

NATIONAL REPORT AUSTRIA



MILIMAT

Partnership for Cooperation in the field of Education and Training

MILIMAT:

Migrants Labour Insertion in Multicultural Agricultural Teams

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Introduction

The agricultural sector is an important part of the Austrian economy and plays a crucial role in ensuring the country's food security. Agriculture in Austria is characterized by tradition and faces challenges such as modernization, climate change and competition on the global market. But alongside these challenges, there are also opportunities to be seized in order to make agriculture fit for the future.

Another issue that has gained importance in Austria in recent years is migration. Migration in Austria is multifaceted, ranging from EU freedom of movement to refugees and asylum seekers. In this context, the integration of migrants is a challenge for Austrian society.

This report examines one specific aspect of migration in Austria: migrant agricultural workers. Migrant workers are employees who work in another country for a limited period of time in order to earn money. In agriculture, they are often used for seasonal work such as harvesting. The use of migrant workers in agriculture is a widespread phenomenon in Austria, linked to increasing globalization and international competition.

This report examines the challenges and opportunities faced by farmers and migrant workers in multicultural teams. It presents the results of research and interviews with seven individuals. The research refers to the situation in Austria, while the interviewees largely refer to the perspective of the western state of Tyrol.

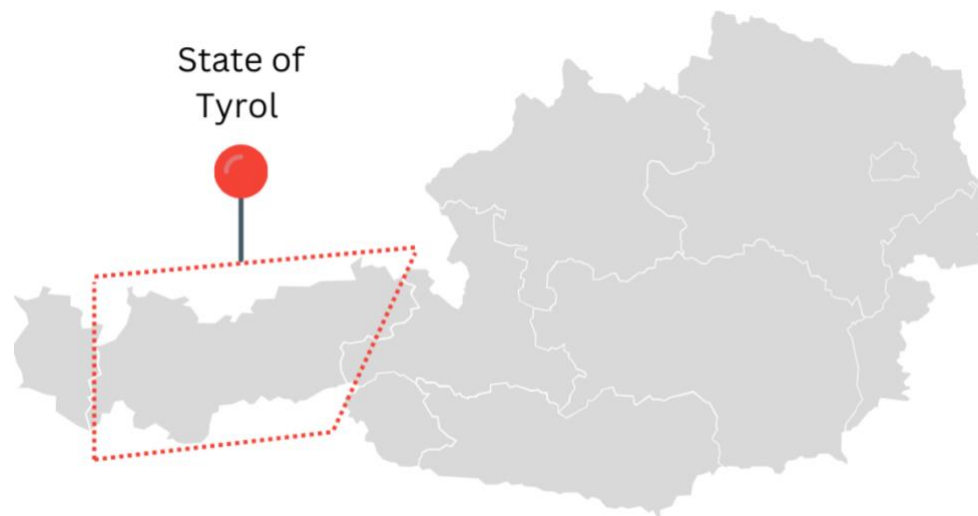


Figure 1 State of Tyrol

The findings of the report are divided into two sections. The first section presents the research findings. The second section presents the results of the interviews and survey conducted with a sample of seven individuals. These individuals include a farmer, a man who works with refugees, a man who provides vocational counseling to people in poverty, a woman who works with the socially disadvantaged, an employee of the Department of Society and Work - Diversity Division of the Province of Tyrol, a woman who runs a family home and a women's shelter, and a department head of the Foreigners' Specialist Center (AFZ). Of the seven interviewees, five completed the survey.

Overall, the report shows that cooperation between farmers and migrant workers in multicultural teams presents both challenges and opportunities. With targeted support and training, the challenges can be overcome and the opportunities seized to make agriculture in Austria fit for the future.

Farming figures

Research results

Austrian agriculture has a long tradition and plays an important role in the country's economy. In total, there are around 175,000 farms in Austria, most of which are rather small. On average, each farm cultivates an area of around 16 hectares. Most farms are family farms, which have often been family-owned for generations.

The most important agricultural products in Austria are milk, meat and cereals. In addition, there are also many fruit and vegetable growers as well as winegrowers, especially in the southern regions of the country. In recent years, organic farming has also developed strongly, with about 24% of agricultural land now being farmed organically.

