



**WILCO**

Welfare innovations  
at the local level  
in favour of cohesion



## CITY REPORT: GENEVA

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## 1. TRANSFORMATIONS IN THE LABOUR MARKET

1.1. What have been the main trends in the growth and sector specialization of the local economy over the last 10 years? (Specify the peculiarity of each city in comparison with the national and regional/land/provincial context)

Sectors of specialization of the city of Geneva are the banking sector, business services and international organizations. In 2005, there were 102,000 jobs in the core city: about 40% of them were in the banking sector and business services. Retail trade and tourism represented around 20% of the local employment. The core city is therefore characterized by a great significance of the advanced tertiary sector but also by a high number of low qualified tertiary jobs. Understanding the peculiarity of the local economy requires taking into account the wider urban and economic environment in which the core city is embedded. In the canton of Geneva, the most significant sectors of employment are 1) administration, health and culture 2) wholesale trade 3) business services. The sectors with the most important value added are the banking sector, public administration, teaching and health and finally the wholesale trade.

1.2. What have been the main impacts of such transformations on the level of regular employment, temporary employment and unemployment?

Part time employment has regularly increased in the last two decades. In Switzerland as a whole, 34% of the working population with a job gets a part time job whereas this rate was only 12% in the 1970s. In the canton of Geneva, 27% of workers have a part time job: it mainly concerns women and shapes a gendered type of participation in the labour market. In the last four years, rise of part time jobs and decrease of full time ones have been particularly important in the secondary sector.

Unemployment rate in the canton of Geneva represents 5.3 % of the labour force in September 2011; a great majority of unemployed people previously worked in administration, retail trade and tourism.

1.3. What groups of population have been mainly affected by the rise of temporary employment? Which ones have been affected by unemployment and long-term unemployment? What has been the impact on the women/ young labour force/ migrants levels of temporary employment and unemployment?

Populations that have been particularly affected by unemployment are *migrants coming from non-European countries*. Around 16% of this labour force was unemployed in 2008 and they represented 22% of unemployed people. This statistic is much higher than that of the UE migrants (rate of unemployment is 6.5%). Non UE migrants are also affected by long-term unemployment: they seek a job for 320 days in average against 297 days for Swiss people and 300 days for UE migrants. We also have to mention that rate of long term unemployment in the Canton of Geneva is the highest one in the country and this trend has tended to increase regularly in the last years. Long term unemployment represents 33% of the unemployed population.

Factors explaining the higher rate of unemployment among non UE migrants are 1) the type of residence permit: 60% of non-EU migrants get a permit B which duration is one year while 75% of EU migrants get a permit C which is a permanent residence authorization 2) a higher presence of non-UE migrants in sectors of employment supplying many temporary and precarious jobs (tourism, food trade) 3) difficulties for recognition of qualifications 4) ethnically-based discriminations in the labour market. A second group affected by unemployment is the age category 18-29 years old representing 20% of unemployed people in August 2011 (canton of Geneva).

#### 1.4. What are the estimated data about grey labour market? What has been the trend in the last ten years? What population groups are more concerned?

According to experts, the informal economic activity represents around 9.5% of the Swiss GDP; this percentage was 3.2 in the 1970's.

#### 1.5. What has been the impact of the recent financial crisis? What groups were mainly affected?

One of the most important impact of the recent financial crisis in the Canton of Geneva has been unemployment but also a decreasing of working hours. This measure affected 4 000 workers in the canton of Geneva in 2009 whereas this trend was zero in the previous years. These workers have seen their wage decreasing very suddenly. This trend of part-time unemployment (*chômage technique*) has decreased in 2010 but it is still relevant in August 2011. Moreover, local statistics show that full time jobs have especially decreased in the secondary sector in 2008 and 2009. In addition, following the financial crisis, unemployment has been particularly significant among foreigners coming from non-European countries and people over 50 years old.

#### 1.6. What has been the trend in the income distribution and wage level? What is the wage gap between men and women, between temporary and permanent workers, between highly skilled and lowly skilled workers?

The beginning of the 21<sup>st</sup> century is a key-stage for the Geneva economy and labour market. Indeed, in 2002, Bilateral agreement between UE and Switzerland has meant the free circulation of UE citizens. Since 2004, the local and UE labour force have the same rights on the Swiss labour market. The opening of the Swiss labour market has meant a significant migration and settlement of UE workers, most of the time quite young and highly qualified. In 2008, foreign workers represented more than half of workers in the private sector.

A first trend concerning the income distribution is the gap between the Swiss labour force and the foreign one. Foreign workers with a temporary residence permit (permit B) are much more represented in the highest wages than Swiss people. Thus, 19 % of foreign workers with a permit B are part of the highest wages, this is only the case of 12.5% of Swiss people. These foreign workers with the highest wages are not those coming from the closest French region but rather they come from the UE/the OECD countries and have settled in Switzerland for their jobs. Therefore, we may say that the foreign labour force working in the Canton of Geneva represents a significant concurrence for the Swiss labour force but also for the French one coming from border regions. New waves of migration are overall characterized by a growing gap between highly qualified workers getting a good job in the very advanced tertiary sector and those with a lower qualification, getting the worst salaries.

Generally-speaking, we observe a growing gap between the diverse categories of wages in the canton of Geneva since 2000. Inequality in wages increased more between 2004 and 2008 than in between 2000 and 2004. This is because number of workers with the highest wages increase more than the average number of workers.

Regarding the gender gap, monthly wage in the canton of Geneva is 5,200 euros for women and 5,700 euros for men, that is to say a gap around 500 euros per month. This gender gap is also relevant for categories of highly qualified workers such as managers and professionals working in the private sector. As a matter of fact, the more we climb in the social ladder and in the level of qualification, the more the gender gap in wages increases. This finding is partly due to the higher rate of part time jobs among women and especially those with highly qualified jobs.

**1.7. What is the approximate amount of population who is part of POPULATION TARGET ONE? What is approximately its share over the whole labour force and over the population with in the same age? What has been the trend in the target group over the last 10 years (increase/decrease)?**

The population target one is comprised of young precarious workers who are unemployed when investigated (age 25-35 years old). At the end of 2010, there were 15,318 unemployed people in the canton of Geneva. Among them, 4,725 were between 25 and 35 years, that is to say 30.8 % of unemployed people (source: canton of Geneva, regional statistics). The rate of unemployment among Swiss young people is higher than that we find among the foreign population with a similar age.

**1.8. What is the division of responsibilities among national, regional and municipal level in the regulation of the labour market and in the provision of services and benefits to the labour force population who are in a risk position (unemployed, temporary workers, workers in the black market, etc.)? What is the role played by third sector and private organizations in this respect? Please, specify the proportion of welfare provision carried out by public/private/third sector actors. Make reference to your country's WP2 when relevant.**

*AT THE NATIONAL LEVEL* (La Confédération), we find the ORP (Regional Office for integration of people into the labour market). ORP depend on the Federal Secretary of Economy (SECO) and we witness therefore a process of devolution. There are 130 agencies spread in the country.

*AT THE CANTONAL LEVEL:*

*-The Cantonal Minimum Social Income:* for unemployed people who do not receive any longer allowances for unemployed people. The amount is 1,100 euros for a single people, 1,620 euros for two people. Also, a part of the rent may be paid by the canton (up to 1,290 euros per family and 1,000 euros for single-people). People between 26 and 39 represent 27% of recipients.

An additional allowance for professional reintegration varying between 800 and 8,000 euros may be given to people who receive the Minimum Cantonal Social Income.

*-Rental subsidy* for people who cannot afford to totally pay their rent given their wage and financial resources.

*-Payment of a part of the Health Insurance Premium* for people with a weak income.

