

The integration of migrants and its effects on the labour market

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OBJECTIVES AND FEATURES OF THE STUDY

- Provide a comprehensive account about the labour market situation of immigrants in the EU
- Focus on the process of the integration of immigrants and its impact on the labour market
- Use a definition of immigrants based on the country of birth, i.e. individuals born in a country different from the one where they currently reside.
- Is based on the 2009 Eurostat LFS (excludes Finland - the use of EU-LFS for Finland was not approved by Eurostat - and Malta – where LFS is not currently carried out)
- Proposes related policy recommendations

OUTLINE

- Current patterns of immigration in the EU
- Immigrants and the labour markets
- The legal status of immigrants in the EU
- The integration of migrants and their children
- The impact of immigration on the labour market and the welfare state
- Identifying policy recommendations

PATTERNS OF MIGRATION IN THE EU

STOCKS OF IMMIGRANTS BY ORIGIN

Percentage of foreign born population by residence and place of birth

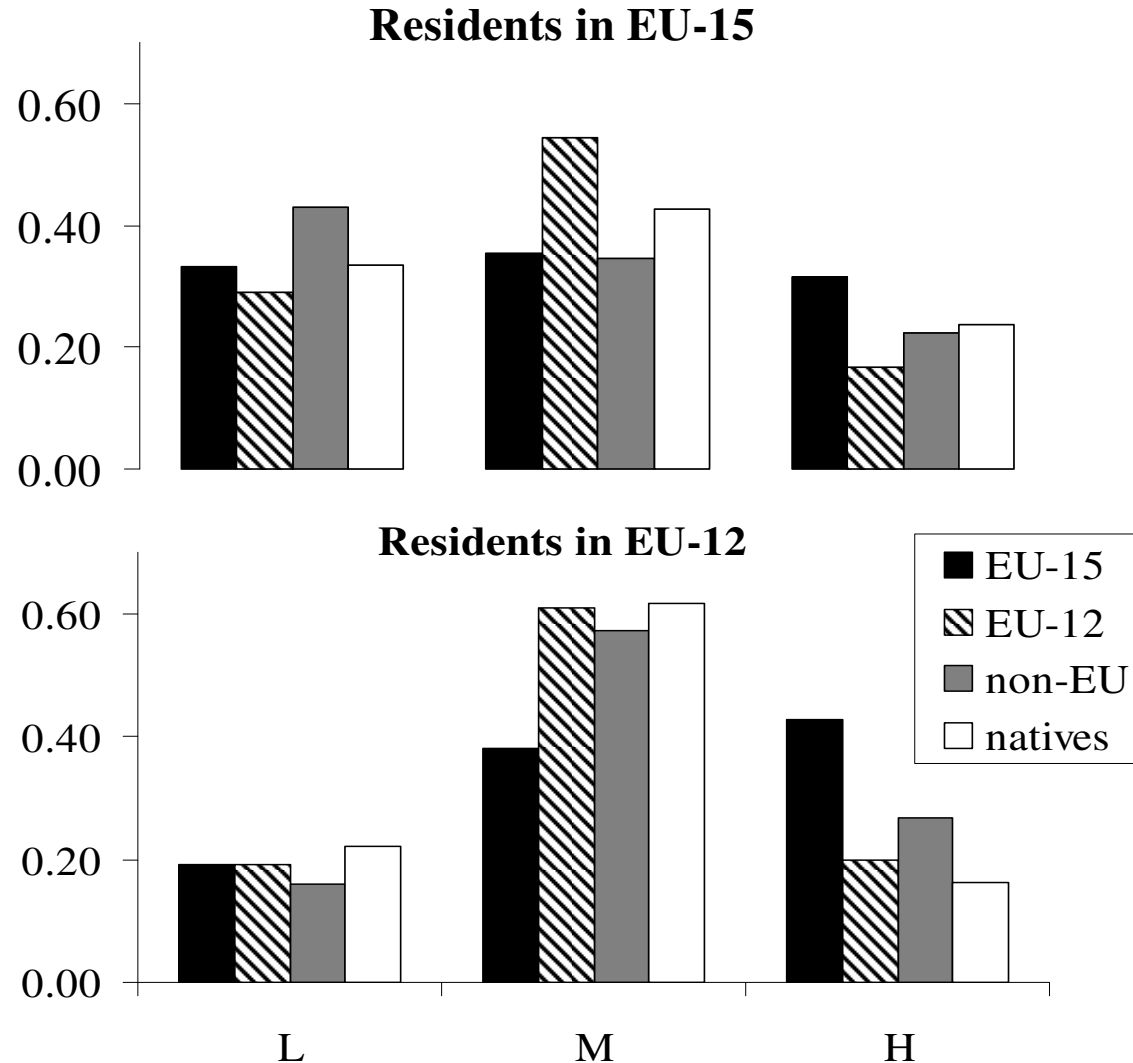
EU-15	Place of birth				EU-12	Place of birth			
	All	EU-15	EU-12	non-EU		All	EU-15	EU-12	non-EU
AT	17.15	3.00	2.91	11.24	BG*	0.28	n.a.	0.06	0.23
BE	14.79	5.53	0.97	8.29	CY	21.54	5.24	4.24	12.05
DE [†]	10.54	2.66	1.07	6.80	CZ	2.78	0.13	1.79	0.87
DK	9.76	1.99	0.60	7.17	EE	12.72	0.24	0.36	12.12
ES	17.38	1.97	2.78	12.63	HU	1.93	0.11	1.33	0.48
FR	12.09	3.03	0.33	8.72	LT	3.79	0.04	0.24	3.51
GR	10.54	0.68	1.47	8.39	LV	13.05	0.18	1.26	11.62
IE	18.17	7.24	6.01	4.92	PL*	0.30	n.a.	0.13	0.18
IT	10.02	1.03	2.18	6.81	RO	0.11	0.01	0.01	0.09
LU	44.48	35.44	1.69	7.35	SI*	8.70	n.a.	0.63	8.07
NL	13.00	2.18	0.49	10.33	SK	0.78	0.03	0.60	0.16
PT	8.61	1.67	0.21	6.74					
SE	16.34	3.56	1.31	11.47					
UK	13.72	2.26	1.90	9.56					

