



MILIMAT

**Migrants Labour Insertion in Multicultural
Agricultural Teams**



19th May 2023

SUMMARY REPORT - EUROPE

**Difficulties and opportunities for
generating successful inclusion processes
in multicultural farm teams.**



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the European Union**

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INTRODUCTION

Agriculture is a vital sector in the countries of the European Union (EU), contributing significantly to food production, employment, and rural development. The agricultural industry relies on a diverse workforce to meet the demands of its seasonal and year-round activities. In recent years, migration has played a crucial role in providing the necessary labour force in many EU countries, including both nationals and foreign workers.

Across the EU, the agricultural sector has witnessed the participation of migrant workers who contribute their skills and efforts to farming activities. The EU member states have experienced varying degrees of agricultural labour migration, with different countries attracting migrants to their rural areas. This migration phenomenon presents an opportunity to address labour shortages and promote the economic sustainability of rural communities.

However, the integration of migrant workers into the agricultural sector presents unique challenges and complexities for both migrants and farmers. Migrant workers often face various difficulties and barriers in their socio-occupational integration, while farmers encounter labour shortages and struggles in managing multicultural teams effectively. These challenges must be addressed to ensure the harmonious coexistence and productivity of the agricultural sector.

Migrant workers in the agricultural sector often encounter precarious employment conditions, limited access to labour and social rights, and language barriers. These factors hinder their integration into the local communities and can result in socio-economic inequalities. Moreover, migrant workers may possess valuable skills and knowledge from their countries of origin that could contribute to the agricultural sector's development, but the lack of recognition of their qualifications and limited opportunities for skills development can hinder their professional advancement.

On the other hand, farmers face difficulties in finding an adequate labour force, particularly during peak seasons, due to the lack of interest among national workers in agricultural work. The mismatch between labour supply and demand in the agricultural sector poses economic challenges and affects the sustainability of farming activities. Moreover, managing multicultural teams requires farmers to develop intercultural communication skills, adapt to different work styles and cultural norms, and address potential conflicts arising from cultural differences.

These challenges necessitate the implementation of comprehensive training programs and support mechanisms for both migrant workers and farmers. Migrant workers require training in language skills, intercultural communication, and knowledge of local labour regulations



INTRODUCTION

to enhance their employability, access to rights, and social integration. Simultaneously, farmers need training in leadership, intercultural management, conflict resolution, and labour regulations to effectively manage multicultural teams and create inclusive work environments.

By addressing these challenges and providing appropriate training, the agricultural sector can benefit from the diverse skills, perspectives, and cultural richness that migrant workers bring. Enhancing the integration of migrant workers and improving the capacity of farmers to manage multicultural teams can lead to improved productivity, competitiveness, and social cohesion in rural communities.

The establishment of multicultural agricultural teams brings numerous advantages, including the enrichment of perspectives, skills, and knowledge exchange. By effectively managing and integrating multicultural teams, agricultural enterprises can enhance their efficiency, productivity, and competitiveness in the globalized market. However, the successful management of multicultural teams requires specialized knowledge, intercultural communication skills, and a commitment to fostering an inclusive work environment.

This report aims to explore the situation of agriculture in the EU countries, the significance of migration in meeting labour demands, and the potential benefits of attracting migrant workers to rural areas for agricultural activities. It will also assess the challenges and difficulties faced by both migrants and farmers in the agricultural sector. Additionally, the report will provide insights and recommendations on training needs, support mechanisms, and best practices to address these challenges and promote the successful integration and socio-occupational development of migrant workers in the agricultural sector of the EU countries.

Farming figures: Structure and typology of farms

Farm structure and productions.

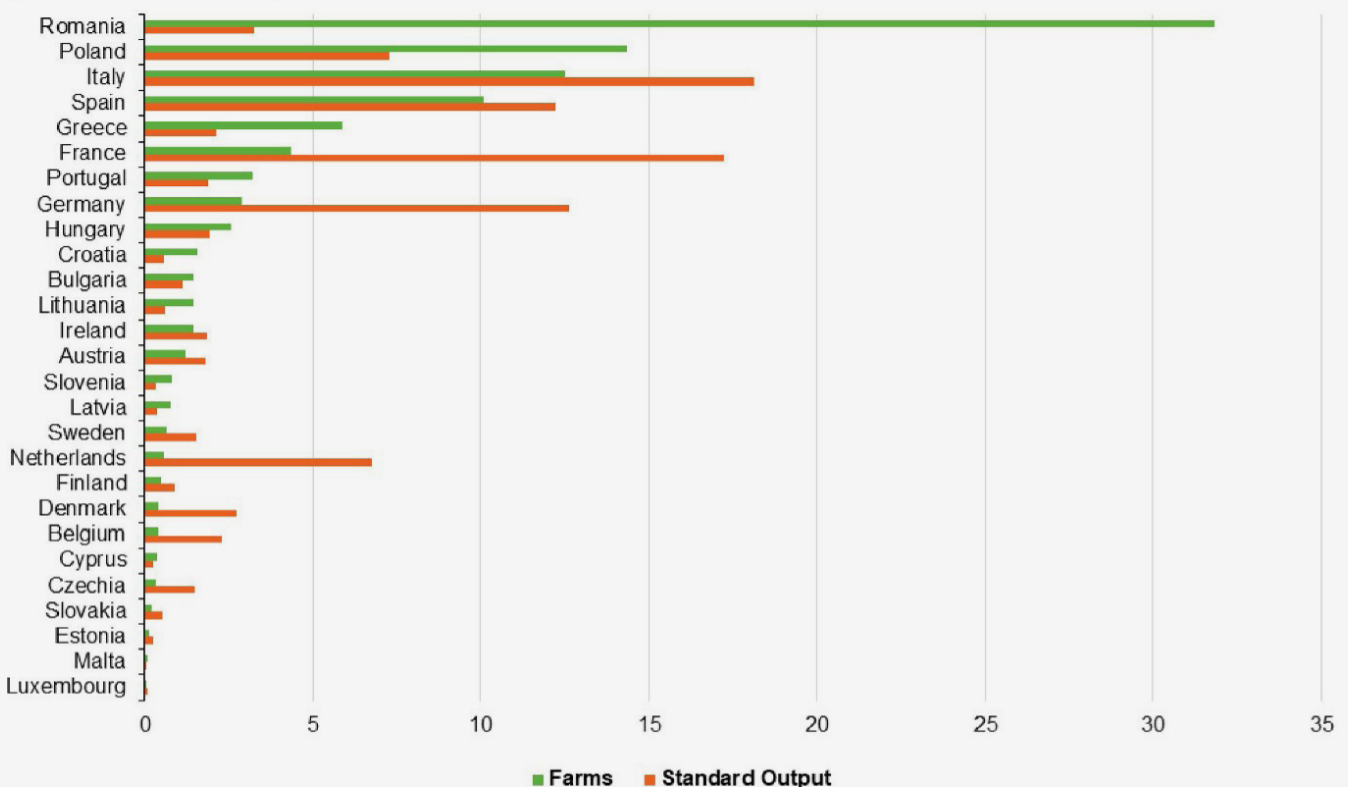
1. Number of farms: In 2020, there were 9.1 million farms in the EU. Romania had the largest number of farms (2.9 million), followed by Poland (1.3 million), Italy (1.1 million) and Spain (0.9 million).

2. Large majority of farms are family farms: 94.8% of farms in the EU are classified as family farms, where at least 50% of the farm labour force is made up of family members. France and Estonia had a significant proportion of non-family farms.

3. Farm size: Almost two-thirds of farms in the EU were less than 5 hectares in 2020. Farms of 50 hectares or more accounted for 7.5% of farms but worked 68.2% of the utilised agricultural area in the EU. In Romania, most farms were small, while Luxembourg, France and Finland had more large farms.

4. Categorisation of farms: Three main groups of farms were identified in the EU: (i) subsistence farms, which focus on food production for own consumption, (ii) small and medium-sized farms, usually run by families, and (iii) large agricultural enterprises, which are usually in a legal form or cooperatives.