Employment in agriculture has declined sharply in recent decades. While there were more than one million people employed in agriculture in the 1950s, today there are only about 170,000, most of whom work on small family farms, while large farms often have only a few employees.

Agriculture in Austria faces a number of challenges. One of the biggest challenges is the market, especially international competition. Many farms have difficulty competing in the global market, especially for products such as milk and meat. Farmers also have to deal with environmental and climate challenges, such as maintaining biodiversity and reducing greenhouse gas emissions. In addition, there are challenges related to water availability and quality, and profitability, especially for smaller farms.

Despite these challenges, there are also positive developments in Austrian agriculture. For example, more and more organic products are being produced, and there is also more direct marketing of agricultural products, especially in urban areas. In addition, there is also an increasing emphasis on sustainability in agriculture, which helps to reduce environmental impact and preserve biodiversity.

(Bundesministerium für Land- und Forstwirtschaft, Regionen und Wasserwirtschaft, 2022;
Statistik Austria, 2022; The World Bank, 2022)

Results of the interviews & survey

During the interviews, one farmer was interviewed (P2). He farms 3 ha of field, which he cultivates differently depending on the crop rotation. His main business is strawberries, but they are only available seasonally. In addition, he sells vegetables all year round, such as lettuce, cauliflower, cabbage, depending on the season. He employs two workers from May to October, with additional help during the strawberry harvest.

Migration figures

Research results

In Austria, most migrants come from neighboring European countries, especially from the countries of former Czechoslovakia and former Yugoslavia. These migrants usually come to Austria for economic reasons, to find better job opportunities and a higher standard of living. In recent years, however, the number of migrants from other parts of the world, including Asia and Africa, has also increased. These migrants often come to Austria for political or economic reasons, including poverty and war.

Most of the people who work as harvest workers in Austria come from Eastern European countries such as Poland, the Czech Republic, Slovakia and Romania. There is also a growing number of harvest workers from Africa and Asia.

The age structure among harvest workers is diverse, although most are between 18 and 50 years old. However, there are also some older and younger people working as harvest workers. In terms of gender, most harvesters are male, but there are also a growing number of female harvesters (Bundesamt für Fremdenwesen und Asyl, 2022).

According to AK Vienna, there have been no problems recruiting seasonal workers and harvest helpers so far, as the Austrian labor market is attractive. No applicants are actively sought through public agencies, nor are there any cooperations with third countries for recruitment (Humer & Spiegelfeld, 2020).

The PRO-GE trade union identifies three main pillars for the recruitment of seasonal workers and harvest helpers in agriculture and forestry at the farm level: word of mouth, placement agencies in the countries of origin and advertisements by the farmers themselves. The first pillar is widespread and is based on an employer's request that a seasonal worker make a referral from among their acquaintances. Placement agencies are less common in this industry than in other sectors, but they charge workers placement fees. The third pillar, farmer advertisements, has increased in recent years (Humer & Spiegelfeld, 2020).

Results of the interviews & survey

P5 reports on the countries of origin of people with a migration background in Tyrol (over 1,000 people): Germany, Turkey, Italy, Hungary, Croatia, Bosnia and Herzegovina, Romania, Serbia, Syria, Bulgaria, Slovakia, Afghanistan, Netherlands, Poland, United Kingdom, Russian Federation, Czech Republic, Somalia and Iraq. The population of Tyrol is growing annually due to the influx of about 4,000 people per year. Demographic data (age and gender) are available but would need to be statistically evaluated. Occupation and education level are not recorded in the residence registration and the majority of the people who have moved in have contact with the Austrian administration only through the registration office (EU citizens with free movement of persons).

However, certain characteristics can be extracted through detailed statistical evaluations of surveys, for example, people with a migrant background from the EU/EFTA more often have a university degree than Austrians, whereas people with a migrant background from third countries more often have a compulsory school leaving certificate as their highest level of education. With regard to occupations, a differentiated picture emerges, whereby there is a particularly striking concentration in a few, below-average paid occupations among people with a migrant background from third countries.

According to P6 experience, many refugees were farmers in their home country. Those who have studied, this degree is not recognized in Austria. They now have to take poorly paid jobs.