Source: Eurostat, LFS 2009. [†]Definition of immigrant based on citizenship. *Statistics for EU-15 not available due to the small number of immigrants. Figures for Finland and Malta are missing.

... but 93% of immigrants reside in EU-15

STOCKS OF IMMIGRANTS BY EDUCATION

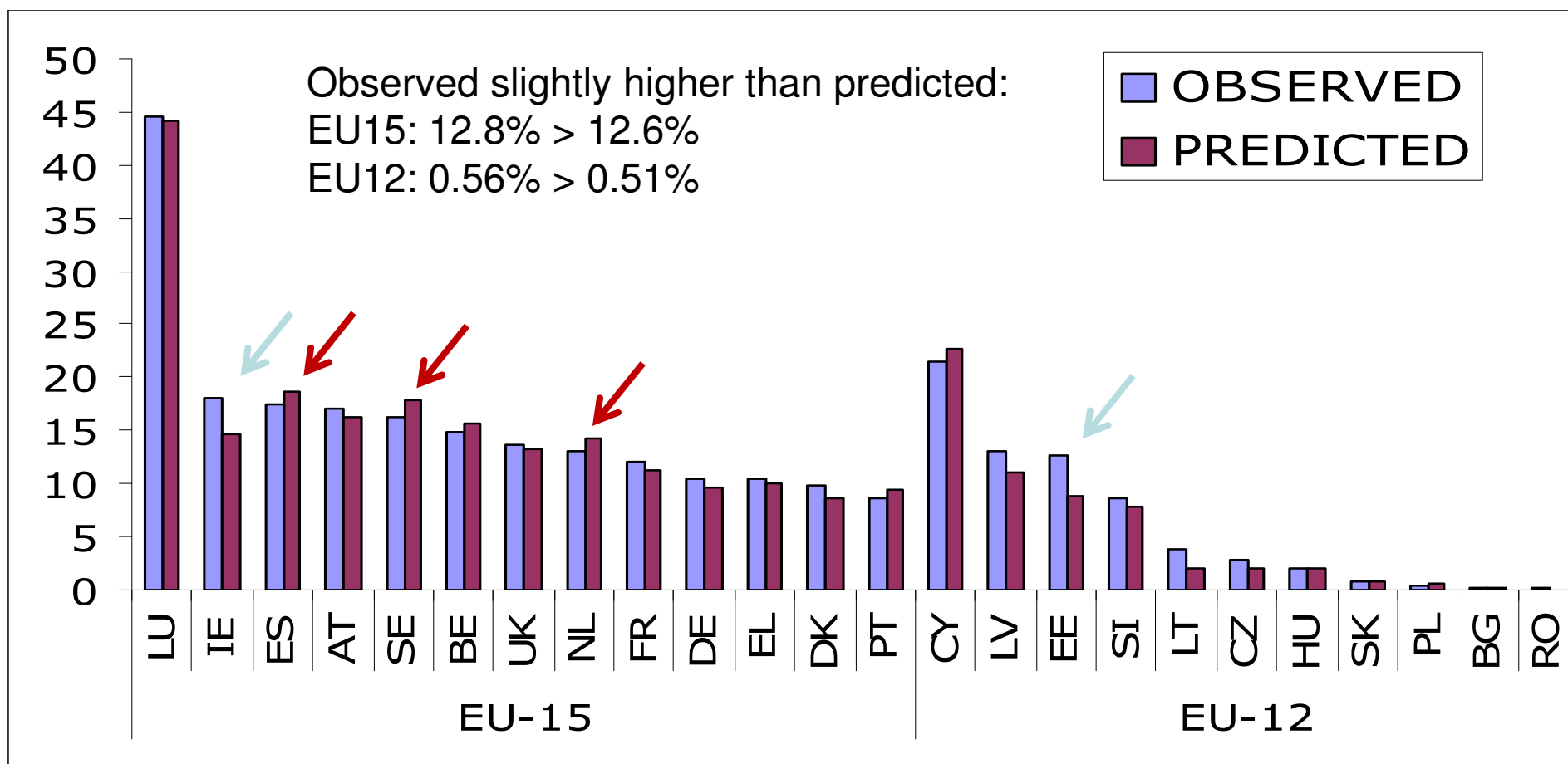
Percentage of foreign-born population by education and origin