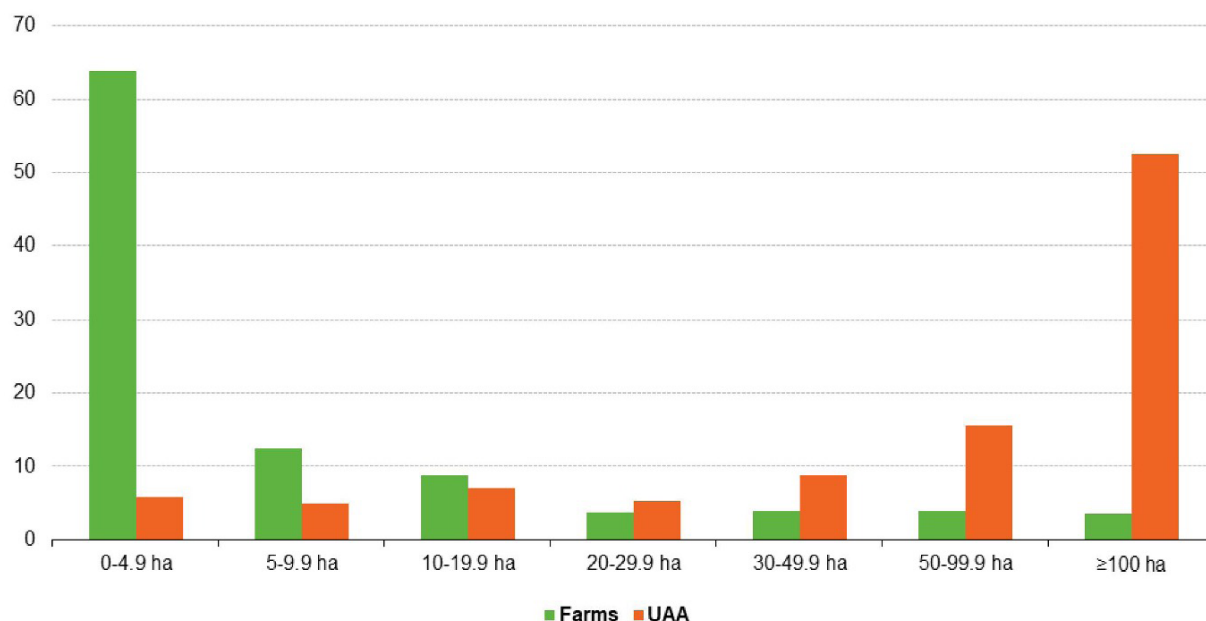
Farms and standard output, 2020
(share of EU total, %)



Source: Eurostat (online data code: ef_m_farmleg)

eurostat 

Distribution of EU farms and utilised agricultural area according to farm size (%, 2020)



Note: There are some differences in the threshold applied by some Member States, often to exclude the very smallest agricultural holdings which together contribute 2% or less to the total UAA excluding common land, and 2% or less to the total number of farm livestock units.

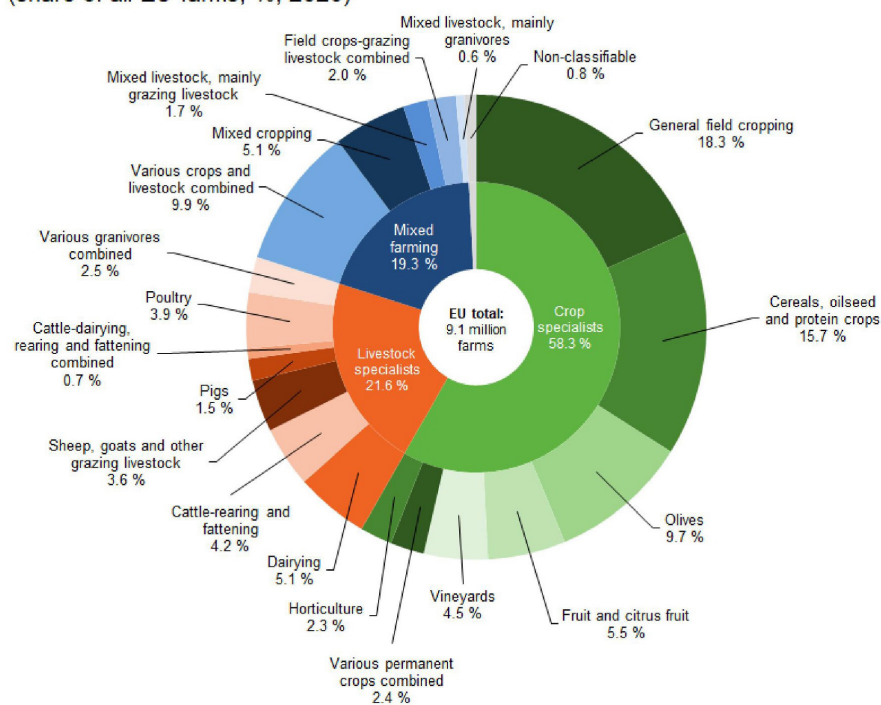
Source: Eurostat (online data code: ef_m_farmleg)

eurostat

5. Specialisation in agricultural activities: About 58.3% of farms in the EU specialised in crops, with field crops and permanent crops being the most common. About 21.6% of farms specialised in animal production and products. Mixed farms accounted for the remaining 19.3%.

6. Agricultural area managed by farms: Farms in the EU managed 38.4% of the total land area, including agricultural areas, wooded areas and other areas not used for agriculture. Countries such as Ireland, Romania, Hungary and the Netherlands had a large proportion of their total area used as agricultural land.

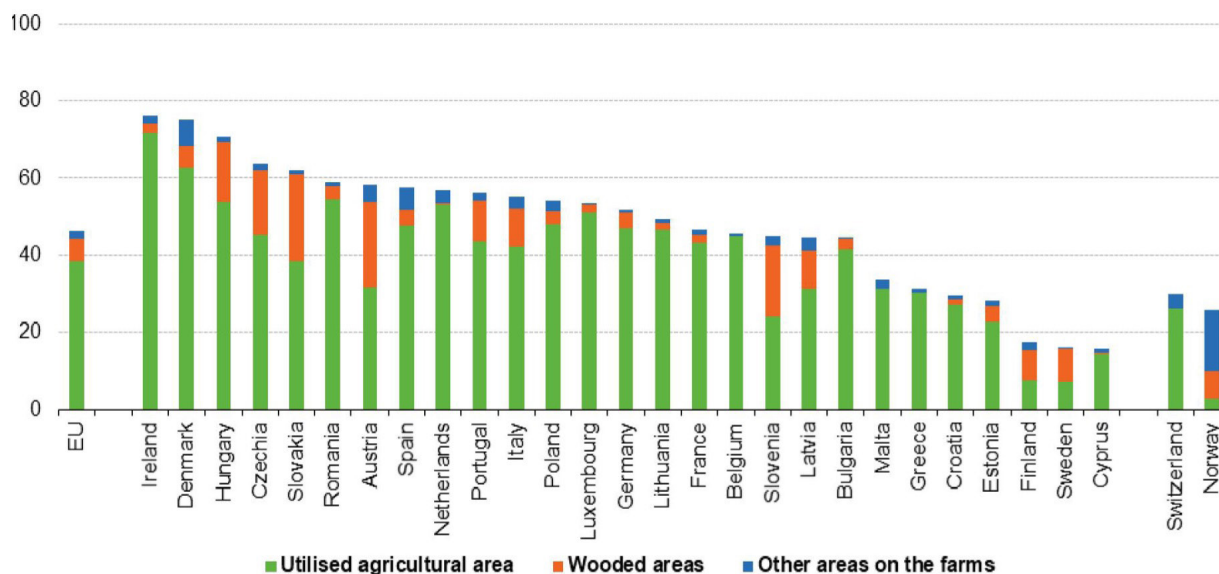
Farms by type of specialisation (share of all EU farms, %, 2020)



Source: Eurostat (online data code: ef_m_farmleg)

eurostat

Land belonging to farms by type of land (% share of total land area, 2020)



Source: Eurostat (online data codes: ef_lus_main and reg_area3)

eurostat

Farming in Consortium Countries

Greece:

In Greece, 74% of farms were small, with less than 5 hectares. Most farms specialised in crops, especially olive and grape production. Greece has an important tradition of family farming, with active participation of family members in the agricultural labour force.

Italy:

In Italy, 73.4% of farms were small, with less than 5 hectares. Farms in Italy are diverse and specialise in a wide range of crops, such as olives, grapes, wheat, maize, fruits and vegetables. Italy is also known for its production of dairy products and meat.

