



Economic Challenges of Labour Mobility within the EU

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ABSTRACT

The study's relevance lies in the demographic challenges currently facing the EU, namely population ageing and declining birth rates, against the backdrop of global labour mobility. This work examines the multifaceted nature of labour migration and addresses the critical need for balanced migration management and effective integration practices. The aim is to harness the economic benefits of migration while minimising potential negative impacts on both the local population and migrants. The research aims to uncover these complex dynamics by proposing measures to enhance integration strategies and improve the efficiency of migration policies in the EU. The study's novelty and scientific value stem from its integrative approach to analysing the economic consequences of migration. It highlights the importance of comprehensive migration policies that consider migration processes' economic, social, and cultural aspects. The application of systemic, structural-functional, comparative, and statistical analysis gained insights into the impact of migration on the labour market, demographic trends, and migrant integration. The results indicate that migration can help to address labour market deficits and stimulate economic growth. It is emphasised that targeted investments in integration programmes that account for the specificities of different migrant groups are necessary. This study contributes to the scholarly and policy discussion on labour migration in the EU, providing a basis for developing more nuanced and compelling migration and integration policies.

Keywords: Labour Migration, European Union, Integration Policy, Labour Market, Demographic Challenges, Economic Regulation.

JEL Classifications: J61, J15, R23.

1. INTRODUCTION

Labour migration is a significant factor shaping the economic dynamics of European Union countries in today's globalised world. Numerous studies have explored the relationship between migration and economic development, highlighting both positive and negative aspects of this process. The introduction of this article aims to highlight the critical economic issues surrounding labour migration in European Union countries. It focuses on the challenges and opportunities that migration creates for host communities (Federico and Baglioni, 2021). Migration flows impact the labour market, social systems, and cultural and political

aspects of life in EU countries. While it can stimulate economic growth by meeting the market's demand for workers, especially in sectors with high labour demand, it also poses complex challenges for society. These challenges include adapting social services, educational systems, and the labour market to new conditions. Labour migration can positively and negatively impact the economy and society.

Additionally, the issue of labour migration is closely linked to debates on international security, national identity, and social cohesion. In this context, European Union countries are challenged with balancing openness to migrants and ensuring stability and

prosperity for their citizens. This article seeks to comprehensively analyse the economic consequences of labour migration in EU countries, considering both theoretical frameworks and empirical data (Galgóczi and Leschke, 2016). The aim is to identify challenges and opportunities for shaping an effective migration policy that contributes to the region's economic development and social stability. The analysis will focus on the impact of migration on the labour market, specifically employment, wages, and professional mobility. This study will focus on the effects of migration on the economy's structural changes, the labour market's adaptation, and the innovative potential of host countries.

The study will examine migrants' social integration and its impact on social cohesion and economic productivity. It will also analyse policies and strategies aimed at optimising migration's benefits and minimising its potential risks for socio-economic development.

The article will provide an overview of international experience in managing migration flows, focusing on the effectiveness of various models of migrant integration into the economy and society. Data from different EU countries will be analysed to identify best practices and recommendations that can be useful for developing more effective migration policies.

The article's final section will present conclusions and recommendations based on the research conducted. This will involve examining the potential of migration as a catalyst for economic development and social progress in EU countries and addressing the challenges that must be overcome to maximise the positive impact of migration on society and the economy. Additionally, this text emphasises the significance of international cooperation and policy coordination in the field of migration to achieve sustainable economic growth and social stability in the era of globalisation.

2. ANALYTICAL REVIEW OF THE LITERATURE

The literature review examines the economic aspects of labour migration in European Union countries, tracing the evolution of research on this issue from a historical perspective to contemporary challenges and policies. For example, Lucassen and Bloch's (2022) study reveals the historical context of labour migration in Europe, focusing on the period from 1600 to 1900 and demonstrating how migration flows shaped the economy of Northern Europe. This research forms the basis for understanding long-term trends and changes in migration policy.

Expanding on this theme, Galgóczi et al. (2016; 2013) analyse migration flows after the EU enlargement, studying their impact on the labour market, political reactions, and challenges arising from the Eurozone crisis. The authors discuss several issues related to labour migration, including skill mismatches, migrant return to origin countries, and the need for responsible migration policy development. The literature analysis includes the work of Cörvers et al. (2021), which provides a systematic overview of scholarly sources and studies on labour migration, its impact on labour markets in the EU, and integration challenges. It allows

for establishing a connection between historical context and contemporary research, illuminating critical directions in analysing migration processes.

