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- Peer Reviewed contents

Migration and Integration Policies on Social and Labor Market standpoints inside the European Union

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Abstract

This paper aims at shedding light on integration measures for immigrants employed at EU level. The focus of the discussion accounts for an integrated top-down and bottom-up series of approaches toward the management of the present migration flows in Europe. The first section portrays the inner status categories of the flows. The second paragraph glances at integration, as it is provided by the country of destination to mostly non-Europeans. The third section discusses the dynamic forces of migrants inside the EU labor market, followed by the evaluation of the “integration-labor market” nexus towards welfare sustainability. A specific fragment of the analysis includes policies adopted by some countries in the context of social and economic integration on a city level and evaluates bad and good practices. The last section guides toward the disarticulation of common beliefs in the agenda of migrants and labor market. Indeed, labels influence both the consideration and the perception people have of the others. The inner dynamics of integration inside the Union are a direct consequence of the label given to that cluster of people, which broadly goes by the name of “immigrants” where mastering the language of the destination country and being able, and allowed, to find a job are of chief importance.

Keywords

European Union, Integration, Labor market, Mediterranean, Migration.

1. Migrant generation: a theoretical frame of reference

Migrants, refugees, asylum seekers, non-nationals, foreign born and economic migrants- the confusion on the issue is significant. Perpetual misinformation, or lack of information, represents the main driver of the level of integration on social, political and economic layers. Hence, it results climacteric to begin with a comprehensive differentiation among rights and duties to which different groups of people are subjected to, moving from their country of origin towards a host territory. On a broad point of departure, migrants are all those people who move from a country to another¹ whereas a refugee is a person who owing to a well-founded fear of persecution for reasons of race, religion, nationality, membership of a particular social group or political opinions, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country (Convention on the Status of Refugees, 1951).

On the other side, the definition of economic migrants is a subcategory of migrant and focuses on the reason inducing an individual to begin a journey to another country in the hope to improve his (and the family's) economic conditions².

On a geographical perspective, the mostly defined picture of reference is the one among internal migrants-changing place of residence by remaining in the same country or region-, international- changing place of residence to move in a different country-and Mediterranean migrants- changing place of residence to move in another country and arrive in Europe by crossing the Mediterranean Sea ("Mapping Mediterranean Migration", 2014)³.

By putting together these two perspectives on immigrants, we can proceed with the chances and normative status of different individuals who decide to migrate; an apparatus that deeply influence the integration measures decided by member states, and by the Union in its integrity.

¹ A general definition, which accounts for both the system of the United Nations and the European Union. For further information see: http://ec.europa.eu/immigration/glossary_en and <https://www.iom.int/key-migration-terms>. Last consulted in March 2018.

² <http://www.macmillandictionary.com>. Last consulted in March 2018.

³ See: <http://www.bbc.com/news/world-europe-24521614>. Last consulted in March 2018.

2. Integration in the host community

Immigrants integrate into the host community if their levels of human capital, above all education and labor market experience, are advanced (Kogan, Kalter, Liebau & Cohen, 2011). The individual right to realize a life project, considering mobility an element of evolution, wellness and cultural integration is of key importance for every human being. At the same time, migration is an economic process and a typified feature of the capitalistic society. It proves its ability to both ensuring the sustainability of the level of welfare in the country of destination, by acting on the productive base, and providing for the development in the country of origin.

The European Council recognized the need for a common policy on asylum and immigration at the Council of Tampere (1999). It acknowledged its promising ability to foster the integration of immigrants and avoid racism, xenophobia or any other form of discrimination. Moreover, the Organization for Economic Co-operation and Development (OECD)⁴ has observed the impacts of migration in three economic leading domains- economic growth, the public purse and the labor market. On economic growth, migrants help increasing the working-age population, they enhance human capital development of destination countries with their skills, and they are instrumental in technological progress. Aggregate GDP is projected to grow because of migration extension of the workforce. However, the impact of migration on per capita GDP growth is not immediate since it will be determined by “the contribution of migrants to the economy of the hosting countries”(EU Investment Bank, 2016, p.7). With reference to the demographic aspect, net migration influences short-term population growth in the country of destination and the age pyramid of receiving countries appears to be concentrated on a younger age structure of the population.

The way the intertwined call for social and economic integration in the destination countries is possible to reach has its roots in the knowledge of the language of the host community. The language is, indeed, a contract of humanity in the sphere of immigration. This aspect has two sides, which exemplifies the nature of immigration for hosting societies. The European countries of the Union provide refugees and asylum applicants with free language trainings and, sometimes, with vocational trainings. Mastering the

⁴ For further information see: <http://www.oecd.org>. Last consulted in April 2018.

language is the essential factor towards the process of integration in the host community. The testimony of Khaled (Boelpaep, 2017) in Germany clearly expresses what asserted until this moment. Khaled, an Afghani refugee in Germany, is now able to understand “*what people say*” and [...] he has started to see his life pursuing a proper path. By attending German classes at the centers in the city of O. he has started his process of inclusion and integration in Germany. At the same time, the case of Italy is crucial. The peninsula is endeavoring to manage the flows, especially the ones from the Mediterranean⁵, by implementing language courses and guiding newcomers to choose legal framework of action over illegality. Examples are clear in the number of cultural mediators hired by NGOs, workshops towards the research of job and different vocational trainings. The aforementioned are all steps, which result possible after starting to master the language. The community of Salerno results predominant in the integration measures applied for non-Europeans and, especially, for all Mediterranean migrants, no matter the status of international protection they are granted. Explanation of the beginning, process and conclusion, together with UNHCR’s opinion is also a good testimony of positive practices. One spokesperson in Salerno shared the following considerations back in July, during one of the biggest summer arrival on the shores in the city:

I have been all over Italy as a member of the UNHCR to report the living conditions of immigrants [...] and despite the measures, which still need further implementation, the way organizations manage the reception of people and how they guide them towards the world of job is remarkable⁶.

Notwithstanding, measures in Italy and in Germany need to be revised with reference to the public they are directed to. Indeed, they ‘exclude while integrating’. For instance, only certain groups of people have the ‘right’ to take part to the trainings while others do not have access. A scenario that could create social clashes and national struggles on the delivery of immigration policies in his integrity.

Pre-departure measures of integration, as a collaboration with the countries of origin should be part of the framework, when the agreement on the measures is possible, and should be implemented thanks to microanalysis city’s level

⁵ In November 2017, the IOM assessed 155.856 arrivals by sea and 2.961 deaths in the Mediterranean, considering migrants who took the Libyan route to reach the shores of Italy.

⁶ From a conversation of the author with a member of the UNHCR mission in Salerno, July 2017.

tools of integration, which create a dialogue between public and private interests on the management towards integration and increasing mobility.

Some pre-departure measures include:

- i) Open-access information tools, most of which are provided thanks to on-line platforms;
- ii) Language trainings and careers guidance workshops;
- iii) Counseling and individual-oriented job skill-matching orientation (Desiderio & Hooper, 2015).