Spain:

In Spain, 64% of farms were small, with less than 5 hectares. Agriculture in Spain is varied, and a wide range of crops are produced, including olives, cereals, fruits (such as oranges and strawberries) and vegetables. Spain is also a leader in olive oil production and has an important livestock industry, especially in pig and cattle breeding.

France:

In France, 42.3% of farms were non-family farms, meaning that they were not mainly dependent on family labour. France has a mix of small and large farms. French agriculture specialises in a wide range of crops and products, including wheat, maize, fruit, vegetables, wine, dairy products and meat. In addition, France has a strong tradition of producing high quality foods, such as cheese and wine.

Austria:

In Austria, most farms were of medium and large size, with 30.9% of farms of 50 hectares or more. Austrian agriculture is characterised by the production of cereals, potatoes, fruit, vegetables, meat and dairy products. Livestock farming, in particular dairy cattle breeding, plays an important role in Austrian agriculture.



Agricultural labour market

The labour market situation in the EU agricultural sector has undergone significant changes in recent years, both in terms of employment and the quality of employment.

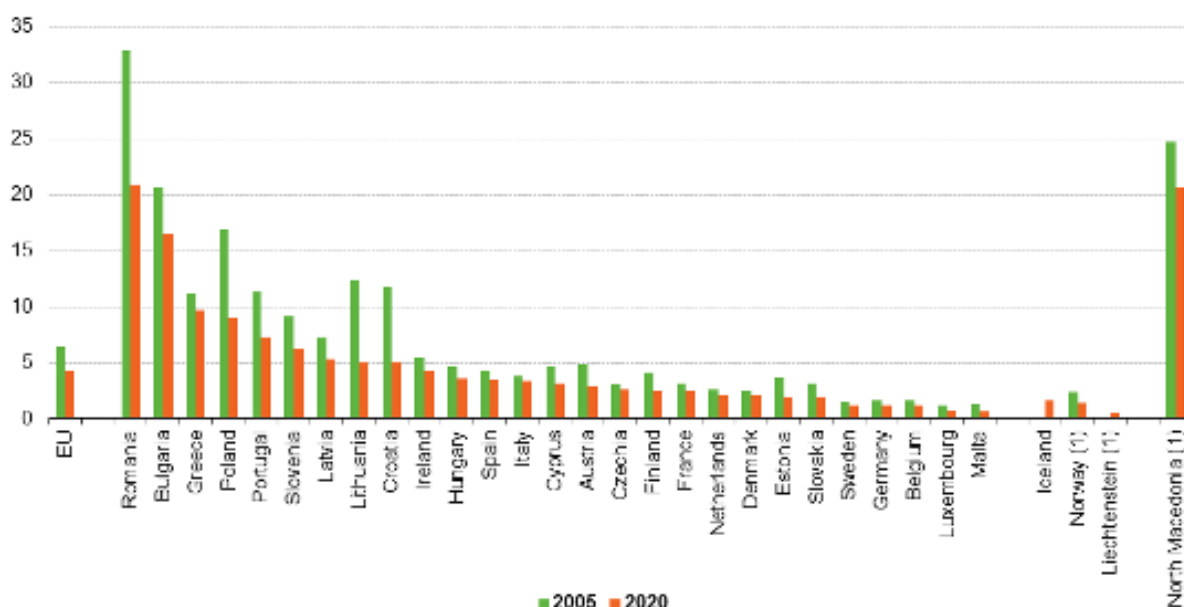
In terms of employment, a general decline has been observed due to mechanisation of tasks, specialisation of production, consolidation of land ownership and global competition. According to Eurostat data, employment in the agricultural sector in the EU-27 decreased from around 10.6 million people in 2000 to around 8.3 million people in 2018.

The quality of employment in the EU agricultural sector also presents significant challenges. Precarious working conditions, low wages, temporary contracts and high seasonality persist, affecting

the employment and economic stability of agricultural workers. In addition, there is a significant gender gap, with women occupying mostly precarious and lower paid jobs in the agricultural sector. Labour shortages are another prominent problem in the EU agricultural sector, as they can limit the ability of farmers to carry out necessary tasks in the field, affecting the production and profitability of farms. This has been observed in several EU member states, where a lack of farm workers has led to difficulties in completing farm work in a timely manner.

Employment in agriculture

(% of total employment, 2005 and 2020)



(*) 2019.

Source: Eurostat (online data code: nama_10_a04_e)

To address these challenges, several solutions have been proposed at EU level:

- **Automation:** Farmers can turn to automation of agricultural tasks through the use of advanced machinery and technology, allowing them to reduce their dependence on human labour and improve production efficiency.

- **Labour mobility:** Labour mobility within the EU has been promoted, allowing agricultural workers to move to countries where there is demand for agricultural labour. This has been facilitated through specific programmes and policies, such as the Seasonal Agricultural Workers Programme (TAW) in some countries.

- **Improving working conditions:** It is important to promote the improvement of working conditions in the agricultural sector, ensuring fair wages, stable contracts and safe and healthy working conditions. This would help attract and retain skilled workers in the sector.

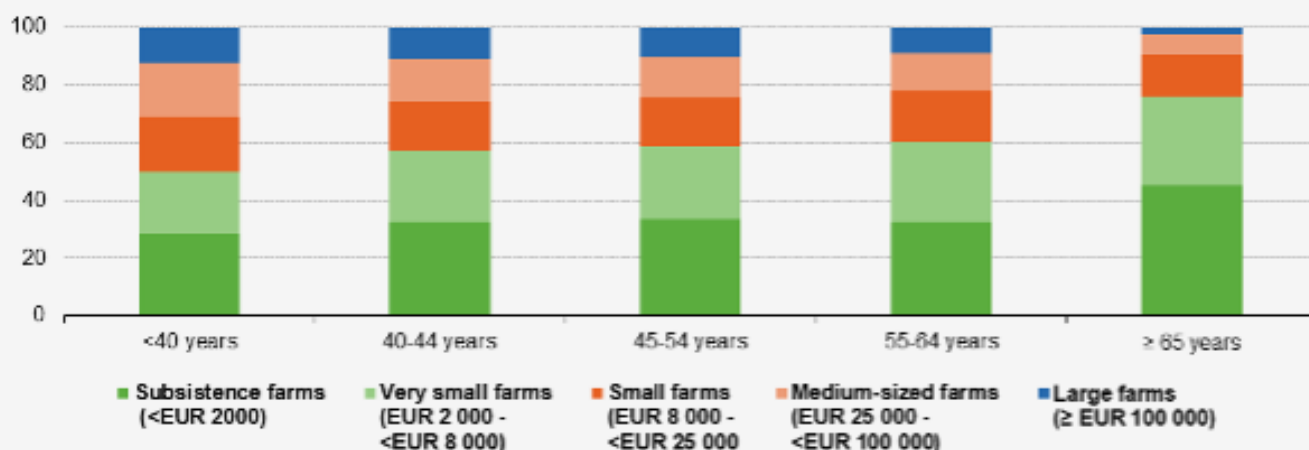
- **Cooperation and synergies between actors in the sector:** It is important to promote collaboration and cooperation between farmers, agricultural organisations, governments and other relevant actors. This can help share resources, knowledge and good practices, and boost innovation and competitiveness in the agricultural sector.

- **Gender equality policies:** Policies and measures should be implemented to address the gender gap in the agricultural sector, promoting equal opportunities and ensuring that women have access to quality jobs and better working conditions.

- **Investment in technology and training:** It is important to encourage investment in agricultural technology and provide training and skills development opportunities for agricultural workers. This would improve productivity and efficiency.

- **Promoting diversification and value addition:** Policies can be promoted to encourage crop diversification and higher value-added food production in the EU agricultural sector. This can generate additional jobs in activities such as food processing, marketing and rural tourism.

Farm managers, by age class and economic size of farm
(%, EU, 2020)



Source: Eurostat (online data code: ef_m_farmang)

eurostat

Agricultural Labour Market in the consortium countries

The agricultural labour market situation in Europe varies from country to country and presents different challenges and characteristics. Key aspects related to the agricultural labour market in the consortium countries (Spain, Greece, Italy, France, and Austria) are summarised below:

Agricultural employment and trends:

In general, there has been a decline in employment in the agricultural sector in Europe due to mechanisation, specialisation of production and global competition.

