

USING BOURDIEU'S TRILOGY OF HABITUS, CAPITAL
AND FIELD TO EXPLORE THE EMPLOYMENT
EXPERIENCES OF THE HIGHLY QUALIFIED 1.5TH
GENERATION OF CHINESE IMMIGRANTS IN
PORTUGAL

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Abstract

Oriented by Pierre Bourdieu' theory of field, habitus, and capital, this dissertation examines the highly educated 1.5th Generation of Chinese immigrants' life and professional trace in Portugal. In reviewing the literature on status and stereotypes associated with immigration, this dissertation took the initiative to study the process and the reasons for the successful integration of 1.5th Generation in its day to day and in the labor market. Empirical research encompasses participants' life and work experiences, including the cultivation of diverse competencies that play a decisive role in their professional course. In the spirit of discovery, a model was developed that reflects the transition from school to work in the 1.5th generation of Chinese immigrants and found that they have no obstacles to access the Portuguese labor market. The dissertation provides recommendations in both theoretical and organizational terms on the strategy of immigrants' integration, as well as the recruitment and retention of bicultural talents.

Key words: 1.5th Generation of Chinese immigrants, forms of capital, habitus, work experience.

JEL Classification: J61; Y40

Resumo

Orientada pela teoria do *field*, *habitus* e *capital* de Pierre Bourdieu, esta dissertação examina o percurso profissional e de vida da geração 1.5 de imigrantes chineses em Portugal. Ao rever a literatura sobre status e estereótipo associados à imigração, esta dissertação tomou a iniciativa de estudar o processo e os motivos da integração bem-sucedida da geração 1.5 no seu dia a dia e no mercado de trabalho. A pesquisa empírica abrange as experiências de vida e de trabalho dos participantes, incluindo o cultivo de diversas competências com papel decisivo no seu percurso profissional. Em espírito de descoberta, foi desenvolvido um modelo que reflete a rota de transição de escola para trabalho na geração 1.5 dos imigrantes chineses e constatou-se que estes não têm obstáculos para aceder ao mercado de trabalho português. A dissertação proporciona recomendações tanto em termos teóricos quanto organizacionais sobre a estratégia de integração dos imigrantes, bem como o recrutamento e retenção de talentos biculturais.

Palavras-chave: 1.5ª Geração de imigrantes chineses, formas de capital, *habitus*, experiência de trabalho

JEL Classification: J61; Y40

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1. Introduction

1.1. An interesting phenomenon ---- Introduction

According to the statistics of UNESCO (United Nations Educational, Scientific and Cultural Organization), there were more than four hundred thousand Chinese students studying abroad in 2013. I myself have been in Portugal since 2012, arriving at the age of twenty as part of my undergraduate program. Thanks to the agreement between my university Harbin Normal University and the University of Lisbon, another six of my classmates and I began to learn and improve our Portuguese language skills in the same class, whilst also sharing a flat together. Initially, life was rather difficult. We had to adapt to completely new cultural habits and local cuisine, as well as try to understand all the Portuguese spoken around us. But in hindsight, I have grown nostalgic of the days where we even had to use a bilingual dictionary to decipher the meaning of the labels at the supermarket.

After cohabiting with my classmates for two months, I decided to move out and transfer to a new class, in an attempt to be more independent and adapt to my new life. However, my social circle was rather restrained as I spent most of my time going to the faculty, followed by the canteen, and eventually back home. Some of the few social activities I took part in would involve going out for dinner with my Chinese classmates but also found myself incidentally making friends with local Chinese immigrants. Without faculty activities and no way to enter other social circles, it seemed rejection between the Chinese and Portuguese communities was mutual, both actively and passively. At the time, I did not know what to do to improve my situation. Life was boring and dry.

Things took a positive turn when my Portuguese improved and I reached a level that allowed me to engage in more social activities, as well as interact and socialize more with Portuguese speakers. I then transferred to Coimbra to further my studies and completed my bachelor degree successfully. During this time, I found myself making friends more easily, but most of them were still Chinese oversea students just like myself.

In June 2015, during the holidays before beginning my master's degree, my friends and I

organized a competitive activity involving acquaintances from our social circles. Initially, when this idea emerged, our aim was to bring Portuguese, Chinese and other foreigners together for the event. Many signed up, and the participants were randomly grouped in three teams. Everything was performed online, with most of the information about the participants being limited to the name.

On the day of the activity, I noticed some young people within our age group in the reserved site that I had never met before. Surely, they were a part of someone's friend circle that I had not yet met. They stood there happily speaking fluent Mandarin, and although we shared striking physical similarities, I was convinced that we had different origins; they spoke with a heavy accent and their sentences had an unusual syntax.

Being intrigued and curious, I initiated conversation with them, introducing myself and asking them about their backgrounds. They proceeded to explain that they were all immigrants but not the normal Chinese immigrants that we had met in the street. When I inquired: "are you Chinese?" The answers were always the same: "I am still a Chinese national but I grew up in Portugal". As conversation carried on, I found out that they had some common characteristics: most of them were from Zhejiang province or generally from the South of China, and immigrated to Portugal with their family when they were very young. Growing up in Portugal, they were completely immersed in the local education, rendering them fully bilingual, speaking Portuguese and Chinese with equal ease. Many have even worked for their parents' businesses, others, are still at school. At the time, I called them "*a special immigrant crowd*".

From July 2015, I slowly began contacting these people while organizing the *Running Generation* event. Surprisingly, I found out that this community was quite large but had never noticed it before. While organizing the event with this *special immigrant crowd*, I learned more about them. In addition to students, I also came into contact some older members of the community who had worked for many years.

My interest for this *special immigrant crowd*, who had worked in local or international companies in Portugal, and were truly bilingual, communicating and socializing with the Portuguese and Chinese alike, was initially, more motivated by personal factors. Ever since encountering this community however, my curiosity has fueled my desire to engage

with them and study them further.

After entering the human resources management and consulting fields, I recognized them as an extremely precious and essential resource due to their varied skills. This is why they will be the focus of my research, entitled the *highly qualified 1.5th generation of Chinese immigrants in Portugal*.

1.2. Who is the “1.5th generation of Chinese immigrants”? ---- Research Target

Nowadays, an increasing number of Chinese graduates of the *1.5th Generation* enter college from Portuguese high schools. They have Portuguese social skills, and often appear in conversation to be native Portuguese speakers, while simultaneously being able to communicate with Chinese people freely. They are accustomed to Portuguese life, bearing many traits typical of Portuguese culture, while still retaining some traces of Chinese mentality. This population is thus defined as the *1.5th Generation*, with the coining of the term being due to their possession characteristics typical of both first and second generation immigrants.

The definition of *1.5th Generation of Immigration* was initially proposed by Rumbaut and Ima (1988) in the USA whose original research topic was refugees in Southeastern United States. In their report, the term *1.5th Generation* is used to describe a special population of young people who are neither the first-generation immigrants who opened the immigration action, nor the second generation who are born in the destination country. They are a kind of specific product of the influence of two different cultures over a period of time. Their immigration generally occurred when they were children, following the movement of their parents who first decided to leave from the origin country to the destination country.

Furthermore, Harklau (2003) broadened this definition by including people who live in communities or families where they may speak their mother tongue/heritage language regularly. This advanced definition thus added people who grow up in their native language environment but are educated and developed the host country's culture.

In sum, the *1.5th Generation* can be defined as young people who have the following characteristics:

- living in immigrant households who speak their mother language at home
- whose first language is not the destination country's language
- have attended the destination country's school
- have been socially acculturated in the destination country
- may exhibit a lack of academic fluency in the host country's language, or in some cases lack fluency in the heritage language.

Following the perspectives of Harklau (2003), in my dissertation the *1.5th Generation of Chinese immigrants* is defined as Chinese native speakers who received education in Portugal and having immigrated to Portugal between the ages of 3 and 12 years old. They have typically immigrated to Portugal while they were in elementary or middle school, are fully bilingual, but Portuguese is usually the only language in which they are literate. As with all *1.5th Generation*, they were born in mainland China, and immigrated to Portugal when they were young, following their families; they follow higher education (bachelor degree or master degree) in local Portuguese educational institutions and have already had professional experience in local or international companies in Portugal, working with Portuguese or foreign colleagues. They are multilingual, speaking fluent Portuguese, Chinese and often English, as well as Spanish or French in some cases. Some may already have Portuguese nationality, with the remaining being Chinese nationals but with the intention to apply for Portuguese citizenships.

1. 3. Why are they? ---- Research Purpose

The aim of this dissertation is to understand how the *highly qualified 1.5th Generation of Chinese immigrants in Portugal* who have a job are valued in the Portuguese labor market from the participants' point of view. The use of Chinese immigrants as the investigation target is not unprecedented, not to mention that there is a great number of Chinese immigrants in Portugal, related studies are not difficult to find (although rare).

Despite the increase in Chinese immigration to Portugal, reflected by the growing Chinese presence in the country, there is less information and statistics about this community are more limited compared to, for example, Brazilian or Angolan immigrants. After all,

Chinese immigration to Portugal is more recent than that of Lusophone countries. While many different Chinese immigrant communities exist, like *the first and second Generation of Chinese immigrants*, *Chinese immigrants from Macau*, *Chinese immigrants from Angola and Mozambique*, the *1.5th Generation of Chinese immigrants* has been comparatively less studied and mentioned in literature, which is why they will be the focus of my work. The *1.5th Generation of Chinese immigrants in Portugal*, has its own special value and it may be worthwhile to acknowledge their contributions to society.

Apart from the academic gap, immigrants' identities are another crucial reason why I chose the *1.5th Generation of Chinese immigrants in Portugal* to be my research target. Interestingly, according to my observation, the 1st Generation of Chinese immigrants still identify as Chinese, whose language and life habits are still Chinese at core, while the 2nd Generation see themselves as Portuguese and whose lifestyle and culture has been assimilated to the local Portuguese. Unlike the former two, the *1.5th Generation* feel acculturated. The majority thinks of themselves as bicultural, accepting both their Chinese and Portuguese identities, making them valuable assets.

Based on Hong (2010), bicultural individuals are defined as people who have internalized two cultural schemes. For bicultural individuals, cultural information is very self-relevant, highly accessible in memory, and more richly elaborated (Martínez et al., 2006). Bicultural individuals do not consciously and actively seek to gain this information. Not only do bicultural people possess greater empathy (Brannen et al., 2009), and flexibility (Chiu and Hong, 2005), but also the ability to integrate ideas in potentially novel and more creative ways (Leung et al., 2008).

The *highly qualified 1.5th Generation of Chinese immigrants*, like those mentioned above, are more international than those with only one cultural background, and as such, have a better potential for development. As a result of low birth rates among established populations in the industrialized world and the concomitant increase in the proportion of immigrants, increasingly more employees and managers are bicultural or have mixed cultural profiles. As well as ethnic variation, these individuals carry with them mixed cultural identities: they possess the obvious knowledge of their own cultures and unique skills not shared by (and perhaps not even available to) monocultural individuals.

This means that the *1.5th Generation of Chinese immigrants* fill in the local labor market left by the local workers, on the other hand, nowadays, global business success depends increasingly not only on being effective in understanding and bridging between different national cultures, but also on being interculturally effective by integrating diverse cultural knowledge. Because of their unique skills, bicultural individuals may be particularly well equipped to provide the type of integration and mediation required. They may excel as boundary spanners in multicultural teams, bridge among organizational joining in culturally different contexts, or be catalysts for creativity and innovation because of their social, cultural and behavioral complexity.

1. 4. What do you want to know about them? ---- Research Question and Significance

Research Question

As mentioned above, the *1.5th Generation of Chinese immigrants*, as a subgroup within the Chinese immigrant community of Portugal, is rarely studied and paid attention to. Further, the research target was specialized in a smaller component within this subgroup; my research will focus on those with the following characteristics: a) the *1.5th Generation of Chinese immigrants* from mainland China; b) who have pursued higher education, with degrees like bachelor, master, or PhD; c) who speak fluent Mandarin and Portuguese; d) who have a contract in the Portuguese labor market, excluding those working in Chinese stores or restaurants. My research project relates to the social mobility, processes, and the individual trajectories of the *1.5th Generation of Chinese immigrants in Portugal*, particularly their transition from university to the labor market.

Analyzing social mobility processes and the individual trajectories in this target group can tell us something about the kind of “transformation” that individuals have to undergo to successfully overcome the barriers to move up in their career development. Using data obtained from interviews with immigrants of the *1.5th Generation of Chinese in Portugal*, this study addresses three following main questions:

- In what ways does the accumulation of linguistic, cultural, and social forms of capital play a role in the *1.5th Generation of Chinese immigrants*’ school-to-work transition?
- Can capital-rich, highly-educated *1.5th Generation of Chinese immigrants*

overcome obstacles to career advancement that are deeply rooted in the host society's institutional practices and attitudes?

In the absence of reference in the literature, gathering as much of this information as possible becomes undoubtedly crucial. To distinguish the *1.5th Generation* from other immigrant communities and identify their particularity, understanding their reasons and motivations to immigrate, and experiences are essential to enrich the study and analyze the latter questions. After all, a Chinese who works in a department store is less attractive than one who is highly educated, fluent in Portuguese and integrated in the Portuguese local labor market.

In addition to knowing their immigration history, the rest of the study focuses on work-related issues faced by the *1.5th Generation of Chinese immigrants* in Portugal. They are noticeably different from other Chinese immigrants' communities in both life and work-related aspects. Indeed, they are able to fit into Portuguese society and integrate the Portuguese labor market due to their upbringing and personal experiences. In other words, what set of skills allows them to successfully enter the Portuguese labor market? Also of interest are the mutual attitudes and interactions between the studied community and the Portuguese labor. In this situation, if the current Portuguese environment has some impacts in their career track become an important point to be studied scientifically.

Research Significance

The research target of this study primarily fits into the fields of human management, and more precisely within the subfields of recruitment and selection, job satisfaction and career development. The research will also touch on some sociology topics, namely on immigration. Although the research target is a community with a fairly reduced population whose social influence is still to be determined, this study nevertheless assesses and reassesses the following: the requirements of the labor market, the benefits brought by immigration; and the increasing cooperation between China and Portugal.

It is believed that the success of today's complex organizations is based increasingly on the transfer and sharing of information, knowledge, and practices of people-dependent technologies across organizational and cultural boundaries. As collaboration, communication, and trust-building gain importance, and as flow of knowledge and

processes become increasingly more critical success factors, the role of individuals in mediating between and within cultures becomes vital for organizational performance (Hong et al., 2000). In this theory, the *highly qualified 1.5th Generation of Chinese immigrants*, who have identified as bicultural, correspond perfectly to the prerequisites of today's society.

According to my observations, bicultural immigrants may be better at understanding and operating across multiple cultural contexts rather than only one cultural context with which they are only partially familiar. However, organizations that employ bicultural people are also often unaware of their knowledge and skills and confuse ethnicity with country-specific understanding. This kind of mentality may cause obstacles for bicultural employees, who may not be able to contribute and capitalize on their most important abilities, causing personal insecurity feel as well. For example, a great number of bicultural immigrants are working as translators or interpreters solely because of their perfect bilingualism, when in fact their personal qualities would make them more suitable in other positions, such as in telecommunication or architecture. It can be said that organizations merely evaluate their linguistics skills, while ignoring other qualities within their professional potential.

Broadly speaking, immigration will contribute to the development of the Portuguese economy and society, thus becomes an important research topic. Migrant workers make important contributions to the labor markets in both high- and low-skilled occupations. Over the past ten years, immigrants have mainly fulfilled the increasing demand for labor. According to OECD statistics (2012), 70% of the increase in workforce in Europe was filled with immigration. The young immigrants are generally much more educated than their elders, on average over a third are highly-educated. In Europe, immigrants have represented 14% of the increase in highly educated labor force since 2000/01.

Free movement of workers helps address labor market imbalances. Immigrants are thus neither a burden to the public budget nor are they a panacea for addressing fiscal challenges. Working migrants are an essential factor which lead to more favorable impact in fiscal situation. In most countries, migrants contribute more in taxes and social contributions than they receive in their individual benefits (OECD, 2014).

There are direct and indirect positive effects brought on by international immigration in economic growth. First, immigration increases the population and changes the age pyramid of destination country (Gagnon, 2014). Second, migrants, particularly skilled migrants, have a good and large impact on accumulation of human capital, technological progress, and research and innovation for the receiving country (Hunt, 2010). The percentage of highly-educated immigrants in OECD countries has increased by 70% in the past decade and reaching a total of almost 30 million in 2010/11. Of these, 2 million migrants with higher education were of Asian origin (OECD-UNDESA, 2013).

The growing economic cooperation between China and Portugal are increasing the value and importance of bicultural individuals in the modern labor market. As early as 1514, Portuguese merchants sailed to Guangzhou, China, with ivory, silverware, wool and sandalwood in search of China's silk. Since the establishment of diplomatic relations between China and Portugal in 1979, Sino-Portuguese trade has maintained a steady momentum of development.

According to statistical data, bilateral trade volume was only 200,000 US dollars in 1980. In 1993, it exceeded 100 million US dollars for the first time and exceeded 3 billion US dollars in 2010. In 2014, the bilateral trade volume was US \$ 4.8 billion, up 22.9% compared to 2010. Based on Chinese customs statistics, the main exported goods to Portugal are: electrical equipment, machinery and equipment, toys, furniture, steel products; the goods imported from Portugal mainly include: machinery and equipment, electrical equipment, cork and its products, pulp and paper, and minerals.

