

## Abstract english

The IBE – Institute for Vocational Training and Adult Education at the Johannes Kepler University Linz was authorized by the *Arbeitsmarktservice* Upper Austria (*AMS OÖ*) to conduct a qualitative study (face-to-face-interviews). The target groups were young women at the age of 20 years or so with roots in Turkey and Ex-Yugoslavia. The aim of the study was to explore the living situation and occupational careers of those women and to deduce suggestions for a better integration of the target group in the labor market.

The database of the *AMS OÖ* shows that there are around 750 female clients with migration background per age-group. Before the empirical part was started, a literary analysis regarding the integration in the labor market of people with migration background was realized. Also relevant derivative statistical results as well as theoretical approaches were integrated. On that base the themes of the face-to-face-interviews were deduced and possible correlations. Latter were checked through the empirical material.

In total n=27 face-to-face, guideline-interviews across Upper Austria were carried out. 13 women have roots in Ex-Yugoslavia and 14 in Turkey. In 24 cases the contact to the interview-partners was established through the *AMS OÖ* and in three others through migrant associations. During the selection process a special focus was put on a well-balanced distribution regarding the places of residence in Upper Austria. Finally 13 employed women, three, who are in higher education and one, who is out of labor force (maternity leave), were interviewed. Analysis of the situations of the employed women clearly shows a horizontal and vertical segregation on the labor market. The interviewees are predominantly workers in the fields of fabrication, wrapping, cleaning and trade. Ten of the 13 interviewed employed women have unskilled or semi-skilled jobs. In four cases a deskilling regarding the educational degree and the job could be observed.

For the analysis of the interview material the approach of Mayring (2007) was used, which follows on the one hand a structured way and a summing way on the other hand. Latter refers to the principle of openness of qualitative methods and the attempt to mind relevant influencing values, which have not been at focus in the run-up. In a next step types were carved out on the base of the educational and occupational careers. These steps then led to suggestions.

The analysis shows that higher educational degrees are by trend saving from unemployment, but do not lead to appropriate jobs. However are women with migration background more often unemployed, but for shorter periods, than women without migration background. The fact that women with migration background are taking jobs quite quickly, even if they are downgraded, rises the disposition to switch jobs with gaining age: Interviewees with job experiences aged more than 20 years have had already three to seven different jobs.

Experiences in school shape the length of stay in the educational system as well as the career entry. It shows up, that all interviewees, which are in higher education (school with A-Level, university), have positive experience with school (no discrimination, advancement). Also the career entry edges down by trend, if there were no repressive experiences in school. Women with roots in Ex-Yugoslavia make more often positive or neutral school experiences (even if they wear a headscarf), while women with roots in Turkey experience discrimination more often. The cases of two women, who wear a headscarf and got bullied in school through classmates and teachers, show, that those

negative experiences lead to lasting destabilization: Both describe depressions, anxiety states, unsettledness, desperation, as well as they don't have the feeling to be out of the labor market's depth. The strategies to cope with that are the pullback into private life respectively the planned emigration.

It could not be deduced that young female migrants are structurally restricted in their freedom and decisions regarding education and occupation: Only in three cases mal attachment figures enjoy special co-determination. A certain influence of the family regarding private contacts can't be denied, but often results from the guidance-function of the parents as well as they are the emotional backup. In contrast, the deficits regarding information of both the parents and the young women side were clearly shown. The knowledge about educational and occupational possibilities is limited no matter which migration background and which educational degrees the parents have. In this respect, the young female migrants expect special assistances from the *Arbeitsmarktservice*. The central requests of the interviewees to the *AMS OÖ* are information, support, that they can tie up to their pre-knowledge, that their living situation (child care duties, limited mobility, health problems) is considered and a contact without reservations.

The educational aspirations of the young women as well as of the parents are very high. Many try to improve the educational degree to the standard of A-Level (*Matura*) in a "round-about way". But in trend the educational degrees of the parents are passed on to the children: In comparison to the mothers, it appears that the educational level is constant (based on the fact that the mothers have a lower educational level), in comparison to the fathers, the educational level is declining (based on the fact that the fathers have mainly a middle educational level). The advancement of the daughters succeeds only in single cases and is contrary to the wish of the parents that "the children have to make it". The young women do not yet notice their "failure" and strongly believe in their self-efficiency. They argue that one can make it, if one is "pushing oneself enough". Accordingly, the interviewees seem to be committed, active and optimistic regarding the investment in education and occupation for self-fulfillment. Only one woman from the third migrant-generation is frustrated about the structural barriers and discrimination, which restrain the advancement in spite of all intense personal efforts.