In his study, Guild (2014) analyses international law and agreements that define the main parameters for legalising migrant work, focusing on labour migration and its regulation in the European Union. The study focuses on labour migration regulation, emphasising the importance of a unified approach to ensure migrants' rights and facilitate their integration into host societies. Roos (2015) investigates the EU's policy on labour migration, developing the analysis of European migration policy and focusing on the dilemma between migrant inclusion and regulating their admission. Roos highlights the complexity of balancing opening labour markets to migrants and ensuring social cohesion and security.

When analysing the economic aspects of migration, Beyer and Smets (2015) compared the labour market adaptation to migration processes in Europe and the United States. They highlighted the differences in migration policies and their consequences for labour markets. This study emphasises the significance of flexible policies for effectively integrating migrants into the labour market. In the context of high-skilled migration, Burmann et al. (2018) analysed the flows of high-skilled labour in Europe and emphasised the EU's attractiveness to talents worldwide. The authors addressed challenges related to talent retention and their contribution to the innovative development of the economy. Josifidis et al. (2014) investigate migration flows between new and old EU members, identifying peculiarities of migration from Central and Eastern European countries. Their analysis aids in understanding how EU enlargement has affected migration trends and European labour markets.

Kancs and Kielyte (2010) investigate the effects of European integration on labour migration, emphasising the changes in migration flows due to political and economic integration processes within the EU. It provides a clearer understanding of the interaction between migration and integration. Andrijasevic and Sacchetto (2016) analyse the transition from labour migration to labour mobility in Europe, examining how changes in policy and the economy affect the concept of international labour mobility. The research highlights the increasing importance of international mobility in modern economic processes. Kuptsch (2012) examines the impact of the economic crisis on labour migration policy in European countries. The author highlights how the crisis has affected the regulation of migration processes and the labour market.

In a similar vein, Dorn and Zweimüller (2021) analyse the challenges and prospects facing the EU in the context of migration flows, explicitly focusing on the integration of migrants into the labour market in Europe. The authors present a summary of current integration strategies and their efficacy. In contrast, Fernández-Reino and Rienzo's (2022) study offers a brief overview of the employment status of migrants in the UK, highlighting the significance of international experience in comprehending broader migration and integration patterns in the EU. These studies provide

a comprehensive view of labour migration's economic, political, and social aspects, which can inform further analysis and policy decisions.

The study by Brucker Juricic et al. (2021) warrants attention as it analyses the demand and shortage of labour in the EU construction sector. The authors highlight the shortage of skilled workers, which leads to the recruitment of migrant labour. It underscores the importance of integration policies to ensure stability in the labour market.

Sprengholz et al. (2021) provide a gender perspective on the integration of various migrant cohorts into the German labour market, with a focus on the transition from "guest workers" to migrants from EU countries. The study sheds light on historical changes in migration flows and contemporary challenges of gender integration in the labour market. Přívara (2021) investigates the efficiency of the labour market and emigration in Slovakia and neighbouring EU countries, highlighting the relationship between migration flows and economic conditions in the region. The author analyses how labour market policies and economic indicators influence emigration decisions. Fasani et al. (2022) examine the integration of refugees into the European labour market. The authors present evidence that the integration of refugees encounters significant challenges, highlighting the necessity to develop more effective strategies to support their entry into the labour market.

Schultz et al. (2021) analysed the political mix of immigration, examining the relative openness of countries to receiving refugees and labour migrants. The study highlights how different countries balance humanitarian obligations and economic interests in their immigration policies. In their article, Szelewa and Polakowski (2022) critically assess European solidarity and the "free movement of labour" during the pandemic. They highlight the contradictions arising in migration between Eastern and Western Europe. The authors analyse the impact of the COVID-19 crisis on migration policies and practices.

Sommarribas and Nienaber (2021) conducted a legal analysis of migration and mobility of workers from third countries to and within Europe during the COVID-19 pandemic. Their study illuminates the legal frameworks regulating migration during this crisis period. Finally, Stojanov et al. (2022) critically analyse the contemporary migration policy of the Czech Republic under the slogan "Work, not People," examining approaches to regulating labour migration and their impact on society. The study highlights the need to humanise migration policy to achieve a fairer and more integrated social structure.

The research of Lens et al. (2022) is also referred to, highlighting the characteristics of cross-border service provision by third-country workers in the European Union context. The authors identify gaps in EU migration policy that allow the use of migrant labour in a way that circumvents standard labour market protection mechanisms, emphasising the need for reforms in this area. In his analysis, Slettebak (2021) examines the effects of labour migration on the increasing inequality in Norway. The author demonstrates how the high demand for migrant labour in specific sectors can

worsen socio-economic disparities. Slettebak highlights the significance of integration policies in reducing inequality and promoting social cohesion.

