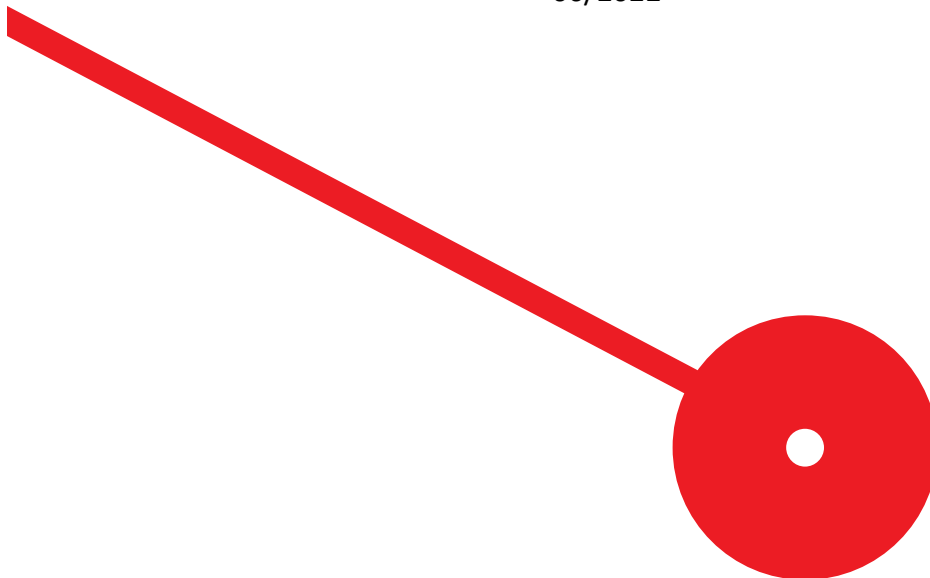




Portuguese Migration to Germany and
the Portuguese Labour Force in
Baden-Württemberg: Internship
Report at the Consulate-General of
Portugal in Stuttgart
Daniel Costa Brandão

06/2022

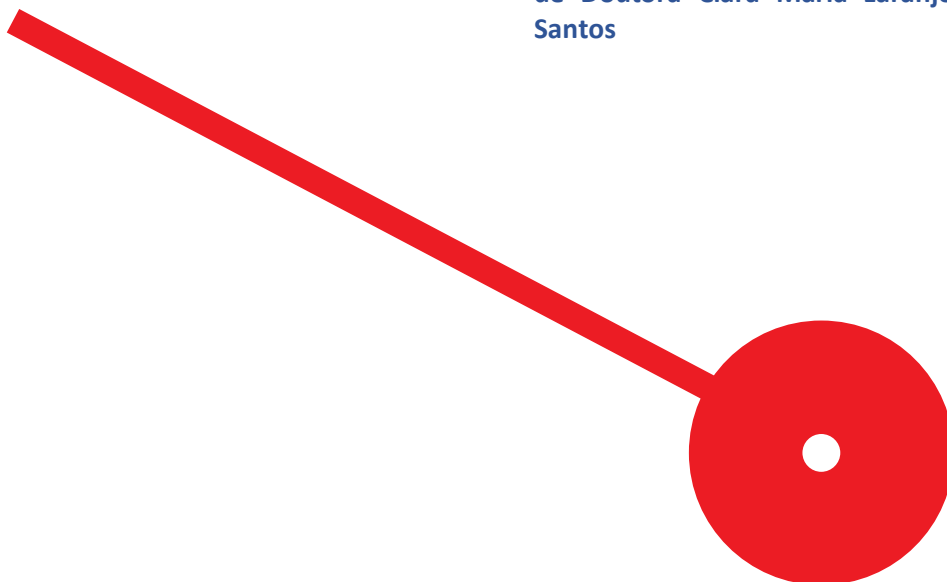




Portuguese Migration to Germany
and the Portuguese Labour Force in
Baden-Württemberg: Internship
Report at the Consulate-General of
Portugal in Stuttgart

Daniel Costa Brandão

Relatório de Estágio apresentado ao Instituto Superior de Contabilidade e Administração do Porto para a obtenção do grau de Mestre em Intercultural Studies for Business, sob orientação de Doutora Clara Maria Laranjeira Sarmiento e Santos



Acknowledgments

I would like to thank my family for their unconditional support, for always being there for me and making this accomplishment possible.

To my master's degree friends, thank you for the support, assistance and encouragement. This work was much more challenging than I expected, and because of you I was able to push myself and deliver the final results.

To my report supervisor, Professor Clara Sarmiento, I want to thank for the assistance, guidance and honesty through this journey.

To my internship supervisor, Ms. Carla Saragoça (Consul-General of Portugal in Stuttgart, during the time of the internship), I would like to present my thankfulness for always making sure that I was comfortable with my daily-work and for having the time to reply to every type of questions or doubts I had.

Last but not the least, to *Instituto Superior de Contabilidade e Administração do Porto*, I want to acknowledge that this master's degree was one of the, if not, the best experience I ever had. The opportunities that were available made me reach where I am now, and for that I will always be thankful.

Resumo:

Este relatório foi realizado como trabalho final do mestrado em Estudos Interculturais para Negócios no Instituto Superior de Contabilidade e Administração do Porto (ISCAP). Com ele, visou apresentar uma reflexão e análise detalhada do meu estágio curricular de 4 meses na Alemanha entre Janeiro e Abril de 2021, mais especificamente, no Consulado-Geral de Portugal em Estugarda. Para a União Europeia, a migração é um aspecto crucial dos seus valores fundamentais. Por conseguinte, conceitos como emigração, imigração, multiculturalismo, interculturalidade e trânsito intercultural são de extrema importância. Este relatório centrar-se-á primeiro na compreensão essencial destes conceitos e depois passará a uma visão geral do próprio Consulado de Estugarda, da migração portuguesa no estado em que se encontra e do meu papel e experiência como estagiário. O principal objectivo é provar quão vital é o trabalho desta representação diplomática para o sucesso da integração dos emigrantes portugueses, levando a um melhor ambiente intercultural e ao bom funcionamento das nações irmãs da União Europeia. Durante este período, pude também desenvolver uma compreensão mais profunda da força de trabalho portuguesa no estado de Baden-Württemberg.

Palavras chave: Migração; Interculturalidade; Portugal; Alemanha; Consulado.

Abstract:

The following report is carried out as the final work of the master's degree in Intercultural Studies for Business at the Porto Accounting and Business School (ISCAP). It aims to present a detailed reflection and analysis of my 4-month curricular internship which took place in Germany between January and April 2021 at the Consulate-General of Portugal in Stuttgart. For the European Union, migration is a fundamental aspect of its core values. Therefore, concepts such as emigration, immigration, multiculturalism, interculturalism, and intercultural transit are of paramount importance. This report focus will first be on providing the essential understanding of these concepts and then shift to an overview of the Consulate of Stuttgart itself, the Portuguese migration in the state in which it is located and of my role and experience as an intern there. The main goal is to prove how vital the work of this diplomatic representation is for the successful integration of Portuguese migrants leading to a better intercultural environment and proper functioning of the sister nations of the European Union. Through this period, I was also able to develop a deeper understanding of the Portuguese labour force in the Baden-Württemberg state.

Key words: Migration; Interculturality; Portugal; Germany; Consulate.

Table of Contents

Introduction	12
Chapter I – Intercultural Transit in Germany and the Portuguese Emigration/Immigration	15
1.1 Concepts: emigration, immigration, multiculturalism, interculturalism, and intercultural transit	16
1.2 Migration in Europe: Refugee and asylum seekers crisis in Europe	18
1.3 Contextualization: Portuguese emigration to Germany	21
1.4 Characterization of the Portuguese immigration in Germany	23
Chapter II – Baden-Württemberg State Characterisation	26
2.1 Baden-Württemberg and its socioeconomic, cultural, linguistic and political characteristics	28
2.2 The Baden-Württemberg Industry Sector	31
2.3 The Portuguese Labour Force in Baden-Württemberg	33
Chapter III – The Consulate-General of Portugal in Stuttgart	39
3.1 Historical Background (origins-1950)	41
3.2 Geographical Reach	42
3.3 Organic Structure	44
3.4 The Role of the Consulate:	45
3.4.1 Consular Assistance and Protection	46
3.4.2 Additional Challenges due to Covid-19	46
3.5 Composition	47
Chapter IV – Description of the Internship Activities	50
4.1 Duration, Location, Hierarchy and Team	52
4.2 Administrative Roles:	53
4.2.1 Schedule Creation	53
4.2.2 Inventory List	54

4.2.3 Scouting for Contacts	54
4.2.4 Archive	55
4.3 Technical Roles:	55
4.3.1 Citizen Card (CC) and Passport	55
4.3.2 Consular Registrations	56
4.3.3 Address Change	56
4.3.4 Birth Registration	57
4.3.5 Emergency Travel Title	57
4.3.6 Temporary Passport	58
4.3.7 Underage Travel Authorization	58
4.3.8 Power of Attorney	58
4.3.9 Matrimonial Capacity Certificate	59
4.3.10 Certificates	59
4.3.11 Signature Recognition	59
4.3.12 Voter Registration	60
4.3.13 Certified Copy	61
4.4 Other Activities: mail management	61
4.5 My contribution and challenges	61
Conclusion	63
References	66

List of Figures

Figure 1: Refugee numbers in EU, between 2010 and 2020	20
Figure 2: Portuguese residents in Germany between 2010 and 2020, born in Portugal. 23	
Figure 3: Number of citizens distributed by Consular area, 2020.....	42
Figure 4: Composition of mission members across diplomatic representations	48

List of Tables

Table 1: Portuguese migrants in Germany, per gender and group age, 2020.....	24
Table 2: Number of Portuguese workers, per industry and between 2010-2020, in Baden-Württemberg.	34

Abbreviations

CC	Citizen card
CDU	Christian Democratic Union
CGPS	Consulate-General of Portugal in Stuttgart
DGAEP	Direção-Geral da Administração e do Emprego Público
EU	European Union
FRI	Fundo para as Relações Internacionais
GDP	Growth Domestic Product
ISCAP	Instituto Superior de Contabilidade e Administração do Porto
IOM	International Organization for Migration
OECD	Organisation for Economic Co-operation and Development
R&D	Research and Development
UK	United Kingdom
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNHCR	United Nations High Commissioner for Refugees
VCCR	Vienna Convention on Consular Relations

Migration is a complex multi-level phenomenon, that has been shaping societies, governments and states throughout History. It involves the movement of people across borders or different regions within a state for more than a year, and it can be voluntary or involuntary regardless of the means used (regular or irregular) (European Commission, n.d.).

For the European Union (EU), migration is a fundamental aspect of its core values. It is so important that there was a necessity to make sure that this historical legacy would remain preserved through time. Therefore, this is expressed in the Article 3, point 2 of the Treaty of the European Union:

The Union shall offer its citizens an area of freedom, security and justice without internal frontiers, in which the free movement of persons is ensured in conjunction with appropriate measures with respect to external border controls, asylum, immigration and the prevention and combating of crime (European Union, 2012).

An individual that migrates is “classified” as a migrant, which is a deeper far more complex concept to define. According to the International Organization for Migration, a migrant is:

An umbrella term, not defined under international law, reflecting the common lay understanding of a person who moves away from his or her place of usual residence, whether within a country or across an international border, temporarily or permanently, and for a variety of reasons. The term includes a number of well-defined legal categories of people, such as migrant workers; persons whose particular types of movements are legally-defined, such as smuggled migrants; as well as those whose status or means of movement are not specifically defined under international law, such as international students (International Organization for Migration, n.d.).

During four months, I worked in this context. From January 15th 2021 to April 15th 2021, I was part of the Consulate-General of Portugal in the Stuttgart (CGPS) team. As a general

intern, I followed the daily bureaucratic issues that Portuguese migrants face when living in Germany, thus allowing me to analyse how vital the work of this diplomatic representation is for the successful integration of Portuguese migrants, leading to a better intercultural environment. Throughout this period, I was also able to develop a deeper understanding of the Portuguese labour force in the German federal state that I lived and worked in.

This report will first address concepts that are important within these migration dynamics, then focus specifically on the migration of Portuguese citizens to Germany and the characteristics of Portuguese migrants (chapter I). Thereafter, I will explain how the Baden-Württemberg State is characterised and how it can help to create a profile of the Portuguese labour force (chapter II). Finally, I will give a general explanation about the Consulate-General of Portugal in Stuttgart (chapter III) and then describe my contribution and the biggest challenges faced during my internship there (chapter IV). Last but not the least, I will enumerate all the conclusions I reached - after my internship - regarding the hypothesis I had first formulated about the importance of the Consulate's work for the integration of migrants and the proper functioning of one of the European Union main pillars: interculturality.

Any comments or analysis made by me in the course of this report are based on my personal experience as a trainee at the Consulate-General of Portugal in Stuttgart between 15-01-2021 and 15-04-2021, as I have already mentioned, and on properly cited literature reviews.

In correspondence to the convenient research methodology, the starting point was the associated literature studied through the master's degree. From there, it expanded and most of the literature used in this essay was found online, with some exceptions of physical books. Great part of some conclusions and views taken in this work are reached by acquired knowledge while working on the field, observing and taking notes, in first person, about the work conducted in the Consulate premises. Some of the gathered data was found online, other was presented to me after contacting respective institutions by email, phone call or online requests.

**CHAPTER I – INTERCULTURAL TRANSIT IN GERMANY AND THE
PORTUGUESE EMIGRATION/ IMMIGRATION**

Because the main topic of this chapter is migration, it is important to firstly understand some valuable concepts. This first chapter addresses the five linked key concepts of emigration, immigration, multiculturalism, interculturalism, and intercultural transit, since I believe their explanations are of paramount importance to the understanding of the role I played during my internship. Besides that, due to the always increasingly interconnected and interdependent society we live in, the understanding and appreciation of these elements and their pros and cons is crucial.