Source: Eurostat, LFS 2009. L= ISCED levels 1 and 2; M = ISCED levels 3 and 4; H = ISCED levels 5 and 6.

IMMIGRATION AND THE ECONOMIC CRISIS

Actual and estimated percentage of foreign-born population



Source: LFS 2009. Figures for Finland and Malta are missing. Figures for Italy are missing as historical data to construct predicted flows are not available

LABOUR SHORTAGES AND THE NEED FOR IMMIGRANT WORKERS

- According to projections, more than 13 million jobs will have been created in the EU by 2015.
- The demand for high-skilled workers is expected to increase by 2.8%, while for low-skilled workers it is expected to decline by 1.4%.
- Immigration can be a solution to labour shortages.
- Policy could contribute to accommodating labour shortages by facilitating the immigration of individuals who possess the skills identified as being in short supply.

IRREGULAR IMMIGRANTS

Minimum and maximum estimates of irregular immigrants

EU-15	Minimum	Maximum	EU-12	Minimum	Maximum
AT	18,439	54,064	BG	2,550	3,825
BE	88,000	132,000	CY	10,000	15,000
DE	195,845	457,015	CZ	17,000	100,000
DK	1,000	5,000	EE	5,000	10,000
ES	280,000	353,927	HU	10,000	50,000
FI	8,000	12,000	LT	3,351	16,756
FR	178,000	400,000	LV	2,261	11,304
GR	172,000	209,000	MT	5,167	7,751
IE	30,123	62,340	PL	50,000	300,000
IT	279,200	460,680	RO	7,185	10,778
LU	1,838	3,863	SI	2,017	10,084
NL	62,320	130,999	SK	15,000	20,000
PT	80,000	100,000			
SE	8,000	12,000			
UK	417,000	863,000			
EU-15	1,819,765	3,255,888	EU-12	129,531	555,498

Source: Kovacheva, V. and Vogel, D.

SEASONAL WORKERS

- The demand for seasonal workers is typically high in certain sectors, predominantly in agriculture, but also in construction, tourism and domestic work.
- Germany, Italy and Poland have the highest number of seasonal workers.
- In some countries, the statistics are either not available or specific work programmes for seasonal workers do not exist.