The study by Mårtensson et al. (2023) analyses the relationship between the free movement of labour in the EU and social security systems. It examines how reciprocity in social institutions influences attitudes towards labour migration. The authors emphasise the importance of ensuring equal rights and obligations for migrants and residents to support a positive attitude towards migration. Kalantaryan et al. (2021) conducted a study on immigration and integration in rural areas and the agricultural sector of the EU. The study highlights specific challenges and opportunities for migrants in these regions. The research underscores the importance of developing targeted integration programmes to support migrants in rural areas.

Anderson et al. (2021) re-evaluate approaches to labour migration in COVID-19. They identify the role of migrants as "essential" workers in maintaining systemic resilience. Their analysis demonstrates how the pandemic has underscored the importance of migration policy recognising migrants' contribution to critical sectors of the economy. Astrov et al. (2021) investigate the coping mechanisms of Central and Eastern European economies in response to labour shortages, highlighting various adaptation strategies. The report emphasises the significance of flexible migration policies in promoting economic development in the region.

Seeberg (2022) analyses the integration of Syrian refugees into Jordan's labour market. The study demonstrates the role of Jordan's migration diplomacy and incentives from the EU in facilitating this process. It also highlights the complexity of refugee integration into the labour market and the significance of international support in this process. In their 2021 publication, Della Puppa et al. provide a critical and theoretical overview of intra-European mobilities and secondary migration. The authors analyse diverse pathways and experiences of migrants in the EU, underscoring the complexity of migration trajectories and the importance of policies that take this diversity into account.

The research conducted by Cortés et al. (2021) sheds light on the migration dynamics and gender relations of young Spanish au pairs in London within the context of intra-EU mobility. The study highlights the influence of gender stereotypes and cultural expectations on the migration experience, emphasising the necessity for a more profound comprehension of these processes in EU mobility policies. In their 2021 study, Langan and Price analyse the relationship between migration, development, and free trade within the EU. They highlight the paradoxical role of Economic Partnership Agreements as a factor facilitating migration. This research underscores the complexity of international economic relations and their impact on migration flows.

Karageorgiou and Noll (2022) examine the issue of solidarity in EU asylum and migration law, identifying discrepancies and gaps in contemporary migration policy. They suggest reconsidering approaches to solidarity for effective resolution of the migration

crisis in the EU. O'Reilly (2022) reviews migration theories, encompassing various approaches and perspectives on studying migration processes. This research aims to analyse migration comprehensively as a multifaceted phenomenon.

Berntsen and Skowronek (2021) reviewed studies on the impact of COVID-19 on migrant workers in the EU and the Netherlands, highlighting the challenges they faced during the pandemic. The authors emphasise the significance of safeguarding migrants' rights during crisis conditions. In their 2022 study, Hudson and Lewis explore the issue of uneven development in Southern Europe, focusing on accumulation, class, migration, and the state's role. The research highlights the interplay between economic processes and regional migration dynamics. Meanwhile, in a 2021 analysis, Mulska et al. examine the attractive migration conditions in EU countries, pointing out the migration vector from Ukraine. The study identifies the key factors influencing migration decisions and their consequences for EU countries.

Peano (2021) examines conflictual mobilities between migration, labour, and logistics in agri-food enclaves in Italy, illustrating the complexity of managing migration flows in the sector. The author emphasises the importance of ensuring migrants' rights in a globalised economy. Altenried (2021) investigates the impact of the gig economy on migrant labour, highlighting the increasing instability and working conditions of migrants. This research underscores the need for regulation to protect migrants in new forms of employment.

Phizacklea (2022) and Cohen (2023) examine the effects of migration on the labour market, with a specific emphasis on female labour and the international division of labour. These studies highlight the challenges of integrating migrants into host country economies and the complexities involved.

The aim of this study is to comprehensively analyse the economic issues of labour migration in the European Union countries. The study will focus on the impact of migration processes on the labour market, demographic structure, social security, and integration policies. The research seeks to identify and assess the positive and negative aspects of labour migration. Additionally, recommendations will be developed for improving EU integration strategies and migration policy. The research goal includes identifying ways to optimise the interaction between migrants and host communities to promote social cohesion and economic development.

