



Migration in employment, social and equal opportunities policies

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During the past 20 years, Europe experienced very important annual increases of inward migration.

- Over the last 5 years, EU net migrant inflows reached an annual level of **2 million**.
- Already since the 1990s, **positive net migration became the largest component of population change** in most EU Member States,





Increased immigration flows mainly due

to strong and persisting push and pull factors related to **globalisation**

and

the North-South divide in terms of **demographic trends** and **welfare standards**





Challenges in employment:

- **Three million unfilled jobs** in Europe, according to recent Commission figures.
- Growing labour needs mainly in highly qualified labour *but also*
- Growing needs in low and medium skills in specific sectors namely in healthcare, agriculture, construction and tourism.





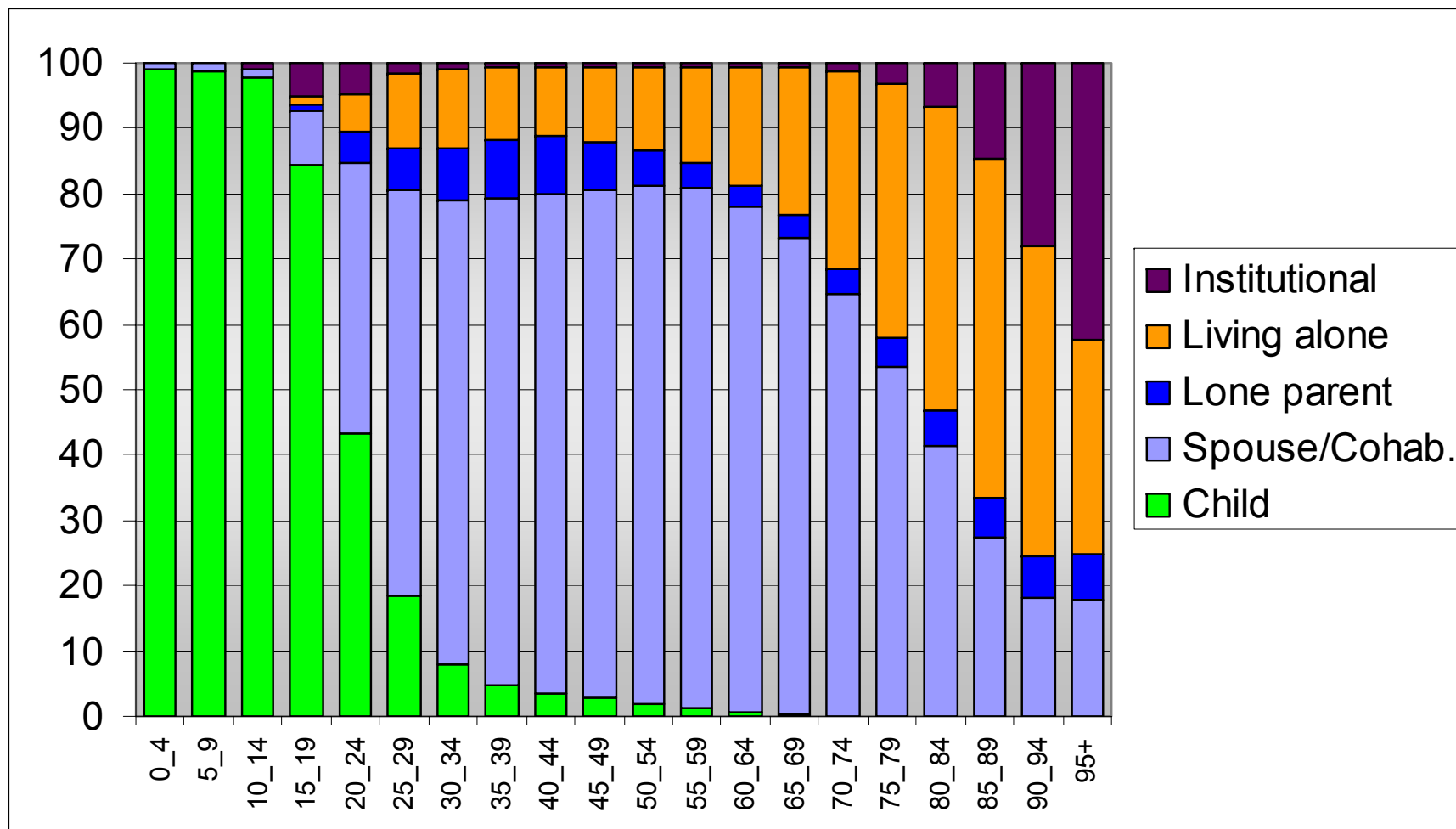
Growing needs in domestic and care services.