IMMIGRANTS AND THE LABOUR MARKET

OCCUPATION PROFILE OF IMMIGRANTS

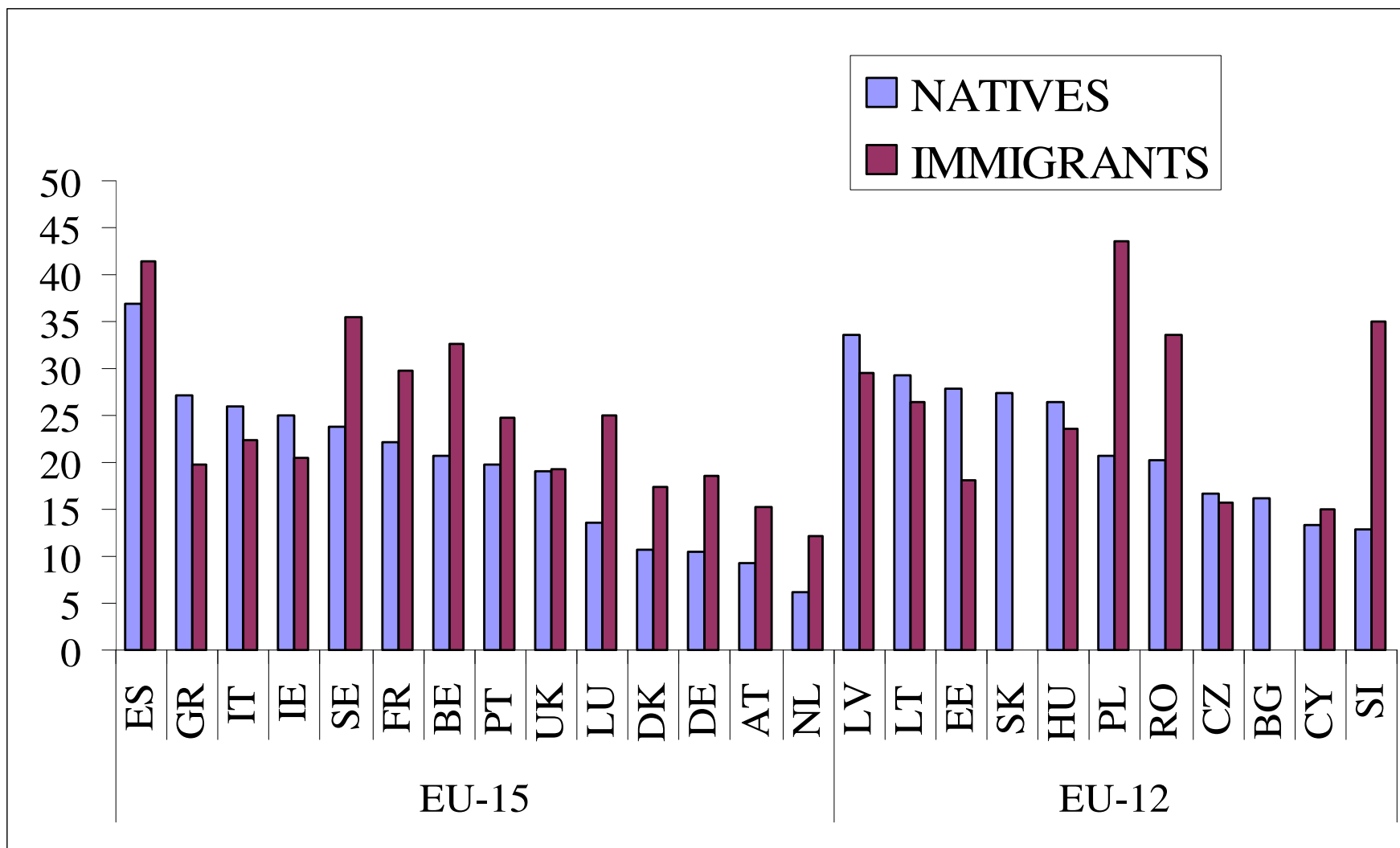


Percentage of foreign-born employment in each occupation and residence

EU-15	Technicians and associate professionals, clerks	Elementary occupations	EU-12	Technicians and associate professionals, clerks	Elementary occupations
AT	8.8	35.9	BG	12.3	0.2
BE	8.9	20.0	CY	2.3	51.1
DE	4.8	18.5	CZ	9.4	5.3
DK	7.0	15.4	EE	2.1	23.3
ES	8.4	37.1	HU	3.5	2.6
FR	7.3	20.0	LT	13.3	6.2
GR	3.2	49.3	LV	0.2	15.2
IE	13.5	29.5	PL	0.1	0.3
IT	4.1	33.8	RO	6.6	0.0
LU	32.9	70.5	SI	0.9	19.4
NL	9.7	19.7	SK	1.6	0.8
PT	8.6	13.9			
SE	10.8	27.1			
UK	11.1	18.1			
EU-15	7.1	24.8	EU-12	6.3	20.8

Source: LFS 2009. Figures for Finland and Malta are missing.