Some countries have experienced a larger decline in agricultural employment, while others have managed to maintain a more stable employment base.

Quality of employment:

The quality of agricultural employment varies, but in many cases remains precarious, with low wages, temporary contracts and high seasonality.

There is a significant gender gap, with women often occupying more precarious and lower paid jobs.

Labour shortages:

Agricultural labour shortages are a common challenge in several countries in Europe.

Farmers have had difficulty finding suitable workers to perform agricultural tasks, which has affected farm productivity and profitability.

Measures and solutions:

Countries have implemented various measures to address labour shortages, such as automating tasks, recruiting foreign workers and improving working conditions.

Some countries have encouraged labour mobility within the EU, allowing farm workers to move to regions where there is demand for agricultural labour.

Diversity and specific approaches:

Each country has its own agricultural structure and specific approaches to addressing labour market challenges.

Some countries have a higher concentration of large farms, while others have a significant proportion of small and medium-sized farms.

The diversity of crops and agricultural products in each country also influences the demand for labour and the solutions adopted.

The challenges for the agriculture of the future

Agriculture in the European Union (EU) faces a number of challenges from multiple perspectives. Some of the main challenges facing agriculture in the EU from economic, financial, sustainability, social and employment perspectives:

Economic challenges:

- **Global competition:** European agriculture faces competition from imported agricultural products from other countries with lower production costs.
- **Volatile prices:** Farmers have to deal with price volatility of agricultural products, which can affect their profitability and economic stability.
- **Profitability:** Farm profitability can be a challenge due to high production costs, tight margins and dependence on agricultural markets and policies.

Financial challenges:

- **Access to finance:** Farmers may face difficulties in accessing adequate finance to invest in technology, infrastructure and farm improvements.
- **Agricultural risks and insurance:** Agriculture is exposed to various risks, such as weather, crop diseases and price volatility, requiring the availability of agricultural insurance and risk management measures.

Labour challenges:

- **Labour shortages:** Agriculture faces labour shortages, especially at certain times of the year, which can affect production and farm profitability.
- **Working conditions and labour rights:** Ensuring decent working conditions, fair wages and respect for labour rights in the agricultural sector is a major challenge to improve the quality of life of agricultural workers.

Sustainability challenges:

- **Climate change:** Agriculture is affected by climate change, which implies adapting to changing climatic conditions and adopting sustainable agricultural practices that reduce greenhouse gas emissions.
- **Resource efficiency:** There is a need to improve efficiency in the use of natural resources, such as water and fertilisers, and to minimise soil and water pollution.
- **Biodiversity and conservation:** Agriculture must balance food production with the conservation of biodiversity and ecosystem services, protecting wildlife and natural habitats.

Social challenges:

- **Rural depopulation:** Many rural areas in the EU are facing depopulation, which can have a negative impact on agriculture and the viability of farming communities.
- **Social cohesion:** It is important to ensure an equitable distribution of benefits and opportunities in the agricultural sector, avoiding social exclusion and improving the living conditions of farmers and rural communities.

Technical challenges:

- **Agricultural technology:** Adopting advanced technologies, such as precision farming, automation and digitisation, can be challenging for farmers, requiring investment, training and access to adequate infrastructure and services.
- **Innovation and research:** The development and implementation of innovative and sustainable farming practices are key to improving the productivity, efficiency and resilience of the agricultural sector in the EU.

Market challenges:

- **Food supply chain:** Ensuring a fair and equitable food supply chain, with balanced trading relationships between farmers, processors and retailers, is a challenge to achieve fair prices and equitable distribution of benefits.
- **Diversification and value addition:** Promoting the diversification of agricultural products and the production of higher value-added food is a challenge to find new markets and improve farm profitability.
- **International trade:** Global competition, trade agreements and trade barriers can influence market access and the competitiveness of EU agricultural products.

Educational challenges:

- **Agricultural education:** Ensuring quality agricultural education and training is essential to develop the necessary skills and knowledge in farmers and farm workers, as well as to encourage innovation and the adoption of good practices.
- **Knowledge transfer:** Knowledge transfer between generations and collaboration between farmers, researchers and agricultural extensionists are essential to drive the adoption of new farming techniques and practices.

Challenges in consortium countries

The challenges facing the agricultural sector in France, Spain, Greece, Italy and Austria cover various perspectives:

Economic:

Improving the economic viability of farms, encouraging income diversification, promoting innovation and improving the marketing of agricultural products.

Sustainability:

Adopt sustainable agricultural practices, reduce the use of pesticides and fertilisers, and protect natural resources and the environment.

Technical:

Adopt advanced technologies, such as precision agriculture, automation and digitalisation, to increase efficiency and productivity.

Market:

Improve competitiveness, diversify markets, strengthen the position of farmers in the food supply chain and promote the quality and authenticity of agricultural products.

Financial:

Accessing adequate finance, managing risks and optimising investment in technology and infrastructure improvements.

Social and labour:

Improve working conditions, attract young people into agriculture, promote gender equality and address rural depopulation.

Educational:

Promote agricultural education and training, encourage the transfer of technical and scientific knowledge, and provide agricultural education from an early age.

Migration situation in the EU and the situation of migrants

EUROPEAN UNION

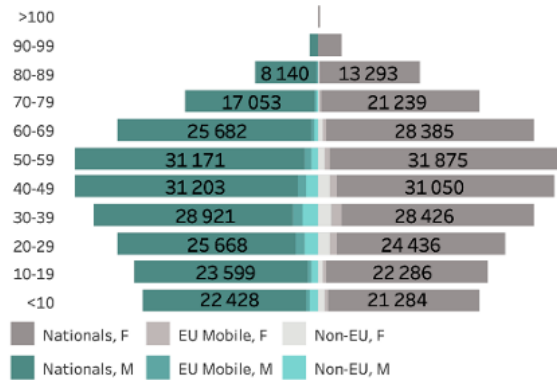


MAP AND FLAG FOR ILLUSTRATIVE PURPOSES ONLY

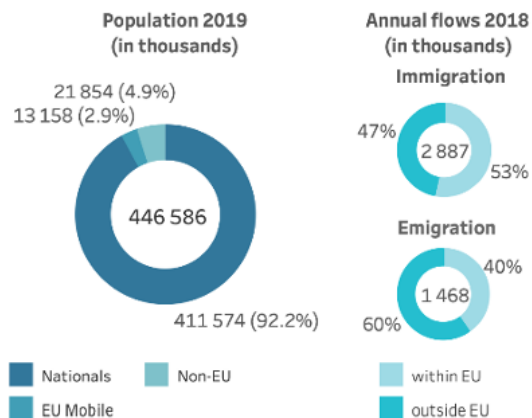


DEMOGRAPHY [at 1st January] (Eurostat)

Population pyramid 2019 (in thousands)

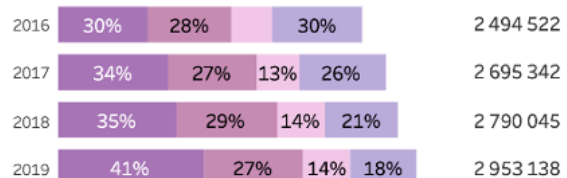


OVERVIEW [at 1st January] (Eurostat)

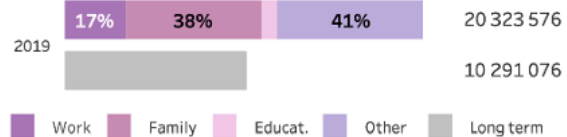


RESIDENCE PERMITS (Eurostat)

First residence permits issued during the year

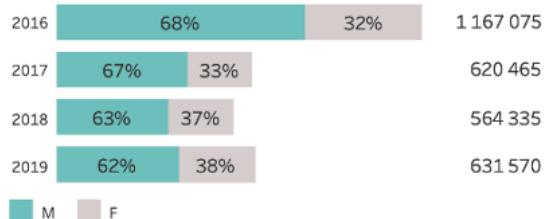


Valid residence permits at the end of the year

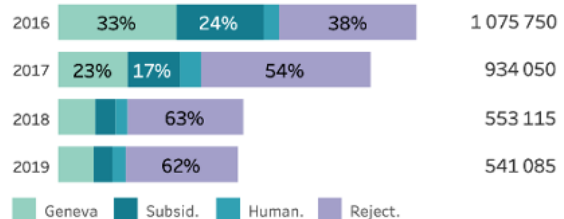


ASYLUM [1st Instance] (Eurostat)