1.1 Concepts: emigration, immigration, multiculturalism, interculturalism, and intercultural transit

An important part of this work is to understand albeit partially what migration translates into. According to the European Commission (n.d.), migration is defined as the movement of a person either across an international border or within a state, for more than one year regardless of the causes, voluntary or involuntary, and the means, regular or irregular, used to migrate. For its part, and according to the Merriam-Webster dictionary (2022), people are emigrants when they leave their country of origin for more than one year, and immigrants when they enter a new country where they intend to live and work, once again, for more than one year.

When individuals or families decide to migrate, complex social and behavioural phenomena between cultures happen. It is debatable if in this process of living abroad there is a constant interaction between cultures or if there are multiple cultures living in the same environment with less interaction between them. Concepts associated with these separate ideas are denominated as multiculturalism and interculturalism (Meer & Modood, 2012).

On the one hand, the notion that there are multiple cultures living simultaneously in the same environment in order to maintain social cohesion, but not inclusion is linked to multiculturalism. It is based on a bordered, fixed space, containing different cultures living together but not having deep connections between them (Sarmiento, 2014). On the other hand, interculturalism defends the idea of constant interaction and dialogue between people from different backgrounds. This idea creates a broader notion of society where a lesser necessity to classify social and cultural groups is implied. It drives a mutual feeling of citizenship and belonging across every individual, despite their nationality. It also

opens channels to achieve intercultural dialogues and is an important factor for the integration of immigrants (Sarmiento, 2014). Constant interaction between citizens of a member state and immigrants is a fundamental mechanism for a successful integration (European Commission, 2004). It is something that needs to be reciprocal, the immigrant citizen needs to be willing to get out of their comfort zone and explore the new reality their living in. On the other hand, the receiving state must provide tools and platforms to allow a good interaction between parts.

As stated by Sarmiento (2014), these intercultural transits have always been present, from colonialism to the present day. The author also underlines that there is an inexhaustible multiplicity of ways of sharing cultures and thinking critically about diversity as globalisation and its consequences have become part of the status quo. The contemporary intercultural journey is a global journey driven by new technologies and this concept of intercultural journeys underpins all the implicit parts of communication, diversity, and transit that the prefix *inter* suggests. In the words of the author:

In this way we cross the first great border to intercultural transit – the frontier created by the concept of culture itself – avoiding the commonplace notion of the intercultural as simply us versus them, and steering clear of the fundamental error of interculturalism that ignores the diversity and dynamism contained in its own definition (Sarmiento, 2014).

It is also important to understand the crucial role of local governments. It is more likely for an immigrant to feel a deeper connection with the city they're living in than the country. For this reason, we have been seeing a slight take over and development on integration policies by major cities in Europe. London, Berlin and Amsterdam are some examples of cities where local governments have been developing their integration policies much faster than the respective national governments (Scholten & Penninx, 2016). Every major European city has a slightly specific immigration demography. This means that the implementation of such integration policies is going to differ between cities of different countries and even between cities of the same country. In a way, this happens because of the different nature of each ethnic group (Scholten & Penninx, 2016).

1.2 Migration in Europe: Refugee and asylum seekers crisis in Europe

Migration phenomena in Europe have evolved over the years and can be explained by many reasons, such as changes in migration policies, job search in the destination country, searching for a better quality of life, welfare state, education, freedom of expression, fleeing conflict and violence, and so many others (Castles et al., 2014).

In this evolution we can find four main distinct phases:

- 1st phase (1945 -1970)
- 2nd phase (mid 1970 - mid 1990)
- 3rd phase (mid 1990 - 2008)
- 4th phase (2008 - present) (Vezzoli et al., 2018).

The 1st phase corresponds to the strong industrial development in the post-war period. The transformation of large-scale economies in developed countries has led to the concentration of investment and production (Stalker, 2002). As a result, a large number of foreign workers were employed or contracted, essentially coming from Mediterranean countries. It was during this phase that the current idea of migration-exporting and migration-importing states strengthened. The oil crisis in 1973 put a stop to the recruitment of foreign workers and thus put an end to this migratory phase (Castles et al., 2014).

The 2nd phase coincided with the implementation of neoliberal policies across Europe, focused on making labour markets less regularised, more flexible and with an increasing privatisation of state-owned enterprises. The negative consequences of the 1973 crisis led to the dismissal of many factory workers, for which reason a large migratory movement of returnees was anticipated. However, this prediction did not materialise and, paradoxically, there was an increase in permanent residence. Additionally, there has been an exponential increase in family reunifications in host countries (Castles et al., 2014).

The 3rd phase is also followed by the implementation of new international policies. This time, the enlargement of the European Union to the Eastern bloc led to a large number of individuals and families emigrating to more developed countries in search for a better quality of life than the one found in the former Soviet states. Coincidentally, the implementation of integration policies and the deepening of European identity led to the

creation of the Schengen zone, determining the space where the free movement of people and services is possible (Stalker, 2002).

The 4th and current phase began in 2008, a year marked by the global economic crisis. Similar to what happened in 1973, there was an attenuation of migratory flows. This time, noting a general increase in unemployment, generations of recent graduates had no alternative but to emigrate (Vezzoli et al., 2018). The crisis led to interesting diverse effects in the migration flows, especially in Europe. The high unemployment rate, particularly in Mediterranean countries, affected the attractiveness to receive migrants and it shifted towards countries with better economic capabilities (Bertoli et al., 2013).

According to the Organisation for Economic Co-operation and Development (OECD) migration report, from 2010 to 2017, of the countries belonging to this organisation, Germany, the United Kingdom (UK) and Spain were, respectively, the 2nd, 3rd and 4th country with the highest levels of immigration inflow. By 2017 the biggest intra EU immigration countries were Austria, Belgium, Denmark, the Netherlands and the UK. Humanitarian migration - although it is not the main channel of migration into Europe - it is the second largest factor for migration in Austria, Germany and Sweden. From 2015-2017, labour migration has increased. The biggest European country to reflect this development was Germany and also some significant numbers rose in the UK, Sweden, Netherlands, France and Portugal (OECD, 2019).

Nowadays, the refugee and asylum seekers crisis is one of the top concerns for European Institutions and countries. Although it is not something recent, every year hundreds of thousands of people are forcibly displaced from their home countries, due to several reasons, such as fear of persecution, conflict, violence, or other circumstances that have seriously disturbed public order. This year (2022) we have already seen more than 10 million Ukrainians fleeing their homes due to the invasion and consequent war with Russia (UNHCR, 2022).

According to the 1951 Convention and Protocol Relating to the Status of Refugees, a “refugee” is any person that:

...owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is

unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it (UNHCR, 1951).

An asylum seeker, on the other hand, is someone that is searching for international protection but whose call for refugee status has not yet been approved (Amnesty International, 2021).

Figure 1 exhibits the number of refugees in the European Union between 2010 and 2020.

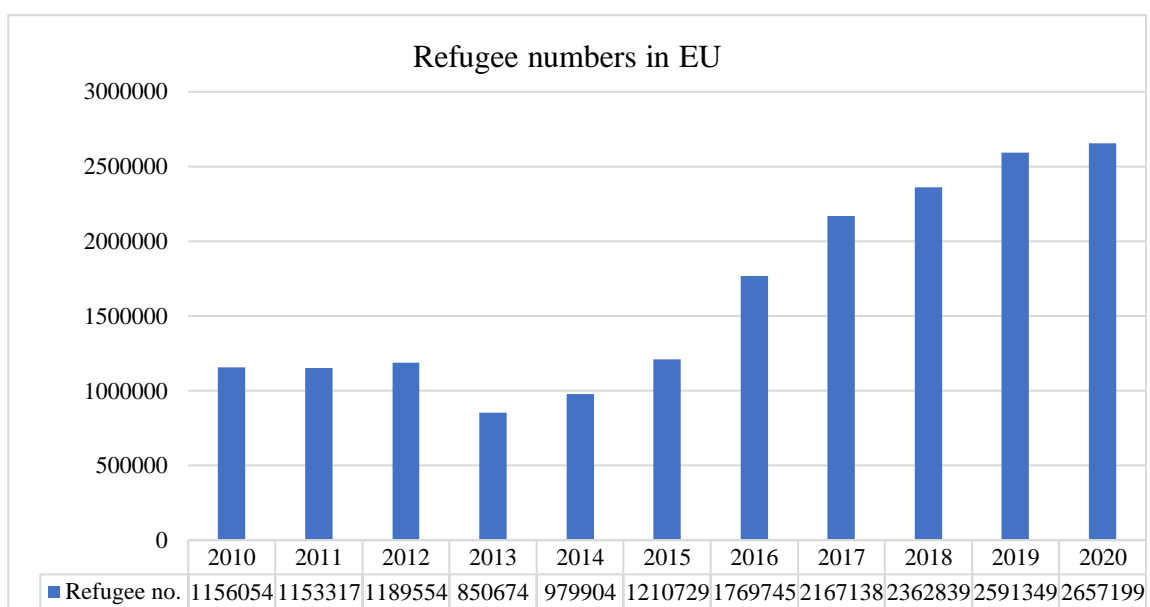


Figure 1: Refugee numbers in EU, between 2010 and 2020

Source: Created by the author with data from The World Bank – Refugee population by country or territory of asylum

According to the World Bank data, by 2020 the number of refugees in the European Union was above 2.5 million people (World Bank, n.d.). Only in Germany, this number was slightly above 1.14 million. Between 2011-2015 the top countries of origin for refugees and asylum seekers belonged to the Middle East region. Iraq, Iran, Syria and Turkey represented the biggest source of migration. Within the same period, the EU

countries that received the higher number of asylum seekers applications were Germany, Sweden, France, Italy and Hungary. Germany alone counted nearly 27 percent of the total EU asylum seekers applications (Hatton, 2017).

In 2015, Angela Merkel addressed the refugee migrant flow in a controversial way. The phrase used by her, “We can do this”, sparked a huge influx of refugees and asylum seekers to Europe, aiming specifically to Germany (Hille, n.d.). As a direct consequence of that statement, between 2015 and 2019, Germany has received 1.7 million asylum seekers applications, 750.000 only in 2016 (Oltermann, 2020).

Portugal is not considered one of the top countries of immigration, neither for EU workers nor for refugees. In 2017, it received 40.000 immigrants and in 2018 the number of asylum seekers was nearly 1.200 (OECD, 2019). However, since this report also focuses on Portugal, the next subchapter will deliver an important view of this country's emigration numbers to one of the biggest European host countries, Germany.

1.3 Contextualization: Portuguese emigration to Germany

It is hard to determine the numbers of Portuguese migration to Germany in the period before the two great wars. Official records show that this emigration destiny was classified as “other countries” and it was only after 1964 that it began being individually tracked. However, this shows that the Portuguese migration to this country was considerably low, thus not relevant before this period (Antunes, 1970).

The guest-work system, which is a program that allows foreign workers to temporarily reside and work in a host country until a next round of workers is readily available to switch, was eventually what contributed to the initial phase of the Portuguese migration to Germany (Castles, 1986). During the 50's and 60's, Germany faced a tremendous shortage of unskilled and manual workers. This led to an active recruitment process in which German companies would request to the German Labour Office the type of workers they were searching for. The German Labour Office then would communicate to *Junta da Emigração*, which is the Portuguese counterpart to the German institution, providing the requirements of ideal guest workers. Ultimately, it was the role of *Junta da Emigração* to select Portuguese workers having in consideration the German requirements (Antunes, 1970).

In 1973, as mentioned previously in this report, the oil crisis led to a stoppage in active recruiting. From 1974 to 1986, Portuguese guest workers in Germany decreased by 54 percent. By consequence, the overall Portuguese population in Germany should have followed the same decreasing numbers, however, because of family reunification, the total Portuguese population fell only 43 percent (122.000 to 69.000) (Bauer et al., 2002). A contributing factor to this was the fact that Portugal lived under a dictatorship until 25 April 1974. After the Carnation Revolution, many emigrants returned to their country to reunite with their family, as they had emigrated to escape the regime (Lusa, 2009).

After 1986, when Portugal joined the European Union, the migration numbers started to rise. The fall of the Berlin wall was also a contributing factor for the escalation of these numbers and, effectively, in 1992, Portuguese migration to Germany was more active than ever because of the implementation of the Maastricht treaty and the free movement of people between EU countries (Bauer et al., 2002). In 1996, the highest number of Portuguese migrants to Germany was recorded (37.148 Portuguese citizens) (Candeias, 2017).

Since 2002, the number of Portuguese entries in Germany has stood below 10.000, except for 2013 and 2017 (Observatório da Emigração, n.d.). This can be possibly explained with the investment drop in the public German construction sector and, simultaneously, the rise of Portuguese investment in this sector, due to the construction of dams in 2004/2005 and the preparation of football stadiums for the 2014 Euro Cup (Candeias, 2017). The

next figure addresses the number of Portuguese residents in Germany between 2010 and 2020, born in Portugal.