YOUTH UNEMPLOYMENT RATE



Source: LFS 2009. Figures for Finland and Malta are missing

TYPES OF EMPLOYMENT

	Temporary employment		Tenure < 2 years	
	Natives	Foreign-born	Natives	Foreign-born
EU15	13.0	19.1	11.8	16.8
EU12	12.7	10.9	10.2	12.4
EU27	12.9	18.8	11.4	16.7

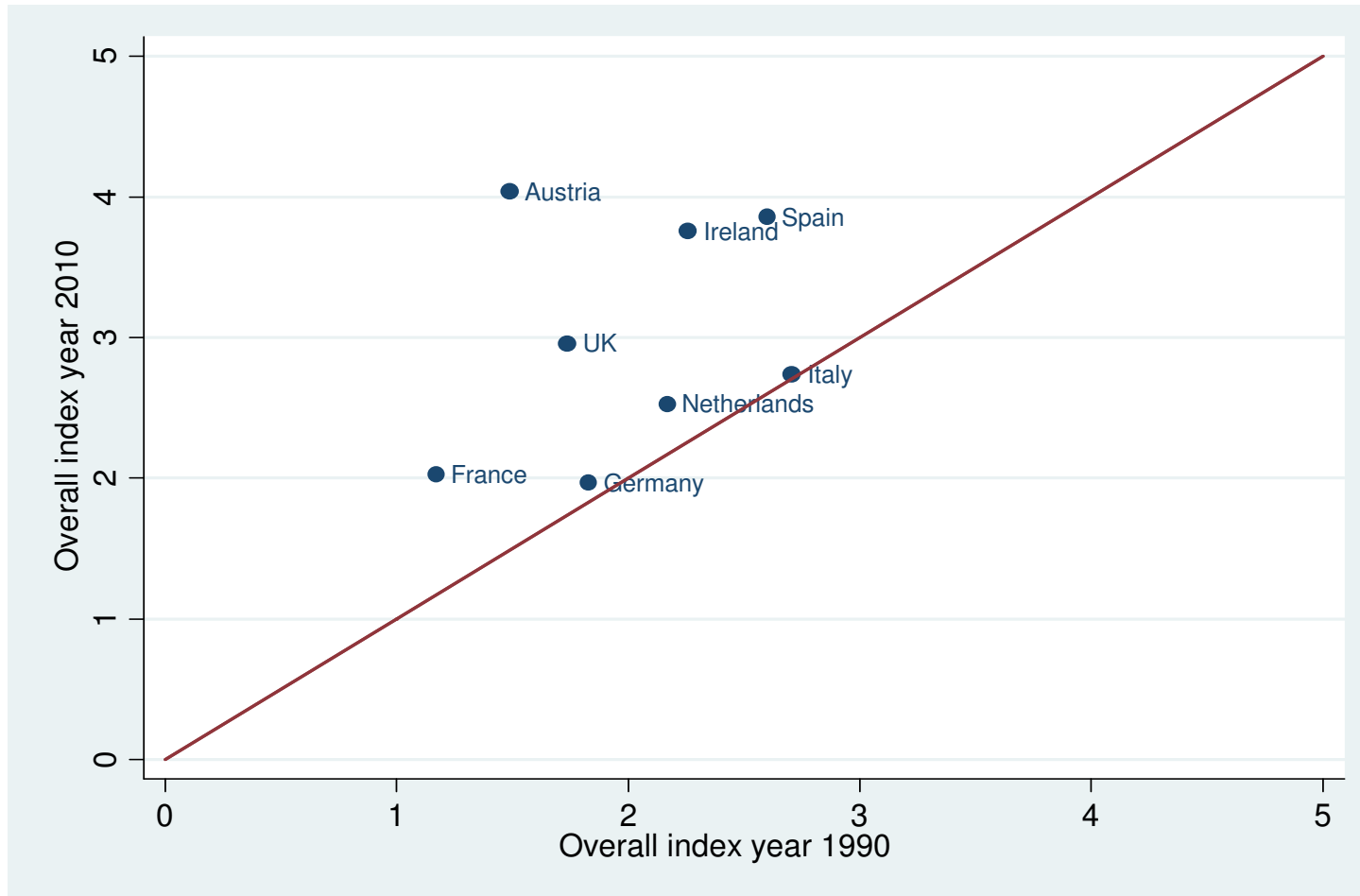
Source: Own elaboration based on Eurostat, LFS 2009.

