

“Специалисты” – работа в Норвегии

**Ласкаво просимо
у Норвегію!**

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С 1 января 2002 года действуют упрощенные правила рассмотрения заявлений о выдаче разрешения на работу лиц со специальным образованием. «Положение 2 и 3, вторая часть, а Предписания об иностранцах). В связи с изменениями в правилах, в частности, была введена квота на количество лиц со специальным образованием, способной к квалификации, которая

THE EVALUATION OF THE RESULTS OF THE INTRODUCTION OF THE NEW REGIME FOR MIGRATION OF SKILLED LABOUR TO NORWAY (SPECIALISTORDNINGEN)

В январе 2002 г. данная квота была введена в качестве эксперимента. Квота не действует в отношении граждан стран ЕЭС и ЕАСТ). После наполнения квоты по-прежнему будет иметься возможность получения

разрешения на работу в качестве специалиста, но на более жестких условиях. Условием получения лицом со специальным образованием (или) разрешения на работу является наличие у него необходимых для деятельности предприятия (организации/заведения) навыков. Это означает, что будет возможность получения специ-

Ласкаво просимо в Країну

THE CASE OF UKRAINE



Інформація



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Oslo
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Introduction and Theoretical Remarks

Due to the size of the population and the hardships of the transition period Ukraine has become one of the most important migration countries in Europe. External migration has played a major role in the development of the Ukrainian society in the whole post-Soviet period. The overall migration balance of the country in the post-Soviet period is negative; more people decided to leave Ukraine than to move to the country; the situation is even more dramatic if we take into account not only the permanent officially recorded migration but also informal migration trends and various experts' accounts on the size of mostly illegal Ukrainian labour migrant community in Europe.

The goal of this study is to examine how the introduction of new more flexible rules for the migration of skilled labour to Norway has resulted in the emergence of the new pattern of labour migration from Ukraine to Norway. In order to understand how this administrative decision influenced migratory choices of the Ukrainian citizens we have, however, to start by looking at the overall pattern of migration from Ukraine, then place Norway on the Ukrainian migration map and so find out whether the introduction of the new labour migration regime by Norway has had any impact on migratory patterns. In other words, if we want to understand what was the impact of the new regulations we need to take a closer look at Ukrainian labour migration in the post-Soviet period and place this important phenomenon in a broader political and social context.

Survival strategies and migration

The challenges the Ukrainians have been facing over the last decade are inseparably linked with the systemic transition that has been taking place in Ukraine since the breakup of the Communism and the collapse of the Soviet Union. In response to these new challenges and new situation the Ukrainians have devised a number of survival strategies that address the problem of welfare and well-being gaps they are faced with (Hugo 1998; Wallace 1999).

These 'survival strategies' range from national to individual level. The collapse of the Soviet Union resulted also in the collapse of the existing state structures and formal and informal social networks; the new situation called for new approaches and forced population to an adaptation to the new social, political and economic reality.

In our study we will treat migration – both permanent and temporary, legal and illegal – as one of survival strategies. 'Survival strategy' will be defined for the purpose of this study as an adaptive measure taken by both groups and individuals in response to the new challenges linked with transition. These strategies are devised and implemented in a situation when individuals and groups are faced with deterioration of their social and economic position and are challenged to adapt to a new social and economic reality in order to counter the negative developments and retain – and if possible improve – their own position.

After the collapse of the Communist system the stated goal of the planned transformation in Ukraine was the establishment of democracy and the market economy. The old system was to be transformed and this transformation should result in the creation of Western-like society. One of the most visible results of this policy choice and the one having definitely crucial impact on the choice of survival strategies was the almost immediate transformation of the local economies – the command economy of shortage of goods so characteristic of

the former system, was almost overnight replaced by deregulated economy of abundance of goods and shortage of means.

The main challenge large parts of the 'post-Communist' societies have been facing in the wake of the reforms is the challenge of the economic survival. The situation was complicated additionally by the emergence of a new and previously practically unknown social and economic phenomenon – the shortage of labour. Successful adaptation to quickly changing surroundings was therefore first of all an adaptation to changing economic realities. The main problem was the problem of economic survival in new and quickly changing circumstances and most of survival strategies had therefore a strong 'economic' component. In a situation when the whole surrounding social, economic and political system was undergoing deep transformation and everyone had to learn how to deal with the emerging and often previously unknown challenges, the choice of migration as a strategy of coping with the new reality could look less dramatic than during the Communist period. Another factor facilitating the choice of either permanent or temporary migration as a strategy of coping with the challenge of transition was the removal of almost all practical travel restrictions by the local authorities embarking on democratization. The immediate result was higher transborder mobility of the population and the emergence of new patterns of migration (Wallace and Stola 2001; Okólski 1997a and b and 1998). The most important of these new migratory phenomena was what was termed 'incomplete migration' – due to the removal of ideologically motivated restrictions on travel by the East European governments the citizens of these countries could much more easier establish themselves on legal and illegal labour markets abroad without breaching contacts with home country and without moving permanently to a country where they earn most of money they need in order to survive. One of the important motivations for incomplete migration is the fact that by earning their salaries in one country and spending money in another, incomplete migrants can harvest an extra economic gain (for more on incomplete migration as a phenomenon in Central and Eastern Europe – Okólski 2001).

For the purpose of this study we will use the broadest possible definition of migration as a temporary, seasonal or permanent movement of people from one country to another or from one region to another. In short, migration will be defined here as an important component of a survival strategy involving movement of individual or group in space. As this study focuses on international migration we will not deal in detail with internal migration as a response to the new challenges. However, when analysing various survival strategies and migratory responses to the new challenges it is important to bear in mind that international migration should be treated as a sort of spatial and qualitative extension of the domestic migration. The decision to leave your place of living as a response to an economic and/or social challenge, either for only a limited period of time or permanently, is so compelling and fateful for an individual that it should be seen as a dramatic choice no matter whether you are to migrate to another region of your native country or abroad. Leaving for another country is however bound with extra challenges, such as the need to learn a new language, the need to learn new cultural codes, and the need to adapt to a new community.

Our overall approach to migration will be based on what could be termed modified concept of migratory **push** and **pull factors**. By **push factors** we understand the negative factors that make people leave their place and move to another place to seek better economic,

social and other opportunities. **Pull factors** can be defined as positive factors making people chose a country or region of destination. Push and pull factors should be seen as two sides of the same phenomenon. They can be termed as ‘twin phenomena’ in that sense that the impact of the negative push factors on the decision to migrate can be drastically strengthened by the very presence of the positive pull factors in the area that will be the chosen area of migration. Push and pull factors relate directly to each other – the most crucial is maybe not the presence of push and pull factors alone, but their share coexistence in the minds of those who are about to take decision to migrate. It is not enough that you perceive your current situation as very difficult, that you are ‘pushed’ from your place by ‘push factors’ such as poverty, lack of opportunities, hunger, war or persecution – you will probably not decide to move if you do not see a real alternative, if you are not attracted by some ‘pull factors’ in the area of your migratory choosing.

When discussing the issue of migratory push and pull factors we have to be aware that these factors do have not only – and even maybe not primarily – an economic and material character. The whole ‘push and pull factor’ theory was originally deeply rooted in the rational choice theory. People were to make individual decision to migrate after having rationally considered their situation and looked at alternatives. Their decision to migrate was to be based, according to this theory, on a rational calculation of pros and contras and on a kind of a rational cost and benefit analysis. The most important single motive behind the decision to migrate was to be the relative distance between the actual ‘loss’ caused by push factors and the potential ‘gain’ resulting from the beneficial impact of pull factors.

In this pull- and push-factor equation that is believed to be the main driving force behind migratory choices the crucial element is the element of information. A rational decision can be made only if it is based on proper and right information. The individual decision-makers tend, however, to make most decisions without having full information. In addition, their decisions are often based not so much on the unbiased information as on their individual and collective representations of the world ‘out there’. In this ‘information context’ the most important push and pull factors have to be said to be not so much objective and measurable economic, social and political indicators, but rather individual and collective representations and perceptions of reality, both in the source and in the target country. The push- and pull-factor equation can be therefore more rightly described not as an equation with all known elements, but rather as an equation with not only lacking, but also with directly incorrect information. This is also why the migratory decisions taken are not always the most optimal ones (for more on information aspect see Goodman 1981).

Another important aspect is that migration as a rather complex issue should be analysed within the framework of a multi-disciplinary approach. Castles and Miller quite rightly claim that ‘the basic principle is that any migratory movement can be seen as the result of the interacting macro- and micro-structures’ (Castles and Miller 2003, p.27). They list large-scale institutional factors as belonging to the macro-level, and networks, practices and beliefs of the migrants themselves as belonging to the micro-level. This interdisciplinary approach advocated by Castles and Miller as the most fruitful approach to the study of migration will be also clearly visible in this brief study.

One can say that in order to understand the recent developments and get insight in what lies behind the new emerging patterns in migratory flows between Ukraine and Norway we have to look at how the large-scale institutional factors – in this case the collapse of the

Communist system and the process of the European integration can be indeed defined as the two most important ones – have contributed to the emergence of the new social and economic challenges – or a new set of economic, social and political push- and pull factors – and how these new challenges are addressed on the micro-level by a new set of social practices – survival strategies – that are to a large extent a result of the new way of functioning of social networks and the important redrawing of the existing ‘belief system’ in the whole region.

Although the main goal of this study is to look at how the introduction of a more flexible labour migration regime in Norway on 1 January 2002 has impacted on legal labour migration from Ukraine to Norway over the last two years, we will not be able to find a satisfactory answer to this question without placing the topic in a broader context consisting of at least three elements:

- The dominant migratory trends in Ukraine;
- The existing migratory exchange between Norway and Ukraine on the eve and after the introduction of the more flexible labour migration regime. Also the issue of the growth of the Ukrainian diaspora in Norway will be addressed here, because the existence of the ethnic and social networks in the target countries is often seen as a factor facilitating migration;
- The information on the personal experiences of Ukrainian citizens with some personal knowledge of the Norwegian labour market and experience from Norway and from contacts with Norwegian authorities responsible for designing and implementation of Norway’s migratory policy in the area of labour migration.

Administrative decisions may have huge impact on migratory patterns. These decisions may function as factors facilitating migratory movements and channeling migratory flows in a way desired by political decision-makers; but they may also function as migratory obstacles and factors limiting migratory flows or redirecting these flows to another areas. The decision on the relaxation of requirements for migration of specialists to Norway was probably motivated by the interest of the authorities in creating new conditions for the movement of skilled labour force on the eve of the planned EU enlargement; this decision was probably meant as a sort of sending of a trial balloon in a situation where Norway had to prepare for the emergence of a completely new framework for labour migration as a consequence of the enlargement of the EEA to Eastern Europe. Also domestic political factors seemed to play a role when the decision was made – this was meant to be an experiment showing some Norwegian interests groups that the opening up of the Norwegian labour market does not necessarily mean the worsening of their situation. This decision was also to secure Norway access to the needed labour force in a situation where one could expect growing international competition for shrinking labour stock. To what extent this decision resulted in putting the Norwegian labour market on the labour migration agenda of the country that have already provided Europe with some millions of more and less skilled employees – this was the main question this brief study seeks to shed light on.

Ukraine as a Migration Country

This study will be based on both official and unofficial data on migration from Ukraine. Migration is seen as a survival strategy adopted by groups or individuals facing social, economic or political problems and choosing migration as a response to what could be termed their personal welfare dilemma. The Ukrainian society has been facing a number of challenges and hardships in the post-Soviet period. The 2001 census confirmed what had long been predicted – the dramatic decline in Ukraine’s population. The population of the country decreased by a 6.1-percent, from 51,706,700 to 48,457,100. This negative demographic development is by most of the experts seen as a result of the problems linked with transition and social responses to those problems. Migration seems to be one of widely used strategies, but it was first after 1994 that the country’s statistical office registered migratory deficit in Ukraine’s migratory exchange with abroad. In the whole period from 1991 to 2000 the demographic loss due to migration was almost 150 000.

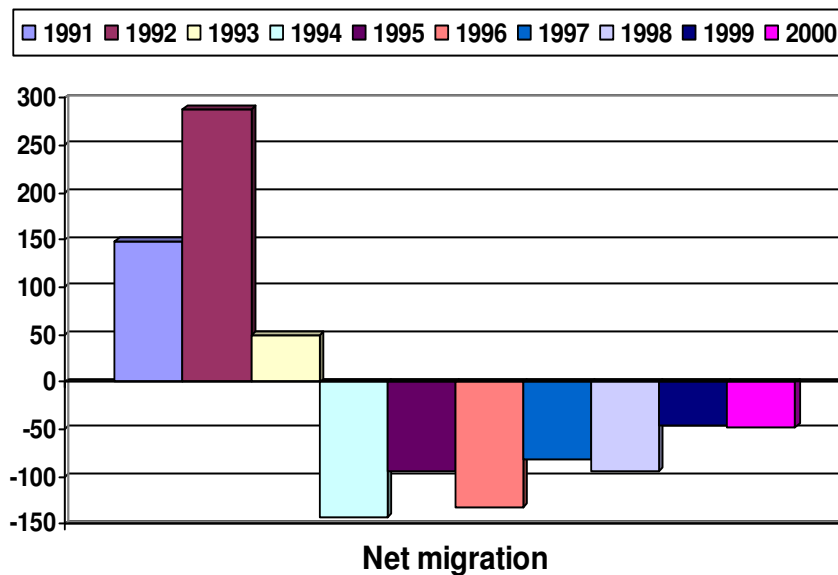


Figure 1. Net migration: Ukraine 1991-2000

In the whole post-Soviet period there were following main migratory flows to and from Ukraine:

- The return of the Ukrainians living in diaspora in other Soviet republics;
- The return of the ethnic minorities that used to live on the territory of the Soviet Ukraine but were forcibly deported to other parts of the Soviet Union in the post-war period; the most important group belonging to this category were Crimean Tatars who were deported on Stalin’s order to the Central Asia in 1944, but also representatives of other ethnic groups – Meskhetian Turks, Bulgars, Armenians, Greeks and Germans – returned to the independent Ukraine after the collapse of the Soviet Union;

- The migration of various ethnic minorities from Ukraine; the main groups here were representatives of the local, Ukrainian Jewish community leaving mainly for Israel, Germany and the US; the ethnic Germans leaving for Germany; the ethnic Russians leaving for Russia and the representatives of the others Soviet ethnic groups returning to their respective post-Soviet homelands after the collapse of the Soviet Union.
- The formal and informal labour migration from Ukraine and short term shuttle-migration between Ukraine and other countries.

Directions of migration - migration within the former Soviet Union

According to data from the last Soviet population census there were almost 7 millions ethnic Ukrainians residing in other Soviet republics; of these 7 millions, almost 4,4 million used to live in the Russian Federation, 800 000 in Kazakhstan and almost 600 000 in Moldova.

According to official Ukrainian statistics covering 1992-2002 period there were all in all more than 2,1 million people who decided to migrate to Ukraine from other Soviet republics and more than 1,8 million of those who decided to leave the country for other former Soviet republics. By the end of 2002 the Ukrainian migratory balance sheet was therefore still positive – there were 262 226 more people who migrated to Ukraine than those who decided to leave the country in the whole this period. However, if we compare data from the whole period, we can see that most of this positive migratory balance is due to the return migration to Ukraine that took place in the first three years of the post-Soviet period. Between 1991 and 1993 almost 1,3 million persons moved to Ukraine while only slightly more than 704 000 decided to leave the country. Only in this brief period the migratory surplus – difference between those who arrived and those who left reached the level of more than 566 000 people. Since 1994 onward the migratory balance sheet of the country when it comes to exchange with the other former Soviet republics, according to official statistics has been negative – there were 303 912 more people leaving Ukraine for other former Soviet republics than those arriving from FSU to Ukraine.

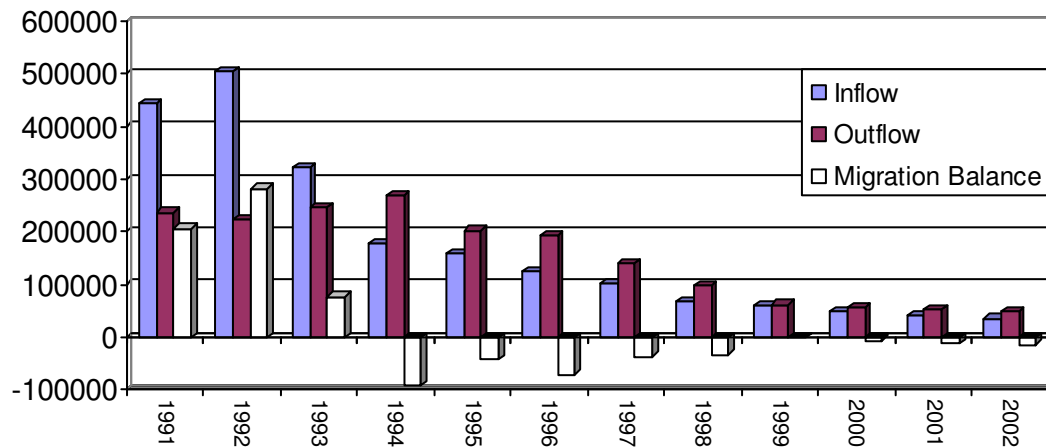


Figure 2. Migration balance between Ukraine and Former Soviet Union 1991-2002 (figures from Malynovska 2004).

Directions of migration - migration from Ukraine to the West

Although the migratory exchange with the former Soviet Union was the most important of all migratory flows in the post-Soviet Ukraine also the migration of the Ukrainian citizens to the West was boosted by the political, social and economic change brought about by the collapse of the Soviet system. Emigration to the West was almost three times smaller than the emigration to the former Soviet republics – all in all 585736 decided to leave Ukraine for the West, compared with 1,8 million of those who found their way to the another post-Soviet republics. There were three main destinations making for 85% of all migration from Ukraine to the area outside the former Soviet Union. These three countries were Israel, the United States and Germany chosen by respectively 40%, 26% and 19% of those who decided to leave Ukraine for the West.

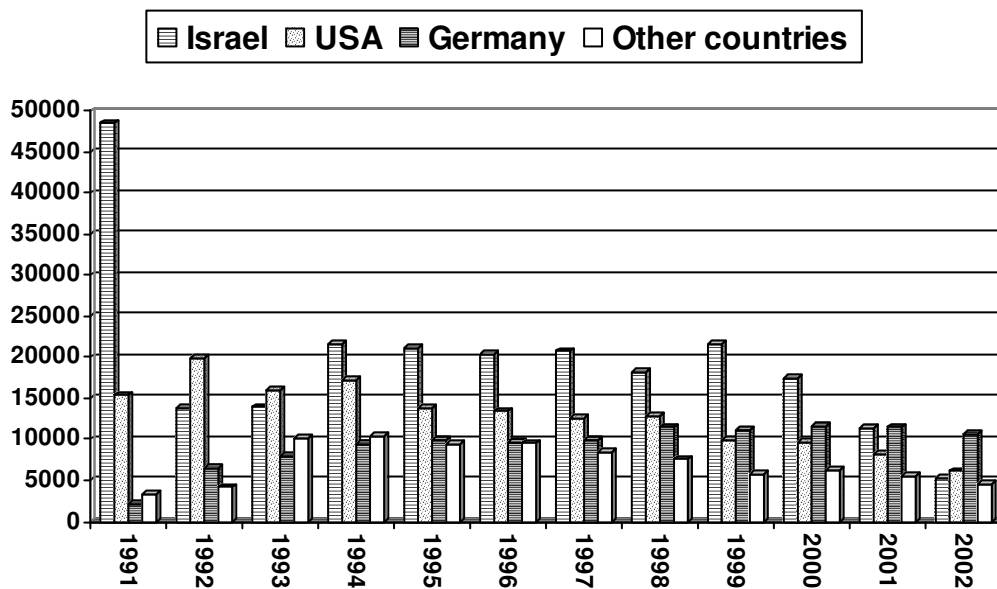


Figure 3. Migration from Ukraine to the West 1991-2002.

