

## **INFLUENCE OF MIGRATION DISPLACEMENTS ON THE FORMATION OF THE LABOUR MARKET IN THE COUNTRIES OF THE EUROPEAN UNION**

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### **Abstract**

Transformation of migration has a direct impact on the formation of the culture of the general population, level of education, spiritual development, moral values, public health, crime rates, stability of the political situation, and other factors. As a rule, the most educated part of migrants is a competition in the labour market for local residents, and less educated occupies those positions and professions that locals would not like to occupy or carry out. Managed migration processes can solve the problem of demographic crisis in the host countries, the lack of skilled labour restore the balance in the labour market. Chaotic, uncontrollable processes lead to disruption of social security processes, rising unemployment, rising crime rates and other negative consequences. Successful adaptation of migrants in the labour market depends on six key factors: 1) the actual level of education of migrants and their competencies; 2) a good knowledge of the language of the host country; 3) the sex and age of migrants; 4) psychological moods; 5) availability of jobs; 6) the desires of migrants themselves for training and labour integration. The main areas of demand are the services sector; engineering and technical sphere; the sphere of finance and the sphere of trade.

**Key words:** migration, salary, unemployment, economically active population, employment structure, labour market

**JEL Code:** JEL F22, JEL J30, JEL O15

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### **Introduction**

The issues of migration movements and their consequences have recently received a lot of attention. A positive role of migration is helping globalization. On the other hand, there is also a negative side to this issue - migration is a chaotic search by the population from developing countries to find new attractive places for life and development. Migration movements have a direct impact on both the number of economically active population, the level of unemployment, and the cost of labour, and the value of human labour.

## 1. Literature overview

In the study Bonfanti, S. and T. Xenogiani (Bonfanti, S. and T. Xenogiani, 2014) note that "while migration can make a positive contribution to the growth of the workforce, its role in balancing the effects of aging of indigenous populations will depend on the ability of countries to compare labour needs with the qualitative characteristics of migrants" (p.15). According to research Tanay Filip, Peschner Jorg, Kromen Bettina, Palvolgyi Balazs (Tanay Filip, Peschner Jorg, Kromen Bettina, Palvolgyi Balazs, 2016), „refugees face serious challenges to integration. They tend to be more prone to poverty, most likely to be less educated, less economically active and less busy (especially if they are women)” (p.1). This conclusion is confirmed by other researchers. According to Musset Pauline, "among not many young people living in Finland who do not have a good education and highly skilled skills, there is a very high risk of marginalization in inactivity or unemployment, which leads to serious damage to their prospects" (Musset Pauline, 2015) (p.23).

In 2014, "one in five refugees between the ages of 15 and 64 had a high level of education; less than half have only a junior secondary education. "Good education, in our opinion, is the main condition for successful integration into the migrant labour market. It improves employment prospects, improves social integration."

An interesting conclusion is summarized in study by Hainmuller Jens, Hangartner Dominic, Lawrence Duncan, according to which each subsequent year of waiting reduces the subsequent level of employment by 4-5 percentage points, which is 16-23% less than the average estimate. This "harmful effect", according to the author, is extremely stable in different subgroups of refugees stratified by sex, origin, age of arrival, language region. At the same time, expectation weakens the work of refugees through psychological disappointment, rather than a mechanism of atrophy of professional skills (Hainmuller Jens, Hangartner Dominic, Lawrence Duncan, 2016). We agree with the opinion of the authors that this harmful effect is extremely stable in different subgroups of refugees stratified by sex, origin, age of arrival and selected linguistic region. The idea that waiting weakens the work of refugees through psychological disappointment, rather than the mechanism of skill atrophy, is absolutely correct.

In the opinion of Chiswick Barry R., Miller Pual W. "The level of income of migrants directly depends on their knowledge of the language of the host country" (Chiswick Barry R., Miller Pual W., 2015). The authors also note that "the choice of destination depends on the"

language distance "of the migrant's linguistic skills and the requirements of the destination country." Lack of a language barrier, good knowledge of the language can be the basis for the successful integration of migrants and refugees into labour processes.