THE LEGAL STATUS OF IMMIGRANTS IN THE EU

- EU policy framework on the rules of labour migration: entry/residence conditions of high-skilled/seasonal workers, intra-corporate transferees and remunerated trainees.
- Two directive proposals at the first stage of legislative procedure: seasonal employment (in order to create common criteria and procedures for seasonal migration) and intra-corporate transfers of high-skilled professionals.
- Posting of Workers Directive: at this stage, the third country nationals' special status as posted workers is based on Article 49 EC (freedom of establishment in the EU).

THE INTEGRATION OF IMMIGRANTS AND THEIR CHILDREN

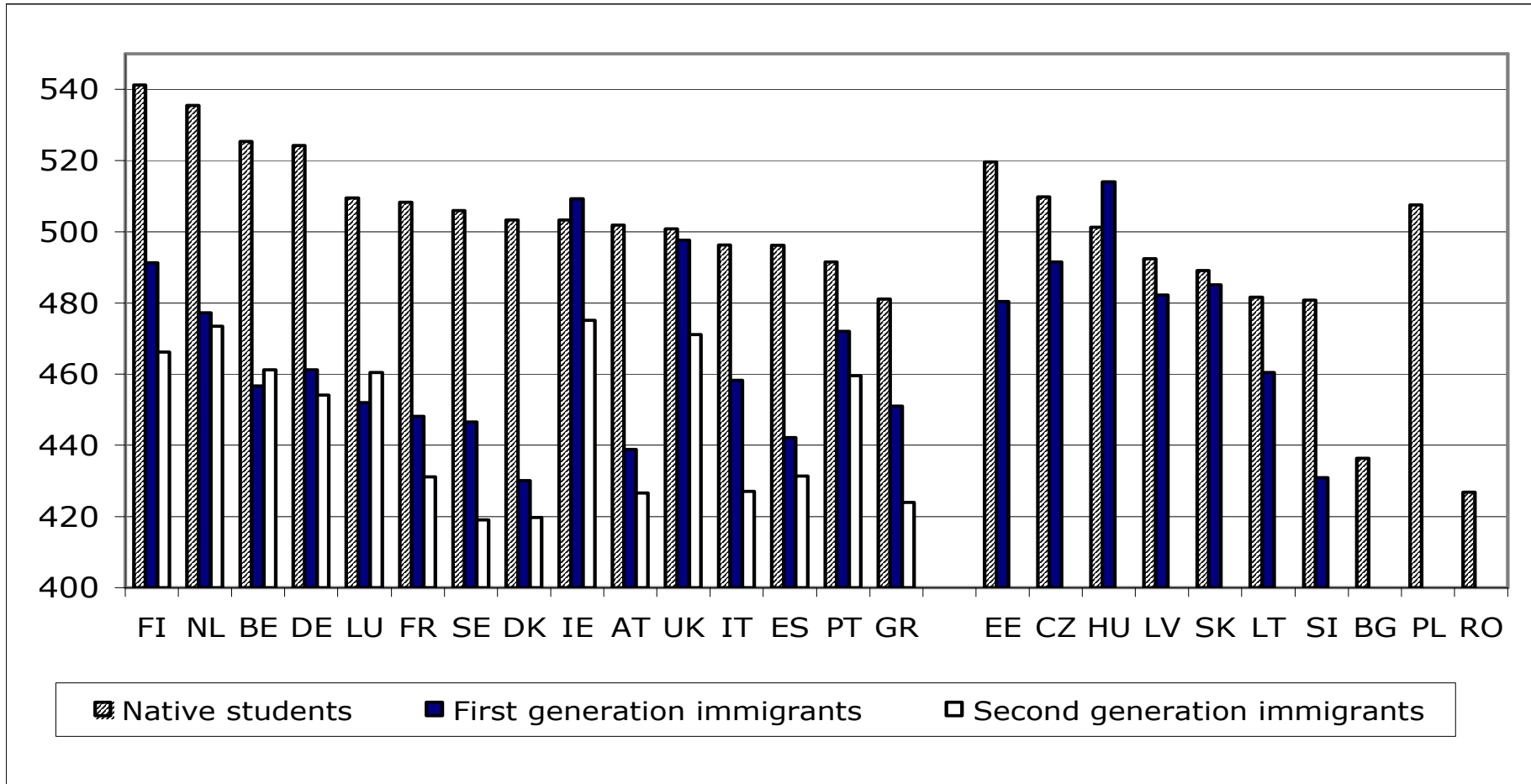
MIGRATION POLICY AND LABOUR MARKET INTEGRATION



