influence on your decision to move from Serbia. Did the level of social benefits (state assistance) IN SERBIA have an impact on you deciding to migrate to Austria?		
YES, a very strong impact, the assistance there is small/none	1	
YES, it was a factor but not major one	2	
NO, I didn't think about it	3	
Refusal	4	
Space for comment		

Q42. Does the level of social benefits (state assistance) IN AUSTRIA have an impact on you deciding to stay/move to Austria?		
YES, a very strong impact, the assistance here is substantial	1	
YES, it was a factor but not a major one	2	
NO, I didn't think about it	3	
NO, I do not receive any social benefit	4	
Refusal	5	
Space for comment		

Q43. Have you encountered language-related problems during your stay in Austria? SINGLE CODE		
Many difficulties	1	
some difficulties	2	
No difficulties	3	
Refused	4	

Q43.1. On a daily basis, how often do you use the German language?
Indicate the level for each of the categories. Level 1 implies 'never use the German language", and the increasing order is up to five implying 'use the German language all the time"

	1 (Never)	2	3 (always)	4	5	Refused
Family, home	1 (Never)	2	3 (always)	4	5	Refused
Work , school, university	1 (Never)	2	3 (always)	4	5	Refused
Free time	1 (Never)	2	3 (always)	4	5	Refused

Q44. Did you have problems getting a stay permit for work purposes? SINGLE CODE		
Many difficulties	1	
some difficulties	2	
No difficulties	3	
Refused	4	

Q45. Do you feel you are/were subject to discrimination in your last job? (more than one answer is possible)		
during hiring	1	
in the tasks assigned	2	
in your remuneration	3	
in the way you were treated in the workplace	4	
Other (specify)	5	

Q46. Do you feel discriminated in your everyday life (excluding job)? If yes what type of discrimination do you experience?		
Yes (Specify)	1	
No	2	
Don't know	3	

Q47. Where are your friends from?		
International	1	
From the host country	2	
From the country of origin	3	
Both, from host and country of origin	4	
Refused	5	

Q47. 1. On your job, the colleagues and work friends are: MULTIPLE CHOICE		
Austrians	1	
Non-Austrians	2	
From the country of origin	3	
It is only me	4	
Refused	5	

Q47. 2. Your employer, is?		
Austrian	1	
Migrant originating from the same country as yours	2	
Migrant originating from another country	3	
It is me/ don't have an employer	4	
Refused	5	

Q48. With what documents did you travel the first time you moved to Austria?		
asylum / refugee documents	1	
tourist visa	2	
business trip	3	
student visa	4	
sports delegation	5	
Non Serb foreign passport	6	
Work permit/employment contract	7	
Cultural exchange (dance, theatre)	8	
Marriage certificate	9	
Other (specify)	10	
Refused	11	

Q49. With what documents/arrangement did you travel this last occasion that you moved to Austria?		
asylum / refugee documents	1	
tourist visa	2	
business trip	3	
student visa	4	
sports delegation	5	
Non Serb foreign passport	6	
Work permit/employment contract	7	
Cultural exchange (dance, theatre)	8	
Marriage certificate	9	
Other (specify)	10	
Refused	11	

Q50. Overall – are you satisfied with your decision to live in Austria? Please relate to the following sentence: I am generally happy about my life in Austria		
Strongly agree	1	
Agree	2	
Neither agree nor disagree	3	
Disagree	4	
Strongly disagree	5	
Space for comment		

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