- The 80+ age group- an important consumer of care services- represents the fastest growing age group. It doubled in size in the period 1970—2000 and it will double again before 2030;
- The feminisation of the labour force and changes in the family structure and lifestyle have significantly increased the demand for domestic services.





Role of individuals within the household and the link with eldercare : The case of UK

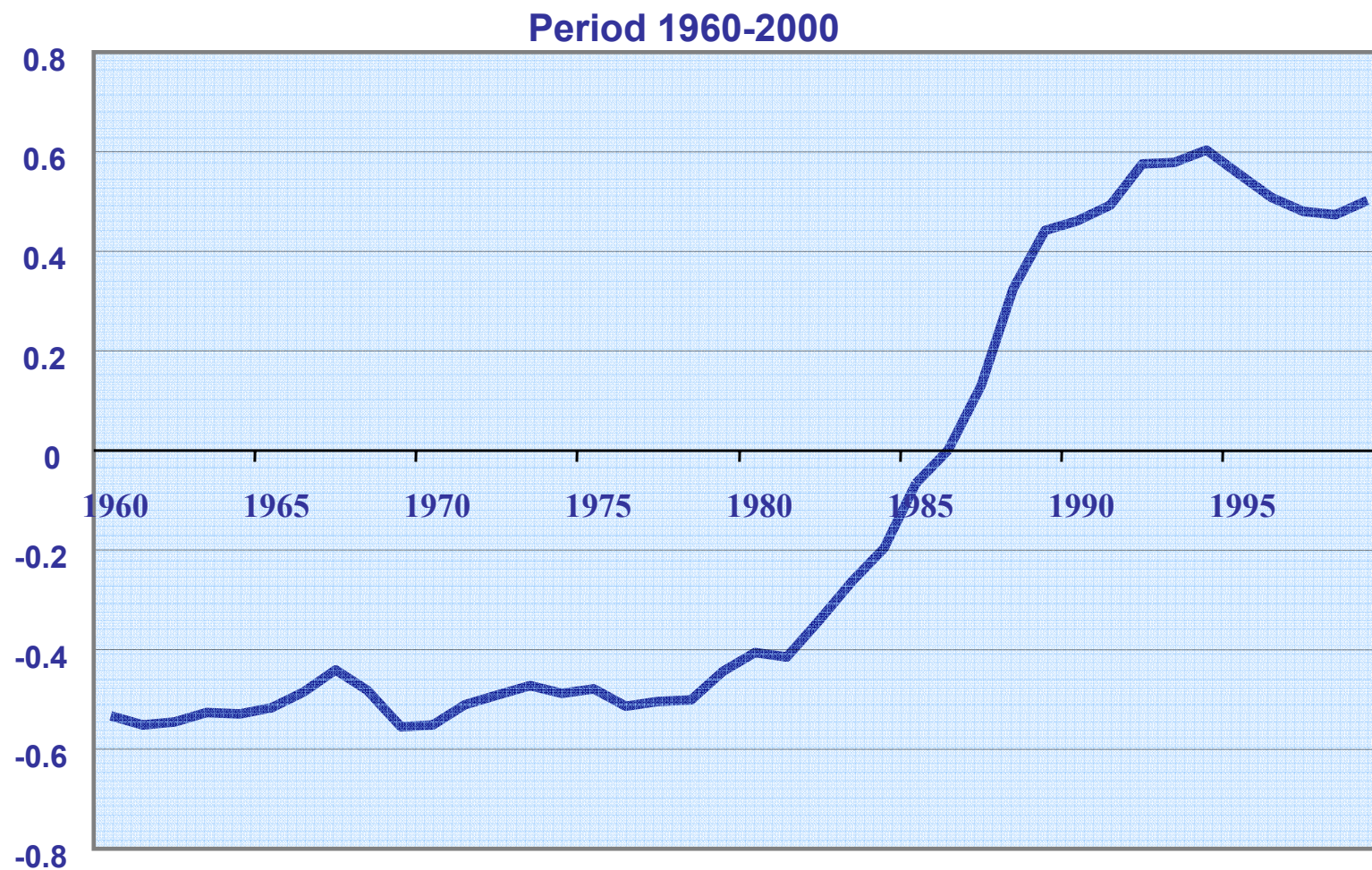


Source: Eurostat 2000 Census Round)

Changing fertility rate/female participation patterns raising demand for domestic services and childcare



Correlation between total fertility rate and female labour force in 21 OECD countries