Pre-migration dispositions and opportunities to fit in the job gaps of the foreign labor market structure are managed by the origin country of the future migrants- a fact that may lead, and as a fact has led, to misaligned interests with the receiving society. They follow the tread of a public opinion with a deeply founded interest on the matter of migration, with a support of 74%⁷ from EU citizens and a severe call to the Community for acting at all the civil society's layers.

Moreover, the multi-layered structure of the decision-making process among local, national, regional and international bodies has induced these measures of pre-departure to be largely criticized and, thus, resulting in unprofitable confronting tools to the immigration labor market lacks to be covered and in situation of advantage for origin countries towards their developmental process.

Anyway, some promising practices have been undertaken by countries like Germany or Portugal, which actually can bring about a cyclical sharing perspective. Radar-private agencies looking for skilled workers have employed their means to fill in the gaps of the internal labor market by embracing a development-sensitive attitude. This approach has proved to be a workable measure of migration-labor policy but has ignored the public sector to move towards the same. As a positive aspect, on the other side, the approach has implemented regular policies of filling in job lacks inside the country of destination and has invested on foreigners to improve their skills for a possible coming back of migrants. Another tactic employed concerning the pre-departure measures for migrants, this time coming from the public sector, has been the one adopted by Spain thanks to the stipulation of recruitment

⁷According to the Eurobarometer of the European Parliament. The fieldwork was concluded in April 2016, 27,969 persons of 15+ years old were interviewed. See: <http://www.europarl.europa.eu/news/en/headlines/eu-affairs/20160630STO34203/survey-people-reveal-their-priorities-for-the-eu>. Last consulted in December 2017.

procedures and promotion of migrant workers, especially with reference to countries of Latin America. However, this measure can easily be applied to African countries and their citizens coming to Europe. Indeed, the language is not an obstacle in the creation of agreement between the countries since: i) most of the Western Africans have some knowledge of Spanish, French or English (they speak at least one language of the Union); and ii) favorable relationships based on mutual interests can take roots among the European countries and the sending countries.

In addition, it appears of chief importance to stress that being often bilateral agreements, the ones forged as part of the pre-departure integration measures of the labor market, they have showed deep-rooted flaws in the management of the all immigration issue at EU level. Indeed, the community as a whole would profit of the flows more than the way the single national countries are trying to achieve, by starting to put in place recruitment labor market tactics, which foresee a division of needs for labor skilled migrants in all the territories of the Union. Tactics, or better strategies, because they imply a long-term view of events, which could also be applied to prevent some of the irregular flows.⁸

The adoption of approaches based on pre-departure measures, by means of bilateral structural cooperation among countries, is fundamental, together with the need for educational training and market surveys to be adopted on wide spectrum. However, the European Union always faces the same indecisive community role as supervising all the external policy issues, no exception made for the labor market integration of immigrants.

3. The dynamic forces of migrants inside the labor market of the European Union

“Migrants from both within and outside Europe bring their labor, skills and knowledge to the countries they settle in” (King & Lulle, 2016, p. 117).

This quotation incorporates and calls the attention to the win-win dynamics of migrants across Europe and, broadly, to the international migrations. It is

⁸ In this framework, by adopting the word *prevention* of illegal flows, the author refers to the flows of economic migrants. Indeed, as mentioned before, if the labor market opportunities were made available with those eager to improve their economic status, and willing to come to Europe to accomplish what said, the boats of migrants would maybe not be so crowded, together with the application of a useful program of visa waivers.

now time to scrutinize the in-depth facet of labor market for immigrants, equally as a potential and as a flaw, accounting for contrasting sides.

The imperative of “staving off the illegals” has been constituting the pivotal axis of the EU’s integration policies. Thus, in the so-called “Post-Zero Immigration Era”, the European Union has endeavored, in its profound need of labor migrants, from regions other than its own; to implement stronger measures of control against illegal migration, together with matters normally correlated to the illegal flows, according to the widespread belief of common talked politics, namely terrorism and crime. This aspect was part of the pledges made by the European Commission (2005), when the historical and relational position of the European Union was hardly comparable to the contemporary one. The European Commission has recently studied the fiscal dimension of people’s movements with results to be considered as positive, especially in the dichotomy of benefits of integration- fiscal costs to be predominant in the medium term. A vision shared by the International Monetary Fund.

However, this specific typology of policy has caused to the process of integration for Third-country nationals remarkable negative consequences. As a matter of fact, already in 2010, Hansen and Hager (2010), in their analysis on the European Social Rights and Migration Policy observed the drawbacks of exacerbating the EU’s attitude towards minorities and, especially, toward the Muslim community of foreigners in Europe. The trail the new generation of migrants coming to Europe has been pursuing is a literal struggle to meet the labor demand, by offering their services to the Union. In doing so, they cross the sea and lose their lives in the waters of either the Mediterranean or the Atlantic Ocean, more and more often.

Concerns on the integration of newcomers in the European Union face an oxymoron made up of endeavors, which go in different direction, according to whom is in charge at EU level of compelling efforts to foster integration and the persistent glitches to immigrants’ labor market integration. There is space for divergence between European countries integration policies and immigrants’ integration inside the twists and turns of the labor market. To evaluate the degree of equality on both rights and responsibilities for immigrants, the Migration Integration Policy Index (MIPEX)⁹ is scrutinized. On the other side, to grasp the extension of immigration policies in the European integration policies, the reference goes to the European Union

⁹ <http://www.mipex.eu>. Last consulted in March 2018.

Labour Force Survey (EUFLS). The main tools employed to integrate labor migrants inside the territory of the Union have dwelled on training programs, pre-departure courses and counselling on-going meetings for newcomers. The dynamics of labor market inside the Union for immigrants are extrapolated by interweaving the statistics of these two tools of measurement. For the debate on integration policies, the Migrant Integration Policy Index accounts for eight policies areas: access to nationality, anti-discrimination, education of children, family reunion, health, labor market mobility, permanent residence and political participation. On an overall international scale in all the eight areas of employment there is no country who has reached a favorable level of integration for immigrants, with Sweden, Portugal, Finland, Belgium, Germany and Spain as the only EU countries presenting a slightly favorable score, as in Tab. 1.

It is fundamental to notice that the degree of integration differs if EU or non-EU citizens are taken into consideration. In fact, considering that nearly 4% of the residents inside the EU are coming from territories out of the Union, the same have on average experienced in the past and continue to experience more difficulties in their full participation in the labor market. A distinction between Western Europe and recently experienced European countries on the topic of immigration and integration is also visible, with the former ability to improve the management of proper measures to be applied. Anyhow, difficulties to tackle labor mobility issues inside the Union are widespread and ambitious, joint, integration policies can unlock trails of communication for both origin and destination countries; in the hope for a better migration development agenda between the north and the south of the world and pillaring on labor market.