First time applications

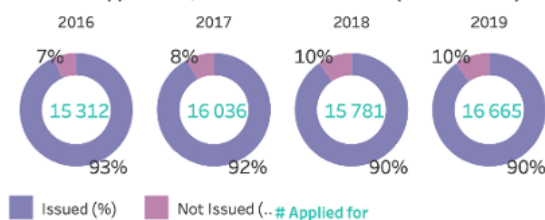


First instance decisions



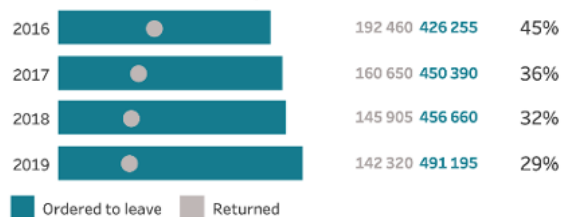
SCHENGEN VISAS (Migration and Home Affairs)

Visas applied for, issued and not issued (in thousands)



IRREGULAR MIGRATION (Eurostat)

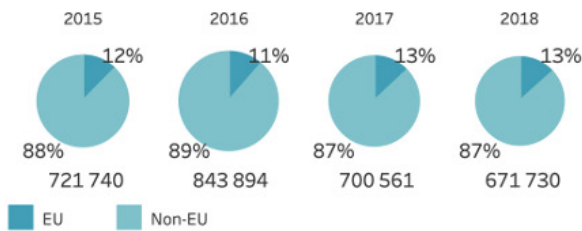
Persons ordered to leave, persons returned and return rate



Source: European Commission, Joint Research Centre, Atlas of migration 2020 – , Publications Office, 2020. <https://data.europa.eu/doi/10.2760/430992>

NATURALISATION (Eurostat)

Foreign citizens who have acquired citizenship during the year

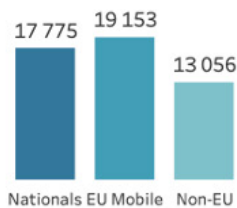


Share of foreign citizens who have acquired citizenship [%]

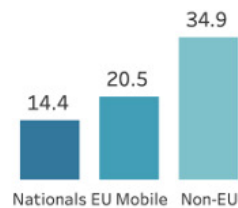


SOCIAL INCLUSION - 2019 (Eurostat)

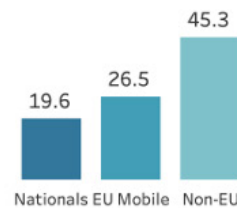
Median equivalised net income (18+) [EUR]



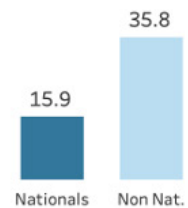
Overcrowding rate (18+) [%] (Household)



Persons at risk of poverty or social exclusion (18+) [%]



At risk of poverty rate for children [%]

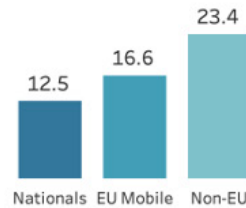


EDUCATION - 2019 (Eurostat)

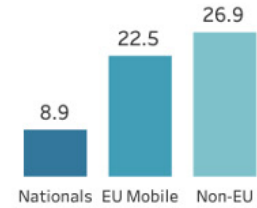
Population by educational attainment (25-64) [%]



NEET (18-24) [%]

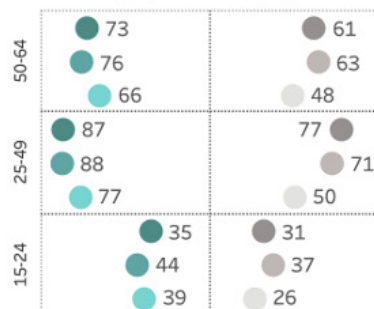


Early school leavers (18-24) [%]

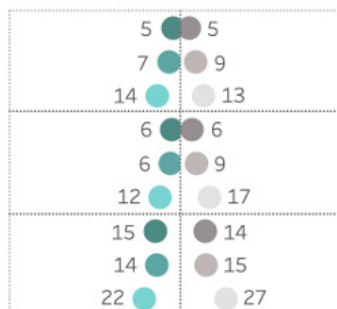


LABOUR MARKET - 2019 (Eurostat)

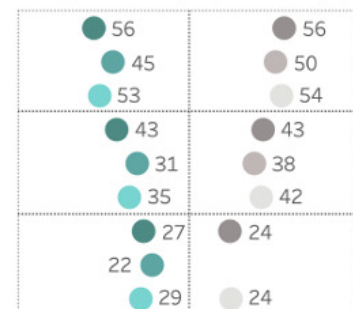
Employment rate [%]



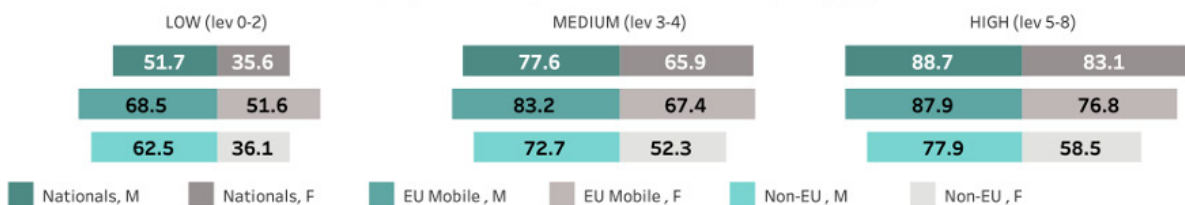
Unemployment rate [%]



Long term unemployment rate [%]



Employment rate by educational attainment (15-64) [%]



Migratory origins in Europe

Population by citizenship

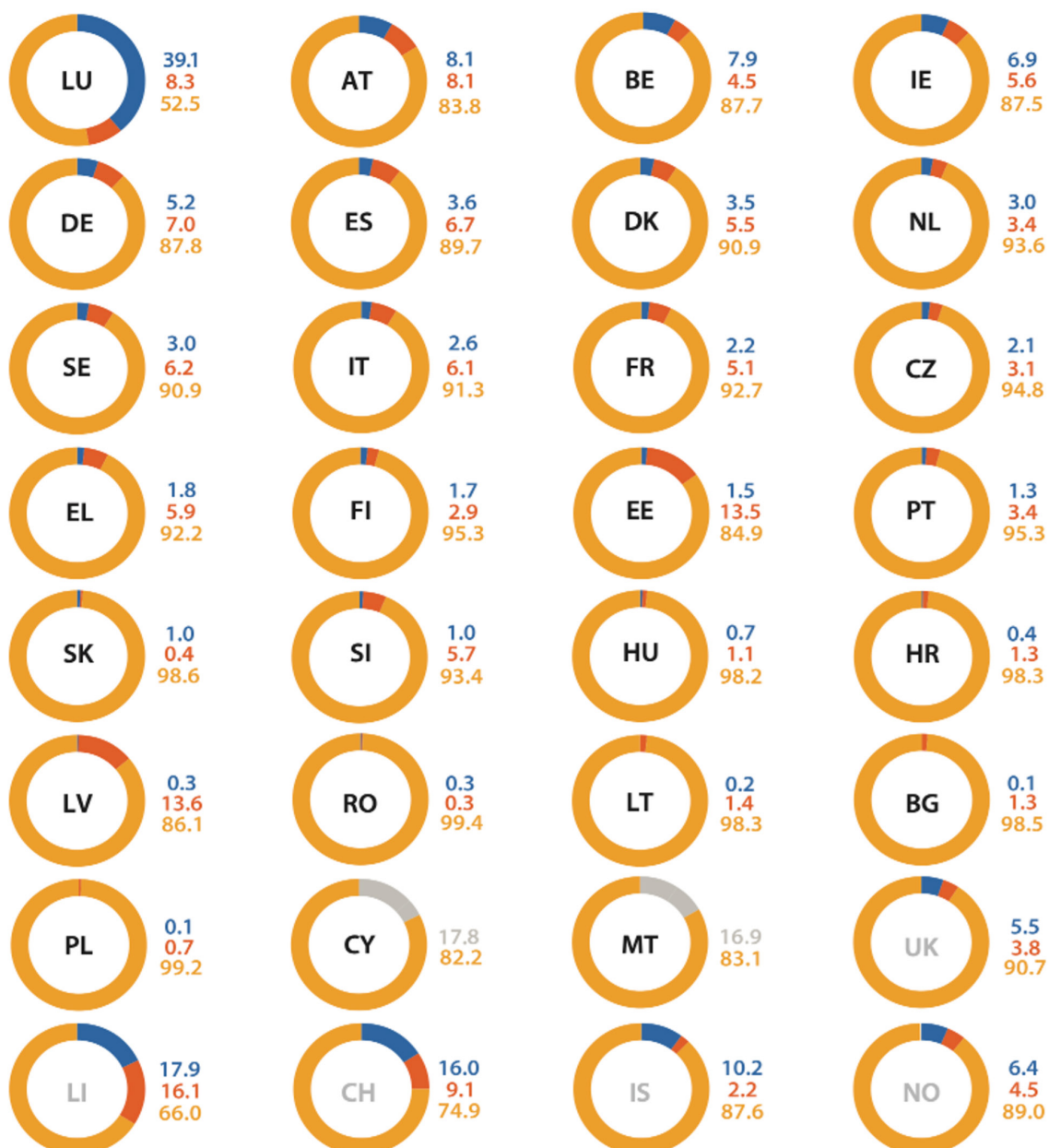
(% share of total population, 1 January 2019)