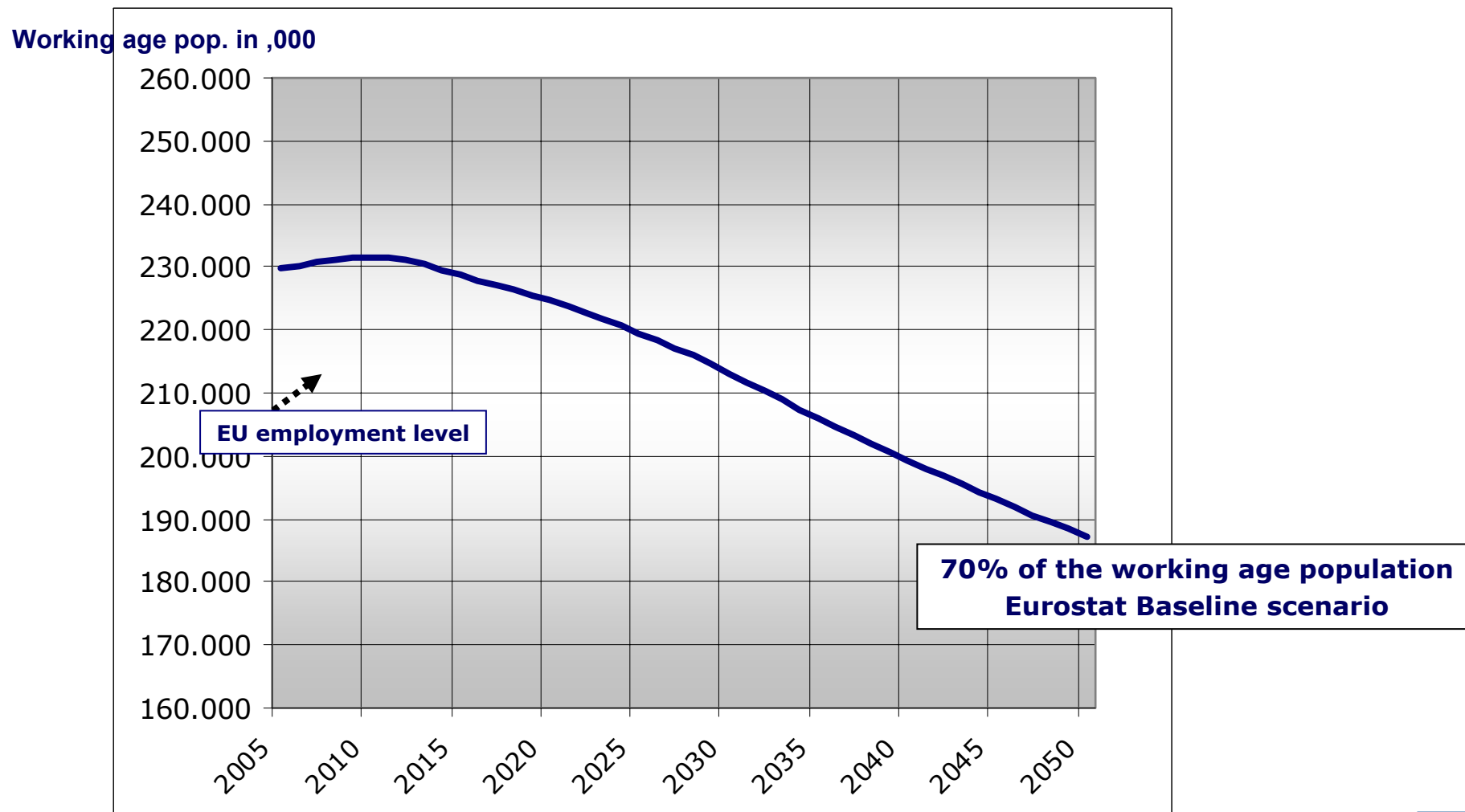
Source: OECD social indicators





EU-27: The demographic constraint for future employment growth