It seems that the migration from Ukraine to the West has over some time lost its purely ethnic character. While in the first years after the Soviet collapse Ukraine’s ethnic minorities formed the bulk of emigrants (Jews dominated, but also Germans and even Greeks used this opportunity) over the last years we have seen a substantial change in the ethnic pattern of migration. In 2002 more than 50% of all migrants going to the West were Ukrainians and only 15% were Jews. Even among those who left for Israel in 2002 there were only 23% Jews, but 48% Ukrainians and 22% Russians. As the Ukrainian scholar Olena Malynovska put it: ‘The economic reasons of emigration became obvious’ (Malynovska 2004).

Permanent migration to the West is however only one of strategies adopted by Ukrainians when they were faced with their challenges. In general, we can say that over the last 13 years Ukrainians have shown an amazing ability to find new ways of coping with the hardships of transition; an important part in their strategies was played by various transborder activities. The borders of the country became not so much an obstacle as an

opportunity – between 2000 and 2002 all in all 45,4 millions of Ukrainian citizens crossed borders of their country on their way abroad. In 2002 alone Russian border was crossed by 6,1 millions of Ukrainian citizens; in the same period 4,2 millions of them crossed Ukrainian-Polish border. This border traffic witnesses of Ukrainians ability to find new ways of dealing with new problems – transborder shuttle trade has become one of the most widely used survival strategies and border crossing was, naturally enough, an important element of this strategy implementation (for more on that see:Wallace, Bedzir, Chmouliar 1997; Okólski 1997a;).

The various types of transborder activities, such as shuttle trade or the activity of the so-called ‘human ants’ and petty smugglers – people crossing border many times per day in order to transport relatively small quantities of goods that could be sold on the other side of the border with relatively small profit – played a major role in the survival strategy choices made by Ukrainians. However, it was their growing activity at the mostly illegal European labour market that attracted most attention (Frejka, T., M. Okólski, Sword K. 1999). Both the local authorities in the target countries that had to face this previously unknown social phenomenon and the international research community were interested in addressing the issue. In order to understand what was the scope of this new challenge we will present some basic and most recent data on the geography of Ukrainian labour migration.

Ukrainian labour migration: push and pull factors.

We have to be aware of the clear deficiencies if not even flaws of the Ukrainian official statistics on migration; especially the official figures on labour migration from Ukraine seem to be rather unreliable as they are based only on official numbers of those who informed the Ukrainian authorities about their migratory plans and those who used the official channels of labour migration. According to the most of international and Ukrainian experts Ukrainian authorities have no real and reliable data on the number of Ukrainian citizens living more or less permanently abroad. One of the reasons mentioned in an interview made by the author in Kiev in spring 2004 was that the Ukrainian authorities treat the whole problem of the illegal labour migration as something shameful, as a clear proof of their own inefficiency in solving the problems of the country; they have a tendency to not address the issue at all, to adopt a semi-magic approach to the issue – if we do not talk about the problem we can avoid to address it because the problem is not placed on the official political agenda. This approach seems to be one of the sources of practical problems in finding a solution to this difficult issue – if the authorities are not willing – or interested – to recognise the problem, they will not engage in a constructive dialogue on how to address it. This is one of the clear examples of the perceptual gap growing between Ukrainians and their ruling elite.

The majority of Ukrainians who have established themselves at the European legal and illegal labour market have found their way to their new countries of residence without informing the Ukrainian authorities, without receiving any official support from them and first and foremost due to the lack of perspectives in their native country that in the opinion of the majority of Ukrainian citizens is caused by these authorities’ lack of the ability to create favourable conditions for the development of the country. Even the term ‘the capture of the Ukrainian state’ is quite often used when a description of the current political situation in the country is made. This term means in short that many Ukrainian citizens –

and many Ukrainian and international experts following the developments in the country seem to share this view – mean that the policy that has been pursued by the ruling political elite does not aim at solving the problems of the country and society; the main goal of the policy is to maximize short-term profits of the narrow group of political leaders who have been using the political instruments available not for the good of the society and not in the interest of the state, but as a vehicle for their personal enrichment through the appropriation of the state assets. The result is the growing cleavage between Ukrainians and their ruling elite and the growing disappointment with the situation in the country.

An interesting example on the scope of this dissatisfaction was provided by a quite recent study on the attitudes of the Ukrainian citizens. On 16 February 2004 the BBC Monitoring Service quoted the results of the survey carried out by the Democratic Initiatives Fund and the Kiev Institute of Sociology between 23 January and 1 February. A total of 2011 people were polled across Ukraine. The main question put to them was whether they would be willing to move to another country if they had the chance to move together with their family. 33,8% said they would go ahead and move, 61,5 per cent would stay in Ukraine and 4,7% could not answer the question. They gave also very clear answer on their choice of the countries. About 7,7% would choose to move to Russia, 7,4% would go to Germany, 3,9% to Canada, 3,8% to the USA, 1,8% to France, 1,2% to the United Kingdom, 1,2% to Israel, 0,9% would go to another former Soviet republic and 6% would move to another country outside the former USSR. There were also clear links between the education level and age that were revealed by this survey showing that the majority of potential emigrants are young and better educated. Of those who did not finish secondary school, 82,1% would choose to stay in Ukraine, while only 49,8% of those who completed education at university level would like to stay in Ukraine. Only 37% of 18-year-olds would stay in Ukraine, against 91% of those above 80 years.

This quite recent survey reveals the virtual migratory preferences of the population of the country; having in mind that the size of the labour force in Ukraine is approximately 25 million people and that many of them have already found their way to the European labour market, these preferences can pose both a huge challenge and a huge opportunity to the Western European policy makers. Challenge, because they will have to address the pressure from those who may wish to enter the illegal labour market in Europe; opportunity, because Ukraine may contribute with large stock of highly skilled labour force that is willing to emigrate and fill in the labour force vacuum caused by negative demographic trends in the West.

Before we will present various official data and the expert estimates on the geography of the most recent Ukrainian labour migration we would like to address the issue of push and pull factors as an important driving force behind these migratory moves. For the population of an Eastern European country in transition one can expect the following composition of what could be termed the migratory push and pull mix. The table below takes also into consideration the specific Ukrainian features, such the issue of what is often seen as bad governance in the country or the question of how the development of democracy in Ukraine may have influenced migratory choices.

Factors	Push factors	Pull factors
<i>Economic</i>	Unemployment	Labour demand
	Low wages	High wages
	Deprivation/Poverty	Abundance/Wealth
<i>Social</i>	Lack of social welfare	Social welfare
	Lack of access to education	Education
	Social conflict	Social stability
	Lack of or poor housing conditions	Housing
<i>Political</i>	Lack of trust in political institutions	Trust in political institutions
	Authoritarian rule	Democracy
	Bad governance	Good governance
<i>Environmental</i>	Disaster area (<i>Chernobyl factor</i>)	Normal situation

Figure 4. Push and pull mix: the case of Ukraine

This will be rather difficult to give within the framework of this report a complete analysis of how these various push and pull factors listed in the table above have contributed to the emergence of new patterns of migration in relations between Ukraine and the West. We will therefore focus on a limited number of factors that in our opinion have had the most bearing on the development of the new migratory patterns.

Economic welfare gap

The most widely used indicator of the economic wealth of nations is the indicator based on the Gross Domestic Product (GDP) per capita. There are two ways of calculation GDP per capita – the one is based on the use of the so called exchange rate; the second one takes into consideration the so called Purchasing Power Parity (PPP). To compare the incomes of people in different countries, the incomes must be made comparable. Until 1999 the *Human Development Report* used income measures based on exchange rate conversions in assessing global income inequality. In the opinion of many experts exchange rate conversions however did not take into account price differences between countries. As these differences are vital when comparing living standards, the United Nations Development Programme (UNDP) and other international financial and political institutions decided to take account of these differences and purchasing power parity (PPP) conversion rates have been since used to convert incomes into a common currency in which differences in national price levels have been taken into consideration.

How thus is the situation in Ukraine where we compare the level of GDP per capita with some other countries, both the country's direct neighbours and those with which Ukraine has developed strong migratory ties over the last decade.

When the income disparities are placed in a migratory context and are seen as important push and pull factors the picture becomes much less clear when a decision on the use of either exchange rate or the PPP is to be taken. The situation is not so complicated when permanent migration is the preferred strategy of a potential migrant. Once he or she decides to settle in the destination country the PPP is the best way to measure his' or her's potential economic gain from migration – provided that he or she will be able to establish him- or herself at the labour market of the destination country and receive the same salary as the local labour force. One can say that the migrant's potential economic gain from permanent migration can be said to be that he or she would be able to buy x-times more goods and services in the destination country than in the sending country by doing the same job. For instance, an industrial worker earning his living in Kiev and having an average yearly salary that according to Human Development Report 2003 (HDR2003: p.311) was at the level of 5826 PPP \$ could hope to improve his personal economic situation by moving to Oslo in Norway and taking the same job there – and earning an average Norwegian salary of 36043 PPP \$ – almost 7 times in terms of his locally calculated purchasing power.

Year	2000	2001	2002
Average monthly wage and salary	230	311	376
<i>Industrial personnel</i>	302	406	485
<i>Agricultural enterprises employees</i>	111	151	178
Average monthly pension	83,7	122,5	136,6

Figure 5. Average wage in Ukraine (in hryvna – 1 hryvna ≈0.2\$ - official Ukrainian statistics)

However, when not permanent but rather temporary, shuttle or incomplete migration is considered as fitting best the needs of the potential migrant the use of the exchange rate as measure of potential economic gain from migration seems to be more appropriate. In an ideal situation, when no taxes, own costs and travel expenses are taken into consideration, the same bus driver from Ukraine would earn almost 30 times more of exchange rate calculated US\$. The average monthly wage of an industrial worker in Ukraine in 2002 was approximately 100\$ (475 hryvna); in Norway the average salary of an industrial worker was in the same period approximately 290 000 NOK per year or approximately 3000\$ per month. This example is a good illustration of various possible approaches to making any assessment of potential economic gains from migration. Similar calculations seem to lay behind many of individual strategies and migratory moves in areas with deep economic and social cleavages. This is also one of the reasons why we have decided to compare Ukrainian GDP per capita with the GDP per capita of the most important migration countries by using both ways of calculating the differences. The numbers in the table below represent economic welfare gap measured by dividing GDP per capita of the country with higher GDP by the GDP per capita of the country with lower GDP per capita – the HDR 2003 data are used as the point of departure for these calculations and the gaps are sorted in descending order from the highest exchange rate gap to the narrowest exchange rate gap.

<i>Economic gaps</i>	<i>Exchange rate</i>	<i>PPP</i>
Norway-Ukraine Gap	48,06	6,81
The US-Ukraine Gap	46,05	7,89
Austria-Ukraine Gap	30,27	6,14
Germany-Ukraine Gap	29,27	5,83
Canada-Ukraine Gap	29,17	6,24
Italia-Ukraine Gap	24,53	5,67
Israel-Ukraine Gap	22,22	4,55
Spain-Ukraine Gap	18,47	4,63
Greece-Ukraine Gap	14,44	4,01
Portugal-Ukraine Gap	14,30	4,17
Czech R – Ukraine Gap	7,25	3,38
Hungary-Ukraine Gap	6,65	2,84
Poland-Ukraine Gap	5,95	2,17
Slovakia-Ukraine Gap	4,94	2,75
Russia-Ukraine Gap	2,80	1,63
Romania-Ukraine Gap	2,26	1,34
Ukraine-Moldova Gap	2,21	2,02
Belarus-Ukraine Gap	1,60	1,75

Figure 6. Economic welfare gaps between Ukraine and its ‘migration’ partners

What is visible almost immediately is that there are three levels of exchange rate gaps between Ukraine and other countries. The gap is less than 3.00 for all the countries of the former Soviet Union; between almost 5 and more than 7 between Ukraine and the Central European countries acceding to the EU; and between more than 14 and more than 48 between Ukraine and the most developed Western countries. As we have already seen most of the permanent migration from Ukraine in the post-Soviet period and a to non-FSU area went to the countries with relatively high level of GDP per capita. As Malynovska pointed out especially over the last years the main driving force behind this migration was the wish to improve economic situation by migrating to these countries and not so much ethnic or historic considerations. Also the existence of the local social networks with roots in Ukraine was probably an important ‘facilitator’ of migration to the countries from the top of the gap list (Germany, the US, Israel and Canada). One could expect that Norway could also become an important area of permanent and non-permanent migration from Ukraine, at least if the only economic factors were to be the main driving force behind a migratory move.

The gravity of the situation in Ukraine was also strengthened by the level of poverty and unemployment in the country. According to the Ukrainian ombudsman report (Ombudsman Report) 27,2% of the population lived in 2001 under the official level of the poverty (175 hryvna per person). In some regions the official level of poverty was even higher – the highest in the Westernmost of the regions – Zakarpatye, where 46,6% lived under the official poverty line. When it comes to the level of unemployment in the country, according to last available data approximately 3 million Ukrainians are without work.

Human development index as an overall indicator of welfare

Also another factor could make Norway an attractive migration alternative. If we compare the so called Human Development Index (HDI) for Norway and Ukraine we will see that Norway should have become an attractive alternative also for those who were interested not only in improving their economic welfare but also their overall welfare situation.

The HDI is defined as a summary measure of human development in three fields that put together gives a clear picture of the situation in the area of human development in a given country. These three areas used to measure HDI are:

- The longevity – and to a degree the quality of life – measured by life expectancy at birth.
- The access to knowledge, measured by the adult literacy rate (with two-thirds weight) and the combined primary, secondary and tertiary gross enrolment ratio (with one-third weight).
- The standard of living, measured by Gross Domestic Product per capita (GDP per capita) measured in Purchasing Power Parity in US\$ (PPP US\$).

In 2003 the HDI for Norway was 0,944 and for Ukraine 0,766. These figures do not reveal the HDI distance between the two countries in an illustrative way – in order to understand what is the overall welfare gap as defined by the HDI it is best to compare the countries ranking on the global HDI map. For Ukraine the transition was a real ‘human development roller-coaster’. While in 1991 the Soviet Union it formed a part of was ranked 31, in 1994 Ukraine was demoted to 54th place in 1998 to – 102nd, in 2000 climbed to 78th place and in 2003 ended at 75th place in the world. Norway has never been ranked lower than at 7th place in the same period and in 2003 was on the top of the list.

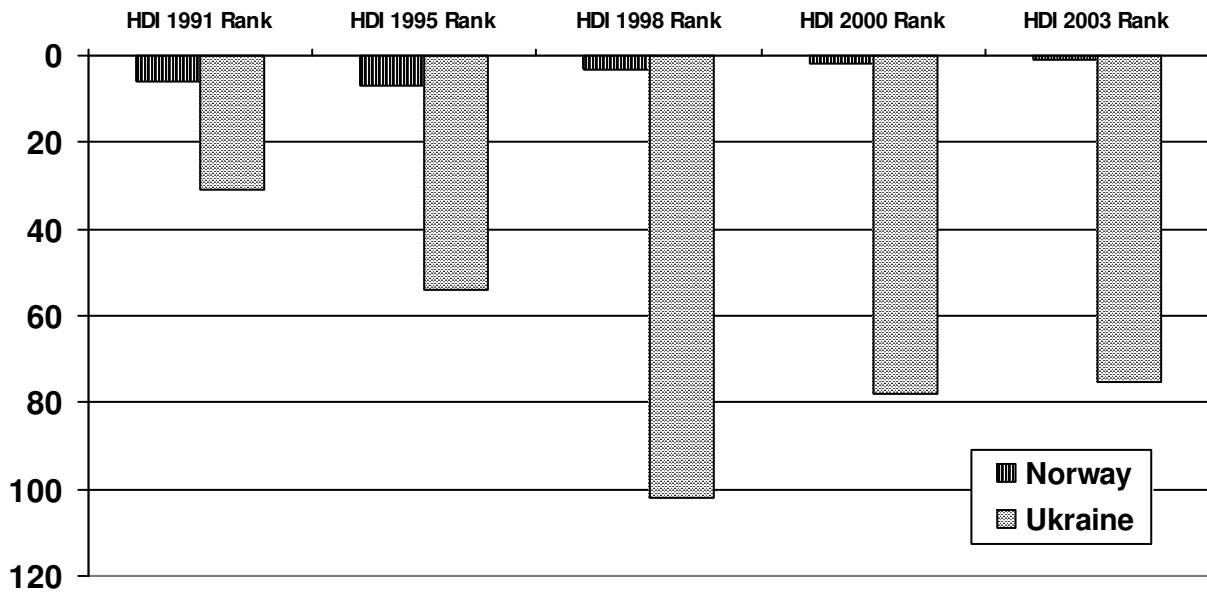


Figure 7. Norway and Ukraine: HDI Rankings 1991 – 2003.

Another indicator of the perception of the situation in Ukraine can be found in the analysis of the last available results of one of the most important international sociological surveys – the World Values Survey. According to the analysis of the trends in perceptions of their own situation respondents in almost 80 countries were asked whether they were satisfied with their life. Ukrainians’ answers placed them on the next last place on the list – only respondents from Zimbabwe had more negative assessment of their own situation than those living in Ukraine.

Rank	Country	Comments
1.	Puerto Rico	<i>Top position</i>
3.	Denmark	<i>First Nordic country</i>
15.	USA	<i>Reference</i>
20.	Norway	<i>Reference</i>
39.	Czech Republic	<i>First transition economy</i>
48.	Poland	<i>Neighbour</i>
58.	Estonia	<i>First post-Soviet republic</i>
73.	Moldova	<i>Neighbour</i>
74.	Russia	<i>Neighbour</i>
76.	Ukraine	-
77.	Zimbabwe	<i>Last position</i>

Figure 8. Are you satisfied with your life – ranking according to World Values Survey (analysed in Zakowski 2004).

Push factors in the opinion of Ukrainian migrants

In order to understand what were the most important push factors in Ukraine it is also useful to take a closer look at how the Ukrainian migrants themselves defined the main driving forces of migration. The ombudsman study (Ombudsman Report) quotes the results of a survey conducted in Lviv region by the West Ukrainian Centre ‘Women Perspectives’. According to this survey the low wages were the most important factor forcing people to seek employment abroad (52,8% pointed at this factor); the next two important issues are the unemployment (mentioned by 31,7%) and the need to earn money to pay back debts (29,7%).

According to a survey conducted among Ukrainian labour migrants in Italy and quoted by Markov (Markov 2003) there were the following main reasons for going abroad: low wages (52,83%), the need to buy a place to live in Ukraine (33,56%), unemployment (31,7%), the need to pay back debts (29,7%), high costs of the education for children (23,8%) and the domestic violence (5,66%).

The quite recent study (Pirozhkov, Malynovska, Khomra 2003, p.26) quotes following reasons mentioned by the respondents as the main five factors pushing them abroad: the wish to increase the level of welfare (52,8%), unemployment (28,9%), low wages and wage arrears (27,3%), the need to pay for education or medical treatment for a family member (12,1%) and the wish to see new places (11,8%).

The reasons identified by the Ukrainian migrants as the most important motives for their migration are typical economic migratory push factors to be found in the analysis of migratory trends all over the world. What makes the Ukrainian labour migration special is the scope of the problem and its recent dynamics. The various official and unofficial assessments of the real dimension of this problem in the European context are presented in the next part of the study.

The geography of Ukrainian labour migration: official data and expert estimates

The overview over the scope and directions of the Ukrainian labour migration presented below is based on various sources. The official statistics for 2003 was provided to the author by the head of the department of international cooperation of the Ministry of Labour and Social Protection of Ukraine; the 2001 data stem from an internet publication under the following address (http://www.scnm.gov.ua/ru/a?news_publ_007) while expert estimates are based on both the Ukrainian ombudsman report (Ombudsmann Report 2002) and on other reliable Ukrainian sources (Malynovska 2004, the author’s interview with Irina Prybytkova March 2004).

