

No. 15777

**FRANCE
and
PORTUGAL**

Agreement on the immigration, conditions and social advancement of Portuguese workers and their families in France (with annexes). Signed at Lisbon on 11 January 1977

Authentic texts: French and Portuguese.

Registered by France on 30 June 1977.

**FRANCE
et
PORTUGAL**

Accord relatif à l'immigration, à la situation et à la promotion sociale des travailleurs portugais et de leurs familles en France (avec annexes). Signé à Lisbonne le 11 janvier 1977

Textes authentiques : français et portugais.

Enregistré par la France le 30 juin 1977.

[TRANSLATION — TRADUCTION]

AGREEMENT¹ BETWEEN THE FRENCH GOVERNMENT AND THE PORTUGUESE GOVERNMENT ON THE IMMIGRATION, CONDITIONS AND SOCIAL ADVANCEMENT OF PORTUGUESE WORKERS AND THEIR FAMILIES IN FRANCE

The Government of the French Republic and the Government of Portugal,

Considering it to be in their mutual interest and in the interest of Portuguese workers and their families wishing to go to France or legally residing there:

- to regulate the recruitment and placement of workers;
- to create conditions conducive to the reuniting of families and to the residence of workers' families;
- to promote full employment of Portuguese workers residing in France or having been admitted to France through the National Immigration Bureau (Office national d'immigration);
- to facilitate the vocational and social advancement and to improve the living and working conditions of such workers and their families in France;
- to ensure that such workers and their families in France are able to preserve and develop their cultural identity, while recognizing what is to be gained from the French community and preventing their isolation from that community;
- to facilitate their eventual voluntary resettlement in Portugal;

Considering, further, the desirability of providing for reciprocal measures,

Have agreed as follows:

PART I. CONDITIONS GOVERNING ADMISSION TO, RESIDENCE AND EMPLOYMENT
IN FRANCE

Article 1. 1. Portuguese permanent and seasonal workers wishing to take up paid employment in France shall be admitted through the National Immigration Bureau (Office national d'immigration) (called for short "the Bureau"). Workers shall be recruited in Portugal in co-operation with the Emigration Board (Direcção-Geral de Emigração) (called for short "the DGE"). To that end, the Bureau shall establish an official mission in Portugal.

2. The procedure for the recruitment and admission of workers shall be governed by the provisions of annex I. The statute of the Bureau's Mission is laid down in annex III. The annexes form an integral part of this Agreement.

Article 2. 1. The competent authorities shall notify each other directly, on the one hand, of the approximate number of jobs in France likely to be offered to Portuguese nationals and, on the other hand, of the number of Portuguese applicants wishing to emigrate to France.

2. The competent authorities shall be, in France, the Ministry of Labour and, in Portugal, the Secretariat of State for Emigration (called for short "the SEE").

¹ Came into force on 11 January 1977 by signature, in accordance with article 39.

Article 3. 1. Portuguese nationals who are going to work in France shall receive, prior to their departure from Portugal, a contract of employment countersigned by the office of the French Ministry of Labour.

2. Portuguese workers, and members of their families who accompany or join them, shall be admitted to French territory on valid Portuguese passports issued by the competent authorities and bearing French visas. The visas shall be free of charge.

3. They shall be issued in France with the documents prescribed by legislation.

4. The provisions relating to admission and residence shall be applicable subject to the provisions of legislation or regulations governing the public policy, State security and public health.

Article 4. 1. The applicants' costs of travel from their place of residence to the centres in Portugal where medical examinations and occupational screening are carried out and of their board and lodging while at those centres shall be defrayed by Portugal.

2. The travel costs of recruited workers from their point of departure in Portugal to their place of employment in France, together with the costs of the examinations and screening, shall be defrayed by the Bureau.

3. The competent authorities of the two Parties shall endeavour to improve insurance coverage for workers and their family members for their travel from the point of departure in Portugal to the place of employment or residence in France, and for seasonal workers on their return journey.

4. The personal effects, household goods in current use, and tools of the workers and their families shall be exempt from customs duty on entry to and departure from France subject to the regulations in force.

Article 5. If, for a reasonable cause, a recruited worker is not accepted by his French employer or if a contract is cancelled for reasons beyond the worker's control, the competent French authorities shall endeavour to offer the worker concerned employment suited to his skills.