Portugal invested in China began from 1988. Under the Chinese Ministry of Commerce statistics, as of the end of June 2013, there has had 195 Portuguese investment projects in China with 170 million US dollars invest funds. The main investment areas were in finance, high technology, energy, trade, automotive, among others. Chinese investment in Portugal developed rapidly in recent years. There are already 11 Chinese-funded enterprises in Portugal to carry out various types of business, in the fields of energy, communications equipment, finance, water, insurance, and medicine¹.

¹ <http://pt.china-embassy.org/chn/jmh/z/>

In light of these events, the value of the *1.5th Generation of Chinese immigrants* was never truly developed or capitalized in Portugal, thus the aim of this dissertation is to fill the blanks left by previous research in the fields of human management and sociology relating to this special community. Particularly, it also reminds organizations in the Portuguese labor market to consider the importance of this generation given their varied competences. A further study by the associations and students concludes that 69% of Portuguese university students surveyed intend to emigrate after completing their study cycles². In a situation with a possibility of talent loss, the reasonable and effective utilization of immigrant talent is worth pondering and paying attention to, either at company or national level.

² <http://www.jn.pt/sociedade/educacao/interior/dois-tercos-dos-estudantes-universitarios-pretendem-emigrar-2718249.html>

2. Literature Review

2.1. Overview of migration theory

2.1.1 Overview of international migration

In today's increasingly interconnected world, international migration has become a reality that touches nearly all corners of the globe thanks to the diversified choices and lower cost of transportation. Conflict, poverty, inequality, and lack of decent jobs are also giving impetus people to leave in search of better futures for themselves and their families. As said by the International Migration Report (2015) from United Nations who did research for the global migration phenomenon, the number of international migrants worldwide has continued to grow rapidly over the past fifteen years reaching 244 million in 2015, up from 222 million in 2010 and 173 million in 2000. Europe, Asia, and North America live in the first three who hosted more international migrants, and the movement trend of international migrants is always from middle-income to high-income countries. Moreover, Asia and Europe have become the two main birthplaces of international migrants.

Revealed the Report of 2015, generally, the positive results of international migration principally focus on the inclusive and sustainable economic growth and development in both home and host communities. On the one hand, migrants send a big quantity of funds to their home communities, which lead to the increase of level in education, health, sanitation, housing, and infrastructure. On the other hand, the host countries accept gifts in filling their talent market gap, creation of job position and fullness in taxes and social security contributions. In addition, by the intercultural action, science, medicine, and technology have been greatly enriched.

The report of 2015 also revealed that despite many benefits transported from the migration, migrants themselves remain among the most vulnerable members of society. They are always the first one who lose their job when economy gets crisis. Besides, less payment, longer work time, and worse work environment are also the negative factors which they are facing. Human rights violations, abuse and discrimination are the first

three reasons that origin their suffering and vulnerability.

2.1.2 Migration and Immigration

Apparently, some people are confused of the term *migration*, *immigration*, *migrant*, and *immigrant*. The is an explanation of difference between migration and immigration that “*while migration refers to the movement of people more generally, whether internationally or domestically and whether for temporary or permanent settlement, immigration refers specifically to the movement of foreign nationals into a different country for permanent settlement.*”³

Rely on the newest definitions in a journalism field report⁴ (Vore, 2015), *migrant* is a broad term that includes refugees and those moving for economic reasons, and *immigrant* refers to those who have moved to a foreign country with the intention of settling there. *Migrants* may leave for any number of other reasons, including to find work, get an education and better themselves. The term *migrant* can be applied to refugees, but not all migrants qualify as refugees. *Migrant* is the broadest term and is commonly used in Europe that simply means someone who is in the process of relocating to another country or place, or someone who has already moved. Then there’s *immigrant* which means a migrant who has moved from one country to another, or is in the process of doing so (Zavis, 2015).

In literature, sociology designates immigration usually as migration and the UN specifies a migrant as ‘*any person who changes his or her country of usual residence*’ (United Nations 1998, p.17), with the ‘country of usual residence’ representing the place where the person has the center of his life (United Nations, 1998). *Immigrants* are people who move to a country other than their country of birth and live in the new country long-term. A common definition refers immigrants to people who are foreign-born, but have the right to reside in their host country irrespective of whether they have or do not have host country citizenship (OECD, 2009).

³ <https://www.reference.com/government-politics/difference-between-immigration-migration-c8b0918fd768a65d>

⁴ <http://www.sandiegouniontribune.com/opinion/readers-rep/sdut-immigrant-migranr-undocumented-europe-syria-2015sep25-story.html>

Although, still innumerable authors have had their own conceptions for the term *migrant* and *immigrant*, deriving many other specific terms like: self-initiated expatriates (SIEs), qualified immigrant and skilled migrants (Al Ariss & Crowley-Henry, 2013; Andresen, Bergdolt, Margenfeld, & Dickmann, 2014). Within, *migrants* are known as those “who expatriate themselves voluntarily to new countries independently of any employers” (Carr et al. 2005). Cerdin et al. (2014) suggest that qualified immigrants are university-educated people who have moved on a permanent basis to work in countries other than their own. Finally, Al Ariss and Syed (2011) defined skilled migrants as highly educated and experienced individuals.

In Al Ariss’s theory (2010), four main criteria differentiate the term *migrant* from other categories:

- 1) geographical origin and destination of the internationally mobile, that migrants are always people who move from less-developed countries to developed countries.
- 2) the forced/chosen nature of the movement, that migrants may leave from their origin country by forcing such as awful living condition.
- 3) the period of stay abroad, which indicate the permanence staying statement of migrants in host country.
- 4) the positive or negative connotations of the terms, which means that compare with SIEs, migration seems to be a negative term.

On international career, *migrants* are also described as employees who are hired to work in a foreign subsidiary or in the parent company and whose citizenship is in another country (Briscoe et al. 2009) Furthermore, generally, the international migration can be defined as physical movement from one geographic point to another (Agozino 2000), crossing national borders (Boyle, Halfacree and Robinson 1998), and an international migrant is a person who is living in a country other than his or her country of birth.

In my dissertation, due to my research target is the *1.5th Generation of Chinese immigrants*, the theory of Dietz (2010), who defined immigrants as people who are foreign-born, but have the right to reside in their host country irrespective of whether they have or do not have host country citizenship, was decided to be the theoretical basis about

immigrants.

2.1.3 Motivations of Migration

Forty years ago, there was no single, unified theory of why people migrate. Today, there is still no such convergence to a single model of migration. Sociologists and economists have very different views about why people emigrate, and politicians and policymakers seem to have yet another set of views. Economic models are based on the fundamental assumption that people's decision to relocate abroad depends on international differences in the returns to their labor, net of migration costs. This approach is useful in understanding what could be called purely economic migration, but not so useful in understanding refugees, family members who decide to accompany or follow immigrants, or those who are forced to migrate against their will. In contrast, sociologists have tended to focus on a broader range of determinants of international migration, although important economic determinants are often given secondary emphasis in their analysis (Bodvarsson, 2009).

The research field of migration is multifaceted and offers multiple levels of analysis. Four different questions have been investigated in the field: the origins of migration; the directionality and continuity of migrant flows; the utilization of immigrant labor; and the socio-cultural adaptation of migrants (Portes, 1999). In the area of migration determinants research, there are currently a variety of theoretical models or perspectives which employ varying concepts, assumptions, frames and levels of analysis (Arango, 2000). Because the majority of these theoretical models were developed from specific empirical observations, they often grew in isolation and are separated by disciplinary boundaries (Arango 2000; Castles, 2008a). Modern migration literature (Massey et al. 1993; Todaro and Smith 2006; Faist 2000; Portes 1999) contends that although these theoretical approaches offer different hypotheses, they need not be taken as mutually exclusive, but rather as complementary.

This study also follows the same principle. Considering the existed diverse types of migration theoretical system in every period, there are some differences in analyzing the motivation of migration. With the condition of our research, I choose three in main, which are: Neoclassical theory, Human Capital Theory and New Economic Theory.

In neoclassical theory of migration, the motivation can be explained in two dimensions: macro and micro. In macro framework, “wage” is regarded as the central argument. Depend on the research of Hicks (1932), Lewis (1954), Harris and Todaro (1970), the migration action is a result from the wage difference between markets or countries, driven by geographic differences in labor supply and demand according to the human-rich countries and capital-rich countries. Concentrating on the “wage”, exist a linear correlation between difference of wage and migration flows (Bauer and Zimmermann 1999; Massey et al. 1993; Borjas 2008). More than 30% wage differential has been set as necessary for the gains of migration to override its costs (Mansoor and Quillin 2006; Krieger and Maitre 2006).

Later, after the emergence of different ideas which highlights that the ability to migrate is related to the costs and therefore the poorest individuals and countries are not the main two who executes the migration movement and send extra labor (Faist 2000; Dustmann et al. 2003; de Haas 2008; Massey et al.1998). In this way, the neoclassical theory was updated by adding the following critique: the increasing wealth of country became the prerequisites of support the migration action (financial and political), and the reduction of emigration promote the rising of migration thanks to the growing country development. While transferring to the micro level, which can be also called the human capital theory, individual choice raised to become the measure instead of wage (Tadaro, 1969). By Sjaadstad (1962), the human capital theory enriches the neoclassical framework by addiciting the dominant position and effect of individual, whose aim of migration is satisfying their own benefits and gain (Bauer and Zimmermann 1999). In addition, their personal reason such as skills, age, marital status, gender, occupation, and labor market status as well as preferences and expectations have a great influence in making their migration decision. In this situation, which emphasis the personal competence of immigrants, the higher level of quality they have, more success possibility increase.

Rigorously, the human capital theory has a defect in ignoring the impact of home, host states and politics, which are considered as the additional migration costs. Human capital theory has been criticized for presenting an overly optimistic view of migration which is not always a voluntary process to maximize gains. Later, being dissatisfied of the defective theory, people began to study a new way of thinking which mix the factor of

individual, motivation, and context (Massey et al. 1998, 16), which produced the New Economics Theory.

In the New Economic Theory, the key reason of migration decision transferred from individual to family or household factors, which shifted the focus of migration research from individual independence to mutual interdependence (Stark, 1991). In addition to personal elements, a lot of factors which are the fruits of home country environment play an important role in migration decision as well. Highlighting the position of family and household, migration actions can be seen as not only a simple individual reaction, but also a change of family while facing both income risk and refusal of the market – labor market, credit market, or insurance market (Massey et al. 1993). Dealing with the different market failures, the migration action is a good strategy for people avoiding risk from developing country (Stark, 1991). One evidence to prove, remittances play an important and integral part in the new economics of migration research as they directly support the concept of household interconnectedness and the diversification of risk while analytically connecting the empirical study of the causes and consequences of migration (Taylor 1999).

Table.1 The comparison of 3 different types of migration theory (Kurekova, L. 2011, pp. 14.)

Theory	Subject of Analysis	Level of Analysis	Pet variable	Critique
Neoclassical theory of migration	Determinants of migration	Macro, Micro	Wage and income differentials Probability of employment	Mechanically reduces migration determinants – exclusion of politics and policies. Assumes linearity – unable to explain differential migration, why people do not move, or why migration ceases before wage differentials equalize. Ignores market imperfections. Homogenization of migrants and societies. Static perspective.
Human capital theory of migration		Micro	Wages, economic benefits affected by individual characteristics	Overly optimistic (functionalist) view - migration is not always a voluntary process to maximize gains.
New economic theory of migration		Micro, Mezzo	Wages and income distribution (relative deprivation) Institutional failures – credit market, labor market deficiencies	Critique of the neoclassical theory rather than a theory in its own right. Sending side bias. Limited applicability – difficult to isolate the effect of market imperfections and risk in migration decisions from other income and employment variables.

In addition to analyze by comparing different theory of every era, the is also typically

mentioned by sociologist studying the respective characteristics of origin and destination countries. After all, in spite of existing differences during periods, there are eternally existence of some common inherent characteristic. The report *Migration and Globalization* (Suny Levin Institute) explains that the push factors, which occur within sending states, are the main reason which drive people to leave home; and pull factors, which occur within receiving states, have an effect to attract migrants to a new location. In other words, push factors prefer the negative aspects of origin country while pull factors incline to the positive factors of destination country.

Specifically, the push factors are believed concentrated on three points: lack of jobs/poverty; civil strife/war/political and religious persecution, and environmental problems. First of all, economic is no doubt the primary reason that draw people leaving. According to the statistic of **International Labor Office of the Director-General** (2008), approximately half of the total population of current international migrants, or about 100 million migrant workers, have left home to find better job and lifestyle opportunities for their families abroad. While people in some country are not guaranteed to be offered a job, the income gap turn into the necessary cause to promote migration. The second reason to force people migrating concerns to the national/international/religious conflicts, and these immigrants are called “refugees” or “asylum seekers”. In the light of the **Geneva Convention Relating to the Status of Refugees** (1951), refugee is defined “someone who is unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion” (1951). In 2011, the total worldwide “population of concern,” which includes refugees, asylum seekers, internally displaced persons and stateless persons was estimated to number 35.4 million people; 10.4 million of those people were refugees. Additionally, 80 percent of the refugee population was hosted by developing, rather than developed nations (UNHCR Statistical Yearbook, 2011).

Other reason that lead to migration is connected with environmental problems. Here is a term “environmental refugee”, which has been normally adopted to describe migrants fleeing environmental disasters. Environmental problems and natural disasters often turn into the culprits of loss of money, homes, and jobs. In recent years, the concept of “environmental refugees” has entrusted more essences by the global climate change

which have threatened the livelihoods of millions of people, causing many to leave home in search of new opportunities. “Environmental refugee” this time was redefined by Essam El-Hinnawi (1985) as “people who have been forced to leave their traditional habitat, temporarily or permanently, because of a marked environmental disruption (natural and/or triggered by people) that jeopardizes their existence and/or seriously affects the quality of their life”. During 2012, approximately 32.4 million people were displaced by environmental disasters, including those who were forced to relocate within their countries of origin and those who sought refuge through international migration. However, the environmental refugees are an extremely rough problem for governments to cope with because of the variety of environmental disasters that force people to make migration decision.

In contrast with push factors, pull factors refer to the positive aspects of some countries to attracting immigrants than others. Compared with origin country, the better economy, natural or cultural atmosphere, even tender climate can be the decisive factors of movement. From the *Migration and Globalization* report, higher standards of living/higher wages, labor demand, and political/religious freedom are the three-main reason that valued to be analyzed. Being like the push factor, economic element plays a great part of push factors in the eyes of potential migrants as well. Higher wages and greater welfare benefits of developed relative to their origin country are the biggest attractive to push them leaving in search of a better life and career development. In some developing countries with economic growing and depression, people put “the so-called good economic situation” (for instance, the relatively lower life cost and unemployment rates) behind but turn to seek the significantly higher wages. For example, the Mexican migrants may come to the U.S. because the higher hourly wages attract them, rather than the opportunity to find employment in general despite the unemployment rate in the U.S. was fairly higher than Mexico (Mundi, 2012).

It is not difficult to think that there is a conflict between economic development degree and labor costs. On the basis of the European Commission (2005), longevity and low fertility characterize Europe’s demographic situation, which leads to aging and eventually shrinking domestic populations and workforces. Given the high levels of employment already reached by skilled EU-nationals, recruitment of migrants from third countries is increasingly appearing as the main way of responding to the growing demand for medium

and high skilled labor.

Europe is not the unique, almost all developed countries have found that they need migrants' low skilled labor to support their growing economies. While most manufacturing is now outsourced to developing nations, low skill employment opportunities are available in wealthy countries due to growing service sectors. These economies create millions of jobs that domestic workers may refuse to fill because of their low wages and minimal opportunity for professional advancement.

The last factor has a lot of things to do with politics and religion. Persecution and discrimination in politics and derived from religion impel people to leave their origin country to look for freedom. Politically, religiously, and racially liberal countries have undoubtedly capability to attract foreign immigrants. The growing telecommunication technology, as one of the benefits brought by the globalization, makes migrants easier for potential migrants find and keep connection with their religious communities, while also lead the movement to be facile. For example, through the *Migration and Globalization* report, a large Muslim community with strong ties to religious leaders and congregations in Pakistan and Bangladesh has sprung up in Britain; they have used their freedom of religious association to press local authorities for changes in religious rights and education.

2.1.4 Challenges of Immigration

In many nations, immigrants are becoming a rising group in filling local labor market. Based on the data of the Organization for Economic Co-operation and Development (OECD, 2012a), there are 70% of increase rate of in the labor force in Europe and 47% in the United States between 2000 and 2010. In Western nations, foreign-born workers currently represent between about 10% and 30% of the labor force, with, for example, about 16% in the United States (OECD, 2012b). Even if possess legal rights, the unfair treatment that immigrants suffer are mainly reflect in low job rank and wages, more possibility to be fired and discriminated, compared with native employees (Bureau of Labor Statistics, 2012). Generally, the challenges that immigrants face are composed by economic and culture.

Following the global economic crisis, xenophobia, racism, and discriminatory practices are affecting migrants in aspects of civisms, culture, economy, politic and social rights. Migrant workers will be the first one who lose their jobs, not only because their status is called into question but also because they are employed in sectors that are particularly affected by the crisis. Growing unemployment and shrinking state resources make cutbacks in public spending on health, education and social protection more likely (Fix et al, 2009).