- *Exceptional allowance for young adults involved in training* and living outside parental home. Those who are unemployed and do not follow a specific training may receive an allowance for three months and more if people accept to be involved in training.

-*The Cantonal assistance for people without any financial resource.* For one people: 773 euros (per month). For two people 1,183 euros. For three people: 1,438 euros.

#### **AT THE CITY LEVEL:**

-*Social allowance for families with low monthly resources.* According to their income, families may get 140, 200 or 250 euros per month.

-*Additional social allowance for households with children:* a single parent family may get 160 euros per month.

-*Exceptional social allowances* helping people to face specific and unexpected difficulties. Civil society also plays a key-role concerning welfare provision for workers in a risky position. There are first of all private agencies. ORP are highly criticized for their weak positive outcomes and the current movement shows that private agencies may be invited to be in charge of the reintegration of unemployed people into the labour market. Non-profit organizations are also involved in the professional integration of young precarious workers. For instance, in 2010, the OSEO (Oeuvre Suisse d'Entraide Ouvrière) was in charge of 933 people in the canton of Geneva. OSEO has multiple roles: 1) helping young people to build a professional project through the program Coaching-Transition 2) developing partnerships with companies 3) placing people in diverse job trainings, temporary jobs and long-term employment. In 2010, 26% of OSEO services recipients were between 26 and 35 years old. Foreigners represented 75% of recipients.

**1.9. Have there been changes in the distribution of responsibilities between levels of government (e.g: national/regional/local) and/or social actors (e.g: public/private/third sector) over the last 10 years? Do you observe changes in the welfare mix and governance patterns in these policy areas?**

The current trend is a heavier responsibility of cities concerning unemployed people especially those who cannot receive unemployment allowance anymore (after 18 months). The Confederation proposed in 2010 a revision of the Federal Law on Unemployment that diminishes the duration of allowance. Once they cannot receive allowance any longer, unemployed people may get the Cantonal Minimum Social Income and social assistance offered by the city. Cities highly criticized the revision because it has meant additional expenditures and they claimed for a more important duration of unemployment allowance.

1.10. What are the main welfare programs addressing the needs of the POPULATION TARGET ONE? Please separate income support measures from in-kind services (including activation policies and provision of life-long training) and shortly describe the amount and kinds of benefits and the related eligibility criteria; please specify if these measures are provided by local/regional/national agencies or institutions, by public/third sector/private/self-help organizations.

Income support measures	Federal (F) Cantonal (C) At the city level (Ci)	Amount	Type of institution	Criteria of eligibility/Audience targeted
Unemployment allowance	F and C	Depending on duration of previous job contracts.	A cantonal institution	Amount depends on the duration of previous job contracts. <i>Young people who did not contribute before as workers have to wait 120 days before accessing unemployment allowance.</i>
Cantonal Minimum Social Income	C	1 100 euros for a single people  1620 euros for two people.	A cantonal institution	Unemployed people who previously worked and who cannot receive unemployment allowance anylonger.
Allowance for work induction	C	The unemployment funding contributes to people wage (40% in average)	Cantonal institution and private sector (companies)	People needing qualification in order to be employable or people needing more training for a specific job.
Allowance for training	C	The unemployment funding contributes to people wage (40% in average)	Cantonal institution and private sector (companies)	People over 30 years without qualification. This allowance goes with a specific vocational training
Social assistance	C		Cantonal institution (hospice general)	Young adults without any qualification and resources. The payment is for 3 months. For continuation, recipients have to be involved in training.

In kind services	Type of institution	Criteria of eligibility/Audience targeted.
Programs for coaching and transition to work	Third sector (non-profit organizations greatly supported by the Canton)	18-30 years old Young people with a secondary degree at least.
Job experience (stage professionnel)	Third sector (non-profit organizations greatly supported by the Canton)	Young people without any qualification.
Training experience (stage de formation)	Third sector (non-profit organizations greatly supported by the Canton)	Young people without qualification.



1.11. Have there been changes in the public expenditure levels or eligibility criteria of these programs over the last 10 years? Have there been changes in the level of supply/ in the coverage level/in the amount of benefits? Have specific mismatches between supply and demand emerged?

The economic crisis in Switzerland at the beginning of the 1990's marked a turning point for employment policies. In the 1980's, employment policies were mainly passive and implemented at the city level. In 1995, the reform of the federal unemployment insurance meant a shift to policies focused on activation of people with a logic of reciprocity in which a non-cooperative attitude from unemployed people is penalized. In order to remain in the unemployment insurance system, people must be active (job experience, training, subsidized job), activate their networks and develop their own employability. Switzerland followed the recommendations of the OECD program "Making work pay". The 1995 Federal Law on Unemployment has also meant a control of unemployed people: those who are insufficiently active in job seeking or training may see payments suspended.

## 2. DEMOGRAPHIC CHANGES AND FAMILY

2.1. What has changed in the demographic structure of the local population over the last 10 years? Please record the changes occurred in the main demographic indicators (population growth or decline, proportion of the elderly, proportion of children, dependency rate, etc.)

Population of the city of Geneva has been increasing over the last decade. There were 179,000 inhabitants in 2001 and residents are now 191,360 (2010). Population growth is mainly due to flow of population from foreign countries. Indeed, among new residents, 80% come from other countries. Half of these foreigners come from European countries and in particular France, Portugal, Great Britain and Italy. Taking into account population dynamics in the Geneva region (canton) shows that the core city has been losing residents in favour of the close periphery. Due to high rent prices and a low rate of available dwellings in the core city, people tend to settle in close towns such as Lancy, Vernier and Grand-Saconnex.

Dynamics of population in the canton of Geneva between 2000 and 2010 shows that proportion of children and teenagers has overall slightly increased over the last decade. This is mainly due to the higher number of young people between 15 and 19 years old. Other categories of young people remain stable after rising between 1985 and 1995. People between 0 and 19 years old represent 100,391 in the canton of Geneva, that is to say 21% of the local population comprising around 464,000 people. In addition, part of the population aged from 65 years old represents 7,288 people, that is to say 15.7 % of the total population. This rate has tended to increase in the last decade, especially the age category 65-79 years old.

Overall, the total dependency rate has therefore tended to increase since the 1990's. It is 0.6 in 2010 meaning that there are around 60 inactive and dependent people for 100 active people (aged from 20 to 64 y.o) whereas the rate was around 0.52 at the beginning of the 1990's.

2.2. What has been the trend as to marriages/de facto couples, separations and divorces? What has been the trend in fertility and birth rates over the last 10 years? Has the average age at birth and at first birth changed? Has the proportion of births out of wedlock (en dehors du mariage) changed?

In the canton of Geneva, marriages tend to decrease whereas divorces have been increasing over the last two decades. More than half of marriages have been finishing with a divorce in 2010. Ratio marriages/divorces is higher in the canton of Geneva than in Switzerland as a whole. A little bit more than half of divorces occur within households without any children.

For a long time, Geneva was the canton with the highest rate of divorce but this is no longer the case. In the canton of Neuchatel, more than 6 marriages out of ten finish with a divorce and this rate is also high in the Vaud Canton. In Switzerland, the canton of Uri has the lowest rate of divorce with only 22% of weddings going down.

The rate of fertility is 1.42 children per women in the Canton of Geneva (2008) against 1.5 at the national level. Foreign women have a higher rate of fertility (1.6) in comparison to Swiss women (1.3). This rate of fertility is higher than in the Basel canton but significantly lower than in the Canton of Vaud and Zurich. The rate of fertility in the Canton of Geneva has tended to slightly decrease since the 1990's but it is, however, higher than in the 1980's (1.22 at the beginning of the 1980's).

We also have been observing that women tend to have children later. In 1998, the higher rate of fertility was that of women between 25 and 30 years old; in 2008, women between 30 and 35 years have the higher rate of fertility, ahead of their younger counterparts.