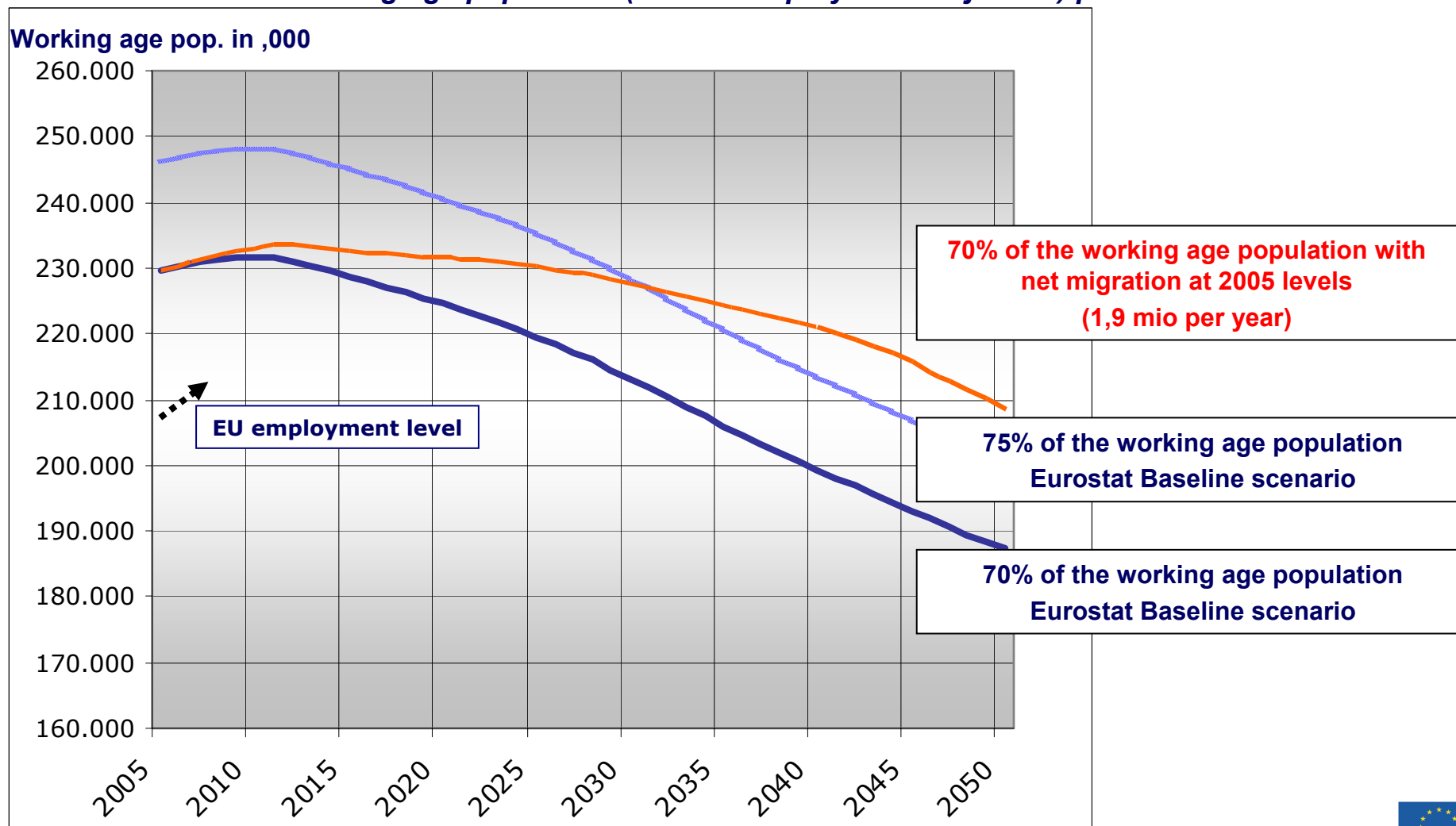
70% of working age population (Lisbon Employment Objective) period 2005-2050