Contrary to expectations, the acquisition of the Austrian citizenship does not have an influence on the integration into the labor market. The major factors in that context are language, contacts and feeling of integration: Positive influences regarding employment and further education is observed through good German fluency, the speech of German and the mother tongue in daily life, "mixed" contacts as well as the individual feeling of being integrated in society.

In the context of Islamic belief and the noticeability of the migration background (visibility, accent), the impact of discrimination turns out to be more differentiated. While the access to school/university wasn't a problem, the access to the labor market is quite challenging for Muslims: Nine of ten women, who are searching for a job, are Muslims. Also the noticeability of the migration background takes effects: If the migration background is not noticeable, the chance of an employment and a higher education is rising. A noticeable migration background appears as barrier no matter how strong this noticeability is. This "on/off-principle" also fits for the accent: If the interviewees have no accent, the chance of an employment and a higher education is rising. A less

pronounced accent seems to be counterproductive regarding employment, while a strong accent does in three cases have no impact. These women find themselves in generally accepted fields of “migrant-jobs”, f. e. cleaning.

In the particular working situation does the noticeability of the migration background as well as the German fluency have no influence regarding discrimination: The described experiences of discrimination affect as well women with a clearly noticeability of the migration background or not respectively with a strong accent or not. Also does good German fluency not safe from discrimination at work. Especially, the headscarf seems to be a “marker” for a row of bad associations for the natives. The interviewees reported that one is immediately reduced to one’s appearance, while aims and skills are ignored. But taking off the headscarf does not safe from these negative ascriptions (“the migrants”, “the Turk”). Therefore, young female migrants have to fight against prejudices again and again.

Five types were deduced from the 27 interviews, which show similarities regarding the living situation and occupational/ educational careers of the interviewees. Four of the 27 women can be assigned to the type “educational integrated”: Their educational degree is A-level. As well as they afterwards managed to get a qualified job or completed academic studies. In some case, they had to make a detour, f.e. drop-out, catching up A-level (*Abendmatura*). It is eye-catching that these four women are all from the second migration-generation, as well as women from Ex-Yugoslavia seem to accomplish those “educational paths” more easily. Furthermore, it appears that in three cases the parents already have a middle or higher educational degree and they got a lot of support and encouragement from the parents. According to that are “educationally integrated” satisfied with their current situation and the future prospects. They haven’t experienced discrimination neither in the educational system nor at the labor market as well as they manage to use their multilingualism positively.

Type 2 is called “those, who struggle for connection with foreign educational degrees”. These women passed compulsory school abroad or have even started a secondary school abroad. The migration to Austria often happened on the base of family reunification (“*Familiennachzug*”), as well as the secondary educational career had been interrupted. “Those, who struggle for connection” try to continue their educational career in Austria by starting apprenticeships or higher education. In the case of continued higher education, all of the interviewees failed – they now work as unskilled laborer. In loose cases a new possibility opens trough improving the educational degree to the standard of A-Level (*Abendmatura*), although the emerging double burden is not easy to handle. In this type all different migration backgrounds can be found as well as there are no peculiarities regarding educational degree of the parents, religion or other attributes. Six women refer to type 2.

Type 3 can be entitled “family-orientated” and covers four interviewees. These women have low educational degrees and work in very exposed fields (gastronomy, cleaning, agriculture). They don’t see any career opportunities for them as well as they don’t demand such opportunities because of their low qualifications. In two cases the “family-orientation” appears through two existing children. The main focus for those single women is to support their family. Labor is in that context a mean regarding “financial survival”, while a desire for career is quite unincisive. In the two other cases the “family-orientation” and pullback to private life can be lead back to bad experiences in society (experiences of discrimination in school and their “consequential damages”) or a row of experiences of failure. These two women are planning to emigrate.

Type 4 could be described as “hopeful, ready to invest, advancement-orientated” and counts eight out of 27 interviewed women. Those concerned passed their whole schooling period respectively main parts in Austria. These women are despite several starting problems occupationally orientated and are actively looking for apprenticeships or qualifications. This type can be seen as kind of normal case of female migrants in that age group: Rather low qualified and very ambitious to get a vocational qualification. If no apprenticeship could be found, they start unskilled work. But this does not mean that they abandon the idea of an apprenticeship.

Type 5 is called “those, who are stranded with hushed wishes” (5 persons). The unskilled work is for those women the end of the line. Their job careers are characterized by a helix of unskilled work and unemployment. Nevertheless, they are dreaming of further education and advancement, but because of not realizing these dreams for a quite long time, these wishes are quite hushed and loose. If persons of type 4 are facing longer unrewarded periods of hope and investment, it is likely that they become “ones, who are stranded with hushed wishes”.

The deduced suggestions from the analysis contain the fields parents and family, school and education, labor market and placement, empowerment and person, integration and society as well as accompanying fields of action. They are also considering the coherence with the lifelong-learning-strategy 2020 from the European Council.