Citizens of other
EU Member States

Non-EU citizens

National citizens

Non-nationals



Note: due to rounding, some totals may not sum to 100.0 %. Non-EU citizens category includes stateless and unknown categories. CY and MT: no detailed data by country of citizenship available, thus only a share of total non-national population is displayed. EU-27 does not include data for CY and MT.

Source: Eurostat (online data code: migr_pop1ctz)

In terms of previous citizenship, the largest groups in 2021 were Moroccans (86.100 persons, or around 10.4 % of all acquisitions of citizenship), Syrians (83.500, or 10.1 %), Albanians (32.300, or 3.9 %), Romanians (28.600, or 3.5 %) and Turks (25.700, or 3.1 %). Turks have replaced Brazilians among the top five citizenships of origin.

The key EU Member States granting citizenship to each of the top 5 nationalities are, respectively (see also Table 3):

- **Moroccans:** Spain (48.8 %), France (21.9 %), and Italy (19.3 %);
- **Syrians:** Sweden (37.2 %), the Netherlands (32.4 %), and Germany (22.9 %);
- **Albanians:** Italy (69.7 %) and Greece (24.0 %);
- **Romanians:** Italy (33.0 %), Germany (24.3 %) and Spain (10.5 %);
- **Turks:** Germany (47.6 %), France (21.6 %), and the Netherlands (11.2 %).

Thirty main countries of previous citizenship, 2021

Rank	Country of previous citizenship	Total acquisitions in EU (1000)	Main EU Member States granting citizenship								Other (%)
			Rank 1	(%)	Rank 2	(%)	Rank 3	(%)	Rank 4	(%)	
1.	Morocco	86.1	Spain	48.8	France	21.9	Italy	19.3	Belgium	4.3	5.8
2.	Syria	83.5	Sweden	37.2	Netherlands	32.4	Germany	22.9	Belgium	4.1	3.5
3.	Albania	32.3	Italy	69.7	Greece	24.0	Germany	1.5	France	1.4	3.4
4.	Romania	28.6	Italy	33.0	Germany	24.3	Spain	10.5	France	9.1	23.1
5.	Türkiye	25.7	Germany	47.6	France	21.6	Netherlands	11.2	Austria	4.3	15.4
6.	Brazil	20.4	Portugal	37.9	Italy	26.7	Spain	15.7	France	5.7	14.0
7.	Algeria	19.2	France	79.1	Spain	10.8	Italy	3.7	Belgium	2.5	3.9
8.	Ukraine	18.2	Poland	21.7	Italy	14.7	Germany	12.5	Spain	11.9	39.1
9.	Russia	17.3	Germany	29.1	France	16.0	Spain	7.8	Finland	6.7	40.3
10.	Pakistan	16.6	Spain	35.7	Italy	26.6	Germany	13.1	Sweden	5.0	19.7
11.	India	16.2	Italy	27.8	Germany	15.6	Spain	12.3	Netherlands	10.8	33.6
12.	Tunisia	13.9	France	62.5	Italy	21.8	Germany	9.2	Belgium	3.1	3.5
13.	Poland	12.5	Germany	43.7	Sweden	16.5	Belgium	8.5	France	6.8	24.5
14.	Ecuador	12.2	Spain	68.2	Italy	27.5	Germany	1.4	France	1.0	1.9
15.	Eritrea	12.0	Netherlands	61.8	Sweden	31.1	Germany	2.6	Belgium	2.1	2.4
16.	Iraq	11.9	Germany	37.3	Sweden	20.0	Belgium	15.9	Netherlands	12.1	14.7
17.	Afghanistan	11.5	Sweden	37.0	Germany	27.6	Belgium	12.7	Netherlands	8.8	13.9
18.	Colombia	10.8	Spain	77.3	France	6.9	Italy	5.6	Germany	3.8	6.3
19.	United Kingdom	10.6	Germany	22.1	Austria	11.2	Ireland	11.2	Sweden	10.6	45.0
20.	Italy	10.1	Germany	49.6	France	15.8	Belgium	12.1	Spain	8.0	14.5
21.	Bangladesh	8.9	Italy	57.4	Spain	10.2	Portugal	8.8	France	8.2	15.3
22.	Bolivia	8.9	Spain	93.6	Italy	2.6	France	1.2	Sweden	1.0	1.6
23.	Senegal	8.9	France	40.2	Italy	32.5	Spain	21.4	Belgium	2.8	3.1
24.	Iran	8.2	Germany	48.8	Sweden	15.9	Netherlands	12.8	Belgium	5.0	17.5
25.	Venezuela	8.2	Spain	80.0	Portugal	5.0	Italy	4.1	Germany	3.1	7.7
26.	Nigeria	8.2	Spain	29.2	Italy	26.9	Germany	13.5	Ireland	9.1	21.2
27.	Dominican Republic	8.2	Spain	83.3	Italy	10.0	Germany	2.6	France	1.3	2.8
28.	Serbia	8.0	Germany	28.0	Italy	15.0	Sweden	14.7	France	14.4	27.8
29.	Peru	7.7	Spain	53.3	Italy	35.9	France	3.9	Germany	2.7	4.3
30.	Argentina	7.5	Italy	48.7	Spain	41.4	Austria	2.9	France	2.2	4.8

Note: Data by individual former citizenship are not reliable for Romania. Data are rounded to the nearest multiple of 5 for Germany on provisional basis.

Source: Eurostat (online data code: migr_acq)

Origin in consortium countries

Austria					
Previous EU citizens of	(1000)	(%)	Previous non-EU citizens of	(1000)	(%)
Romania	0.3	18.0	Israel	2.6	18.1
Germany	0.3	15.6	United States	1.7	11.4
Hungary	0.3	14.8	United Kingdom	1.2	8.2
Croatia	0.2	9.9	Türkiye	1.1	7.6
Slovakia	0.1	8.3	Bosnia and Herzegovina	0.9	6.3
Other	0.6	33.3	Other	7.0	48.3
Greece					
Previous EU citizens of	(1000)	(%)	Previous non-EU citizens of	(1000)	(%)
Romania	0.2	32.4	Albania	7.7	81.8
Bulgaria	0.2	26.8	United Kingdom	0.3	2.8
Poland	0.1	12.0	Russia	0.2	2.1
Cyprus	0.1	8.9	Ukraine	0.2	1.9
Italy	0.0	4.0	India	0.1	1.4
Other	0.1	16.0	Other	1.0	10.1
Spain					
Previous EU citizens of	(1000)	(%)	Previous non-EU citizens of	(1000)	(%)
Romania	3.0	52.8	Morocco	42.0	31.5
Italy	0.8	14.2	Colombia	8.3	6.3
Bulgaria	0.8	13.2	Ecuador	8.3	6.3
Portugal	0.4	7.0	Bolivia	8.3	6.2
Poland	0.3	6.0	Dominican Republic	6.8	5.1
Other	0.4	6.8	Other	59.4	44.6
France					
Previous EU citizens of	(1000)	(%)	Previous non-EU citizens of	(1000)	(%)
United Kingdom	3.7	28.1	Morocco	18.9	15.2
Romania	2.6	19.8	Algeria	15.2	12.3
Portugal	1.7	12.9	Tunisia	8.7	7.0
Italy	1.6	12.2	Türkiye	5.5	4.5
Poland	0.8	6.4	Congo	4.3	3.4
Other	2.7	20.6	Other	71.6	57.6
Italy					
Previous EU citizens of	(1000)	(%)	Previous non-EU citizens of	(1000)	(%)
Romania	9.4	78.5	Albania	22.5	20.3
Poland	0.7	6.0	Morocco	16.6	15.0
Bulgaria	0.5	4.3	Brazil	5.5	4.9
Croatia	0.3	2.1	Bangladesh	5.1	4.6
Germany	0.2	1.6	India	4.5	4.0
Other	0.9	7.4	Other	56.7	51.2