According to the OCED study The first assessment based on the special module of the EU 2014 labour force survey: How refugees work in the labour market in Europe, "refugees are concentrated in a small number of countries. Only four-fifths of all refugees live in Germany, the United Kingdom, Sweden, and France. Another additional 10% live in Belgium and Austria". 660 thousand refugees lived in Germany, 300 thousand refugees lived in Great Britain. Among the main reasons for migration from 1.8 million migrants surveyed, 52% of migrants indicate their family reasons, 25% work, 7% for studies. Among the migrants surveyed, 78% of Iranians and 54% of Syrians claim that they attended the upper secondary school. Only 27% of Afghans have never attended school. It is possible that the self-assessment of qualifications by asylum-seekers is overestimated in the hope that this will increase their chances of asylum.

## **2. Analysis of official Eurostat data on international migration issues.**

The total population of the countries of the European Union for the period from 2007 to 2017 increased by about 2.4%. Approximately the same number of economically active population increased (by 2.4%). In Germany, the share of the economically active population is the highest and amounts to 17.5% of the total economically active population of the European Union. In the second place, France (12%), followed by Italy (10.6%), Spain (9.5%), Poland (7.1%), Netherlands (3.7%) and France etc. In all these countries, the number of economically active population has increased over the past ten years. It is important to note that in the European Union there are a number of countries in which the number of economically active population has decreased over the past ten years. Among them: Latvia (the reduction of the economically active population in this country was 12%), Romania (8.3%), Bulgaria (7.2%), Portugal (4.9%), Croatia (4.1%), Lithuania (3.6%), Greece (3.3%), Slovenia (2.5%), Ireland (1.4%), Finland (1%).

The number of economically active population depends on social and economic factors, on the level and quality of life in the country, on the index of human development. Leading countries of the European Union attract a significant number of migrants. Between 2007 and 2017, about 7 million people arrived in Germany, and only about 4 million people left the country. In Spain, about 5 million people arrived, and 3.6 million people left. In Italy,

more than 3.8 million people arrived, and only 947,000 people left. Almost 3.2 million people arrived in France, and 2.6 million people left. In Switzerland there were only about 1.6 million people, 982 thousand people left. As a rule, the most educated part of migrants makes a competition in the labour market for local residents, and the less educated occupies those positions and professions that locals would not like to occupy. There are countries in which there is a stable migration outflow of the population. Migration transformations have a direct impact on the formation of the culture of the bulk of the population, the level of its education, spiritual development, the formation of moral values, public health, the level of crime, the stability of the political situation and other factors. The tasks of our research include studying the multifaceted consequences of the impact of migration movements.

According to Eurostat data, for the period from 1990 to 2016 per 1000 inhabitants, on average for 27 years, the highest level of migration growth is recorded in Luxembourg (on average from 10 to 12.4 people per 1000 population), in Iceland (from -3.9 people to 12.2 people per 1000 population), in Sweden (from 4 to 11.9 people per 1000 population), in Malta (from 2.4 people to 11.2 people per 1000 population), in Germany (from 16.3 to 9.4 people), in Austria (from 7.6 to 8.7 people per 1000 population), in Switzerland (from 9.4 people to 8.1 people per 1000 population), in Denmark (from 1.7 to 5.7 people per 1000 population), in the Netherlands (from 3.3 to 4.6 people per 1000 population), in Ireland (from -2.2 people to 3.5 people per 1000 population), in Finland (from 1.7 people to 3.1 people per 1000 population), in Cyprus (from 15 to 22.9 people per 1000 population) and so on.

Migration outflow is observed in Latvia (from -4.9 people to -6.2 people per 1000 population), in Croatia (from 1.3 to -5.4 people per 1000 population), in Lithuania (from -2, 4 to -10.5 people), in Bulgaria (from -10.9 to -1.3 people per 1000 population), in Estonia (from -3.6 to 0.8 people per 1000), in Poland (from -0.3 to 0.3 people), in Romania (from -3.7 to -2.7 people per 1000 population).