Country	Lowest and highest estimates of the number of migrants from Ukraine	Pattern	Earnings, salaries	Comments
All countries	2003 – 38126 official data 2001 – 36127 official data Between 2 and 7 million according to various expert estimates.			
Russia	2003 – 1598 official data; 2001 – 1328 official statistics; 1 million (on average), 3 million at the pick of the season according to independent experts;	5-7% legal, 90% in shadow economy		Most of them work in Moscow, the Komi Republic, Khanty-Mansy AO, Yamal-Nenets AO, the Belgorod region, the Leningrad region, the Rostov region and the Krasnodar and the Krasnoyarsk kray.
Poland	2003 – 5 official	Various patterns:	\$200-250	Free visa regime until

	Ukrainian data; 6 millions border crossings per year; Until 300 000 illegal labour migrants from Ukraine according to various Polish and Ukrainian sources.	Business travel Shuttle trade Seasonal workers Long-term labour migrants 2800 crimes committed by Ukrainians in Poland in 2008	per month; 10-15 per day/service	October 2003
Turkey	2003 – 196 official Ukrainian data; Officially 2300 Ukraininas lived in Turkey in 2002; unofficially there were appr. 35 000 of them	Most of female migrants work in the sex industry; Khopa – 1000 women from CIS, 500 of them from Ukraine	10-50\$ per service in the sex industry	Visa and plane ticket from Ukraine to Turkey \$500 Tourist visa valid for until 1 month – 10\$ at Turkish border; false turist visa stamped in passport 100-150\$.
Czech Republic	2003 – 289 – official Ukrainian data; 2001 – 1275 official Ukrainian data. 200-300 000 illegal labour migrants from Ukraine 100 – 200 000 according to Ombudsman report.			Visa regime was introduced in 2000, but it didn't help very much
Slovakia	2001 – 291 official Ukrainian data. Until 5 000 according to Ombudsman report.			
Hungary	Some hundreds, mostly ethnic Hungarians.			
Latvia	2003 – 890 official Ukrainian data. 1030 Ukrainians working in Latvia in 2002.	Until 300 Ukrainian specialist may be engaged in Latvian shipyards.		
Portugal	2003 – 20 official Ukrainian data 150-200 000 according to various experts.	Mostly people from Western Ukraine: Chernovtsy,		Law 4/2001 from 1 January 2001 on the status of legal labour migrants opening for

	140 – 150 00 according to Ombudsman report.	Ternopil, Ivano- Frankovsk; Crimea	family reunification Agreement on Labour Migration of Ukrainian Citizens signed on 13 February 2003
Greece	2003 – 13599 official data; 2001 – 12442 official Ukrainian statistics. 3000 Ukrainians working illegally in Greece according to experts and Ombudsman report.		
Cyprus	2003 – 5796 official Ukrainian data; 4979 – official data from 2001.		
Spain	2003 – 908 official Ukrainian data; Until 100 000 according to experts.		95% of tourists are interested in finding a job
Italy	2003 – 437 official Ukrainian data; From 50 000 to 200 000 depending on the source of information 11 205 have residence permit according to Italian authorities.		
Germany	2003 – 1561 official Ukrainian data; 1236 – official data from 2001. 708 523 visas issued between January 2000 and September 2002.		
The UK	2003 – 2767 official Ukrainian data; 3514 – official data from 2001. Small numbers, some hundred people.	Student labour, until 20 hours per week	

France	2003 – 38 official Ukrainian data			236 citizens of Ukraine deported between January 2000 and June 2002.
Sweden	2003 – 6 official Ukrainian data	Mainly seasonal workers; asylum seekers in 2002.		Cost of visa 30€, but agents charge 200\$
Denmark	2003 – 39 official Ukrainian data.			
Norway	2003 – 57 official Ukrainian data.	Inflow of asylum-seekers in 2002.		
Iraq	Ca 400		Could earn between 600 and 1500\$ a month.	
South Korea	2003 – 42 official Ukrainian data.		Ca 400\$ per month.	
Japan	2003 – 786 official Ukrainian data.	Mostly in sex industry	Promised up til 2000\$ per month, in fact 500-700\$.	12 official contracts in 2001; increase in 2002; 16 Ukrainian citizens deported in the first 6 months of 2002 for breaching migration laws.

One of the most interesting, unexpected and quite recent developments in the Ukrainian labour migration is the emergence and the rapid growth of the Ukrainian migrant community in Portugal. Until 2001 there were relatively few Ukrainian citizens – and East Europeans in general – living and working in Portugal. In 2001 and 2002, however, the Ukrainians became the main beneficiaries of the decision adopted by the Portuguese authorities that opened for the legalization of the foreign labour force in the country (Decree-Law no. 4/2001 of 10 January 2001). In this period 61756 Ukrainian citizens received permanent work permit in Portugal; they by far outnumbered Brazilians who traditionally, and for quite understandable reasons, were the most important foreign workers at the Portuguese labour market. Today the Ukrainians are the biggest of the East European communities in Portugal and there number is growing. There were many reasons why this community has grown so quickly over the last years – the weakness of the Portuguese state and the strong economic interests of the Portuguese business are mentioned among the reasons (Peixoto 2002). From the point of view of this brief study the most interesting, however, is to see how an administrative decision taken by the local authorities has completely changed the direction of migratory flows to Portugal.

Taking into consideration the fact that Portugal could offer the least attractive economic conditions

to the Ukrainian workers among the Western European countries (more than half of them earn less than 500 Euros per month and only 2% claim to earn more than 1,000 Euros per month – Fonseca, Alegria, Nunes 2003) and the long distance between their country of origins and their destination country one could expect that Portugal should not have any chance to become one of the main areas of labour migration from Ukraine. This development is almost as amazing as the fact that there have been so few of Ukrainian labour migrants who have found their way to Norway, a country that for at least economic and social reasons should be perceived as the most attractive migration target, if the decisions on migration were made in a purely rational way. What was even more amazing is that the introduction of the more flexible regime on the permanent and temporary migration of skilled labour force to Norway and the lowering of the threshold for definition of the skills needed to be qualified as specialist by the Norwegian migration authorities have not resulted in any substantial increase of labour migration from Ukraine. In order to find an answer to this interesting question we will first take a closer look at the pattern of the migratory exchange between Ukraine and Norway and then analyse the content of the interviews carried out in connection with the realization of this study.

Ukraine and Norway – pattern of migration exchange

Unless other sources are directly indicated all figures presented here are based on data from the Norwegian Directorate of Immigration (Utlendingsdirektoratet UDI). The information stems mainly from two sources – the UDIs year reports and from the UDI database containing information on the handling of the cases in the UDI system. Several searches in the UDI database were conducted in November/December 2003 in connection with the realisation of this project and gathering of information on Ukrainian labour migration to Norway in the UDIs archives. Unless other periods are indicated, the statistics covers the whole post-Soviet period from 1991 to November 2003.

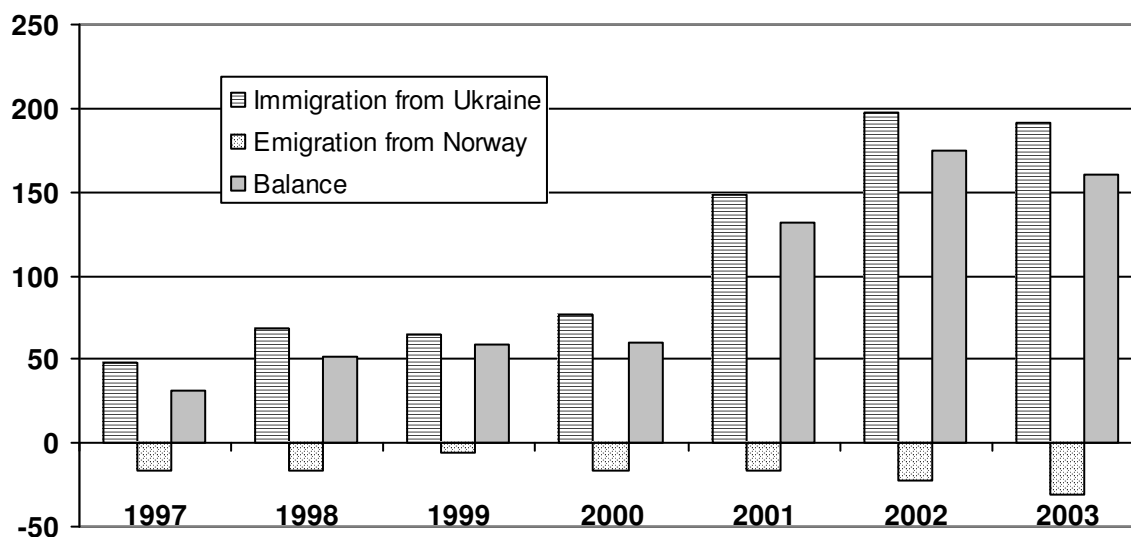
Permanent and temporary migrants to Norway are divided by the UDI in many categories – this overview is based on an analysis of various categories from UDI's database. In some cases new categories were added and others disappeared – we will do our utmost to give our readers the best possible account on the story of Ukrainians in Norway based on most available sources.

How many Ukrainians do live in Norway?

Migratory exchange between Ukraine and Norway was rather limited and the dominant pattern has been the immigration of the Ukrainian citizens to Norway. Between 1997 and 2003 there were registered 795 Ukrainian citizens who moved to Norway and only 126 of those who left Norway. This resulted in a 'net gain' of Ukrainian citizens in Norway of 669 (SSB Data).

The Ukrainian citizens need visa in order to travel to Norway. In 2002 2678 visa application were filed by Ukrainians in the consulate in Kiev – only 137 applications were rejected. In 2003 the UDI handled 118 visa applications filed by Ukrainians; in 44 cases a positive decision was made, but in 74 cases application was rejected. Situation was quite different in the Norwegian consulate in Kiev – of 2334 of those who applied, an overwhelming majority was granted the Norwegian visa (1885), but still almost one fourth (449) received a negative answer. In addition 370 family reunification cases were handled by UDI between 2001 and 2003.

According to the official Norwegian statistics (SSB) there were only 713 Ukrainian citizens living in Norway by 1 January 2004. According to the same statistics there were only 742 persons of Ukrainian origins living in the country on 1 January 2003.



Year	1997	1998	1999	2000	2001	2002	2003
Immigration from Ukraine	48	68	65	77	148	198	191
Emigration from Norway	17	16	6	17	16	23	31
Balance	31	52	59	60	132	175	160

Figure 9. Migration movements of Ukrainian citizens between Norway and Ukraine

Geographical distribution of Ukrainians in Norway

There are three distinct centres in which most of the Ukrainian community in Norway lives – these are Oslo, Akershus and Rogaland. The Ukrainian migrants seem to live concentrated in the most important urban centres in Norway; but all in all the numbers are rather small. It may seem that the Ukrainian community in Norway has not yet reached the critical mass needed for development of functioning social formal and informal ethnic networks that could facilitate large scale migration – this is at least the impression we have after having conducted interviews with our respondents. No one of them seems to have any knowledge of or affiliation with this community in Norway, though some of them have been living in the country for some years and also in the centres of the relative concentration of Ukrainians.

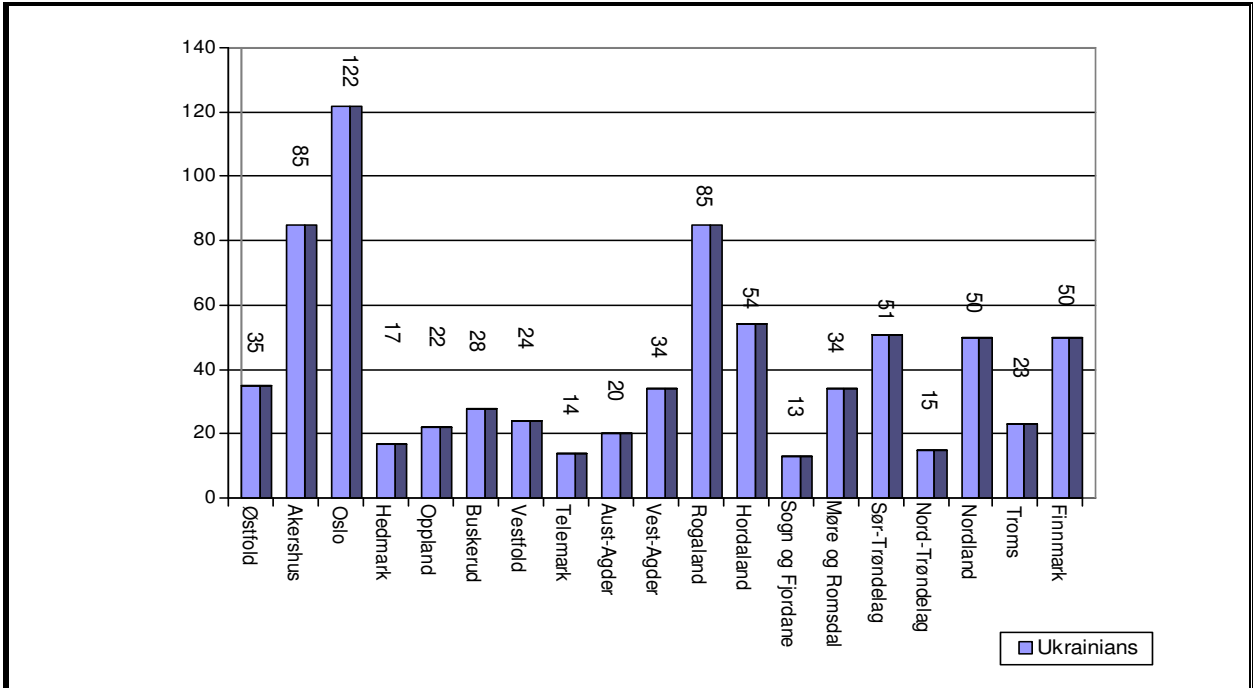


Figure 10. Ukrainians in Norway 2003 – Geographical Distribution

Ukrainian-speaking pupils in Norwegian schools 2002

Another good gauge to measure the size of the established ethnic community in Norway is the look at the size of the pupil population receiving schooling in their mother tongue – in 2002 there were only registered 9 pupils receiving education in Ukrainian – in the same 2002 there were 497 pupils receiving their education in Russian and 185 in Polish.

Ukrainian Survival Strategies and Norway

Ukrainian asylum-seekers in Norway 1991-2003

In the whole period between 1991 and 2003 (until November) there were registered 2047 cases involving asylum-seekers from Ukraine. Approximately one-fourth of them were women (532). The highest number of asylum-seekers from Ukraine who applied for protection arrived in 2001 – when 1030 cases were registered in the UDI.

Year	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Ukraine	1	5	12	4	13	10	13	11	30	108	1030	773	92

Figure 11. Asylum-seekers from Ukraine 1991-2003

In 2001 the Ukrainian asylum-seekers represented almost 7% of all those who applied for asylum in Norway; in 2002 their share was 4,4%. Relatively few of them received asylum in Norway – in 2003 of the 134 decisions made in connection with asylum application by citizens of Ukraine, no one of them was granted either asylum or protection. Only 1 person

was allowed to stay in the country for humanitarian reasons. In 1999 and 2000 there were four cases of Ukrainian citizens who were granted right to stay in Norway due to the fact that the Norwegian authorities were not able to give them answer within 15 months from they filed their applications (the so called ‘15 months rule’).

Ukrainian brides and grooms in Norway

One of the clearly gender related survival strategies adopted in order to improve personal situation is what could be termed strategy of welfare marrying. This seems to be also a strategy some Ukrainian citizens adopted when they decided to leave their country and settle in Norway.

Over the last 13 years there have been registered 159 cases involving marriage between a Ukrainian and a Norwegian citizen. In addition there were also registered 29 cases where a Ukrainian citizen applied for visa to Norway in connection with a planned marriage.

In 147 of these 159 cases of family reunification that was linked with the marriage between a Ukrainian and a Norwegian citizen, the bride was Ukrainian and the groom was a Norwegian citizen or a person with residence permit in Norway. Only in 12 of these cases the groom was Ukrainian and the bride had a Norwegian background.

What was the temporal dynamics of this social phenomenon? The figure below shows when the cases have been registered in the UDI’s database.

Year	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
Number	1	1	1	2	4	4	15	39	44	48

Figure 12. Brides and grooms from Ukraine

According to a recent study (Lie 2004: 46) on 1 January 2002 there were 165 Norwegian men married to a women from Ukraine. That placed the Ukrainian women at the 26th place among the 33090 women with foreign background married to Norwegian man by that time.

Especially over the last years the Ukrainian women have become more visible in the Norwegian ‘nuptial’ context – in 1999 they were ranked at the 15th place among the women with foreign background marrying Norwegian men; in 2000, they advanced to the 12th place and in 2001 – they were again demoted to the 15th position (Lie 2004:64). In 2001 there were 46 women with Ukrainian background who married a foreign husband in Norway – 78% of them decided to marry an ethnic Norwegian (Lie 2004: 71).

Studying and working in Norway

Relatively few Ukrainian citizens decide to arrive in Norway to study. In the whole 1991-2003 period there were only registered 95 cases involving Ukrainian citizens under the general heading ‘education’ – 58 of these were women. In 2003 only 13 Ukrainian citizens applied for student visa in Norway – in the same period 159 Russian citizens sent similar applications.

There are three possibilities one can use in order to improve its qualifications and stay for some time in Norway. Ukrainians coming through what could be termed **Au-pair scheme**

are the biggest group. In the whole period the UDI treated 143 au-pair applications from Ukraine; 136 from female applicants and only 7 from male applicants.

Au-pair system seems to be treated in Ukraine as a useful ‘opener’ of the Norwegian labour market to the Ukrainian specialist. According to the information provided by LEAPS web site (http://awis.virtualave.net/a_norw.html) the au pair system can be used in order to improve chances at the Norwegian labour market. The site recommends that physicians, dentists, veterinarians, psychologists, nurses, lawyers etc, should stay with a Norwegian family as au-pair for at least 2 years in order to improve their language skills and get better acquainted with the Norwegian system before an application for job can be filed. The company provides information on the conditions in Norway and helps to file applications – it charges between 70\$ and 120\$ for its help. It seems that many of those who chose the au pair solution are in fact interested in establishing themselves at the Norwegian labour market through entering it in this unconventional way.

Also two other possibilities that may open access to the Norwegian labour market through a sort of educational affiliation are to a certain extent used by Ukrainians. In the whole 1991-2003 period 74 of them applied for time-limited residence and work permit as **working guests** in Norway and 66 filed application as the so-called *praktikants*.

Ukrainian labour force in Norway

Seasonal workers

The biggest group of Ukrainian citizens who have had experience from the Norwegian labour market are seasonal workers from that country. Over the whole period from 1991 to 2003 there were 630 applications filed by Ukrainians who wanted to have seasonal work in Norway. Especially over the last years new groups seem to discover Norway as a place where one can earn money in at least some months of the year – 219 of these applications were sent by women.

In 2003 Ukrainians received 285 seasonal work permits – this was a visible increase from the year before; but if we compare these numbers with 10639 seasonal work permits issued to the Polish citizens and 4059 granted to Lithuanians and with the activity of the Ukrainian labour force in the other regions of Europe these figures do not look very impressive. On the other hand Russians who are much more numerous in Norway were granted only 259 seasonal work permits in 2003.

Year	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002
Number	2	3	-	8	21	17	49	24	38	77	86	162

Figure13. Seasonal workers from Ukraine

Specialists – the very strange story of the skilled labour from Ukraine, or rather of the lack of it

Judging from the above presented numbers it seems that the unskilled workers from Ukraine do prefer to go to other European countries. There are many possible explanations

of this fact. One of the explanations may have to do with the perception of Norway as a regulated society where it is difficult to operate on its margins and not always in compliance with the existing laws. Taking into consideration that most of the Ukrainians working abroad have been working in the shadow economy we could expect that this perception of Norway could be an important ‘mental’ obstacle to those who could consider to go to Norway in order to work in the Norwegian ‘shadow economy’.

We must be therefore amazed and puzzled by the fact that the introduction in January 2002 of the new set of rules giving a much easier access to the Norwegian labour market to all those who would like to come and could document that they were in possession of some special skills has not yet resulted in the growing interest in this market on the part of the Ukrainian specialists of higher and middle level.