Profile of people migrating to EU

Sex and age distribution of persons acquiring citizenship, 2021

	Total (1000)	Sex distribution		Median age	Distribution by age (%)						
		Females (%)	Males (%)		0-14	15-24	25-34	35-44	45-54	55+	Unknown age
EU	827.3	50.2	49.8	31.6	25.0	13.1	19.6	21.7	12.7	7.9	0.0
Belgium	39.2	48.2	51.8	30.7	31.2	9.9	19.1	22.1	10.8	6.9	0.0
Bulgaria	2.2	46.9	53.1	45.2	4.5	12.0	15.6	17.6	20.6	29.7	0.0
Czechia	4.3	56.6	43.4	36.0	17.3	9.9	19.5	28.7	14.2	10.3	0.0
Denmark	6.5	52.6	47.4	34.9	26.1	11.4	12.6	24.8	14.3	10.9	0.0
Germany	130.0	49.6	50.4	33.1	15.3	14.1	26.6	24.9	11.9	7.2	0.0
Estonia	1.0	55.1	44.9	34.1	19.0	10.9	23.1	25.9	14.3	6.8	0.0
Ireland	9.8	47.1	52.9	40.0	5.9	7.1	15.9	39.7	19.5	11.8	0.0
Greece	10.1	51.5	48.5	19.9	30.1	29.6	7.4	10.9	13.6	8.4	0.0
Spain	144.0	52.2	47.8	34.0	26.2	9.7	15.8	24.1	16.1	8.1	0.0
France	130.4	51.1	48.9	26.1	33.3	14.8	20.5	17.4	8.4	5.6	0.0
Croatia	0.7	56.1	43.9	39.8	7.5	7.8	18.9	32.1	19.9	13.7	0.0
Italy	121.5	50.7	49.3	30.7	27.2	15.7	13.6	18.8	15.6	9.2	0.0
Cyprus	1.9	55.2	44.8	37.7	20.4	13.0	11.4	18.2	13.1	24.0	0.0
Latvia	0.9	51.8	48.2	24.7	34.1	16.2	14.5	14.5	9.5	11.2	0.0
Lithuania	0.2	51.3	48.7	46.8	0.7	8.0	16.7	20.7	20.7	33.3	0.0
Luxembourg	4.9	52.4	47.6	38.3	6.8	17.7	18.5	20.4	19.8	16.6	0.0
Hungary	2.5	47.5	52.5	38.5	9.2	9.9	21.3	24.1	17.0	18.5	0.0
Malta	1.2	52.0	48.0	39.3	18.6	11.4	10.9	24.0	19.2	15.8	0.0
Netherlands	63.0	46.7	53.3	28.5	30.3	13.2	20.9	20.0	9.5	6.1	0.0
Austria	16.2	50.5	49.5	30.9	25.0	15.3	18.2	19.8	9.2	12.5	0.0
Poland ⁽¹⁾ ⁽²⁾	7.4	52.3	47.7	30.8	17.5	16.2	27.2	19.9	12.1	7.0	0.0
Portugal	24.5	51.7	48.3	35.8	12.6	10.7	24.6	26.0	15.3	10.8	0.0
Romania	6.7	38.7	61.3	32.0	12.0	17.0	30.3	23.5	12.7	4.5	0.0
Slovenia	1.8	46.0	54.0	26.8	34.6	12.4	19.9	22.8	7.9	2.5	0.0
Slovakia	0.6	45.9	54.1	36.0	14.2	8.6	24.5	24.8	16.4	11.5	0.0
Finland	6.6	52.1	47.9	31.2	24.1	13.9	23.0	21.0	10.5	7.5	0.0
Sweden	89.4	49.2	50.8	32.0	25.1	10.9	21.3	22.2	11.9	8.6	0.0
Iceland	0.9	55.9	44.1	33.9	22.1	12.4	18.1	28.1	12.3	7.1	0.0
Liechtenstein	0.2	53.7	46.3	32.5	13.0	19.8	21.6	17.3	15.4	13.0	0.0
Norway	41.1	54.2	45.8	36.4	17.0	12.8	15.9	27.1	14.5	12.7	0.0
Switzerland	37.0	52.3	47.7	35.0	23.3	16.5	10.1	22.9	17.5	9.7	0.0

Note: Age definition is reached for all Member States with the exception of Germany, Ireland, Greece, France, Lithuania, Malta, Austria, Poland, Slovenia.

Those transmitted acquisitions of citizenship flows under age completed definition.

Data are rounded to the nearest multiple of 5 for Germany on provisional basis.

The individual values do not add up to the total due to rounding.

Age reached: at the end of the year.

Age completed: on the person's last birthday.

⁽¹⁾ provisional

⁽²⁾ estimated

Source: Eurostat (online data code: migr_acq)

eurostat 

The profile of third-country migrants coming to Europe can vary widely, and it is important to bear in mind that there are differences between receiving countries and country-specific migration policies. However, some general characteristics are presented below:

1. Gender: There is a gender gap in labour participation, with lower labour force participation rates for women compared to men, both for migrants from third countries and for citizens of other EU Member States. This gender gap is especially noticeable among female migrants, particularly among those from non-EU countries.

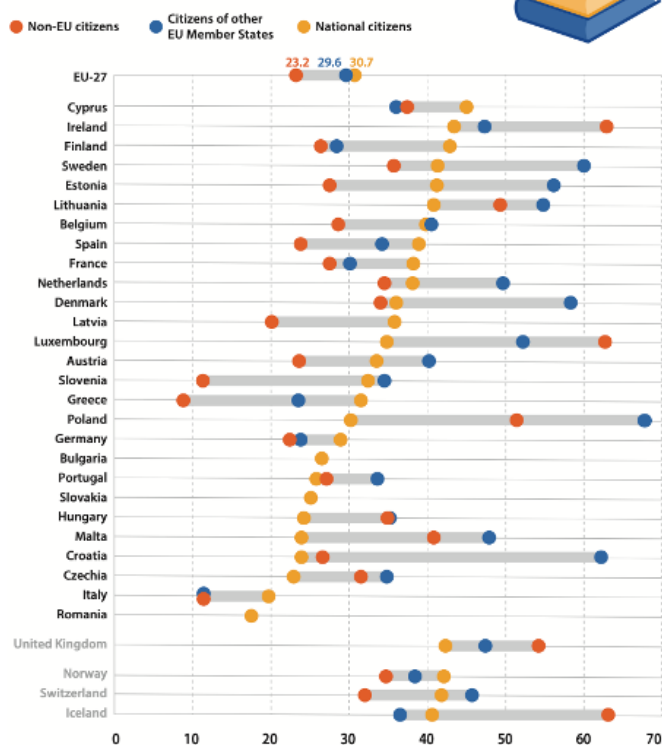
2. Age: The age profile of third-country migrants can vary, but is generally observed to be in a wide age range, with the majority concentrated between 18 and 50 years of age. However, there are also younger and older migrants working in different occupations.

3. Educational level: There is a diversity in the educational level of third-country migrants. In general, a considerable proportion are found to have a lower level of education, with the majority having completed at most lower secondary education. However, there are also migrants with higher levels of education, including tertiary education.