Article 6. 1. The French authorities shall encourage the reuniting of the families of Portuguese workers employed in France. To this end, the spouse and minor children (sons under 18 years and daughters under 21 years) of the worker shall be admitted on the conditions laid down by French legislation and in accordance with the provisions set forth in annex II to this Agreement.

2. The competent French authorities shall give special consideration to the status of the ascendants of workers or their spouses wishing to avail themselves of the provisions on reuniting families.

3. The competent French authorities shall recommend to the managing agencies of public authority housing that they accept the applications of Portuguese workers wishing to be joined by family members still in Portugal.

Article 7. 1. Portuguese workers in France shall receive, for equal work, remuneration equal to that of French nationals employed in the same occupation and in the same region.

2. Portuguese workers in France shall enjoy equality of treatment with French nationals as regards the application of laws, regulations and customs governing occupational safety and health and working conditions.

Article 8. 1. Work and residence permits of Portuguese workers already in France shall be renewed as prescribed by French legislation. The competent French authorities shall endeavour to ensure that cards B and C are issued within the minimum statutory period. Permits which are invalidated as a result of a change in the regulations shall be replaced, account being taken of years of residence in France and irrespective of the employment status of the worker at the time of such exchange.

2. In principle, unemployment or absences from work caused by industrial accidents or prolonged illness shall not constitute an obstacle to the renewal or replacement of work permits of Portuguese workers.

3. Portuguese workers holding card B may be authorized to change their occupation and their place of work. The competent French authorities shall give special consideration to such applications.

4. Portuguese workers in France may be authorized to engage in trading and craft occupations on the conditions prescribed by French legislation.

Article 9. The competent French authorities shall facilitate the access of the spouses of Portuguese workers to the employment market.

Article 10. 1. Young Portuguese nationals who return to France within three months after the completion of their military service in Portugal shall be admitted without being subject to the procedure applicable to new immigrants and without losing previously acquired rights in respect of employment.

2. The French authorities shall recommend to French employers that they grant to the young workers mentioned in the preceding paragraph the same preferential right to reinstatement as is granted to French workers in the same circumstances.

3. The French authorities undertake to issue work permits to young Portuguese immigrants residing in France who wish:

- (a) to take in-service training courses with a view to obtaining a diploma;
- (b) to work during school holidays or university vacations;
- (c) to serve apprenticeships.

Article 11. Portuguese workers may transfer their savings to Portugal in accordance with the exchange regulations in force in France and at the official rate in effect at the time of transfer.

Article 12. 1. The competent authorities of the two Parties shall take the necessary measures and co-operate for the purpose of informing Portuguese nationals wishing to go to France to take up employment or to join the heads of their families of the legal provisions governing such movements.

2. The competent authorities of the Contracting Parties shall endeavour to uncover any illegal practices detrimental to Portuguese nationals who either wish to go to France to take up employment or are already there, and to report them to the appropriate legal authorities.

PART II. SOCIAL RIGHTS

Article 13. Portuguese permanent and seasonal workers in France, together with their families, shall enjoy treatment equal to that of French nationals in respect of social security.

They shall likewise enjoy medical and social assistance on the conditions set forth in legal instruments and conventions in force.

Article 14. 1. Repatriation of Portuguese workers for economic or health reasons shall take place with the consent of the persons concerned or of their legal representatives.

2. Should a worker consent to be repatriated for health or economic reasons, the decision to repatriate shall be communicated by the French authorities to the Portuguese consular authorities in the region in which the worker resides with such prior notice as is consistent with the reason for repatriation.

Article 15. 1. Social programmes shall be implemented to ensure that Portuguese workers and their families are housed in accordance with the conditions prescribed by French legislation.

2. The French authorities shall endeavour to make available to unaccompanied Portuguese workers suitable hostel or other public authority accommodation.

3. Hostels and public authority accommodation must be equipped with the amenities required for satisfactory socio-cultural activities, and Portuguese workers residing in the hostels shall have the option of helping to organize such activities.

Article 16. 1. The French authorities shall take the necessary steps to inform Portuguese workers and their families, in Portuguese, of the rights which they enjoy in France.

2. The two Parties agree that special efforts shall be made, on a priority basis, to improve the general familiarization process for Portuguese workers and their families and to facilitate their relations with administrative, medical and social services, and with the population of the host country.