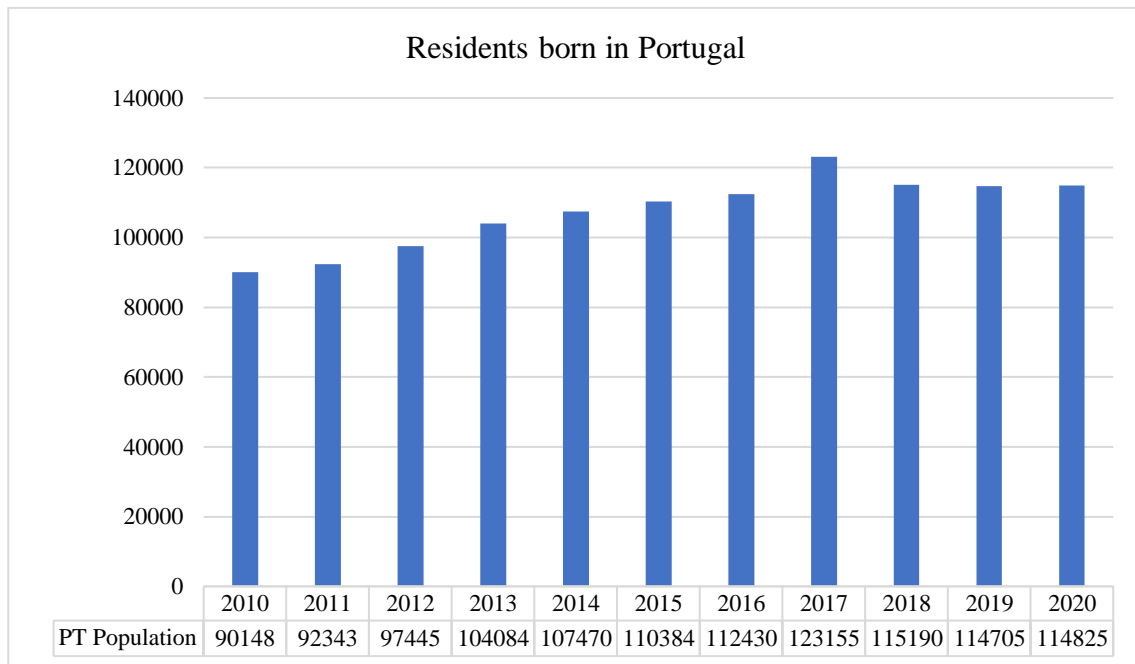


Figure 2: Portuguese residents in Germany between 2010 and 2020, born in Portugal

Source: Created by the author with data from *Emigração Portuguesa 2020*

By analysing Figure 2, we can conclude that, from 2010 until 2017, there was a slight continuous increase in Portuguese emigrants living in Germany. In 2018, there was a decline of 6.5 percent of Portuguese living in this country, a number that was maintained fairly constant after that. In relative terms, the Portuguese citizens who were born abroad and are now living in Germany are a minority among the total number of foreigners that reside in Germany, representing 1.2 percent in 2020 (Pereira et al., 2020).

1.4 Characterization of the Portuguese immigration in Germany

By the end of 2020, there were 138.555 Portuguese citizens living in Germany, 76.300 of those were men and 62.255 were women (Observatório da Emigração, n.d.).

Geographically, Portuguese citizens are displaced in every German federal state, being North Rhine-Westphalia the most populated one (37.880 citizens), then Baden-Württemberg (29.070), Hesse (15.385), Bavaria (12.600), Hamburg (9.260), Lower

Saxony (8.700), Rhineland-Palatinate (8.560), Berlin (6.820), Schleswig-Holstein (2.925), Bremen (2.580), Saxony (1.620), Saxony-Anhalt (965), Saarland (915), Thuringia (565), Brandenburg (445), and Mecklenburg-Western Pomerania (265) (Embaixada de Portugal na Alemanha, 2021).

In terms of age group (Table 1), we can conclude that around 10 percent are below 20 years old; those between 20 and 45 years old constitute almost 40 percent; between 45 and 65 years old constitute around 36 percent, and above 65 years old constitute slightly more than 13 percent.

Table 1: Portuguese migrants in Germany, per gender and group age, 2020.

Age group	Men		Women		Total	
	N	%	N	%	N	%
<5	1465	1.9	1435	2.3	2900	2.0
5-10	1635	2.1	1500	2.4	3135	2.6
10-15	1745	2.2	1650	2.6	3395	2.4
15-20	2270	2.9	2115	3.4	4385	3.1
20-25	4230	5.5	3760	6.0	7995	5.7
25-30	5740	7.5	4800	7.7	10545	7.6
30-35	6690	8.7	5225	8.4	11915	8.8
35-40	6620	8.6	4940	7.9	11565	8.3
40-45	7535	9.8	5540	8.9	13075	9.4
45-50	8860	11.6	6310	10.1	15170	10.9
50-55	8780	11.5	6760	10.8	15545	11.2
55-60	7320	9.5	5390	8.6	12710	9.1
60-65	4400	5.7	3215	5.1	7615	5.5
65-70	2000	2.6	2765	4.4	4765	3.4
70-75	2730	3.5	2900	4.6	5630	4.0
>75	4270	5.5	3945	6.3	8215	5.9
Total	76300	100.0	62255	100.0	138555	100.0

Source: Created by the author with data from Statistisches Bundesamt Deutschland / Destatis - Ausländische Bevölkerung: Fachserie 1, Reihe 2, 2020

By marital status, the Portuguese citizens have, in general, similar numbers in terms of being single and married. In 2020, there were 35.190 single Portuguese men, 30.865 married - from those 2.565 were married with a German partner, 575 widowed, 4.060 divorced and 5.610 unknown. In regard to Portuguese women, 23.810 are single, 29.170 are married - of whom 2.955 are married with a German partner, 1.925 are widowed, 4.350 divorced and 3.005 unknown. From these last numbers, perhaps it is relevant to point out that the number of female Portuguese widows is largely higher than male Portuguese widows (Statistisches Bundesamt, 2020).

Through the Portuguese Embassy in Germany website and its data about the Portuguese community in Germany, the average length of stay has been slightly increasing since 2016. From 22,3 years in 2016 to 22,4 years in 2017, from 22,9 years in 2018 to 23,4 in 2019 and, in 2020, an average of 23,9 years of stay has been recorded (Embaixada de Portugal na Alemanha, 2021).

Lastly, Portuguese citizens' money remittances from Germany to Portugal is considered the 5th highest globally in 2020, with a value of 225.9 million euro.

Having said all this, the importance of an adequate intercultural conduct is undeniable for the smooth running of migration processes and the successful integration of migrants in the country of destination. As stated before, interculturality creates a broader notion of society, where a less necessity to classify social and cultural groups is implied. This drives a mutual feeling of citizenship and belonging across every individual despite their nationality. This enables EU countries to exchange and share workers according to each other's needs in a productive and healthy way for all. Not only is this good economically for the countries, but also for the citizens who can enjoy diverse professional experiences, inside and outside of their mother country, and thus explore their area of professional interest in an unprecedented way.

CHAPTER II – BADEN-WÜRTTEMBERG STATE CHARACTERISATION

Germany's political system relies on a federal democracy structure, where you have the Federal Government and the Federal States (Facts about Germany, 2018). The principles within this kind of system are:

- to guarantee strength in democratic legitimacy by giving German citizens different opportunities to vote and elect in different levels their representatives;
- promotion of division of powers by having a federalism structure designed to give a better ruling autonomy;
- promotion of federal political competitiveness by having different public needs across the different federal States;
- higher economic competitiveness within federal states following support of the correspondent federal State;
- promotion of social development and cultural diversity by acknowledging that each federal State has its differences and those differences mirror their society and culture (Forum, 2000).

The Federal Republic of Germany is composed of sixteen federal states: Baden-Württemberg, Bavaria, Berlin, Brandenburg, Bremen, Hamburg, Hesse, Mecklenburg-Western Pomerania, Lower Saxony, North Rhine-Westphalia, Rhineland-Palatinate, Saarland, Saxony, Saxony-Anhalt, Schleswig-Holstein and Thuringia (Fazit Communication GmbH, 2022).

Every state, as mentioned before, has its own unique cultural, populational and economic characteristics. We have seen in the past chapter that the total number of Portuguese migrants are displaced through all these states but not equally. For example, North Rhine-Westphalia has more than thirty thousand Portuguese citizens and Mecklenburg-Western Pomerania does not even have three hundred. This clearly shows different levels of migration attractiveness. Some of these aspects are going to be mentioned in the next subchapters, in specific for the State of Baden-Württemberg, that was the State of the intern's living and working placement.

2.1 Baden-Württemberg and its socioeconomic, cultural, linguistic and political characteristics

Baden-Württemberg is a culturally rich State in Germany and, up to the second World War, it was divided by three major traditional states: Württemberg, Baden and the Prussian Hohenzollern (Baden-Württemberg State Ministry, n.d.). After the second world war, the allies created and split it into three new states: Württemberg-Baden (American occupancy), Baden and Württemberg-Hohenzollern (both French occupancy) (Britannica, 2016).

From the beginning, a feeling of animosity was displayed against the victorious powers because these artificial borders did not respect nor take into consideration the distinct cultural lines of each people. In that matter, the political decision to reorganise the region took years and only by the end of 1951 did a referendum take place. More than 60 percent of the population took part and, more than 70 percent of that number were in favour of a single southwest state (Baden-Württemberg State Ministry, n.d.).

In an economic and social perspective, Baden-Württemberg is remarkably well-known for its long history as one of Germany's top industrial powerholds. After the II World War, the territories of Baden-Württemberg experienced a big inflow of migrants from the former German Eastern regions, which ultimately improved the economic situation of the State (Heichel et al., 2018).

This development caused by external migration continued over time. In Stuttgart, the capital of Baden-Württemberg, by 2002, almost 20 percent of its entire population were foreigners, with the majority coming from Turkey, former Yugoslavia regions, the former Soviet Union and the Eastern German States (OECD, 2004). All this inflow of workforce and productivity is one of the reasons why, in 2019, the growth domestic product (GDP) of Baden-Württemberg was the 3rd highest in Germany, with the value of 524.325 mill/€ (Ministerium für wirtschaft arbeit und wohnungsbau, 2020). Baden-Württemberg's unemployment rate was around 4.3 percent, in 2021, compared to the 6.3 percent of Germany's average overall (European Commission, n.d.).

Baden-Württemberg is the State in Germany that spends more on research and development (R&D), accounting for more than 5 percent of its GDP, resulting in being the State with the highest patent registrations per citizen (GTAI, n.d.). Not only is it the most developed State concerning R&D, but it also leads the European Union in this

sector, primarily because of the close relationship between companies, universities, and research institutes (Tost, 2014).

Culturally, Baden-Württemberg reflects its historic and regional diversity. In 2021, the southwest State has seven United Nations Educational, Scientific, and Cultural Organisation (UNESCO) world heritage sites, which are:

- Maulbronn Monastery - considered one of the most well-preserved mediaeval monasteries;
- The architectural work of Le Corbusier;
- Frontiers of the Roman Empire: Upper Germanic-Rhaetian Limes;
- Monastic island of Reichenau;
- Caves and ice age art of the Swabian Jura;
- Prehistoric pile dwellings at Lake Constance;
- Spa town in Baden-baden (Tourismus Marketing GmbH Baden-Württemberg, n.d.).

Besides, this region has a very strong and deep interest towards the arts. Theatres are one of the cornerstones of urban culture and expression of cultural identity. The Opera festival in Heidenheim, the Schwetzingen Festival and Ludwigsburg Palace Festival, the European Culture Days in Karlsruhe, and Festspielhaus (the biggest opera house in Germany) are some of the most emblematic examples that can be found in the State (Wehling, Urban, Pflug, Turecek, 2008). In the State capital, the Stuttgart Ballet is one of the most emblematic ballet companies in Germany and a top tier in the world (Stuttgart-Marketing GmbH, n.d.).

In a more social point of view, in Germany there is a very strong connection with what is called beer culture. The country continues to be the leader of beer production in Europe, with over 9.3 billion litres produced in 2018, creating over 485 thousand associated jobs (Brewers of Europe, 2020). Perhaps the most iconic related festival in Germany is the Oktoberfest, celebrated in Munich (Bavaria), but Baden-Württemberg also has its own beer festival. The Cannstatter Volksfest is celebrated in late September/early October, but unfortunately since the beginning of COVID-19 this event has not taken place. This year, in 2022, will be the first year since 2019 that the event will be celebrated.

The beer culture is represented in almost every aspect of the German lifestyle, especially in Baden-Württemberg. The beer gardens are a cultural and social strongpoint of this

society. It's a public place where people gather mainly after work or during the weekends and the main leisure activity there is simply enjoying a beer and socialising.

There is a very particular aspect of this region that the people are really proud of: Baden-Württemberg is known as “the sunny side of Germany”, being the State with more hours of sunshine per year than any other State (Fazit Communication GmbH, 2022). For someone that comes from Portugal, this concept of sunlight time per region is perhaps irrelevant but, in Germany, it can be something to be grateful for and which can shape the identity of a community and the way people interact with each other.

I can see that, for a migrant living in Baden-Württemberg, this previous aspect should be a really important factor for a successful integration. Previously in this report, we mentioned that a constant interaction between locals and migrants is an incredibly important factor for the positive integration in the receiving society. This aspect of beer gardens is a direct example of a very good mechanism to improve and create an environment where people can interact with each other and build connections.

Linguistically, Baden-Württemberg has three main dialects: Franconian, Swabian and Alemannic German (Wehling et al., 2008).

The Franconian dialect, spoken historically by the Franks (Germanic tribe), is most used in the north part of Baden-Württemberg, around Heilbronn, and it is known as a mediating link between southern and Eastern central Germany, because of its linguistic similarities between both regions (Rowley, 1990).

Swabian German is one of the most unique dialects in Germany. More commonly used in the central and eastern part of Baden-Württemberg, Swabian characterises a linguistic region, people and culture by having particular traces like its own words and cuisine (Sperling, 2021).

Alemannic German was developed in the southwestern part of Baden-Württemberg and is a type of dialect that has its very specific sound, mainly because it is influenced by the linguistic characteristics of Swiss and Liechtensteiner German (Britannica, 2020).