P2 mentioned that there is a collective agreement for seasonal workers, which is around 1690 euros. However, to find workers you have to pay more, otherwise they work in factories where they have the same collective agreement but less dirty and exhausting work. His workers are employed from May to October, have holidays and are covered by social security.

P6 explained that everyone in the asylum process is allowed to do community work for 3 euros an hour, and seasonal work is also allowed. There are special places in the city for this. Now they are also allowed to work, but it is difficult to get a permit from the AMS (Public Employment Service) if a company offers more than 3 euros per hour.

P1 mentioned that jobs are often found through personal contacts.

P2 explained that it is difficult to find someone who can help you find an employee. He has already tried to make contact through the asylum seekers' home and has not asked any official organisations for help yet.

The recruitment of migrants is an opportunity for farms and for the sustainability of rural areas.

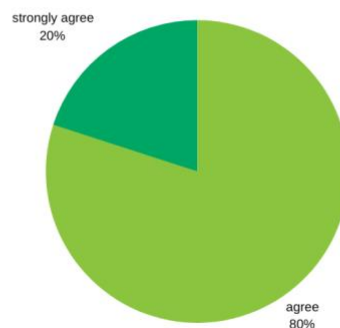


Figure 2 Recruitment of migrants for farms

The survey showed that every respondent agrees (80% agree, 20% strongly agree) that the recurrence of migrants can be an opportunity for farms.

Social and economic situation in Rural Areas

Research results

Agriculture has historically played an important role in Austria's economy, culture, and society, with many rural areas of the country still relying on farming as a primary source of income. However, the economic and social position of farmers in Austria has been evolving in recent years.

On the economic front, farmers in Austria have faced a number of challenges. Despite government support programs and subsidies, many farmers have struggled to stay competitive in the global market due to factors such as rising production costs, volatile commodity prices, and changing consumer preferences. This has led to a decline in the number of small and medium-sized farms in the country, as well as a shift towards larger, more specialized operations that are better able to leverage economies of scale.

At the same time, the social position of farmers in Austria has also changed. In the past, farmers held a respected and important place in Austrian society and were seen as stewards of the land and custodians of the country's cultural heritage. However, in recent years, the role of farmers has become somewhat marginalized, with many young people choosing to leave rural areas in search of better economic opportunities in urban centers. This has led to a decline in the number of people actively engaged in farming, as well as a loss of traditional knowledge and practices that have been passed down through generations.

Despite these challenges, there are also positive developments in the farming sector in Austria. There has been a growing interest in sustainable agriculture and locally produced food, which has created new opportunities for small-scale farmers to connect with consumers and earn a premium for their products. The government has also introduced new initiatives to support the development of organic farming and to encourage the preservation of traditional landscapes and biodiversity (Bundesministerium für Land- und Forstwirtschaft, Regionen und Wasserwirtschaft, 2022; Landwirtschaftskammer Österreich, 2022).

Migrant workers play a vital role in the agriculture sector in Austria, particularly in harvesting seasonal crops. However, the economic and social position of migrant workers in Austrian agriculture can be complex, with various challenges related to education, visibility, integration, discrimination, and representation.

Education is an essential aspect of the economic and social position of migrant workers in Austrian agriculture. Many migrant workers may lack formal education or qualifications, which can limit their opportunities for advancement and higher-paying jobs. This can perpetuate a cycle of low-paying, seasonal work, which can have implications for their economic and social position.

Visibility is another critical issue for migrant workers in Austrian agriculture. Due to their temporary and often isolated work arrangements, migrant workers may be invisible in society, leading to a lack of understanding and recognition of their contributions. This can further contribute to discrimination and prejudice towards migrant workers.

Integration is also a challenge for migrant workers in Austrian agriculture. Many migrant workers may face language and cultural barriers that can impede their ability to integrate into Austrian society. This can result in a lack of access to resources such as education, healthcare, and social services, which can impact their economic and social position.

Discrimination is also a significant challenge for migrant workers in Austrian agriculture. Migrant workers may face discrimination in the workplace and broader society, which can affect their economic opportunities, social mobility, and mental health. This can lead to exclusion and isolation from the wider community, which can further impact their economic and social position.