The study's methodology takes a comprehensive approach to examining the economic issues of labour migration in European Union countries. It integrates various analysis methods to ensure a deep understanding of the phenomenon. A systemic approach is used to understand labour migration as a complex system that interacts with society's economic, social, political, and cultural aspects. This approach enables the assessment of the impact of migration processes on various spheres of life in host countries and the identification of critical factors that influence migrant integration. Structural-functional analysis is used to study the role of migration in the functioning of socio-economic structures,

including the labour market, social security system, and integration processes. This method considers migration a mechanism contributing to society's adaptation to changing conditions and challenges. It uses comparative analysis to evaluate the differences between EU countries in their approaches to migration management and migrant integration. Through this comparison, the most effective strategies and practices can be identified, and an understanding of how contextual factors influence the success of integration efforts can be gained. Analysis and synthesis process and interpret theoretical information and empirical data. These methods enable the systematic organisation of a large amount of information, identification of key trends and patterns, and formulation of generalised conclusions regarding the impact of migration on the economy and society. Statistical data analysis involves assessing the actual state of affairs in the field of migration and integration. This method is crucial for validating theoretical assumptions with empirical data and ensuring the practical significance of the research. By applying this comprehensive methodology, a systematic analysis of the economic, social, and political aspects of labour migration in EU countries can be conducted, leading to well-founded recommendations for improving integration policies and strategies.

3. RESULTS

I. Labour migration is a crucial aspect of economic relations and social change in European Union countries in the context of globalisation. To gain a deeper understanding of the reasons, mechanisms, and consequences of migration processes, studying the theoretical foundations of migration is essential. This section explores the primary theoretical approaches to migration, including economic, sociological, and political theories that shape the contemporary understanding of labour migration (Levytska et al., 2020).

Economic theories of migration view migration flows as a result of individuals' rational choice to maximise their income and well-being. The theory of "push" and "pull" factors, proposed by Everett Lee, is a key concept. It highlights the economic, political, and social conditions that push or pull migrants from their countries of origin and attract them to their destination countries.

Furthermore, V. Lewis' dual-sector theory examines migration from rural to urban areas as people transition from traditional agrarian economies to industrialised ones. The theory suggests that migration is a means of income equalisation between sectors.

Sociological theories of migration focus on the social aspects of migration processes. It includes the role of migration networks, social capital, and the integration of migrants into host societies. The migration systems theory considers migration as an interaction between countries of origin, transit, and destination. Complex economic, social, and political interrelations shape migration flows. This theory highlights the significance of perceiving migration as a dynamic process in which migrants play an active role in shaping the development of both origin and destination countries (Lucarelli, 2021).

It elucidates how personal and group connections among migrants, their families, or friends in destination countries facilitate migration movements by reducing the associated costs and risks and providing informational support (Kussainov et al., 2023; Melnyk et al., 2022). These networks not only facilitate the migration process but also play an important role in migrants' adaptation to new social conditions.

Political migration theories examine the influence of government policies and international relations on migration flows. They investigate how legislative acts, security policies, and bilateral agreements between countries affect migration decisions, using migration as a political and economic regulation tool.

Applying these theoretical approaches in our research has enabled us to gain a deeper understanding of the complexity of migration processes and their impact on the economies and societies of European Union countries. Special attention has been given to analysing integration challenges and developing recommendations for improving migrant integration policies. The research highlights the significance of considering migration's economic, social, and cultural aspects when developing more effective migration management strategies and promoting migrant integration in the EU.

II. The economic impact of labour migration on European Union countries is complex and contradictory. Migration can have positive and negative consequences for receiving economies, affecting the labour market, demographics, social security, public finances, and cultural diversity. This section examines the main economic impacts of migration based on empirical data and theoretical analyses.

Migration's impact on the labour market in receiving countries is widely discussed. It is argued that labour migration can address shortages in sectors with high worker demand, such as agriculture, construction, and caregiving (King et al., 2021). However, there are concerns about the potential impact of migration on the employment and wages of local workers. Empirical studies indicate that although migration may increase competition for low-skilled jobs, its overall impact on the employment and wages of the local population is limited.

The statistical information presented in the following graph (Eurostat, 2022) supports this claim (Figure 1).