2.3. What have been the main changes concerning the family structure over the last 10 years? How has the proportion of single person families, lone parents families, couples with children changed? How has the average size of households and the average number of children per household changed? How has the proportion of re-composed families changed?

#### Structure of households in the Canton of Geneva

Type of household	Proportion out of households as a whole (in %)	Trend 1990-2000
Single people households	41	+ 15 % between 1990 and 2000 60% of these households are comprised of women.
Couples with no children	22	Slight increase 1990-2000
Households with children	26	Stable 1990-2000
Single-parent families	7	Average increase 1990-2000 The highest rate in Switzerland. 86,5% of head of those households are women.
Other households	4	
Total	100	

A significant change in the structure of families is about the higher rate of single person families, also observable at the national level. Households with children represent 33% of local households as a whole. Size of households has been decreasing over the last three decades and households with only one child are heavily concentrated in the core city.

**2.4. What trade-offs have emerged in the area of conciliation between working and caring? What social groups have been mainly affected?**

We observe that the more there are children in families, the less is female involvement in the labour market. Rate of women with a full time job has been diminishing since the first child and this trend has continued after the second child. Full time participation in the labour market concerns 31% of women in households with one child, rate is 22% in families with two children and 17% in households with 3 children. Single-parents families are heavily affected by this trend (see other sections).

**2.5. What is the approximate amount of population who is part of POPULATION TARGET TWO? What is approximately its share over the total population and /or number of families? What has been the trend in the target group over the last 10 years (increase/decrease)?**

Single-parent families represent 7% of the total number of households (with and without children) and 18% of households with children. Heads of these households are 13 000 people, that is to say 8% of the cantonal population. 86.5% of single parent families are comprised of mothers with children. Almost half of these women got divorced; others are separated from their previous partner (30%), widows or single people (24%). Number of single-parent families has regularly increased since the 1970', especially since the 1990's.

**2.6. What are the most relevant occupational status and professional activities of POPULATION TARGET TWO? What are their main problems in the area of work family reconciliation/housing/employment? To what extent have the previous structural changes affected the specific living conditions of the target group?**

75% of heads of single parent families get a job (against 93% among couples with children). Non active people represent 17.7% of these heads of families. Almost half of them have an average qualification (secondary school or vocational training) and 30% have a further education degree. Therefore, most of the time, heads of single parents families are qualified. However, only a large half of them have a part-time job.

**2.7. What is the division of responsibilities among national, regional and municipal level in the provision of family welfare benefits and services (including income support, paid leaves, child care services)? What is the role played by third sector and private organizations in this respect? Please, specify the proportion of welfare provision carried out by public/private/third sector actors. Please, make reference to your country's WP2 when relevant.**

Due to federalism, cantons (regions) and cities are greatly in charge of family welfare benefits and services in strong cooperation with non-profit organizations. The Federal Office for Social Insurance has an area "Families, generations and societies" which is in charge of supervising the implementation of family benefits at the cantonal level. The 2009 Federal law on family benefits has tended to make more homogenous cantonal allowances implementing basic compulsory family allowances. One of the features of family benefits in Switzerland is that they depend on parents' job activity. For instance,

self-employed people cannot receive family benefits in many cantons. We are therefore witnessing corporatist logic in the granting of family benefits.

Family benefits are paid and managed at the cantonal level. In the Canton of Geneva, there are five basic family benefits:

- Birth allowance*: 800 euros (and 1,600 euros starting from 2012).
- Maternity allowance* for 98 days following childbirth.
- A monthly allowance for each child until he is 16 years old* (160 euros at the moment and 240 euros starting from 2012)
- A monthly allowance for school and professional training* (200 euros) until young adults are 25 years old (320 euros starting from 2012)
- Additional allowances for families with three children and more.*

These five basic family benefits are managed by the Cantonal Compensation Fund and the diverse Funds for Family benefits depending on the professional status of parents. Differing from other cantons, self-employed people may receive family benefits in the Canton of Geneva (amount depends on parental income).

Finally, at the city level, the municipality of Geneva may help families with the lowest income to pay the everyday meals in school restaurants for their children. City government is also in charge of childcare structures and works in close cooperation with non-profit organizations. Cities have a key role in financing child care services. They offer the most significant support concerning management/running of structures. Most of the time, costs are shared between parents and cities. In certain cities, prices depend on parental income. Therefore, cities are in charge of completing the difference between costs of running and money brought by parents. In other cities, money involved by cities is less important and prices paid by parents are consequently more significant.

**2.8. Have there been changes in the distribution of responsibilities between levels of government (e.g: national/regional/local) and/or social actors (e.g. public/private/third sector) over the last 10 years? Do you observe significant changes in the welfare mix and governance patterns in these policy areas?**

Federalism and principles of subsidiarity are relevant in the area of family allowances. Cantons and cities are in charge of shaping and implementing policies; the Confederation only encourages and support measures decided at a subsidiary level. A recent change has been about the access of independent workers to family benefits in every canton whereas the access was previously diverse according to cantons: this measure for a greater homogeneity of family benefits has been implemented by the *Confederation* via a revision of the federal law. Moreover, it seems that the relative low rate of fertility in Switzerland has encouraged diverse measures aiming to support conciliation of working and family lives.

2.9. What are the main welfare programs addressing the needs of the POPULATION TARGET TWO? Please separate income support measures from in-kind services (including child care services) and for each relevant measure shortly describe the amount and kinds of benefits and the related eligibility criteria; please specify if these measures are provided by local /regional/national agencies or institutions, by public/third sector/ private organizations

Income support measure	Description	Government level	Type and amount
Advance on maintenance payment	Following a divorce, certain parents do not /cannot pay financial support for education of children. The canton may pay in advance maintenance payments.	Cantonal level	Means-tested measures.
Cantonal social assistance		Cantonal level ( <i>Hospice général</i> )	Means-tested measures Single parent families represent 21% of people asking <i>the Hospice général</i> financial social assistance.
Municipal social allowance	Single parent families may receive a social allowance from the city.	The core city	Depending on resources and the number of family members. For a single parent family with one child, between 110 and 270 euros per month. For a single parent and two children, between 128 and 217 euros.
Additional municipal social allowance	Besides ordinary municipal allowance, single parent families may get a specific social allowance supporting education of children.	The core city	Between 80 and 160 euros per children and per month, depending on resources

Specific services	Description	Level
Access to childcare services in priority	Single parent with a job has an easier access to childcare services in the city of Geneva	Local level (municipality and non-profit organizations running structures).
Non-financial support	<ul style="list-style-type: none"> <li>-Search for social assistance</li> <li>-Administrative support</li> <li>-Advice in law</li> <li>-Activities for families</li> </ul>	<p>Non-profit organizations such as <i>The Geneva association for Single-parent families</i> (mainly subsidized by the city of Geneva) or <i>Réseau Femmes</i> (mainly subsidized by the canton and the city of Geneva).</p>

2.10. Have there been changes in the public expenditure levels or eligibility criteria of these programs over the last 10 years? Have there been changes in the level of supply/ in the coverage level/in the amount of benefits? Have specific mismatches between supply and demand emerged?

As seen above, family benefits have tended to increase in the canton of Geneva. Amounts of birth allowance, monthly child benefit and allowance for school and training will be more important from 2012. This measure is rooted in a pro-natalist policy aiming to encourage combination of working and family life; as shown by Bonoli a few years ago, the broad family policy context (in particular generosity of benefits, availability of childcare but also duration of the school day and availability of services such as home helps) explain why some cantons have seen a stability of rate of fertility and even, in certain cases, a slight increase in the last two decades (Bonoli 2008).