These cutbacks may occur at the expense of, or have a disproportionate impact upon, migrant workers and their families. According to the report of 2009 (Fix et al), declining GDP in most developed countries has already led to a decreased demand for labor, with migrants bearing the brunt of job loss in areas such as construction, manufacturing, and services (Fix et al, 2009).

Identity is another question which migrants are facing. Citizenship in countries like the U.S., Argentina, and Brazil is not based on race but “on a different sort of national identity in which commitment to certain values and ideas is paramount”. However, the definition of nation in European countries is often conceptualized in a cultural mode, which means the common language, heritage and ethnicity are decided to judge somebody’s nationality.

Cultural aspect is no doubt a significant factor in European perspective in distinguish migration identity. In recent years, anti-immigrants thought prevails in many countries, many political parties connect social evil (such as unemployment and crime) to immigration to attract fear and distrust of natives, which grows worsen the life condition of immigrants. Especially from the 1980’s, the E.U. simplified the internal migration policy in member states, which signifies that the member countries obtain a more streamlined way to put movement in practice. Nevertheless, exist diverse policies aiming at the “third-country nationals,” or citizens of non-E.U. nations (Givens and Luedtke, 2004) between member countries. Under many circumstances, legitimate status associated with employment in E.U. member countries, which implies that high unemployment rates resulting from the economic crisis have had the impact of stripping migrants of their authorized immigration status (Jonjic and Mavrodi, 2012).

In addition to the economic and cultural issues already facing countries dealing with mass

migration, persistent migration streams will bring new problems in the years ahead, such as illegal immigration, terrorism, human trafficking, and integration. In total, the challenges faced by immigrants concentrated on the integration in society of host country, about how this country can accept them, and the challenges brought by immigrants are mainly in the field of security. As long as the increasing significant of international migration, a series of issues and challenges emerged, major emphasis are:

1) Migration as a development force

The contribution of migration cannot be ignored. In addition to bringing benefits for host country, it is notably that the flows of financial, technological, social and human capital back to countries of origin contribute to the development of migrants' home countries. One word more suitable to describe is: win-win. Other excellent side is remittances which migrants send home have a great sense in long-term economic development. Understanding the important relationship between migration and environment, poverty and development will enable countries to better address the challenges of international migration and maximize the benefits of migration for both sending and receiving countries.

2) The human rights of international migrants

The human rights of international migrants, as a key factor which is closely linked to the production of social and economic development, should be implemented and guaranteed by State in ways of regulations even laws. In recent years, the situation of migration in human rights goes from bad to worse, migrants suffer discriminatory, exclusionary practices and the increasing tendency to restrict the human rights of migrants that cause limitation of their development dispelling their enthusiasm.

In many cases migrants are well integrated into the economy and society of the country of destination. However, those working in the informal sector and those in an irregular situation, are often among the most vulnerable. Issues related to the enjoyment of economic, social and cultural rights are particularly crucial for many migrants. Very often, they are confronted with severe discrimination in housing, education, health, work or social security. Laws discriminating against non-nationals, along with programs and policies that fail to address their specific needs and vulnerabilities, often result in migrants and their families being unable to access basic services or only being able to do so at

levels that do not meet international human rights standards. For migrants in an irregular situation, their vulnerability is compounded because access to remedies is often unavailable because of their status⁵.

3) Human trafficking

Human trafficking is an important international issue. The UN defines human trafficking as, “the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation” (UNODC.org).

Human trafficking is in the third position of the illegal industry worldwide list. Like mentions before, the push-pull factors, improved transportation networks and technology, the increasing involvement of international criminal organizations, and rising incomes in sending countries are the four biggest universal tendency which aggravate the illegal trafficking of people. More and more serious consequence has prompted developed countries to take steps to obstruct the entering of immigrants.

Often, the potential migrants are cheated by giving a chance in working in legal sector to pay their trafficking charge back. In some situations, traffickers detain migrants’ personal documents, such as their passports with the purpose of better controlling their freedom and forcing them to work⁶. Children is the major victim of human trafficking, it estimates that more than 50 percent of trafficked peoples are children. Even more shocking, more than 80 percent of human trafficking are designed to sexual exploitation, it indicates that many of those trafficked people are children who are being compelled to involved in the illegal sex trade.

Except for the above general point of view about the difficulties that migrants confront, the specific challenges have just been paid attention to by population. Per these studies, migrant workers are frequently subject to work insecurity, underemployment and unemployment among other precarious work conditions (Reitz 2001; Zikic, Bonache and

⁵ <http://www.un.org/en/letsfightracism/migrants.shtml>

⁶ <http://manhattanda.org/human-trafficking-0>

Cerdin 2010). For instance, long term unemployment among migrants has increased sharply in recent years, with the proportion of those remaining unemployed one year after migrating increasing from 31% in 2008 to 44% in 2012 (OECD 2013).

The research of Hakak and Al Ariss (2013) developed the challenges of migrants in the human resource management academic field which paid more attention to the multiple factors that affect the vulnerability of migrants in the workplace. Their finding filled a literature gap which indicate that the various obstacles faced by migrant workers are concentrated on the level of national context and structure, employment, network and individual attributes. More specifically, the factors, country context, contacts and networks, potential employers and employment relationship, migrants' individual attributes and attitudes, are interconnected and interactional in making migrants vulnerable in the workplace.

In the dimension of national context, three aspects should be taken in consideration, which are: national context, varied policies and potentially protectionist stance of professional associations (Healy and Oikelome 2007; Sippola and Smale 2007; Hawthorne 2008; Bauder 2003; Girard and Bauder 2007; Khan 2007).

It is essential that one specific national context cannot be translated to other context because the existence of cross-national differences in immigration policies, and the country-specific barriers and underemployment outcomes are occurred by the reasons of the varied immigration policies, as well as the different degree of acceptance and evaluation for immigration and multiculturalism (Hawthorne 2008; Al Ariss 2010; Zikic et al. 2010). Between this, cultural differences occupy a great role by forming approaches to make management diverse (Nishii and Özbilgin, 2007). Another paper who causes barriers is the professional associations, who regard the integration and validation of degrees depending on the country in which migrants completed their studies or acquired professional experience as a quite important factor to allow for different opportunities (Bauder 2003; Girard and Bauder 2007; Khan 2007). In this dimension, the professional associations have the same function as national policies and culture.

Despite social network plays an important role in migrants' career success, it is still an obstacle for them to get access, the emphasis is *Which* and *How*. There are two types of

network ties: weak tie, which focus on having someone you know and stays in high position of organization; homophilous tie, which is establishing relations with the same kind of people (Granovetter 1973, 1995; Reitz 2005). There are studies prove that form a weak tie is an effective way to gain more opportunities in work field and more possibilities to be successful. This kind of relation is regarded as an essential origin and canal of information and social resources which could lead to better work condition in return.

Making homophilous ties is another way for migrants to be successful. If migrants approximate to people who is ethnically and culturally similar to them, the more possibility they have to make their career be pushed forward. Making some connections with similar others rather than maintaining exclusively with them is important since providing social support and job opportunities (Hagan 1998; Woolcock 1998; Reitz 2005; Fang Samnani, Novicevic and Bing 2013).

However, as there is less cases that migrants encounter their ethnically and culturally similar who are also in high position with power in organizations, these kind of lacking ties makes them find difficult to get access to social network not to mention successful in career such as in Asian case in US and Latin case in North America (Ibarra 1993; Friedman, Krackhardt 1997; Hakak, Holzinger and Zikic 2010).

About *How*, migrants were found lacking knowledge of establishing network ties in an appropriate way in their host countries due to the variation of historical background and it has become a challenge about making these connections (Nkomo 1992; Hakak et al. 2010).

The employment relationship dimension refers more about work related discrimination. Migrants are proved accepting more discrimination in the process of recruitment, selection and career development in HR practices field (Almeida et al. 2012). Their group identity, cultural background, ethnicity, names, and religion are the main aspect leading this discrimination, and it accompany them from the beginning to the end. In addition, the visual difference is one of the biggest cause which lead to discrimination. A study of Li (2001) demonstrated that in spite of being migrants, white immigrants earns more than those visible minorities.

The discrimination also reflects in other more covert ways such as local or non-local, with or without accent and so on (Ralston 1998; Bauder 2003; Creese and Kambere 2003; Purkiss, Perrewe, Gillespie, Mayes and Ferris 2006). More about this, when migrants do not integrate well, in other words if they have not accepted or adopted yet the local meanings, values and behaviors in spite of saying fluent local language, and this becomes the reason to be rejected by work opportunities, it has been a kind of discrimination invisible (Tietze and Dick 2013).

Finally, it returns to the migrants' own reason to cause challenges, which are concentrate on two aspects: attributes and attitudes. The attributes focus on for example career motivation and resilience and personality of migrants. These features are positively influence migrants' acceptance facing changes in host countries, as well as their psychological capability (Bhagat and London 1999; Polek, van Oudenhoven and Berge 2011; Nguyen and Benet-Martinez 2013). In the aspect of attitude, the model of Berry (1997) can explain perfectly its impact for migrants.

Table.2 Bi-dimensional model of acculturation orientation (Berry, 1997).

		Maintenance of Original Culture	
		Yes	No
Adaptation of Portuguese Culture	Yes	Integration	Assimilation
	No	Separation	Marginalization

Acculturation occurs when two cultural groups come into contact resulting in cultural changes at the group level and psychological changes to individuals (Berry et al. 1989). It occurs in one of four different manners depending on the degree to which one values maintaining one's cultural identity and the degree to which one values relationships with members of other groups. These four acculturation attitudes are marginalization, assimilation, separation and integration.

Depend on this table, it is obvious in theory that Integration is the ideal condition for migrants which means the best psychological adaptation for host country culture (Berry 2005; Navas et al. 2007; Berry and Sabatier 2011; Benet-Martinez 2012). However, the choice of acculturation strategies relies on different social and historical conditions within

countries.

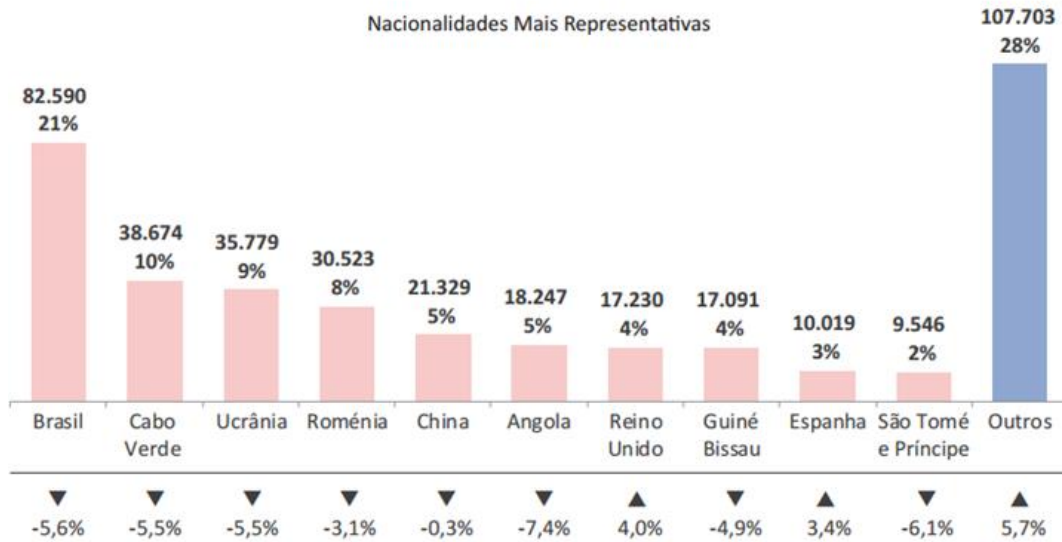
Acculturation causes specific types of stress in migrants, which is defined here as the uncertainties associated with trying to join a new culture, and it is said to cause psychological distress and feelings of alienation and marginality (Bhagat and London 1999). Acculturation stressors may consist of demand stresses (refer to challenges with regard to changing cultural contexts, dealing with ethnic stereotypes and learning how to handle organizational politics in the new context), opportunity stresses (refer to feelings of being overwhelmed that stem from the perception of an abundance of new opportunities in the new country) or constraint stresses (restrict migrants' abilities to achieve their goals and are triggered by difficulties in adopting a new culture).

2. 2. Immigration condition in Portugal

2.2.1 Immigrants in Portugal

During the second half of the century XX, many European countries have become countries of immigration and intercultural adaptation, it has become a key concept for immigration societies. Portugal is a country traditionally marked by emigration and immigration, which turns it into a multi-ethnic and multicultural state (Fonseca, 2008). Depend the Report of SEF of Portugal (2015), the total number of foreign residents in Portugal is 388.731 with valid residence permit. The Brazilian nationality, with a total of 82,590 citizens, it remains as the main resident foreign community. Thereafter the large foreign communities are respectively Cape Verde, Ukraine, Romania, China, Angola and UK. However, in general, the tendency of number of foreign residents has a 1,6% decrease. The geographical distribution of the foreign population resident focuses especially on the coast, about 69.1% is registered in the districts of Lisbon (173.521), Faro (58.246) and Setúbal (36.994).

Figure.1 The most representative nationalities in Portugal (Relatório de Imigração, Fronteiras e Asilo, 2015, SEF)



2.2.2 Principal view of Portuguese people for immigrants

António’s study (2011) mentioned the attitudes about the impact of immigrants in the country’s life, there are two contrary attitudes exist in Portuguese people. On the one hand, cultural and economic life, most adopt a positive attitude towards immigrants and immigration to receive more styles of life, and on the other hand, the Portuguese are a hope of decreasing numbers of immigrants to occupy more social resources to give. In a sense, this subtle change reveals an ambivalence in psychology, especially the Portuguese reject to be infected in national values and traditions.

And then, when it comes to the rights of legal immigrants, the attitude of the Portuguese is very tolerant of family reunification, naturalization and voting rights, this corresponds to the above phenomenon on values that reject the Portuguese be assimilated by immigrants but wish to assimilate immigrants. Therefore, in case of unemployment or crime, the attitude of the Portuguese is very firm. The Rising tolerance reveals that employment and crime are sensitive questions and few flexibilities.

In conclusion, most Portuguese are in favor of reducing the number of immigrants in the country. In general, the Portuguese population does not consider immigration as a threat to Portuguese culture and recognizes the importance of immigrants to the country’s

economic development. This ambivalent attitude face to immigration and immigrants is also manifested in the recognition of the need to increase the rights of immigrants, with the condition that there is work for them. Additionally, the Portuguese population supports the integration of immigrants expressing the intention that they can learn and integrate into Portuguese culture and simultaneously maintain the characteristic traits of their culture of origin.

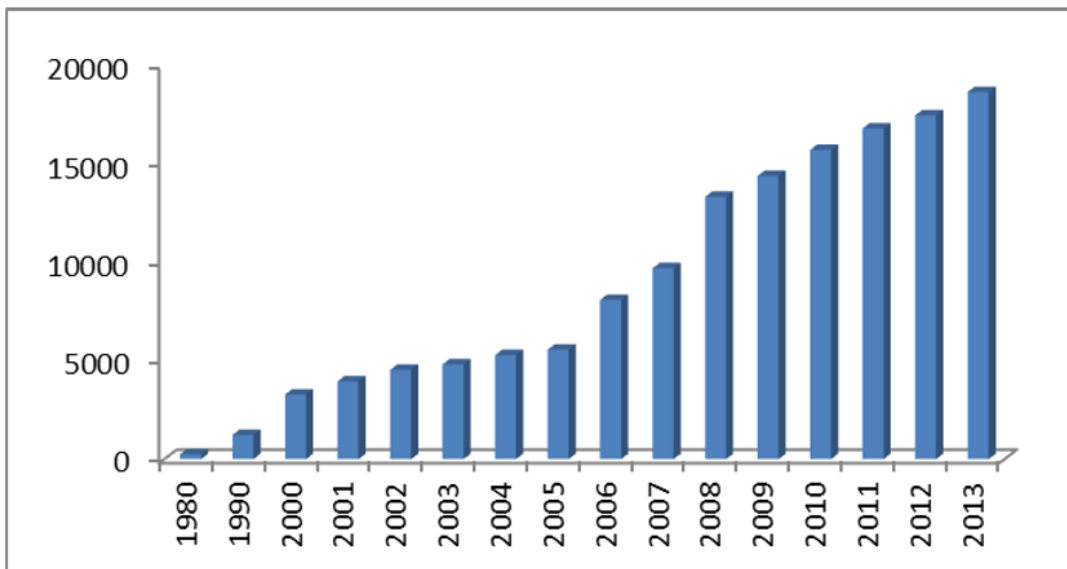
Immigration is seen as a positive reality for Portuguese society and, in particular, to the national economy. Note that a slight deterioration of the positive assessment of the economic contribution of immigrants. It is believed that this development of attitude towards immigrants is influenced by the negative evolution of the national economic environment, where the significant rise in unemployment and the shortage of job offers tend to make it less obvious to the respondents the positive contribution of immigrants. The worse domestic economic situation also influences the increase of the unfavorable attitudes to labor protection of immigrants, especially those who are unemployed. Since, in the present situation, a growing number of immigrants is faced with unemployment, which Portuguese should not neglect this favorable development to the defenselessness of unemployed immigrants (António, 2011).