Representation is also an essential aspect of the economic and social position of migrant workers in Austrian agriculture. Migrant workers often lack representation and a voice in

decision-making processes that impact their work and lives. This can lead to a lack of protection of their rights, poor working conditions, and exploitation.

Overall, the economic and social position of migrant workers in Austrian agriculture can be challenging, with issues related to education, visibility, integration, discrimination, and representation. It is essential for policymakers, employers, and society as a whole to work towards improving the economic and social position of migrant workers in Austrian agriculture by addressing these issues and creating opportunities for equal and fair treatment (Bundesministerium für Soziales, Gesundheit, Pflege und Konsumentenschutz, 2023; IOM, 2021; SOS Mitmensch, 2021).

Results of the interviews & survey

The following points about the economic and social position of farmers and migrant workers were discussed in the interviews:

P1: Farmers are generally held in high esteem, are financially well off and are not marginalised.

P2: Migrant workers, often face poor working conditions, are not sufficiently integrated and often do not receive basic services.

Challenges and opportunities

Research results

Migrant workers in the agriculture sector in Austria face several economic, personal-cultural, and social-labour challenges and opportunities.

Economic-sectoral challenges and opportunities: The agriculture sector in Austria is an essential part of the economy and provides job opportunities for migrant workers. However, many of these workers may face low-paying and precarious employment, with limited opportunities for advancement. The seasonal nature of agricultural work means that these workers may not have a stable income throughout the year, which can impact their financial stability. On the other hand, the growing demand for organic and locally produced food creates new opportunities for employment in the sector, including niche areas such as farm-to-table restaurants, farmers' markets, and community-supported agriculture initiatives.

Personal-cultural challenges and opportunities: Migrant workers in Austrian agriculture may face personal-cultural challenges, including language barriers, cultural differences, and a lack of social support. These challenges can contribute to isolation, discrimination, and low self-esteem. On the other hand, these workers may have opportunities to learn new skills, languages, and cultural practices, which can enhance their personal growth and broaden their perspectives.

Social-labour challenges and opportunities: Social-labour challenges for migrant workers in Austrian agriculture can include discrimination, exploitation, and poor working conditions. They may face issues related to health and safety, access to social services, and legal protection.

However, there are also opportunities for social and labour integration, including opportunities to join labour unions and advocacy groups, receive training and education, and network with other workers and employers.

In summary, migrant workers in Austrian agriculture face a range of challenges and opportunities related to economic, personal-cultural, and social-labour factors. Addressing these challenges and creating more opportunities for these workers is essential to ensure fair and equitable treatment and promote their social and economic well-being. This requires a comprehensive approach, involving employers, policymakers, advocacy groups, and the wider society, to create a more inclusive and supportive environment for migrant workers in Austrian agriculture (Bundesministerium für Soziales, Gesundheit, Pflege und Konsumentenschutz, 2023).

Results of the interviews & survey

The following challenges/opportunities for migrant workers emerged from the interviews and the survey:

P3: Migrant workers' education is often not usable, and they end up in unskilled jobs or in temporary work agencies, as long as they have a job.

P4: There were reports of harvest workers in emergency shelters during the berry harvest. The seasonality of the job is problematic and those who work often do not get basic services.

P6: There is not enough contact between migrant workers and the local population, as many are shy and do not dare to go anywhere alone. Migrant workers experience a lot of racism and often do not tell others about it. There have been individual cases of racism in the population, at offices, jobs and on the housing market especially frequent racist experiences.

What are the main difficulties faced by migrant agricultural workers in your country? (Multiple options may be chosen)

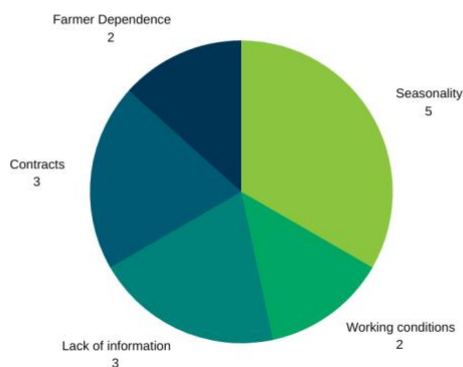


Figure 3 Difficulties for migrant agricultural workers (1)

The survey showed that seasonality (mentioned 5 times) is the biggest challenge migrants face in agriculture, followed by lack of information and contracts (both mentioned 3 times). Other problems include farmer dependency and poor working conditions (both mentioned 2x).