The new regulations have been in force since January 2002. The main new provisions of the law making it easier to access Norwegian labour market not only to EEA citizens or candidates from the EU acceding countries but to all who document special skills, were as follows (<http://www.udi.no/templates/Page.aspx?id=4674>):

- For a person to be granted a permit as a specialist it is a requirement that the special expertise is deemed absolutely necessary for the business enterprise, and that the post cannot be filled by domestic labour or labour from the EEA area (*The information that the post is only available if it cannot be filled by domestic labour or labour from the EEA is still to be found at UDI’s English language web site. However, one of the important new provisions of the new specialist directive that entered into force on 1 January 2002 was that until 5000 jobs yearly were to be offered to the foreign specialists without taking into consideration whether they could be filled by local/EEA labour – this means that the UDI’s English website provides outdated and incorrect information on the regulations that entered into force from 1 January 2002. Having in mind that most of the potential specialists interested in work in Norway do not know Norwegian, this may cause some problems for them if they want to find out whether they may apply for work permit in Norway – JMG*).
- Prior to applying for a work permit as a specialist a person must have a concrete offer of employment. The employer must make this offer on the stipulated form or it must be submitted as a standardized work contract. The offer of employment must normally be valid for at least one year.
- A specialist work permit is connected to a particular job and a particular place of work. This means that a person who is granted a permit for a particular job in a particular business enterprise may not take other employment in or outside this company without permission.
- Another requirement is that wages and working conditions cannot be less than the applicable tariff agreement, wage scale or normal standards for this type of work and workplace. The offer of employment must as a general rule be for full-time work.

- The work permit is granted for one year at a time and must be renewed upon expiry. Permits granted to specialists may constitute the grounds for a settlement permit in Norway (permanent residence permit in Norway). A specialist may apply for a settlement permit if s/he has resided continuously in the country for three years with a valid permit. After receiving the settlement permit s/he will no longer be tied to a particular place of work, as the settlement permit confers the right to residence and to take employment and operate a business in the whole country with no time restrictions.
- Family members of specialists may come to Norway pursuant to the provisions for family reunification.

The introduction of the new regulation meant a visible relaxation of the rather restrictive earlier practice that opened for labour migration of only specialists with very special skills requiring in most of the cases education at the academic level. The most important new features of the law were that the definition of ‘specialist’ was widened and that one could apply for the work permit not only from the country of residence but also from Norway if the stay in the country was legal (this do not apply however to asylum-seekers in Norway); since there was no longer a requirement for higher education in order to be granted specialist status one could expect the inflow of the skilled labour force that was to fill the 5000 quota introduced by the administration and that substantial part of those who were to apply for work permit as specialist would come from the countries outside of the EEA. As Ukraine was one of the countries that have contributed greatly to changing the pattern of labour migration in Europe over the last ten years and it was quite clear – as the Portuguese case demonstrates – that the Ukrainian labour force was rather flexible and inventive in its adaptation to the new and quickly changing realities on the European labour markets we could expect that the introduction of the new rules by Norway should result in a rather substantial inflow of the skilled labour force from that country.

Two years after the introduction it seems though that the authorities have problems with attracting the required number of the skilled employees to Norway. The opening of the labour market did not result in the dramatic inflow of the skilled labour force – in 2002 only 1676 applications were granted (approximately 1/3 of what was available). The situation deteriorated even in 2003 when only 1127 persons used this opportunity.

Rank	Year 2003	Number	Rank	Year 2002	Number
	Total	1127		Total	1676
1	Poland	331	1	Poland	516
2	USA	99	2	USA	129
3	Russia	57	3	Lithuania	111
4	Slovakia	57	4	Romania	85
5	India	47	5	Russia	81
6	Lithuania	43	6	Estonia	76
7	Serbia & Montenegro	41	7	Slovakia	71
8	Romania	38	8	The Philippines	62

9	Estonia	37	9	Serbia & Montenegro	58
10	The Philippines	33	10	India	53
25	Ukraine	9	24	Ukraine	9

Figure 13. Specialists in Norway 2002 and 2003: Top ten and Ukraine

What was even more interesting is that Ukrainians seemed to not discover the new opportunities in Norway. In 2002 there were only 9 specialists from Ukraine who found their way to Norway; the same number came also in 2003. In 2002 this number placed Ukraine at the 24th place among the countries providing Norway with skilled labour force within the new legal framework. The closest ‘neighbours’ on the list were Iran with 11 specialists and Nigeria with 9 specialists. Ukraine was followed by Ghana, Israel, Pakistan and South Africa that can hardly be described as traditional providers of the labour force to Europe. In 2003 the situation was quite similar: Ukraine occupied the 25th place – with 9 specialists the country had the same position as Latvia and Turkey; Japan, New Zealand and Nigeria with 10 specialists each were over Ukraine, and Iran with 8 specialists was behind Ukraine. What was even more amazing was that Ukraine’s most important neighbours – Poland and Russia – have at the same time managed to climb to the top positions on this list – Poland occupied 1st place both in 2002 and in 2003; Russia was 5th in 2002 and 3rd in 2003.

From 1 May 2004 the situation for the labour force from Eastern Europe is going to change due to the enlargement of the EEA. Job-seekers from the region will have more or less the same access to the Norwegian labour market as the citizens of the 15 countries of the EU. Although some formal restrictions are introduced in connection with the EU enlargement, the labour force from the ten new member countries will in general have much easier access to the Norwegian labour market compared to the current situation. In 2002 there were 786 specialists coming from the new EU member countries to Norway (including Bulgaria and Romania which are going to enter the EEA by 2007). In 2003 this group of countries ‘provided’ Norway with 511 specialists. In 2002 this group represented almost 47% of all specialists who applied for work in Norway; in 2003 their share was almost similar – 45%, but the number was lower (511 in 2003 and 786 in 2002). One can expect that with the EU enlargement most of those who arrived in Norway as specialists in 2002 and 2003 will use the ‘normal’ EEA framework to get access to the Norwegian labour market. This can have indeed dramatic consequences for the very ‘existence’ of the January 2002 regulation. Even in 2002 and 2003 the 5000 quota was not filled – in 2002 a level of 33% fulfillment was reached; in 2003 the situation was even worse – 22,5%.

What does this tell us about the interest in the Norwegian labour market in the area that is seen – not always rightly due to some demographic processes that are about to change the demographic map of Eastern Europe in a very definite way – as the most important ‘reservoir’ of labour force in Europe? The answer must be that this reveals a rather limited and decreasing interest in this labour market. And the situation is especially interesting when it comes to the Ukrainian labour force. We could expect the growing interest in getting the access to Norwegian labour market from the citizens of the country that has no perspective of becoming the member of the EU in the foreseeable future and whose citizens have already ‘put’ their mark on the West European formal and informal labour market.

What are the causes and what can be done?

What may be the reasons why we do not see the growing interest in Norway as a country of labour opportunities in Ukraine and what can be done in order to change this situation? In my opinion there may be three most important and partly overlapping explanations.

The lack of appropriate information on the new regulations in Norway is probably the most important reason. It seems – and this claim is based on interviews with the Ukrainian specialists in labour migration in Kiev and on interviews with those Ukrainians who have had experience from the Norwegian labour market – that most of them simply do not know about the new regulations. One of the persons interviewed in Kiev was Tatyana Petrova who is the Head of the Section of International Cooperation at the Ukrainian Ministry of Labour. She knew nothing about the new rules introduced by the Norwegian authorities in 2002 and was very interested in learning more on these rules. Also other interviewees in Kiev were not aware of the possibilities opened by the introduction of the new rules for specialists in Norway.

Of the Ukrainian specialists who have found their way to the Norwegian labour market most of them learned about work in Norway from their personal professional contacts; they used the opportunity but the information was provided to them not by the Ukrainian or Norwegian authorities but by their formal and informal networks. Although UDI published a booklet on the specialist recruitment to Norway in Russian this booklet is not easily available and the information There is no information on the specialist recruitment available at the website of the Norwegian Embassy in Kiev – one could expect that this could be the first place potential Ukrainian specialists would visit to find information on job opportunities in Norway. There are in fact two web addresses one can find information on Norway that look like the official embassy websites.

If one uses the following search string – Norway+Ukraine+Embassy – at Google.com that is the most important and the most widely used Search Engine the first information on the Norwegian Embassy in Ukraine is a link to a website with the following address: www.embassyworld.com/embassy/ukraine2.html. From this address one can go to what is presented as the official website of the embassy in Kiev at this address:

<http://ud70.mogul.no/cgi-bin/wbch3.exe?p=2168> - the only information on work in Norway is the link to the Aetats's website in Oslo – but the link does not work. In addition you have to click first on the link to Frequently Asked Questions in order to find any labour related information at all.

Much more information on work – and on the specialist recruitment in Norway is provided at another official website of the Norwegian Embassy in Kiev at: <http://www.norway.com.ua/>

The site gives very detailed information in both English and Ukrainian on the what is required from potential job seekers and specialists, but the problem is that it is difficult to simply find this information on the web because the official address is never to be found among the first 50 returns of the result of the search with the following strings Norway + Ukraine + Embassy/ Ukraine + Norway + Embassy/ Embassy + Norway +Ukraine. Also when you use string Norway+Ukraine or Ukraine+Norway you'll not find link to the official web site of the embassy in Kiev among the top 50 hits. All this makes finding

reliable information on work in Norway a rather difficult task if we were to base our knowledge on information provided by the Internet.

One could expect that the information on work in Norway and on the specialist recruitment could be provided by at least some of 749 Ukrainian agencies that have the official license to help Ukrainian citizens find work abroad. Here we have however a situation where these agencies may be willing to withhold the information on work in Norway – their niche and source of income in Ukraine is to act as an intermediary between Ukrainian job seekers and foreign labour markets; they are not interested in providing information that may make them superfluous – and by providing detailed information on what is needed in order to find a job and meet all the formal criteria as specialist in Norway they could limit their ability to earn money, which is their main goal. So work agencies cannot be treated as a reliable source information on the specialist recruitment to Norway – on the one hand they may not know that much about these new regulations; on the hand, even if they know something, they are not simply interested in sharing this information with potential job seekers for free.

Here we have to consider another possibility. According to both the existing literature on the topic and interviews with both specialists and those taking part in our survey, the most important source of information on the situation on the labour markets abroad are **formal and informal social networks**. It seems that the limited knowledge of the Norwegian labour market among those who have had any sort of labour experience from abroad and may act as direct information providers to those who may be interested in going to Norway can be the second explanation why Norway has not been simply put on the Ukrainian mental map of the European formal and informal labour market. The relative small size of the Ukrainian community in Norway and the marginalisation of Norway – both physical, geographical and institutional, as the non-EU member – may have contributed to the lack of interest and knowledge on the Norwegian labour market. This may explain why we have not yet seen the inflow of the Ukrainian labour force. There is though a possibility that the growing number of Ukrainians coming to Norway as seasonal workers may in the longer run contribute to the strengthening of the formal and informal social networks with some knowledge of the Norwegian labour market; with the ‘withdrawal’ of the citizens of the new EU countries from the specialist recruitment scheme and the increasing knowledge on the labour opportunities on the Norwegian labour market provided by the informal and formal social networks we may expect a sharp rise in the interest in this labour market in some time to come. The important thing in this context is however what message on Norway as a labour market these formal and informal networks are going to convey to those who may be interested to come?

The third possible explanation why we have not yet seen the substantial inflow of specialists from Ukraine may have something to do with the situation at the European and Ukrainian labour market in general; it may be so that the **labour migration potential is about to reach its limits** in Ukraine. According to some – probably exaggerated – estimates almost 7 million Ukrainians have had some form of affiliation with labour market abroad. This may mean that those who were interested in establishing themselves on the European labour markets have already found their way to their destinations that are in addition also located much closer to Ukraine than Norway. The Portuguese example may be rather a special case – the inflow of Ukrainians was caused probably mainly by the

information provided by the social networks on the new regulations opening for the legalisation of the foreign labour force. The benefit from having the possibility to obtain the status as legal labour force out-weighted by far the inconveniences caused by the geographical distance. At the same time this move has probably contributed substantially to **the depletion of the Ukrainian labour market** of its labour stock surplus that could be willing and able to go abroad. If the last was to be the case, it could reveal an important feature of the pan-European labour market to all those who are interested in attracting labour force in order to fill the labour force gap that may emerge as a result of the negative demographic trends visible in today's Europe. This feature is the limitability of the access to labour force from Eastern Europe – the labour force resources in this part of the continent are limited and the ability of the Western countries to attract this labour force will depend on what kind of not only economic but also social incentives they will be able to offer. It may seem that the future will be to a much larger extent a future with growing competition for limited labour force resources and that not all countries with the growing labour force gap will be able to fill this gap by simply inviting labour force from Eastern Europe.

What can be done in order to change the situation and attract more skilled labour force from Ukraine? The first question one has to answer is whether the Norwegian authorities are interested in attracting more labour force from Ukraine; the second question is to what extent the specialist recruitment scheme is the proper tool to do so. If a positive answer is given to both of those questions – Yes, we want to attract more labour force from Ukraine; and Yes, we want to use the specialist recruitment scheme as a tool – than something should be done with the causes of the problem.

The Norwegian authorities have however only limited number of options. If we agree that the **lack of proper information** is the main cause, than we can provide the potential labour migrants from Ukraine with the proper information by using the proper information channels to reach the general Ukrainian public. The success of the campaign that was to limit the number of the so called groundless asylum-seekers to Norway is a good example that this kind of message can be easily conveyed if one uses the proper information channels. Such a campaign would probably increase the number of the Ukrainian specialists applying for work permits substantially, but we can also risk that it could result in too much interest in the Norwegian labour market, which also can be a challenge.

Another information strategy is to use the existing social networks to convey the message that the Norwegian labour market is interested in more labour migration from Ukraine. The Portugues example shows that these social networks played a crucial role in the process of recruitment of the Ukrainian labour force; this could be done by for instance encouraging closer formal and informal cooperation between Norway and Ukraine in the labour migration field. Another important thing that could be done is to use the existing labour links between Norway and Ukraine to send an informal message that Norway is an interesting migration country. The focus on the situation of Ukrainian seasonal workers in Norway and the improvement of their situation could be a possible strategy, as this group will probably form the most important part of the social network that is going to pass the message to Ukraine.

The most challenging task Norway may face is the one caused by the 'drying out' of labour resources in Eastern Europe. If the observed lack of the inflow of the Ukrainian labour

force is caused by the lack of available surplus of labour force in Ukraine, then we can face a really big challenge and Norway has only limited ability to reverse this negative development. This could also mean that the recruitment of labour force not only from Ukraine but also from some other countries where the surplus of the local labour force is still available in some years to come should become one of the priorities of the Norwegian migration policy. Norway may face competition from other countries that may use various incentives in order to attract available labour force from Eastern Europe. With its marginal geographical location, high level of prices, relatively low purchasing power for highly skilled specialists, harsh climate, restrictive policies in some areas and special political position in Europe as an EU outsider Norway may have problems with attracting the needed numbers of labour migrants from Eastern Europe. And this could be the main challenge the Norwegian labour and social policy may face, maybe not in 2005, but definitely by 2010 or 2015. Ukraine may become an important source of the needed skilled and unskilled labour force – to what extent this potential source will be used depends to large extent on the decisions made by the Norwegian authorities and on their choice of strategies to be used to address this challenge...

Interviews

Candidates for interviews

After analyzing the available data in November 2003 UDI decided there were 54 Ukrainian citizens who could potentially be interviewed in connection with this survey, who had either had some experience from the Norwegian labour market or applied for visa with work permit but were rejected by the Norwegian authorities.

There were 41 male interview candidates and 13 female interview candidates. The youngest of the male interview candidates was born in 1989, the oldest in 1946. Among the female candidates the youngest was born in 1983, and the oldest in 1945. The average age for male interview candidates was 38 years, for female candidates – 31 years.

It turned out that in order to carry out the interviews we needed the consent of those we wanted to interview to be given prior to the planned interview. The Norwegian State Council for Professional Secrecy and Research stated that the UDI had to receive at least an oral consent from the persons that we planned to interview in connection with the realisation of the project.

In order to be able to embark on the realisation of this project we had to ask the Norwegian Embassy in Kiev for practical help in receiving the oral consent of the potential Ukrainian interviewees and the UDI to take contact with potential interviewees in Norway. After the consent had been given by 36 interview candidates who were contacted by Norwegian official bodies in January/February 2004 the telephone interviews were conducted in February/March both in Ukraine and in Norway by our Ukrainian/Russian speaking research assistant and by the author of this report. During interviews we used a standardized questionnaire with detailed questions on various issues that in our opinion were important in order to understand the underlying factors influencing decision to migrate or apply for a visa with work permit in Norway.

Those who gave consent for being interviewed

After many attempts made by the UDI and the Norwegian Embassy staff we managed to receive consent for being interviewed from 36 persons. On the one hand it was difficult to establish contact with some interview candidates, on the other hand some of them implicitly refused to take part in this survey. 26 male interview candidates and 10 female candidates gave finally their consent for being interviewed. The average age of male candidates belonging to this group was 38 years, for female candidates – 28 years.

Interviews

After many attempts we managed to conduct 22 in-depth interviews based on the enclosed *Questionnaire*. 15 of those 22 interviews were conducted with male respondents, the average age of them was 40 years; 7 interviews were conducted with female respondents with an average age of 28 years. Two of the respondents identified themselves as Russians; the rest – 20 identified themselves as ethnic Ukrainians. Interviews were conducted mainly in Russian and then translated into English. The results were put in a database and we decided to use **ID Codes** in order to ‘hide’ interviewees’ identity. The ID Codes give however some information on the background of the respondent. Letter U or N in the ID

Code mean that the interview was conducted either in Ukraine or in Norway. Letter W or M indicate the sex of the respondent (W – woman, M – man), while the four digit number indicate the year of birth.

Respondents and their stories

Qualifications – higher skills, better opportunities, higher chances?

Maybe the most important knowledge aspect in case of those who have decided to apply for work abroad is the knowledge of foreign languages. Among our 22 respondents 15 responded that they could use English to communicate. Some of them said that they had good command of English, others said that they had ‘some knowledge of English’. One of the respondents said that he knew German. All of them had a good command of Russian which is widely used in Ukraine due to the country’s recent history. Eight respondents, both those who are in Norway and those who returned to Ukraine, informed also that they had some command of Norwegian.

Another important aspect is to what extent their qualifications make them attractive at a foreign labour market. Most of respondents have middle level vocational education, but we also find among them persons with higher education making them attractive also at the Norwegian labour market (professor in mathematics, PhD in geology, specialist in energy saving). Persons with higher education use to work in Norway in line their qualifications; those with middle level of education, also vocational, tend to apply for – and get – jobs that are below their level of qualifications. Generally speaking, we can say that the female respondents have in average higher level of education then their male counterparts and that they apply mostly for jobs that are in line with their education.

One candidate with relatively high level of expertise and long education decided, however, to come to Norway as au-pair; her stated motivation for choosing Norway was that she ‘wanted to see another country, live in a new family, get a new kind of experience’. At the same time she was quite visibly not satisfied with the treatment she got from her host family; we can expect that coming as au-pair was in this case an attempt to get acquainted with the Norwegian labour market in the easiest possible way.

Previous experience from work abroad – not so much of that?

Taking into consideration that Ukraine is widely believed to the country providing European labor markets with both legal and illegal work force it should be said that the level of experience from work abroad is very low among our respondents. Only one of them - 022UM1976 – seems to have an experience fitting what could be termed ‘Ukrainian pattern of labour migration’. He describes his work experience abroad in the following way: ‘I worked abroad four times. In other countries than Norway. Not in line with my qualifications. Always unofficial. Industry, and in Norway in agriculture’. Among other respondents one had some experience from the United States (001NM1957), one from France and Sweden (013NM1958), and one female respondent described her knowledge of the foreign labour market as follows (019UW1980): ‘Well, I went to work abroad after I graduated, so I have only work experience from abroad, one year, as an au pair. I worked in England, Sweden and Norway, on a farm in England, and as an au pair in Sweden and Norway. Official work.’. The rest of our respondents claim not to have any previous knowledge of foreign labour markets before applying for a visa with work permit to

Norway. One of respondents - 032UM1970 – claims that the six month he spent in Germany when serving in the Soviet Army gave him some experience from abroad; this kind of experience can, however, be hardly relevant for his ability to find work abroad in the current situation.