2.2.3 Chinese Immigration History in Portugal

It is believed that exist a big Chinese population in Portugal, especially locates in the Grand Lisbon, which concentrating on the *Martim Moniz Zone*. In addition, people can also see their trace in many small department stores, restaurants and vegetable and fruit shops. Depend on the Figure 2, the Chinese community has grown consistently in Portugal since the 1990s, with special intensity from the beginning of the 2000s, and until 2013 have recorded 18637 Chinese. However, the previous studies conducted on this community are scarce and tend primarily to focus on their economic and professional strategies, and lacked put focus on their descendants. After all, the first generation of Chinese immigrants are disappearing and losing their dominant position gradually. Their migratory practices follow a traditional pattern common to other European countries: first, emigrates man and only after it has settled and legalized in Portugal, emigrating women and children (Sáiz Lopez, 2005). The main professions registered agree with previous studies (Delgado and Paulino, 2014) that demonstrate that the Chinese

community is dedicated, mostly for sale in stores (42.54%), the management of retail and wholesale (21.76%), and less expression to food (9.04%). As such, and as would be expected, the branches of economic activity involved focus primarily on retail trade (69.04%) and restaurants and similar (20.87%) (Gaspar, 2015).

Figure.2 Evolution of Chinese immigrants in Portugal between 1980 to 2013 (SEF, Portada)



In general, there are five group of Chinese populations in public views, which are:

- Originated in Zhejiang province, a west zone of China. They immigrated since 1990s supporting by familiar network or friend's relations with characteristics of low or non-qualified, working in small restaurant and textile business, and mainly residing in Lisbon and Porto. (Oliveira, 2004; Matias, 2010; Guerassimoff-Pina, 2006; Thunø, 2007).
- Natural Macau Citizen. By political and historic reasons, the Macau citizen play an important role in Portuguese society with the valuation and simultaneous identification of Portuguese and Chinese. (Matias, 2010; Costa, 2004)
- Immigrants who came from Mozambique after decolonization. This group of Chinese immigrants are integrated well in Portuguese society because of their higher westernization by inserting the local activities and works, learning language, adopting religion and culture or marry with local people. (Matias, 2010; Soares, 1998).
- Students from Chinese continent and Macau. These people arrive in Portugal

along with the closer and closer cooperation between Chinese and Portuguese universities and institutions, and are considered to be the highly-qualified talents even of their staying is temporary. (Tremblay, 2002; Van Mol, 2008)

- Skilled Immigrants, made up of technicians and intellectuals who benefit from the job opportunities, or attracted by the migration policy “Golden Visa” that arise to the root of Chinese investment in strategic sectors (energy companies, banking, tourism) in Portugal⁷.

2.2.4 Impression of Chinese People in Portugal ---- Three words to know the principal impression of Portuguese people for Chinese immigrants--- *Loja, Retalho, Restaurante*

It is natural to describe Chinese people in Portugal with these three words. According to previous studies of Delgado and Paulino (2014), demonstrate that the Chinese community is dedicated, mostly for sale in stores (42.54%), the management of retail and wholesale trade (21.76%), and less expression to food (9.04%). As such, and as would be expected, the branches of activity economic exercised focus mainly in retail trade (69.04%) and restoration and similar (20.87%). For this reason, it is not strange that you meet a Chinese chop or restaurant in any corner and when you meet a Portuguese, their first question about your profession is: “*Are you working in the Chinese restaurant/shop?*”

Furthermore, the first conversation between Chinese people and Portuguese people is always began from English, which reveal another issue related with integration---that in the view of Portuguese people, Chinese community is not integrating well in the society attributing to the language problem. The lack of knowledge of the Portuguese language at its arrival in Portugal leads to the social relationship with the Portuguese is complicated, which obviously originates, together with the difference between languages. Besides, the spirit of mutual support within the group often leads to the Chinese do not have much need to live with the Portuguese beyond professional relations. According to (Saramago, 2007), the ignorance of the Portuguese language is clearly a major obstacle to relationship between the Chinese community and the Portuguese.

⁷ www.sef.pt

From my individual opinion and experiences, the differences between habit and language, which lead to Chinese community become an isolated group that living outside the Portuguese social life that attract more suspicion and speculation. Lacking understanding and courage to understand, plus less positive news coverage, until when I landed to Portugal, it is still thinking that all Chinese people eat dog meat; the child labor is rampant, and when Chinese people die, their families will eat their body just as the family did not issue a newspaper obituary.

3. Pierre Bourdieu's Theories

Based on the nature of my dissertation, Bourdieu's concepts of capital, field and habitus provide useful hermeneutic tools for apprehending the relationship between the social world and the individual (Bourdieu 1977; 1998; 1999). It enables us to conceptualize the individual and the social as being in a dialectical relationship so that social structures and cultures impinge on individual agency and are in turn reproduced through the social action of individuals.

3.1 Practice

The theory of practice, as one of the most contributive research of Pierre Bourdieu, reveals the actions of individual and groups in the social world. From Jenkins (1992), Bourdieu described the actions of social groups as the incorporate influences from cultures, traditions, and objective structures within the society, but not merely the aggregate of individual activities. These influences mentions are perfectly explained in his theories by the concepts of field, capital, and habitus. In sum, Bourdieu's theory of practice refers to the interaction of field, capital, and habitus, which can be also expressed by the following formula:

Practice = [(habitus) (capital)] + field (Bourdieu 1984, p. 101)

Practice is the activities that people do, both mental and physical. Practice can also be described as action which agents are engaged in their work making. The logic of practice, which enhances the importance of practice in the social world, focuses on the theorization of how agents do what they do and how we are to understand the world they construct in so doing (Ritzer, 2004). The theory of Practice reflects in people's social life. Practice is what humans do (Bourdieu, 1977, 1990; Jenkins, 2013). The main concern of Bourdieu's conception of social action and practice is based on the interrelationship between society and societal development.

However, practice is a term whose concept is more than social action. Practice is an activity by which human individuals produce and reproduce society in its cultural, social, and economic dimensions (Swidler, 1986, Jenkins, 2013, p.59). Practice, on the one hand,

can intermediate the individual human action and societal development, on the other hand, has a mediatory role between individual and collective action and social structure.

Moreover, the theory of practice also contributes to the understanding of human action and the way in which agents internalize the outside world and how this affects what they really do. Through practice, people produce and reproduce their social structure, culture, and economic wealth (Öztürk, 2011).

3.2 Field, Habitus, and Capital

As I mentioned above, Bourdieu's theories of practices are divided into three different parts of concepts: field, habitus, and capital, with the objective of understanding and explaining individual and group actions while ensuring the representation of the social world (Rhynas, 2005). His concepts are an attempt to examine the social construction of objective structures with an emphasis on how people perceive and construct their own social world, but without neglecting how perception and construction are constrained by this disposition. These three concepts forming the theory of practice—field, habitus and capital—are converging, intersecting, and relational and direct the analyst to focus on different forms of influence on social relations and the social conditions that shape them (Bourdieu, 1990, 1990a, 1998).

Field refers to a structured system where individuals, social groups and institutions have different material situations, social functions and obligations according to their social positions and are related to each other in (Grenfell and James, 1998, p. 16). The field is an arena of forces and struggles (Bourdieu & Wacquant, 1992), and the social and physical spaces where habitus takes place (Bourdieu, 1991), as well as the positions constructed dependent on how capital is distributed within. Both agents and institutions are involved in the struggle by accumulating capitals (Bourdieu & Wacquant, 1992). The distribution of capital plays a crucial role in forming power relations (Bourdieu, 1991), as Bourdieu revealed:

I define field as a network, or a configuration, of objective relations between positions objectively defined, in their existence and in the determinations they impose upon their occupants, agents or institutions, by their present and potential situation (*situs*) in the structure of the distribution of species of power (or capital) whose possession commands access to the specific profits that are at stake in the field, as well as by their objective relation to other positions (domination,

subordination, homology, etc.). Each field presupposes and generates by its very functioning, the belief in the values of the stakes it offers (Bourdieu, 1989, p. 39).

Bourdieu's concept of *habitus* refers “deeply internalized dispositions, schemas, and forms of know-how and competence, both mental and corporeal, first acquired by the individual through early childhood socialization (Swartz, 2002, p.62)”, like he said:

the strategy-generating principle enabling agents to cope with unforeseen and ever-changing situations... a system of lasting, transposable dispositions which, integrating past experiences, functions at every moment as a *matrix of perceptions, appreciations, and actions* and makes possible the achievement of infinitely diversified tasks, thanks to analogical transfers of schemes permitting the solution of similarly shaped problems, and thanks to the unceasing corrections of the results obtained, dialectically produced by those results (Bourdieu, 1977, p. 72, pp. 82-83, italics original).

Habitus in Bourdieu's theory is perceived as the result of the long-term occupations of a position acquired in the social world, representing the mental structure through which people deal with the social world. According to Pierre Bourdieu (1991, p.86), “*Habitus* provides a practical mastery of situations of uncertainty and grounds a relation to the future which is not that of a project, as an aiming for possible outcomes which equally well may or may not occur, but in relation of practical anticipation” (Bourdieu, 1991 p.86, 2005). *Habitus* produces and is produced by the social world. People internalize external structures, and they externalize things they have internalized through practices. When talking about *habitus*, Bourdieu often used sports metaphors, for example, referring to it as a “feel for the game” (Bourdieu, 1990).

Bourdieu defined that “*capital* is accumulated labor (in its materialized form or its ‘incorporated’ embodied form) which, when appropriated on a private, i.e., exclusive, basis by agents or groups of agents, enables them to appropriate social energy in the form of reified or living labor” (Bourdieu, 1997[1986], 46). Beyond that, capital was also described as attributes and possessions of the individual (Crossley, 2008, p.89). In his point of view, the more similar volume and composition of capital the individual have, the more possible to meet, interact and form relationships because they have similarities in *habitus* and lifestyles.

There are various forms of capital (Bourdieu, 2008, p 281): (1) economic (money, material wealth, commodities, and physical resources, property); (2) social (the networks or connections to people an agent can mobilize or draw resources from)—social capital is considered to be the powers and the resources that stem from networks of relationships; (3) cultural (a variety of competencies more fully described below)—cultural capital is the culturally valued way of being, knowing, and acting.

3.3 Game

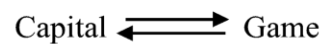
To understand the integration of habitus to field, Bourdieu compares the field to a game (as a zone of struggles and strategies for attaining a position and legitimate authority), in which habitus and capital define the players' chances of winning or losing, as well as the style of the play (Mahar et al., 1990). However, for the game to be played, there must be a collective belief in the game and in the value of what is at stake in the struggles for control over valued resources (Bourdieu, 1990a).

Field for Bourdieu is a term that can be defined as “a network, or a configuration, of objective relations between positions” (Bourdieu & Wacquant, 1992, p. 97). General speaking, field refers to a social space where social actors can transfer actual and potential capital. The social positions, which establish and adjust the social space, could be regarded as a crucial factor in accessing into power available in the field (Bourdieu & Wacquant, 1992). Comparing to a game, the field, which follows implicit and uncodified regularities, is not a product of a deliberately created action (Bourdieu & Wacquant, 1992, p. 98). The game also abides by its rules, which are implicit and require inner knowledge, formulated by social positions and operated by social actors depended on their social positions, values and preferences.

Apart from following the relevant rules, a feel for the game, which is the practical mastery of the logic or of the intrinsic necessity of a game, is also a crucial factor to play and win the game (Bourdieu, 1990, p. 61). For forming this feel, the experience and conscious control and discourse are indispensable. The social and educational tracks of actors produce approaches accord with the rules of the game, in this situation a feel for the game can be also considered as a spontaneous and instinctive process.

Another decisive factor to play and win the game is related to the “cards” for the game, which indicates the accumulated labor basis by agents and enables them to appropriate social energy in the form of reified or living labor (Bourdieu, 1986, p. 105). These cards are defined as forms of capital as capital is power that takes time to accumulate, and can be further utilized by social actors to gain from a game (p. 98). Moreover, each capital may not be the same valuable in one field as it in another field because of its changeable feature in different games (p. 98)

Bourdieu (1986, 1991, 1993) conceptualized that capital comes in different forms: economic, cultural, social, linguistic and symbolic. The accumulation of various capitals of social actors lie on their personal and educational tracks across a number of field. And the term capital could be understood as “a weapon and a stake of struggle” (Bourdieu & Wacquant, 1992, p. 98).



This is to say that there is a bi-directional connection between capital and game. Not only is the capital a decisive factor belonged to social actors to play and win the game, capital is also the trophies they seek from the game result. The game can also be understood as social actors compete to enrich their capitals in different field. In sum, the game in the field is social actors compete by using their intrinsic capital and feel to the game to gain more capitals, power, or higher social positions.

4. Methodology

4.1 Research Strategy

Being different from other researchers, instead of choosing a specific population for study on purpose, my connection to the *1.5th Generation of Chinese immigrants* was naturally and continuously, which could be described as being unconsciously involved in the whole research study. Thus, I am in a very close location to my research target, the *1.5th Generation of Chinese immigrants*. I crossed the two different fields (the overseas students field and immigrants field) by playing a role in their life and receiving their influence in return for me. Compared with others, I met them in an earlier time, therefore I had more opportunities to join their activities, stay in their houses, asking them questions to satisfy my curiosity, share thoughts, feelings, and living experiences with them. Considering my *full-journey* participation and accompaniment for my research target even the whole study, the *ethnography* study was used as the research strategy of this dissertation.

The term *ethnography* frequently and simultaneously refers to both a method of research of the kind outlined above and the written product of the research. Indeed, ethnography frequently denotes both a research process and the written outcome of the research (Bryman, 2012). In this dissertation, ethnography refers to a research method in which the researcher immerses him/herself in a group for an extended period of time, observing behaviour, listening to what is said in conversations both between others and with the fieldworker, and asking questions.

As a research strategy, ethnography has been imported from anthropology into different substantial areas in other disciplines, such as sociology, education, and management (U. Flick, E.v. Kardorff & I. Steinke, 2004). Current ethnography starts its research around the corner and wants to show the particular aspects of what seem familiar to us all (Honer, 2004). From a more methodological point of view, current ethnographic research is characterized by an extended participation in the field, which studies a flexible research strategy, employing all sorts of methods and focusing on writing and reporting experiences in that field (Lüders, 2004).

Ethnography, in which observation and participation are interwoven with other procedures, has attracted more attention in its most characteristic form: it involves the ethnographer participating, overtly or covertly, in people's daily lives for an extended period of time, watching what happens, listening to what is said, asking questions - in fact, collecting whatever data are available to throw light on the issues that are focus of the research (Hammersley & Atkinson, 1995).

The utilization of ethnography can bring a lot of advantages. First, the researchers can gather extremely detailed data about individuals' attitudes, behaviors and relationships. Moreover, the data was gained in a relaxed and natural environment, which means that people are observed in an unconscious situation that allows them to be themselves. Also, ethnography make research be complete because it allows for the discovery of many dimensions of a social setting.

However, ethnography is always the representation of long-time consuming and large amount of data. It is required that researchers spend a long time with this social setting. In addition, the research is easy to become subjective by merely depending on the judgement of researchers' observation. Furthermore, in Bryman's study (2012), how to get access to the social setting that is relevant to the research problem is the biggest disadvantages for using ethnography. Bell (1969) also mentioned that the access approaches are different depend on whether the social setting is a relatively opened or closed one. Certain societies are difficult to gain access to without the assistance of someone inside the group.

4.2 Research Method

The qualitative interview method was applied when conducting this study by the reason of the detailed content required through analyzing the data and drawing a conclusion. Based on Bourdieu, there is also an important subjective dimension to behavior in that social phenomena are produced and reproduced through the actions of individuals. Understanding this subjective dimension of behavior warrants qualitative methods.

Literally, interview is a social interaction with the interviewer and interviewee while sharing in constructing a story and its meanings; both are participants in the meaning-

making process (Holstein & Gubrium, 1995, p.8). Based on Briggs (1986), it has been estimated that 90 per cent of all social science investigations use interviews in one way or another. Interview is undoubtedly the most widely applied technique for conducting systematic social inquiry (Hyman et al., 1975).

In social research, interview is one of the main data collection tools in qualitative methods. It is a very good way of accessing people's perception, meanings, definitions of situations and constructions of reality. It is also one of the most powerful ways we have to understand others. As Jones (1985) puts it:

...In order to understand other person's constructions of reality, we would do well to ask them...and to ask them in such a way that they can tell us in their terms (rather than those imposed rigidly and a priori by ourselves) and in a depth which addresses the rich context that is the substance of their meanings. (1985:46)

The aim of my study is to understand if the *1.5th Generation of Chinese immigrants*, with the age between 20-29 years old, highly qualified, who are entering the Portuguese labor market, is valued well from the point of view of Human Resources Management. In this case, interview is an ideal method to know their life and work experiences by the way of conversation. After all, the primary goals of qualitative interviews are to gain focused insight into individuals' lived experiences; understand how participants make sense of and construct reality in relation to the phenomenon, events, engagement, or experience in focus; and explore how individuals' experiences and perspectives relate to other research participants and perhaps prior research on similar topics (Ravitch & Carl, 2016).

Based on the degree of structure involved, Minichiello *et al.* (1990) and Fielding (1994) used the terms "standardized", "semi-standardized" and "non-standardized" to distinguish different interview typologies. Similarly, Fontana and Frey (1994) utilize a three-way classification of structured, semi-structured and unstructured interviewing, and they apply it to individual and group interviews. In fact, the main dimension of this variation is the degree of structure in the interview, how deep the interview tries to go and the degree to which the interview is standardized across different respondents and situations. To conduct this dissertation, I selected the semi-structured interviews format.