EU-27: Migration scenarios and demographic constraints for future employment growth

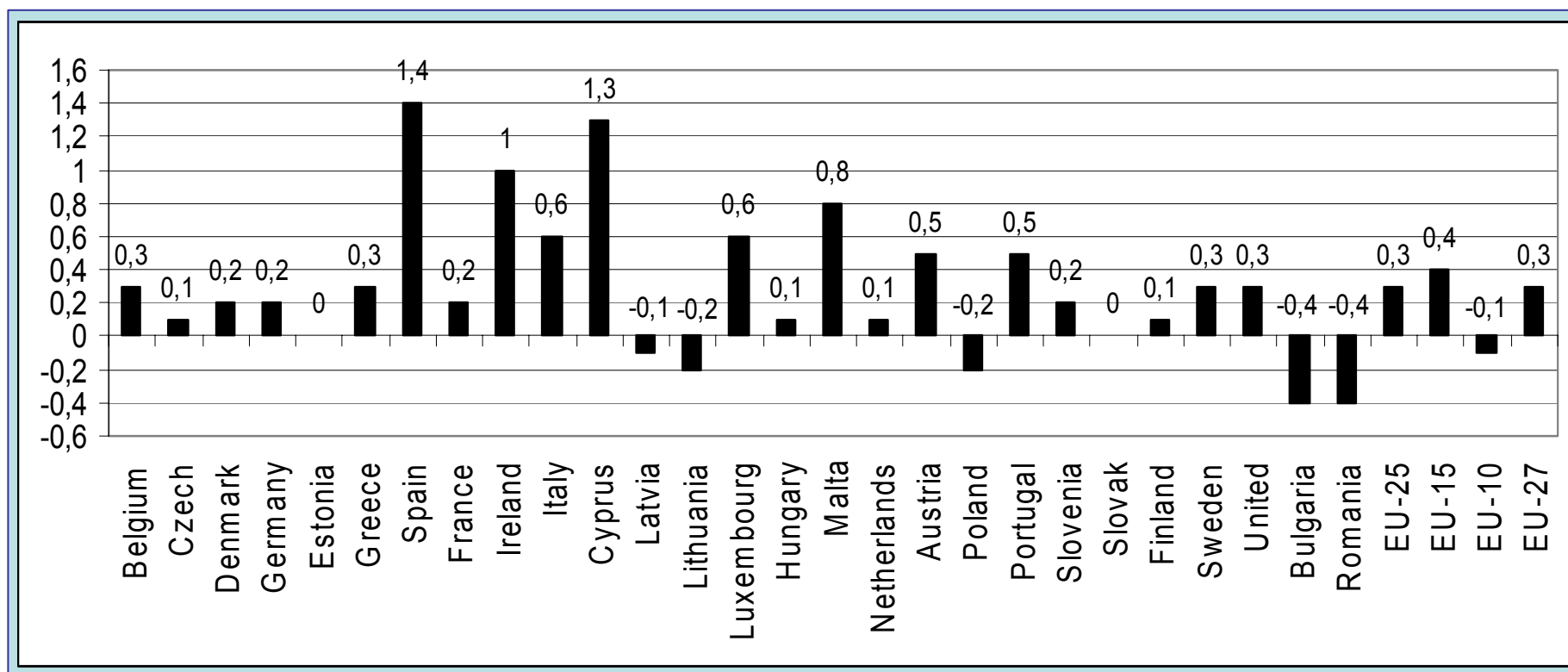
70% of working age population (Lisbon Employment Objective) period 2005-2050



Contribution of immigration to economic growth



Average annual contribution to the GDP growth; Period 2000-2005; in %



European Commission, DG ECFIN

The key challenges for the EU employment and social policy



The situation in Europe in terms of migration is far from satisfactory

- **Skill level:** Europe attracts less high skilled immigrants and more low skilled immigrants compared to USA, Australia and Canada while vacancies in highly skilled jobs are increasing;
- **Labour market participation:** Participation/ employment rates of immigrants and their descendents remain low in many Member States;
- **Illegal immigration:** Illegal migration contributing to irregular work remains high;
- **Inclusion-Antidiscrimination:** Almost in all Member-States the integration of immigrants represents an important issue. Immigrants are among the most vulnerable groups. The fight against discrimination represents an important dimension of this issue.