The ‘work abroad’ stories of the four respondents who had some experience from work abroad before applying for visa with work permit to Norway are highly representative for their milieus. Two respondents with the highest level of education who have established themselves in Norway had experience from previous research scholarships in the West; the story of one, 022UM1976, is highly representative for the fate of many Ukrainians who over the last 10-13 years tried – often in vain – to find their place on the European illegal labour market. The choice of ‘the au-pair’ path by one of our female respondents seems less representative for the female migratory choices of the Ukrainian women; most of the Ukrainian women going abroad work as housewives and in agriculture/light industry, but some of them use also the ‘au-pair path’ to get acquainted with the Western labour market.

Previous links to Norway – mostly rangers, first-time goers?

One of respondents says that he has relatives living in Norway. Another one claims that he had been to Norway twice before applying for visa with work permit; he stayed in Norway for six months with his friends. Another one had been living in Norway as student before applying for visa with work permit. Another female respondent 020UW1976 – who did not receive visa with work permit – was in Norway twice accompanying his husband who worked at that time in Norway. The rest of respondents had no links to Norway before applying for visa with work permit.

Why Norway – economy first, all other motivations less important?

When asked why they have chosen Norway as the country where they wanted to work our respondents presented a whole spectrum of answers. Although the economic factors were obviously the most important ones in most of the cases, also other aspects were mentioned in the responses to this question.

Some of respondents pointed at the fact that Norway gives better career and life opportunities than Ukraine. Typical of this group are the following statements:

001NM1957

To work as researcher in Ukraine is impossible now. There are no economic conditions to this kind of work in our country.

004NM1957

The most important reason why I decided to apply for the job in Oslo was that I wanted to change employer I had been working in this Kiev office for more than six years and I wanted to face new professional challenges. I was to work with similar projects but the company had much more international profile and this was the most interesting thing to me. I was also to receive a better salary, which was also important.

013NM1958

I came to Norway because I could apply for the position at university. I had been working in France and Sweden before, but I have chosen Norway because the position was

available. Many factors played a role when I decided to go to Norway. Career opportunities seemed to be better in Norway; then I liked the country and the economic motives were also important. People in Norway are very pleasant and life is easy and without stress

014NW1968

The situation in Ukraine was very difficult – the laboratory at the university where I had been working as a researcher was to be closed down. I did not have any plans to work in the West, this was rather a spontaneous move.

028UW1972

It wasn't really planned, but I had a strong wish to go there.. Various reasons played a role, economic ones, corruption in Ukraine, better career opportunities.

030UW1972

I wanted to work there. I could find work in Ukraine, but it isn't a very bright future here. Economic aspect was also important.

008NW1973

Better career opportunities and lack of future in Ukraine were the most important motives. Better pay, new skills and image of Norway as a good country to live in played important, though lesser role.

For others Norway was an attractive country first and foremost because one could earn more money in Norway than in Ukraine. Typical of this group are the following answers:

032UM1970

I didn't consider going to other countries, just to Norway. The important aspect for me was yo earn some money.

046UM1962

I have family in Norway, and they helped me find work for me there. The main reason was money. Here in Ukraine I make 500-600 hryvny (about \$100) a month.

022UM1976

I just heard from someone that it is a rich country, that's all.

047UM1976

I didn't consider going to other countries, no. I went to Norway because you can make good money there.

041UM1971

And my personal reasons for going were that I have two children, my wife is at the moment on a childcare leave, our apartment needs to be repaired, and I have problems finding work here in Ukraine. To make some money so I could give my family a better life was the main reason for me to go to Norway.

There is also a group among our respondents who wanted to go to Norway because they saw Norway as a pleasant country, as a model society giving all those who live there good opportunities. Typical of this group were following answers:

031UM1953

I didn't consider going to another country. I served in the navy in the north, and I liked the area, so when I got the possibility, I went. I made quite good money here in Ukraine before I went to Norway. I wanted to see the country and how it works.

025UM1959

I considered going to other countries to work, but I like Norway, because I am a faithful believer (in God), and I like the Norwegian people, because they are quiet and intelligent. Better pay and standard of living were important to me. You know how much we can make here in Ukraine. I wanted especially to find out more about how the country functions. Not just for my own sake, but also that I could do more for those people (Norwegians), and I would be needed. Here I am not being appreciated. I really like the country, and it was all important.

027UM1965

I didn't consider going to any other countries. I have read the history of Norway and have seen a bit of the country, and it is an interesting country. Economic aspects were important, but I have a good job in Ukraine. It would also be interesting for my career. Norway is a country that gives the population possibilities of a normal life.

Some others did not plan at all to go specifically to Norway, but decided to apply because they saw a chance in that, or were even asked to apply because they were needed in Norway due to the work they were to do:

026UM1957

I worked for an Ukrainian employer who built a house to be sent to Norway, and we went there to put it together.

051UM1959

I considered going to other countries, but I didn't get the opportunity.

019UW1980

I went to Norway to try working in an au pair programme. I wanted to see another country, live in a new family, get a new kind of experience. It was a planned move, both economic motives and acquisition of new skills was important. there is a future in Ukraine, but you need money to make the best of that future.

048UW1983

I was given the opportunity to work there so I went. I wanted to see how other people live. I was told that I could send an application, and get work there.

How do they find information about the job in Norway and information on Norway – professional and social networks rather than ethnic ‘bridgeheads’ in Norway?

Our respondents used various sources of information on work in Norway. Personal networks, both in Ukraine and internationally, seem to play the decisive role in their search of work in Norway. Friends and work colleagues are mentioned quite often as the main source of information on the work available in Norway. International contacts, especially in the case of academicians and specialists, play essential role; they receive information on work in Norway mainly through their professional networks.

Many of the respondents also mention the role of internet in their search for work in Norway. They were provided initial information on work in Norway by some friends or colleagues, but then used internet in order to find details on those available jobs and to contact potential employers.

One of the respondents mentions Norwegian newspapers as a source of information, but the information was provided indirectly by her Norwegian friend:

028UW1972

I learned about job opportunities in Norway from the newspapers. From Norwegian newspapers. I had a friend there, in Norway who told me about the job.

Another important source of information on work in Norway is the local community in Ukraine. This is especially obvious in the case of small protestant community whose members were organized in small groups working in the Norwegian fishery industry. Information on work in Norway was provided to selected members of this community – the community decided who was to go Norway in order to earn money needed for life in Ukraine. The church leadership organized contact with both Norwegian authorities and the Norwegian employer and organized trips to Norway.

Also employers in Ukraine and other places provided information on work in Norway to at least some of respondents. One Ukrainian specialist working for a Finnish company learned about job in Norway from this company; another one working for an international company in Ukraine learned about the job in Norway from his former Dutch colleague. Also less traditional methods played a part – one of the Ukrainian specialists learned about the job opportunity in Norway from one of her students who went to Norway for a shorter period of time.

The Ukrainian privately-owned work agencies that provide people with information on job opportunities abroad for a smaller or bigger fee are mentioned only once. One of the respondents said that he had contacted such an agency but they hadn't given him any useful information on job abroad. He commented that by saying: ‘the agencies – they only fool people!!!’. According to information from other surveys these agencies – in the end of 2002 there were almost 750 of them registered in Ukraine – tend to play a central role in organization of labour trips abroad and providing the Ukrainian job seekers with more or less reliable information on the situation at labour markets abroad.

Information from Norwegian authorities – self-made migrants?

What is quite interesting is that only one of the respondents mentions official Norwegian information on job opportunities in Norway as the primary source of knowledge on the

Norwegian labour market and its needs that could be met by the Ukrainian labour force. This respondent, however, is rather untypical, as she had been studying in Norway for some years before applying for this position, so she was well informed on how and where to find relevant information on job opportunities in Norway.

008NW1973

Yes, from the international web-site where the Norwegian employer posted all research positions.

Usually they get in touch with the Norwegian embassy at a later stage, when they need more detailed information on formal requirements, when they already have a job offer from the Norwegian employer.

022UM1976

I looked at a Norwegian web-site, and at the embassy web-site. There it just said what is needed, and that I needed a permit. And such a permit is practically not possible to get for Ukrainians. You just get it if you have a contract with a Norwegian firm.

Meeting with the Norwegian authorities – mostly positive experience; the length of the process is the main problem?

Most of those who applied for visa with work permit give a rather positive description of their meeting with the Norwegian authorities in Ukraine. This is due not least to the fact that many of them used various sorts of intermediaries in their contact with the Embassy. They were either organizations that were helping them to find the job in Norway (in many of the cases the representatives of the local religious community), their future employers in Norway or companies that were sending them to Norway. Those who were clearly qualified for the academic posts they applied for had no problems because they received appropriate information from their employers as to what sort of documents were needed in order to have their application positively considered by the Embassy staff or by the UDI. Their future employers supported them actively, especially when they run in the problems. One of the respondents - 014NW1968 – complained that her documents were lost in the process and then she had to provide the authorities with a new set of copies.

There were also some complains as to the clarity of rules applied in the process of evaluation of applications. Some of the Ukrainian applicants felt that they were treated in another way than applicants from other countries (Poland); others wanted more information from the Embassy available and establishment of a phone line providing potential applicants with more detailed information:

There could be some kind of phone service, or something, so you could call and get all the information you need about visa, and so you don't need to make the trouble going all the way to Kyiv just to get information.

Many applicants also complained that the process of evaluation was so long.

The most annoying thing was that it took very long time before I could start my work in Trondheim.

All in all, however, most of the job seekers describe their meeting with the Norwegian authorities in Ukraine as a positive experience and complains mostly are have to do with

the length of the process and to a lesser degree with the lack of easily available relevant information.

Qualification check – no one bothers?

There are two groups among our respondents when it comes to the problem of whether and how their professional skills and qualifications were checked before they were to start their work in Norway. In 8 cases their qualifications were not checked at all before they received a formal invitation to work in Norway.

In the case of highly skilled personnel their qualifications were checked by their future employers either during a formal interview in Norway or through a series of conversations with the applicant. Also documents confirming their education and career were thoroughly checked by both future employers and Norwegian authorities.

In many cases qualifications were checked by the company that was to send its employees to Norway and then checked again in Norway by the employer their:

025UM1959

I have an international certificate, so the employer hired me on the basis of that. And when I got to Norway they gave me a little assignment just to show them that I know what I am doing.

Information on salary in Norway – they get what they like and what they expect?

All respondents say that they received relevant information on the level of salary they were to be offered when working in Norway. All of them seem to be satisfied with the level of salary they were offered by the Norwegian employers. Only one of the respondents - 025UM1959 – mentioned an amount – he was given \$7 per hour. Though it may seem low by the Norwegian standards, he said he was satisfied with that level of recoinsation for the work he was doing. Taking into consideration that a salary of \$ 100 (500 hryvna) is considered good in Kiev , \$7 per hour offered to an Ukrainian employer on a time-limited contract seem to be attractive to most unskilled and low skilled workers from Ukraine. On the other hand Ukrainians offered jobs where the higher level of education and skills is required are aware of what level of salary they could expect to get in Norway –and in most cases they believe they get what their Norwegian colleagues would receive for a similar work.

Contacts with the Ukrainian and/or Russian community in Norway – lack of Ukrainian social networks in Norway?

None of our respondents have had any substantial contact with the Ukrainian or Russian community in Norway, neither prior to their arrival, nor upon their arrival nor after they have established themselves in Norway. Their knowledge of the Ukrainian and/or Russian community in Norway is very limited - they give some figures on the size of this community but claim that they haven't had any closer contact with it.

014NW1968

There is a small Russian community in Trondheim I was told that there are approximately 200 Russians living in the Trondheim area, but they haven't provided me with any substantial help or advice

This may have something to do with the small size of the Ukrainian community in Norway. It may confirm the claim made earlier that the lack of the 'social capital' of Ukraine origins in Norway and the lack of formal and informal Ukrainian ethnic network in the country reveals a rather marginal role played by Norway on the Ukrainian menatlk 'international labour' map. This may also explain the relative lack of interest in the Norwegian labour market on the part of the Ukrainian labour force. Those who have found their way to Norway came not so much due to information provided by social networks operating on the Norwegian labour market as thanks to the information provided by their non-ethnically based international professional networks with some limited contacts in Norway.

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Khomra, Aleksandr, Research Fellow, National Institute of International Security Problems, Ukraine.

Labovitz, Jeffrey, Head of the Mission, International Organization for Migration, Mission in Ukraine.

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Pribitkova, Irina, Professor, Institute of Sociology, Ukrainian Academy of Science.

Wright, Glenn, UNDP, Kiev Office, Head of the Governance Programme, Kiev.

Yegorova, Marina, National Employment Centre, Ukraine.

Jakub M. Godzimirski
Alexander Tymczuk
NUPI

UDI Ukraina Project: Questionnaire

1. Demographic details

Age

Sex

Employed/Unemployed

Nationality

Ukrainian

Russian

Other

Place of residence

a. City (big city, small city)

b. Rural area

2. Qualifications

a. Schooling

b. Experience

(When he/she did begin to work)

c. Knowledge of foreign languages

3. Have you had any experience from working abroad before trying to go to Norway?

a. When and how many times

- b. In which countries; was your work in line with your qualifications?
 - c. Was your employment official or did you work black, had an informal employment?
 - d. In which branch of the economy did you work abroad?
 Construction
 Agriculture
 Industry
 Services
4. Have you ever been to Norway, Scandinavia, before applying for visa with work permit? When, where, how many times? Did you have any form of connection to Norway (family), Norwegian labour market, Norwegian companies before (had an registered/ unregistered job in Norway, worked for a Norwegian company in Ukraine, other places in Europe)
5. Why did you decide to go to Norway? Did you consider going to other countries? Which?

How important was each of these factors in motivating you to try to move to Norway?	Very important	Quite important	Not important
Better pay and/or standard of living			
Better career opportunities			
Acquisition of new knowledge to be used back in Ukraine			
Lack of future in Ukraine, both at work and in general (corruption, political situation etc)			
Norway as a model of the welfare state			
Unplanned move			

6. Was it your initiative or were you approached by a Norwegian employer who sought someone with your qualifications?
7. How did you learn about the possibility to get work and work permit in Norway? Did you learn about work possibilities in Norway from an article in a Ukrainian/Russian newspaper describing the lack of labour force in Norway?
8. Did you read an announce on work recruitment in Norway in a Ukrainian newspaper? Did you contact a Ukrainian recruitment agency? What was the role of the agency? Did it charge a fee? Did you – or your employer – pay a fee? When? Before getting information on job or after all the formalities were completed? Did the agency provide you with practical help, organise your trip to Norway? Was the agency a serious partner or was it only set up in order to cheat people and disappear?
9. Did you learn about work possibilities in Norway from the information provided by the Norwegian authorities (embassy, consulate, web-site)?
10. What information were you given on the country (Norway) and the potential employment and employer before you decided to apply for visa with work permit? Whom did you receive this information from?
 - a. Personal experience from previous stays in Norway, Scandinavia
 - b. Newspapers
 - c. Friends and family living in Ukraine
 - d. Friends and family living abroad (Norway, other Scandinavian countries, Western Europe)
 - e. Friends and family with some work experience from Norway, Scandinavia?
 - f. Norwegian authorities, embassy, web-site (which?)

11. How was your meeting with the Norwegian authorities in Ukraine (embassy, consulate)? Did they provide you with the information you were interested? How did they treat you? Have you had any problems with receiving relevant information from them? Were they friendly or rather reluctant in their treatment of your case? How, in your opinion, the information provided by the embassy could be improved?
12. Were your qualifications, skills, language skills checked by anybody. How were they verified and by whom (recruitment agency, Norwegian bodies in Ukraine, Norwegian bodies in Norway, future employer)?
13. How did you learn what would be your salary in Norway? Did you know anything about the way salaries are defined in Norway? Did you know how much people with similar qualifications do earn in Norway? Was your expected salary much lower, slightly lower or similar to what your Norwegian colleagues would get? Would you accept a much lower salary for doing the same job as your Norwegian colleagues do? Why?
14. Did you know anything about the Ukrainian/Russian community in Norway? Did this community provide you with any form of help/support both in the preparatory phase and after your arrival in Norway?
15. Who did pay for your travel (recruitment agency charged a fee including your travel, yourself, your employer)?
16. How did you travel to Norway (by plane, by car, by buss, by train; alone, with some other friends who were to work in Norway?)
17. What specific information, support, advice did you receive upon your arrival? Was this information sufficient or did you expect more information, guidance to be given to you? How was your meeting with Norwegian authorities in Norway (Tax Office, Personal Registration Office (Folkeregistret)?
18. Where did you live after arriving in Norway? Were you provided with any housing support by the employer?
19. What have been the main problems at your work place in Norway (language, other working culture, technology, problems with receiving the salary agreed upon).

20. What were and are your plans in connection with your work in Norway?
- a. Do you plan to apply for a permanent work and residence permit after the expiry of your temporary work and residence permit?
 - b. Do you plan to go back to Ukraine after your permit expires? Do you plan to 'commute' between Norway and Ukraine – work some months in Norway, go back to Ukraine and then go back to Norway and work here?
 - c. Do you plan to invest money earned in Norway in a small business in Ukraine?
 - d. What about your family? Do you plan to have your family – or actually have your family with you – in Norway?
21. Do your expectations correspond with the reality in Norway? Would you recommend Norway as a place to go to work to your colleagues, members of family? What were your positive and negative experiences in Norway?
22. In case you got a Norwegian visa with work permit but decided not to go – what was your main motivation for not going to Norway. Did you get a better work offer in Ukraine? Did you decide to go to another European country to work there? Other reasons?
23. For those who applied but not received visa with work permit – why in your opinion your application was rejected? Do you plan to try again? What about going to another European country with less restrictive policy? Portugal? Do you plan to go to Norway and try to get work there and apply for a work permit after getting a job? Do you consider going to Norway and work as 'unregistered'?

Ukrainian version of the questionnaire

Проект Україна УДІ: Анкета

1. Демографічні дані:

Вік

Стать

Працюючий/непрацюючий

Громадянство

України

Росії

Інше

Місце проживання

А. Місто (велике місто, невелике містечко)

Б. Сільська місцевість

2. Кваліфікація

А. Освіта

Б. Досвід (коли він/вона почав/почала працювати)

В. Знання іноземних мов

3. Чи маєте будь-який попередній досвід роботи за кордоном до спроби виїхати до Норвегії?

А. Коли і скільки разів?

Б. В яких країнах; чи працювали ви за фахом?

В. Чи було ваше працевлаштування офіційним, або ви працювали нелегально, без офіційного оформлення?

Г. В якій галузі господарства ви працювали за кордоном?

Будівництво

Сільське господарство

Промисловість

Сфера послуг

4. Чи бували коли-небудь в Норвегії, Скандинавії перед поданням заяви на видачу візи з дозволом на роботу? Коли, де, скільки разів? Чи мали якесь відношення до Норвегії (сімейні справи), норвезького ринку робочої сили, до норвезьких компаній (чи мали оформлену/неоформлену роботу в Норвегії, чи працювали на норвезьку компанію в Україні, в інших країнах Європи)?
5. Чому прийняли рішення поїхати до Норвегії? Чи мали намір поїхати в інші країни? В які?

Наскільки важливим був кожний з цих факторів в вашому рішенні спробувати переїхати до Норвегії?	Дуже важливим	Досить важливим	Не має значення
Вища зарплата і/або рівень життя			
Кращі можливості для кар'єри			
Набуття нових знань, які можна використати повернувшись в Україну			
Відсутність перспектив в Україні і на роботі, і в загальному (корупція, політична ситуація, тощо)			
Норвегія є зразком соціально забезпеченої країни			
Незаплановане рішення			

6. Чи було це вашою власною ініціативою, або це було вам запропоновано норвезьким роботодавцем, який підшукував когось з вашою кваліфікацією?