The advantages taken by this investigation method are varied. Weiss (1994) highlights the key reasons for choosing interview as a major source for studying:

- 1) Develop full, detailed, and contextualized descriptions of experiences and perspectives.
- 2) Understand and integrate multiple individual perspective.
- 3) Describe processes and experiences in depth.
- 4) Develop holistic descriptions of perspectives, realities, experiences, and phenomena.
- 5) Learn how participants interpret events and experiences.
- 6) Bridge inter-subjectivity between the researcher and the study's participant

4.3 Gaining Admittance to the field

The social researcher, in Bourdieu's point of view, requires a self-referential awareness of his or her interests and motivations in relation to the research act (Fries, 2009). And the *practice* is what people do and the action in which agents are engaged in the making of their work. In addition, as I mentioned before, the *practice* is the sum of field, habitus, and capital. The effect of interaction between field, habitus, and capital generates the logic of practice, which is a toolkit that helps to provide social explanation of everyday life of the agents studied (Chance, 2015).

As I described in Introduction, the connection between me and the 1.5th *Generation of Chinese immigrants* began in 2015, when I had not even studied HRM and began my dissertation. Generally, the *practice* of this dissertation research, whose motivation derived entirely from my interests through personal life experience during the oversea studying period, utilizing my habitus and various capital acquired in China and Portugal, is a natural product that combine all objective and subjective factors. Specially, getting access to the research field is a *practice* that, in my case, was relatively easy. Not only because my research target is an unblocking immigrants' community, but also the "seamless" link between me and this community as I am also a Chinese. From Bourdieu's theory (Practice = [(habitus) (capital)] + field), there are three aspect need to be analyzed. Firstly, me and the 1.5th *Generation* have some similar habitus partly shaped by our childhood education environment in China and the secondly cultivation in Portugal. The 1.5th *Generation of Chinese immigrants*, as they say, "we are a mix". It is true that our

thinking way may be different from western country people, yet part of them are still overlapping. Then, there are several capitals that we both share such as speaking Portuguese and Chinese language and the interlaced friend circles. As for the aspect of field, living in Portugal, the same faculty and immigrants' communities are all factors that bring us closer together. I belong to a field named "oversea student community", and the 1.5th Generation is a part of Chinese immigrant field. Our intersection derived from an occasional activity. However, since we are both in the same general field and some specific fields, possessing approximately somewhat similar habitus and share some of the same capitals, our encounter is inevitable and logic.

The approach to get access to this field relies on the construction of social network, in other word, by the establishment of social circle (one form of social capital). Although a lot of Chinese living in Portugal are classified in various communities (Chinese from china mainland/Macau, Chinese from north/south of China, Chinese overseas students from mainland/Macau...), there is no doubt to say that the world of Chinese is extremely small, you can meet a new friend by less than 3 people's relationship network. After the formation of relationship, obtaining permissions to do interview becomes a very natural and effortless thing request. Chinese people, or people with Chinese *habitus* regard favor as an essential key in their interpersonal relationship that even linked to the realization of the *practice*.

4.4 Data Generation

Interview is a kind of research approach with characteristics such as relational, contextual, non-evaluative, person centered, temporal, partial, subjective and nonneutral. The interview guide is utilized to list specific questions to be asked during interviews. The central value of the interviews depends on its structures, since the ways that researchers structure and sequence interview questions have a direct impact on what can be learned from them.

To this end, Patton (2015, pp. 444-445) notes six kinds of interview questions which are: a) Experience and Behavior; b) Opinion and Values; c) Feeling; d) Knowledge; e) Sensory; f) Background/Demographic.

Like mentioned before, the interview format used in this study is a semi-structured type which is the most common in qualitative research. In semi-structured interviews, the researcher uses the interview instrument to organize and guide the interview but can also include specific, tailored follow-up questions within and across interviews. In this approach, my interview guide was designed to include specific questions for all respondents but other extra questions for specific respondents depending on the situation. Follow-up questions also existed to make the interview better and complete.

The interview guide involves a series of questions which are divided in four parts (see the appendix 1):

- 1) Basic Information: contains 10 questions which mainly concentrate on samples' self-introduction and the condition of their families. The aim of this part is to get their personal information. Here it is expected that participants talk about their background.
- 2) History of Immigration: 6 questions, principally focus on their immigration action and their reasons. In this part, participants are invited to narrate their individual life trajectory, history, and recent condition.
- 3) Integration Level: 6 questions to understand the integration level of the informants in Portuguese society. Here the emphasis is put on the participants' daily life experiences.
- 4) Work Condition: contains 17 questions with the objective of revealing participants' trajectories in the labor market, including their working history, working satisfaction, working evaluation and future plan. Here, participants are invited to share their experiences perceptions, feeling about their working experiences in the Portuguese labor market.

4.5 Interview Participants

There is one thing that needs to be paid attention: I didn't choose all *1.5th Generation of Chinese immigrants* to be my target.

Generally, people stereotype Chinese immigrants' identity as someone who work in restaurants or shops, as employees or owners. Of course, we have to admit this phenomenon: there are a lot of *1.5th Generation of Chinese immigrants* who possess

relatively lower educational qualification, are still inheriting their parents' profession or are initiating their own business. Nevertheless, this kind of population has no attraction for me and is far away from the human resource management area.

For this reason, I am more interested in those who have higher qualification, identify themselves as a bi-cultural mixture. What I really would like to verify is: if the qualified Chinese immigrants from the *1.5th Generation* are becoming a special social group which has more potential, can more easily be successful in the Portuguese labor market, and may even transform the general idea of worldly labor force for Chinese ethnical group. The sample that I chose is a group of *1.5th Generation of Chinese immigrants* with highly qualified education who have labor contracts in the Portuguese labor market.

The total number of participants is 12, which include 5 males and 7 females. Their ages are between 21 and 29 years old. The modal age group is 27 years old, which includes 4 people. Regarding their nationality, 6 of them are already Portuguese and 6 are still Chinese but living with permanent residence card, 3 of them have already had intention to ask Portuguese nationality.

Apart from this, people in this group are quite young, almost all are still in single state and living with their work colleagues or siblings. However, the quality of this sample is no doubtable high that beyond general cognition. Considering their education background, they all have got bachelor or master degree in Portugal, speaking and understanding well Portuguese and Chinese language. Only one participant is still having bachelor course while, one is already gathering bachelor degree and six of them have had master degree and the rest four are master in progress.

Table.3 List of the basic information of research participants

Number	Gender	Age	Academic Degree	Academic Subject
1	F	21	Bachelor in progress	Telecommunication
2	F	23	Bachelor	Management
3	F	24	Master in progress	Hospital Management
4	M	25	Master in progress	Architecture
5	F	25	Master	Telecommunication
6	M	26	Master	Mechanical Engineering
7	M	27	Master in progress	Material Engineering
8	M	27	Master	Medicine
9	F	27	Master	Medicine
10	F	27	Master	Finance
11	M	28	Master in progress	Industrial Management
12	F	29	Master	Economy

4.6 The Nature of the Interviews

As described above, the semi-structured interview was implemented to obtaining information. Twelve *1.5th Generation of Chinese immigrants*, young, highly qualified and are working in Portuguese labor market were accepted to be interviewed. The reason why they become the investigation goals has narrated in the above content. I conducted three of them the face-to-face semi-structured interviews, and the rest of them were made by sending interviewing guide by e-mail and responding on-line. The semi-structured interview was designed by 39 questions which divided in 4 parts. In part 4, the work condition, questions such as recruitment and selection, training, career opportunity, expectation and future plan are the essential factors of the interview.

According to Bryman (2012), the semi-structures interview puts the emphasis on the interviewee's point of view. In semi-structured interview, rambling is permitted as giving insight into what the interviewee sees as relevant and important. The interviewer, who is also playing the important role in process, can also ask new questions that follow up interviewees replies and can vary the order and even the wording of questions. This kind of interviewing tends to be flexible, responding to the direction in which interviewees take the interview and perhaps adjusting the emphases in the research as a result of significant issues that emerge in the course of interviews. By utilizing semi-structured interview, the researcher is able to obtain rich detailed answers, and interviewees have possibility to be interviewed on more than one and sometimes even several occasions.

The three face-to-face interviews occurred in the cafeteria of the faculty of ISCTE BUSINESS SCHOOL. At interviewees' request, there is no recording leaving. The conversations were conducting by Portuguese depend on the will of those three interviewees, and the interview duration was controlled between 40-60 minutes.

The other nine interviewees were interviewed on-line as they could not be present. However, I provided guidance and detailed explanations any time the informants required. At the same way, no one wanted to be recorded by personal reasons. The interview processes were carried out also in Portuguese, and the interview duration was controlled between 40-60 minutes.

The investigation had a duration from November of 2016 to January of 2017.

4.7 The Nature of the Observations

In the process of information collection, I perceived that I was involved in the whole research course through my observation for my research target. The observation was unconscious and unintentional, which was implemented without specific purpose in our daily activities. As I had contacted with the *1.5th Generation of Chinese immigrants* for several months, observing their behavior and engaging myself in their conversation had become my instinct. It is obviously that I put myself into the research environment, becoming part of my research target's group.

May (2011) referred that it is important for social researchers to participate in social relations and seek to understand actions within the context of an observed setting, because people act and make sense of their world by taking meanings from their environment. As such, researchers must become part of that environment in order to can understand the actions of people who occupy and produce cultures, defined as the symbolic and learned aspects of human behaviour (May, 2011). Based on Adler (1994) and Werner & Schoepfle (1987), observation has been characterized as the fundamental base of all research methods and the mainstay of the ethnographic enterprise.

Although there are various forms of observation, the participant observation was selected to enrich the data collection during this dissertation. In social research, *what* people transformed is obvious an important question, *how* and *why* the transformation happens is also significant to investigate.

Lofland and Lofland (1984) defined participant observation as:

The process in which an investigator establishes a many-sided and relatively long-term relationship with a human association in its natural setting, for the purposes of developing a scientific understanding of that association.

The practice of participant observation requires researchers not just looking, listening, generally experiencing, and writing all down, but spending a lot of time in the context. Reflexivity is also precipitated. As the orientation of researcher's will be shaped by his/her own socio-historical location. It is to say that the data collection may be affected by researchers' personal factors, which is referred as subjectivism in Bourdieu's theory. In order to avoid this fault, researchers must play their accurate roles. In different contexts, there are also different roles that the researchers should play. The participant roles which researchers adopt will vary and will affect the data produced in turn (May, 2011).

In addition to acting as the interviewer, my role during the dissertation could also be described as "*fan who desires to know and understand more from people within the setting* (Maanen, 1978)", which can be identified as the participant as observer. It means that I am the person who adopted an overt role and made my presence and intentions known to the group. After all, the relationship between me and the *1.5th Generation of Chinese immigrants* in Portugal had been established in an extremely natural way before I began this dissertation, and now I have constructed a stable social network involving them. My observation for the *1.5th Generation of Chinese immigrants* is constant and progressive. With the support of the knowledge of Bourdieu and Immigration, my connection with them is also growing deeper and deeper.

4.8 Interpretation of the Empirical Material

Guided by the research questions, data was arranged into conceptual categories. The interpretation of the collected data is divided into two sections: the arrangement of themes

for the data analysis; and the reinterpretation of narrative of the interviewees for answering research questions. In the first section, Informants' journey is the first theme. Here I will give voice to participants and present the life experiences of the *1.5th Generation of Chinese immigrants* to demonstrate their life course; The second theme is related to their obtained capitals in the linguistic, cultural, and social forms. The third theme presents the acquired habitus of my target group. The last theme deals with the implementation of these capitals and habitus in their labor experiences.

The second section focuses on utilizing the crossed data of the interviewees and observations to answer the research questions, as well as arousing the global and specific lessons and recommendations. It is worth mentioning that the data collection and interpretation follow the Bourdieu's Reflexivity Sociology. Interviews generated the main information, while the additional information was enriched gradually by my observation which began from the first day that I met the *1.5th Generation of Chinese immigrants* until the completion of this research. It means that I will share with the reader an objective reality. However, as my perceptions of the participants living conditions are shaped by my subjective mental categories, to some extent I will impose my subjective representation of the studied reality as an objective representation.

For Bourdieu, doing social science research is an act with the objective of understand how the objective structures of society (e.g., social roles, norms, institutions) influence subjective behavior (what Bourdieu referred to as "practice"), and in turn how the totality of social behavior serves to reproduce the reality, which is society (Fries, 2009). Reflexive sociology is a self-referential approach to social research, which turns methods of constructing the research object back on themselves so as to produce more accurate understanding of the social world (Fries, 2009).

According to the precepts of reflexive sociology, social research must account for the dialogical interplay of objective and subjective social factors. Reflexive sociology is driven by an epistemological emphasis on "overcoming the antinomy of objectivism and subjectivism" (Wacquant, 1998, p. 220). This is achieved largely through Bourdieu's dialogic theoretical constructs of "field," "capital," and "habitus" (Bourdieu & Wacquant, 1992, pp. 15-26). Bourdieu's reflexive sociology seeks to combine an understanding of objective social structural effects with knowledge of the subjective

aspects of behavior, thereby facilitating an “epistemological break” with common sense and individualistic understandings of behavior. In understanding, the researchers, who work as the operator and producer of the social research process, highlighted in the following aspects:

- Researchers must involve themselves into the research process (Bourdieu, 2004).
- Researchers must accept the dialectical relationship between objectivism and subjectivism (Bourdieu, 2003).

5. Findings

This chapter is a collection of information gathered directly and indirectly by interview participants through the interview results and observation. This chapter is divided into 5 parts. The informants journey includes the acknowledge extension about *1.5th Generation of Chinese immigrants*. The language capital is a special and important factor for informants throughout the whole dissertation. In addition, this chapter also analyzes the experiences of interview participant by Bourdieu's theory. The Workplace experience, as the core of the dissertation, reveals relevant information about the recruitment and selection, job satisfaction and expectations, career development, and future plan of interview participants. Finally, interview participants' hope and aspirations are the wind up this chapter.

5.1 Informants Journey

Tao Chen, one of the interview participants who is a typical member of *1.5th Generation of Chinese immigrants* in Portugal, went to Portugal at the age of 13 with his older sister in January of 2005. His parents, who had settled down in Faro by running a Chinese restaurant, took their children from China to have a family reunion. Tao started to live with his nuclear family in the Portuguese community without any Portuguese language knowledges until September of 2005. He was sent to a Portuguese public school with the objective of integration into the local environment. For him, it was almost impossible to understand his teachers and classmates initially despite helping his parents in their restaurant for several months. Fortunately, he received the selfless help from the headmaster, his professors, and classmates, which made great changes to his situation:

...I was treated specially because I was the unique Chinese student at school at that moment...the headmaster found me a language professor and it was free. Every day after class I learnt 1-2 hours Portuguese with that professor. Soon, I could almost understand the class after one academic year. At the same time, helping with my parents in the restaurant and the active contact of my classmates also gave me a great support...Rising from the 7 to the 8-grade brought me a lot of difficulties, but I passed with the assistance of my professors...From the 8-grade, because of the fluency of Portuguese language, my academic records became excellent...In addition, there are two my classmates who contacted me actively and our friendship lasts until now. I remembered that I was stayed in the corner of classroom, eating my breakfast when they walked towards me and began to ask my play with them. They helped me a lot not only in language, but also in life...

Since then, he began naturally to live based on the trace of a normal Portuguese person, rising from the 3^o cycle to the high school and went to Lisbon to study university course in ISCTE and had a Portuguese girlfriend.

As an “*immigration expert*”, he had also a complicated thought process for his identity ever. After arrived in Lisbon, he had more chance to be in touch with a bigger Chinese community, which made him very confused. He had no idea in which group he should be and in which language he should speak. He said ever:

...although every life aspect is the same as Portuguese people, I have an Asian face, which is inevitable. Finally, the conclusion was figured out: I will never be a thorough Portuguese person, neither a Chinese person. I have a contradiction in my surface and immanence...When I am with Portuguese, I am a Portuguese. When I am with Chinese, I can also become a Chinese...

He is no doubt a successful integration example. For him, the language is a big but not the biggest problem when he came to Portugal. In his opinion, the greatest obstacle is the life environment. He usually felt that everything was strange when he first arrived in Portugal. From his point of view, to get a Portuguese identity, it is essential to acquire the kindness and tolerance released from Portuguese people. If you personally opt for refusing them, there is no possibility to be well-integrated. Another important factor is age. Like his sister who were 17 years old, older people have much more difficulties to integrate compared with him.

Regarding his Chinese identity formation, his family education philosophy is an essential factor. Initially his parents sent him to school because they hold an integration idea. Unlike the traditional Chinese family, his parents are obvious more opened and western, communicating with him by the way of suggesting and interacting instead of the direct interference and control. The influence of family education in double-identity formation is also reflected on the experience of other participants. For example, Jun Chen, once when I travelled at her hometown (Quarteira) and lived in her house, Jun Chen told me:

...My father has a comprehensive attitude for us to living in Portugal...he said that me and my sisters have to speak Chinese when we were at home but speak whatever language we want outside...also for the children of my older sisters...I think he would like us to go to school to get a better life, but at the same time he does not want us to forget our original culture...