### 3. IMMIGRATION

3.1. What is the proportion of migrants and /or ethnic minority groups over the whole population of the city? What are the most numerous ethnic minority groups in the city (consider the first 5 groups)? What is their composition (ethnicity and nationality/age/gender/level of education/time of immigration/religion)? What is their level of inclusion in the labour market (employed with permanent/temporary jobs; unemployed; in the black economy; etc.) and in the housing market (owners/renters/in shelters/with no legal contracts, etc.)?

Migrants and EMG of foreign nationality represent 45.7% of the population of the city of Geneva. At the cantonal level, 39% of population is comprised of foreigners. Local and regional statistics do not take into account people who were born abroad and got the Swiss nationality further or Swiss-born people whose parents are foreigners. At the cantonal level, people with two nationalities (the Swiss one and another one) represent more than 55% of the population. At the regional and local levels, the most significant foreign populations are Portuguese, Italian, French and Spanish. More widely, foreigners coming from the UE/AELE represent more than 75% of immigrants. The others come from the USA, Serbia and Montenegro, Turkey, Brasil and other multiple countries. Overall, we find in the canton of Geneva 184 diverse nationalities (out of 198 possible nationalities acknowledged by the international community) and a wide range of socio-economic situations embodying a "super diversity" (Vertovec 2007; Faist 2009). Foreign nationality, poverty and low qualified jobs cannot be associated in a simple way. Finally, populations coming from foreign countries are mostly Christians; those coming from countries where Muslims are in a majority represent 4.9% of the city population (4.3% of the cantonal population).

Regarding the main characteristics of groups of foreigners, here are a few details about

#### *PORTUGUESE POPULATIONS*

Settlement in Switzerland: Portuguese settled in the country a long time ago and we face an older population than some other groups of migrants. 69% of people born in Portugal arrived in the country more than five years ago. 22% were born in Switzerland.

Level of qualification: among men and women who were between 30 and 60 years old in 2000, around 80% of them only went to compulsory school. 2% of them have a further education degree.

Jobs: among the labour force, 83% of men and 69.4% of women have a job. We mainly observe low-qualified and intermediary jobs.

### *ITALIAN POPULATIONS*

Settlement in Switzerland: Italian populations settled in the country a long time ago and we face an older population than some other groups of migrants. 63% of people with an Italian nationality arrived in the country more than five years ago. In addition, more than 27% of them were born in Switzerland.

Level of qualification: 20% of population with an Italian nationality has a further education degree. The older people are, the less they are qualified. However, general level of qualification is greater than that of Portuguese.

Jobs: among the labour force, 78% of men with an Italian nationality and 49% of women have a job.

### *FRENCH PEOPLE*

Settlement in Switzerland: only 12% of French people were born in Switzerland. 57% were born abroad and arrived more than five years ago. 22% of them arrived recently in the last five years.

Level of qualification: 50% of people with a French nationality have a further education degree. Also, 7% of them are international workers.

Jobs: among the labour force, 79% of men and 62% of women have a job.

### *SPANISH POPULATIONS*

Settlement in Switzerland: 26% of residents with a Spanish nationality were born in Switzerland. 66% of them arrived more than 5 years ago. 92% of these populations have therefore a long lasting settlement in the canton of Geneva.

Level of qualification: 10% of Spanish populations have a further education degree. The majority of men and women did not go to school after compulsory education.

Jobs: among the labour force, 79.5 % of men and 69% of women have a job, mainly low qualified or intermediary occupations.

The most important foreign groups settled in Geneva a long time ago and there are also second generations born in Switzerland. More widely, only 7% of foreigners coming from the UE/AELE came in the country less than five years ago; foreigners who come from other countries are comprised of 28 % of new immigrants (arrived in the last five years). Due to restrictions in migration policies, new migrants in Switzerland are mainly qualified people. However, research shows that migrants coming from countries outside the UE/AELE (except international workers) have overall a more problematic integration into the labour market and a more significant rate of unemployment, despite their level of qualification (D'Aiuto 2008).



### 3.2. What is the territorial distribution of these ethnic minority groups? Are there areas with high levels of segregation? Are immigrants concentrated in deteriorated neighbourhoods?

There is relatively low ethnic segregation of foreigners in specific neighborhoods. According to Massey and Denton (1988), the spatial distribution of immigrants in the city may be defined such as 1) Evenness refers to which groups are proportionately distributed across areas in the city 2) Residential exposure refer to the degree of potential contacts between majority and minority groups members within geographical areas. Exposure depends on the relative size of the groups compared. 3) Concentration refers to the relative amount of physical space occupied by a minority group in the city 4) Centralization refers to the location of EMG in areas near the city centre 5) Clustering refers to minorities concentrated in adjacent areas.

**EVENNESS:** degree of dissimilarity, meaning the number of people needing to move in order to reach an equal distribution of foreigners within the city, is quite low. Degree of dissimilarity may be comprised between 0 (absence of segregation) and 100 (maximum level of segregation). In the Geneva region (canton), degree of dissimilarity varies between 13 and 16 according to estimations, contrasting with higher levels that we find in some European cities, especially the British ones. In the Geneva region therefore, distribution of foreigners is not very unequal and ethnic segregation is relatively low. However, mixing the foreign nationality and the level of education shows that foreigners with a low level of education are the most segregated (with an index around 17.5). In comparison, Swiss population with a similar low level of education is much less segregated with an index of 5 (Schaerer and Baranzini 2008).

**EXPOSURE:** to what extent do foreigners have opportunities to meet Swiss-born populations? Foreigners overall have a probability of 34% to share a similar sub-area with other foreigners. This percentage is much lower than opportunities to share similar spaces among highly qualified Swiss/Foreign populations (*op.cit.* p.10) meaning that a high level of education is more likely to gather together people than a common foreign nationality.

**CONCENTRATION** refers to populations overrepresented in specific neighborhoods. At the cantonal level, we find concentration of North-American population in certain wealthy towns such as Prégny-Chambésy, Bellevue and Choulex. Regarding more modest populations, Portuguese people are partly concentrated in Vernier and Onex: this is also the case of Italian populations. In neighborhoods located in the city of Geneva, areas such as La Batie acacias, Paquis and Sécheron Prieuré show a relative concentration of Portuguese, Spanish and African populations. These neighborhoods are also those where we find a relative socio economic segregation since we find there a higher number of low income populations than in other areas of the city.

To summarize, available data show that there is ethnic segregation in the Geneva canton (see degree of dissimilarity) but it remains low. However, it should not be underestimated that at the city and cantonal levels, certain groups of foreigners mostly live in neighborhoods and towns where we also find a relative degree of socio economic segregation. At the other extreme, we also find a segregation of the wealthiest foreign population in certain areas of the city (near the United Nations for instance) as in certain towns of the canton border to the lake. The powerful pattern of segregation of the wealthiest households that has been previously shown in the cases of Lyon, Marseille or Paris for instance (Grafmeyer 1992, Prêteceille 2007, Zilio 1999) should not be underestimated. Dualization of migrant populations in Geneva (both at the city and canton levels) may be seen in the spatial and residential distribution of populations.

**3.3. What have been the main immigration/emigration trends over the last 10 years? What are the most numerous migrant groups that have arrived in the city over the last 10 years?**

Around 28,400 foreigners have been living in the canton of Geneva for four years or less, they represent less than 25% of the foreign population. More than half of these new migrants come from the UE and AELE countries. France, Portugal, UK and Italy are the most important countries of emigration. New migrants are mostly (highly) qualified and young. Reasons for immigrating are professional or related to family reunion.