What are the main difficulties faced by migrant agricultural workers in your country? (Multiple options may be chosen)

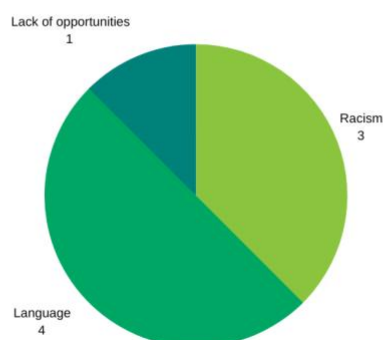


Figure 4 Difficulties for migrant agricultural workers (2)

When asked what challenges migrant workers face in agriculture, language (4x) was mentioned most often, followed by racism (3x), and lack of opportunities (1x).

Building Multicultural Agricultural Teams

Research results

Agriculture is a labor-intensive sector in Austria that often relies on seasonal labor to ensure a successful harvest. This has led to the hiring of migrants in agriculture, which is both a challenge and an opportunity for the industry. In this context, there are several important aspects regarding the role of the farmer as a manager of multicultural teams.

First of all, it is important to emphasize that farmers in Austria act as managers of multicultural teams. The ability to communicate effectively with people from different cultures and backgrounds is a critical factor in the success of a farm. Understanding cultural differences, creating an inclusive work environment, and fostering collaboration among employees are important factors to consider when managing multicultural teams.

The role of native and migrant workers within multicultural teams is also important. A combination of locals and migrants can offer the potential to combine different skills and experiences, which can lead to a successful team. Knowing the native workforce can facilitate the introduction and integration of new migrants to achieve effective collaboration.

The communication tools used in multicultural teams are also important. It is essential that each employee is able to communicate in a way that can be understood by other team members. This can be achieved through the use of multilingual employees, translation apps and other communication tools.

Finally, it is important to consider cultural principles that should govern a multicultural team environment. Respectful interaction, mutual understanding, openness, trust and clear communication are key principles that form the basis for effective collaboration.

Overall, managing multicultural teams in agriculture is a challenge, but also an opportunity. With the right attitude, training and support, native and migrant employees can work together to achieve a successful harvest and thriving agriculture in Austria

(Bundesministerium für Land- und Forstwirtschaft, Regionen und Wasserwirtschaft, 2022; Landwirtschaftskammer Österreich, 2022; Statistik Austria, 2022).

Results of the interviews & survey

In the interview, the communication of migrant workers in the field was discussed. P2 said that language barriers are not a problem for him in the field. He communicates successfully through gestures, which enables him to do his work effectively.

Farmers have the knowledge and tools to manage multicultural teams.

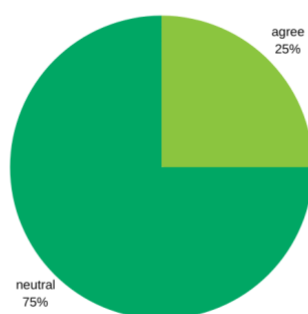


Figure 5 Knowledge of farmers

When asked in the survey whether farmers have the knowledge and skills to lead multicultural teams, the majority are neutral. A quarter, however, consider that farmers are capable of doing so.

Migratory Regulation

Research results

The legal aspects for seasonal workers, harvest workers and foreign workers in agriculture and forestry concern legislation, work permits, residence permits, recruitment, rights and obligations.

The maximum work period for seasonal workers is 6 months, but an extension to 9 months may be possible. For harvest workers, the work period is 6 weeks. Foreigners who have already been employed in the agricultural and forestry sector under a quota in each of the past three years may work for up to 9 months (BML, 2022).

Asylum seekers are not allowed to work while the procedure is ongoing, except in the case of seasonal workers in tourism or agriculture and forestry, provided the procedure lasts at least 3 months and no EU citizen wants to take the job. If asylum seekers take a job, they will no longer be financially supported for basic needs as they earn over 450 euros per month (John, 2013).