Language is certainly an indispensable element to guarantee Tao’s relation to China. Another reason is his collaboration in the parents’ business. When he arrived in Portugal, he began to help his parents in the restaurant as a waiter. He said that his parents had

never obligated or asked him to work, but he would like to take the initiative to help, which reflects his traditional, cultural, and typical Chinese characteristic. It seems that the life memory in China also decides that he will never break his Chinese feature away.

However, in aspect of the family business auxiliary, Jun Chen has a diverse response:

...When I was very young, every day after school, me and my older sisters had to help my parents in their restaurant. I never think we were maltreated because they sent us to the school and hope us finish the course to do the profession we want, I mean this is our family tradition and their educational idea. They would like us to understand that making money is not an easy thing, you have to pay your effort out and experience many suffering...

Although living in different family environments, these two living stories summarize the journeys people recalled throughout their interviews. They all highlight a universal but unusual living experience, which is the consequent of Portuguese-Chinese contradictions. Even if the requirements in each family are different, the sufficient connection between Portuguese and Chinese communities can still sculpt their double-identity. Arriving in Portugal in a small age with the objective of reunite with family and grew up in a mixed Chinese-Portuguese environment allowed them to develop the ability to live easily in any field.

5.2 Language and linguistic capital

Language, as the main and most basic but vital factor to live in community, plays an extremely important role in analyzing social action of the informants. Language is always the first problem for immigrants, particularly for the 1st and 1.5th Generation, who were not born in the language environment of the host country. At the same time, language is also the most essential factor for immigrants' integration and identity definition. For this, many participants have expressed the same opinion. For example, KunXin said once:

“...Language is the biggest obstacle, in a completely different reality. At the beginning, there was always a tendency for self-isolation, a feeling of loneliness, I could not interact with schoolmates. But the Portuguese children are fantastic, even if I did not understand them they came to me and played with me, little by little I learnt the language in a very natural way, and the integration became easier and easier. I have to thank to my first teachers who had a lot of patience to teach me about this beginning...”

Language is not only a mere competence, but also a sort of capital that support agent to *play the game* in the field. Bourdieu (1992) verified that an official language can be

considered as linguistic capital which affords its holders symbolic power, and linguistic capital is the capacity to produce expressions for a particular market.

The acquisition of linguistic capital is significant for the *1.5th Generation of Chinese immigrants*, because they can speak at least two different languages. On the one hand, they are able to increase their cultural capital in their fields; on the other hand, they are able to convert this invisibly competence into social capital that will facilitate their social actions. According to the Thompson (1992), each speaker in a linguistic community possesses a certain quantity of linguistic capital which allows him or her to produce expressions which are highly valued on a particular market. The more linguistic capital a speaker possesses, the more he or she is able to exert symbolic power.

Bourdieu (1992) considers symbolic power as invisible power which can be exercised only with the complicity of those who do not want to know that they are subject to it or even that they themselves exercise it. Symbolic power is exercised on markets which enable actors to convert one form of capital into another (Bourdieu and Boltanski 1977). For example, a good education (cultural capital) means speaking a foreign language (linguistic capital), may help getting a good job at a multinational which pays well (economic capital) and gaining prestige (symbolic capital) (Loos, 2000).

From the observation, almost all interviewees are good at communicating, not only reflecting on the quantity of language they speak, but also their reaction, understanding and strategy of communication. It means that they may know more about *what* and *how* to speak to people compared with the 1st and 2nd Generation of Chinese immigrants. And these characteristics, in my dissertation, are crucial to analyze their values in HRM field, which concerned to their career path, recruitment and selection criteria, career field, and future plan that mirrored on the next parts.

5.3 Cultural Capital, Social Capital, and Habitus Transformation

To analyze the value of *1.5th Generation of Chinese immigrants*, particularly the participants of this research, it is necessary to have a good knowledge about their personal experiences. In this way, Bourdieu's theory on cultural capital, social capital, and habitus is certainly good way to explore the informants' experiences and self-developments.

According to Bourdieu (1986; 1990), the concept of cultural capital refers to educational credentials, skills and knowledge. He classified cultural capital in three forms: 1) Embodied State: in the form of long-lasting dispositions of the mind and body, known as habitus; 2) Objectified State: in the form of cultural goods such as pictures, books, dictionaries, instruments, machines, etc...; 3) Institutionalized State: in the form of objectification as educational qualifications.

Cultural capitals' value is reflected into its conversion into other capital forms through investment. In Bourdieu's theory, there are two important factors to acquiring cultural capital. The first one is *time*. To gain cultural capital, the amount of time devoted is indispensable, not merely labor time, but also spare time. In addition, the *effort* is another essential investment in cultural capital which is the energy put into the accumulation of a sort of culture by socialization.

In the actual dissertation, the participants gained cultural capital mainly by studying in Portuguese local school, as it was revealed by Tao Chen's narrative. Moreover, the extra-curricular activity, leisure activity, and any other forms of situation that the participants occupied with natives are also canals for them to receive cultural capital.

For example, in addition to contacts with professors and classmates at school, Tao's narrative also highlighted the importance of (extra)curricular activities to acquire and increase the connection to Portuguese community and to promote his integration. According to my observation, he was a very active student at school. He always participated in the *Arraial* as a drummer in the band. He was very good at athletic projects like cross-country race, 100 meters' race, and swimming, which usually made him to be selected to take part in school sport event and futsal competition with other schools. About the extra-curricular activities, he said he acted just like a native Portuguese person:

...My life is absolutely as the life of Portuguese people. I remembered going to the beach with my Portuguese friends in every summer vacation. We went out for dinner and had a drink in bars...After arriving in Lisbon, we also maintained the same way to relax, but I also spent time in working out, playing football, going camping and doing studying trip. As I joined the student union, there are many activities that we should organize...In addition, I would like to go to concerts, do volunteer and once I went to Germany to attend to summer school organized by university...

When he lived in Faro, there were almost no extracurricular activities in the Chinese Community. But this situation became better when he arrived in Lisbon. A very convincing argument is: I met him through an activity named Running Generation, which was organized by the Chinese community. This activity played an important role in my life, because it helped me to get acquainted with *1.5th Generation of Chinese immigration*. Furthermore, I believe that this kind of activities has the same influence on *1.5th Generation of Chinese immigration* by letting them integrate better in the Chinese community. For example, the organization of *Happy Chinese New Year*, *Eastern Thought*, *Chinese Student Union Sport Event*, and the translation volunteer of every Luso-Chinese business and cultural seminar/forum gave Tao a lot of opportunities to live between the Chinese and the Portuguese communities, which facilitate him to obtain cultural capital and, in turn, social capital. According to Bourdieu's (1986) capital conversion theory, cultural capital can be turned into other forms of capital, such as economic capital, human capital, and social capital.

Simply speaking, social capital applies to contacts and membership in groups (Bourdieu, 1990). Social capital can be accessed through memberships in social networks and institutions, and can be converted to other types of capital, which allows an individual to maintain or improve his or her status in society (Bourdieu 1986). To put it in another way, social capital can be originated from social relation, social network, or the social structure. Therefore, the accumulation of social capital can also be analyzed as the investment in social relation and the social network or social structure.

There are two forms of investment in social capital, which are unintentional and intentional form of social capital. Both intentional and unintentional forms need time, effort/energy and other forms of capital (Bourdieu, 1986). Time, effort, social space, and economic capital are the most essential forms of investment in acquiring social capital. Having an intimate relationship with cultural capital obtained, the participants acquired their cultural capital mainly from educational institutions, family education, and other extra activities. Following their investment in *time* and *effort* by living in Portugal for a long time and paying attention to integration into the society, they gained more and more cultural capital at different aspects of life. Based on Bourdieu's conversion theory, their social capital was constructed at the same time as they obtained cultural capital. The

people informants met and with whom they established relations during the process of gaining cultural capital are likely those who belong to their social networks.

For these participants, their social capital is mainly concerned with two dimensions: networks and support in the Chinese community, and networks in the Portuguese local community. By quoting again Tao, who has lived in Portugal for more than 10 years and has had some work experience, his social capital is associated with networks. Firstly, in the Chinese community, the support given to his parents' business allowed him to meet more Chinese people on the business area. Other sources of social network came from the family relatives, and the friends of his parents. When he moved to Lisbon, his participation on activities organized by the Chinese Embassy and the local Chamber of Commerce provided him more opportunities to meet and keep in touch with important people. In the Portuguese community, the professors, classmates, and friends have composed a big part of the networks. The participation on extracurricular activities also endowed him chances to get to know people in other fields. The work experience is another essential resource of social capital. His colleagues are not only native speakers, but also people from all over the world. Such situation may help him know more people and more about the world, which is also a way to add cultural capital to a certain degree. In Bourdieu's theory, habitus and capital have an intimate relation as well. Habitus refers "deeply internalized dispositions, schemas, and forms of know-how and competence, both mental and corporal (Swartz, 2002, p.62). Habitus and capital, particularly cultural capital, can be gained at the same time. In addition, habitus and capital are two things which promote each other. For my participants, the habitus they have contains two dimensions: Chinese habitus and Portuguese habitus.

Tao's narrative clearly illustrates this idea:

...My life habits are almost like a normal Portuguese person. I have accustomed their food, music, and sports. I can freely talk the actual topic with Portuguese. At the same time, I like watching and listening Chinese films and music, there is no obstacle in communicating with my Chinese and Portuguese friend in understanding their living habits and ways of thinking. But there is one point that I want to mention...some changes of my living habits like sense of time and bathing habit, are not the merely the influence of Portuguese people, but because I have found the reasonableness of their existence...

Like Tao, other informants can totally live as a native Portuguese people and understand the living habits of Chinese people. The strongest evidence is that some of my informants have or had a Portuguese boyfriend/girlfriend. For example, Tao had a Portuguese girlfriend in the past and now has a Chinese girlfriend. Another participant, Wei, is married with a Portuguese citizen. Regarding work, participants abandoned the traditional career thought of working for the family business. Indeed, these participants have a preference to experience the same work path as their Portuguese friends and have applied to jobs in national companies, multinational corporations, and joint-ventures.

Another interesting thing about these participants is the language they use. More specifically, they unconsciously swap between Chinese and Portuguese languages in conversations depending on their interlocutors. In this point, Tao referred that:

...you know how I choose in which language I speak? It depends on which language the interlocutor speaks. There are two languages canals in my brain. When the interlocutor speaks Portuguese, my mouse will respond automatically in Portuguese...But I still use Chinese to account because Portuguese is a little strange...

It is to say that in this group of people, dominating two or more languages has already become their self-contained feature that could be a symbol to distinguish their identity, which can also be classified as their capacity.

5.4 Work Experience

The participants are highly qualified Chinese immigrants from the *1.5th Generation* who work in the Portuguese labor market. This part contains many different dimensions with the objective of understanding more comprehensively and profoundly about their career process, including the beginning, procedure, and the future perspective, in order to analyze differences and specialty. In particular, from informants' point of view, I want to understand whether their career direction, and objectives are diverse from native speakers and other immigrants. To put it in another way, from informants' point of view, I want to understand whether companies adopt different policies of recruitment and selection between the highly qualified *1.5th Generation of Chinese immigrants* and Portuguese people. Moreover, if their job satisfaction, personal perspective, or career development are also in consideration by the companies in the Portuguese labor market.

Working Preference

Although these participants had helped their family business, almost all of them have no intention to continue their parent's job (only few of them are not sure about that). Three reasons can be advanced to explain such decision: tiredness, personal hobbies, and high level of education. About this topic, Peng mentioned that:

...I grew up in a special but normal family environment because I think there are a lot of families like mine here in Portugal. My family has a grocery store and I have seen my parents working since I was a child. They had to get up early and sleep late, sometimes even had no time to manage me and my brother's life... For me I do not want to bear this tiredness anymore because I am able to live better in another way...

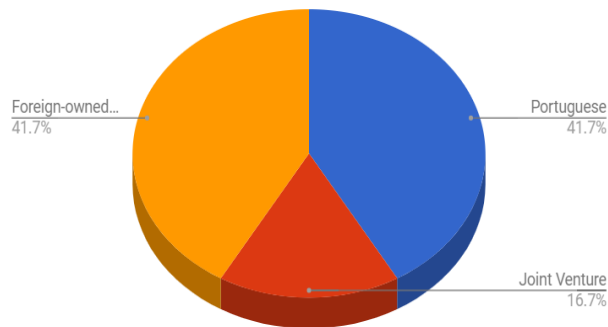
Another example is provided by Hui, whose family run a retail store in the north of Portugal. Hui is still helping his parents in selling activities every weekend even if he is working in Lisbon now. He expressed the idea that he does not want to keep his parents' business because he knows well how exhausted and pale with fatigue are his parents after a day of work. In another aspect, the high qualification they get has contributed to improve their competences, skills, social nets, and job opportunities, which allows them to have enough cultural and social capital to expand their career choices, as well as their interests.

Working Corporation Type

None of the participants works exclusively for the Chinese community. From the statistics, Portuguese local companies, international companies, as well as joint ventures are the three-main organization types where these interviewees work in. That is to say that they have inserted themselves into the Portuguese society, separating from the original circle. It is worth to mention that their language skills and connections between Portugal and China may have facilitated their integration into the labor market.

Nowadays, with the Chinese investment pouring into the Portuguese economy, more and more participants chose to work in Chinese holding company or Luso-Chinese companies, like *Fidelidade*. Luso-Chinese companies can easier evaluate their capabilities. On the other hand, educational qualification and the fluency in other languages, like English and French, also allow them to positively answer the demands of the international businesses.

Figure.3 Corporation typology distribution



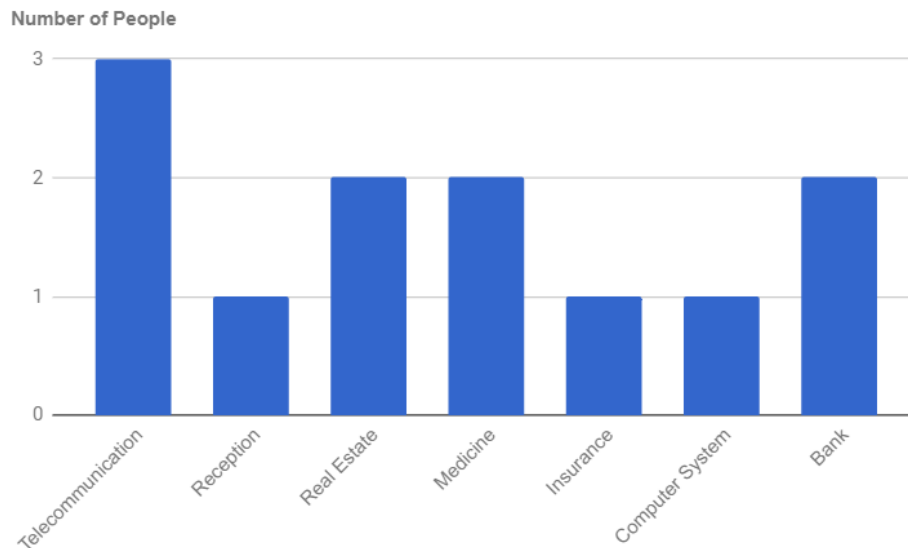
Work History

The work history of the participants has not so many direct relations with their ages, but depend on their nature of work. For instance, there are two people who are 27 years old that have no work history just because of the particularity of their course---medicine. Except, it is barely assumed that the older the age they are, the longer the work experience they have. On average, their work experience is 1.4 years, which means they have almost just entered into the labor market and has not so much work experience and history.

Working Area

Far away from their parents' profession, all these participants are working in 7 different areas, which are telecommunication, reception, real estate, medicine, insurance, computer system and bank industry. They all work in a multicultural or international environment, mainly with Chinese, Portuguese, and Brazilian people. None of them are only working with Chinese People. From this we can say that these participants have enough capacity to choose whatever work area they want, based on their interests and competences.

Figure.4 Work area distribution



Career causality

Talking about the direct relation between their academic abilities and their profession, most of the participants work in areas where they have qualifications, especially those participants working in the Computer system, Telecommunication, Medicine science, and Bank industry. One possible reason for such scenario is the fact that these industries require rigorous professional knowledges and the academic educational background is the main requisite to get a job offer. However, those who work in Insurance, Reception and Real Estate industries believe that what is most valuable is not so much the education but rather people’s personal skills. In this case, KunXin, who works in a Real Estate company said:

“...The job I have now does not have much to do with my training, I got this job was not due to my training, but my personality. Of course, my boss recognizes my education, even if it does not have much relation with this job. Higher education makes all difference in the person’s personality...”

In addition, Peng, the colleague of KunXin also said:

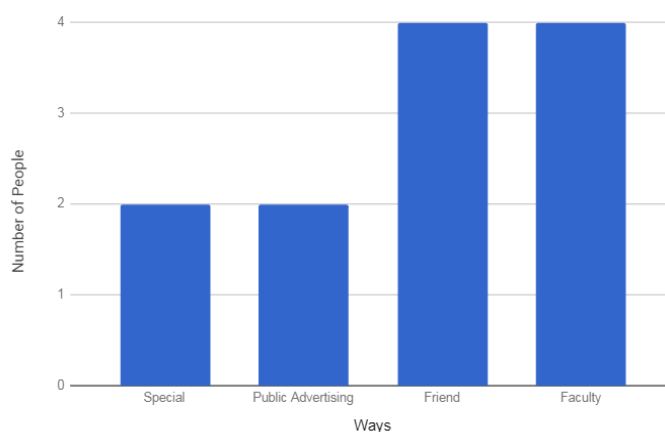
“...What I am doing has nothing to do with my education. However, what I learnt allows me to ration more effectively...my boss recognizes my strengths in term of education and language when he recruited me...”