3. To this end, the French authorities shall endeavour to ensure that the administrative, social and medical services most frequented by Portuguese workers in regions where they are most densely concentrated have bilingual (French/Portuguese) staff members. In addition, vocational training to enable Portuguese workers to occupy such posts shall be facilitated.

Article 17. 1. The French authorities undertake to develop health information and education (including family planning) for Portuguese workers and their families and agree that special efforts shall be made to ensure that such information and education are provided in Portuguese and by methods suited to the needs of those concerned.

2. In addition, the French authorities shall devote attention to problems relating to the mental health of Portuguese workers and their families. To this end, those authorities shall, *inter alia*, facilitate the integration of Portuguese doctors authorized to practice in France or seconded to hospital establishments, as foreign staff, to perform such functions.

3. The French authorities shall encourage the establishment of programmes to prevent industrial accidents and industrial diseases through the use of written, spoken and audio-visual media in Portuguese.

Article 18. The French authorities undertake to consider favourably requests from Portuguese nationals detained in French prisons to be allowed to receive

publications in their mother tongue and to receive visits from persons other than members of their families.

PART III. VOCATIONAL ADVANCEMENT AND TRAINING

Article 19. Portuguese workers shall enjoy equality of rights and treatment with French workers with respect to vocational advancement and training.

Article 20. 1. The French authorities and the Portuguese authorities shall co-operate to provide orientation schemes for Portuguese workers, either prior to their departure from Portugal or after their arrival in France.

2. Pre-emigration courses shall be organized by the Bureau, with the co-operation of S. E. E., for Portuguese workers and their families. Such courses shall cover information on conditions of work and pay, various facets of life in France, the rights and duties of foreign workers, social welfare, and access to vocational training and advancement, and may last for one or more days.

3. Portuguese workers seeking employment in French companies who do not have the requisite level of vocational training may take vocational advancement courses organized in Portugal with the co-operation of the Portuguese authorities and the assistance of French technical staff.

4. After the arrival of the Portuguese workers in France, courses to familiarize them with social and occupational conditions in France shall be organized on the basis of a prearranged curriculum and time-table drawn up jointly by the authorities of the two Parties.

5. The purpose of the courses shall be to help the workers to overcome any initial difficulties and to facilitate their integration in France through the acquisition of practical knowledge about social and occupational conditions, the rights and duties of workers, rudiments of the French language, and health and safety. They must be such as to motivate those concerned to pursue their training on their own.

6. Provision shall also be made for organizing for family members who have accompanied or joined Portuguese workers' courses to familiarize them with social conditions and provide them with general information and the rudiments of the language.

Article 21. 1. In order to achieve equality of opportunity for Portuguese and French workers, introductory training schemes covering occupational training, further language training and elementary mathematics shall be intensified. Schemes which operate at the place of work during paid working hours (using audio-visual methods) shall be developed.

2. Pre-training and training methods and the content of psycho-technical tests shall be tailored to the needs of Portuguese workers,

3. Vocational pre-training courses to help Portuguese workers to qualify for full training courses shall be intensified.

4. Job applicants shall have access to induction and pre-training schemes.

5. In addition, an effort shall be made to reduce the waiting period between basic pre-training and access to vocational training.

Article 22. Pre-training schemes for Portuguese adolescents designed to facilitate their entry to the employment market or to vocational training courses shall be developed through, *inter alia*, the creation of regional intensive training centres.

Article 23. The agreements and legislation on continuing education of wage-earning of workers shall apply to Portuguese workers.

Article 24. Courses whose purpose is the social and vocational advancement of Portuguese immigrant women and girls, in employment or seeking employment, shall be developed.

Article 25. The occupational relocation of Portuguese workers who are injured in industrial accidents suffering from occupational diseases, unemployed or threatened with unemployment shall be intensified by the development of “upgrading” courses to facilitate their re-entry to the employment market or by training to qualify them for a new occupation.

Article 26. Portuguese immigrant workers shall be trained as vocational training instructors so that they may join mixed teams at training or pre-training centres, particularly those where the number of Portuguese so warrants.

Article 27. 1. The competent authorities of the two Parties shall co-operate in formulating training schemes designed to facilitate the reintegration of Portuguese workers wishing to return to their country of origin.

2. The conditions and operation of vocational training courses in preparation for repatriation shall be established in due course, by agreement between the competent authorities of the two Parties.

