

Factors of Successful Adaptation of Migrants in the Labor Market in the European Union

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Abstract—This article, we presented the results of the analysis of donor and recipient countries on the balance of migration movements for the period from 2006 to 2017. As a result, we identified 23 countries that are most attractive to migrants, of which the largest number migrants are: Germany, Italy, UK, Spain, Sweden, France, Switzerland. Ten countries that actively leave migrants were withdrawn: Romania, Poland, Lithuania, Latvia, Greece, Croatia, Portugal, Bulgaria, Estonia, Moldova. It is to these countries that migrants annually spend more than 18 trillion euros to support their families in their former homeland. The study made it possible to identify two key factors contributing to the successful acquisition by pre-term migrants of citizenship in host countries: the level of labor productivity (which depends on education and professional competencies) and the presence of basic or higher basic digital skills. Thus, the level of education, competencies, qualifications, have an impact on the growth of labor productivity and, consequently, contribute to the successful acquisition of citizenship by migrants in receiving countries.

Keywords— *migrants, labor market, money transfer, basic digital skills*

I. INTRODUCTION

International labor migration has a multidirectional impact on the development of the labor market of the host territory, on the one hand, acting as a factor in ensuring a balanced labor market and filling up the missing human resources, on the other hand, causing risks and threats to its stability and balance, causing dependence on external sources. Their diagnosis and analysis, taking into account the spatial heterogeneity of the territories of the invasion and the possibilities of “absorption” of foreign labor, the labor market is the subject of research in the field of the proposed new scientific approach - ensuring a balanced labor market in the context of international labor migration.

II. METHODOLOGY AND GOALS

The article is based primarily on secondary sources. They comprise information from official authorities, professional literature, information collected from professional press, discussions or previous participations in professional seminars and conferences relating to the chosen subject.

The goal of the article is to present the results of the analysis of donor and recipient countries on the balance of migration movements for the period from 2006 to 2017. As a result, we identified 23 countries that are most attractive to migrants, of which the largest number migrants are: Germany, Italy, UK, Spain, Sweden, France, Switzerland. Ten countries that actively leave migrants were withdrawn: Romania, Poland, Lithuania, Latvia, Greece, Croatia, Portugal, Bulgaria, Estonia, Moldova. It is to these countries that migrants annually spend more than 18 trillion euros to support their families in their former homeland.

At the end of the article is presented MICIC Smartphone Application that helps to assist governments in their efforts to communication effectively with their migrants abroad.

III. LITERATURE REVIEW

The study of modern literature shows that the topic of migration movements is so multifaceted that there is not a single source of literature that contains specific reasons for migration movements and factors of successful adaptation in the labor market. On the other hand, the increasing number of publications on the topic of migration suggests that in the coming years this topic will remain relevant, and to develop measures to control migration processes, it is necessary to study the factors accompanying the successful adaptation of migrants in the labor market and the factors that can deter processes of migration movements, if such movements are economically disadvantageous for the receiving states.

In the work of Stark O., Byra L., Casarico A., Uebelmesser S. "Critical Comparison of Migration Policies: Entrance Fee and Quota" ("A critical comparison of migration policies: Entry fee versus quota") scientists, reflecting on the most successful choice migration policy, consider that developed countries are faced with two main contradictions for regulating the composition of the labor force: "a single entry fee for migrants and quotas". Scientists suggest that "a single admission fee will allow for self-selection," since "if the admission fee for scientists will be lower than the admission fee for managers," "the income from fees for the country will not be very high," but "income maximization from the entrance fee is not the main purpose of a developed country"[1].

A differentiated entry fee will attract highly skilled migrants. The problem of attracting highly skilled migrants is also highlighted in Ariu A., Docquier F., Squicciarini M., in which the authors state that "the quality of management contributes to a positive net inflow of highly skilled migrants; educational institutions can influence human capital through migration flows; The authors' third conclusion is based on the fact that the increase in wages in their home country will save both highly skilled and low-skilled migrants"[2].

An important conclusion is contained in the work of Dustmann C., Okatenko A. "Out-migration, wealth constraints, and the quality of local amenities", in which the authors found that "there, when the satisfaction index with local public services increases by one standard deviation, the propensity to migration drops by 8 percentage points"[3].

We agree with Docquier F.'s view that "the main reasons for the increase in migration (demographic imbalances, economic inequality, increased globalization, political instability, climate change) will have a greater impact in the near future"[4].

In Dustmann C., Okatenko A. "Out-migration, wealth constraints, and the quality of local amenities", the authors found that the main causes of migratory movements (migration intentions) of people in sub-Saharan Africa "are related to search improving the quality of local amenities - safety, utilities, transport infrastructure, housing and other"[3].