Thus, we can see that these participants who have jobs in areas different from their education can also make themselves be successful because they possess much more capacities, particularly in language, and their construction of personality grown in a relatively complicated life experience and environment.

Career path

The most effective way to arrange a job is social network provided by their own faculty/university/professor and friends. For example, students in medicine subject do not need to care about getting a job because of the particularity of their course. Another useful way to find a job is public advertising, like some recruitment websites. All my participants express that it is not difficult at all for them to get a job. From this we can see that, on the one hand, the cultural capital that they possess is enough to support them to find an ideal job; on the other hand, the social capital no matter in the Chinese community or in the Portuguese community that they accumulated give them a lot of help in their job hunting.

Figure.5 Four channels to find job



Work attraction and challenges

The responses about the attraction and challenges of working in Portugal are a little distinct. Especially, some participants have no words for this question because he/she has never had oversea work experiences, and also because he/she is still a *Rookie*. As for people who are benefited from advantages, some always believe that Portugal nowadays have more and more opportunities in new career areas for young people, specifically for those who has excellent ability and language skills. And then, the geography of Portugal

is another favorable reason. Portuguese people, who are widely accepted as nice and kind, creating a harmonious and comfortable atmosphere for keeping talents.

However, relatively relaxed and diversified work environment also cause problems. For example, Alice said:

“...it was ideal to work outside of the country. In the place where I work now, there are misunderstandings and problems. The Chinese people are seen as very hardworking, not obedient to the rules...”

Except this point, the problem lies in the country itself. Tao also said:

“...the problems I see in accessing the labor market and during it in Portugal are a very limited market, although many startups have emerged lately, their geographic territory, their economic condition and their mentality are some of the reasons why I do not see many opportunities to get a job to my liking...”

One thing that worth mentioning that is also an opinion from the participant KunXin:

“...I would not say that there was any kind of attraction, even if I thought it did not have much to do with the job, but the positives of the country (weather, beach, people, etc.). In terms of challenges, choosing the right job is a point to taking into account...”

In sum, the natural environment like climate, the cultural environment, and opportunities of new industries are the main reasons to retain the participants. However, the general economic condition and the small dimension of the labor market becomes the principle causes to make them leave.

Table.4 The comparison of work attraction and challenge

Attraction	Challenge	
More opportunities for youths	Some complex work environments cause problems and disorder from different cultures and rules	No ideal (Because they have never worked abroad and no reason to compare)
More opportunities in new work areas		
Geographical Advantages (climate, weather, beach...)	Disadvantages from Geography, Economic condition and limit labor market like the salary does not reflect to the work time...etc.	
Culture		
Food		
Work Environment (kind Portuguese people)	The choice of the right work is one thing that must be in consideration	
Based in Portugal		

Job satisfaction

In terms of Job satisfaction, some people choose to demonstrate their own emotions but other decided to ignore this issue. The group who expressed their feelings includes two types of informants with convergent and divergent opinions. Those who are dissatisfied believe that the timetable is unreasonable, the salary does not match the working hour, there is no promotion in profession level, and no training program. In these four dimensions, salary occupies greatest position and training also has an essential impact. However, curiously, those who are satisfied emphasize the work condition and training. It follows that salary and training are two most important reasons for a company to attract and retain talents among the highly qualified 1.5th Generation of Chinese immigrants. On average, it is easier to get more satisfaction in the Portuguese local companies than in Joint Venture and in Foreign-owned Enterprise. The participants who have more Portuguese identity tend to feel more satisfied with their company and job than participants who have relatively more Chinese characteristics.

Immigrant attraction and retention policy

Considerate to this, most people confirm that although there are no concrete policies, companies do not care about employees' nationality but their competences. It follows that the Portuguese labor market has relatively few limitation in immigrants' employment issue, being more open-minded and enlightened, profiting from its recovering economy and requirement of more and new talents. As Manuela said:

“...The company promotes the attraction and retention of immigrants because it is a multinational company, it has clients worldwide. Thus, having employees of other nationalities, who know how to speak other languages, is of value to the company...”

Labor market access facilitator and obstructer

This question reveals an optimistic inclination because hardly any of them hold an idea that it is difficult to find a job in Portugal. In this case, my sample, who has high education level and good language skill, possessing excellent technical, professional, and social competences which can satisfy the company's demands. Another element is related to their adequate academic background which correspond their company's requisite. For most companies, nationality is a negligible issue as long as the employee dominate the official language and have no obstacle in communicating and managing work. For this point, Jun Chen refers:

“...The factors that facilitate / hinder access to the Portuguese labor market are similar: in addition to having the technical skills of professionals, social and behavioral skills are essential for success. In addition to the skills referred to in the above, the advantage of having solid knowledge of Western and Eastern culture allows you to be most likely to be selected at any job interview. Good dominance in these aspects has allowed me to be selected in the current job...”

Manuela also agrees:

“...Advantages that allowed my selection to work: mainly because I am from the engineering area. Recruitment process was done based on online tests and a face-to-face interview. In total, I felt that I have more facilitators than obstructors for working in Portugal, because I speak Portuguese, English and English well; And I'm from the engineering area...”

5.5 Hopes and Aspiration

In the field of career perspective, the interpretation of participants' response demonstrates a negative tendency, more than half of them indicated their uncertainty and confusion even no comments for their career perspective. What they responded was just as: *...it is a good question but at this moment I do not know the answer because I also would like to know whether...* This unsureness, on the one side, derived from the caring for their organization development, on the other side, resulting in their own fledgling career life. Thus, it can be seen that the degree of company's development is an important factor to link employee if their career perspective has possibility to be accomplished and realized. Besides, take account of being *Rookies*, their hesitation and confusion in some respects could be understood.

“...After 3 years of work, I do not see much scope for career progression in this company, being an investment company subject to many extreme limitations. That can affect the company itself...”
(participant KunXin)

As for their future plan, it seems that having intention of leaving from the actual organization even going abroad in the future is an irresistible trend, it could be proved by 11 of 12 of the participants. Getting a better professional experience, feeling exotic culture, starting own business, and increasing the salary are what the interviewees are thinking take consideration of the actual work condition.

“...At this moment, I am planning my departure from this company, or maybe even Portugal in search of a better life and progression in the professional life...” (KunXin)

“...Leave Portugal to know other realities and maybe better salaries...” (Manuela)

“...I am in the adjustment phase about what I intend to do in the future. I will probably change country to open the horizon...” (Jun Chen)

“...What I want to achieve in the future is to achieve the goals that are proposed, if I cannot do it for third party reasons, then I will choose to leave the company and look for a company that will allow me to achieve this goal or create a company of mine...” (Peng)

According to the interviews and my observation, informants have grown and lived between 2 different communities but have well been integrated well into the Portuguese society. The participants' career direction and measure seems not to present differences from native Portuguese people, but diverse from the first Generation of Chinese immigrants. Their career path, like recruitment and selection, still maintains the convergence with local people. The factors which have impacts on their job satisfaction, career perspective, profession development, and future plan mostly rely on the general labor market environment of Portugal. The participants who tend to see themselves as Portuguese, or who have had a stable family like Wei, have less intention to leave Portugal to other countries and have a relatively high satisfaction degree for their organizations. Participants who are more *mixed* and *neutral* regarding their identity are more inclined to work outside of Portugal to gain more salary and work experiences.

6. Discussion

The purpose of this study is to understand: (1) In what ways the accumulation of linguistic, cultural, and social forms of capital play a role in *1.5th Generation of Chinese immigrants'* school-to-work transition? (2) Can capital-rich, highly educated *1.5th Generation of Chinese immigrants* overcome obstacles to career advancement that are deeply rooted in the host society's institutional practices and attitudes? The following section will provide answers to these questions based on the information obtained from the result of Chapter Finding.

6.1 School-to Work Transition

Having broken the magic spell that “Chinese immigrants are representatives of low-level jobs”, all participants admit the significance of accumulating diverse forms of capital in order to achieve the process of transformation from student to labor market employee. With the objective of mastering capitals, a variety of skills, like language, self-cognition, culture, and social networks establishment are all indispensable in differing them from the 1st and 2nd Generation of Chinese immigrants in many aspects.

The major factor which influence the school-to-work transition is said to be the acquisition of the linguistic capital. All participants recognized the importance of dominating the Portuguese language as the backbone of living and working in Portugal. The Portuguese language was considered not only a way of communication, but also a basic tool of gaining other capitals, such as being the main channel to obtain cultural capitals (Chinese language, as an auxiliary language, plays an indispensable part as well, particularly in getting social capitals).

In addition to orally speaking fluent the Portuguese language, another issue needs to be emphasized is the language habits. For example, people in situation like me who are oversea students can also speak fluently Portuguese language but still have a lot of obstacles in school life and job finding. Language habits like accent, slang, and certain expressions are knowledges that is frequently used in informal spoken rather than written language. People brought up with them by listening to friends in their daily social interaction (Putri, 2011). It is generally recognized that the second language which acquired after early childhood often results the difference from native speakers (Flege,

Munro, & MacKay, 1995; Long, 1990; Oyama, 1976; Scovel, 1988; Tahta, Wood, & Loewenthal, 1981). It was highlighted in Munro's research (2003) that people are extremely sensitive even for the subtle pronunciation distinction. Accent is a symbol to define the foreign identity of someone, which may be transformed into a cause of discrimination. Many people are unable to treat accent as a normal feature but deal with it in a negative attitude, because it may require more attention to understand and easily become unintelligible (Munro, 2003).

It is admitted that the accent stereotyping may lead to discriminatory behavior towards particular groups or toward foreigners in general (Munro, 2003). In this study, some participants accepted discriminatory treatment in their early life at school in Portugal, as Tao said: *I encountered sometimes the language discrimination at school when I firstly went to Portugal. They did that because they knew that I couldn't speak properly and therefore couldn't refute...* But this situation cleared up as time passed by, after the participants dominated the language practices in the Portuguese social context. With the linguistic capital, all these participants were able to attend the educational institution fluently to get enough cultural and social capitals, which allowed them to apply to a job successfully. In their point of view, the transition school-to-work is an *“extremely natural and simple process, nothing special”* because they have lived in Portugal just like local Portuguese people.

The importance of the linguistic capital also reflects on the establishment of the social network of the participants from their early age in Portuguese and Chinese communities and educational institution until now, as well as in their workplace. Moreover, the acquisition of linguistic capital has a great impact on the double-identity formation i.e., the self-cognition of being a *mix* of Portuguese and Chinese identity. All the participants say that they will never be a complete Portuguese individual even if they have mastered the language and take part on the same activities of local people. Tao have said: *“From the beginning I have known that I would never be a Portuguese because my typical Asian face...”*. Hui is another example who had experienced the facial discrimination, which made him start thinking over his particularity towards people in his surroundings.

However, their realization of being double-identity did not bring them harassment, like feeling self-abased or lacking self-confidence. Inversely, they are confident when

communicating with Portuguese people as being familiar with Portuguese language, cultural, and habitus. For the same reason, the Chinese part in their identity allows them to understand well the Chinese community. The importance of possessing double identity reflects on their competence of adaptation and communication, as well as providing advantages in job finding and the construction of social net.

Another factor which molds their double-identity is relevant to the habitus. According to Bourdieu⁸, habitus is structured mostly by one's past and present situation which includes family and the most important agency education. It is structuring that habitus affects the shaping of one's present and future practice. Our family and education help us to structure our attitudes and dispositions of languages. The reason why these participants, the highly qualified *1.5th Generation of Chinese immigrants* have a mix identity, the most important reason as I have mentioned before, is the native language skill with the authentic way of speaking, including the utilization of accent, slang, and expression.

Beyond that, their *way of being*, in other word, their *behavior*, is another key reason which made them be accepted by the Portuguese/Chinese community. Referred by Hall (1984), *behavior* is something that originates inside the skin, isolated from the outside world and from other human beings. The participants, during the process of growing up, was unconsciously influenced by their surrounding environment like their friends or classmates at school, as well as their family. Like mentioned in Hall's experience (1984), one of his colleagues who spent a period with some Japanese friends, when returned to work, some of his performance in Halls' eyes were acted with some Japanese characteristics. The same reason for these participants. Their behavior was shaped by the Portuguese/Chinese features, which results in the sense of identity of Portuguese/Chinese people.

Another example to prove it, which was referred by Tao. He said: "*I acted very natural when I was with my Portuguese friends...I like the things that they also like, such as music. I appreciate very well the Portuguese songs. Of course, I like Chinese music as well...*" Hall (1984) also touched this point in his study by considering that music represents a sort of rhythmic consensus, a consensus of the core culture. People's music

⁸ <https://languagecapital.wordpress.com/2012/03/24/more-about-cultural-capital-linguistic-capital-and-habitus-14/>

is inseparable from their lives and that the songs represent an important part of their identity. Like the example of Tao, he shares the same culture (music) with his Portuguese/Chinese friend, which made them regard him as the same identity.

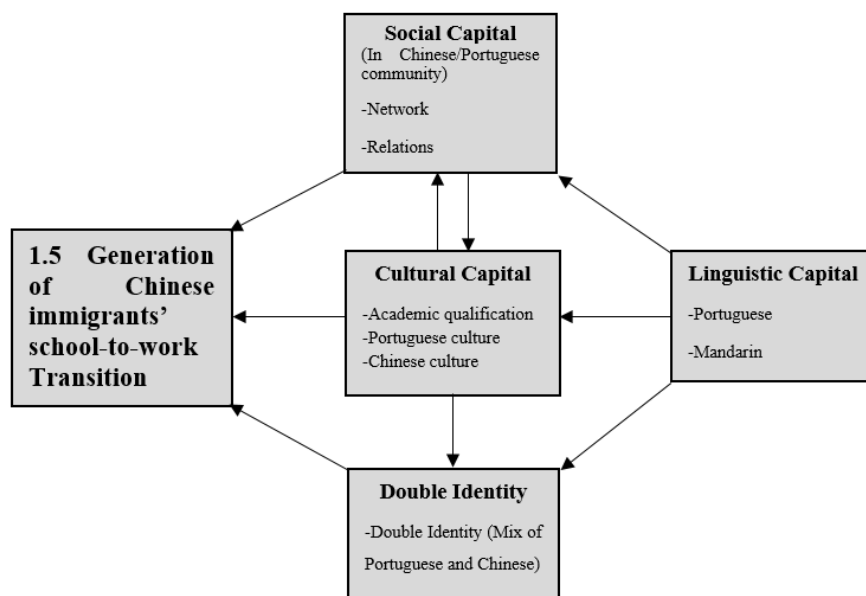
In addition to the linguistic capital and double-identity, the cultural and social capital, which were obtained by the help of linguistic capital, are also two essential factors that influence the *1.5th Generation of Chinese immigrants'* school-to-work transition. The example of Tao explained well how cultural capital and social capital made effects for each other and became vital factors in his school-to-work transformation. In his school route, the acquisition of language and cultural capital derived from the education and the communication with classmates and teachers, which can be seen as his initial social network established in educational institution. He said: “...as I was the unique Chinese student in my school at that time, my headmaster found me a language teacher without charging me any fee...In fact, I had a lot of difficulties in rising from the seventh grade to the eighth grade, but my teacher saw my big progression in language and knowledge learning and allowed me to pass the exam to begin the eighth grade...”.

It follows that his rising process would not go so stably without his construction of social network at school. For the same reason, rising successfully from low grade to high grade even to the college allowed him to be able to master more knowledges in cultural and social aspects. With the help of rich cultural capitals, he was able to join the student union while enlarged his social circle, which helped him to get his first job as a gift. Having the similar experience, Peng's transformation from school to work relies on the help by faculty and friends, which also can be classified as the outcome of social capital accumulation. From here we can see that the significance of cultural and social capital accumulation in highly qualified *1.5th Generation of Chinese immigrants'* transition from educational institution to labor market.

As a whole, the accumulation of linguistic, cultural, and social forms of capital permits the highly educated *1.5th Generation of Chinese immigrants* to complete the transition from school to work, which summarized in the figure below. It can be said that the linguistic capital is elementary, working as a cornerstone to forming their double-identity and offer channel to obtain cultural and social capital in both Portuguese and Chinese communities. Cultural and social capital are interactional and interconvertible, and was

developed gradually by the help of *time* and *efforts*. All these kinds of capital eventually promoted the *1.5th Generation of Chinese immigrants'* transformation from school to work. Based on Bourdieu's theory (Practice = [(habitus) (capital)] + field (Bourdieu 1984, p. 101)), the *1.5th Generation of Chinese immigrants'* successful practice compared with the 1st Generation or other ethnicities in Portugal is related to their accumulation of habitus and various forms of capital, plus their double-identity which makes them step over in two different fields (Portuguese and Chinese). As the outcome, this successful transformation contributes more cultural and social capitals in return for the *1.5th Generation of Chinese immigrants* in playing the *Game* in fields, which also correspond to the theory of Bourdieu.