**3.4. Has the proportion of migrants changed over the last 10 years? Has their composition as to areas of origin/age/gender/educational level changed? Has their distribution on the territory significantly changed? What have been the trends about family reunification?**

Changes in profiles of migrants are definitely due to the Bilateral agreement between the UE and Switzerland meaning free circulation of UE citizens (2001). Since 2004, locals and the UE citizens have the same rights in the Swiss labour market. Change in law has meant an increase of temporary residence permits (permit B) and cross-border permits (permit G). Reversely, authorizations for settlement (permit C) have tended to decline. In the canton of Geneva as in the core city, new migrants tend to be mostly more qualified than those settled for many decades. Moreover, even though new migrants mainly come from the UE, we have been observing a wider number of home countries meaning a significant diversity of migrants. Trend in family reunion is quite stable and remains high as it is the second reason for migrants' arrival in Switzerland (around 25% of new migrants come for family reunion).

3.5. Has concentration/segregation increased or decreased in the last 10 years? Has degradation of concentrated/segregated neighbourhoods worsened/improved in the last 10 years? What have been the main problems arising from such changes (e.g. tensions between natives and immigrants, interethnic conflicts, the raise of anti-immigrant parties or anti-racist movements, etc)?

As we have seen, ethnic segregation in the core city as in the canton of Geneva remains relatively low although it has tended to increase in the last three/four decades (Wanner 2004). However, economic development of Geneva and changes in the labour force have raised tensions between the autochthonous labour force and foreigners working in the canton. As seen above, concerning wages in the private sector, for instance, those who benefit the most from economic growth are the most qualified foreign workers getting a permit B. They came to work and get the highest wages in international companies. Secondly, economic growth and the significance of the banking sector have meant a strong increase of rent prices in the core city: many Swiss people cannot afford a dwelling in the core city and have to settle in the periphery and even in France. Trends in wages as in rent prices in Geneva tend to create bitterness and a sense of being dispossessed among certain parts of the Swiss population explaining the electoral rise of the UDC (Union Démocratique du Centre), a political party denouncing the Bilateral agreement and its consequences on the Swiss labour force.

We also find tensions related to frontier workers. In a canton where rate of unemployment is relatively modest but the highest one in Switzerland, a part of the Swiss population reckons that frontier workers are employed to the detriment of the autochthonous labour force. The MCG (Mouvement des Citoyens Genevois) that denounces wage dumping and claims for a preference for workers living in Geneva has been successful in the last years although this party tends to be quite isolated in the political field.

Finally, both the UDC and the MCG argue massive immigration wave in Switzerland notwithstanding restrictive Swiss migration policies limiting arrival of new migrants in a strict way. Speeches associate immigration and insecurity; the UDC is very proactive concerning this topic and developed an impressive poster campaign for national elections that took place the 23<sup>rd</sup> October 2011.

*UDC poster ("Stopping massive immigration", Canton of Geneva)*



The UDC also launched the Initiative about the banning of Muslim minarets in 2009. It has been successful although proportion of Muslims in Switzerland is very low (4% of the total population) and the number of minarets as well (4 minarets in 2009). However, this party experienced a step backwards in recent elections.

Some non-profit organizations supporting migrants are also proactive in the Canton of Geneva. League for Human Rights is involved with migrants in administrative detention. The *Centre Contact Suisses Immigrés* supports the precarious everyday life of undocumented migrants who cannot access welfare services and benefits.

**3.6. What is the approximate amount of population who is part of POPULATION TARGET THREE? What is approximately its share over the total immigrant population? What has been the trend in the target group over the last 10 years (increase/decrease)?**

Population target 3 is comprised of first generations immigrants within the age category 30-40 years old, arrived five years ago at least.

Geneva statistics show that 13% of the foreign population in the canton of Geneva arrived between four and eight years ago. The age category 20-40 years old represents 76% of these relatively new migrants.

**3.7. What are the most relevant occupational status and professional activities of POPULATION TARGET THREE. What are their main problems in the area of housing/employment/childcare? To what extent have the previous structural changes affected the specific living conditions of the target group?**

Immigrant population arrived in Switzerland between 4 and 8 years ago may be divided between those coming from the UE and those coming from other countries. We have been observing different outcomes in the labour market. Firstly, we have to mention that EU/AELE foreigners are overall more active than those coming from other countries.

Rate of activity according to nationality and sex (in %, out of the total population)

	Switzerland	EU/AELE	Other countries
Men	78.4	78	71.9
Women	69.5	73.4	61.4

Comparison of levels of participation to the labour force shows that EU/AELE immigrants comprise many more active people than immigrants coming from other countries. This is true for men but also for women whose rate of activity is more than ten points below the rate of activity of EU/AELE women. Overall, rate of activity of EU migrants is very close to that of the Swiss population.

Regarding more precisely first generation of migrants who arrived between 4 and 8 years ago who are part of the labour force, we see that they are overall well qualified with 55% of them getting a tertiary degree.

Level of qualification of migrants (settlement 4-8 years)

	EU countries	Other countries
Level of qualification I- ISCED 1 and 2	25	24.7
Level of qualification II- ISCED 3	24.8	20.3
Level of qualification III- ISCED 4 and up	50.2	55

Overall, foreigners from "other countries" are slightly more qualified than the UE foreigners with a similar level of settlement.

Occupations among active migrants (settlement 4-8 years)

	Other countries	EU/AELE countries
Executive occupations	10.3	13.7
Intellectual and scientific occupations	26.4	26.9
Intermediary occupations	18.4	18.1
Administrative positions	7.7	9.3
Sale	27.8	14.9
Agriculture	00	2.4
Qualified factory workers	00	5
Non-qualified factory workers	9.4	8.5

Although immigrants coming from non UE countries are overall more qualified than those coming from the EU/AELE, they are less present in executive occupations and intellectual ones. If we consider more precisely the middle of the social ladder, we see that non UE foreigners are very present in the sale sector whereas only a few of them work as factory workers and in agriculture.

Some immigrants coming from non EU/AELE countries seem to face problems to get jobs related to their level of qualification. It is even more relevant for people who have settled in the last four years. However, some immigrants benefiting from an average duration of settlement (4-8 years) also have problems to get the best jobs despite their high level of qualification. Another question is about the low rate of activity of female migrants coming from non UE countries: statistics show that a majority of them have an average or high level of qualification but their rate of activity is lagging much behind that of their Swiss and EU counterparts (D'Aituo 2008: 26). It seems that some of them who come to joint

their husband have chosen to raise their children rather than being involved in the labour market. We also may reckon that they face problems due the insufficient childcare offer in the core city as in the canton of Geneva.

Moreover, at the housing level, we find specific patterns of immigrants' housing conditions (Schaerer and Baranzini 2008).

- Swiss people live in comparatively larger dwellings in terms of number of rooms and surface per person than foreigners do.
- The occupancy rate is higher for foreigners.
- Relatively more Swiss live in publicly owned building and less in privately owned ones (Schaerer and Baranzini 2008).
- Foreigners are on average more exposed to a slightly higher daily road noise than the natives.

Foreigners as a whole live in worse housing conditions than Swiss natives and this finding is not only related to the socio-economic status. Indeed, Swiss people with a low level of education (considered as a proxy of the socio economic status) also have better housing conditions than those of immigrants. Finally, as a whole, foreigners generally pay housing more than Swiss people do (Schaerer *et al.* 2008). This is especially the case of foreigners with a low level of education who pay on average a higher monthly rent than the Swiss with a similar rate of educational attainment: 5.8 more in Zurich and even 6.5 more in Geneva. These trends suggest that foreigners and especially those coming from non-European countries face ethnic-based discriminations in the housing market.

Finally, undocumented immigrants cannot access welfare services including childcare, social assistance, housing support and programs for reintegration of unemployed people in the labour market.