### **3. Attractive countries for migrants and demanded specialties.**

According to official data of the employment service, in the European Union there are an average of about 1.3 million jobs per year (The Guardian, 2018). The largest number of vacancies was observed in Germany (33%), in the United Kingdom (25.8%), France (4.4%), Sweden (4.4%), Austria (4.1%), in the Netherlands (2.5%), in the Czech Republic (2.4%) and in others.

Consider the information on the most attractive occupations in Germany. In 2017, Germany had 422,529 job vacancies. Among which there are five most popular specialties: 1)

Electrical and electronics mechanics and fitters; 2) Architects engineers and related professionals; 3) Machinery mechanics and fitters; 4) Housekeeping and restaurant services workers; 5) Building finishers and related trades.

In 2017, United Kingdom had 331,388 vacant jobs. Among them the most popular were four types of specialties: 1) Shop salespersons and demonstrators; 2) Finance and sales; 3) Client information clerks; 4) Stall and market salespersons.

In France in 2017 there were 56,733 vacant jobs. Among them, five were the most in demand: 1) Housekeeping and restaurant services workers; 2) Finance and sales; 3) Production and operation department managers; 4) Specialist managers; 5) Physical and engineering science technicians.

Sweden had 56,306 job vacancies. Among which the five most popular were: 1) Street vendors; 2) Domestic and related helpers; 3) Motor vehicle drivers; 4) Messengers (porters) doorkeepers; 5) Metal and mineral products machine operators.

In 2017, Austria had only 53,056 vacancies. Among them there are five most popular specialties: 1) Housekeeping and restaurant services workers; 2) Shop salespersons; 3) Physical and engineering science technicians; 4) Machinery mechanics and fitters; 5) Electrical and electronic mechanics and fitters.

In the Netherlands there were only 32,257 vacancies. The most popular were the five main specialties: 1) Physical and engineering science technicians; 2) Building finishers and related trades; 3) Finance and sales; 4) Machinery mechanics and fitters; 5) Architects / engineers.

In the Czech Republic in 2017 there were 30,735 vacant jobs (2.4% of the total number of vacancies in the European Union). Among them there are five most popular specialties: 1) Housekeeping and restaurant services workers; 2) Finance and sales; 3) Physical and engineering science technicians; 4) Blacksmiths toolmakers and related trades; 5) Motor vehicle drivers.

Thus, our analysis of the data showed that the most popular professions currently in the European Union are: 1) Housekeeping and restaurant services workers; 2) Physical and engineering science technicians; 3) Machinery mechanics and fitters; 4) Finance and sales; 5) Electrical and electronic mechanics and fitters; 6) Architects engineers and related professionals; 7) Building finishers and related trades; 8) Shop salespersons and demonstrators; 9) Motor vehicle drivers. The main areas in demand are the services sector; engineering and technical specialties; the sphere of finance and trade.

#### 4. The consequences of migration movements and protection measures for local people.

In regions where there is a large number of refugees arriving, the burden on social infrastructure increases, crime increases (in Germany there were outbreaks of violence during peak of their migration crisis), social tension increases in society.

According to research Darkmoon L. (2017) built on surveys of migrants, "every migrant from Syria who has come to Germany can have seven to eight children, and if every man, according to Muslim customs, has the right to have four wives, then every man can have up to 32 children ". Local residents of the European Union, at best have one or two children. Thus the danger and likelihood of a peaceful conquest of the European territory by migrants in the next 20-50 years is very high.