Source: fRDB migration policy index (2011)

THE INTEGRATION OF IMMIGRANTS' CHILDREN IN THE EDUCATION SYSTEM

PISA scores on reading, mathematics and science tests.



Source: OECD PISA 2009 Database. Data for Malta and Cyprus are not available.

THE IMPACT OF IMMIGRATION ON THE LABOUR MARKET AND THE WELFARE STATE

- To date, most studies have found that immigration has no, or a negligibly adverse impact on the employment rate or wages of natives in EU Member States.
- Similar evidence comes from the recent immigrations from the countries that joined the EU after the 2004 enlargement.
- While it has been argued that countries with higher social spending attract more low-skilled immigrants, this could not be confirmed in recent empirical studies.
- Still, low-skilled natives tend to have negative attitudes towards immigration, since immigrants are perceived as direct competitors in the labour market.

POLICY RECOMMENDATIONS

RAISING AWARENESS OF THE IMPORTANCE OF ANTI-DISCRIMINATION

- The integration of immigrants and their social inclusion can succeed only if they are adequately protected from discrimination on grounds of nationality or ethnic origin.
- It is necessary to increase dialogue among governments, civil society and social partners across all grounds.
- The European Parliament should make people aware of the damaging effects of discrimination, by e.g. disseminating information of people's right to protection against discrimination and the positive effects of diversity.

ENFORCEMENT AND IMPLEMENTATION OF ANTI-DISCRIMINATION LEGISLATION



- Although all Member States have implemented anti-discrimination laws, some have essentially mimicked the text of the directives in national legislation.
- The challenge for many Member States is the application of laws in practice.
- A comprehensive integration policy has been implemented in only a few Member States.
- The European Parliament should therefore address and safeguard the effective implementation and enforcement of anti-discrimination laws in all Member States

PROMOTING INTRODUCTION PROGRAMMES FOR IMMIGRANTS

- Introduction programmes combine language courses, vocational training, civic education and basic information on the host country. Examples of such programmes can be found in most EU countries.
- A good practice would be if all foreigners above 18 years of age were required to participate in a three-year language course which is business-oriented and flexible in terms of time.
- The European Parliament should help spread successful introduction programmes for immigrants across the EU.

PROVIDING LANGUAGE SERVICES FOR IMMIGRANT CHILDREN

- The most common feature with regard to the integration of immigrants is language training.
- The support of immigrant children seems to be of utmost importance in view of a successful integration of immigrant children.
- Language support ensures social inclusion and therefore constitutes a sustainable and long-term investment.
- Language services for immigrant children as part of all kind of integration programmes is a strongly recommended measure.

ENHANCING THE LABOUR MARKET PARTICIPATION OF IMMIGRANTS

- In most Member States, immigrants with regular work and residence permits are eligible to participate in the national labour market support and activation measures.
- Often, however, these programmes are not targeted at immigrants, and they do not take into account their specific needs.
- The European Parliament should enhance the labour market participation of immigrants by overcoming barriers such as discrimination and a lack of language skills as well as the recognition of foreign qualifications.

INCREASING THE POSSIBILITY FOR THE RECOGNITION OF QUALIFICATIONS

- Medium- and high-skilled EU immigrants face considerably higher rates of over-qualification than natives.
- Foreign qualifications and work experience may not be easily recognised by employers in the host country.
- Some Member States recently introduced measures aimed at increasing the transferability of immigrants' skills.
- The European Parliament should encourage Member States to increase the transferability of immigrants' skills as this can be seen as a useful instrument to better tackle shortages of skilled workers.

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