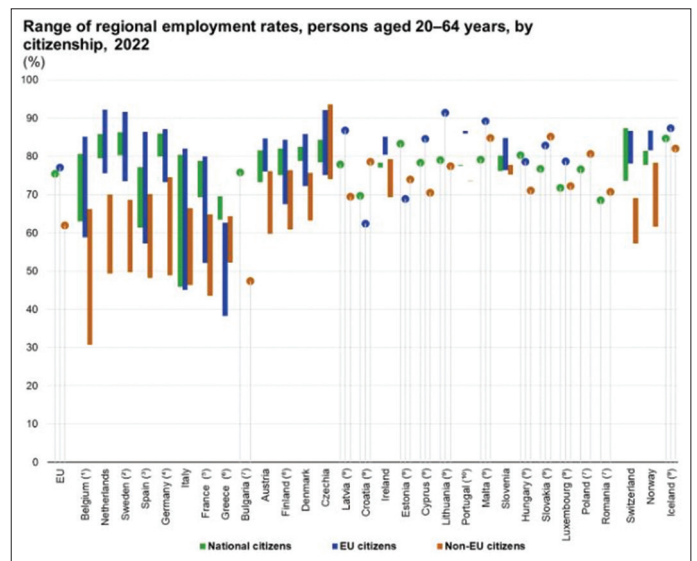
The Figure 1 shows the range of regional employment levels among individuals aged 20–64 in different countries of the European Union in 2022. The data is categorised into three groups: citizens of the country, citizens of other EU countries, and citizens of non-EU countries. The graph displays the percentage of employed individuals in each region of every country, ranging from the minimum to the maximum. The points represent the average employment level for each of these three categories.

Upon analysing the presented data, it is evident that there is significant variability in employment levels among country citizens, citizens of other EU countries, and citizens from non-EU countries. This highlights the importance of developing targeted

integration strategies and employment policies that consider the specific characteristics of each of these groups. The high level of employment indicators among non-EU migrants suggests potential difficulties in accessing employment, which requires further analysis and political intervention.

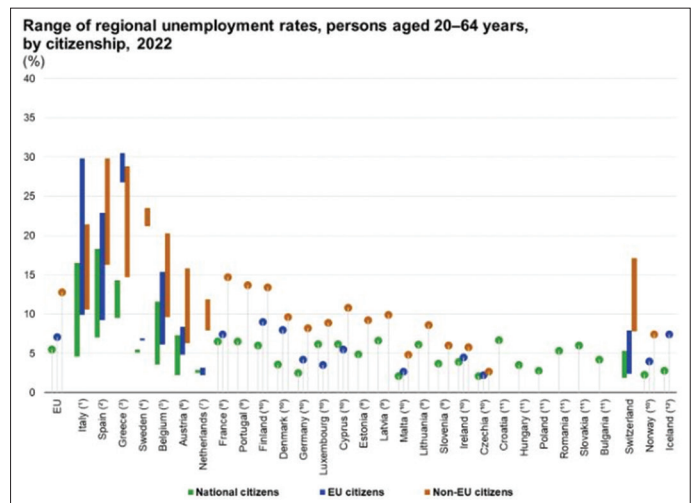
Consider the following graph, which illustrates the range of regional unemployment levels among individuals aged 20–64 by citizenship in 2022. The data is divided into three categories: national, EU, and non-EU citizens. The bars indicate the difference in unemployment levels between regions within each country, while the points show the average indicators for each group (Eurostat, 2022) (Figure 2).

Figure 1: Range of regional employment rates, persons aged 20–64 years



Source: Migrant integration statistics - Regional labour market indicators (Eurostat, 2022)

Figure 2: Range of regional unemployment rates, persons aged 20–64 years



Source: Migrant integration statistics - Regional labour market indicators (Eurostat, 2022)

The Figure 2 shows a notable difference in unemployment rates between national citizens, citizens of other EU countries, and citizens from non-EU countries. It highlights the varying migration experiences of different groups. It is essential to focus on countries with high unemployment rates among non-EU migrants, as this may indicate inadequate integration policies and support programmes. These data provide valuable insights for developing more effective labour market strategies and social protection policies to increase employment levels and reduce unemployment among migrants.

Additionally, migration significantly impacts the demographic structure of EU countries, particularly in the context of ageing populations and declining birth rates. Due to migrants' younger age and higher birth rates, migration can positively impact the age structure and social security systems of recipient countries. However, successful integration and education are necessary for the long-term social and economic adaptation of migrants.

Research indicates that migration can also increase tax revenues from migrant workers, resulting in a positive impact on the public finances of recipient countries. At the same time, there are expenses for social services, education, and integration programmes (Kovtunyk et al., 2023; Bielousov et al., 2023). The impact of migration on public finances depends on various factors, including the skill level of migrants, their age structure, and the speed of integration into the economy and society of the recipient country.

Migration fosters cultural diversity and can stimulate innovation by exchanging knowledge and ideas between countries. Migrants contribute significantly to scientific research, technological development, and entrepreneurship, enriching the economy of host countries with new perspectives and skills. However, challenges arise when integrating migrants and ensuring social cohesion in diverse societies.