In Ruyssen I., Salomone S. "Female migration: A way out of discrimination?" The authors found that if "women are not treated with respect and dignity in their home country, then they have a higher stile for migration abroad. The likelihood of these migratory intentions turning into real preparation depends on more traditional determinants, such as family income, the impact of the network and family responsibilities"[5].

In the works of contemporary researchers, it is noted that gender imbalances prevent women from actually going abroad. On the other hand, according to Docquier F., Marfouk A., Salomone S. and Sekkat K. "Are Skilled Women More Migratory than Skilled Men?"[6], "Highly

skilled women show much higher rates of emigration than highly skilled men. Since the human capital of a woman is usually seen as a key component for the development of the economy and a person, the large and growing emigration of women will have serious negative consequences for developing countries. Then it is important to understand the reasons for this obvious gender gap in highly skilled emigration. " The impact of gender equality on the activation of migration processes is presented in the work of Baudasse T., Bazillier R.[7].

A.R. Kuznetsova's work investigated the causes of migration movements in the European Union, inequality and poverty, the impact of migration movements on labor market formation in the European Union [8], migration processes and their impact on the labor market in Poland and neighboring countries [9], the Baltic Sea Region in the demographic dimension [10].

Thus, modern scientists interpret the causes of migratory movements in different ways. Some scientists believe that these may be gender-related reasons, others believe that the education of migrants is important and the possibility of applying their qualifications in another new country. Still others believe that the reasons for migration movements can be economic reasons. At the same time, the whole world clearly understands that the "strongest" survives in any situation, that is, the one who possesses the largest set of key competencies that are in demand in the labor market of the host countries.

IV. STATISTICAL DATA ANALYSIS

Eurostat's official data suggests that the largest percentage of migrants who received citizenship in host countries for the period from 2006 to 2017 noted in Portugal - 73.3%, in Latvia - 56.6%, in Sweden - 38.9%, in France - 37%, in Estonia - 29.7%, in Belgium - 29.3%, in the UK - 28.2%, in Croatia - 27.8%, in Liechtenstein - 27.2%, in Greece - 26%, in Switzerland - 25.9%, in Italy - 25.4%, in Spain - 24.4% in Finland - 24%, in Bulgaria - 22.3%, in Norway - 21.5%, in Hungary - 21.5%, in the Netherlands - 20.5%, in Cyprus - 17.4%, in Germany - 14.5% and in others [25].

Consider information on migration movements in recipient countries and in donor countries, as well as the percentage of people who received citizenship in table 1.

LTE - Total number of long-term emigrants leaving from the reporting country during the reference year, LTI - Total number of long-term immigrants arriving into the reporting country during the reference year, GC - Number of grants of citizenship of the reporting country to persons usually resident in the reporting country who have previously been citizens of another country or who have been stateless, RC - Percentage of people who received citizenship from among the migrants who arrived, BD - Balance of departures from the country, BI - Balance of influx into the country of migrants.

TABLE 1. MIGRATION MOVEMENTS IN COUNTRIES RECIPIENTS AND IN DONOR COUNTRIES AS WELL AS THE PERCENTAGE OF PEOPLE WHO RECEIVED CITIZENSHIP [17]

Countries	LTE, people	LTI, people	GC, people	RC, %	BD, people	BI, people
Austria	678620	1184990	118583	10,0	-	506370
Belgium	892161	1336510	391366	29,3	-	444349
Bulgaria	159604	132910	29583	22,3	26694	-
Croatia	227839	148295	41224	27,8	79544	-
Cyprus	139893	213006	37024	17,4	-	73113
Czechia	476534	671836	29508	4,4	-	195302
Denmark	534737	740195	76893	10,4	-	205458
Estonia	87334	78552	23359	29,7	8782	-
Finland	169507	349584	84036	24,0	-	180077
France	3236253	3934895	1456978	37,0	-	698642
Germany	5067064	8925050	1317796	14,8	-	385798 6
Greece	987748	840804	218869	26,0	146944	-
Hungary	280080	476459	102541	21,5	-	196379
Iceland	63308	87803	6855	7,8	-	24495
Ireland	811951	949534	137530	14,5	-	137583
Italy	1259705	4489336	1138120	25,4	-	322963 1
Latvia	292855	98090	55534	56,6	194765	-
Liechtenstein	4668	6294	1711	27,2	-	1626
Lithuania	523373	181844	2902	1,6	341529	-
Luxembourg	129859	236744	37257	15,7	-	106885
Malta	59468	120395	8553	7,1	-	60927
Moldova	7172	2070	-	-	5102	-5102
Netherlands	1233372	1686363	346184	20,5	-	452991
Norway	294761	741928	164479	22,2	-	447167
Poland	2359918	1838362	36971	2,0	521556	-
Portugal	384223	309805	226966	73,3	74418	-
Romania	2092259	1476975	31649	2,1	615284	-
Slovakia	30556	77221	5988	7,8	-	46665
Slovenia	177688	233287	19985	8,6	-	55599
Spain	4269724	5702454	1393999	24,4	-	143273 0
Sweden	575919	1381558	537037	38,9	-	805639
Switzerland	1227353	1860516	482703	25,9	-	633163
United Kingdom	4128975	6890203	1941311	28,2	-	276122 8
EU (27)	-	-	8401515	-	-	-
EU (28)	-	-	8429499	-	-	-
Armenia	15514	2447	162	6,6	13067	-
Azerbaijan	3083	1954	-	-	1129	-
Kyrgyzstan	89031	7380	-	-	81651	-
Russia	101075	473350	-	-	-	372275
Tajikistan	8334	1042	-	-	7292	-
Uzbekistan	71608	6418	-	-	65190	-
Belarus	17977	14155	13629	96,3	3822	-