Figure.6 Model of 1.5th Generation of Chinese immigrants' school-to-work transition



6.2 1.5th Generation's Career Advancement

Based on the research of Hakak and Al Ariss (2013), there is a series of factors in human resource management field may affect the vulnerabilities of immigrants in the workplace, which refers to the national context; contacts and networks; employment relationship; and individual factors. These four factors are related to immigrants getting access to the labor market, as well as acquiring career advancement. The immigrants' vulnerability issue also

demonstrates during the interviews for the informants in this study by asking about their professional course. After all, the more obstacles they meet in the workplace, it is more difficult for them to achieve the career advancement.

But things are different for the highly educated 1.5th Generation of Chinese immigrants with rich-capital. As for the obstacle of working in the Portuguese labor market, almost all the participants express that there are few vulnerabilities. They said that *it is not difficult at all to find a job in Portugal*. The economic and political environment is absolutely an important reason, their individual features are certainly another decisive factor. The figure below which lists the vulnerabilities of immigrants in workplace and the comparison with the 1.5th Generation of Chinese immigrants explains well this point. In the dimension of national context, despite existing the varied immigration policies and protectionist stance of professional organization as the result of the cross-national differences and country specific barriers, it seems that there is no affection for the highly qualified 1.5th Generation of Chinese immigrants. Portugal is a country who has a higher degree of acceptance for multiculturalism, depend on the attitude of Portuguese for immigrants that I mentioned in the Literature Review, which reflects on its relatively loose immigration policy, like the golden visa policy carried out by Portuguese government recently. The presence of innumerable Chinese stores and restaurants can also prove this point. Portuguese acceptance for Chinese culture is high due to the relationship with Macau and the cultural communication in previous centuries. In the process of my connection with the participants, I have asked if their immigrants identity had caused problems in their job application. Hui told me: *“the most important factor that my company takes in consideration is the professional background, but not my nationality.”* For this point, Manuela also had her voice: *“I work in a multicultural environment, my colleagues are from different countries. But we work for a same goal without caring our nationality or identity...”* That is to say, although immigrants’ identity is an essential element in company’s recruiting evaluation policy, the participants, as possessing excellent professional background and speak fluently Portuguese language, turning the original weakness into advantage. Other participants who work in Luso-Chinese companies are less worried about the policy owing to the particularity of the nature of corporation which need bi-cultural talents.

Table.5 The Comparison of 1.5th Generation of Chinese immigrants in front of the vulnerabilities in workplace

Vulnerabilities of immigrants in workplace <small>(√: coincidence ? : unknown)</small>	1.5th Generation of Chinese immigrants
<ul style="list-style-type: none"> ● National Context <ul style="list-style-type: none"> ➢ National Context ➢ Varied Policies ➢ Protectionist Stance 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">?</p>
<ul style="list-style-type: none"> ● Contacts and Network <ul style="list-style-type: none"> ➢ <i>Which</i> <ul style="list-style-type: none"> - Weak tie - Homophilous tie ➢ <i>How</i> 	<p style="text-align: center;">?</p> <p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>
<ul style="list-style-type: none"> ● Employment Relationship <ul style="list-style-type: none"> ➢ Reduction of discrimination 	<p style="text-align: center;">✓</p>
<ul style="list-style-type: none"> ● Individual Factors <ul style="list-style-type: none"> ➢ Individual Attribute ➢ Individual Attitude 	<p style="text-align: center;">✓</p> <p style="text-align: center;">✓</p>

Immigrants contacts and network is another reason, which rooted mainly in the establishment of relationship with people in high position and the same kind of people in the organization, related to the vulnerability in the workplace. No matter with whom the ties they established, there are career opportunities and possibilities to be successful in their career development. Through the interviews and my observation, the participants can maintain an equal relationship with their colleagues. As for the relationship with the top people of companies, there are less response in it. One of the reasons is their recent arrival at the labor market. Only KunXin had expressed that his promotion idea but was refused, which lead to his intention of resignation and turned to start up his own business. With the exception of building these two relations, as possessing sufficient knowledge, the participants are able to construct relationship with their colleagues in an adequate method as possessing many kinds of necessary capitals, which is another dimension in contacts and networks' building-up.

When comes to the employment relationship, which refers to the discrimination occurs in the process of recruitment, selection, and career development, all participants show their

satisfaction for this point in their work experiences. They said that the appearance of discrimination was only in the initial life when they firstly came to Portugal with poor language skill. As time goes on, particularly in workplace, they have no feeling in being treated discriminatively. The employment relationship concerns to the national context. Portugal is obvious a multicultural country and has a strong cultural tolerance, which assures its significant performance by pushing fair and reasonable policies that facilitates reduction of discrimination. Others, the similar life *habitus* that the participants have developed increasing the sense of identity to a large extent, which motivated the communication with the organizations and colleagues, thus reducing the possibility of the occurrences of discrimination.

In the subjective aspect, the participants themselves is an indispensable element in crossing the barrier of working in the Portuguese labor market. Firstly, the dimension of attributes highlights both physical and psychological adaptation and acceptance capability of immigrants facing the changes in the host country, while the dimension of attitude emphasizes individual's change orientation in host country. The former examines a lot of personal factors, such as personality and motivation, thus the latter hinges on the level of acculturation. For example, KunXin said: "*...my boss recruited me because of my personality is favorable and appropriate to the job requirement...*" Working as a real estate agent, he is very good at communicating and promoting sales. The same situation also happened in Jun Chen, who was recruited because her rich competences, as well as her rigorous and responsible traits of character. As people who walked in the door of the labor market, almost all the participants regard their actual job as a trial or test with the objective of accumulating experiences instead of being a permanent livelihood. Think from this aspect, their choice in job finding appears to a flexible trend.

There is no doubt that integration is the best attitude orientation of immigrants in host country acculturation, which just represent the state of the *1.5th Generation of Chinese immigrants* in Portugal. From the observation and interviews, all the participants have a high degree of integration by living in the Portuguese community; communicating with Portuguese friends, and obtaining the linguistic, cultural, social capital and *habitus*. When described their spare time activities, hanging out with their Portuguese and Chinese friends are normal phenomenon. They also express that there is no obstacle in comprehension and understanding in language and culture with other colleagues. In this

case, integrating into the Portuguese labor market is not considered the vulnerability for the highly educated *1.5th Generation of Chinese immigrants* with rich capitals in workplace environment.

7. Conclusion, Limitation, and Recommendation

After listening to the sound of the *1.5th Generation of Chinese immigrants* in Portugal, I acquired new knowledges about their immigration history, school-to-work transition, work experience in the Portuguese labor market, and their aspiration for the future. All the linguistic, cultural, and social capitals, as well as their particular habitus demonstrate their unusual value in both Portuguese and Chinese communities. These accumulated capitals play an important part in *1.5th Generation of Chinese immigrants'* life-to-work transition, and their highly educated and rich-capitalized features make them get over the obstacles in career recruitment and selection. There is a trend that Chinese immigrants is gradually reversing the stereotype that they only work in low-level industry in Portugal, which is especially precipitated by the *1.5th Generation* in the dissertation.

The life trace of the highly educated *1.5th Generation of Chinese immigrants* in Portugal in this dissertation, brings principally two important lessons. In global terms, the emphasis goes to the acculturation process in the host country; in particular terms, organizations can benefit by attracting and retaining high-level talents in the *1.5th Generation of Chinese immigrants*.

The *1.5th Generation of Chinese immigrants* in Portugal set a good sample in Chinese community through offering a wise way of living in the host country's society. Their experiences show that Portuguese local education and open-minded family education are two fundamental factors in forming their double-identity, which can help them gain a foot in both Portuguese and Chinese community. Portuguese local education assists immigrants beyond the language, cultural, and habitus obstacle to achieve the school-to-work transition. Obtaining various capitals and habitus in return also help them work in the Portuguese labor market successfully. Apart from this, if the immigrants' family holds an idea to integrate into the host country's society, it will produce a good effect on their children, such that they acquire the Portuguese education values and habits and keep the Chinese identity which is translated into the double identity.

In addition to the individual benefits, the Portuguese organizations can benefit as well. According to my study, the *1.5th Generation of Chinese immigrants* have almost all the features of the Generation Millennium, which is acknowledged as a confident, connected,

and open-to-changed Generation. Generation Millennials, also known as Generation Y, include people born between 1980 and 1999 (Campton & Hodge, 2006). One of the most typical characteristics of this generation is their comfort with technology (Kersten, 2002). They are purported to value team work and collective action (Zemke et al., 2000), embrace diversity (The National Oceanographic and Atmospheric Office of Diversity, 2006), be optimistic (Kersten, 2002), and be adaptable to change (Jenkins, 2007). Furthermore, they seek flexibility (Martin, 2005), are independent, desire a more balanced life (Crampton & Hodge, 2006), are multi-taskers (The National Oceanographic and Atmospheric Office of Diversity, 2006), and are the most highly educated generation.

On my observation and studying, the life concepts of the Generation M and the *1.5th Generation of Chinese immigrants* are very different from the previous generations and other types of immigrants, especially in their occupation concepts^{9 10}. Both Generation Y and the *1.5th Generation of Chinese immigrants* prefer organizations that offer opportunities to focus on skills development and meet their personal achievement. For them, the evaluation for salary and benefits of job is essential. They both have the intention to go abroad to work, and have willing to get more work experiences instead of keeping a fix job position. Some *1.5th Generation of Chinese immigrants* hold an idea to initiate their own business, which is also correspond to the thinking of Generation M. These two group share the same belief in investing more money on travel and professional training, as well as in the willingness to meet challenges and changes.

With a lot of similarities with the Millennial Generation, the *1.5th Generation of Chinese immigrants*, with their highly-qualified studying and professional competences, are able to conform to the trend of the times to deal with the various changes and the utilization of the new high technology in the life and work aspects. As the bicultural individuals, they have a higher level of adaptation and communication skill compared with other types of talents, which is required by today's organizations.

⁹ <http://visao.sapo.pt/actualidade/sociedade/2016-09-23-Millennials-A-geracao-que-vem-revolucionar-o-capitalismo>

¹⁰ <http://expresso.sapo.pt/sociedade/2015-10-20-Uma-geracao-de-filhos-despreocupados-com-pais-preocupados>

As previously indicated in the Introduction section, *1.5th Generation of Chinese immigrants* in Portugal, particularly this highly educated group with rich capitals working in the Portuguese labor market, was rarely mentioned and studied. This dissertation tried to advance some knowledge about this social group, but there are obviously some limitations that should be taken into consideration.

First of all, one limitation reflects on the size of the research target. There are only 12 participants who were involved in this study's research. Furthermore, from my knowledge and observations, the participants of this dissertation can be regarded as the first branch grown *1.5th Generation of Chinese immigrants* who have worked in the Portuguese labor market because a lot of *1.5th Generation* are still in the student stage. It caused obstacle answering the second research question about their career advancement because they are almost all newbies. Otherwise, there are also another group of the *1.5th Generation of Chinese immigrants* who have inherited their parents' business after terminating the high school or the bachelor degree. All these reasons led to the insufficient number of participant and the research conclusions are easy to be shallow and superficial. So, future researchers could focus on the crowd of *1.5th Generation of Chinese immigrants* who perform low-level jobs.

Another limitation of this dissertation is the diversity of the working industries of these participants. These 12 participants work in 7 types of industries and 2 of them provide service in medicine industry as trainees. The differences are mainly embodied at the process of recruitment and selection. Like FangWei said: "*as I study medicine, I do not need to find job actively, I began to work just when I had finished my course...*" For them, they have a different school-to-work transition compared to other participants, and it also influence their answer in obstacles of working in the Portuguese labor market. For this reason, it could be very interesting and significant to follow this cohort of workers and understand their career development throughout the next 5-10 years.

Finally, the limitation is principally reflected in the integrity of the information and the issue of recording. Abiding by the intention of the participants, the interviews were not recorded. In addition, because of the inflexibility of the timetable and everyone's special work situation, there are a phenomenon that lacking some answers in certain questions.

There are also some questions with only some little words to respond, which increased the difficulty to analyze and come to a conclusion.

Despite of the limitations of this dissertation, as it initiated a new topic in the performance of the highly qualified *1.5th Generation of Chinese immigrants* who works in the Portuguese labor market with rich-capitals, particularly their behavior in the Human Resource Management area, this dissertation can also be treated as a *pathfinder* that will bring some recommendation for organizations in finding new talents in today's world of globalization.

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Appendix 1

Guião de Entrevista (Português)

O presente guião tem fins meramente académicos para a elaboração da Dissertação de Mestrado em Gestão de Recursos Humanos e Consultadoria Organizacional e visa recolher dados empíricos sobre as condições de trabalho da Geração 1.5 dos imigrantes chineses que têm contrato laboral no mercado do trabalho em Portugal. Os aspetos éticos de confidencialidade e anonimato serão observados.

- Informação Básica

1.Nome

2.Idade

3.Sexo

4. Nacionalidade; Se não é português/a, pretende de pedir nacionalidade portuguesa

5.Estado Civil

6.Vive com quem? (família; colegas; amigos...)

7.Se tem família cá, introduz os membros da família e as respetivas informações básicas (Ex: as profissões dos seus pais; se tem irmãos; as condições dos irmãos; tem outros parentes cá em Portugal...toda a família)

8.Nível de escolaridade mais elevado que completou

9.Nível de escolaridade dos pais e os irmãos que tem e onde tiveram educação? (nome da universidade e curso)

10.Qual é o seu estado atual de imigração em Portugal? (Nacionalidade, Residente Permanente, Trabalhador Estrangeiro Temporário, Empresa familiar, Empresário em nome individual, Trabalhar por conta de outrem, Empresário Independente, etc.?)

- História de Imigração

1.Onde nasceu

2.Quando e por que razão decidiu vir para Portugal? (Quantos anos tinha quando veio a Portugal e por que motivos? Com quem veio? Como veio? Visto de trabalho? Turista? Etc. Já cá tinha algum familiar?)

3.Portugal é o único país para onde imigrou? Se não, onde já esteve? Explique. (para ver causas, padrão/tendência e porquê decidiu Portugal...)

4. Há quanto tempo vive em Portugal?

5. Onde ficou? (cidades que viveu)

6. Quais foram as principais dificuldades que sentiu quando chegou a Portugal? Se estes problemas já estão ultrapassados? Como e quem o ajudou a ultrapassá-las? (se o entrevistado nasceu cá, pergunta: que tipo de dificuldade que tem sentido ao longo dos anos?) Se estes problemas são constantes ou se tem problemas novos? Quando aparecem estas dificuldades? (ex: no início seja língua, depois seja discriminação, quando seja adulto, pode ser seleção)

- Nível de Integração

1. Tem religião? Se tem, qual é?

2. Onde mora? (lugar; em que comunidade; com quem...)

3. Que língua fala com a sua família? E com o seu cônjuge/companheiro(a)? E com os amigos?

4. Quem são os seus amigos? Portugueses? De outros países? Quais? São sobretudo amigos do bairro/lugar de residência? Colegas de trabalho/estudo? Familiares?

5. Como passa os fins-de-semana e tempos livres? Onde? Com quem?

6. Participou atividades que ocorrem em Portugal? Que tipo das atividades? (atividade social/desportista/outras...)

- Condição do Trabalho

1. Quer continuar a profissão dos seus pais? Se sim/não, porquê?

2. Está a trabalhar agora? Para que comunidade trabalha?

3. Em que organização trabalha? Há quanto tempo?

4. Se é estagiário?

5. Que tipo de contrato tem?

6. Que tipo de trabalho agora faz? (profissão)

7. Trabalha com quem? (patrão, colegas, que nacionalidades; se tem imigrantes e que tipo de imigrante?)

8. Se o que faz está ajustado às algumas formações adquiridas? / Se a formação atingida foi importante ter este emprego? Explique

9. Se o seu padrão identifica/reconhece a sua área de educação? (se ele valoriza a sua história de educação, ou seja porque o recruta? Por que fator?)

10. Anos de experiência de trabalhar e ano de experiência nesta profissão e desta empresa.

11. Pode falar sobre o seu percurso profissional? (desde o início, quando começou a decidir trabalhar; quantos trabalhos teve? Quais são? se estava desempregado; como arranjou os empregos? Foi apresentado por amigos/amigos ou foi alguns career forum, ou pedir por si próprio? De instituto de emprego e formação profissional? De que forma? Acha que é fácil/difícil arranjar empregos? Porque?)
12. Para si, quais são as atrações de trabalhar em Portugal? E quais são os desafios acha no acesso no mercado do trabalho e durante trabalhar em Portugal?
13. Está satisfeito com o seu trabalho atual? (dá comentário para a condição do trabalho presente); Quais são as suas perspetivas? (salário, turno, well-being, benefícios, oportunidades, formações...) Se teve algumas oportunidades para desenvolver as competências pessoais ou formação em workplace; se sim, que tipo? Acha que é útil? se não, que tipo de formação/oportunidade quer?
14. Acha que as suas perspetivas da carreira poderão ser realizadas na organização em que trabalha? Porque?
15. Acha que a sua organização promove atração e retenção dos imigrantes? Porque? (se não, acha que a empresa tem mais interesse aos portugueses? Se a política de atração e retenção é mais com os portugueses?)
16. No seu ponto de vista, que facilitadores e dificultadores acha que existem no seu acesso do mercado do trabalho em Portugal; e atualmente, acha que os fatores são os mesmos? (dá exemplo: como é que tem conhecimento deste emprego? Como é o processo de recrutamento e seleção do trabalho... porquê a empresa escolheu você, mas não outra pessoa?)
17. O que queria alcançar no futuro? (se quiser sair da empresa presente ou sair de Portugal e porquê?)