Tab. 1. Level of integration for migrants in Europe (2014)

Country	Overall score ¹⁰
Austria	48
Belgium	70
Bulgaria	44
Croatia	44
Cyprus	36
Denmark	59
Estonia	49
Finland	71
France	54
Germany	63
Greece	46
Hungary	46
Iceland	46
Ireland	51
Italy	58
Latvia	34
Lithuania	38
Luxembourg	60
Malta	39
Netherlands	61
Poland	43
Portugal	80
Romania	45
Slovakia	38
Slovenia	48
Spain	61
Sweden	80
United Kingdom	56
Europe 28	52

Source: Author's elaboration with data from MIPEX, as in 2014.

¹⁰ The overall score is based on a cluster distinction among levels of integration as follows:
LEGEND: 0 - Critically favourable; 1-20 - Unfavorable; 21-40 - Slightly unfavorable; 41-59 - Halfway favorable; 60-79 - Slightly favorable, 80-100 - Favorable.

The question arises spontaneously on the reason why regulating labor migration is still an issue in Europe, purely considering its own internal necessities. One may argue that the lack of far-reaching projects in the history and capabilities of the European Union, politically speaking, is also observable in this subject. A system of bodies organized and powerful as the ones constituting the European Community first, and the Union then, should, however, be able to put forward responses to alleged crisis, as the one of immigrants and also willing to strive for equality on economic, social, political layers, as its individual national member states claim in their respective systems and as the Union entire existence in the world order exemplifies.

Moreover, as the European Union Agency for Fundamental Rights (2017) has pointed out in a recent report, workers should be informed about the working conditions, possibilities and rights in the European countries of destination before the arrival. In addition, migrants should benefit from the services provided by local and civil society organizations in order to be kept informed and protected inside the EU labor market, in the aftermaths of the beginning of their migration process.

4. The avoided integration-labor market nexus towards welfare sustainability

Europe's workforce needs migrants and migrants need Europe. The mutual bilateral relation here referred has been largely debated, and, yet, often discarded by policymakers. Indeed, disregarding economists' opinions on the long-term benefits brought about by immigration on the labor market scenario, the common belief that "immigrants steal natives' jobs" and "reduce their salaries" persists (Sommerville & Sumption, 2009).

The obscure topic of migrants' integration inside the labor market does not negatively affect either the short-run prospects of those nations, which receive different flows of people or the long-period projections of the same; allowing for both the distributional effects, the fostering result toward employment, the power to make natives more productive and the average balanced impact immigration has on workers' wages.

Workers' different skills constitute the point of departure of this investigation¹¹. In consequence:

i) The competitiveness among job seekers and those who already are part of the work framework is to be perceived only in the situation where workers possess the same competencies; anyway, as the labor supply of immigrants is usually of lower skilled jobs, the "steal attitude" does not see the light.

ii) It is true it could occur that migrants are endowed with the proper means to play a role and apply for the same jobs as nationals but this scenario remains a remote one.

iii) The different skills among natives and foreigners generate a major specialization roadway for the economy of the countries of destination and, later in time, they are supposed to rise wages.

Having at disposal these assumptions, one could easily argue that the circumstance proclaiming immigrants to be directly substitutable to natives as workforce is to be deemed as not corresponding to the truth.

On the contrary, a positive aspect for European labor market migration policies is to come. Evidence has been revealed in connection with the United States familiarity to immigrants' flows, witnessed in the last century, as adequate in number to both statistics and academic, accountable reference for the European Union. In "How Immigration Affects U.S. Cities", David Card (2007) asserts there is a growth of average remunerations by six percent, in a situation where a 10 percent rise in the immigrant share of the labor force is visible. The author also finds out the delta of wages among low skilled and high skills workers to be around four and five percent with the same increase in the level of immigration (ten percent) in the US cities. Indeed, all labor economists, even those adopting different methods of analysis, agree on the inequality gap as to widen with immigrants' work. Anyway, there are other more determining factors influencing the equality-inequality dichotomy in each single state, moving from education, trade, social status unbalances, and gender discrimination to IT changes and so on. As much as the employment rate is concerned, Card, with reference to the late 1980s in the US, saw a decrease in the nationals' employment rates of one to two per cent, up to five per cent in cities with massive inflows. This author is known for having used a cross-city

¹¹ For further information see: http://ec.europa.eu/dgs/home-affairs/index_en.html; www.emn.europa.eu; <http://ec.europa.eu/immigration>; www.integration.eu. Last consulted in April 2018.

comparison method whereas other who used a national-based level, as George Borjas (2003), have arrived at different conclusions on the same topic, less positive, especially about the reduced wages of natives' when a country experiences a 10 per cent immigration inflows, which can lead to a 9 per cent decrease.

Hence, the adaptation to the new environment is here crucial to succeeding opportunities and advantages for both sides of the analysis, namely: citizens and immigrant workers, in a possible “reducing the gaps scenario”. To link the above made discourse on the methods casted-off to investigate the profits and the drawbacks of the dynamics of immigration labor market, it will be now paid attention to the research conducted by Dustmann and Frattini (2013) on recent employment gaps among the two-diverse cluster of individuals, protagonist of the current analysis. These researchers investigate 15 Western European Countries and scrutinize the probability percentages of being hired for both individuals of the two different groups. Their findings compose a variation in numbers between Northern and Central Europe, and Southern European Countries. For instance, in the first two areas of Europe the delta between migrants and natives on employment is between 8 and 15 per cent in favor of natives'; whereas the picture changes for Southern zones of the old continent where the gaps decrease and ranges swing between 0 and 6 per cent.¹²

Besides this first general framework, one should also focus on single countries of destination to better grasp the internal space-difference on wages and the reactions of national policies to this specific context. Researchers have referred to France and Germany as countries where the gaps on the employment rates are deeply unbalanced for non-nationals. In this area, mostly African and Eastern European immigrants struggle to find a place to occupy in the labor market (Algan, Dustmann, Glitz & Manning, 2007). The other difference to be pointed out regards the contract hold by the two clusters of people. Indeed, as much as the natives may reach out a non-temporary contract of work, only temporary and not steady typologies of job are offered to most of immigrants. This seems to be the prevalent situation in both Italy and Spain (Amuedo-Dorantes & De la Rica, 2007). Moreover, only nationals or EU citizens enjoy equal opportunities in the access to labor market for jobs inside the sphere of the public sector and, additionally, non-EU are not receiving

¹² The same percentages are to be applied also for Ireland and the UK.

either education or training to be more likable in their potential access to the world of job¹³.