**Tab. 1: Crime, violence or vandalism in the area - EU-SILC survey (in percentage)**

GEO/TIME	2008	2010	2011	2012	2013	2014	2015	2016	2016/2008 (+/-)
Netherlands	14,8	16,8	18,6	18,3	18,1	18,5	17,4	16,9	+2,1
Luxembourg	10,6	10,2	10,7	14,4	12,9	16,8	14,9	12,2	+1,6
Austria	11,0	13,4	12,1	11,7	11,3	13,4	12,9	12,4	+1,4
Germany	13,0	12,0	12,9	12,5	13,5	13,1	13,8	14,1	+1,1
Romania	13,1	15,4	16,3	13,7	15,7	14,5	13,1	14,1	+1,0
Malta	9,7	10,4	12,7	12,6	12,9	12,0	11,4	10,4	+0,7
Italy	14,2	12,7	14,5	14,9	16,0	18,0	19,4	14,7	+0,5
Bulgaria	24,7	27,7	27,2	26,9	25,8	26,8	26,3	25,0	+0,3
France	14,8	15,6	14,8	14,7	16,8	15,3	14,2	14,8	+0,0
Greece	12,0	19,1	20,1	20,1	19,0	16,1	12,8	11,8	-0,2
Slovenia	8,7	9,3	8,6	8,1	9,1	10,1	9,2	8,5	-0,2
Cyprus	10,1	12,7	15,0	15,5	15,3	11,9	12,0	9,8	-0,3
Norway	5,2	5,5	4,9	6,0	4,6	4,0	5,7	4,6	-0,6
Sweden	13,6	10,4	11,3	10,6	10,1	10,7	10,9	12,7	-0,9
Iceland	3,3	3,7	2,3	3,4	2,2	2,1	2,2	2,2	-1,1
Switzerland	12,2	13,6	12,3	16,5	14,5	14,7	11,9	10,9	-1,3
European Union	14,7	14,4	14,2	13,7	14,6	14,1	13,7	13,1	-1,6
Poland	7,3	6,5	6,3	6,3	6,4	6,4	5,8	5,6	-1,7
Lithuania	5,1	5,3	4,8	5,0	6,4	4,8	4,6	3,4	-1,7
Czech Republic	13,9	15,4	15,0	13,2	13,9	13,5	12,0	11,7	-2,2
Ireland	12,2	10,2	10,4	10,7	11,9	11,0	11,0	9,9	-2,3
Belgium	15,8	17,5	15,6	14,5	19,4	16,2	16,1	13,4	-2,4
Slovakia	9,3	10,2	10,0	9,6	8,9	8,7	7,3	6,9	-2,4
Hungary	13,1	11,7	10,9	10,4	12,6	13,9	10,6	9,7	-3,4
Portugal	11,7	11,3	10,1	10,9	13,3	11,6	10,5	7,8	-3,9
Spain	14,7	13,0	10,8	10,1	14,2	11,9	10,0	10,3	-4,4

GEO/TIME	2008	2010	2011	2012	2013	2014	2015	2016	2016/2008 (+/-)
Finland	13,1	8,7	8,3	8,6	9,0	7,0	7,3	6,5	-6,6
Denmark	16,2	14,2	15,7	9,9	9,2	9,1	7,7	8,4	-7,8
Estonia	17,2	18,0	14,5	15,7	12,3	12,3	11,8	9,2	-8,0
United Kingdom	24,8	23,1	20,7	19,7	17,4	16,5	16,6	16,8	-8,0
Latvia	28,7	23,8	19,0	17,0	12,0	13,0	11,8	10,0	-18,7
Turkey	11,3	10,9	10,7	8,5	9,7	10,6	11,2	-	-

Source: Official website of the statistics of the European Union [http://ec.europa.eu/eurostat/en/web/products-datasets/-/ILC\\_MDDW03](http://ec.europa.eu/eurostat/en/web/products-datasets/-/ILC_MDDW03)

According to Eurostat, the number of crimes, incidents of violence or vandalism in the countries of the European Union has not changed in the same way. Over the period from 2008 to 2016 in the Netherlands, their share increased by 2.1 percentage points (from 14.8% to 16.9%), in Luxembourg by 1.6 percentage points (10.6% to 12.2%), in Austria by 1.4 percentage points (11% to 12.4%), in Germany by 1.1 percentage points (from 13% to 14.1%), in Romania by 1 percentage point (from 13.1% up to 14.1%), in Malta by 0.7 percentage points (from 9.7 to 10.4%). A significant decrease in the level of crime is registered in Latvia (from 28.7% to 10%), in the United Kingdom (from 24.8% to 16.8%), in Denmark (from 16.2% to 8.4%) and so forth. From the data presented, we see that in Turkey in 2012 and in 2013, the level of crime began to decline, but in 2014 again its growth was outlined.