Article 28. A special effort shall be made to promote activities to acquaint workers and their families with the vocational advancement opportunities open to them, methods and procedures for qualifying for training courses, and the forms of assistance that may be available to them for that purpose. The production of bilingual informational material shall be encouraged by the French and Portuguese authorities.

PART IV. CULTURAL RIGHTS

Article 29. 1. The authorities of the two Parties shall endeavour to adopt appropriate measures to promote cultural programmes for Portuguese workers and their families, primarily with a view to maintaining socio-cultural links with their country of origin. They shall also undertake to co-operate in striving to balance the two cultures by establishing the necessary structures for achieving that goal.

2. This co-operation shall take the form of recognizing the fundamental role of Portuguese teachers and strongly supporting socio-cultural programmes organized by Portuguese workers living in France.

Article 30. 1. To these ends, the authorities of the two Parties undertake to study and thereafter to programme and support initiatives conducive to the mutual recognition of the two cultures and to facilitate the access of nationals of the two countries to them.

2. The authorities of the two Parties undertake:

- (a) to promote the use of existing human and material resources such as socio-cultural amenities (meeting rooms, gymnasia, sports grounds and entertainment halls);

- (b) to encourage the establishment of training courses for socio-cultural instructors, programmes to train social workers and refresher courses for Portuguese socio-cultural teachers and instructors;
- (c) to promote the development of cultural productions (film, theatre) in French or Portuguese on the theme of Portugal's culture and civilization;
- (d) to disseminate reading matter, documentation and written information;
- (e) to endeavour to organize:
 - holiday programmes for young Portuguese workers or children of Portuguese workers residing in France;
 - courses on French life and culture for Portuguese teachers and social workers preparing to work in France;
 - courses on Portuguese life and culture for French teachers and social workers working in a predominantly Portuguese immigrant milieu.

Article 31. The French authorities shall authorize Portuguese associations to make regular use of existing socio-cultural amenities and to avail themselves of subsidies for socio-cultural activities on the same conditions as French associations.

Article 32. The French authorities shall promote the broadcasting of Portuguese cultural and entertainment programmes on French radio and television.

Article 33. The authorities of the two Parties undertake to co-operate in devising methods of literacy training in the two languages for Portuguese workers residing in France. To this end, arrangements shall be made for literacy programmes to take place during working hours and in the context of socio-cultural activities, and the training of Portuguese instructors will be promoted.

PART V. SCHOOL ENROLMENT OF PORTUGUESE CHILDREN

Article 34. The two Parties recognize the importance for the social advancement of Portuguese workers and their families of the school enrolment of Portuguese children in France. Consequently, the Joint Commission for which provision is made in article 38 of this Agreement shall be informed regularly of the progress of the work being done, with regard to school enrolment of Portuguese children in France, by the Joint Cultural, Scientific and Technical Commission and by meetings of experts mandated by it.

Article 35. Portuguese children shall enjoy, on the same footing as French children, access to all schools in French territory.

Portuguese children attending school shall be eligible, on the same conditions as French children, for all scholarships and educational assistance.

Article 36. 1. Portuguese children shall have access to the preparatory classes set up at the elementary level by the French Ministry of Education — a gradual increase in the number of which is planned — with a view to giving the children of immigrant workers the minimum command of French that will enable them to join normal classes.

2. They shall have access to orientation classes and to the extra hours of instruction in French at secondary schools designed to promote the integration of the children of immigrant workers into the French education system.

Article 37. The two Parties undertake to promote the exposure of Portuguese children to their own language and culture throughout the period of compulsory education.

To this end, the Joint Cultural, Scientific and Technical Commission shall consider all the problems arising in connexion with the education of Portuguese children in their national language on the basis of guidelines established by it, with a view, *inter alia*, to developing and improving the teaching of their national language.

1. Portuguese children enrolled in elementary schools may, at their parents' request and according to local conditions:

- be taught their own language in schools outside normal school hours;
- be taught their own language during the teaching periods allotted to optional subjects by schools.

Priority shall be given to the latter alternative.

This teaching shall be given by Portuguese teachers. For this purpose, the Portuguese authorities shall endeavour to recruit and pay the necessary teaching staff.