Harvest workers and seasonal workers working in Austria have the right to decent pay and a safe and healthy working environment. This includes protection against discrimination and sexual harassment in the workplace.

They also have the right to at least one day off per week and paid vacation days. Under the 2019 amendment to the Working Hours Act, harvest workers are entitled to at least 12 paid vacation days per year.

In addition, they have the right to adequate accommodation and meals, provided these are provided by the employer.

During their stay in Austria, harvest workers and seasonal workers are also covered by social security laws such as health insurance and accident insurance.

It is important to note that the rights of harvest workers and seasonal workers should not differ from those of other workers and that they should enjoy the same rights and protections as all other workers in Austria (Bundesministerium für Arbeit und Wirtschaft, 2021).

Results of the interviews & survey

Various legal framework conditions for migrants in Austria were addressed in the interviews. P7 explained the application process for the granting of a seasonal permit and emphasised that the requirements according to §§ 4 and 5 AuslBG have to be fulfilled. P2 reported that his Afghan workers initially only receive a protection status and are normally not entitled to work, but due to the shortage of agricultural workers they more easily receive a work permit. According to P2, there were hardly any problems with the application and the registration with the AMS (Public Employment Service) was also uncomplicated. P3 reported about undeclared workers in Landeck who often have no idea that they do not pay into the pension and thus receive little later. Many also do not understand the employment contract and just sign it without really reading it.

Regarding the desire to obtain Austrian citizenship, P1 mentioned that the process is very difficult and wondered if this is the goal of labour migrants. P3 added that Austrian citizenship is difficult for many migrants and Austria is one of the countries that makes it most difficult for them.

Public or private initiatives and entities

Research results

In Austria, there are a number of institutions and public initiatives dealing with the issue of migration in the field of agriculture. Here are some important aspects on these topics:

Institutions responsible for and public initiatives on migration:

- The Federal Ministry of Agriculture, Regions and Tourism is the main public institution responsible for issues related to migration and agriculture. It works closely with other government agencies to promote the integration of migrants in rural areas. (<https://www.bml.gv.at>)
- The Austrian Chamber of Agriculture offers advice and support to farmers and migrants in agriculture. (<https://www.lko.at>)
- The Austrian Chambers of Labor also offer support for migrant workers. (<https://www.arbeiterkammer.at>)

Social-labour policies oriented to migrants:

- The Austrian government has introduced a number of labor market policies and programs to support the integration of migrants into the labor market. These include, for example, the promotion of language courses and job placement measures. (<https://www.bmaw.gv.at>)
- The Federal Employment Agency (AMS) offers special counseling and support for migrants. (<https://www.ams.at/arbeitsuchende>)

Organizations working on migrants:

- There are numerous organizations working for the rights of migrants in Austria, including those that focus specifically on migrants in agriculture.
- Caritas, the Red Cross and Verein Menschenrechte Österreich are some of the main organizations working on migration and integration.

Initiatives working on migrants in rural areas:

- There are also initiatives that specifically target the integration of migrants in rural areas, including, for example, the project "Migrants in Agriculture" of the Chamber of Agriculture.
- Another example is the "Lebensmittelpunkt Land" project of the Federal Ministry of Agriculture, which focuses on promoting village development and improving living conditions in rural areas.

Overall, there are many institutions and initiatives in Austria that focus on the integration of migrants in agriculture and rural areas. However, there are still many challenges, especially regarding discrimination and lack of equal opportunities. It is important that measures continue to be taken to promote the integration of migrants in agriculture and rural areas and to protect their rights and interests.

Results of the interviews & survey

The interviews revealed the following organisations that advocate for migrants and initiatives that specifically focus on migrants in rural areas.

P1: Institutions responsible for migrants include the Federal Office for Immigration and Asylum and the magistrates/district administrations.

P2: Important integration initiatives for migrants include various organizations such as the Ministry of Social Affairs and Foreign Affairs, the Austrian Integration Fund, the Public Employment Service and local initiatives such as ZEMIT, which are funded by the Public Employment Service.

P3: In the rural areas of Tyrol, there are integration officers in municipalities and some organizations have regionalized their counselling services. In addition, there are small initiatives that support successful coexistence in rural areas.