**3.8. What is the division of responsibilities among national, regional and municipal level in the provision of services and benefits to migrants who are in a vulnerable position? What is the role played by third sector and for profit organizations in this policy field? Please, make reference to your country's WP2 when relevant.**

As we have seen, foreigners in the canton of Geneva cannot be associated to poverty and social vulnerability in a systematic way. A significant part of foreigners are highly qualified, get good jobs and wages. This is mainly due to restrictive migration policy selecting entry of migrants in a very strict way. At the other extreme, some foreigners, in particular those who arrived a long time ago, are low qualified. Indeed, considering level of qualification of migrants shows that the longer settlement of immigrants is, the lower is the level of qualification. Among active foreign population, arrived more than 8 years ago, about 45% has a level of qualification I, contrasting with the profile of recent migrants (seen above section). However, account of recent migrations shows that around 1.5% of the cantonal foreign population is comprised of asylum seekers. In addition, around 8 000 foreigners have no legal status and mainly work in domestic services. These different categories of vulnerable foreigners are likely to be welfare recipient.

In a matter of integration policies, we find again the Swiss federalism and its characteristics: cantons are mainly in charge of policy and have a wide autonomy in the shaping of measures while the intervention at the Federal level remains low. Therefore, there is no a unique pattern of integration in Switzerland but rather a diverse constellation of integration policy at the local and regional levels. Finally, the system of direct democracy has implied a populist instrumentalization of migration and integration by nationalist parties and groups (Cattacin and Kaya 2005: 288). The canton of Geneva may be classified in the pluralist category even though this pattern is less significant than in the

Zurich and Neuchatel cantons. The cantonal society has been considered as plural and migrants are part of this pluralism: they benefit from a political integration and contribute to the reproduction of pluralism in the canton (*ibid.*: 320).

Concerning the provision of services and benefits: at the level of the Confederation, the ODM (Office for Migrations) is in charge of encouraging *training, participation of immigrants into the labour market and command of the local language*. The ODM attributes to the cantons an amount of 6,000 francs (4,800 euros) per authorized migrant each three months. This amount has to be dedicated to training and command of the local official language (French, German or Italian).

Cantons are mainly in charge of welfare services for migrants in close cooperation with the third sector (non-profit organizations and especially associations of migrants). The cantonal Office for Integration (Bureau de l'Intégration) offers funds to associations of migrants and this office is also in charge of managing money coming from the ODM. The third sector has a key role in providing welfare services and benefits to vulnerable migrants: there is a wide constellation of non-profit organizations supporting migrants in many ways such as *The protestant social center, The Geneva Red Cross, Contacts Suisses-Immigrés, Voie F and Camarada*. Associations of migrants such as *Tierra incognita, Fédération Maison Kultura* are also greatly involved and funded by regional/city authorities.

Finally, the Hospice general, cantonal institution has a great role in the provision of welfare benefits. Statistics of the Hospice General (cantonal institution) shows that foreigners are highly represented in the population asking social assistance: in 2010, they represented half of people applying for social assistance, a little bit more than their percentage in the local population (around 40%).

**3.9. Have there been changes in the distribution of responsibilities between levels of government (e.g: national/regional/local) and/or social actors (e.g: public/private/third sector) over the last 10 years? Do you observe changes in the welfare mix and governance patterns in these policy areas? Please, specify the proportion of provision carried out by public/private/third sector actors, and of mixed situations**

Integration policy in the canton of Geneva has experienced change in the last decade. For a long time, non-profit organizations associations were largely in charge of integration of migrants while the latter was weakly problematized at a political level. In other words, organizations dealt with migrant populations' needs but a general perspective on integration was not defined in a coherent way at the regional/local level. In the 1990's, a project of a integration law was proposed by two key non-profit organizations -*Contacts Suisses Immigrés* and *Mondial Contact* claiming for a legal frame in a matter of integration (Cattacin *et al.* 2007: 15). We find again the subsidiarity that is a key dimension of governance in the Geneva canton as in Switzerland as a whole: in the present case, civil society put ideas forward and policy makers took over shaping a bottom-up process. The 2001 cantonal law on integration is the direct outcome of 1) associations' proactive attitude 2) the intervention of the Confederation wishing to have a partner in dialogue concerning integration in the canton. The law marked a step forward as the Confederation now has a partner to implement policies focusing on migrants' participation into the labour market and command of the French language (see sections 10 and 11, Bolzman 2002). The pluricultural dimension of the Canton has also been acknowledged by the cantonal law and the wish to overcome discriminations and inequalities has been asserted. However, the limits of the law were brought out in an independent evaluation. The law implemented diverse administrations in charge of integration (in particular the Office for Integration) and focuses on operating procedures but there is still a lack of general directives (*ibid.*:

24-25). What are the target audiences of integration policies: marginalized populations? Previous migrants or those who have recently settled in the country? What is the role of the State of Geneva in a matter of integration: a role of coordination and activation or rather a strong presence on the ground? It seems that the law on integration does not answer these key questions while application texts have never been enacted. Limits of the law highlight that the shift to a pattern of cooperative policy is still under way (*ibid.*: 23).



3.10. What are the main welfare programs addressing the needs of the POPULATION TARGET THREE? Please separate income support measures from in-kind services (including policies aimed at supporting the access to housing and to employment) and shortly describe the amount and kinds of benefits and the related eligibility criteria; please specify if these measures are provided by local/regional/national agencies or institutions, by public/third sector/private/self-help organizations

Income measure	support	Description	Government level	Type and amount
Fixed amount		This Federal measure aims at supporting access of migrants to the labour market and command of the French language. The ODM attributes to the cantons an amount euros per authorized migrant each three months.	Federal (The Confederation).	This federal support is for migrants who obtained the <b>status of refugee</b> and for those who get a <b>temporary residence permit</b> . 4,800 euros per migrant each three months. This support goes directly to the cantonal Office for Integration that manages money.
Social assistance for basic maintenance.		This support is for <b>asylum seekers</b> who have a residence permit until the decision or for <b>foreigners without any authorization to stay and who asked for it</b> . This support is for basic needs such as food, clothes etc. It is granted until the administrative decision concerning the future of foreigners in the country.	Cantonal level "Hospice general".	Means-tested measures. Ordinary amount for a single people: 365 euros per month. Two people: 639 euros. Three people: 840 euros. Four people: 980 euros.  Note: asylum seekers are not allowed to perceive family allowance.
Different allowances (maternity allowance, monthly family allowance etc.)	family (maternity monthly family allowance etc.)	These different supports are for people living in the canton of Geneva. Unemployed people have to contribute to the AVS in order to receive family allowances. Only <i>authorized migrants</i> may access these support measures.	Cantonal level	Family benefits. See previous section p.11 for amounts.
Supports for Low income tenants		Direct supports to tenants start from the idea that the rent should not be over 25% of the household income.	Cantonal	Direct supports to tenants start from the idea that the rent should not be over 25% of the household income. The support is the difference between the real rent and what is affordable for the household.

In kind services	Description	Level
Counseling regarding employment, residence permits, Invalidity insurance, childcare.	These services are for vulnerable populations living in Geneva including migrants without any authorization to stay.	The third sector (Caritas, Protestant Social Center, Centre Contact Suisses Immigrés). Many organizations are involved and available.
French lessons for adults and programs for professional training (skills assessment etc.). School support for children	These services are mainly for unemployed migrants. Training certificates are provided at the end of the course.	The third sector (Camarada, Voie F Tierra incognita etc.).  The third sector (Camarada for instance).

3.11. Have there been changes in the public expenditure levels or eligibility criteria of these programs over the last 10 years? Have there been changes in the level of supply/ in the coverage level/in the amount of benefits? Have specific mismatches between supply and demand emerged?