7. Як ви дізналися про можливість знайти роботу і одержати дозвіл на роботу в Норвегії? Чи дізналися ви про можливість роботи в Норвегії зі статті в українській/російській газеті, в якій мова йшла про брак робочої сили в Норвегії?
8. Чи прочитали оголошення про вербування на роботу в Норвегії в українській газеті? Чи зверталися до українського вербувального агентства? Яку роль відіграло це агентство? Чи вимагало воно оплату? Чи сплачували ви – або ваш роботодавець – таку оплату? Коли? До одержання інформації про роботу чи після завершення всіх формальностей? Чи надало вам агентство практичну допомогу, чи допомогло в організації вашої поїздки в Норвегію? Чи було агентство серйозним партнером, чи було організоване лише для обдурення людей і наступного зникнення?
9. Чи дізналися ви про можливість роботи в Норвегії з інформації, наданої норвезькими установами (посольством, консульством, web-сторінкою)?
10. Яку інформацію ви одержали про країну (Норвегію) та про можливе працевлаштування і про роботодавця перед тим, як подати заяву на одержання візи з дозволом на роботу? Від кого ви одержали цю інформацію?
 - А. З особистого досвіду попереднього перебування в Норвегії, Скандинавії
 - Б. З газет
 - В. Від друзів і родичів в Україні
 - Г. Від друзів і родичів, що проживають за кордоном (в Норвегії, в інших скандинавських країнах, в Західній Європі)
 - Д. Від друзів і родичів, що мають досвід роботи в Норвегії, Скандинавії
 - Е. Від норвезьких установ (від посольства, консульства, з web-сторінки)
11. Як пройшла ваша зустріч з представниками норвезьких установ в Україні (посольства, консульства)? Чи надали вони вам інформацію, в якій ви були зацікавлені? Як вони віднеслися до вашої справи? Яким чином на вашу думку можна покращити інформацію, надану вам посольством?

12. Чи піддавалися перевірці кимось ваша кваліфікація, знання мови? Як і ким (вербувальним агентством, норвезькими представництвами в Україні, норвезькими установами в Норвегії, майбутнім роботодавцем) вони підтверджувалися?
13. Як ви довідалися про розмір своєї зарплати в Норвегії? Чи знали щось про призначення зарплати в Норвегії? Чи знали ви, скільки грошей з подібною кваліфікацією заробляють люди в Норвегії? Чи виявилася очікувана вами зарплата набагато меншою, не дуже меншу або рівною тій, що одержують ваші норвезькі колеги? Чи погодитесь ви на значно меншу зарплату за виконня тої самої роботи, що виконується вашими норвезькими колегами? Чому?
14. Чи знали ви щось про українські/російські громади в Норвеї? Чи надала вам ця громада будь-яку форму допомоги/підтримки на підготовчій стадії і після вашого приїзду до Норвегії?
15. Хто оплатив ваші дорожні витрати (вербувальне агентство стягнуло плату, яка включала вартість переїзду, самостійно, ваш роботодавець)?
16. Як ви приїхали в Норвегію (літаком, машиною, автобусом, поїздом; сам, з групою друзів, що працюватимуть в Норвегії)?
17. Яку конкретну інформацію, допомогу, поради ви отримали по приїзді? Чи була ця інформація достатньою, чи очікували ви отримати більше інформації, порад? Якою була зустріч з офіційними представниками Норвегії в Норвегії (податкові органи, управління реєстрації (фолькеререгістрет))?
18. Де ви розмістилися після приїзду в Норвегію? Чи була надана вам роботодавцем будь-яка допомога з розміщенням?

19. З якими основними труднощами ви зіткнулися на місці роботи в Норвегії (мова, інша культура праці, технологія, труднощі в одержанні узгодженої зарплати)?

20. Які ви мали і маєте плани у зв'язку з вашою роботою в Норвегії:

А. Чи плануєте подати заяву на одержання постійної роботи і на проживання по закінченні терміну тимчасового дозволу на роботу і проживання?

Б. Чи плануєте повернутися в Україну після закінченні вашого дозволу? Чи плануєте “продорожувати” між Норвегією і Україною – працювати декілька місяців в Норвегії, повернутися в Україну і потім знову виїжджати до Норвегії і працювати там?

В. Чи плануєте вкладати зароблені в Норвегії гроші в мале підприємництво в Україні?

Г. Ваша сім'я: Чи плануєте ви перевезти свою сім'ю до Норвегії, чи вона фактично вже з вами в Норвегії?

21. Чи відповідає норвезька реальність вашим очікуванням? Чи рекомендували би ви Норвегію своїм колегам, родичам як місце для роботи? Які маєте позитивні і негативні враження від Норвегії?

22. Якщо ви одержали норвезьку візу з дозволом на роботу, але вирішили не їхати – яка основна причина невиїзду до Норвегії? Одержали кращу пропозицію роботи в Україні? Вирішили виїхати на роботу в іншу європейську країну? З інших причин?

23. Тим, хто подав заяву, але не одержав візу з дозволом на роботу – чому, на вашу думку, вам було відмовлено? Чи плануєте спробувати ще раз? Чи не поїхати в іншу європейську країну з менш суворими вимогами? В Португалію? Чи

плануєте поїхати в Норвегію і подати там заяву на одержання дозволу на роботу після одержання роботи? Чи не думаєте поїхати в Норвегію і працювати там “без реєстрації”?

Ukraine Project

Annex 1. Interviews Reports

Ukraine Project Interview Candidates

Sex	Born	ID_Code
Man	1946	023UM1946
	1951	037UM1951
	1952	036UM1952
	1953	015NM1953
	1953	031UM1953
	1957	004NM1957
	1957	005NM1957
	1957	001NM1957
	1957	026UM1957
	1958	054UM1958
	1958	013NM1958
	1959	051UM1959
	1959	025UM1959
	1959	024UM1959
	1960	021UM1960
	1960	003NM1960
	1962	046UM1962
	1963	044UM1963
	1964	052UM1964
	1965	027UM1965
	1965	006NM1965
	1965	053UM1965
	1966	043UM1966
	1966	034UM1966
	1969	012NM1969
	1970	032UM1970

Sex	Born	ID_Code
Man	1971	029UM1971
	1971	035UM1971
	1971	041UM1971
	1972	039UM1972
	1972	040UM1972
	1972	042UM1972
	1973	011NM1973
	1974	045UM1974
	1975	050UM1975
	1976	009NM1976
	1976	047UM1976
	1976	033UM1976
	1976	022UM1976
	1979	016UM1979
	1980	038UM1980

Summary for 'Sex' = M (41 detail records)

Avg 1965

Woman	1945	002NW1945
	1968	014NW1968
	1970	049UW1970
	1972	028UW1972
	1972	030UW1972
	1973	008NW1973
	1974	007NW1974
	1975	018UW1975
	1975	017UW1975
	1976	020UW1976
	1978	010NW1978
	1980	019UW1980
	1983	048UW1983

Sex **Born**

Summary for 'Sex' = W (13 detail records)

Avg 1972

Ukraine Project Candidates with Consent

Sex	Born	ID_Code	Consent
M	1946	023UM1946	
	1953	015NM1953	
	1953	031UM1953	
	1957	026UM1957	
	1957	004NM1957	
	1957	001NM1957	
	1958	013NM1958	
	1958	054UM1958	
	1959	051UM1959	
	1959	025UM1959	
	1962	046UM1962	
	1963	044UM1963	
	1964	052UM1964	
	1965	027UM1965	
	1965	053UM1965	
	1969	012NM1969	
	1970	032UM1970	
	1971	041UM1971	
	1972	040UM1972	
	1972	042UM1972	
	1972	039UM1972	
	1975	050UM1975	
	1976	047UM1976	
	1976	022UM1976	

Sex	Born	ID_Code	Consent
M	1976	009NM1976	
	1980	038UM1980	
Summary for 'Sex' = M (26 detail records)			
Avg	1964		
W	1968	014NW1968	
	1972	030UW1972	
	1972	028UW1972	
	1973	008NW1973	
	1974	007NW1974	
	1975	017UW1975	
	1976	020UW1976	
	1978	010NW1978	
	1980	019UW1980	
	1983	048UW1983	
Summary for 'Sex' = W (10 detail records)			
Avg	1975		

Ukraine Project Interviews Qualifications

Sex	Born	ID_Code	Nationality	Q2 Qualifications
M	1953	031UM1953	Ukrainian	Work in construction ('tekhnikum budivelna'). 20 years work experience. Learned Norwegian at evening courses in Norway.
	1957	026UM1957	Ukrainian	Has no permanent work, but does some small jobs. Was educated as a radio/telephone electrician, technical college, but now works as a carpenter. 18 years work experience. Some German.
	1957	004NM1957	Russian	University degree from Ukraine and the Netherlands. was working in an international company in Ukraine. English.
	1957	001NM1957	Ukrainian	Graduated from Radiotekhnicheskiiy tekhnikum and then in 1982 University of Kharkiv, the Faculty of Radiophysics. 20 years work experience in Ukraine. English, Russian, learning Norwegian
	1958	013NM1958	Ukrainian	Professor, English, French, Russian, learned Norwegian after arrival
	1959	051UM1959	Ukrainian	Middle level (seredena spetsialna) education as welder. 25 years work experience. English.
	1959	025UM1959	Ukrainian	I don't work. I have a small workshop at home, where I do repairs on motorcycles. Welder. Sveiser). College degree (middle level). No knowledge of foreign languages.
	1962	046UM1962	Ukrainian	I started on, but didn't complete my higher education. I am now working in construction. A little over 20 years of work experience. Some English.
	1965	027UM1965	Ukrainian	Designer. Higher education. 10 years work experience. English, Polish and some Norwegian.
	1965	053UM1965	Ukrainian	Technical mechanics, on cars. ('Tekhnykum'). 20 years work experience. Some English.
	1970	032UM1970	Ukrainian	Educated as a radiotechnician. 15 years work experience. Knows Norwegian.

Sex

Born ID_Code

Nationality Q2 Qualifications

1971 041UM1971

Ukrainian Shoemaker. Middle speciality. ('seredna spetsialna'). In work until 2000. No knowledge of foreign languages.

1972 040UM1972

Ukrainian Education: Middle /seredna/. Worked as a guard. No knowledge of foreign languages.

1976 022UM1976

Ukrainian Automechanics. Technical College degree (Middle level). I have just worked wherever I could get work. Czech, Polish and some Norwegian.

1976 047UM1976

Ukrainian College degree. ('tekhnik tekhnolog'). 7 years work experience. English.

W

1968 014NW1968

Russian Studies in genetics in Lviv and Moscow, kandidat nauk. Workd in Lviv for 6 years. English.

1972 030UW1972

Ukrainian Higher education. Instructure/teacher in gymnastics. 9 years work experience. Russian, Ukrainian and English.

1972 028UW1972

Ukrainian Technical college, junior specialist. 7 years work experience, English and Norwegian.

1973 008NW1973

Ukrainian Ph.D in Geology, 2 years in total, began to work in 1997, English, Russian, Ukrainian, Norwegian

1976 020UW1976

Ukrainian history teacher, higher education, 5 years experience, English.

1980 019UW1980

Ukrainian Economist, accountant, higher education. Russian, Ukrainian, English

1983 048UW1983

Ukrainian High school, and courses in hairdressing. One and a half year work experience. English.

Ukraine Project Interviews Work Abroad Experience

Sex	Born	ID_Code	Q3: Work abroad experience:
M	1953	031UM1953	No previous experience
	1957	026UM1957	No experience from work abroad before applying for Norwegian visa in connection with work. Has worked in Norway two times as a house builder.
	1957	004NM1957	I had not worked abroad before going to Norway
	1957	001NM1957	The only Western country I was before had been the United States. I had been working in the United States for three months and this was my only working experience abroad. Research.
	1958	013NM1958	Worked in France and in Sweden. In France for some months – 6 months 1994, 6 months 1998. Sweden 2000. Work was in line with my classifications, worked as professor. It was an official work.
	1959	051UM1959	No previous experience from work abroad.
	1959	025UM1959	I have a lot of work experience but not from abroad. The work in Kirkenes was my first.

Sex

Born ID_Code

Q3: Work abroad experience:

1962 046UM1962

Did not work abroad before going to Norway.

1965 027UM1965

No experience from work abroad.

1965 053UM1965

No previous experience from work abroad.

1970 032UM1970

I was half a year as a private (military) in Germany.

1971 041UM1971

No previous work experience abroad.

1972 040UM1972

No work experience from work abroad.

1976 022UM1976

Four times. Other countries than Norway. Not in line with my qualifications.
Always unofficial. Industry, and in Norway in agriculture.

1976 047UM1976

No previous experience from work abroad.

Sex
W

Born ID_Code

Q3: Work abroad experience:

1968 014NW1968

I had no experience from work abroad.

1972 030UW1972

No.

1972 028UW1972

Not before going to Norway. Worked in Norway in Hammerfest. Had a working permit and worked there.

1973 008NW1973

No previous experience from work abroad

1976 020UW1976

No.

1980 019UW1980

Well, I went to work abroad after I graduated, so I have only work experience from abroad, one year, as an au pair. I worked in England, Sweden and Norway, on a farm in England, and as an au pair in Sweden and Norway. Official work.

1983 048UW1983

No previous experience from work abroad.

Ukraine Project Links to Norway

Sex
M

Born ID_Code

Q4:Prior links to Norway

1953 031UM1953

No previous links to Norway.

1957 026UM1957

No prior links to Norway.

1957 004NM1957

I had never been to Norway before I came for an interview.

1957 001NM1957

Had never been to Norway nor any other Nordic country before applying for the job.

1958 013NM1958

My first contact with Norway was when I came to Norway for an interview.

1959 051UM1959

No links to Norway before application.

1959 025UM1959

I hadn't been working abroad before I went to Norway. But I worked for some foreign companies here in Ukraine; wedes, Germans, Czechs, Danes, Dutch.

1962 046UM1962

Haven't been to Norway before, but has familiy living in Norway.

1965 027UM1965

I have been in Norway two times, visiting friends. All in all for a period of 6 months. I have friends there, and I was involved in a project for an adventure park.

1965 053UM1965

No previous links to Norway.

1970 032UM1970

One time, 10 months in Alta, and then I went to Oslo and stayed there for some time. Had no other connection to Norway.

1971 041UM1971

No previous links to Norway.

1972 040UM1972

No connection to Norway prior to application.

1976 022UM1976

No, I haven't been to Norway before..

1976 047UM1976

No previous links to Norway, Scandinavia.

W

1968 014NW1968

I have never been to Norway before

Sex**Born ID_Code**

1972 030UW1972

1972 028UW1972

1973 008NW1973

1976 020UW1976

1980 019UW1980

1983 048UW1983

Q4:Prior links to Norway

No.

Worked for some time in Hammerfest, but this was her first time in Norway.

Has been to Norway twice before applying for visa and work

Was two times in Norway before applying. Husband studied for a period of time in Norway, and there he made some friends, and we went to Norway to visit them.

No. No family connection.

No previous links to Norway, Scandinavia.

Ukraine Project: Why Norway?

Sex	Born	ID_Code	Q5:Why have you chosen Norway?
M	1953	031UM1953	I didn't consider going to another country. I served in the navy in the north, and I liked the area, so when I got the possibility, I went. I made quite good money here in Ukraine before I went to Norway. I wanted to see the country and how it works.
	1957	026UM1957	I worked for an Ukrainian employer who built a house to be sent to Norway, and we went there to put it together. I learnt a lot in Norway about building wooden houses. Better pay was also important. There are companies here building that kind of houses, so I find work here. But the salary is higher in Norway. I was invited to go there to work, so you might say it was unplanned.
	1957	004NM1957	One of my Dutch colleagues decided to leave the Ukrainian branch of the firm and go to Oslo where he started working in our company. This company has many projects in Eastern Europe, especially in the former Soviet Union and they needed people with the working knowledge of Russian and at the same time specialists in our field. The most important reason why I decided to apply for the job in Oslo was that I wanted to change employer. I had been working in this Kiev office for more than six years and I wanted to face new professional challenges. I was to work with similar projects but the company had much more international profile and this was the most interesting thing to me. I was also to receive a better salary which was also important.
	1957	001NM1957	To work as researcher in Ukraine is impossible now. There are no economic conditions to this kind of work in our country
	1958	013NM1958	I came to Norway because I could apply for the position at university. I had been working in France and Sweden before, but I have chosen Norway because the position was available. Many factors played a role when I decided to go to Norway. Career opportunities seemed to be better in Norway; then I liked the country and the economic motives were also important. People in Norway are very pleasant and life is easy and without stress. When I decided to go to Norway, this was an unplanned move – I had never considered migration, and I had never thought that I could leave Ukraine in order to work in Norway.
	1959	051UM1959	I considered going to other countries, but I didn't get the opportunity. It was a planned move and my own
	1959	025UM1959	I considered going to other countries to work, but I like Norway, because I am a faithful believer (in God), and I like the Norwegian people, because they are quiet and intelligent. Better pay and standard of living were important to me. You know how much we can make here in Ukraine. I wanted especially to find out more about how the country functions. Lack of future in Ukraine was also important. Not just for my own sake, but also that I could do more for those people (Norwegians), and I would be needed. Here I am not being appreciated. I really like the country, and it was all important.
	1962	046UM1962	I have family in Norway, and they helped me find work for me there. The main reason was money. Here in Ukraine I make 500-600 hryvny (about \$100) a month. I guess you might say it was a planned move.

Sex

Born ID_Code

Q5: Why have you chosen Norway?

1965 027UM1965

I didn't consider going to any other countries. I have read the history of Norway and have seen a bit of the country, and it is an interesting country. Economic aspects were important, but I have a good job in Ukraine. It would also be interesting for my career. Norway is a country that gives the population possibilities of a normal life.

1965 053UM1965

We were given the opportunity to go and work through our church. We were invited through our church, so you can say it was unplanned. There were a lot of people from the church who wanted to go, but the church council picked out who could go, so there were only some who were given the possibility. So, it wasn't really my initiative, since I was invited.

1970 032UM1970

I didn't consider going to other countries, just to Norway. The important aspect for me was to earn some money. This was a planned move taken on his own initiative.

1971 041UM1971

Well, a group of 20 persons from our church decided to go there to work in a fishery for three months. Three groups from our church had already gone there to work, but our group was not granted visa. And my personal reasons for going were that I have two children, my wife is at the moment on a childcare leave, our apartment needs to be repaired, and I have problems finding work here in Ukraine. To make some money so I could give my family a better life was the main reason for me to go to Norway. It was a planned move.

1972 040UM1972

I wanted to make some money. I am a believer, and do not care much about politics in Ukraine, so lack of future in Ukraine as not important. .

1976 022UM1976

I just heard from someone that it is a rich country, that's all. It was a planned move and all listed aspect were important.

1976 047UM1976

I didn't consider going to other countries, no. I went to Norway because you can make good money there.

W

1968 014NW1968

The situation in Ukraine was very difficult – the laboratory at the university where I had been working as a researcher was to be closed down. I did not have any plans to work in the West, this was rather a spontaneous

1972 030UW1972

I wanted to work there. I could find work in Ukraine, but it isn't a very bright future here. Economic aspect was also important.

1972 028UW1972

It wasn't really planned, but I had a strong wish to go there.. Various reasons played a role, economic ones, corruption in Ukraine, better career opportunities.

1973 008NW1973

Better career opportunities and lack of future in Ukraine were the most important motives. Better pay, new skills and image of Norway as a good country to live in played important, though lesser role.

1976 020UW1976

We are evangelists, and my husband was invited to go to Norway to work with young people, and I was to help him. Better pay and standard of living was not so important. As I said we are evangelist, and for us it was important to work with youths. It was important for our career. We didn't plan it, we were invited.

1980 019UW1980

I went to Norway to try working in an au pair program. I wanted to see another country, live in a new family, get a new kind of experience. It was a planned move, both economic motives and acquisition of new skills was important. there is a future in Ukraine, but you need money to make the best of that future.

Sex

Born ID_Code

1983 048UW1983

Q5:Why have you chosen Norway?

I was given the opportunity to work there so I went. I wanted to see how other people live. I was told that I could send an application, and get work there.

Ukraine Project How Did You Learn about Norway?