Politically speaking, the Baden-Württemberg electoral system incorporates both the proportional representation and a first-past-the-post system. Each political party has a certain number of seats in the State Parliament which are determined by proportional representation. Those seats are won by candidates in their respective constituency using

the first-past-the-post system. Each citizen vote counts twice, meaning that the first count will generate the amount of seats that party will have in the parliament and the second count will select the specific candidates in each party (Press and Public Relations Baden-Württemberg State Parliament, 2021). There are at least 120 seats in State parliament: seventy of them are determined by the first-past-the-post system in the seventy Baden-Württemberg constituencies and the other fifty by proportional representation. However, most of the time, the conjugation of these two electoral systems creates more seats than the 120 available. It is common to fulfil the chamber with the so-called overhang and adjusting seats in the State parliament (Wehling et al., 2008).

On March 14th 2021, there was a parliamentary election in Baden-Württemberg. The State elections results displayed only slight changes in comparison to the 2016 elections: the Green party was the most voted one with 32.6 percent of the votes, followed by the Christian Democratic Union (CDU) with 24.1 percent, then the Social Democratic Party (SDP) with 11 percent, Free Democratic Party (FDP) with 10.5 percent and, last, the Alternative for Germany (AfD) with 9.7 percent (Clark, 2021). In the 2021 elections, the Baden-Württemberg State Parliament was formed with 154 seats (Press and Public Relations Baden-Württemberg State Parliament, 2021).

The 2021 party winner (Greens) had to form a coalition in order to govern. The party decided to stick with the already past formed coalition with CDU, because it meant a continuation of a ruling government, reflecting a secure and stable political administration (Drewes, 2021).

With an overall characterization of the State, we are now prepared to explore one of the most important features of the region: its industry.

2.2 The Baden-Württemberg Industry Sector

Baden-Württemberg is both nationally and internationally recognized as being one of the top industrial regions in Germany. It generates more than 1.5 million employees and its producing industries contribute to almost 40 percent of the whole Baden-Württemberg GDP (Statistisches Landesamt, 2020).

This southwest State is home of various multinational companies like SAP, Porsche, Bosch, Daimler, Hugo Boss, ZF Friedrichshafen AG and many others (AHK, n.d.).

However, Baden-Württemberg structural economy and industry is characterised by a substantial number of small-medium enterprises that are often world-leaders in their product segmentation (European Commission, n.d.).

Although Baden-Württemberg has a multifaceted business tissue, there are some key industries that lead the demand and demonstrate the high workforce specialisation. Mechanical engineering, automotive, healthcare, energy and environmental technology, and information and communication technology are the key industries in the region (BW-international, n.d.).

One third out of the thirty biggest mechanical engineering companies in Germany has its footprint in Baden-Württemberg. The region employs over 339.000 people, being the largest employment industry in the State. In 2020, this industry generated 75.7 billion euro and it has an export rate around 80 percent (BW-international, 2021).

Overall, Germany is remarkably well known for its automotive industry and respective car brands. In Baden-Württemberg this is not an exception. The industry creates more than 203.000 jobs, it is the sector that produces the highest turnover (around 84.1 billion euro) and it has an export rate of around 66 percent (Automotive-bw, n.d.).

The healthcare industry is composed of the medical technology sector, the pharmaceutical industry and biotechnology. It is an industry that is composed of over 1.000 companies, it produces nearly 99.000 jobs and generates over 25 billion euro. Because of the nature of this industry, in order to create innovation, high levels of investment in R&D is needed. The biggest challenge faced in this sector is the shortage of high skilled workers, a fact that is generic in Germany (BioPro, 2021).

In order to tackle climate change, Baden-Wurttemberg is betting on high quality energy and environmental technology. The decision to shut down nuclear power in 2011, led to a shift of priorities in the energy sector. That way, the energy transition contributed to both the development of new technologies in the green energy sector and to seek a higher energy efficiency (Ministry of the Environment, Climate Protection and Energy Sector, n.d.). In 2018, this sector contributed with about 11.8 billion euro and generated around 34.000 employees (BW-international, 2021).

The digital revolution came to transform the way people connect and interact but, simultaneously, it was a major enabler for business growth among companies. The

information and communication technology industry has been evolving rapidly and the necessity to digitalise industrial/corporate processes has never been this urgent (Allianz Industry 4.0 Baden-Württemberg, n.d.). COVID-19 also showed us that people and companies need to have a stable way to keep businesses running from home and that the internet of things is really important. In Baden-Württemberg, this is one of the leading industries, generating over 195.500 jobs and contributing with a turnover of 59 billion euro (BW-international, 2021).

Although Baden-Württemberg has over 7.000 construction businesses, the biggest concentration of companies and projects are located in the Stuttgart region (IHK Region Stuttgart. (n.d.). In 2020, the industry generated around 14.6 billion euro, an increase of 3.3 percent compared to 2019. Housing and civil construction are still the main activities because of the high demand, especially after a high number of housing projects have been approved in 2020. This industry is responsible for the creation of 110.751 jobs in that same year (Statistisches Landesamt, 2022).

2.3 The Portuguese Labour Force in Baden-Württemberg

The Portuguese labour force in Baden-Württemberg is heterogeneous, however there are some types of industries which are clearly more sought than others. The data presented does not distinguish low-skilled workers from high-skilled workers but, in order to make a more complete analysis, we need to consider those factors.

Low-skilled workers represent professional activities that only require a high school degree or less, who conduct routine and/or non-cognitive functions. On the other hand, high-skilled workers represent professional activities that require a university degree and are associated with analytical and cognitive functions (Wolcott, 2021).

Table 2 demonstrates that manufacturing, construction, wholesale and retail trade, other business activities, and health/social work activity are the five main industries representing the Portuguese labour force in Baden-Württemberg.

Table 2: Number of Portuguese workers, per industry and between 2010-2020, in Baden-Württemberg.

Industry/Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Agriculture, forestry and fishing	54	56	56	57	47	42	47	47	44	41	42
Mining and quarrying	-	3	3	5	-	-	6	6	7	7	8
Manufacturing	3253	3372	3468	3557	3654	3808	3817	3845	3913	4024	3951
Energy Supply	13	13	12	12	15	24	26	23	19	23	26
Water supply; sewerage, waste management and remediation activities	-	3	3	5	-	-	6	6	7	7	8
Construction	1620	1670	1733	1880	2060	2092	2137	2333	2074	2102	2132
Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods	1272	1321	1426	1530	1614	1729	1787	1816	1913	1927	2031

Transport, storage and communication	459	494	521	621	727	768	780	754	799	844	884
Hotels and restaurants	738	789	900	986	1076	1103	1128	1081	1077	1034	947
Information and communication	142	140	148	174	184	161	174	197	221	234	263
Financial and insurance activities	114	120	124	129	135	138	145	144	139	146	159
Real estate activities	86	92	90	110	105	124	125	110	107	109	111
Professional, scientific and technical activities	307	354	381	435	495	564	588	706	756	866	803
Other business activities	2206	2362	2382	2699	2840	2963	3078	3094	2959	2763	2721
Public administration and defence; compulsory social security	394	384	381	381	390	413	421	429	444	478	500

Education	139	145	158	178	192	190	200	204	215	228	238
Health and social work activities	917	934	993	1042	1149	1234	1329	1424	1484	1505	1588
Arts, entertainment and recreation	46	72	83	86	81	100	104	106	115	108	100
Other service activities	237	245	239	241	256	249	272	286	286	307	297
Activities of households as employers	132	163	167	197	214	219	225	230	244	239	242

Source: Created by the author with data from Bundesagentur für Arbeit

It is relevant to mention that this particular data and most of the data in this subchapter were provided by the institution itself, following an email/phone call request from my part¹.

The manufacturing industry can be really wide, but there are a couple of branches which tend to employ a higher number of Portuguese citizens. In 2020, the manufacture of fabricated metal products (602), the manufacture of machinery and equipment (572) and the manufacture of motor vehicles, trailers and semi-trailers (667) had the highest numbers of Portuguese workers. Combined, it makes 46.5 percent of the total number of Portuguese citizens working in manufacturing.

The construction industry is also one of the most common areas of activity among Portuguese workers. In 2020, building construction, civil engineering and site preparation, installation and other finishing work were the main professional activities. From all of these three, “site preparation, installation and other finishing work” was the branch of construction with a higher number of Portuguese workers (964).

In the wholesale and retail trade industry, there are three main industry sectors that we can point out: trade; maintenance and repair of motor vehicles wholesale trade and retail trade. From these three, retail trade has the highest number of workers (1.139).

“Other business activities” are among the highest numbers, greatly because of jobs in building maintenance, gardening and landscaping. In 2020, from the total number, 2.176 Portuguese workers were connected to maintenance and gardening.

Health and social work is the 5th largest industry occupied by Portuguese citizens in Baden-Württemberg. Since 2010, this industry has seen a progressive growth in terms of the number of workers, mainly because of the nurse emigration from Portugal to Germany (Pereira, Azevedo, 2019).

¹ The first German institution to be contacted was the Ministerium für Wirtschaft, Arbeit und Tourismus Baden-Württemberg (Ministry of Economic Affairs, Labour and Tourism of Baden-Württemberg). Although they were not able to provide the respective data, the officer that replied was able to provide links and other suggestions where I could get the data I was looking for. The institutions I contacted afterwards were the Ministerium der Justiz und für Migration Baden-Württemberg (Ministry of Justice and Migration of Baden-Württemberg), the Bundesagentur für Arbeit (Federal Agency of Work) and the Statistisches Landesamt Baden-Württemberg (Statistical Office of Baden-Württemberg). All of these three provided information, either with email text and data tables or Excel sheets, about the Portuguese community in Germany and Baden-Württemberg. The respective data had to be filtered and properly selected in order to meet the requirements of my work.

In overall, low-skilled workers represented the labour force profile of the Portuguese citizens in Baden-Württemberg, until 2020. This also matched the data from the statistical office of Baden-Württemberg and the micro census results done in 2019 (provided by email), which shows that from 32.000 Portuguese citizens, with migration background, 12.000 do not have a professional qualification diploma, 10.000 do have a professional/vocational diploma, 8.000 have a non-academic degree and from that number 7.000 do have an apprenticeship. There is no data specifying academic degrees.

This profile has been, in general, constant over the years and it also mirrors the Portuguese entrepreneurship development in this region. In 2020, specific data provided showed that there were 177 Portuguese entrepreneur projects in Baden-Württemberg. The majority of them were in the field of site preparation, installation and other finishing trades (15); retail trade (39); food and beverage service activities (14); building maintenance, gardening and landscaping activities (27) and other personal service activities (20).

The Portuguese labour force characteristics that I mention in this chapter, such as the predominance in the fields of manufacturing, construction and trade, stand out in the Baden-Württemberg state because this area has a strong industrial component. Here we can make a bridge with chapter 1 and the Portuguese migration trends to Germany. As mentioned in chapter 1, the Portuguese were called to work on construction and industrial sites mainly. This historical component remains until today and still dictates the status quo of Portuguese migration in this region. Besides, I believe that the characteristics that define this State, such as having an open minded society, fairly good weather, and a strong cultural heritage, make it more appealing for Portuguese migrants, which are known for being hard workers, easy to socialise with and also big advocates of culture, heritage, history and gastronomy.

**CHAPTER III – THE CONSULATE-GENERAL OF PORTUGAL IN
STUTTGART**

For a better understanding of this chapter, it is important to first clarify what is a consular post, what are the main differences between consulate and embassy, and what classes of consular posts there are.

The main international treaty when looking for these answers is the Vienna Convention on Consular Relations of 1963. This document structures a framework of consular relations between states. However, it does not provide a definition of “Consular Post”. Constantin Economidès writes about the concept by saying that a Consular Post is “an organ of the sending State; it is established in the receiving State on a permanent basis; and it purports to perform, for the account of the sending State, on the territory of the receiving State” (Economidès, 1986: 35). To clarify, this means that a Consular Post is a form of legal representation of a foreign state in the receiving state (Economidès, 1986).

The same applies to embassies; however, there are clear differences in the purpose of each of them. Embassies are meant to improve communication between governments of states and carry out and develop the home country’s foreign policy. On the other hand, the consular post, as Kishan Rana writes, is the “citizen service end of diplomacy” (Rana, 2011: 213). It focuses especially on the needs of home country nationals in the receiving state, dealing daily with common people and not focused on ministries of foreign states and foreign official state agents (Rana, 2011).

In summary, a consular post resembles an extension of the home country’s public services in a foreign country. It also means that, within a foreign state, there is just one embassy, generally in the capital and, possibly, several consular posts across the country. Therefore, it is also important to understand that there are different classes of consular posts. The Vienna Convention on Consular Relations considers “Consular Posts” as any Consulate-General, Consulate, Vice-Consulate and Consular Agency (United Nations, 1963). The difference between them demonstrates the size of national citizens clusters within the receiving state in different locations. The General-Consulate and Consulate implies a big concentration of nationals of the sending state in that area. The Vice-Consulate and Consular Agency might fall to the level of secondary interest and suggest a smaller concentration of national citizens of the sending state. These last two consular posts are also, generally, supervised by the Consulate-General or Consulate (United States Department of State, 2017).

By now, the reader should be able to better understand the subsequent subchapters and have a clear idea of the kind of diplomatic post addressed below. The next subchapters will explain further the characteristics of the Consulate-General of Portugal in Stuttgart.

3.1 Historical Background (origins-1950)

The first mentions to this Consulate date back to the second half of the XIX century, during the reign of Louis I, King of Portugal (1861-1889). The Portuguese diplomatic body in Germany was not yet properly set, meaning that the state representation did not have a clear institutional geographical location apart from the embassy (Serrão, 1995).