Migration policy in Switzerland, as in other European countries, has been characterized by a greater distinction between diverse categories of migrants. In particular, legislation in the last decade has distinguished UE migrants whose rights have been broadened, in particular in a matter of circulation and access to a residence permit after a settlement of five years, and migrants coming from other countries. Law concerning this latter category is much more restrictive and a quota of 9 000 migrants each year has been implemented; only 4 000 will be able to obtain in the future a resident permit enabling them to make their stay in the country longer. UE migrants and those coming from other countries are therefore considered in different ways even though they are qualified. Switzerland mainly seek qualified migrant coming from the UE. At the other extreme, we find migrants who are not desirable, in particular number of asylum seekers. We therefore witness a civic stratification of migrants, with a variety of status and rights attached to them, the latter structuring in depth differential migrants' inclusion (Carmel *et al.* 2009).

This stratification is reflected in the change of public expenditure over the last ten years. Thus, public funding is tightening around incentives to authorized migrants' participation to the labour market, training and command of the local language. On the other hand, legislation is becoming tougher for those who are not authorized. Since 2003 and following a program of budgetary saving, rejected asylum seekers are not allowed to benefit from social assistance. Moreover, unauthorized migrants, who are approximately 8,000 in the canton, cannot access diverse welfare services (in a matter of housing, childcare or employment).

## 4. HOUSING FIELD

4.1. What have been the main changes in the local housing market, distinguishing the rent market and the property market? How has been the trend of real estate prices?

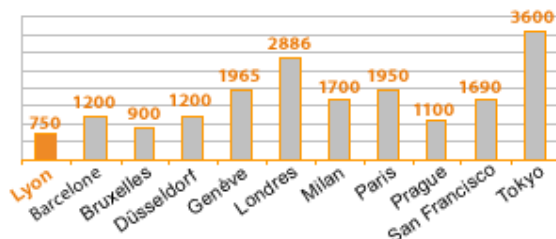
First of all, we have to remind that ownership is largely in the minority in Switzerland as only 34.6% of people live in their own dwellings. In the canton of Geneva, only 15.8 % of dwellings are occupied by their owners. The low rate of home ownership has to be qualified however as it tends to increase since the 1990s and also the rate varies according to the type of household: families with children are more numerous to own their house than the households without any children. Around 50% of households with children own their dwelling. Private rented housing is very well developed representing more than 60% of the Swiss population, and even more in big cities such as Zurich, Geneva, Basel or Lausanne.

Concerning evolution of the rent market, a first feature is the very low rate of available dwellings. In 2011, only 0.23% of dwellings that we found in the city of Geneva were available. This percentage was 1.0 in 2000. Moreover, the percentage of new buildings out of the total dwelling stock is the lowest in Switzerland: only 358 buildings with new dwellings were built in 2010, that is to say 0.8% new buildings with dwellings for 1000 residents. In comparison, in the canton of Bern, in 2010, 1,357 dwellings were built (1.4% of new buildings for 1,000 residents).

The trend for rent prices in the canton of Geneva: 15 euros per m<sup>2</sup> in the private market and 12 euros per m<sup>2</sup> for subsidized dwellings. Trend is an increase of rent prices, especially

in old dwellings needing renovation. The following graph shows that rent prices in the city of Geneva is much higher than that we find in cities such as Lyon, Brussels or Barcelona.

Average rents in large cities in Europe and around the world  
(average in € per month). Unfurnished apartment (2 bedrooms)



The trend for property price for flats is: 6,400 euros per m<sup>2</sup> (2009).

Among buyers, the rate of foreigners has tended to increase. In 2000, foreigners represented 27% of buyers of flats. In 2009, percentage was ten points more. This trend is also observable for people buying houses (30% in 2000 and 42% in 2009).

#### 4.2. Has the access to housing been proved to be more difficult over the last 10 years? What groups of populations have been more affected?

A touchy debate in the Geneva region is about the low rate of available dwellings. It seems that there is a gap between a solid economic growth of the city that welcomes a great number of new workers each year and the low number of built dwellings. The outcomes are: very high prices, especially in the city centre, number of households that cannot afford housing and increasing social tensions about this issue with political consequences. Another outcome is a very low residential mobility of households. The 2008 crisis that meant a rise of unemployment and additional problems in a matter of housing, especially for low qualified migrants and young people.

#### 4.3. Has there been a spread in critical situations such as overcrowding, difficult affordability (BOTH FOR OWNERS AND FOR RENTERS), hard hygienic conditions, evictions, homelessness? What social groups have been mainly affected?

The main important problem in the Canton of Geneva is affordability as we have mentioned above. The low rate of available dwellings means that rent prices are very high in the core city as in certain parts of the Canton of Geneva. Many households have to move to the Vaud canton (for instance in the district of Nyon) or to the French region (Ain and Haute-Savoie) to become owner. As seen above, lack of available dwellings and rent prices create resentment among some categories of the local population. Quality of housing is quite high overall. Social housing, for instance, does not suffer from decay and we find as a whole a high quality of housing. Also, in subsidized housing, we do not find only poor and unemployed populations but also the higher fractions of the working-class populations and even the lower middle-class groups. The weak level of decay may also be related to the fact that tenants living in dwellings owned by cooperatives are members of the cooperative and receive partnership shares. This membership is likely to develop a responsible attitude towards the housing and its environment.

#### 4.4. What has changed in the most critical urban areas with high concentration of problematic social groups? E.g. worsening or improvement of existing problems, emerging of new problems, etc.

Differing from other cities, Geneva does not comprise poor neighbourhoods suffering from an high social segregation and urban marginality. At the city level, we find four areas where we find a relative concentration of low income populations -*Paquis*, *Sécheron*, *La Jonction* and *La Batie acacias*. They are located in the city centre or very close and we find therefore good transport connections to the other parts of the city. It is for instance useful to look at the changes taking place in the area *La Jonction*. A report done by the *Unité d'Action Communautaire* (2010) of this neighbourhood shows an increasing number of conflicts and social interventions in comparison to the previous years. A few buildings concentrate vulnerable populations such as elderly people, people suffering from psychic trouble and those who have dropped out of school. According to the report, precarious living conditions now concern households who were previously quite protected and therefore claims for social assistance have soared. At the same time, this area is experiencing very significant changes such as a progressive settlement of (upper) middle-class as well as an implementation of museums and art galleries. In this area, a common discourse is that the city centre has been displacing towards *La Jonction*. Residents of the neighbourhood told us how they have been perturbed by these current changes. The extent to which they might witness a process of gentrification will be discussed in the last version of the report.

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## OFFICIAL WEBSITES

The Swiss Federal Office of Housing (OFL)  
Federal Office of Statistics, [www.statistique.admin.ch](http://www.statistique.admin.ch)  
Statistics of the Geneva State <http://www.ge.ch/statistique/>

Economy and labour market -The core city: Geneva  
Level Nuts 3: canton of Geneva

Indicators	Measures	Territorial level	Time series
Trend in GDP	Canton : 75 000 euros per resident	Switzerland : 57 000 euros per resident	A slight increase at the national level since 2000. Increase is more significant at the cantonal level.
Trend in employment per macro-economic sector	<p><b>The core city:</b> Banking and business services: 40% of employment Retail trade and tourism: 20% of employment.</p> <p><b>Canton of Geneva (employment according to sectors):</b> Advanced services and banking: 28% Other services (teaching, social, health, tourism, retail trade, transport, reparation etc.): 56% Manufacture : 10,5% Construction : 5.5% Agriculture: 0.7 %</p>	<p><b>At the national level (employment according to sectors):</b> Advanced services and banking: 17% Other services (teaching, social, health, tourism, retail trade, transport, reparation etc.): 52,1% Manufacture: 15, 7% Construction: 7% Agriculture: 3.4%</p>	
Trends in participation in the labour market Full-time/Part Time Unemployment Long term unemployment	<p><b>At the cantonal level:</b> Part of active population among the whole population (more than 15 yo): 65 Part-time jobs: 27% (in 2009) Rate of unemployment: 5.6% Long term unemployment: 33%</p>	<p><b>At the national level:</b> Part of active population among the whole population (more than 15 yo): 67.9 Part time jobs: 33,3% Unemployment: 3.4% Long term unemployment: 33.6%</p>	A very significant increase of part-time jobs since the 1990's in particular within the female population and highly qualified jobs.
Trends in the level of employment benefits, employment services, professional training etc.	See detailed data in the city report.		