Pitying for those millions of people whom for many, and unquestioned reasons, flip a coin and come to our countries is not the solution. It is undeniable that their sufferings and pains are something that Western Europeans born after the fifties see as not likely to touch again, but it is also true that our humanity does not have to dis-advance just because we (Western Europeans) do not see us in them. Giving them opportunities in the same portion as to other people, who may hold a European passport, has to become the European attitude, by adopting the immigration-labor market-integration nexus. Despite the word integration has unquestionably raised discontent among communities on the idea that it is actually conceivable to make someone feel safe and, most importantly, home in a country different from the one he/she has grown up in; the person who writes believe that this word: “Integration” has a way more far-reaching shores and that can be the sprint solution both from a communication and an economic perspective towards the issue of immigrants’ work. Indeed, if it is related to how we all can, as members of the human race, inhabit each other, the profits will be undisputable. Integration could also function as a positive disruptive tool of tackling the labor market paradox inside the EU- by providing a legal framework and follow-ups access to different levels of societal needs and harmony.

Proofs that practices of integration and labor market make a difference in the needs of the European Union to fill in the voids of the labor market and to immigrants’ to be the actors of the same process, is given by researches and studies. In “Employment Effects of Immigration to Germany: An Analysis Based on Local Labor Markets”, Pischke and Velling (1997, pp. 594-604) claim the scarce impact immigration causes on wages in the case of Germany. The analysis made a steady reference to different periods of the country’s history. When the country was the protagonist of shortages on the labor market and had to react by driving attention to an active recruitment policy; when the country started to be willing to push immigrants back, at the brink of the oil price crisis and the fear of recession took foot in the country, until the final unification in one single German state.

¹³ <http://www.mipex.eu/key-findings>. Last consulted in December 2017.

The same results have been showed during the eighties and nineties by other authors like Bauer (1997). In addition, even on other countries' perspective, scholars have been dwelling with evidence on positive or negative impact of immigration on wages reduction, but the available indications have reported not significant influence (Addison & Worswick, 2002). One may here seal the whole matter in question- keeping in mind that these results refer to a pre-crisis period, during which the phase of globalization was not entirely mature and the dynamics of productivity and labor markets were different- by mentioning a report made by the UK House of Lords (2008), which realized how both the expenses and the benefits to the local population are minor. In addition, the only part of the residents' population truly affected by the immigration, concerning economic and labor opportunities, is the one of former immigrants who arrived in the European destination state before the most recent flows, mostly because they apply for the same jobs. Notwithstanding, there are many other sections of the market, which can only profit from inflows, especially of non-EU citizens:

i) The production of good and services is easier and less expensive with immigrants in the scenario and this fact can lead to the increased production of the latter ones and to the spreading and selling of the same to different world region. It will make the country of destination more competitive in the international trade;

ii) Non-EU nationals¹⁴ contribute to the growth of some sectors of the economy often disregarded by local population, known as "3D": dirty, dangerous and difficult. They are for example: construction, house holdings, manufacturing, cleaning, etc.;

iii) Labor from immigrant will be used in contrast with always new, alienating labor-saving technologies and the labor will benefit from human-based activity in the long term by allowing a cheaper cost of the goods produced by the firm, compared to increased ones in the circumstances where high technological machinery would have been used;

iv) The very fact that immigrants now live in the country increase the demand for goods and services and, therefore, the demand for the labor necessary to process these goods and services;

¹⁴ The analysis refers to No-EU Nationals in this context since the data available at EU level is limited apropos different sectors of immigration.

v) Immigrants are willing to move where the demand for labor is higher and in this way, they allow all the sectors demanding for improvements to be supplied with the labor workforce needed. They also contribute in a way to the restart of the economy on a national level by being available at changing their place of work from one region to another (Sommerville & Sumption, 2009). The impact immigrants have on the growth and development of the cities and various urban space is of key importance. Examples are traceable in the comparisons between some European cities and Middle Eastern realities, as in the case of the city of Amman¹⁵.

Tab. 2 is the expression of the segmentation by sector of employment for foreign-born workers¹⁶ in Europe, divided for countries of destination.

¹⁵ From a Panel discussion in Amman made thanks to the German- Jordanian University and the Freie Universitat of Berlin and corroborated by the author's personal reflection on cities in times of migration.

¹⁶ In the cluster of Foreign-born are also included citizens of other EU countries experiencing a period of mobility.

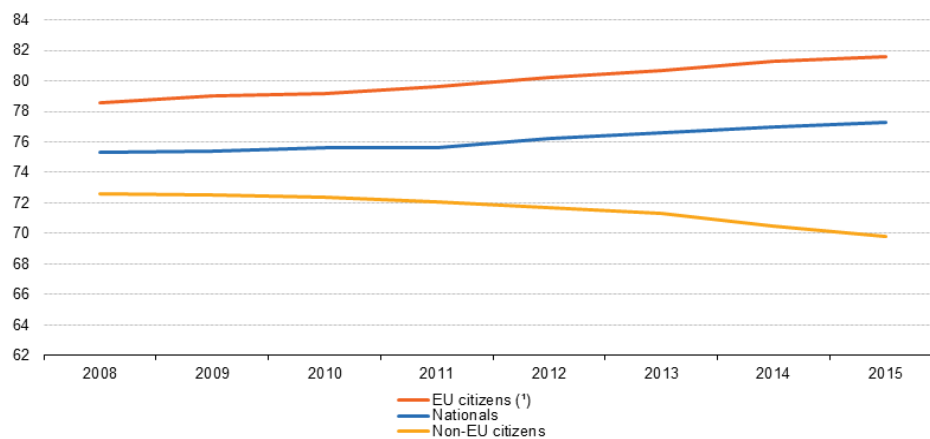
Tab. 2 - Foreign-born workers by sector of employment, percentage of total foreign-born employment (2012)

Countries	Agriculture and fishing	Mining, Manufacturing and Energy	Construction	Wholesale and retail trade	Hotels and restaurants	Education	Health	Households	Admin. and ETO	Other services
Austria	0.7	17.1	12.2	13.9	12.7	4.2	9.8	0.6	7.1	21.8
Belgium	0.9	13.2	7.4	12.3	7.2	5.3	11.7	1.4	14.7	25.9
Czech Republic	1.1	29.6	9.1	16.9	3.6	4.9	6.4	0.3	7.2	20.8
Denmark	2.8	14.7	2.6	10.4	9	9.7	18.3	0.9	8	23.6
Estonia	1.4	27.3	7.7	12.5	1.7	10.2	6.8	-	6.4	26
Finland	2.4	16.5	6.3	12	6.6	7.2	13.3	0.3	8.2	27.1
France	1.4	11.1	11.9	11.7	6.8	5.2	11.5	5.2	11.1	24.1
Germany	0.6	25.4	7	12.7	8.9	4.5	11	1.2	7	21.9
Greece	11.1	13.8	16.5	13.9	13	1.9	4	13.2	3.7	8.9
Hungary	3.9	18.9	7.9	19	5.9	11.6	8.8	-	7.9	16.2
Iceland	4.3	20	4.4	14.5	10.8	9.4	11.1	-	8.9	16.6
Ireland	2.2	15.1	4.3	15.6	13.2	5	14	1.2	6.8	22.5
Italy	4.4	19.7	13.1	9.8	9	1.8	4.9	19.2	5.5	12.6
Luxembourg	0.2	6.4	9.2	8.8	5.3	4.1	8.7	3.4	26.4	37.6
Netherlands	1.4	14.9	4.3	12.9	6.8	6	16.2	0	9.9	27.6
Poland	4.2	11.2	7	17.3	4	12	5.6	1.6	8.2	28.9
Portugal	2.2	12.9	8.2	14.2	9.9	9.3	7.8	5.2	11.6	18.8
Slovakia	4.3	20.6	4.9	15.4	2.2	7.2	11.5	1	10.5	22.3
Slovenia	1.6	29.4	17.8	6.5	5.6	5.4	6.5	0.1	5.8	21.4
Spain	6.8	8.8	8	14.7	16	2.6	5.1	14.7	6.1	17.3
Sweden	0.6	12.6	4.6	10.3	7.3	11.8	18.4	-	8.2	26.3
UK	0.7	10.4	5.6	12.9	9	8.4	14.6	0.4	8.1	29.9

Source: Author's elaboration from OECD (2013), data from Labor Force Surveys (LFS).