The economic impact of labour migration on EU countries is a complex and multidimensional issue. Policymakers must adopt a balanced approach to managing migration processes to optimise the positive aspects of migration while minimising potential negative consequences. It is vital to ensuring sustainable economic development and social cohesion in Europe.

Considerable attention is given to developing and implementing integration policies that effectively exploit migrants' potential while safeguarding the rights and interests of the local population. Modern challenges in migration policy require a comprehensive approach that considers the economic, social, cultural, and political aspects of migration processes (Niemann & Zaun, 2023).

In this context, research that focuses on adapting education and vocational training systems to the needs of migrants, developing effective social integration programmes, and implementing mechanisms to facilitate mutual adaptation of migrants and host societies is particularly relevant.

The growing workforce mobility within the European Union presents new economic development and cultural exchange

prospects. However, it also poses complex challenges for member states in managing migration processes. To address these challenges, a balanced approach is required to consider the interests of migrants and host communities, intending to create mutually beneficial conditions for all parties involved.

This section examines the economic impact of labour migration on EU countries, highlighting its complexity and multidimensionality. It emphasises the importance of integrating theoretical knowledge and practical experience in migration management policy.

III. Effectively integrating migrants into new societies and economies poses a significant challenge for European Union countries. To achieve this, comprehensive policies that promote social cohesion, economic integration, and cultural diversity must be developed and implemented. This task is crucial given the increasing migration flows and the need to ensure regional stability and prosperity. This section analyses critical aspects of integration policies and strategies, focusing on both pan-European initiatives and specific national programmes.

Migration is one of the most pertinent topics in today's global economy and international economic relations, particularly within the EU. Germany, situated at the heart of Europe, plays a crucial role in migration processes, and regulating these processes has become one of the country's most crucial tasks. With the increasing flow of migration, changes in its nature, and the rising number of refugees, it is important to consider current trends and strategies for managing this process. Socio-economic challenges linked to migration are becoming increasingly relevant for Germany and other European Union countries. On the one hand, migration can enrich the cultural and human capital of the host country (Kozhyna, et al., 2022; Semenets-Orlova, et al., 2022). On the other hand, it can create tension in the labour market and the housing sector and provoke social conflicts (Kovtunyk, et al., 2023).

Germany has a diverse and multifaceted migration policy covering various issues, including economic migration, refugees, and integration. For instance, in 2019, a new law was adopted to attract highly qualified professionals from abroad to the German labour market (Statistisches Bundesamt, 2021). This policy aims to fill vacancies in sectors with a noticeable labour shortage.

Germany and the EU face several challenges in the area of migration, among them the asylum policy. The increasing number of refugees and migrants seeking asylum in Germany raises questions about the effectiveness of the asylum system. Ensuring a rapid and fair process for considering asylum applications is necessary. Integration: One of the critical issues is the effective integration of migrants into German society. It includes access to education, work, housing, and medical care. Combating illegal migration: Germany and the EU continually fight against illegal migration, strengthening border controls and collaborating with source countries.

Germany and the EU are developing various strategies for effectively regulating migration. Economic migration: Germany

actively attracts qualified workers from abroad by simplifying the procedures for obtaining work visas and creating integration programmes in the labour market (Bundesamt für Migration und Flüchtlinge, 2020). Asylum policy: Germany focuses on creating rapid and effective mechanisms for considering asylum applications and supporting refugees in their integration process (Migration Policy Institute, 2021). International cooperation: The EU, in conjunction with Germany, engages in dialogue with migrant-supplying countries to reduce the flows of illegal migration and support the development of relevant regions (European Council on Refugees and Exiles, 2021).

Within the framework of migration regulation strategies in Germany and the EU, several successful initiatives can be highlighted: Blue Card Programme: This programme allows qualified workers from other countries to obtain a work visa and reside in Germany for employment purposes (European Commission, 2021a). Integration courses: The German government funds a variety of integration courses for migrants, which provide language skills and knowledge about the country's culture and legal system (UNHCR, 2021). European External Action Service: The EU uses its diplomatic efforts to collaborate with migrant-supplying countries and strengthen international law and order (European External Action Service, 2021).

Germany and the EU are developing innovative strategies to solve migration issues. In particular, the EU actively collaborates with migrant-supplying countries to improve their living conditions and reduce the causes of migration (European Commission, 2021b). One of Germany's innovative strategies includes implementing electronic border control systems at borders and airports to detect illegal migrants and criminals (Bundesamt für Migration und Flüchtlinge, 2020).