## Demographic change and family

Indicators	Measures	Territorial level	Time series
TRENDS in the proportion of the elderly (over 65 years)	<b>Canton of Geneva:</b> 15.7% of the resident population	<b>At the national level:</b> 16.4% of the resident population	An increase in the last decade.
TRENDS in fertility and birth rates TRENDS in the female activity and employment rates by nationality / age / educational level	<b>Canton of Geneva:</b> Fertility: 1.43 per woman Female activity: 58% of women (+15 y.o) are part of the labour force. 51% of women with a job have a part time occupation	<b>At the national level:</b> Fertility: 1.5 per woman Female activity: 61% of women (+15 y.o) are part of the labour force. 57% of women with a job have a part time occupation	A slight increase in the rate of fertility - canton of Geneva since the 1980's. Stable since 2000. Rate of female activity increases at the national and regional levels.
TRENDS in the proportion of singles, lone parent families, couples with children in pre-school age, in the family size and number of children per family TRENDS in the marriage and divorce rates	<b>Canton of Geneva:</b> Single-people household: 41 % of households as a whole Lone-parents families: 7% Average size of families: 2.11 Marriage/divorce: half of marriages tend to fail.	<b>At the national level:</b> Single-people household: 36% Lone parent families 5.2% Average size of families: 2.3	An increase of single people households at the national and regional levels since the 1990's. Part of households with children decrease.
TRENDS in childcare services, <3 and 3-5 (public expenditure, coverage rates) TRENDS in family/children benefits (public expenditures, coverage rates, amount of benefits)	The core city: 50% of families' needs are covered. Amounts of family benefits tend to increase (e.g. child benefit, birth allowance, allowance for school and training).	A relatively low coverage at the national level but a progressive increase of coverage in the last decade.	



## Immigration

Indicators	Measures	Territorial level	Time series
TRENDS in immigration rates, in the proportion of migrants/ethnic population over the total population (with breakdowns for the main five ethnic groups)	<b>The core city:</b> 46% of residents are foreigners.	<b>The canton:</b> 39% of residents are foreigners. At the national level: 22.4% of residents are foreigners. 65% come from the UE/AELE.	An increase of foreign population in the last decade (+3% at the national level between 2009 and 2010).
Occupational positions (occupational status and professional activity) of the migrant /ethnic population (with breakdowns for the main five ethnic groups)	<b>For detailed data, see pp. 20-22 in the report</b>	Comparing data at the regional and national levels shows that foreigners have overall higher occupational status in the canton than at the national level. This is due to the relative concentration of wealthy and well educated foreigners in the canton of Geneva.	The more settlement of migrants is recent, the more they are qualified and get quite good jobs. A long settlement in Switzerland may be considered as a predictor of low wage jobs (see the report for detailed data).
Housing tenure (owners, rent, ...) of the migrant population (if possible also with breakdowns for the main five ethnic groups)	The ownership is not developed at the regional level. Only 15.8% of residents own their dwelling. Migrants are also mainly tenants and research done on this topic shows prejudice against foreigners on the rental labour market. However, as showed in the report, in the canton of Geneva, foreigners represent 27% of buyers of flats and 42% of buyers of houses.	I did not find this data.	At the cantonal level: Part of foreigners among the
TRENDS in welfare provisions or in-kind services addressing migrants (and share of migrant groups over the whole population for services provided to all workers/citizens: expenditures and coverage levels)	For detailed data, see pp. 25-28 in the report.		

## Housing

Indicators	Measures	Territorial level	Time series
TRENDS in the tenure status of the population (proportion of owners, renters, persons in social housing, etc.) by nationality /age groups	<b>Canton of Geneva:</b> Percentage of dwellings owned by occupants: 15.8	<b>At the national level:</b> Percentage of dwellings owned by occupants: 34.6	Slight and low increase of the rate of ownership (trend 1990-2000).
TRENDS in housing prices (property and rent market) by areas	<b>Canton of Geneva:</b> Average price of renting: 980 euros (cantonal data 2010) (private and subsidized sectors).  <b>Property market Canton of Geneva:</b> 6 400 euros per m <sup>2</sup> .	<b>National level:</b> Average price of renting: 850 euros (data 2000).	Significant increase in rent prices in the canton of Geneva (trend 1990-2010).
TRENDS in the proportion of families with housing problems (overcrowd, difficult affordability, evictions, etc.) by nationality /age groups	Not found.	Not found.	
TRENDS in the social housing stock, subsidized rent, subsidizes ownership, housing welfare benefits (subsidies, etc.): public expenditures, coverage rates, average level of benefits	<b>Canton of Geneva:</b> Subsidized housing represents 10% of the housing stock (1/4 in the core city). Average subsidized rent: 876 euros in average against 1,000 euros in the private sector. Shortage estimated: 2,500/3,000 missing dwellings. Public expenditure: 28 millions of euros per year for the development of subsidized housing according to the head of the Office for Housing.	Not found.	Not found.

## THE AUTHOR

**Dr Nathalie Kakpo** is a researcher in the department of sociology of the University of Geneva. She got a Phd in sociology about the French second-generations at school, in the labour market and how social trajectories shape Islamic beliefs and practises among the youth. This Phd thesis was turned into a book published by the Presses de Science Po in 2007. Nathalie Kakpo also worked on the French urban riots and she contributed to a book written on the issue and translated into Italian. After her PhD, she carried on with her research in Milan and London working on integration of immigrants into the European labour markets and interethnic cohabitation in urban neighbourhoods.

### THE WILCO PROJECT

**Full title:** Welfare innovations at the local level in favour of cohesion

**Acronym:** WILCO

**Duration:** 36 months (2010-2013)

**Project's website:** <http://www.wilcoproject.eu>

#### **Project's objective and mission:**

WILCO aims to examine, through cross-national comparative research, how local welfare systems affect social inequalities and how they favour social cohesion, with a special focus on the missing link between innovations at the local level and their successful transfer to and implementation in other settings. The results will be directly connected to the needs of practitioners, through strong interaction with stakeholders and urban policy recommendations. In doing so, we will connect issues of immediate practical relevance with state-of-the-art academic research on how approaches and instruments in local welfare function in practice.

#### **Brief description:**

The effort to strengthen social cohesion and lower social inequalities is among Europe's main policy challenges. Local welfare systems are at the forefront of the struggle to address this challenge - and they are far from winning. While the statistics show some positive signs, the overall picture still shows sharp and sometimes rising inequalities, a loss of social cohesion and failing policies of integration.

But, contrary to what is sometimes thought, a lack of bottom-up innovation is not the issue in itself. European cities are teeming with new ideas, initiated by citizens, professionals and policymakers. The problem is, rather, that innovations taking place in the city are not effectively disseminated because they are not sufficiently understood. Many innovations are not picked up, because their relevance is not recognised; others fail after they have been reproduced elsewhere, because they were not suitable to the different conditions, in another city, in another country.

In the framework of WILCO, innovation in cities is explored, not as a disconnected phenomenon, but as an element in a tradition of welfare that is part of particular socio-economic models and the result of specific national and local cultures. Contextualising innovations in local welfare will allow a more effective understanding of how they could work in other cities, for the benefit of other citizens.