Besides the mentioned positive aspects, the situation of the migration-integration relation, with reference to the labor market indicators at an EU levels is represented by Fig. 1. It focuses on the activity rate, expressing the number of active individuals (or labor force) aged 20-64 as a percentage of the total population with reference to citizenship:

Fig. 1- *Evolution of activity rates of the population (aged 20–64), by groups of country of citizenship, EU-28, (%), (2008–2016)*



Source: Eurostat, 2017.

As displayed, the Non-EU citizens' curve is both the line at the bottom, explaining the persistent occupational level of Non-EU nationals as the lowest, and the only one to experience a decrease in number since 2010. Indeed, non-EU citizens' activity rate was 68.7 % in 2016 in comparison to citizens of other Member States' whose activity rate reached 81.9%. This appears to be the evidence, if one considers the availability of resources and data collectable with those immigrants who are already part of the national and European economies.

Eurostat has also provided a description of the condition of integration of international migrants inside EU 28 with reference to 2014.

Tab. 3 - Integration of international migrants, EU-28 (2014)

	Non-EU born	Native born	Gap	Large gaps in
Employment rate, total (15-64)	57	65.2	-8.2	SE(-18.2); BE(-18.1); NL(-17.0); DK (-15.9); FI(-15.2)
Unemployment rate, total (15-74)	18.9	9.6	9.3	BE(16.7); SE(13.0); ES(12.4); FI(12.2)
Female unemployment rate, (15-64)	49.4	60.4	-10.8	BE(-23.7); SE(-22.4); FI(-22.4); NL(-20.5)
Female unemployment rate, (15-74)	19.5	9.7	9.8	BE(15.8); FI(13.8); SE(13.6)
Youth unemployment rate, total(15-24)	38	21.6	16.4	LU(42.7); BE(22.0); SE(21.1)
NEET, young people neither in employment nor in education and training(18-34)	27.1	15.6	11.5	LU(21.7); BE(21.2); SI(21.0); FR(15.9)
Housing overcrowding rate % of population (20-64) living in a household with insufficient number of rooms	24.5	17	7.5	AT(32.4); EL(24.3); IT(23.8); DK(21.3)
Housing cost overburden rate % of pop.(20-64) living in households where the total housing costs exceed 40% of disposable income	23.4	10.7	12.7	ES(31.4); EL(28.8); BE(19.5); IE(18.0)
Mean income(1000 EUR), over 18	17.4	18.4	-5.50%	ES, EL(-39%); IT(-32%); AT(-31%); BE(-30%)
Mean income-females(1000 EUR), over 18	17.7	17.9	-1.10%	EL(-41%); ES(-36%); IT(-32%); BE(-29%)
People in low working intensityhouseholds% of pop. (18-59) living in a household where yearly working time is below 20%of full time potential	17	11.4	5.6	BE(22.6); FI(16.9); NL(15.5); SE(13.3)
Severe material deprivation rate % of pop. > 18 with inability to afford 4 out of 9 necessary items for leading an adequate life	14.7	8.2	6.5	EL(31.1); BE(18.1); IT(16.6); ES(14.4)
At risk of poverty or social exclusion rate % of pop. > 18 either at risk of poverty(<60% of nat. median income); or severely materially deprived or living in a household with a very low work intensity	40.1	22.5	17.6	BE(37.9); EL(34.7); ES(30.4)
At risk of poverty rate for children by nationality of parents (% of pop. Below 18)	36.4	19	17.4	SI (45.2); SE(37.2); EL(37.0); LT(36.5)

Source: Eurostat¹⁷

¹⁷ See: http://ec.europa.eu/eurostat/statistics-explained/index.php?title=Migration_and_migrant_population_statistics&oldid=381062. Last consulted in December 2017.

Bearing in mind that the level of income is lower with reference to foreign born, including other EU countries, by 5.5% compared to native born population, more evident differences are notable in Tab. 3 apropos Non-EU born where the employment rate witnesses a -8.2 gap in favor of native born population. The percentage points of gap are higher for female employment (-10.8 percentage point) In addition, the level of possible social exclusion and at risk of poverty index is doubled for international migrants compared to native born.

In consideration of the dynamics structuring the current European labor market, policymakers are in the path of following the creation and implementation of services tailored to immigrants' precise needs. These services range from general orientation, guidance to vocational and language training. Nonetheless, the issue remains that the majority of the programs and policies have a focus on specific cluster of immigrants, and broadly comes to hamper the enjoyment of the same opportunities by other foreign-born.¹⁸

“Employment is a key part of the integration process” (European Council, 2004) and a tool to unlock foreign-borns' skills towards developmental circles of both destination and origin countries. Moreover, deterrents to this labor market- integration issue for Non-EU remain the papers and documentation file, which have been the major developer of incongruences and black-market undercurrents since long time in history.

Vocational and language training have come handy only recently. Policymakers are now glancing at different endowments of immigrants as the true sources of integration for both economic sustainability and as a way to ensure a permanent level of welfare in their states. Notwithstanding, the difference based on granted status for immigrants truly changes the rights and duties to which people have access. The same trainings have been directed in one direction more than another as to reduce migrants of a real understanding of the labor market and the unclearness of the European societal contexts continues to remain largely spread.

According to Data Source EU Labor Force Survey of 2008¹⁹, there is a huge discrimination on both possibility of initial integration and further employment towards non- Europeans. Non-Europeans, only when they are of second generation, are slightly favored in the research and integration inside the labor

¹⁸ <http://www.migrationpolicy.org/>. Last consulted in December 2017.

¹⁹ <http://ec.europa.eu/eurostat>. Last consulted in December 2017.

market. In accordance with the “segmented assimilation model”-barriers of different nature, mostly with discrimination and cultural roots shape the degree of integration.

Anyhow, the integration, which is deeply influenced by the central asset of employment and documents necessary toward the granting of status allowances, are in the hands of single states. Hence, the role of the Union, despite the pledge for common policy towards migration is once more fragmented.