Migration and Rural Areas

Research results

In Austria, agriculture plays an important role in the economy and rural regions. In recent years, the country has also become a destination for migrants seeking work in agriculture. Although there are efforts in Austria to help migrants integrate into society and the labor market, there are still challenges in rural areas.

In terms of support for migrants in rural areas, there are several initiatives aimed at facilitating integration into society and the workforce. These include training, language courses and other measures aimed at providing migrants with the necessary skills to work in agriculture and integrate into the local community. There are also special counseling and orientation services for migrants to help them find work and navigate the bureaucratic process.

Despite these efforts, however, there are still challenges for migrants in rural areas, including a lack of infrastructure and cultural diversity. Migrants are often isolated and have difficulty integrating into the local community. There is also often a lack of job opportunities for migrants in certain regions, making it more difficult for them to find work.

To improve this situation, higher levels of awareness of the challenges and opportunities for migrants in rural areas need to be created. It is important to promote the integration of migrants into society and the labor market and to recognize their skills and contributions. There is also a need to provide more training and orientation services for migrants to facilitate their integration into rural areas. In addition, institutional support and improved infrastructure can help improve the situation for migrants in agriculture in Austria.

(Esterl, 2017; Kratzmann & Hartl, 2019; UNHCR, 2014)

Results of the interviews & survey

What is the attitude of rural communities towards migrant workers?

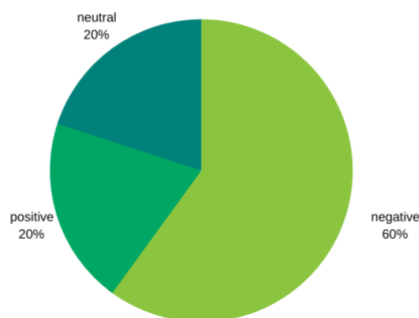


Figure 6 Attitude towards migrant workers

From the quantitative survey, it appears that the attitude of the local population is negative according to the assessment of the respondents with a large majority (60%), the remaining 40% is evenly divided between "neutral" (20%) and "positive" (20%).

However, the interview with P6 also reveals a positive experience regarding the integration of people with an immigrant background in rural areas. The person reports that in villages there are often single important personalities, such as a pastor, who want to push integration by organizing meetings etc. In the countryside, people are much less anonymous, and more people quickly notice when new people arrive.

Training programs and/or training needs

Research results

There are several programs and initiatives aimed at supporting migrants in agriculture. One important institution is the Federal Office for Agriculture and Food (BLE), which has developed various measures to integrate migrants into the labor market. These include language and integration courses as well as vocational qualifications and further training.

However, there is also a need for further training to improve the social and professional integration of migrants in agriculture. In particular, the needs of migrants need to be better understood in order to develop training and courses tailored to their specific needs and requirements.

The needs of farmers themselves must also be addressed. Many farmers may have difficulty adapting their working methods and technologies to make them understandable and accessible to migrants. In many cases, a better approach needs to be found to ensure that training for migrants in agriculture is useful for farmers' needs.

(AMS Ausbildungskompass, 2023; bfi Tirol, 2023; Machold & Dax, 2022)

Results of the interviews & survey

In the survey, participants were asked which forms of training they found useful for farmers, but also for workers.

What type of training is best suited for farmers.

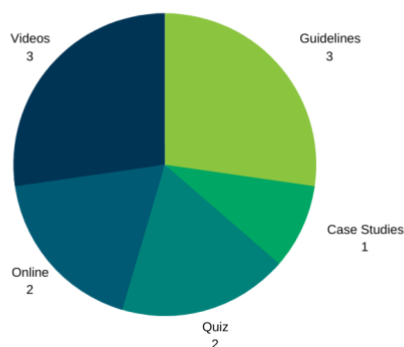


Figure 7 Training for farmers

For farmers, training in the form of videos was mentioned most frequently, but also guidelines (three mentions each). Two people each voted for online training and quizzes.

What type of training is best suited for migrant workers.