During 1872, the first-class Portuguese Consulate in Cabo da Boa Esperança was transferred to Hamburg. This one was the first 1st class Portuguese Consulate in Germany. In 1883, the minister José Vicente Barbosa du Bocage approved a project to create and maintain a new network of Consulates in Germany. Hamburg would remain its place of relevancy and eleven second class Consulates would be open across the country, in various cities like Stettin, Berlin, Hannover, Frankfurt, Cologne, Nurnberg, Munich, Leipzig, Dresden, Stuttgart and Karlsruhe (Serrão, 2000).

Not until 1938 did we see a restructuring of these diplomatic bodies. The 2nd class Consulate in Hannover was extinct and two more 1st class Consulates were created in Berlin and Bremen. During the Second World War, the Portuguese Consulates in Germany were closed and only in 1949, with the governance of Konrad Adenauer, did they open again (Serrão, 2003).

Due to the inability to obtain research material and published information, I was not able to further develop this topic. It was already a challenge to obtain such historical data, and the General-Consulate has not developed material on that regard. All of the early records were moved to the historical archive in the Ministry of Foreign Affairs, which I tried to access online but without success when trying to find specific works. Due to the high specification of the content, it was also difficult to find a significant number of authors. I only managed to find one particular author who writes about the diplomatic history of Portugal and who divides the sections of his books by bilateral relations between countries. Besides, when writing about the diplomatic relations between Portugal and

Germany, just a few mentions to the Consulate-General of Portugal in Stuttgart were made.

3.2 Geographical Reach

The Consulate-General of Portugal in Stuttgart (CGPS) covers the biggest region in Germany, in comparison to the other consulates. It represents the region of Baden-Württemberg, Bayern, Saarland, Rheinland-Pfalz and Hessen (Consulado-Geral de Portugal em Estugarda, n.d.). Germany has 357.021 km². The jurisdiction area of the Consulate has in total 149.830 km², which represents roughly 42 percent of the total geographical area of the country.

We can also have a similar idea about its dimensions by analysing the number of citizens distributed by consular area. The next figure will give a better insight.

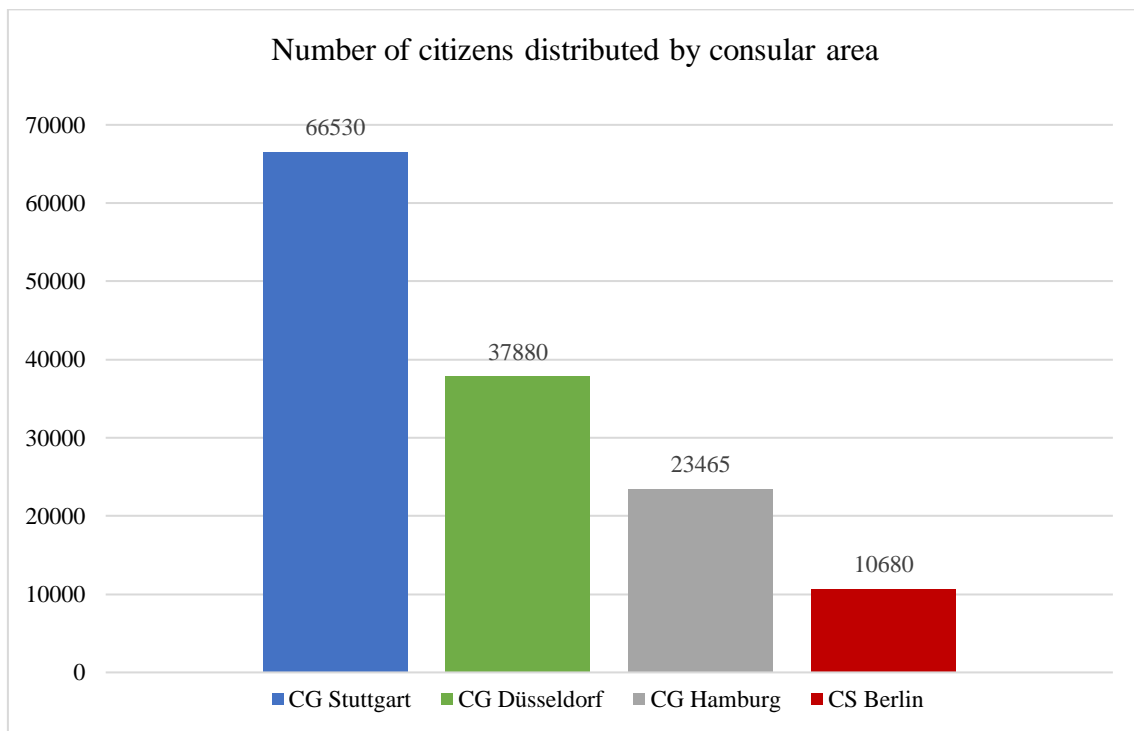


Figure 3: Number of citizens distributed by Consular area, 2020

Source: Created by the author with data from the website of *Embaixada de Portugal na Alemanha, Comunidade Portuguesa na Alemanha – dados estatísticos referentes a 2020*

By examining this chart, the CGPS does have the biggest number of attendants because of its geographical dimension. From the website of the Portuguese Embassy in Germany, the Consulate-General in Stuttgart covers 48 percent of the total number of Portuguese citizens living in Germany, 27.3 percent for the Consulate-General in Düsseldorf, 17 percent for the Consulate-General in Hamburg and 7.7 percent for the Consular Section in the Portugal Embassy in Berlin.

This aspect definitely brings some challenges. Because the CGPS covers a great physical area, people that live far away tend to have more difficulties than the citizens that live near the Consulate. For example, citizens that live in Munich and need consular support need to drive 230km to reach Stuttgart. This is a two hour and half drive, that for many, requires a day off. For this specific reason, it is a common practice to have a consular permanency. This type of procedure consists in the displacement of consular employees to more distant locations where there are Portuguese communities. The use of portable equipment configured for the collection of biometric data allows the consular worker to request the issuance of a Citizen's Card or Electronic Passport. Other consular civil registrations and notary services can also be performed. The idea behind this service is if it's difficult for Portuguese citizens to come to the Consulate, Consulate workers will come to them.

During the first half of 2021, due to Covid-19, this type of service was not being conducted. The pandemic brought all sorts of challenges in terms of travel and movement, so it became harder for Consulate workers to move between cities, be in contact with multiple people from diverse areas, and schedule citizens' appointments. This implied the need for an organised program by both sides and each end had to adapt over the other more often than not.

During the hardest months of the pandemic, there was a massive encouragement for people to work from home and, for that reason, the use of public spaces was also limited. In the case of the Consulate-General of Portugal in Stuttgart, these permanencies were conducted mainly in Portuguese catholic organisations where the Consulate has strong bonds and familiarity. The Portuguese catholic mission in Munich and Nurnberg were the most common places where Consulate workers would go once or twice a month to perform some of the tasks that they would normally perform in the Consulate-General. In the practical work, specific dates were set and scheduled and, through social media channels and the official Consulate website, we would share this specific information

with the Portuguese community. The information usually ended with a call for action, in order to inform Portuguese citizens if they wanted to schedule an appointment they would have to email or contact the Consulate-General of Portugal in Stuttgart.

3.3 Organic Structure

Portuguese public administration is understood in a double sense: the organic and the material sense. In the organic sense, the public administration is the composition of institutions, services, State agents and other public entities that work to meet the collective needs of its citizens. In the material sense, public administration is also the actual activity conducted by institutions, services and State agents. Considering the organic sense, there are three main State administrative forms: direct administration, indirect administration and autonomous administration (Direção-Geral da Administração e do Emprego Público (DGAEP, 2018). The CGPS takes part of the State direct administration.

The direct administration of the State integrates every institution, services and integrated agencies that provide and develop activities in accordance with the collective needs. These bodies are in a direct and immediate hierarchical dependence on the Government (Direção-Geral da Administração e do Emprego Público (DGAEP), 2021). The Consulate-General of Portugal in Stuttgart belongs to a complex structure involving State direct administration through the Ministry of Foreign Affairs. Only by themselves, embassies, consulates and permanent/temporary representations and missions do not have an organic structure. Instead, they are tied to the organic structure of the ministry of foreign affairs. The ministry of foreign affairs organic structure is:

- By the State direct administration:
 - General-Secretary;
 - Foreign Policy General Directorate;
 - Diplomatic and Consular General-Inspection
 - European Affairs General Directorate;
 - General Directorate of Consular Affairs and Portuguese Communities.

- By the State indirect administration:
 - *Fundo para as Relações Internacionais (FRI)*;
 - *Camões – Instituto da Cooperação e da Língua, I.P.*

- *Comissão Interministerial de Limites e Bacias Hidrográficas Luso-Espanholas* (Decreto-Lei no 121/2011 de 29 de Dezembro do Ministério dos Negócios Estrangeiros, 2011).

The ministry of foreign affairs advisory body is the council of Portuguese communities and it also encompasses structures, for instance, the UNESCO national commission.

The next subchapter will focus more on the role of the Consulate as a diplomatic Portuguese institution.

3.4 The Role of the Consulate

The roles and functions of the consulate are established in the Vienna Convention on Consular Relations (VCCR) of 1963. According to its Article 5 the consular roles consist of:

- a) Protecting the interests of the sending state and of its nationals;
- b) Develop commercial, economic, cultural, and scientific relations between the receiving and sending state;
- c) Ascertaining conditions and developments in the commercial, economic, cultural, and scientific life of the receiving state;
- d) Issuing passports and travel documents;
- e) Helping and assisting nationals of the sending state;
- f) Conducting notarial and administrative functions;
- g) Safeguarding the interest of nationals in the cases of *mortis causa*;
- h) Safeguarding the interest of minors and other persons lacking full capacity who are nationals of the sending state;
- i) Representing or arranging appropriate representation for nationals of the sending state;
- j) Transmitting and executing judicial and extrajudicial documents;
- k) Exercising rights of supervisions and inspection in respect of vessels and aircrafts of the sending state registered in that state, and in respect of their crews.
- l) Extending assistance to vessels and aircrafts, and to their crews of the sending state;

- m) Operating any other functions entrusted to a consular post by the sending state which are not prohibited by the laws and regulations of the receiving state (United Nations, 1963).

By analysing this list and adding knowledge gained while working for this consulate-general, one of the primary consular functions is to protect the sending State's nationals. This protection can come in various different forms and perhaps the most usual form of help is by providing notarial and registration assistance.

3.4.1 Consular Assistance and Protection

Consular Assistance and Protection to nationals of the sending state can be established in different forms: repatriation assistance, settlement of disputes with local authorities or private bodies, support in case of emergencies and natural disasters, visits to nationals in the hospitals or prisons, and so many others (Wouters et al., 2013). The Consulate-General of Portugal in Stuttgart does have a dedicated division that deals directly with situations like these. The social affairs division is the adequate division to get in touch with, when help is required, in these specific cases.

The VCCR states that it is important to recognize the freedom of communication between a national of the sending state and a consular agent at the receiving state (United Nations, 1963). This communication implies access to consular support and assistance. In the Consulate-General of Portugal in Stuttgart, there were cases of Portuguese inmates that needed consular assistance and, although they committed crimes on a foreign territory, and for that had their freedom limited, assistance was provided in partnership with local authorities.

3.4.2 Additional Challenges due to Covid-19

The pandemic made it more difficult to provide consular assistance and protection. A repatriation process consists of the return of a national of the sending state to their country of nationality. It is carried out after a declaration of commitment by the national of the sending state to reimburse the State for the amount of the respective expenses and then the Consulate can provide travel assistance (Fundação Francisco Manuel dos Santos, 2021). However, the pandemic created new challenges for international travels. States

and airline companies made it mandatory to present Covid-19 certificates and other travel documents, the overall number of daily flights was substantially lower, and a large number of countries applied very strict cross-border policies.

For individuals who live in poor conditions, more often than not they do not possess the essential requirements to travel by plane. Either, their ID had expired and they didn't have money to issue a new one, or they didn't have Covid-19 vaccines/certificates. During the pandemic, the same occurred with other ways of transport. Trains and buses schedules were very limited, especially the ones travelling between countries, and the logistics of this process became much more difficult.

In this situation, it is really important to link with local organisations. Caritas, for example, is a free healthcare provider that helps people in need and who helped several families in this situation, after the Consulate put them in contact with each other. Even though the consulate was not able to help directly, it tried to put people in touch with the entities that could. At this time, in light of the pandemic situation, there was not much more that the consulate could do, however, in the meantime, there are now measures in place to address this problem. The Consulate-General of Portugal in Stuttgart together with the *Grupo de Reflexão e Intervenção da Diáspora Portuguesa na Alemanha (GRI-DPA)*, on February 28th 2022, opened a new office of social support and social security for the Portuguese citizens.

3.5 Composition

In every sort of diplomatic mission there is a clear composition of members. Calvet de Magalhães, a former Portuguese diplomat, demonstrates it in a very practical way, as you can see below.