4.1. Local enquiry on cities’ integration practices for migrants

Bottom up, local (with emphasis made on a city level) opportunities for the integration of migrants are displayed in this paragraph, in comparison with the previous mentioned pre-departure, top-down available policies and “improvement-led” measures. Indeed, integration programs for newcomers have had regional and city levels of availability, guided by communitarian dispositions to implement integration policies, as respecting the principles of subsidiarity and proportionality included in the TEU.

Services have been variegated, based on numbers of immigration and policymakers decisions on how to manage the fluxes. In this context, cities are good providers of additional integration services, which can orient and further improve the integration of the newcomers. This methodology can become a successful one by giving knowledge and resources, as well as economic assets and EU funding, to the local dimensions of the member states.

The implementation of bottom-up policies at a local level of the society may bring about a defined structure of the top-down layer and thus the general strategies and policies towards immigration may present good and always better results. The integration of newcomers in the labor market can be framed centrally on the results to be achieved and the general rules to be followed, but a certain space of action should reside at city’s level, smoothly depending on the context. The local leadership on the integration issue has a good example in the Berlin’s “ARRIVO project”,²⁰ or other local activities on the German soil, which guide the willing companies to hire refugees. In this regard knowledge

²⁰ For further information see: <http://www.arrivo-servicebuero.de/startseite.html>. Last consulted in January 2018.

exchange networks of collaboration among the EU and the local level appears crucial, as well as the accessibility of providing cities with the proper financial tools to better deliver the integration of the labor market newcomers' workforce. Additionally, employers' engagement in the process of integration within the structure of the cities may be considered as a path to foster the same process by allowing companies to evaluate the projects carried out and draw a pro-cons list.

The impact knowledge of investments, undertaken by local employers towards the improvement of the labor market for both migrants and natives, might represent a good practice towards hiring and training a specific cluster of the workforce. Other local and regional actors could replicate the practices and the EU may start to engage in the coordination of these bottom-up tactics, to become a proper mediation of not only bottom-up tactics but also of top down strategies, in a way for immigration labor market shortages to be adequately balanced and filled in. Another point in favor of this approach, toward the sharing of the approach may be found in the online support platforms to be employed at different international layers. Hence, they could symbolize an identity EU project to be further improved.

Germany has also developed "The IQ Network- Integration durch Qualifizierung or Integration through Qualification"²¹. This Network allows different players at distinct layers to improve the management of the general labor market integration system. The Ministry of Labor and Social Affairs created it in 2005 with the backing of the European Social Fund and it has developed since then becoming an instrument of labor market policy of the federal government. It is arranged to create and support structures for labor market integration, including employment services and distinct economic players. At the same time, it aims at guiding new arrivals to follow pathways of integration in the host country, by providing vocational, language and general integration courses. The projects has experienced colorful measures of adaptation in the German territory with innovative perspective practices.

Forums of recording, evaluation and sharing of practices and projects at variegated ganglions of both the civil society and the political power could create an expanding positive solution to the ongoing labor market lacks in the broader perspective to tackle correspondingly the issue of immigration from an EU standpoint, developed from the bottom.

²¹ <http://www.netzwerk-iq.de/network-iq-start-page.html>. Last consulted in January 2018.

5. A journey toward the world of job:reflection on the integration of irregular migrants and its comparison with regular migrants

Migrants with “Irregular status” reflect a true challenge for destination countries. The main pillars of this demand are visible in the followings action-reaction patterns:

- i) the movement of people is associated with the paradigm of human security and as a consequence the most vulnerable part of the human society is affected by discrimination, mostly children and uneducated women and men;
- ii) the perceived disadvantages and the reality of the imitations in the labor market rights for migrants is exacerbated by societal traps which fed up the system of the black economy;
- iii) the legislation for discrimination procedures in the labor market sector complies with the spread of unequal footings.

However, obtaining fair work and engaging in a satisfactory job career are chief episodes in the lifecycle of each single person (Kogan, Kalter, Liebau & Cohen, 2011). And yet, leading to a certain or a total devaluation of human capital is the first hitherto accepted response EU bodies and leaders, as well as citizens, consent to the future of migrants crossing their continents to reach Europe.

With reference to the Spanish case, it is key to remind how that the bulk of people arriving from the center of detention of foreigners, mostly known with the acronym CIE (immigrants’ detention centers), since neglected in the job scenario, start by looking for a future in an illegal, black market labeled way. It is a matter of fact, often taken as tacit agreement from the set of the non-governmental organization, that individuals under the international protection umbrella start taking up jobs without contracts. This issue should not be merely considered as migrants’ fault but as national and European policies’ liability. Indeed, given the impossibility they are obliged to, migrants earn their tomorrows in places like cargo structures, open-air markets, house-based caring. Places where the controls are known to be lower and where the governmental and state eye seems oversight. Moreover, the sense of disorientation of the three months, allowed period in a welcoming center to the recipients of protection, creates a higher degree of uncertainty and loss to the same group of people. During these three months, they will continue to work on illegal basis for their survival and the one of the family left in the country of

origin. As for the next phase, the migrant will demand for asylum, just as a way to foster his future plans, and often even if not having the characteristics to apply for it. It could also happen that the person will give up any form of legal framework job research and thereafter moving, mostly to a different country compared to the one of landing, to find a job in the black market. The situation is deemed to continue for all the necessary years to have the residence in a European country and violating most of the normative of both the single nation state and the Union as a whole.

The tangent of the processes is that the moving, the transfer of the individual does not only create an imbalance in the control of the flows that escape the nation's statistics. Indeed, it is against the law to leave the country of arrival to move inside Europe if the migrant is a recipient of international protection or has the status of asylum seeker.

The bureaucracy to all this process and to all the procedures in the world of job for migrants is exhausting and truly without a beneath logic capable of tackling not only the moral and crisis duties of the European Union but also the economic, maybe most interesting features for the top-down school of approaches, ones.

The chances given to migrants and to their real integration in the European countries lacks major steps of suitability to the conditions of those people coming to the old continent's shores and to the policies put in place by the administrative apparatus all over the Union. Among the variety of conditions that define and allow the access to the labor market, the single nation state has the last word. The whole illegality spectrum could be as much as volatile as the rules governing the world of job.

Authorizations for entering the labor market are more often-temporary ones which do not provide a time spanning renewable period of documentation and lead to higher and obscurer percentages concerning the management of illegal labor market.

In the present work, it is believed that cutting and contrasting illegal labor market percentages illustrates a method of tackling the overall migration uncontrollable crisis of illegal arrivals in an optic of smoothed integration. Quoting Georges Tapinos (1999), Professor at Institut d'études politiques of Paris:

Numerous assessments are made, however. But many of these are just "guesstimates" which cannot be relied upon as statistical tools in proper scientific investigation.