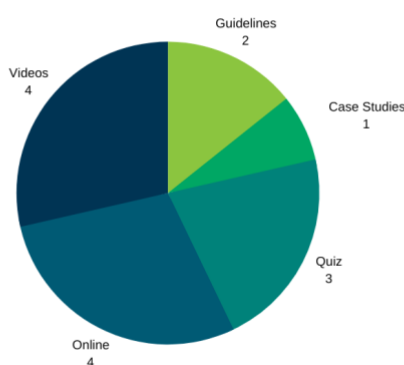


Figure 8 Training for migrant workers

The results for training methods for migrant workers are predominantly for online trainings, as well as videos (four mentions each). In addition, three people find quizzes to be an

appropriate training method, followed by two mentions for guidelines and one mention for working through case studies.

During the interview, P2 reported that he went to an agricultural school and was hardly taught any legal basics. However, he does not think this is a bad thing, since legal regulations change frequently, and you have to inform yourself anyway. He also thinks that he does not need a lot of knowledge for this, since most legal matters are done by the Public Employment Service or a tax advisor.

Capacity building

Research results

The integration of migrants into agriculture in Austria is an important factor in the success of the sector. Farmers play an important role in creating an environment where migrants are integrated and welcomed, and in effectively managing multicultural farm teams. Here are some skills, competencies, tools, and strategies that can help improve migrant integration and multicultural farm team management in Austria.

1. language skills: One of the most important skills farm managers should have is the ability to communicate with migrants. Knowing the languages spoken by migrants can help break down barriers and build trust.
2. Cultural awareness: Farmworkers should be aware of cultural differences and ensure that all team members are treated with respect and appreciation.
3. Training: Training can help farmers acquire the skills and competencies needed to lead multicultural teams and support the integration of migrants. Such trainings can focus on cultural sensitivity, cross-cultural communication, leadership and management, conflict resolution, and team building.
4. mentorship programs: Mentorship programs can be one way to help migrants integrate into the workplace. Farmworkers can act as mentors to help migrants acclimate to the work environment, adapt to the work culture, and improve their skills and knowledge.
5. team-building activities: team-building activities can help foster a sense of belonging in the team and improve cooperation and sharing among team members.
6. Encouraging participation: Farmers should encourage all team members to actively participate in team activities and contribute their skills and ideas. It is important to ensure

that migrants are perceived not just as laborers, but as valuable members of the team.

Integrating migrants into agriculture in Austria is a long-term process that requires continuous effort. By developing skills, competencies, tools and strategies to improve the integration and management of multicultural farm teams, farmers can help create a positive and inclusive work environment.

(Bauer-Amin et al., 2020; Kopnaz, 2016; Lechner, 2020)

Findings from the interviews & survey

P1, P3, and P6 provided insights on the skills, competences, tools, and strategies needed to improve migrant integration and manage multicultural farming teams based on interviews conducted.

P1 highlighted the importance of fair treatment of employees by providing adequate compensation and accommodation and adhering to social standards. However, they also emphasized that it is an employer-employee relationship and not a social project. P3 focused on the competencies needed by employers to manage multicultural teams, such as treating all workers equally, having empathy and common sense, and being patient and understanding with language barriers. They also identified the need for resources such as language courses and basic education programs.

P6 provided suggestions for farmers on how to manage their multicultural teams effectively. They emphasized the need for open-mindedness to cultural differences, patience in explaining due to language barriers, and an understanding of dialects. Additionally, they mentioned the importance of being open to the tragedy of migrant workers' experiences.

Overall, the interviews highlighted the importance of fair treatment of employees and the need for empathy, patience, and understanding from employers. The interviews also revealed the need for resources such as language courses and basic education programs to support migrant workers. Effective communication, including an openness to cultural differences and the need for patience in explaining, was also highlighted.

Dual training for employers and workers can facilitate fair and sustainable labour relations through multicultural work teams.

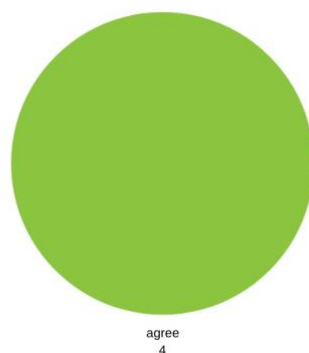


Figure 9 Dual training

The quantitative survey showed very clearly that all respondents are convinced that dual training, namely of farmers and migrant workers can have a positive effect on the multicultural team.

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