From his book *Manual Diplomático*, he explains that almost every embassy, consulate or international mission/representation has a similar composition. The “mission members”, as he calls it, are divided by diplomatic agents and other mission members:

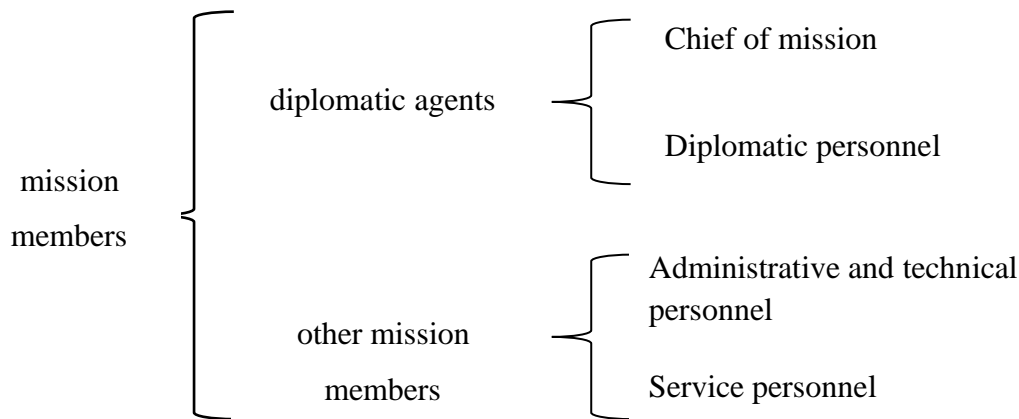


Figure 4: Composition of mission members across diplomatic representations

Source: Translated by the author with data from *Manual Diplomático*

The difference between these two parts is that the first belongs to the board of Portuguese diplomats and the other members work for the ministry of foreign affairs but do not have the status of diplomats, they are public workers (de Magalhães, 2005).

In order to have a clear hierarchical composition, there needs to be a chief of mission. This individual represents the image of the State through the diplomatic channels of an embassy, consular or mission/representation. He is also a diplomat, but with distinct responsibilities and duties in comparison to other diplomatic personnel that assist and advise the chief of mission.

The other members of a mission are composed of administrative and technical personnel as well as service personnel. Administrative and technical workers can be, for example, chancellors, interpreters or technical assistants, and service personnel are staff workers like drivers, cooks, gardeners, and any other member that provides additional staff support (de Magalhães, 2005).

In the case of this report, the workplace was a consular post. The head of a consular post is, as mentioned above, the chief of mission. But there are different classes of chief of mission for a consular post. The classes of the chief of mission are, according to VCCR:

- Consuls-General;
- Consuls;
- Vice-consuls;

- Consular agents (United Nations, 1963).

In accordance with the consular post, being a Consulate-General, Consulate, Vice-Consulate or Consular Agency, the head of the mission will be, respectively, Consul-General, Consul, Vice-Consul and Consular Agent. During the time of the internship, the Consulate-General of Portugal in Stuttgart was composed of one Consul-General, four technical assistants and one senior technical advisor.

Having now a better understanding of the Consulate-General composition, we are now in a position to understand how the activities and the work dynamics were experienced by the intern. This topic will be described in detail in the next chapter.

CHAPTER IV – DESCRIPTION OF THE INTERNSHIP ACTIVITIES

This chapter focuses on giving a deeper perspective about the internship that took place in the Consulate-General of Portugal in Stuttgart.

As the last moment of evaluation, 2nd year students of the master's degree in Intercultural Studies for Business, in ISCAP, have the option to choose between a dissertation, a project or a curricular internship. The point of these three different forms of evaluation is to give the student the opportunity to explore various ways to apply the knowledge acquired through the course of the master's degree. In this specific case, I chose to do a curricular internship. The internship can be done either in the private or public sector, but it needs to be agreed that it takes part as a curricular internship, that will give the respective equivalence to the course unit.

For this internship opportunity, the Portuguese Ministry of Foreign Affairs and the Diplomatic Institute open two rounds of internships per semester. For the 1st semester, the internship can start either in October or January. For the 2nd semester, it starts in April or July. In this case, the application had to be sent between August 1st and 25th of the previous year in order to participate in the January round. In the application, it is requested to select a total of ten, either Portuguese embassies or consulates around the world, in a preferential order.

The first selection criteria depend on the area of the master's degree programme and the student's CV. Then a second round of selection takes the form of interviews. The student then, if well-succeeded, is selected by one of the choices he or she made, and can start preparing all the arrangements with the Diplomatic Institute to have a smooth transition between countries.

After a brief explanation about the process that the student faced to achieve this opportunity, it is time to address some of the specific components that this internship consisted of. In the next subchapters the reader will have a better idea about the type of work conducted by the intern in the Consulate-General of Portugal in Stuttgart, the kind of environment lived in this workplace, and some of the contributions and challenges he faced.

4.1 Duration, Location, Hierarchy and Team

The internship contract expressed a 4-month period, starting on January 15th until April 15th 2021. After the termination of this contractual bond, a third-party contract was offered to the trainee until 31st December 2021, as a front office assistant.

The work location was in the Consulate-General of Portugal in Stuttgart. The Consulate is located in the heart of Baden-Württemberg capital. Based in the busiest street of Stuttgart (Königstraße), this diplomatic institution has a particular geographical location. Not even 5 minutes by foot, the Consulate is near to the State Parliament of Baden-Württemberg and the Ministry of Economy, Labour, and Tourism of Baden Wurttemberg. Being in the city centre and close to popular sights and monuments, it is relatively easy to find the street number of the Consulate (Königstraße 20). Situated in a passage called “Gloria Passage”, the Consulate is located in a big building with several shops, businesses and small companies. In the atrium of the building, it is designated the floor number of the Consulate.

On the first day of the internship, the intern was introduced to the whole Consulate team. By the time the intern started to work for the Consulate-General, there were five technical workers, two front office assistants and a Consul-General. The members of this Consulate team were differentiated by their field of expertise. One was in charge of social affairs, another was responsible for the issuance of identification documents and certain certificates, another technical worker was responsible for the Consulate accounting and one professional was specialised in some specific notary services. The two front office assistants were contracted by the Consulate from a third-party company and were essential to deal with phone calls, emails and in person questions and communications.

In terms of hierarchy, the Consul-General is the diplomatic figure that represents the Consulate and therefore the image of Portugal in that jurisdiction area. Then, by order, we have the superior technical worker, the technical assistant, the front office assistants and the trainees. Although this structure of hierarchy was noticeable, everyone has different responsibilities and duties and each level has specific credentials and information access. The whole team treated everyone with the correct level of respect, as almost equals.

The relevant duties of the intern will be enfolded in the next subchapters.

4.2 Administrative Roles

From January 15th to April 15th 2021, the internship administrative tasks were focused on maintaining an office setting. These duties would vary widely depending on the priorities of the tasks and the high or low workflow in the Consulate. It is also important to state that the intern did not have full clearance to the Consulate data, resources and platforms. Some limits were naturally imposed and, although interns of this Consulate-General have certain responsibilities, their main role is to assist technical workers.

The administrative tasks conducted in the CGPS will now be examined in more detail.

4.2.1 Schedule Creation

One of the responsibilities of the intern, under the supervision of the Consul-General, was to create the appointments schedules. Covid-19 changed the reality of daily work in this type of public institution. While before people wouldn't need to book a time schedule, now, for the sake of public safety, it is required to have an appointment.

The Consulate agenda was mainly operated online. For the renewal and issuance of the citizen cards and passports, citizens can go to the internet, type "<https://agendamentosonline.mne.gov.pt/AgendamentosOnline/index.jsf>", and book the available slot. However, other types of appointments needed to be organised via an Excel sheet, because the majority of people had to be informed about the type of documents they needed to bring prior to their appointment. For example, to book a birth registration, people would send an email or call via phone, the intern would explain the procedure and the required documents for that type of act, and book an appointment.

The high work demand also makes this an important task because the intern is conducting a first contact and he has the opportunity to make queries in order to accelerate the technical response of other workers. In most cases, the intern deals with the gathering of information. If possible, he provides a specific reply but, if not, he passes that information to the technical worker.

4.2.2 Inventory List

It was also the responsibility of the intern, under the direct supervision of the Consul-General, to finish the inventory list of every item owned by the Consulate-General. With specific guidelines directly from the *Fundo para as Relações Internacionais* (FRI), the intern had to complete an Excel file with the description, attributed code, quantity and quality status of every item in the Consulate.

The FRI supports special actions of foreign policy, training projects within international relations policy, modernization of the ministry of foreign affairs external services, and even the subsidisation of social support to international relations agents and projects aiming at the Portuguese communities abroad (Ministério dos Negócios Estrangeiros, n.d.). It is part of its action to monitor and track the expenses, costs and inventory lists of every Portuguese Consulate around the world.

4.2.3 Scouting for Contacts

As an intern of the Consulate-General of Portugal in Stuttgart, it was also my role to scout for contacts. Before the pandemic, the number of Portuguese associations in the jurisdiction area of the CGPS was nearly fifty. On June 30th 2021, a total of twenty were active. Part of the intern role was to contact these associations and track if they were still operating. The role of such associations can be sometimes crucial for the integration of new migrants. They can also be responsible for the creation of cultural events, promotion of the Portuguese language and social support to the ones in need.

Without a doubt, the biggest challenge faced by these organisations was the fact that the pandemic forced non-essential public spaces to close. People could not gather in crowds and public events were banned, which made it difficult for a substantial number of associations to keep running. Additionally to the pandemic complications, the associative movement is living through a generational shift phase, because younger generations are becoming less connected to these associations, in comparison to the first migrant generations. Part of that is possibly because Germany has a relatively good integration system and the next generations start attending German schools and get more connected with German culture, making these associations obsolete.

4.2.4 Archive

Perhaps the most time-consuming administrative activity done by the intern was to organise and update the Consulate's archive. One of the big challenges faced by this Consulate, viewed in the first person, was the heavy reliance on physical paper and the transformation of this component to digital information. This meant that substantial numbers of folders were created daily and there was also a constant moving of papers and documents across rooms. Consequently, for the sake of not losing any document, it is tremendously important to organise the archive after folders are being used. It was a common practice to organise these folders by type of document and, within it, they were also organised alphabetically or numerically.

4.3 Technical Roles

As previously mentioned in the subchapter 4.2, the main role of an intern in the CGPS is to provide assistance to technical workers. In the light of this idea, it is equally important for the intern to understand some technical aspects of the work being conducted by these professionals.

Most technical services are associated with legal procedures and the support provided to the Portuguese regional community and newly arrived migrants. While administrative roles are executed in back office hours, the technical roles are constantly being used while Portuguese citizens are in the Consulate facilities asking for a type of service. This type of duty is what gives a better idea and understanding of the Portuguese needs in a foreign country.

The technical information addressed in the CGPS and shared by technical workers, interns and Portuguese citizens will be focused in the next subchapters.

4.3.1 Citizen Card (CC) and Passport

Citizen Card (CC) and Passport are the two main identification documents issued by the CGPS. The appointments made to schedule this kind of service are done almost exclusively online, though, in special cases, it could be done via email or phone.

The citizen card can be issued in two ways: online and physically at the Consulate. In order to request a new CC online, people need to have access to the internet, visit the website “*eportugal.gov.pt*”, follow the instructions and make sure that they have the essential requirements to renew the document via this way. This document can be sent to the CGPS and it is only possible to deliver it to the actual owner. If the person is not comfortable using this online platform to renew the identification card, they can do it at the Consulate. On the day of the appointment, the first thing to do is to take the person’s biometric data (height, ID photo, fingerprints and signature). This information is gathered by the intern. Then, this person waits in the waiting room until they are called by a technical worker.

A similar procedure happens with the passports, with the main difference being that this document cannot be issued online.

4.3.2 Consular Registrations

This is a voluntary and free procedure, where a Portuguese citizen has their information registered in the Consular database. For almost every consular service it is necessary to have a consular registration, except for the delivery of IDs. When a citizen requires consular services and does not have a consular profile, it is necessary to gather as much information as possible. In the CGPS it is common practice to ask for a copy of the person’s ID and an address proof from the receiving state (*Meldebescheinigung*).

Consular registration is a digital database platform but, in the CGPS, every citizen also has its physical information folder kept in the Consulate archive.

4.3.3 Address Change

When a newly arrived migrant settles in a foreign country it is important to have their address changed on the citizen card. This is important because the Portuguese state uses an integrated general identification system, thus general information, like current address, is shared digitally among several public Portuguese institutions (Social Security, Finance Department, and others). The moment when a citizen changes their address, this information is automatically updated for all the public institutions that have access to personal data.

Portuguese citizens can change their address online and at the Consulate. In order to do it online, similar requirements to the ones for a CC are needed. Then the Portuguese state sends a letter of address confirmation to the current new address. The final procedure is to have a confirmation of address change, which can be done online or at the Consulate. This type of service is free of charge if done online, otherwise it has a cost if done in the Consulate.

4.3.4 Birth Registration

Birth registration is the type of service conducted mostly at the CGPS, although it can also be done online. Officially, a new-born only has Portuguese citizenship after the parents register their child. In order to do this procedure, it is necessary to have a designated appointment in the CGPS and both parents need to be present. Several documents are needed, in particular the Internationale Geburtsurkunde (International Birth Certificate).

This registration is free of charge but, if the parents desire to issue a CC for the child, they need to pay for the document. All biometric data are taken, with the exception of fingerprints and signatures.

4.3.5 Emergency Travel Title

This is a type of travel document that can be issued on the spot, with no need for online validations or other time consuming processes. In case of emergency travel and if the Portuguese citizen does not have a valid ID, the Consulate can, with the respective proof of travel, issue this temporary document. The emergency travel title can only be used to travel to Portugal, it has an expiration date of fifteen days and it's one time use only. After the citizen arrives in Portugal, they need to issue a new CC. In most cases, the Consulate is requested to issue this document when a citizen loses the ID or it has already expired days before the travel.

4.3.6 Temporary Passport

The temporary passport is issued on the spot, with no need for online validations or other time consuming processes. In case of international emergency travel, and if the Portuguese citizen does not have a valid passport, the Consulate can, with the respective proof of travel, issue a temporary passport. This document has an expiration date of one year.