Anyway, the pros and cons of the illegal migration are on the balance of the employer and the illegal employee. The pros benefitted by the employer are the advantage possessed to pay for the service made by the employee at a wage that is far under the minimum requested by the social structure of a country and the fact that he does not pay any contribution to the State. In this framework, the absence of negotiation power of the illegal migrant is clear and the employer uses the absence of regulation to circumvent its duties as member of the community. On the other side, the employee who does not have much of a choice since undocumented and struggling to life, accept what is offered and persist in the status of illegal, for far more than a short temporary span of time.

The underground economy is for most migrants the only way to find a job. The higher minimum wage perspective blooms at the docks of the employers who start to care more about how they can evade the system than how they can regularize immigrants they illegally hire. The same process undermines the security of job for nationals and for those who seek legal job dynamics and foster the rate on unemployment. The difference comes definitive here and the wages relative aspects are to be judged as not acceptable.

The need for a common agreed documentation for labor and job activity should arise from the all set of conferences and meeting among the policies institutions, bringing about a comprehensive analysis and using statistical measures, implementing, in this way, further controls of the broad-ranging system of illegal migration flows. In truth, illegal migration could help the whole exploration of economic balances and underdevelopment issues, as well as unemployment rates. Contrasting these percentages becomes a necessity. This precise obligation could not only originate in the hand of the employers who morally understands the lacks the present system has but also, and deeply, from the European institutions who could, with this accurate system, generate advantaged on the economic sectors, as well as on the common policies of integration. The two terms go hand in hand and need to be incorporated in the organism of the freedom and unity the Union admits creating, but this time by widening its Schengen fingerprints.

The immigration crisis sea is characterized by a liable and subtle river of sharing interests where dealing with the assumed emergency has become a fight against newcomers, a judgment and mistreatment of their illegal status. Nonetheless, it is here believed that wandering on the causes of the illegality badge is part of the solution. Indeed, the mark immigrants are identified with, once they arrive in Europe, is here considered the major cause of the security

related anxiety of EU leaders. The inference about the barring of illegality is not accompanied by solid researches on the issue since the latter ones do not deliver definite numbers of the phenomenon. For instance, only the delta between arrivals and contributions paid, in each single member state of the Union, can persuade us to conjecture about how arrivals in Europe, when resulting in non-recognition of the status and in any available accreditation documents, they become irregularities, complaints, lack of understanding, or commitment, to be understood by the competent European institutions. Hence, the hurdle is the reaction. By denying work permits, the sole ideal expectation concerning them to live legally in Europe or, on the contrary, the belief that immigrants will decide to go back to their countries of origin soon, considering what they have pass through to reach Europe, is chimerical. This evidence poses consequent fertile soil for the European Union to nourish and states, or more properly reminds, that blaming the NGOs for their rescue activities in the Mediterranean is not the solution to the flows of immigrants or to their integration in the labor market, and that neither the calls for better management of the frontiers are.

The perspective of contributions (social service) should encourage EU countries to take up the baton for immigrants favorably keeping in mind that this action will favor their citizens' future. European commanders in chief should not end the race because they are scared the baton is too hot it could burn their countries out. On the opposite, they should continue running and won the race against inhumanity and disbelief all together. Among the questions that ensue on the topic of labor market, ranging from i) are immigrants a true resource for the national member states' economies? ii) How could they sustain a country to improve if they do not pay the contributions? Some tip-answers are henceforth provided:

- Economic picture of the member state: the consideration that immigrants disadvantage the employers' willingness to hire nationals because they provide cheaper, and not legally binding workforce, has an intrinsic dual reality and a not-unrepairable controlling strategy to be employed. Due to be said that the current glitches are not a mere economic factor; they reside in the normative system. The totality of questions becomes known because there are lacks, which are driven by enactments. In this setting, activism and the spread of knowledge of legal means, by all levels of the civil society, can lead to a lower degree of corruption, to the recognition of the legal status for immigrants and to the truthful allowance to have a legal job. The latter has to respect the same

binding requirements of minimum wage as for nationals and the controls on the efficiency and effectiveness has to be often accomplished in order to guarantee the regularization of the status and the respect of the directives. Thus, the differences on the salaries will only be based on competencies and not on nationalities. Employers will not underpay immigrants purely because they will not fight for their work-related rights since they will be endowed with the genuine information to ask for and be protected by the law. In addition, the urgency to fill in the empty job positions with natives' workforce will be respected, in a future where the demand and supply of work will be prized, not to discard the creation of new jobs that the flows naturally bring with them in the destination countries (as in the case of mediators, social workers, drivers- which comprise a quite variegated level of education and training)²².

- Development progress in the destination country: Long-term goals, emphasizing circular migration will bring about development thanks to the skills acquired and the entrepreneurship in the immigrants' country of origin. A long run perspective, which has to be endorsed by short-term goals of management cohabitation.

- Result: In this way, a system of insurance and contributions for both the pension development will emerge and together with a lower percentage of integration struggle for newcomers. It will later transpire a first solution of the economic migrations and a pump for circular migration; advantaging for both host and sending countries.

In conclusion, the key to immigrants' labor market scenario of illegality may be simpler than what commonly thought, holding on two pillars for the construction:

- Granting the legal status
- Implementing the regularization by controlling and sanctioning the violations.

Not to forget, since it is part of the dominant discourse of the European elite, the immigrants' level of criminality could be wiped out. Indeed, as it was pointed out with reference to the US, an historical country of immigration, the legal status brings about profound changes on the life of newcomers and lowers the level of criminality since the strive for a better life is already begun, thanks to the recognition of being a human being who can legally work (National

²² This is the case of most of the European countries where structures to welcome immigrants and to provide social, educational, vocational trainings and services are increasingly emerging.

Commission on Law Observance and Enforcement, 1931)²³. Owing to the fact that shadows of labor mobility from third country nationals inside the European territory are still not visible- as an example, refugees are now not allowed to be matched with work internationally, despite the interest of the private sector arises on daily basis- solutions and temporary measures should refer to legal status permission as human dignified capacity, to be both recognized and protected.

Regularity and irregularity are indeed two side of the same coin, a coin that possesses the escutcheon of the member states and of the European Union in its integrity.

The existence of directives which sanction employers profiting of illegally-staying migrants' labor represent one of the main pillar of the EU policy on decision for entries. Indeed, since the *Directive providing for minimum standards on sanctions and measures against employers of illegally staying third-country national* (European Parliament, Council of the European Union, 2009), employers have been fined if they hire or take advantage in certain measures of the precarious situation of irregularly staying migrants. This directive has positive as well as negative impacts on the overall dissertation of immigration policies and labor dynamics. First of all, analyzing the positive aspect of the prohibitions, the social security service and the public finances do not lose out because of not documented and declared immigrants' labor services of irregulars. The directive affects the behavior of employers who are not giving importance to look for their job resources on irregular bases, with the hope of not paying to them the contributions and avoiding the overall system of social security and national labor protections. On the other hand, what happens is a mistrust for all the newly arrived non-nationals who are not conscious of the legislation and whose hope is to come to Europe, find a regular job and survive. Indeed, the possibilities for this group of people continue to see reductions in the availability of positions to be hold and, actually, the permission to work legally in the national territory of a European state is becoming more and more a utopia.