Sex	Born	ID_Code	Q6and7:How did you learn about job in Norway?
M	1953	031UM1953	From friends.It was my own initiative at first, and then I was invited to go there to work.
	1957	026UM1957	I worked for an Ukrainian employer who built a house to be sent to Norway, and we went there to put it together.I
	1957	004NM1957	It was completely my initiative. I decided to send my application when I learned about this position in this Oslo consultancy firm from my former Dutch colleague.
	1957	001NM1957	This was my initiative. I learned about this position. I was told about it by an American colleague working in the same field, and I decided to apply for the available postdoctoral scholarship in Tromsø.
	1958	013NM1958	I found information about this position in Norway on internet. I have a lot friends living in the West, and they told me about this possibility.
	1959	051UM1959	I once contacted a recruitment agency, but nothing came out of that. Friend and family with some work experience from Norway told me about the possibility to work in Norway.
	1959	025UM1959	It was all through a Finnish firm, that had a contract with a Norwegian firm. I was hired through a Finnish firm, to do a ship construction job for a Norwegian firm. The body of the ship was build here in my home town, and I was hired to do some work on it after it had been taken to Norway. So I was invited to go there to work.
	1962	046UM1962	I asked my cousin, who got married to a Norwegian if she could find work for me.
	1965	027UM1965	I was given a contract for realization of a folk adventure park, and I was told that I was needed for the project. I didn't apply for work in Norway, but because of my trips to Norway I got some job offers, amongst others projecting the park, and teaching in an art school. I really never was interested in the possibilities for a work permit. I just happened to get a nice job offer, and I therefore applied for a working visa.
	1965	053UM1965	I got all the information I needed from the church.
	1970	032UM1970	I read about it in newspapers and was told about it from friends.
	1971	041UM1971	I learnt about it from my friends who had already worked there.
	1972	040UM1972	A lot of members of our (church) community have worked there, and they told us about how good it is working there. But I haven't got any concrete proposals for work. In our church we have a leader, and I got all the information from
	1976	022UM1976	It was my initiative. I just went there, hoping that I would find some work.
	1976	047UM1976	I was invited by a Norwegian employer. I have family in Norway who found work for me.

Sex
W

Born ID_Code

Q6and7:How did you learn about job in Norway?

1968 014NW1968	I was not interested in finding a job abroad. I had a job in Ukraine and was on maternal leave when one of my students who got acquainted with one professor in Norway learned that he was looking for a specialist in my field.
1972 030UW1972	It was my own initiative. I found information on the internet.
1972 028UW1972	First I found the job myself.
1973 008NW1973	I have learned about this position through the Internet. I applied and was admitted to Ph.D. program. I did not deal with any agencies. I had a direct contact with my employer
1976 020UW1976	We learned about it from friends.
1980 019UW1980	It was my initiative, I learned about it through acquaintances.
1983 048UW1983	Some friends went to Norway and they told me that it is nice there.

Ukraine Project Sources of further information on job

Sex	Born	ID_Code	Q8:What was your source of further information on job?
M	1953	031UM1953	Friends.
	1957	026UM1957	The Ukrainian employer.
	1957	004NM1957	my Dutch colleague told me about this position.
	1957	001NM1957	I was told about it by an American colleague working in the same field
	1958	013NM1958	I found information about this position in Norway on internet. I have a lot friends living in the West, and they told me about this possibility.
	1959	051UM1959	
	1959	025UM1959	I have a friend who works in that firm, and they just invited my because they knew I am a specialist.
	1962	046UM1962	
	1965	027UM1965	Contacts
	1965	053UM1965	
	1970	032UM1970	
	1971	041UM1971	My friends who had already worked there.
	1972	040UM1972	Friends and family with some work experience from Norway gave me most information on the job.
	1976	022UM1976	I looked at a Norwegian web-site, and at the embassy web-site. There it just said what is needed, and that I needed a permit. And such a permit is practically not possible to get for Ukrainians. You just get it if you have a contract with a Norwegian firm.
	1976	047UM1976	The agencies just fool people.
W	1968	014NW1968	My student asked me whether I would be interested in taking this job. I sent a letter to my future employer. I received the address from my student and then took contact directly with the head of the laboratory. I had several conversation with my future boss on telephone where we discussed all relevant issues.
	1972	030UW1972	

Sex

Born ID_Code

1972 028UW1972

1973 008NW1973

1976 020UW1976

1980 019UW1980

1983 048UW1983

Q8:What was your source of further information on job?

I learned about job opportunities in Norway from the newspapers. From Norwegian newspapers.I had a friend there, in Norway who told me about the job..

Internet

Friends

Through acquaintances.

Ukraine Project Information from Norwegian authorities

Sex	Born	ID_Code	Q9:Information from Norwegian authorities
M	1953	031UM1953	No information was originally provided by Norwegian authorities.
	1957	026UM1957	No information was given by Norwegian authorities.
	1957	004NM1957	I found information on this job on my own.
	1957	001NM1957	I was told about it by an American colleague working in the same field
	1958	013NM1958	I learned about this position via internet. I have a lot of friends living in various parts of the world and they informed me that there was an opening. I found more detailed information about this position on the internet. Then I took contact with the employer in Norway and all practical problems were solved in cooperation with my future employer.
	1959	051UM1959	
	1959	025UM1959	
	1962	046UM1962	
	1965	027UM1965	No information on the job was provided by the Norwegian authorities.
	1965	053UM1965	
	1970	032UM1970	From the internet, but mainly from friends.
	1971	041UM1971	
	1972	040UM1972	
	1976	022UM1976	
	1976	047UM1976	

Sex
W

Born ID_Code

Q9:Information from Norwegian authorities

1968 014NW1968

No, I was told by a student of mine.

1972 030UW1972

1972 028UW1972

1973 008NW1973

Yes, from the international web-site where the Norwegian employer posted all research positions.

1976 020UW1976

No

1980 019UW1980

No

1983 048UW1983

Ukraina Project Sources of Information on Job and Norway

Sex	Born	ID_Code	Q8:What was your source of information on job	Q10:Information on Norway
M	1953	031UM1953	Friends.	
	1957	026UM1957	The Ukrainian employer.	From employer.
	1957	004NM1957	My Dutch colleague told me about this position.	I learned most about all practical issues from my friends living already in Norway, especially my former Dutch colleague told me a lot about situation in Norway. Also my future employer gave me some practical hints on Norway.
	1957	001NM1957	I was told about it by an American colleague working in the same field	I learned about conditions from the ad that was published by Norwegian employer and I found these conditions rather interesting. My American friend informed me about the position.
	1958	013NM1958	I found information about this position in Norway on internet. I have a lot friends living in the West, and they told me about this possibility.	I learned most about all practical issues from my friends living abroad. They told me about position, and they helped me with some practical problems. Also my future employer was very helpful.
	1959	051UM1959		
	1959	025UM1959	I have a friend who works in that firm, and they just invited my because they knew I am a specialist.	
	1962	046UM1962		My family living in Norway was the main source of information on the country.
	1965	027UM1965	Contacts	Personal experience from previous stays in Norway and information from friends and family living abroad.
	1965	053UM1965		I got all the information I needed from the church.
	1970	032UM1970		Personal experience from previous stays in Norway was the main source of information on the country.
	1971	041UM1971	My friends who had already worked there.	From my friends who had already worked there.
	1972	040UM1972	Friends and family with some work experience from Norway gave me most information on the job.	

Sex	Born	ID_Code	Q8:What was your source of information on job	Q10:Information on Norway
	1976	022UM1976	I looked at a Norwegian web-site, and at the embassy web-site. There it just said what is needed, and that I needed a permit. And such a permit is practically not possible to get for Ukrainians. You just get it if you have a contract with a	First I went to Norway on a tourist visa, and there I met a person, who I did some small jobs for. And that person knows me well now.
	1976	047UM1976	The agencies just fool people.	Family living in Norway.
W	1968	014NW1968	My student asked me whether I would be interested in taking this job. I sent a letter to my future employer. I received the address from my student and then took contact directly with the head of the laboratory. I had several conversation with my future boss on telephone where we discussed all	Most information was provided by my future employer during our conversations
	1972	030UW1972		Friends with some experience from abroad.
	1972	028UW1972	I learned about job opportunities in Norway from the newspapers. From Norwegian newspapers.I had a friend there, in Norway who told me about the job..	
	1973	008NW1973	Internet	Personal experience from previous stays in Norway, Scandinavia, friends and family with some work experience from Norway, Scandinavia. Employer provided some information about the organisation
	1976	020UW1976	Friends	Previous experience
	1980	019UW1980	Through acquaintances.	From a center in Lviv, a consulation center, Discovery. That's a firm that gives information on possibilities on work abroad, in families etc.
	1983	048UW1983		Friend and family living in Ukraine were the main source of information on Norway.

Ukraine Project Meeting with Norwegian Authorities

Sex	Born	ID_Code	Q11: Meeting with Norwegian authorities in
M	1953	031UM1953	I had no problems at the embassy. They treated me very good.
	1957	026UM1957	The Ukrainian employer arranged all documents, and I didn't go to the embassy myself. And there were no problems getting a working
	1957	004NM1957	When I learned what should be done in order to receive a work permit in Norway I took contact with the Norwegian Embassy in Kiev. All practical and formal problems were solved in cooperation with my employer and the Embassy. There were no problems at all. I had all the documents I needed and the situation was rather clear. It took however too much time to receive all formal approvals in the end of the day I had to go to Norway on a business visa and I received the formal work and residence permit when I was already in Norway. This was the only problem the company I was to work at wanted me to start as soon as possible, but the formal consideration of my application took almost six months.
	1957	001NM1957	Norwegian embassy played only a marginal role – I was in contact with my employer and he gave me information on what I had to do, what kind of documents I needed etc. In December 2000 I sent my job application. It has taken quite a long time before I could arrive in Norway. In September 2001 I received a positive answer from Norway, I was informed that I was accepted and then I needed 7 months to solve all my problems in Ukraine and to finish the projects I was working on. I arrived in Norway in April 2002.
	1958	013NM1958	There were no problems at all, the situation was clear I applied for this position as a specialist and was qualified for the position, and then all formalities were solved with the help of my future employer. Norwegian authorities were rather helpful and I have no reasons to complain.
	1959	051UM1959	What can I say? I would have liked it that they were more open and informative.
	1959	025UM1959	I didn't contact the embassy at all. First I went to St Petersburg, where the Finnish firm has an office, and they arranged everything for me, including visa. Then I went to Murmansk, and then to Kirkenes. There I was met by some representatives of the firm.

Sex

Born ID_Code

1962 046UM1962

1965 027UM1965

1965 053UM1965

1970 032UM1970

1971 041UM1971

1972 040UM1972

1976 022UM1976

1976 047UM1976

Q11: Meeting with Norwegian authorities in

Everything went well at the embassy. It was a bit difficult to fill out the application for the job in English, but other than that I had no problems.

I already had a contract and an invitation from the employer, but still I was denied a visa, because I was told that the employer had wrongly filled out the documents. This has probably to do with the fact that EU citizens and Ukrainian citizens need different kind of documents, and the employer didn't understand that. I think the embassy could be more helpful when it comes to fill out documents, and give guidance to what is needed. The embassy should also contact the employer if there is something missing from the employers side, and explain what they have to do in order to make the correct documents. Because it is wrong that the Ukrainian applicant should be responsible for explaining the employer what he does wrong. Instead the employer gets the impression that the Ukrainian applicant is either not willing to get a visa or an irresponsible person, because of the lack of information from the embassy. In my case the employer gave me all the documents, including a guarantee for housing, level of salary etc, and when I explained to the employer that the embassy told me to get additional document, the employer thought that I wasn't really interested in the job, and that I was not serious. He had filled out the same documents for a Polish worker, and he didn't believe me when I told that I needed more documents.

I had no problems with the embassy.

I was treated very well at the embassy, and I got all the information I needed.

I didn't go to the embassy myself. At a meeting in church we filled out application forms, and they were taken care of by some members of the community.

I didn't go to the embassy myself. There is an older person from our church who went on my and others behalf.

When I got a contract, I went to Kyiv (to the embassy) with that contract. In Norway you can't do anything unofficial. Everything must be according to the laws. There could be some kind of phone service, or something, so you could call and get all the information you need about visa, and so you don't need to make the trouble going all the way to Kyiv just to get information.

Everything went just fine. No problems at all.

Sex
W

Born ID_Code

Q11: Meeting with Norwegian authorities in

1968 014NW1968	<p>The most annoying thing was that it took very long time before I could start my work in Trondheim. If I remember correctly it took more than 3 or even 4 months before a decision was made by the Norwegian authorities. In the meantime all my documents got lost and I had to send new copies. I sent my documents to the Norwegian Embassy in Kiev and they sent those documents to UDI where they got lost. As my professor was in a hurry – he wanted me to start as soon as possible – he got in touch with the UDI and was told that all my documents got lost. He sent them copies of my papers by fax and then a positive decision was made rather quickly. I was told by many people that the fact that the handling of Ukrainian applications takes too long time many people consider going to other countries where the procedures are less complicated</p>
1972 030UW1972	<p>I didn't have that much contact with the embassy. I filled out the application form and that was it.</p>
1972 028UW1972	<p>They behaved normal, explaining what documents were required. Quite normal. The only thing was the answer they sent. The letter was filled with inconsistencies, and hard to understand. I would like the letter that explains the refusal to have an English or Norwegian translation to the Ukrainian original, because it is difficult to explain the exact formulation of the refusal to the Norwegian employer. He didn't understand why my application were declined.</p>
1973 008NW1973	<p>I did not have any meetings with the Norwegian authorities in the Ukraine whatsoever. My only contact person in the Norwegian embassy was embassy clerk (Ukrainian), who was quite helpful with the documents. I applied for visa and full-time work permit, and received my documents in one month or so.</p>
1976 020UW1976	<p>The rejection was just sent to our address here in our home city. We didn't contact the consulate, and we accepted the rejection.</p>
1980 019UW1980	<p>You know, my problems weren't connected to the authorities. I didn't even go to the embassy myself. Everything was arranged through the consultancy center. The family meet me in Norway, and all my problems were connected to my stay with that particular family.</p>
1983 048UW1983	<p>I had no problems with the embassy. Everything went good.</p>

Ukraine Project Verification of Qualifications

Sex	Born	ID_Code	Q12:How were your qualifications checked and by whom
M			
	1953	031UM1953	My qualifications were checked by the employer.
	1957	026UM1957	The Norwegian employer checked our work every day, and he was very satisfied.
	1957	004NM1957	There were no problems with the recognition of my qualifications. I had to send all the documents confirming my qualifications – my Ukrainian diploma, my diploma from Amsterdam. In addition the opinion of my Dutch colleague with whom I had worked together in Kiev was also important - he gave a very good opinion on my work and this was maybe the most important factor, not the formal education. The documents were important mostly for the Norwegian authorities, UDI.
	1957	001NM1957	My skills were checked in that way that I had to provide information on my work experience – precondition for applying for this postdoctoral post was that one had to have a doctor degree in this area. I had the degree and 20 year work experience and that was enough to be eligible for this post. I collected my documents, enclosed them to my application and sent them to my potential employer. There are standard procedures in this situation and they were followed by both parties; so it went rather smoothly
	1958	013NM1958	I had to send all documents confirming my qualifications. After three months I was invited to embassy and received a 7 day visa to Norway.
	1959	051UM1959	My qualifications were not checked.
	1959	025UM1959	I have an international certificate, so the employer hired me on the basis of that. And when I got to Norway they gave me a little assignment just to show them that I know what I am doing.
	1962	046UM1962	No one checked my qualifications, skills.
	1965	027UM1965	The employer of course checked that I was the right person for the job.
	1965	053UM1965	My qualifications, skills were not checked.
	1970	032UM1970	The employer checked my language skills and said he was satisfied.
	1971	041UM1971	My qualifications were not checked.

Sex

Born ID_Code

Q12:How were your qualifications checked and by

1972 040UM1972

They weren't checked at all.

1976 022UM1976

My employer checked my qualifications and skills.

1976 047UM1976

My qualifications weren't checked at all.

W

1968 014NW1968

I was not formally interviewed before being offered the post at the laboratory, but I had several conversations with my boss on telephone where we discussed all relevant issues. I was asked to send all my documents to Norway – my CV and my diplomas. My professor is from the US and he works in a team with two other professors – they discussed my offer and found that I could be offered a work contract. I sent by fax all my documents confirming my education and describing my professional career – I was asked to send English translations of the documents which I did.

1972 030UW1972

They were not checked at all.

1972 028UW1972

My future employer contacted me and sort of checked my language skills.

1973 008NW1973

I had an interview with my future supervisor before I was invited to join the project.

1976 020UW1976

I don't know how they were checked.

1980 019UW1980

By a member of the family.

1983 048UW1983

The employer checked me qualifications in Norway.

Ukraine Project Info on Salary

Sex	Born	ID_Code	Q13:How did you learn about your salary in Norway?
M	1953	031UM1953	I talked with the employer after I had arrived in Norway, and he told me my salary. I didn't know how much the Norwegians with the same qualifications had.
	1957	026UM1957	I don't know how much Norwegians make, but I agreed on the salary in Norway.
	1957	004NM1957	I learned what would be my salary when I received a work contract from my employer.
	1957	001NM1957	When I read the job announcement I learned how much I could expect
	1958	013NM1958	I had some contacts with the Scandinavian research community, so I knew what would be my salary in case I got the position.
	1959	051UM1959	I was told here in Ukraine how much I would make. And I know how much Norwegians with similar qualifications earn, yes.
	1959	025UM1959	I don't know how much Norwegians doing the same work get, but I was told that I would get \$7 an hour, and that I was given on time and according to the contract. That was a satisfactory salary for me.
	1962	046UM1962	I was told here in Ukraine how much I would make. And when I got to Norway I found out how much Norwegians make.
	1965	027UM1965	The employer informed me about the salary in the contract and the documents for the visa application. It was more than the minimum salary in Norway, and that was good enough for me.
	1965	053UM1965	I learned about my salary when I came to Norway. I don't know how much Norwegians make, I only know that the European level of salaries is higher than here in Ukraine.
	1970	032UM1970	The employer told me everything I needed to know the first day at work. The salary was almost the same as the Norwegian workers had, and the difference in salary was because they had more work experience.
	1971	041UM1971	My friends told me more or less how much they made. In comparison to our (Ukrainian) wages, it was very good.

Sex

Born ID_Code

Q13:How did you learn about your salary in Norway?

1972 040UM1972

I have full trust in the leader of our church, so I know that I would get what I was supposed to get.

1976 022UM1976

I guess I would get information on my salary in Norway. I just thought about getting work there, and not about the salary. I know that they pay Ukrainians very good in Norway.

1976 047UM1976

I was sent a work invitation, and in that invitation it said how much I would make.

W

1968 014NW1968

The head of the laboratory informed me what would be my salary in one of our telephone conversations, but I had no idea what was the cost of living in Norway and whether what I was offered did correspond to what my Norwegian colleagues earned. I only asked whether my salary would be sufficient to cover all the expenses connected with my moving to Norway in a situation when my husband had no job offer – when I was told that we would survive

1972 030UW1972

The contract showed my salary, and I have many friends who have done the same kind work as I had in Norway, so I knew how much it is normal to make.

1972 028UW1972

I didn't know until I got my first pay check. I think Norwegians got more than me, because they are Norwegians. But I was satisfied with the salary I had.

1973 008NW1973

My supervisor told me about my salary but there was no explanation of salary system in Norway.
I believe that my salary was at the same level as salary of my Norwegian colleagues. I would not accept a much lower salary because I think my qualifications are on the same level (if not higher) as qualifications of my Norwegian colleagues.

1976 020UW1976

I was told how much I would make.

1980 019UW1980

From the firm, with which I made a contract.

1983 048UW1983

From the contract the employer sent me. And a friend told me how much Norwegians make.

Ukraine Project Contacts with Ukrainian and Russian Community

Sex	Born	ID_Code	Q14:Your contacts with Ukrainian and Russian
M	1953	031UM1953	No.
	1957	026UM1957	No information was available on the Ukrainian/Russian community in Norway.
	1957	004NM1957	After I had arrived to Norway we decided to engage another Ukrainian citizen in our company. She is the only Ukrainian citizen I have contact with in Norway. I know some Russians living in Norway, but as far as the Ukrainian community is concerned I have no contact whatsoever with this group.
	1957	001NM1957	I did not know anything about this community before I arrived.
	1958	013NM1958	I don't have any formalised contact with the Ukrainian or Russian community in Norway. I didn't receive any help from them when I arrived in Norway in 2001.
	1959	051UM1959	Had no contact with Ukrainian or Russian community, neither prior to work or during his stay in Norway.
	1959	025UM1959	No, nothing.
	1962	046UM1962	Had no contacts with the Ukrainian community in Norway.
	1965	027UM1965	
	1965	053UM1965	Had no contact with nor knowledge of the Ukrainian, Russian community in Norway.
	1970	032UM1970	No previous information on Ukrainian/Russian community in Norway.