4.3.7 Underage Travel Authorization

If a minor is going to travel abroad without the presence of one of the parents, it needs an underage travel authorization. Both parents need to be present in order to issue the document if they're not married. If that is not the case, only one party can issue the document. This type of document can also be requested in any local municipality (Rathaus), since it is not issued only by Consulates.

4.3.8 Power of Attorney

Power of attorney is an act by which someone voluntarily assigns representative powers to another. It is most commonly used to give someone the power to sign documents in the name of someone else. For example, if someone wants to sell a house in Portugal, but the owner is living in Germany and cannot travel there to deal with the documents, that person can name a representative that will deal with the paperwork.

During the pandemic, with the imposition of social and travel measures, less people had the chance to go to Portugal, so there was a substantial rise in the demand for this type of act. It was very challenging for consulate workers to provide with scheduling and meeting deadlines in the case of power of attorneys. In many cases, people would already have scheduled the day for signing the papers in Portugal before having the power of attorney signed in the Consulate.

A power of attorney is a type of act that requires additional time and attention. Although the CGPS provides notarial services, it does not have specialised notary workers. This means that the outline of the power of attorney is written on a civil registry office in

Portugal, sent by email to the Consulate, it is reviewed there and then scheduled to sign the papers.

4.3.9 Matrimonial Capacity Certificate

The matrimonial capacity certificate is a type of document that allows foreign citizens to marry in a foreign country. In Germany, the civil registry office (Standesamt) gives a list of required documents for a foreigner who wants to get married. Perhaps the most difficult document to get is the matrimonial capacity certificate because it is only possible to get it in a diplomatic institution or in the country of origin. Therefore, this document is also highly requested in the CGPS.

The German law has different tax classes for single and married citizens. It is a tax-favourable incentive if the spouses have approximately the same income and are taxed individually (Neotax, 2021). EU or EEA citizens can also bring their partners to Germany even if they are a third-country national (Federal Government, n.d.). According to the German federal government, if a spouse is a citizen of a member state of EU or the EEA, “their dependants entitled to freedom of movement shall have the right to enter and reside in the federal territory” (Freedom of Movement Act/EU, 2004).

4.3.10 Certificates

The Consulate-General of Portugal in Stuttgart can provide several types of certificates to Portuguese citizens living in Germany. The most common ones to be requested are: Birth Certificate and Marriage Certificate. These types of documents can be used on several occasions in the German civil registration office. For this institution, these documents can be accepted for a maximum of 3 months after the date of issue. For this reason, both these certificates are constantly being issued in the CGPS.

4.3.11 Signature Recognition

Through the course of the internship, signature recognition was a common practice in the CGPS. There are two types of signature recognition: a regular recognition and another one for translators. Both these procedures aim to verify the signature of an individual.

The regular recognition can happen, for instance, when a foreign citizen is acquiring Portuguese nationality. The institute of registration and notary has several forms to fill if a foreign citizen wants to start that kind of procedure. However, if that citizen is not able to go to Portugal, it needs to request to the CGPS a signature recognition in order to get their identity and signature verified in that specific form.

On the other hand, the signature recognition for a translator is a slightly different procedure, aiming also for other types of situations. For example, when a Portuguese citizen gets divorced in Germany, the Portuguese State does not automatically know that it happened. That citizen needs to ask for specific documents issued by the German court, and then translate these documents to Portuguese in order to get the divorce registered by the Consulate. The translation of these documents needs to be signed by a translator. However, the CGPS does not accept every translator's service. The Consulate has officially recognized and approved a number of translators qualified to do that work. For that reason, it will only accept translations of documents if their names are on the list. If that is the case, the translator has its signature recognized by the Consulate and does not need to be present at the moment when these documents reach the Consulate technical workers.

4.3.12 Voter Registration

The right to vote is a fundamental democratic value. In order to ensure that, the Portuguese State created channels that allow Portuguese citizens to vote from abroad. The Consulate is one example of those channels. Every Portuguese citizen with foreign address in the CC system is automatically allowed to vote abroad. They can use the nearest consular service to express their right to vote.

During 2021, there were presidential elections on 24th January. In the case of having expressed the wish to vote, every Portuguese citizen over the age of 17, living in the jurisdiction area of the Consulate, could attend these installations during January 23 and 24 to cast their vote. The CGPS provides information and guidance to the citizens that find this procedure complex.

4.3.13 Certified Copy

The certified copy is a reproduction of a document guaranteed by law to have the same value as the original. In case of sending legal documents internationally, it is recommended to do this procedure in order not to get any original paper lost. In this way, the citizen will be in possession of the original documents and the documents to be sent will be the authenticated copies.

4.4 Other Activities: mail management

As an intern for the CGPS, a common weekly task was to be responsible for receiving and delivering the Consulate mail. On a daily basis, the intern would receive the mail, split it by subject and deliver it to the responsible worker and, twice a week, the intern would register the mail and deliver it to the local post office.

4.5 My contribution and challenges

As an intern in the Consulate-General of Portugal in Stuttgart, I want to believe that the effort I put in this experience affected someone else's life positively. Through the course of the first four months, corresponding to the period of the internship, and then during the next eight months, there were moments when, without a doubt, I was able to improve someone's life.

For many Portuguese citizens, the Consulate is represented as a safe house. In moments of need they know there is someone they can count on and that their home State is making sure that their lives could be equally as good as in their country of origin. In Portugal, having our ID expired or close to it might not have the same repercussions as when we are a Portuguese resident in a foreign country with an expired ID. People can get unemployed if they do not have that requirement, and a substantial number of cases happened where people were afraid and in need of the Consulate's help. Each case has its priority and sometimes some citizens might need further assistance.

Working for the Portuguese Consulate is a very good occasion to feel the notion of community. Close to the end of the year, when the German State started lifting restrictions and allowing the gathering of people and events, we had the chance to participate in a

couple of parties and gatherings created by Portuguese migrant associations. It really makes a difference when communities help each other and create the sense of Portuguese culture abroad.

Trainees come and go in this type of programme, but I truly hope that my work colleagues will remember me for my enthusiasm, curiosity and ability to provide new ideas. To the future interns, I also had the time to create files with several recommendations and guides that will help, eventually, to engage better with the community.

The hardest challenge faced in this period was, without a doubt, the restrictions and new consequences created by covid-19. The new reality that the pandemic forced us to live in made it more difficult to perform Consulate services and engage with the Portuguese citizens. The Consulate had to keep a limited number of people in its facilities, the time slots were limited, and it was difficult at some points to keep up with the amount of work and requested services. In general, covid-19 made everything a bit more stressful and that was also felt while performing tasks in the Consulate. This happened because this is a type of work that deals with people and their problems, so it is very important to have good communication and adaptability skills.

The German language was also seen as a challenge sometimes. Some Portuguese citizens that had been living in Germany for over 20 years or some Portuguese citizens that were born in this country had some difficulties speaking Portuguese and the intern did not have a basic level of German. In that case, a third language was required to communicate and, in most cases, it was English.

In these moments, it became quite clear to me the importance of a *lingua franca*, the first step towards a successful intercultural existence, as stated by Torres in *Concepts and Dialogues across Shifting Spaces in Intercultural Business* (2022). According to the author, who evokes Bhabha's third space theory, the third space represents a place in the middle, or as she puts it, a materialisation of the "meet me halfway" expression (Torres, 2022). And that's exactly what I tried to do: meet people halfway, to try to bridge the language problem and still be able to do my job and help Portuguese migrants in Baden-Württemberg.

Through the course of my internship I was able to gain considerable knowledge about the internal work conducted by the Consulate-General of Portugal in Stuttgart.

In the period of four months, I was able to have a direct and practical relation with Portuguese migrants and their necessities abroad. The work conducted in this diplomatic representation taught me that the role of the Consulate is incredibly important for a positive integration of citizens.

In my perspective, the Consulate can be compared to the “middleman” between citizens of the sending State and the receiving State. It is a critical enabler for the success of Portuguese citizens abroad because, for these citizens, there might be some issues out of their control. Although there are circumstances that the Consulate is not directly involved in, it is my experience that there are always positive outcomes when Portuguese citizens abroad resort to the Consulate for information.

A Portuguese diplomatic representation like a Consulate is also extremely useful because it has the ability and resources to manage changes in policies that might affect foreign citizens. That happened particularly during COVID-19. A lot of miss-information was being shared across online channels and one of the responsibilities of the Consulate was to tackle that issue.

For newly arrived migrants, the impact of cultural differences can make the integration process more difficult. For this reason, Consulates provide information about the receiving State and its culture, the procedures to do after arriving and aspects to consider upon settling.

All these benefits contribute to the good function of EU values and to the union between nations by enabling interculturality. Nowadays, people can cross borders between countries of the EU and have some kind of insurance that their home State has the capacity to represent and help them in various circumstances.

COVID-19 was, without a doubt, a huge challenge either for me personally but also for the Consulate. The new reality created by the pandemic actually produced greater challenges to the process of integration, mainly because people were not able to socialise and be in direct contact with the foreign environment and culture.

The German language was the second biggest challenge faced. Some of the older Portuguese citizens and also the new generations born in Germany generally preferred to speak the language of the receiving State.

Both these challenges made this experience particularly unique. With a retrospective and critical idea, I believe that the most valuable skill gained was communication. I was able, through this couple of months, to massively improve my communication and interaction skills, because in reality I was handling people's problems and I was helping them in something that was important for them.

I conclude this work by stating that the current circumstances in Ukraine also highlight the important role of diplomatic representations, in specific Consulates, by helping not only national citizens of a sending State but also Ukrainian citizens that were forced to leave their home country and flee to other European countries. These people need help from their Consulate desperately and, surely, they will need all the support to be successfully integrated into a new culture and society.

REFERENCES

AHK. (n.d.). *Baden-Württemberg*. AHK Israel. Retrieved June 1, 2022, from <https://israel.ahk.de/en/services/representation-of-german-regions/translate-to-english-baden-wuerttemberg-2>

Allianz Industrie 4.0 Baden-Württemberg. (n.d.). *ALLIANZ Industrie 4.0 Baden Württemberg | Industrie 4.0*. i40-bw. Retrieved June 2, 2022, from <https://www.i40-bw.de/en/#bestpracticesi40>

Amnesty International. (2021, June 1). *Refugees, Asylum-seekers and Migrants*. Retrieved May 21, 2022, from <https://www.amnesty.org/en/what-we-do/refugees-asylum-seekers-and-migrants/>

Antunes, M. L. M. (1970). Vinte anos de emigração portuguesa: alguns dados e comentários. *Análise Social*, 8(30/31), 299–385.

Automotive-bw. (n.d.). *Automotive Baden-Württemberg*. Retrieved June 1, 2022, from <https://www.automotive-bw.de/gb/company/GrusswortMinister.php>

Baden-Württemberg State Ministry. (n.d.). *Entstehung des Südweststaats*. Baden-Württemberg.de. Retrieved May 26, 2022, from <https://www.baden-wuerttemberg.de/de/unser-land/geschichte/entstehung-des-suedweststaats/>

Baden-Württemberg State Ministry. (n.d.). *State history*. Baden-Württemberg.De. Retrieved May 25, 2022, from <https://www.baden-wuerttemberg.de/en/our-state/state-history/>

Bauer, T., Pereira, P. T., Vogler, M., & Zimmermann, K. F. (2002). Portuguese Migrants in the German Labor Market: Selection and Performance. *International Migration Review*, 36(2), 467–491. <https://doi.org/10.1111/j.1747-7379.2002.tb00089.x>

Bertoli, S., Brücker, H., & Moraga, J. (2013, January). *The European Crisis and Migration to Germany: Expectations and the Diversion of Migration Flows* (No. 7170). IZA.

BioPro. (2021). *Healthcare industry report*. Healthcare Industry BW. Retrieved June 1, 2022, from <https://www.gesundheitsindustrie-bw.de/en/facts-and-figures#sitetop>

Brewers of Europe. (2020, March). *The Contribution made by Beer to the European Economy*. <https://brewersofeurope.org/site/index.php>

Britannica, T. Editors of Encyclopaedia (2016, June 29). *Baden-Württemberg*. *Encyclopedia Britannica*. <https://www.britannica.com/place/Baden-Wuerttemberg>

Britannica, T. Editors of Encyclopaedia (2020, May 27). *German language*. *Encyclopedia Britannica*. <https://www.britannica.com/topic/German-language>

BW-international. (n.d.). *Industry – BW*. bw-i.cn. Retrieved June 1, 2022, from <http://bw-i.cn/bw-en/industry/>

BW-international. (2021, August). *bw-invest: Mechanical Engineering*. Bw-Invest. Retrieved June 1, 2022, from <https://www.bw-invest.de/en/location/industries-clusters/mechanical-engineering>

BW-international. (2021, February). *bw-invest: Information and Communication Technology*. Bw-Invest. Retrieved June 2, 2022, from <https://www.bw-invest.de/en/location/industries-clusters/information-and-communication-technology>

BW-international. (2021, July). *bw-invest: Energy and Environmental Technology*. Bw-Invest. Retrieved June 2, 2022, from <https://www.bw-invest.de/en/location/industries-clusters/energy-and-environmental-technology>

Candeias, Pedro (2017), “Alemanha”, OEm Country Reports, 4, Observatório da Emigração, CIES-IUL, ISCTE-IUL. DOI: 10.15847/CIESOEMFS042017

Castles, S., Miller, M. J., & de Haas, H. G. (2014). *The Age of Migration* (5th ed.). Palgrave Macmillan.