Academic research in migration provides important recommendations for governments and international organisations. For example, studies are conducted on migration laws, integration programmes, and the impact of migration on the economy (Migration Policy Institute, 2021). The German authorities invest significant efforts and funds into integration programmes for migrants. One such programme is "Integration through Education", which offers opportunities for language learning, professional training, and cultural adaptation. According to the Pew Research Center (2020), this programme contributes to improving the quality of life for migrants and reducing inequality in society. It also promotes the country's economic development, as it helps migrants acquire skilled work and actively interact with the community.

Despite the positive aspects of migration, the process has associated challenges. One of the most pressing issues is controlling illegal migration and combating organised crime. According to Deutsche Welle (2021), in the future, Germany and the EU may focus more on developing effective mechanisms for migration control and regulation, mainly through improving legislation and collaborating with other countries. One of the most important aspects of migration policy is ensuring safety for migrants and the local population. Control mechanisms and

tracking systems play a crucial role in this. According to the European Migration Network, effective collaboration between law enforcement agencies in Germany and other EU countries is critical in combating illegal migration and human trafficking. It underscores the importance of international cooperation in the field of migration.

In the future, migration policy development in Germany will be determined by several factors, including demographic trends, economic conditions, and international commitments. According to an analysis by the Bertelsmann Stiftung (2021), the German government has already developed a migration policy strategy up to 2030 aimed at ensuring the integration of migrants into German society and preserving their rights. However, considering the rise of global challenges such as climate change and political crises, it is crucial to adapt migration regulation strategies continuously.

Non-governmental and non-profit organisations also play an essential role in regulating migration processes in Germany. They provide support and services for migrants, facilitate their integration into society, and advocate for protecting their rights. According to Caritas Germany (2021), organisations such as Caritas and Diakonie actively collaborate with the German government and other stakeholders to develop effective migrant support programmes.

Therefore, Germany's experience demonstrates that collaboration among EU member states is essential for effective management of migration flows. Creating joint mechanisms and strategies helps ensure security and control over migration processes in the region. Approaching the issue of migrant integration, it is vital to acknowledge the significant role of public and non-profit organisations. Their active participation in providing support and services for migrants contributes to their successful adaptation to the new society. Overall, academic research in the field of migration and its regulation in Germany highlights the need for ongoing refinement of regulatory principles and policies in this area (Melnik, 2022). Only through a comprehensive approach and collaboration of all stakeholders can effective regulation of migration processes and successful integration of migrants into the German economy and society be achieved.

The European Union develops overarching frameworks for integration policy, which include a range of principles and recommendations for member states. These frameworks aim to facilitate migrants' access to education, the labour market, and social services, as well as ensure their rights and opportunities for political participation. Pan-European initiatives, such as the European Fund for the Integration of Third-Country Nationals, are crucial in supporting national integration efforts.

Approaches to migrant integration vary significantly among EU countries, reflecting differences in historical experiences, socio-economic conditions, and political systems. National strategies may include language training, vocational education, social adaptation, and employment promotion programmes. Creating conditions for mutual adaptation of migrants and host communities is crucial. It involves providing access to essential services and

involving migrants in cultural and civic life.

Migrant integration faces various challenges, including structural barriers such as discrimination and limited access to resources, as well as social challenges related to stereotypes and xenophobia (Semenets-Orlova et al., 2022a; 2022b; 2023). The effectiveness of integration policies depends on the ability of governments and society to adapt to changing conditions, considering migrants' needs and opportunities.

Inter-sectoral cooperation involving government institutions, non-profit organisations, businesses, and migrant communities plays a crucial role in developing integration strategies. This approach enables the development of integration programmes that are more flexible and effective in meeting the diverse needs of migrant populations (Hermele, 2021).

Integration strategies for migrants in the European Union are crucial in shaping the region's future. These strategies should be based on principles of tolerance, mutual respect, and equal opportunities for all. Efforts from all stakeholders and adaptation to the dynamic migration landscape are necessary to overcome existing challenges and develop effective integration policies (Kussainov et al., 2023).

4. DISCUSSION

Discussions on the economic issues of labour migration in European Union countries are complex and multifaceted due to the diversity of experiences among member states, economic contexts, and migration policies. Three vital focal points of discussion stand out: the impact of migration on the labour market, demographic challenges, and migrant integration.

Debates surrounding the impact of migration on the labour market in European Union countries reveal the inherent ambiguity in evaluating the economic effects of migration. On the one hand, proponents of the positive impact of migration on economic growth argue that migrants fill critical gaps in the labour market, particularly in sectors with high labour demand, such as agriculture, construction, and healthcare (Milbourne & Coulson, 2021). Data shows that there are shortages of skilled and unskilled workers in certain EU regions where the local population cannot meet market demand. Migration is seen as a catalyst for economic dynamism, fostering growth and innovation.