To protect the local population from the huge number of migrants and manage this situation, the European Migration Network (EMN) has developed more than a hundred different measures. This is detailed in Sanderson Sertan work. According to a study by Sanderson Sertan (Sanderson Sertan, 2018), the Federal Bureau for Migration and Refugees (BAMF) was established in Germany to solve the problems of migration flow growth in Germany. At the same time "from 25 branches in the beginning of 2014 the network of BAFM has increased by more than 140 offices in 80 places by the end of 2016" (Sanderson Sertan, 2018). The author notes that in addition to hiring thousands of new employees to work with migrants in these offices, more staff is needed in schools for migrant children, in administrative courts, in youth offices, and in social advisory agencies throughout Germany. Across the country, charities had to hire thousands of new employees in areas such as social work, housing support, social welfare services for youth and psychosocial counseling. In addition, the influx of migrants began to pose certain problems for law enforcement agencies, which required changes in the collection of police and intelligence data, monitoring of

extremist actions among refugees. The intensification of preventive measures to maintain law and order, the creation of more jobs, required additional government funding.

According to research by Dick E. and Schraven B. «Regional migration governance in Africa and Beyond: A Framework of Analysis» (Dick E. and Schraven B., 2018), migration processes can be both destructive and creative. It should be noted that managed migration processes can solve the problem of the demographic crisis in the host countries, the lack of a qualified workforce, and restore the balance in the labour market. Chaotic, uncontrollable processes lead to disruption of social security processes, rising unemployment, rising crime rates and other negative consequences.

### **5. Results of correlation-regression analysis.**

In order to reveal the level of influence of various factors on the average annual salary level, we performed a special correlation regression analysis. As influencing factors are selected:  $x_1$  - the proportion of people who are threatened by poverty or social exclusion by a broad group of citizenship (population aged 18 and over);  $x_2$  - specific weight of economically active population, %;  $x_3$  - the proportion of the population with a higher education, %. The tightness of the influence of factors was 38% (mean level).

$$y = -55720,7 - 250,3 * x_1 + 1543,5 * x_2 + 172,3 * x_3 \quad (1)$$

Where: factor  $X_1$  - the proportion of people who are threatened by poverty or social exclusion by a wide group of citizenship (population aged 18 and over), has a reverse effect on the average annual level of labour wages. A factor  $X_2$  - the proportion of economically active population and  $X_3$  - the proportion of the population with higher education has a direct positive impact.

In the work of Liebig Thomas, Huddleston Tom (Liebig Thomas, Huddleston Tom, 2014) the authors note that "the skills of migrants that are not used are a waste of resources, at a time when the economy is becoming less able to afford such wastes."

Thus, the success of migratory movements depends on three components: the level of education of the migrant himself, his knowledge of the language of the country of destination and the success of the choice of the country of destination (where there are jobs in accordance with the actual level of migrants' competences).