Castles, S. (1986). The Guest-Worker in Western Europe - An Obituary. *The International Migration Review*, 20(4), 761–778. <https://doi.org/10.2307/2545735>

Clark, D. (2021, March 15). *Distribution of votes in the Baden-Württemberg state elections in Germany 2021*. Statista. Retrieved June 1, 2022, from <https://www.statista.com/statistics/1221299/baden-wuerttemberg-election-results/>

Consulado-Geral de Portugal em Estugarda. (n.d.). *Jurisdição*. Retrieved March 17, 2022, from <https://estugarda.consuladoporugal.mne.gov.pt/pt/o-consulado/jurisdicao>

de Magalhães, J. C. (2005). *Manual Diplomático - Direito Diplomático, Prática Diplomática* (3rd ed.). Bizâncio.

Decreto-Lei no 121/2011 de 29 de Dezembro do Ministério dos Negócios Estrangeiros. Diário da República: I série, No 249 (2011). Retrieved May 10, 2022, from <https://data.dre.pt/eli/dec-lei/121/2011/p/cons/20210507/pt/html>

Direção-Geral da Administração e do Emprego Público (DGAEP). (2018, February 2). *Organização da administração do estado*. DGAEP Gov. Retrieved May 10, 2022, from <https://www.dgaep.gov.pt/index.cfm?OBJID=a5de6f93-bfb3-4bfc-87a2-4a7292719839&men=i>

Direção-Geral da Administração e do Emprego Público (DGAEP). (2021, March 3). *Administração direta do estado*. DGAEP Gov. Retrieved May 10, 2022, from <https://www.dgaep.gov.pt/index.cfm?OBJID=7896188B-F40C-4F69-8401-4D7300A5E8EF&MEN=i>

Drewes, O. (2021, May). *Parliamentary Election in Baden-Württemberg, 14 March 2021*. Groupe d'études Géopolitiques. Retrieved June 3, 2022, from <https://geopolitique.eu/en/articles/parliamentary-election-in-baden-wurttemberg-14-march-2021/>

Economidès, C. (1986). *International Relations and Legal Cooperation in General. Diplomacy and Consular Relations* (1st ed., Vol. 9) pp. (35-37). North-Holland.

Editors of Merriam-Webster. (2022, May 18). *Must an Immigrant Also Be an Emigrant?* The Merriam-Webster.Com Dictionary. Retrieved May 26, 2022, from <https://www.merriam-webster.com/words-at-play/immigrant-emigrant-emigre-refugee-how-to-tell-the-difference>

Embaixada de Portugal na Alemanha. (2021, April 1). *Comunidade Portuguesa na Alemanha - dados estatísticos referentes a 2020*. Retrieved April 18, 2022, from <https://berlim.embaixadaportugal.mne.gov.pt/pt/a-embaixada/noticias/comunidade-portuguesa-na-alemanha-dados-estatisticos-referentes-a-2020>

European Commission. (n.d.-a). *Labour market information: Germany*. EURES. Retrieved May 30, 2022, from https://ec.europa.eu/eures/public/living-and-working/labour-market-information/labour-market-information-germany_en

European Commission. (2004, November 19). *Common Basic Principles*. Migration and Home Affairs. Retrieved April 22, 2022, from https://ec.europa.eu/home-affairs/pages/glossary/common-basic-principles_en

European Commission. (n.d.). *migration*. Migration and Home Affairs. Retrieved May 15, 2022, from https://ec.europa.eu/home-affairs/pages/glossary/migration_en

European Union. (2012, October 26). *Consolidated version of the Treaty on European Union*. Official Journal of the European Union. C326/17

Facts about Germany. (2018). *Federal State*. Retrieved May 24, 2022, from <https://www.tatsachen-ueber-deutschland.de/en/politics-germany/federal-state>

Fazit Communication GmbH. (2022, May 18). *Federal States of Germany*. Deutschland.De. Retrieved May 25, 2022, from <https://www.deutschland.de/en/topic/politics/germany-europe/federal-states>

Federal Government. (n.d.). *Spouses joining citizens of non-EU countries*. Make It in Germany. Retrieved April 17, 2022, from <https://www.make-it-in-germany.com/en/living-in-germany/family-life/spouses-joining-citizens-non-eu>

Freedom of Movement Act/EU. (2004, July 30). (Federal Law Gazette I p. 1950, 1986), last amended by Article 6 of the Act of 21 December 2015 (Federal Law Gazette I p. 2557)

Forum. (2000). *The Federal System of the Federal Republic of Germany*. Forum of Federations. Retrieved May 24, 2022, from <https://forumfed.org/document/the-federal-system-of-the-federal-republic-of-germany/>

Fundação Francisco Manuel dos Santos. (2021, March 12). *Direitos e Deveres dos Cidadãos*. Direitos e Deveres. Retrieved April 10, 2022, from <https://www.direitosedeveres.pt/q/constituicao-politica-e-sociedade/deslocacao-e-emigracao/um-imigrante-em-portugal-que-se-veja-sem-condicoes-economicas-de-regressar-ao-seu-pais-de-origem-tem-alguma-ajuda->

GTAI. (n.d.). *Baden-Württemberg*. Germany Trade & Investment. Retrieved May 30, 2022, from <https://www.gtai.de/en/invest/business-location-germany/federal-states/baden-wuerttemberg>

Hatton, T. J. (2017). Refugees and asylum seekers, the crisis in Europe and the future of policy. *Economic Policy*, 32(91), 447–496. <https://doi.org/10.1093/epolic/eix009>

Heichel, S., Gross, M., & Debus, M. (2018). *Cohesion policy implementation, performance and communication Baden-Württemberg case study*. COHESIFY project. http://www.cohesify.eu/wp-content/uploads/2018/06/DE_Ba-Wue.pdf

Hille, P. (n.d.). “*We can do this!*” — *Merkel’s words five years on*. DW.COM. Retrieved June 6, 2022, from <https://www.dw.com/en/merkel-germany-refugees/a-54769229>

IHK Region Stuttgart. (n.d.). *Industries*. Retrieved June 2, 2022, from <https://www.ihk.de/stuttgart/english/facts-and-figures-stuttgart-region/industries-4225066>

International Organization for Migration. (n.d.). *About Migration*. Retrieved May 15, 2022, from <https://www.iom.int/about-migration>

Lusa. (2009, April 23). *Como são os portugueses 35 anos após o 25 de Abril*. DN. Retrieved May 22, 2022, from <https://www.dn.pt/dossiers/politica/a-revolucao-de-abril/noticias/como-sao-os-portugueses-35-anos-apos-o-25-de-abril--1210089.html>

Meer, N., & Modood, T. (2012). How does Interculturalism Contrast with Multiculturalism? *Journal of Intercultural Studies*, 33(2), 175–196. <https://doi.org/10.1080/07256868.2011.618266>

Ministério dos Negócios Estrangeiros. (n.d.). *Estrutura Orgânica*. Portal Diplomático. Retrieved March 17, 2022, from <https://portaldiplomatico.mne.gov.pt/sobre-nos/quem-somos/estrutura-organica#fundori>

Ministerium für wirtschaft arbeit und wohnungsbau. (2020). *Economic Facts and Figures Baden-Württemberg 2020*. Baden-Württemberg ministerium für wirtschaft arbeit und wohnungsbau.

Ministry of the Environment, Climate Protection and Energy Sector. (n.d.). *Energy transition*. Baden-Württemberg.De. Retrieved June 2, 2022, from <https://um.baden-wuerttemberg.de/en/topics/energy-transition/>

Neotax. (2021, December 1). *Tax classes (Steuerklassen) in Germany | NeoTax*. Neotax s.r.o. Retrieved April 17, 2022, from <https://neotax.eu/en/blog/tax-classes-steuerklassen-in-germany>

Observatório da Emigração. (n.d.). *Observatório da Emigração: Alemanha*. Observatório Emigração. Retrieved October 5, 2021, from <http://observatorioemigracao.pt/np4/paises.html?id=56>

OECD (2019), *International Migration Outlook 2019*, OECD Publishing, Paris, <https://doi.org/10.1787/c3e35eec-en>.

OECD. (2004). *OECD Territorial Reviews: Montreal, Canada. Comparison regions: Minneapolis, Saint Paul, US; Stuttgart, Germany; Philadelphia, US*. OECD.

Oltermann, P. (2020, August 30). *How Angela Merkel's great migrant gamble paid off*. The Guardian. Retrieved June 6, 2022, from <https://www.theguardian.com/world/2020/aug/30/angela-merkel-great-migrant-gamble-paid-off>

Pereira, C., & Azevedo, J. (2019). *New and Old Routes of Portuguese Emigration*. Springer Publishing. <https://doi.org/10.1007/978-3-030-15134-8>

Pereira, C., Pires, R., Azevedo, J., Vidigal, I., & Veiga, C. (2020). *A emigração portuguesa no século XXI*. Sociologia, Problemas e Práticas, 94, (pp. 9–38).

Press and Public Relations Baden-Württemberg State Parliament (Ed.). (2021, September). *Welcome to the State parliament*. Muhterem Aras. <https://www.landtag-bw.de/home.html>

- Rana, K. S. (2011). *21st-Century Diplomacy* (pp. 209–228). Continuum.
- Rowley, A. R. (1990). *The Dialects of Modern German* (C. V. J. Russ, Ed.) (pp. 394–415). Routledge.
- Sarmiento, C. (2014). Interculturalism, multiculturalism, and intercultural studies: Questioning definitions and repositioning strategies. *Intercultural Pragmatics*, 11 (4), (pp. 603–618). <https://doi.org/10.1515/ip-2014-0026>
- Scholten, P., & Penninx, R. (2015). *Integration Processes and Policies in Europe: Contexts, Levels and Actors (IMISCOE Research Series)* (1st ed. 2016 ed., Vols. 91–109). Springer.
- Serrão, J. V. (2000). *História de Portugal - Volume XIV - Da 1ª Legislatura à Visita Presidencial aos Açores* (Vol. 14). Verbo.
- Serrão, J. V. (2003). *História de Portugal (1941–1951) - Volume XV - Da II Guerra à Morte do Marechal Carmona* (Vol. 15). Verbo.
- Serrão, J. V. (1995). *História de Portugal - Volume IX (1851- 1890) - O Terceiro Liberalismo* (Vol. 9). Verbo.
- Sperling, K. (2021, November 1). *German Dialects: The Swabian Dialect*. Babel Magazine. Retrieved May 31, 2022, from <https://www.babel.com/en/magazine/swabian-dialect>
- Stalker, P. (2002). Migration Trends and Migration Policy in Europe. *International Migration*, 40(5), 151–179. <https://doi.org/10.1111/1468-2435.00215>
- Statistisches Bundesamt. (2020, January 1–December 31). *Bevölkerung und Erwerbstätigkeit* [Ausländische Bevölkerung Ergebnisse des Ausländerzentralregisters]. Statistisches Bundesamt (Destatis). https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Migration-Integration/Publikationen/Downloads-Migration/auslaend-bevoelkerung-2010200207004.pdf?__blob=publicationFile
- Statistisches Landesamt. (2020). *Baden-Württemberg - Facts and Figures*. Baden-Württemberg: Statistisches Landesamt. https://www.statistik-bw.de/Service/Veroeff/Faltblatt/803820013.pdf;jsessionid=upcgLhCUKYmsXISIPUi_SN_eBpu4eYFYIGDjN20d.webext04

Statistisches Landesamt. (2022). *Statistisches Landesamt Baden-Württemberg*. statistik-bw. Retrieved June 2, 2022, from <https://www.statistik-bw.de>

Stuttgart-Marketing GmbH. (n.d.). *The Stuttgart Ballet*. Stuttgart-Tourist. Retrieved May 30, 2022, from <https://www.stuttgart-tourist.de/en/a-stuttgart-ballet>

Tost, D. (2014, December 12). *Baden-Württemberg leads EU in innovation*. Www.Euractiv.Com. Retrieved May 30, 2022, from <https://www.euractiv.com/section/innovation-industry/news/baden-wuerttemberg-leads-eu-in-innovation/>

Tourismus Marketing GmbH Baden-Württemberg. (n.d.). *UNESCO World Heritage Sites*. Tourismus-Bw.De. Retrieved May 30, 2022, from <https://www.tourismus-bw.com/things-to-do/culture/unesco-world-heritage-sites>

Torres, I. (2022). Bridging the Gap: The Importance of Interculturality in Business Relations. In Sarmiento, C. (ed.) *Concepts and Dialogues across Shifting Spaces in Intercultural Business* (pp. 168–178). Cambridge Scholars Publishing.

United Nations High Commissioner for Refugees. (1951, July 28). *Convention and Protocol Relating to the Status of Refugees*.

United Nations High Commissioner for Refugees. (2022, May 23). *UNHCR: Ukraine, other conflicts push forcibly displaced total over 100 million for first time*. UNHCR. Retrieved May 23, 2022, from <https://www.unhcr.org/news/press/2022/5/628a389e4/unhcr-ukraine-other-conflicts-push-forcibly-displaced-total-100-million.html>

United States Department of State. (2017, May). *Handbook for the establishment of consular posts*.

United Nations. (1963). *Vienna Convention on Consular Relations* (Vol. 596). United Nations.

Vezzoli, S., Szczepanikova, A., de Haas, H., & van Criekinge, T. (2018). *European Migrations*. European Commission. Joint Research Centre.

Wehling, H.-G., Urban, D., Pflug, K., & Turecek, O. (2008). *Baden-Württemberg: A Portrait of the German Southwest* (6th ed.). Landeszentrale für politische Bildung Baden-Württemberg.

Wolcott, E. L. (2021). Employment inequality: Why do the low-skilled work less now? *Journal of Monetary Economics*, *118*, 161–177.
<https://doi.org/10.1016/j.jmoneco.2020.09.004>

Wouters, J., Duquet, S., & Meuwissen, K. (2013). The Vienna Conventions on Diplomatic and Consular Relations. *Oxford Handbooks Online*, 1–11.
<https://doi.org/10.1093/oxfordhb/9780199588862.013.0029>