Sex

Born ID_Code

Q14:Your contacts with Ukrainian and Russian

1971 041UM1971

Did not know anything about Ukrainian, Russian community in Norway.

1972 040UM1972

No.

1976 022UM1976

It's is better not to contact such people

1976 047UM1976

I saw something about that on the TV one time.

W

1968 014NW1968

There is a small Russian community in Trondheim I was told that there are approximately 200 Russians living in the Trondheim area, but they haven't provided me with any substantial help or advice.

1972 030UW1972

No knowledge of Ukrainian/Russian community in Norway.

1972 028UW1972

I didn't hear about that. I don't know anybody.

1973 008NW1973

No. I have not received any support from any communities in Norway.

1976 020UW1976

We knew one Ukrainian person, but we didn't ask her for help.

1980 019UW1980

I heard about it when I was already in Norway, I didn't have time after work to interact with them

1983 048UW1983

No information on Ukrainian or Russian community in Norway was available to me before I went to Norway.

Ukraine Project Travel and Accommodation

Sex	Born ID_Code	Q15: Who covered your travel costs? Q16: How did you travel? Q18: Where did you live after arriving?
M	1953 031UM1953	I paid it myself. By plane. The employer arranged it for me.
	1957 026UM1957	The Norwegian employer. By car. The Norwegian employer provided us with his summer house
	1957 004NM1957	My employer covered all travel costs both for me and for my family. We came by plane, all of us. When I arrived in Oslo my employer rented a flat for me – we could stay in this flat for one month and had time to find a place to live on our own

Sex

Born ID_Code

Q15: Who covered your travel costs?

Q16: How did you travel?

Q18: Where did you live after arriving?

1957 001NM1957

The university covered my travel expenses

By plane

The university had an arrangement for us – we were given a small flat at the university campus and have been living there since

1958 013NM1958

My employer covered all travel costs both for me and for my family.

We came by plane.

After having arrived in Stavanger we rented a flat on our own – my employer provided some help, but we had to find the place and pay the rental on our own.

1959 051UM1959

I paid it.

By bus.

I was provided housing support by the employer.

1959 025UM1959

The firm paid all expenses, and even gave me \$200 so I could buy some food on the road.

By train and bus.

I was given a hotel room right after I arrived, and I lived there during the whole period.

Sex

Born ID_Code

Q15: Who covered your travel costs?

Q16: How did you travel?

Q18: Where did you live after arriving?

1962 046UM1962

I myself.

By train and by bus. There were a group of us going.

The employer gave us housing.

1965 027UM1965

1965 053UM1965

I paid for it myself.

By bus.

The employer supplied me with housing.

1970 032UM1970

I paid it myself.

By train.

I was provided with housing.

1971 041UM1971

Sex

Born ID_Code

Q15: Who covered your travel costs?

Q16: How did you travel?

Q18: Where did you live after arriving?

1972 040UM1972

1976 022UM1976

I paid for it.

By bus.

The first time I went I didn't have an employer. I went just as a tourist. And when I applied for a working visa the embassy wouldn't give me one.

1976 047UM1976

I paid it myself.

By bus.

I was given a place to stay by the employer.

W

1968 014NW1968

My employer covered my travel expenses; I had to pay on my own for my family.

We came by plane to Oslo and from Oslo to Trondheim by train

My employer helped us to find a flat – we live in a SNTF flat which we got after my professor had sent an application on our behalf some months before we finally arrived.

Sex

Born ID_Code

Q15: Who covered your travel costs?

Q16: How did you travel?

Q18: Where did you live after arriving?

1972 030UW1972

1972 028UW1972

1973 008NW1973

I paid travel by myself.

I travelled alone by plane.

I stayed for a couple of days in the hotel. My stay was paid from my research project. Afterwards, I stayed with my friend in her apartment for 2 months until I found my own apartment.

1976 020UW1976

Sex

Born ID_Code

1980 019UW1980

1983 048UW1983

Q15: Who covered your travel costs?

Q16: How did you travel?

Q18: Where did you live after arriving?

I paid for my travel.

By plane.

With the family, according to the contract.

I paid it.

By plane.

I lived with the employers family.

Ukraine Project Info on Arrival, Problems

Sex	Born ID_Code	Q17: Information after you arrived? Q19:What were your main problems in Norway?
M	1953 031UM1953	<p>I was given enough information by my employer.</p> <p>The language.</p>
	1957 026UM1957	<p>Information? I went there to make some money, and that's all. I wasn't interested in information.</p> <p>The language.</p>
	1957 004NM1957	<p>When we arrived in Norway we contacted the local authorities and they provided us both the information needed and help.</p> <p>Language was not a problem for me – we use English as the language of communication in our company, but we also speak Norwegian and even Russian as many of our Norwegian colleagues speak Russian better than I speak Norwegian.</p>
	1957 001NM1957	<p>I had no problems when I arrived. I learn the language now and hope to be able to speak Norwegian in some time.</p>

Sex

Born ID_Code

Q17: Information after you arrived?

Q19:What were your main problems in Norway?

1958 013NM1958

When we arrived in Norway we contacted the local authorities and they provided us both the information needed.

There were some practical problems, but not the big ones. We had to learn a new language – I started learning Norwegian immediately after arrival; now, two years later I can even give lectures in Norwegian.

1959 051UM1959

I got sufficient information.

Language.

1959 025UM1959

I didn't meet any officials there. The representatives from the Norwegian firm helped me and gave me all the information I needed.

I had no problems concerning work. The only problem was language. I don't know English, and that was a problem. But I knew the technical terms needed for my work, and other than that I used finger language.

1962 046UM1962

I didn't really need any information.

I didn't really have any problems, but it was a little bit difficult with language.

1965 027UM1965

Sex

Born ID_Code

Q17: Information after you arrived?

Q19:What were your main problems in

1965 053UM1965

I was given very good information. I was very satisfied with that.

The only problem was that I didn't know languages good enough.

1970 032UM1970

I got enough information.

I didn't have any particular problems. The thing is that you must try to learn the language as quickly as possible. But everything went without any problems.

1971 041UM1971

1972 040UM1972

1976 022UM1976

All the information I got was from the employer.

1976 047UM1976

I didn't need any special information. Everything was arranged for me.

I had no problems.

W

Sex

Born ID_Code

Q17: Information after you arrived?

Q19:What were your main problems in

1968 014NW1968

Language was not a problem because we all speak English; Norwegians speak Norwegian among themselves but when they talk to us foreigners they switch to English. I study Norwegian now, but have no too much time.

1972 030UW1972

1972 028UW1972

Sex

Born ID_Code

Q17: Information after you arrived?

Q19: What were your main problems in

1973 008NW1973

I expected more information, support, and advice from my employer and from the Norwegian authorities. I was not given any information about the project I was supposed to work on; nobody introduced me to any of my future colleagues (I needed to go around and introduce myself) etc.

The main problem was my supervisors' attitude towards me (and towards other foreign students). Despite of working hard and delivering significant results, I was not treated with the same level of respect as my Norwegian colleagues.

However, the biggest problem was my interaction with Norwegian authorities.

After I had entered Norway and started my job, I went to get my taxcard. In the Personal Registration Office (Folkeregistret), I had been told that I only had Residence Permit and did not have any Work Permit (I did not understand at that time which documents I was supposed to have). They also said I need to apply for Work Permit again and might need to go outside the country in order to do this. After long explanations, I was allowed to apply from Norway, because this was UDI's mistake and not mine.

Because I did not have a Work Permit, I could not get any salary or even open a bank account. Therefore, I lived on borrowed money for a while. When finally I got my Work Permit, it was a wrong one. I worked full-time as a researcher, and needed a fulltime Work Permit. However, I had received only permission to work part-time and on weekends. After numerous complaints to UDI, my Part-time Work Permit was replaced by Full-time Work Permit. However, every next year when I applied for extension of my Work Permit, I got the same Part-time Work Permit and needed to go through long chain of explanations and complaints in order to get the proper Work Permit.

1976 020UW1976

1980 019UW1980

Everything was written in my contract, so I didn't really need any information. Everything should have been clear.

Salary and language. Instead of working 5 hours a day and having days off, as according to my contract, I worked 15 hours a day without days off, for the same money. I don't know how that is possible to do there. But I didn't know where to go with my problems for help. When I wanted to change it they just told me to find another family if I was not satisfied. They told me that was my problem.

Sex

Born ID_Code

1983 048UW1983

Q17: Information after you arrived?

Q19:What were your main problems in

I was not given any information.

I didn't have any problems. I worked in agriculture.

Ukraine Project Plans

Sex	Born	ID_Code	Q20: What are your plans and your family situation in
M	1953	031UM1953	That wouldn't be bad, if I was given the opportunity to stay in Norway permanently. I had a plan to start some kind of agency that would search for specialists from Ukraine for Norwegian firms, but the Norwegian with which I would cooperate is currently not in Norway.
	1957	026UM1957	I asked the Norwegian employer whether I could 'commute' between Norway and Ukraine, and he told me he would think about it. I haven't heard anything from him yet. I was in Norway only for two months, so I just sold my flat and bought a house instead with the money I earned.
	1957	004NM1957	I would like to work in Norway for some years and then go back to Ukraine and open my own company there. I think that there are some possibilities but it's too early to talk about it. My family arrived in Norway one month after my arrival
	1957	001NM1957	I have no plans to go back to Ukraine. I would be very glad if I could stay in Norway. Unfortunately the position I have is only temporary – I will have to leave it in two years time. There are maybe some possibilities in the US; here in Norway it is almost impossible to find a position for the time being. I would prefer to stay in Norway, if I could choose between the US and Norway. I live in Norway with my wife. We have also a daughter, but she studies at the University of Kharkiv and is not with us.
	1958	013NM1958	We don't have any long-term plans yet. We thrive in Norway and we will probably stay in Stavanger for at least some time. But we haven't yet made any final decision on whether we would like to live in Norway or go back to Ukraine.
	1959	051UM1959	I planned to apply for permanent work and residence permit after my temporary permits expired.
	1959	025UM1959	I would like to go there again with my wife. I don't necessarily have to live there the rest of my life, but I would like to work there. Even work there for some time and then go back here. I already invested some of the money I earned in my own workshop.

Sex

Born ID_Code

Q20: What are your plans and your family situation in

1962 046UM1962

I asked there if could work on my speciality, but I was told that I had to pass some kind of exam. I wouldn't want to live in Norway, I would just like to work there. I would like to invest some money in Ukraine. I would. Og again if I had the chance.

1965 027UM1965

I didn't have any plans to live in Norway. I have such a speciality that I would like to go to Norway to finish a project, and after that go back to Ukraine. I could even do a lot of the work at home in Ukraine, and then go to Norway on short trips.

1965 053UM1965

I did not plan to apply for permanent residence and work permit in Norway. I have 3 children, and we live in a 2 room flat, so I went to earn money to buy a bigger apartment.

1970 032UM1970

I have an invitation for permanent work so that would have been very good if I had the possibility to stay for some time. I would very much liked to invest some money I earned in Norway in Ukraine.

1971 041UM1971

I did not plan to apply for permanent work and residence permit since I have my family here in Ukraine. I could consider commutting between Norway and Ukraine, I would have liked to do that. My first concern was to invest some money in our apartment.

1972 040UM1972

Had no plans to apply for permanant work and residence permit.

1976 022UM1976

I think Ukraine is my home country, and I planned to come back here after I had made some money. You know, to take care of my family. I don't want to go abroad to search for work all my life.

1976 047UM1976

I would like to stay in Norwya of course, but in order to do that I had to learn Norwegian and pass a exam, and I didn't have time for that in the 6 months I worked there. Commutining between Norway and Ukraine would also be a good solution for me.

Sex
W

Born ID_Code

Q20: What are your plans and your family situation in

1968 014NW1968	I don't know what will be my situation in two or three years from now. I have a principle – I don't make any plans because life does always correct them. Naturally, I would like to stay in Norway because I don't have any work to go back to in Ukraine, but this could be difficult. I came with my family – my husband and our child. My husband learns Norwegian and he hopes he will be able to find a job in Norway. He is lawyer by education and he has to learn the language in order to find a work.
1972 030UW1972	I planned to work there for a year, and then go back to Ukraine.
1972 028UW1972	
1973 008NW1973	I do not plan to apply for permanent residence and work permit in Norway.no plans to go back to the Ukraine. I did not try to find a job in Norway because I thought that according to the existing rules I could not stay there after my Ph.D. program is finished. According to the information I had from UDI, I needed to leave Norway. I have never considered working as "unregistered".
1976 020UW1976	Well, we would like to travel between Ukraine and Norway, and work there for some time and then go back here, and so forth. Investing money in Ukraine was also an option we considered.
1980 019UW1980	I had plans about staying in Norway. Money I earned was not enough to make any investments in Ukraine.
1983 048UW1983	Had no plans to stay permanently in Norway. Commuting could be an interesting solution. If I could make that much money, I would have liked to invest them in Ukraine.

Ukraine Project Expectations and Realities

Sex	Born	ID_Code	Q21:Expectations and realities in Norway
M	1953	031UM1953	The culture and the level of existence is better in Norway. The people there are much more calmer than here in Ukraine. I have no negative experience from Norway
	1957	026UM1957	I wasn't bad there. We didn't have any problems, and everything were fine. I don't know if I would go there to work for somebody else than the Norwegian employer I had. We already found some kind of common language, and I would want to work with for him again.
	1957	004NM1957	I had only positive experience in Norway.It was difficult to find a place in Oslo but now we live in a very nice place (Makrellbekken).
	1957	001NM1957	My experience corresponds to a very large extent with my expectations. There were some small problems, inconveniences, but all in all I am very glad and happy. I have more freedom to work with interesting topics here than I had in Ukraine.
	1958	013NM1958	I knew something about Norway before I decided to move; there are many stereotypes on Norway – that Norway is wild country located in Far North; but in fact Norway is neither that wild nor so northern. The country is in fact a nice place to live.
	1959	051UM1959	I had only positive experiences in Norway. I would recommend it to others, yes.
	1959	025UM1959	I have no negative experiences from Norway. But I was there only one month and maybe that is to short a period to get a good impression of the country. But I found it to be a very tolerant country, the police gave me no problems. I did what I was told to do at work, and had no problems. I would absolutely recommend Norway as a place to go to work.

Sex	Born	ID_Code	Q21:Expectations and realities in Norway
	1962	046UM1962	I told members of my family about my stay in Norway, and they said they would like to go there as well. I didn't have any negative experiences in Norway.
	1965	027UM1965	All in all I have a positive impression of Norway. For example when you are given an assignment, it is very easy to get all the necessary materials and information needed for the job. For specialists of my profession that is a very important thing, and in Norway everything is easy available, even in small towns and villages. And the people are kind and open, and if you do your work well, there is no problems. I also like that it is a very stable society, free education and social system, and that there is a very good communication in terms of roads etc. Such a developed society you will not find in America
	1965	053UM1965	Well, honestly I didn't see or experience anything negative at all. So I could recommend it to others, yes. I wouldn't recommend it to all kinds of people, though, because Norwegians are very open and trusting, so I would not recommend it to unmoral Ukrainians.
	1970	032UM1970	I would recommend going to Norway. They have their own problems there, about which they do not speak that much, but everything concerning work went without problems, and the overall experience was positive. The only negative experience was that I felt really sorry for all the drug addicts.
	1971	041UM1971	
	1972	040UM1972	
	1976	022UM1976	
	1976	047UM1976	I would recommend it to my family and to persons who would like to honestly work. There you have to really work for your money. I have no negative experiences from Norway, no.

Sex W	Born ID_Code	Q21:Expectations and realities in Norway
	1968 014NW1968	During my conversations I had with my professor before coming to Norway he gave me some details on both the people I was to work with, on the laboratory and on the city. When I arrived I realised that his description was rather correct – my colleagues were friendly, laboratories well equipped and the city of Trondheim beautiful. I can therefore say that my expectations correspond with the realities I met when I arrived in Trondheim.
	1972 030UW1972	
	1972 028UW1972	
	1973 008NW1973	I would recommend Norway as a place to go to work to my colleagues and members of my family. However, I would recommend being more aware of differences in Ukrainian (Eastern European) and Norwegian systems.
	1976 020UW1976	
	1980 019UW1980	I would recommend to others to go to Norway though I have already told you about the negative experiences, that my contract wasn't fulfilled by the employer. I don't really want to go again. I would like to work here in Ukraine, in some kind of firm that helps people find work abroad, especially in the agricultural sector in Germany. But if I had the opportunity to go abroad again, I wouldn't want to go to Norway to work.
	1983 048UW1983	I would recommend it, yes. I had many positive experiences, because I travelled a lot there. I really like the nature there.

Ukraine Project Why not going, why rejected?

Sex	Born	ID_Code	Q22:Why didn't you go to	Q23:Why you haven't received visa?
M		1953 031UM1953		
		1957 026UM1957		
		1957 004NM1957		
		1957 001NM1957		
		1958 013NM1958		
		1959 051UM1959		
		1959 025UM1959		
		1962 046UM1962		
		1965 027UM1965		<p>I think the application was rejected because the documents from the employer were insufficient, and because the embassy didn't give the employer information on the matter. The employer asked me to call the embassy and ask why the document is needed, and the embassy told me that they don't handle such things, and that it is my responsibility to sort out these problems. The employer don't understand what these documents are needed for and thinks that I am not really interested in the job, I have no possibility to get the documents from the employer or to get more information from the embassy on the matter, and the embassy takes a neutral stance and merely awaits the documents to be handed to them without trying to solve the problem.</p> <p>I would like to try again. But it is probably easier to go there on a tourist visa, and then sit down with the employer and fill out the documents with them. I will not work illegal in Norway, because it is important to do it all official for the sake of my career, so I can show the contract and my work to other employers later on.</p>
		1965 053UM1965		
		1970 032UM1970		

Sex

Born ID_Code

Q22:Why didn't you go to

Q23:Why you haven't received visa?

1971 041UM1971

Well, we applied twice and both times our applications were rejected. Both times we got a letter from the embassy saying that the number of unemployed in Norway has risen, and that the Norwegian government wants to take care of their own population. If I get the opportunity I could consider to send my application again. I have no plans to go to another country; I don't want to work illegally, because I don't want to get into any trouble, and I just can't risk that, since I have two small children.

1972 040UM1972

Honestly I don't know why my application was rejected. If I get the opportunity I'll try again. You know, for me work that is not legal is not work. Because God doesn't bless work that is illegal and where you need to hide from the authorities. I just want to work legally and honestly. That is why I don't want to go to those countries where you

1976 022UM1976

I will definitely try again. I will try and I will go there. I think my application was rejected because the Norwegian state wants to take care of its own population first, and therefore they do not want that foreigners come and take all the work.

Just official. I want to feel like a human being, and not hide out and have fears. When I worked there I worked unofficial, and I didn't have any problems. But I would like to have official work experience, and to collect points for a pension. And unofficial work is just not realistic, because a lot of problems can arise. It is better to work official so I would know that I could turn to the police for help if I would get into some trouble.

1976 047UM1976

W

1968 014NW1968

1972 030UW1972

My friends told me that there were some problems between Norway and Ukraine at that time, and that everyone who applied for a visa got rejected.

Sex

Born ID_Code

Q22:Why didn't you go to

Q23:Why you haven't received visa?

1972 028UW1972

I think it was merely because of a not thorough processing of my application, because all of my documents were in order. And the rejection were grounded on lack of documents, and I sent in the additional documents, but the answer was the same as the first time. In the letter they wrote that my educational certificate doesn't say from what year till what year I studied. And that is just nonsense, you see, because in the diploma there is written the years of study. Minimum 3 years are required, and I studied 3 years and 8 months. And it says in the letter from the embassy that I studied less than 3 years. I just don't agree with that. But where can I turn for help? I would like to try again. But then I would have to find an employer again, to give me an invitation.

I would like to go to Norway, since I already know the language more or less.

1973 008NW1973

1976 020UW1976

Well, you see, there were some mistakes in the invitation we received from Norway. And I think our application was rejected because of that. If we get the possibility I will try again. I would not work as unregistered.

1980 019UW1980

1983 048UW1983