Better managing migration flows becomes a strategic policy objective for the Member-States and the European Union as a whole.

Employment and social policy has an important role in most areas of the EU Migration policy namely:

- **The opening of legal channels to economic migration;**
- Promoting a **more effective integration of the immigrants** in the host societies;
- **Fighting against illegal migration;**
- **Developing partnerships with the countries of origin/transition** on migration issues;





The EU Employment Strategy on Migration

The **Lisbon strategy** pays particular attention to the need of better **integrating the immigrants and their descendants in the labour market**.

The main issue is the **low level of qualification** of many of the immigrants and those of the second generation.

The **Guidelines for Growth and Jobs** call for **more investment in human capital** in response to new competence requirements;

In particular, the **Integrated Guidelines** 19(Inclusive Labour Markets) and 20 (Matching of Labour Market needs) underline the need for an appropriate management of economic migration;

In the context of the Employment Strategy, the Commission monitors the impact of **National Reform Programmes** with **Annual Joint Employment Reports** and encourages Member States to make immigrants' labour market integration a more explicit dimension of their employment policies.





The Open Method of Coordination of Social Protection and Social Inclusion

The **2007 National Reports on Strategies for social inclusion and social protection** confirmed the importance of migration issues in the framework of Social Inclusion Process. Several Member-States identified the integration of immigrants as a national priority issue.

The social impact of migration will be mainstreamed into the work of the new 2008-2010 cycle. It has been proposed as the focus theme for 2010. Findings and results from on-going and future work will become part of the **Joint Report on Social Protection and Social Inclusion**.





The EU Anti-discrimination policy on Migration

- **Antidiscrimination:** The EU dispose specific legislative instruments to ensure the ban on age, sex, ethnicity or other form of discrimination in employment and occupation.
 - Directive 2000/43/EC (29 June 2000) implementing the principle of ***equal treatment between persons irrespective of racial or ethnic origin*** and
 - Directive 2000/78/EC of 27 November 2000 establishing a general framework for ***equal treatment in employment and occupation***
- The European Years of ***Equal opportunities for all (2007)*** and of ***Intercultural dialogue (2008)*** serve as platforms to enhance the relevant debate and potentially the adoption of appropriate measures. During these European Years several awareness-raising initiatives include the dimension of immigration focusing in particular on the host societies.



The contribution of the European Social Fund



- Since 2001, the **EQUAL Development Partnerships** offered innovative experience and good practices in combating discrimination and strengthening the employability of immigrants. It is now up to the Member-States to valorise this experience.
- The new ESF regulation (for 2007-2013) foresees specific actions in favour of immigrants. The priority "Enhancing access to employment" (ESF regulation art. 3.1(b)) provides for: ***"specific action to increase the participation of migrants in employment and strengthen their social integration"***. It will include pathways to integrate persons into employment, specific actions to validate competences and acquired skills, training, counselling and so forth.
- In the period 2007-2013, an amount close to **€ 2.6 bn, (3.6%)**, will be allocated to actions aiming to increase migrants' participation in employment.





- **PROGRESS** is the EU's new employment and social solidarity programme with a total budget of € 740 mio for the period 2007-2013. Working alongside the **European Social Fund (ESF)**, it started in 2007 and will run until 2013.
- PROGRESS provides support to Member States efforts towards :
 - Strengthening the implementation of the **European Employment Strategy** and the **open method of coordination in the field of social protection and inclusion**
 - Improving the **working environment and conditions** including **health and safety at work** and **reconciling work and family life**
 - Ensuring the effective implementation of the principle of **non-discrimination** and **gender equality** and its mainstreaming in all EU policies





http://ec.europa.eu/employment_social/index_en.html