Source: calculated from data Eurostat official website: <https://ec.europa.eu/eurostat/data/database> [17]

From the data presented in the table, it follows that among the countries of the European space, 23 countries are the most attractive for migrants, of which seven in the period from 2006 to 2017. the largest number of migrants arrived: Germany (migration balance was 3858 thousand people), Italy (3229.6 thousand people), Great Britain (2,761 thousand people), Spain (1,433 thousand people), Sweden (806 thousand people), France (699 thousand people), Switzerland (633 thousand people). Among the countries from which people actively leave, is 10: Romania, Poland, Lithuania, Latvia, Greece, Croatia, Portugal, Bulgaria, Estonia, Moldova.

Among the countries of the former Soviet space, from where people are actively migrating, the following should be distinguished: Kurgizstan (the balance of migration outflow was 81.6 thousand people), Uzbekistan (65.2 thousand people), Armenia (13.1 thousand people), Tajikistan (7.3%). thousand people), Belarus (more than 3.8 thousand people), Azerbaijan (more than 1.1 thousand people). In the Russian Federation for the period from 2006 to 2017. There was a balance of migration inflows in the amount of more than 372.3 thousand people. Such a relatively small number of migrant arrivals are associated with the tightening of immigration laws, the introduction of a rigid quota system, as well as increased state control over the illegal stay of migrants in the country and active deportations.

Among the countries to which the largest number of migrants arrived (recipient countries) for the period from 2006 to 2017: approximately 8,925 thousand people arrived in Germany, 5,067 thousand people left. The balance of migration growth for the period under review amounted to 3,858 thousand people, which is 23.3% of the total amount of migrants who arrived in the European Union. The share of the balance of migration flows to Italy for the period under review was 19.5%, to the UK - 16.7%, to Spain - 8.7%, to Sweden - 4.9%, to France - 4.2%, to Switzerland - 3.8%, to Austria - 3.1%, to the Netherlands - 2.7%, to Norway - 2.7%, to Belgium - 2.7%, to Denmark - 1.2%, to Hungary - 1, 2%, to the Czech Republic - 1.2%, to Finland - 1.1%, to Ireland - 0.8%, to Luxembourg - 0.6%, to Cyprus - 0.4%, Malta - 0.4 %, to Slovenia - 0.3%, to Slovakia - 0.3%, Iceland - 0.1%.

Our analysis suggests that the largest proportion of migrants who left their home countries during the period from 2006 to 2017. different: 615.3 thousand people left Romania (30.5%), 521.6 thousand people from Poland (25.9%), 341.5 thousand people from Lithuania (17%), and Latvia from 194.8 thousand people (9.7%), from Greece - 146.9 thousand people (7.3%), from Croatia - 79.5 thousand people (3.9%), from Portugal - 74.4 thousand people (3.7%), from Bulgaria 26.7 thousand people (1.3%), from Estonia - 8.8 thousand people (0.4%), from Moldova - 5.1 thousand people (0.3%) .

Consider Eurostat official information about personal transfers and remuneration of employees carried out in the

form of secondary income: personal transfers (current transfers between residents and non-residents) in Fig.1.