On the other hand, concerns exist regarding the negative impact of migration on working conditions and the employment of the local population, mainly through wage depression and increased competition for jobs. Critics argue that without proper regulation, migration flows may lead to an oversupply of labour in specific sectors. It, in turn, creates pressure to lower wages and worsens working conditions (Kozhyna et al., 2022; Pylypenko et al., 2022).

Our position on this issue is that a nuanced approach, which considers the sectoral and regional contexts of migration, is necessary. It is essential to recognise that migration can have diverse impacts on different sectors of the economy and regions. Therefore,

migration and labour market policies should be adaptable and customised to the specificities of each industry and locality. A crucial factor in the successful integration of migrants into the labour market is investment in vocational training and educational programmes. These programmes aid migrants in adapting to the needs of the receiving country's economy and protect them from exploitation and discrimination (Corrado & Palumbo, 2022).

Therefore, it is crucial to adopt a balanced approach to managing labour migration that considers both labour market needs and the social aspects of integration. It will help maximise migration's positive effects while minimising its potential risks.

The demographic challenges European Union countries face, such as population ageing and declining birth rates, require a comprehensive approach to resolution. Migration undoubtedly plays a significant role in this context, offering a vital resource to support demographic stability and economic recovery. The contribution of young migrants can help balance the population's age structure, support social security systems, and promote economic growth.

However, the success of such a strategy depends on effectively integrating migrants into the host country's society and economy. It requires creating conditions for quick adaptation and ensuring full social participation, including access to education, vocational training, the labour market, social services, and healthcare.

The integration process, however, faces numerous challenges. Newly arrived migrants often face language barriers that limit their opportunities in the labour market and social life. Additionally, the recognition of qualifications and experience obtained abroad can be complex, which may force highly skilled migrants to work below their qualifications. Thirdly, social isolation and discrimination can significantly impede the integration process and harm the overall well-being of migrants. Therefore, targeted investments in integration programmes are necessary to achieve long-term positive effects from migration processes.

The integration of migrants into the society and economy of receiving countries presents numerous challenges and opportunities. Integration policies that consider the full range of migrants' needs and promote their smooth adaptation can be crucial in unlocking migration's potential to strengthen economic growth and social cohesion.

One key factor to consider during the integration process is the implementation of effective language programs. Proficiency in the host country's language is essential for successful migrant integration, as it enables migrants to participate in the labour market, education system, and social life. These programmes should be flexible and accessible, allowing migrants to quickly adapt to their new social and cultural environment (Luthra, 2021).

Access to education and employment are crucial aspects of integration. It is essential to ensure migrants have access to quality education and vocational training to achieve economic independence and social mobility. Policies aimed at recognising

qualifications obtained abroad and promoting access to the labour market can significantly facilitate the integration process for migrants.

Discrimination and social isolation present a significant obstacle to integration. Addressing these issues requires a comprehensive approach, which includes legal mechanisms to safeguard the rights of migrants, educational programmes to encourage tolerance and respect among the local population, and initiatives aimed at promoting social mixing and cultural exchange.

5. CONCLUSION

This study analyses the economic issues related to labour migration in European Union countries. It focuses on key aspects that affect the labour market, demographic structure, social welfare, and the process of migrant integration. The findings suggest that migration can help address labour market shortages and stimulate economic growth. However, balanced integration policies are necessary to achieve these benefits without negative consequences for the local population and migrants.

Effective migrant integration is crucial for ensuring social cohesion and maximising the benefits of migration processes. Policies aimed at overcoming language barriers, providing access to education and employment, and combating discrimination are key in this process. To develop the most effective strategies, it is important to consider the specificity of different migrant groups and regional contexts.

The study shows innovative approaches to analysing the impact of migration on the economy and society of EU countries. It emphasises the importance of comprehensively considering the economic, social, and cultural aspects of migration processes. The results are significant and offer new perspectives for practical use in political planning and the development of integration programmes.

The main limitation of our research and similar studies is the dynamic nature of migration flows and rapid changes in political and economic contexts, which may affect the relevance and applicability of the results obtained. Therefore, further research should focus on monitoring and analysing migration trends and assessing the long-term impact of integration policies on the economy and society.

Future scientific research in this field should focus on conducting a comparative analysis of different models of migrant integration, studying the impact of international legislation on migration processes, and developing innovative approaches to engaging migrants in the social and economic life of receiving countries.

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