The situation could easily fit the platonic hyper-uranium world in the experience of migrants who have not received a rejection sentence and who can stay in the member state territory but, despite the temporary allowance, are not granted valid job temporary permissions. For instance, the dual relationship

²³ See: <https://www.ncjrs.gov/pdffiles1/Digitization/44540NCJRS.pdf>

between employer and employee has been negatively affected with reference to the immigrants who cross the sea toward Europe without being part of some of the EU directives. Indeed, among the main features of integration, conceived as a process and as a result, Heckmann (2005) describes four layers of integration, which should be equally evaluated.

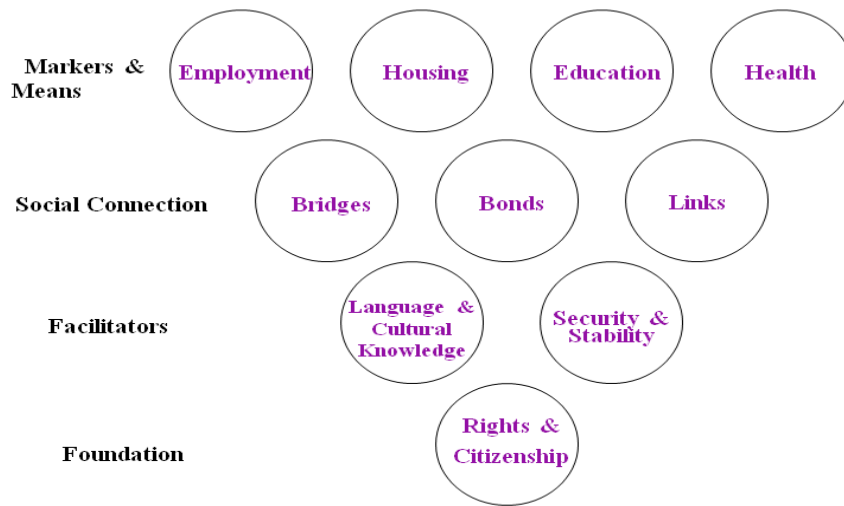
1) Structural integration: being and feel part of the host society. It involves the participation in the labor market, in the economy of the destination country, in the educational system, in the social and health services and in the political life;

2) Cultural integration: transmission and sharing of community and local knowledge to newcomers, mostly the language as the pivotal aspect of cultural adaptability;

3) Interactive integration: social and network relations of the member states by enlarging the layers of the social capital;

4) Identification integration: when belonging to the host society becomes part of the integration pattern.

Fig. 2 - *Indicators of Integration: Final Report* (2004), UK Home Office, Development and Practice Report 28, London.



Source: Ager & Strang, 2004, p. 3.

As the four domains of integration constructed by Hackmann display, the process is in the direction of mutual comprehension of interest from an individual perspective to a collegial one, bearing in mind the differences of the future opportunities of the same phenomenon. Ager and Strang have showed a similar analysis (Ager & Strang, 2004). They depicted the indicators of integration framework, about refugee integration but applicable in all migration related issues. They divided the domains into 10 by four levels, as in Fig. 2.

Migrants' lives have a multi-faceted structure of bipolar existence towards the integration in the new societies and the strive for keeping steady their origins, in the hope of coming back one day with better means individually and at a society level.

The researches mentioned up to this point may lead to the assertion that integrating into the labor market of the host country represents for immigrants the first piece of the involvement-house, to be later followed by finding housing, generate and develop a network of social nature, filled with cultural layers, and possibly transforming the world integration into a processed personal and community dimension of that individual who has left his home in search of a place to survive and find a second opportunity in a less defined, difficult to create, familiar atmosphere.

On the delivery of the Italian report of the National Social Insurance Agency (INPS) the President of the Agency, Tito Boeri, declared that without immigration the National Social Insurance Agency will fall apart (INPS Report, 2017)²⁴. This assertion, in line with the direction of the study presented, make an evaluation of the contribution of workers in the fiscal and national insurance contributions system of the Mediterranean country taken as example, Italy. Going through the report, delivered in June 2017 by the INPS, the immediate result of the immigrant related labor market dynamics is visible in the 2002 and 2009 changes due to the regularizations of illegal migrants thanks to two acts of amendment (Italian laws: Acts of amendment, 2002, No. 189; Italian laws: Acts of amendment, 2009, No. 102). It is revealed how the regularizations have led to a both positive and durable effect inside the structure of the national labor market. For instance, the acts have played the role of directing the immigrant population on a contribution-regularity

²⁴ See:

https://www.inps.it/docallegatiNP/DatiEBilanci/rapportiannualiinps/Documents/INPS_XVI_Rapporto_annuale_intero_030717%20. Last consulted in December 2017.

pathway. This precise instrument of the public bodies has also negatively struck the black market. It has further cleared up the picture on the favorable overcome of the binomial identification: “Migrants-illegal” that, for this widespread publicly affirmed connotation, must be exploited against the state directives and without accomplishing to the salaries minimum requirements.

The Italian case on the evaluation of the phenomenon on a national insurance contributions scenario could stage a more fertile territorial public opinion consensus and distend the tensions between employers and employees in order to foster a regular, and legal, path of migrants’ workforce. Indeed, it represents a beneficial factor for the economy of the single state where the laws are respected and goes in the direction of properly employing the potentialities of the multiculturalism and labor shortages, as insights for the migration development hump not to be taken for granted but to be trained.

In conclusion, the acknowledgment of the means at disposal would benefit both the receiving and the sending countries and would epitomize a first constructive step towards the immigration- labor market- integration problem-solving process.

The degree of success concerning the practice of integration is a ladder of liabilities shared among governmental and non-governmental apparatus. A proper look at valuable, and good, practices currently in use in some EU countries, still just towards some cluster of people, could, and should, be spread in Europe. Their employment should be seen, as it is- a way to foster economy and the level of welfare and should not forget about the most shared features of us all- being migrants and being humans.

From the taxonomy to the rights of migrants’ workers, declined in clusters, and, finally, on a common EU policy on labor market- reaching the shores of a broader debate on integration, information and policy employment in the territories of the Union- it is possible to conclude that different canalizations inside the European Labor market, based on status recognition, have fragmented the potential of people’s international movements and that programs, like the German ARRIVO project or the IQ Network- Integration durch Qualifizierung or Integration through Qualification”, should embrace non-nationals in their totality, where both language and vocational training are of crucial momentousness.

Europe is dealing with migration flows today and it will most likely endure to see an increase of the arrivals in the next future. Cooperation accords inside each nation state, comprising the public, private and civil society sector (with

duly and competent informed workers), and partnerships among destination and sending countries, with the employment of pre-departure measures (when possible) and of local (and city) strategies are to delineate a path of positive impacts and interchanges for all the parts of the agreements.

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