2. The two Parties shall co-operate with a view to ensuring, by means of, *inter alia*, training courses, satisfactory integration of Portuguese teachers in the French school system.

3. Portuguese children receiving general and vocational training in French secondary schools may choose their mother tongue as their first modern language under the general conditions governing the opening of foreign language departments at such schools.

PART VI. FINAL PROVISIONS

Article 38. 1. A Joint Commission shall meet at the request of either Party, in Portugal and in France alternately, to deal with any difficulties that may arise in implementing this Agreement. It may propose the revision of the Agreement and its annexes.

2. Expert meetings may take place at any time between meetings of the Joint Commission to deal with any practical problems which arise.

Article 39. This Agreement shall replace the Agreement concerning the migration, recruitment and employment of Portuguese workers in France of 31 December 1963,¹ the Protocol concerning the immigration and social status of Portuguese workers and their families in France of 29 July 1971,² together with the respective annexes, and the exchange of letters of 31 January 1973.³

It shall enter into force on the date of signature.

It shall remain in force for two years and shall be extended by tacit agreement unless it is denounced three months prior to the date of expiry.

¹ United Nations, *Treaty Series*, vol. 811, p. 253.

² *Ibid.*, p. 283.

³ *Ibid.*, vol. 942, p. 334.

DONE at Lisbon on 11 January 1977, in duplicate, in the French and Portuguese languages, both texts being equally authentic.

For the Government of the French Republic:

[Signed]

PAUL DJOUD

For the Government of Portugal:

[Signed]

JOÃO LIMA

ANNEX I

RECRUITMENT PROCEDURES

Article 1. GROUP RECRUITMENT

Group recruitment means the recruitment of a stated number of workers.

Recruitment, selection and transfer to France shall be effected in accordance with the following rules:

1. The Mission of the Office national d'immigration (National Immigration Bureau) (hereinafter referred to as "the Mission" shall communicate to the Direcção-Geral de Emigração (Immigration Board) (hereinafter referred to as the "Board"), as and when contracts of employment arrive, the number of workers sought together with full information concerning the qualifications required, conditions of employment offered — duration, wages, housing, meals — and the physical and medical requirements;
2. Within 48 hours the Board shall inform the Mission whether the recruitment requests can be satisfied and, if appropriate, shall agree with the Mission on the dates and places for the screening of applicants. The screening shall begin within 10 days of such agreement. In the interest of the workers, medical screening shall take place simultaneously with occupational screening.

The occupational and medical examinations shall take place at the headquarters of the Mission at Lisbon or at any other assembly centre if the daily flow of applicants makes that practicable and if the premises made available to the Bureau and the infrastructure are deemed adequate.

The Mission shall issue to every candidate found suitable for work in France a certificate to be produced to the Board;

3. Travel documents shall be issued within 10 days of the issuing of the certificates of suitability. The lists of workers to whom such documents have been issued shall be communicated to the Mission by the Board within the same period;
4. The workers shall be summoned to Lisbon by the Mission where they shall receive their contracts of employment after signing them;
5. The age limits shall be as follows:
 - agricultural workers: 45 years;
 - other workers: 40 years.
6. All other practical details relating to the recruitment and transfer of workers selected through group recruitment shall be established by agreement between the Mission and the Board.

Article 2. INDIVIDUAL RECRUITMENT

Individual recruitment is the procedure whereby a French employer, by means of contract of introduction, recruits an individually designated Portuguese worker. Individual recruitment, selection and transfer to France shall be effected according to the following rules:

1. The Mission shall inform the worker concerned and the Board of the arrival of the contract of employment;
2. The medical examination and preparations for travel to the place of employment in France shall be carried out at the premises of the Mission in the same manner as applies to the open recruitment procedure;
3. All other practical matters concerning the recruitment and transfer of individually recruited workers shall be settled by agreement between the Mission and the Board.

Article 3. PREPARATION OF WORKERS FOR EMIGRATION

Portuguese permanent and seasonal workers recruited in the manner prescribed by this Agreement shall, prior to their departure, be able to avail themselves of pre-emigration courses, arrangements for which shall be determined by agreement between the Bureau and the Secretaria de Estado da Emigração (Secretariat of State for Emigration).

Article 4. INFORMATION CONCERNING THE STATUS OF PORTUGUESE IN FRANCE

The Bureau, as part of its general reception and information functions, shall, at the request of the Board, assist in providing full information concerning the social status of Portuguese nationals in France.