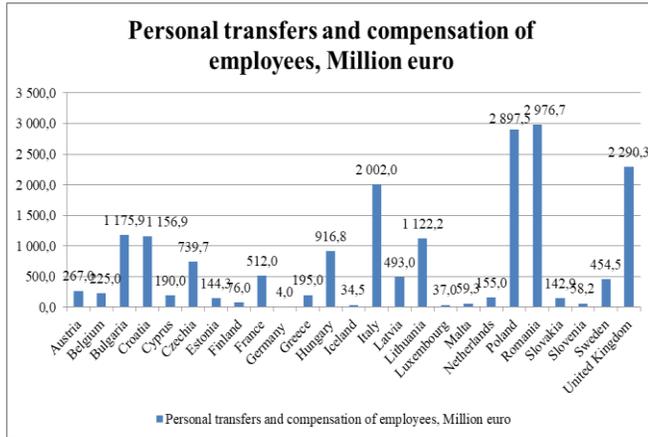


Fig. 1. Secondary income: Personal transfers (Current transfers between resident and nonresident households) in 2018

From the data presented in Figure 2, it follows that in 2018 the leading countries in personal transfers of people (current transfers between residents and non-residents) are: Romania (2976.7 million euro), Poland (2897.5 million euro), United Kingdom (2290.3 million euro), Italy (2002 million euro), Bulgaria (1175.9 million euro), Croatia (1156.9 million euro), Hungary (916.8 million euro), Czech Republic (739.7 million euro), France (512 million euro) and so on. Thus, migrants arriving in countries on a temporary or permanent basis continue to help their relatives who remain in their former homeland. Thus, there is an outflow of capital from host countries.

Each country has its own conditions for successful adaptation of migrants in the labor market. In order to identify the factors that influence the success of obtaining citizenship by migrants in receiving countries, we conducted a special correlation and regression analysis.

Based on the official data of Eurostat, we selected the indicator "Percentage of people who received citizenship from among the migrants who came" as the dependent variable. As X_1 - Labor productivity per person worked and hour worked (EU28 = 100), X_2 - Unemployment,%, X_3 - Persons who have basic or higher basic digital skills,%. Factor analysis was carried out by us in Excel. As a result of the correlation-regression analysis of factors, it was found that the relationship between them obeys the equation:

$$y = 16,4 * X_1 + 82 * X_2 + 6,6 * X_3 \quad (1)$$

A multiple correlation coefficient, equal to 0.736, indicates the average crowding of the relationship between the "Percentage of migrants who have received citizenship in receiving countries" and the factors included in the model. The multiple coefficient of determination shows that 54.2% of the variation of the indicator "Y" is explained by the variation of the factors included in the model.

The significance of the regression equation as a whole is estimated using the Fisher F-test. In this case, the null hypothesis (H_0) of the statistical insignificance of the regression equation and the indicator of closeness of communication is put forward. To do this, a comparison is made of the actual F_{fact} , equal to 8.3. Since $F_{fact} > F_{tab}$, with a probability of 95.0%, we reject the hypothesis H_0 and draw a conclusion about the statistical significance of the regression equation and the indicator of closeness of the connection.

Thus, the receipt of citizenship from among the arriving migrants is influenced by: 1) the unemployment rate; 2) labor productivity; 3) the skills of staff to work with digital technology.

V. CONCLUSION

The first phase of the study allowed to identify 23 countries that are the most attractive for migrants. We have established that it was in seven countries of the European space for the period from 2006 to 2017. The largest number of migrants arrived: Germany (migration balance was 3858 thousand people), Italy (3229.6 thousand people), Great Britain (2,761 thousand people), Spain (1,433 thousand people), Sweden (806 thousand people), France (699 thousand people), Switzerland (633 thousand people).

We found that there are ten countries that actively leave migrants: Romania, Poland, Lithuania, Latvia, Greece, Croatia, Portugal, Bulgaria, Estonia, Moldova.

The second phase of the study allowed to establish a close relationship between personal money transfers by people (current transfers between residents and non-residents) precisely in those countries from which people leave most often. Based on the official data of Eurostat, we have found that migrants arriving in countries on a temporary or permanent basis continue to help their relatives who remain in their former homeland. Thus, there is an active outflow of capital from host countries. This is especially noticeable in the example of Romania, Poland, Great Britain, Italy, Bulgaria, Croatia, Hungary, the Czech Republic and France.

The third stage of the study, in which we conducted a correlation and regression analysis, allowed to establish that the direct correlation effect with the tightness of the relationship 54.2% of the variation of the indicator Y - "The percentage of people who received citizenship from among the migrants who arrived" is due to factors: the unemployment rate, the level of labor productivity and the proportion of basic or higher basic digital skills that people possess. Thus, the level of education, competencies, and qualifications that influence the growth of labor productivity contribute to the successful acquisition of citizenship by migrants in receiving countries. However, it is also important that there is a direct and close correlation between the increase in the proportion of citizenship in host countries and the increase in the level of unemployment in them. This fact is aimed at searching for and developing

effective measures of state regulation of migration transformation processes in the nearest and further perspective to protect the local population from high unemployment.

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