In our earlier studies, we found that the migration of highly qualified personnel or the "brain drain" for any region and country is associated with direct economic losses, in which the formation of the state and society laid common basic and professional knowledge,

preventive maintenance of diseases and assistance in maintaining health and social well-being, and economic returns are realized where migrants find work for their work. According to Dvorakova Z., Kuznetsova A., Akhmet'yanova A., "The most frequent reasons for the migration inflow are: the insecurity of people in their own country, high unemployment, low wages and some others (for example, for women, is a debilitating free home labour) and others" (Dvorakova Z., Kuznetsova A., Akhmet'yanova A., 2017). The formation of the labour market of working professions mainly due to arriving migrants contributes not only to reducing the cost of labour costs, but also in the case of illegal migration (for example, in the construction sector), to saving costs for health care, social protection, development, etc. . At the same time, this helps to reduce the price of labour, insecure the rights of labour migrants. Visiting migrants mainly occupy those jobs, which for various reasons do not apply to local residents. Illegal employment contributes to capital flight from the region. In this regard, it is necessary to intensify work on legalization of migrants' employment, organization of official payments of tax payments to the budget.

According to our research (Kuznetsova A.R., Dvořákova Z., Lankasova R., Mambetova L.R., 2016), the economic losses of the countries from which migrants leave are related to the fact that the highly educated contingent of the local population is mainly dropping out, according to the qualitative composition, to the personnel of the highest qualification. It was established that a significant number of immigrants arriving to the country before the resettlement were engaged in labour activity and were engaged in: in the construction sector - 18%, in wholesale and retail trade - 12%, in transport and communications - 10%, in manufacturing - 7%, in 7% in the provision of communal and other services, 6% in financial activities, 5% in financial management and military security, 5% in mining, 5% in the production and distribution of gas and water - 4%, in agriculture - 4%, in real estate transactions - 2%, in hotels and restaurants - 2%, in providing household services - 1%, in other industries - 11%. According to official statistics, prior to resettlement, migrants occupied positions of a worker - 44.8%, a specialist - 41.7%, another employee - 7.6%, a leader - 6%. If 90.2% of migrants worked for hire, then 4.3% of migrants provided self-employment, and 5.5% of migrants did not specify the type of previous professional activity. At the same time, only 56.2% of migrants arrived before resettlement did not work. Visiting migrants mainly occupy those jobs, which for various reasons do not apply to local residents. Illegal employment contributes to capital flight from the region. In this regard, it is necessary to intensify work on legalization of migrants' employment, organization of official payments of tax payments to the budget.

## Conclusion

Analysis of the state of migration processes shows that:

1. Managed migration processes can solve the problem of demographic crisis in the host countries, the lack of skilled labour, restore the balance in the labour market. Chaotic, uncontrollable processes lead to disruption of social security processes, rising unemployment, rising crime rates and other negative consequences.
2. Successful adaptation of migrants in the labour market depends on six key factors: 1) the actual level of education of migrants and their competencies; 2) a good knowledge of the language and not a significant distance of the language barrier of migrants in the host country; 3) the sex and age of migrants; 4) psychological moods; 5) availability of jobs; 6) the desires of migrants themselves for training and labour integration.
3. The influx of migrants into the countries of the European Union has become a problem for law enforcement agencies, which required an increase in the number of police, psychologists, social workers and others.
4. The most attractive countries for migrants were Germany, Great Britain, France, Sweden, Luxembourg, Austria, Netherlands, Malta, Denmark, Finland.
5. The highest number of vacancies was observed in Germany (33%), in the United Kingdom (25.8%), France (4.4%), Sweden (4.4%), Austria (4.1%), in the Netherlands (2.5%), in the Czech Republic (2.4%) and in others.
6. The most demanded professions in the European Union are: 1) Housekeeping and restaurant services workers; 2) Physical and engineering science technicians; 3) Machinery mechanics and fitters; 4) Finance and sales; 5) Electrical and electronic mechanics and fitters; 6) Architects engineers and related professionals; 7) Building finishers and related trades; 8) Shop salespersons and demonstrators; 9) Motor vehicle drivers.
7. The main areas of demand are the services sector; engineering and technical sphere; the sphere of finance and the sphere of trade.
8. Our correlation-regression analysis showed that the average annual wages in the European Union countries are directly influenced by the proportion of the economically active population and the proportion of the population with a higher education. The reverse influence is exerted by the proportion of people who are threatened by poverty or social exclusion by a wide group of citizenship (population aged 18 and over).

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