ANNEX II

REUNITING FAMILIES

The Portuguese and French authorities shall co-operate within their respective spheres of competence in ensuring the satisfactory operation of the procedure for reuniting families. To this end, they shall jointly draw up any bilingual documents required.

The admission to France of family members of Portuguese workers shall be subject to the following rules:

1. All applications for reuniting families considered by the competent French authorities shall be forwarded to the Bureau;
2. While conducting an inquiry in France, the Bureau shall inform its Mission in Portugal so that it may simultaneously proceed with the prior medical examination of the family members whose admission is being requested;
3. The Mission shall inform the Board on receipt of the applications at Lisbon and shall summon the persons concerned for the prior medical examination;
4. The medical examination shall take place on the premises of the Mission at Lisbon, and the results of the examination shall be transmitted to the Board. The latter shall immediately file the passport applications of family members found to be medically fit. The Mission shall notify the Board of any unfavourable outcome of inquiries in France, so that the preparation of the documents may be suspended;
5. On receipt of the final agreement of the French authorities, the Mission shall summon to Lisbon, for the purposes of departure, family members who have been granted authorization to emigrate and shall at the same time inform the Board with a view to the handing over of the passports;
6. Once the family members have their passports, they shall report to the Mission, where they shall receive their exit papers;
7. The Board shall take all appropriate steps to assist the families and to facilitate their emigration in the shortest possible time;

8. The Mission shall inform the families of living conditions in France and take all appropriate steps to ensure that immigration takes place under the optimum physical and psychological conditions;
9. Any other practical provisions relating to preparation for departure, issuing of documents and transfer shall be decided on by agreement between the competent Portuguese authorities and the Bureau.

ANNEX III

STATUTE OF THE MISSION OF THE OFFICE NATIONAL D'IMMIGRATION IN PORTUGAL

The Mission of the Office national d'immigration (National Immigration Bureau) in Portugal, the government agency mentioned in article I of this Agreement, shall have its own statute, for the purposes of performing its functions. The competent authorities shall undertake to ensure that the staffing of the Mission is commensurate with the tasks entrusted to it:

1. The buildings or parts thereof belonging to the French State or rented by it, used exclusively by the Mission of the Office national d'immigration, shall be exempt from all taxes and charges with the exception of those for services rendered.

Notwithstanding the provisions of the foregoing paragraph, this exemption shall not apply to those taxes and charges which, under Portuguese legislation, are payable by owners of rented premises;

2. The Mission shall import and re-export duty-free all equipment and vehicles required for its operation.

The same shall apply to the normal effects (furniture, personal effects and private vehicles) of French staff members of the Mission;

3. The Mission, as an official agency of the French Government, shall not be subject to any tax in respect of the remuneration of its staff in Portugal; it shall, however, arrange for its locally recruited staff to be covered by the social security system and shall bear the costs thereof.

Contributions payable by such staff shall be paid in accordance with the relevant rules applicable to French consulate staff in Portugal;

4. Units set up in France by the Portuguese Government for the purpose of promoting activities to assist immigrants shall be governed by a régime no less favourable than that described in this statute.

ANNEX IV (a)

Lisbon, 11 January 1977

Sir,

On the occasion of the signing, which we have just completed, of the Agreement between the French Government and the Portuguese Government on the immigration, conditions and social advancement of Portuguese workers and their families in France, I have the honour to propose, on the instructions of my Government and in a spirit of reciprocity, that French nationals residing in Portugal shall be covered by provisions identical to those prescribed for Portuguese nationals in articles 4 (para. 4), 7, 8, 9, 10, 11, 15 and 18 of the Agreement.

I should be grateful if you would inform me whether your Government is agreeable to the proposals.

Accept, Sir, etc.

PAUL DIJOURD

Mr. João Lima
Secretary of State for Immigration
Lisbon

ANNEX IV (b)

Lisbon, 11 January 1977

Sir,

I have the honour to acknowledge receipt of your letter of today's date which reads as follows:

[*See annex IV (a)*]

I have the honour to inform you, on instructions from my Government, that French nationals residing in Portugal will be covered by the aforementioned provisions.

Accept, Sir, etc.

JOÃO LIMA

Mr. Paul Dijourd
Secretary of State for Immigrant Workers