4. Positions held and level of responsibility: Third country migrants occupy a variety of jobs in different sectors of the economy. They can be found in roles ranging from manual and service jobs to technical and managerial positions. There are differences in levels of responsibility, with some migrants occupying positions of higher level and responsibility, while others are found in lower-level jobs.

5. Recruitment typologies: Third-country migrants can be recruited in different employment typologies, including temporary and permanent jobs. The share of temporary jobs tends to be higher among non-EU and non-EU nationals compared to nationals.

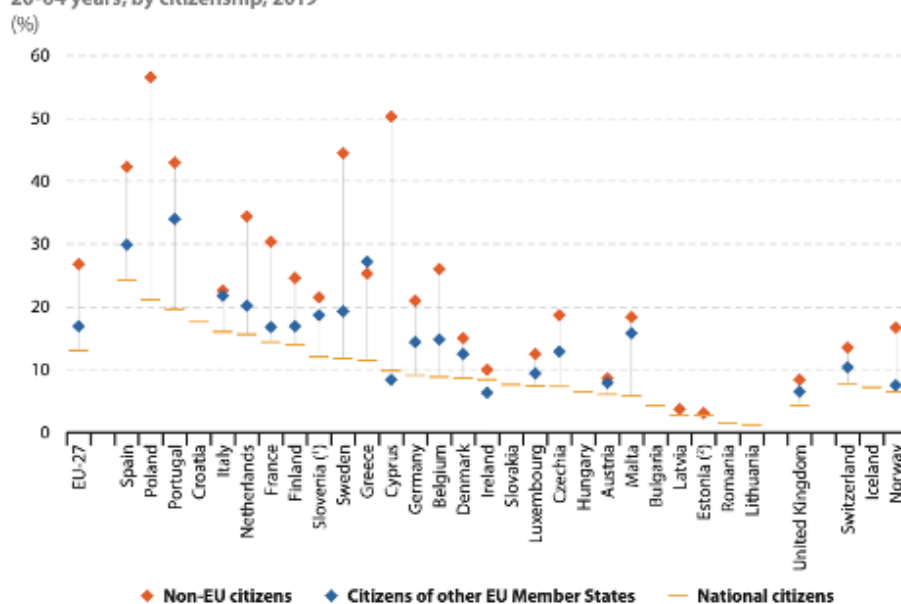
Figure 3.3: Highly-educated people, by citizenship
(% share of population aged 20 to 64 years, 2019)



Note: Bulgaria, Romania, Slovakia, citizens of other EU Member States and non-EU citizens - data not available. Latvia: citizens of other EU Member States - data not available. Poland, Croatia, Lithuania, Slovenia: citizens of other EU Member States - data with limited reliability. Croatia: non-EU citizens - data with limited reliability.

Source: Eurostat (ad hoc extraction from the labour force survey)

Figure 2.12: Share of temporary employees in the total number of employees, persons aged 20-64 years, by citizenship, 2019
(%)



Note: ranked on share of temporary employees in the total number of employees for national citizens. Bulgaria, Croatia, Hungary, Lithuania, Romania, Slovakia and Iceland: citizens of other EU Member States and non-EU citizens, not available. Estonia, Latvia and Poland: citizens of other EU Member States, not available.

(*) Citizens of other EU Member States: data with limited reliability.

(*) Non-EU citizens: data with limited reliability.

Source: Eurostat (online data code: ifsa_etpgar)

6. Sectors of recruitment: Third-country migrants may work in a wide range of economic sectors, including construction, agriculture, hospitality, care services, manufacturing, technology, among others. Some sectors may experience increased demand for migrant labour to fill labour shortages.

7. Job search mechanisms: Job search mechanisms for third-country migrants vary, but some common approaches can be identified. These include referrals from acquaintances and personal contacts, recruitment agencies in countries of origin, and direct advertisements from employers. Some migrants may also seek employment through public agencies or employment institutions.

Share of Migrant Key-Workers, by Key Occupation

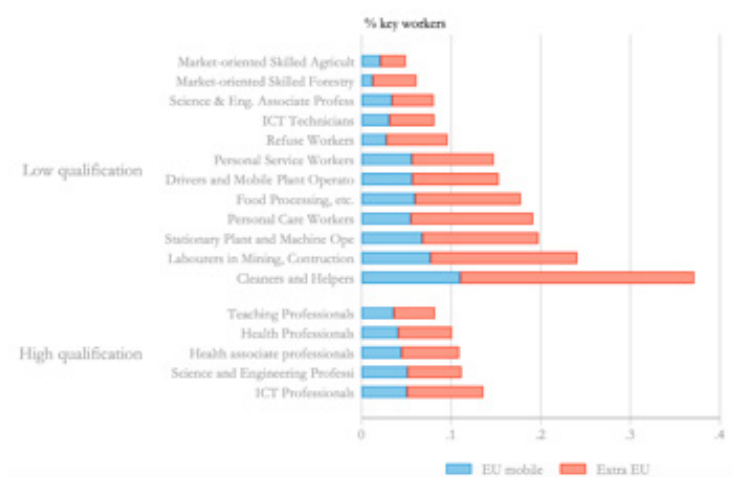
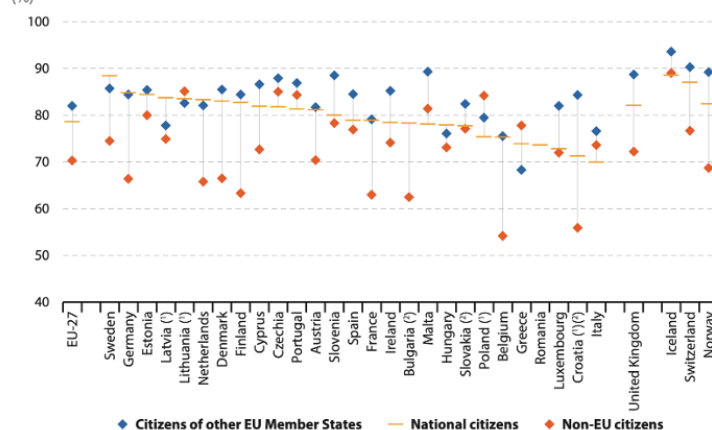
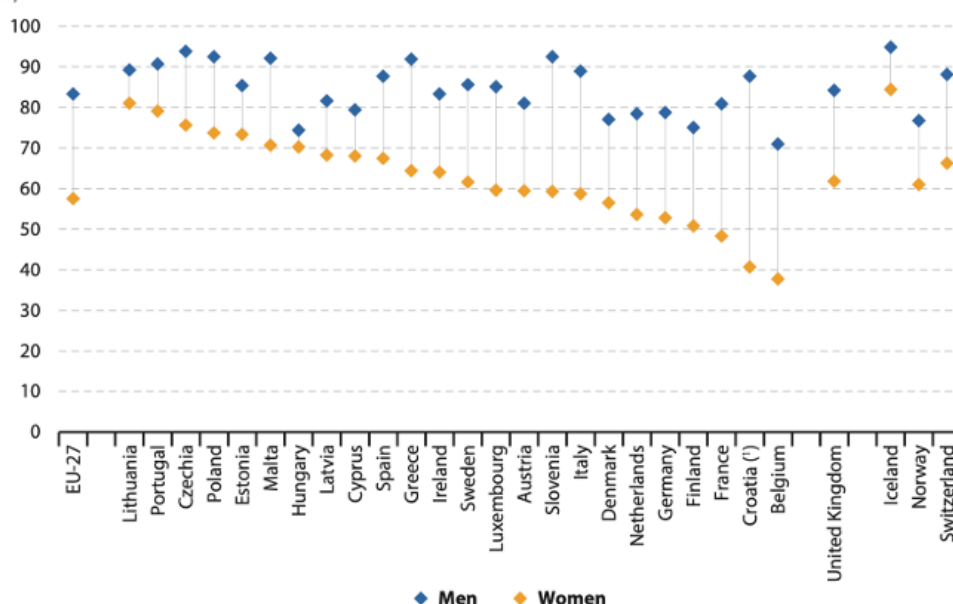


Figure 2.1: Activity rates for the population aged 20-64 years, by citizenship, 2019 (%)



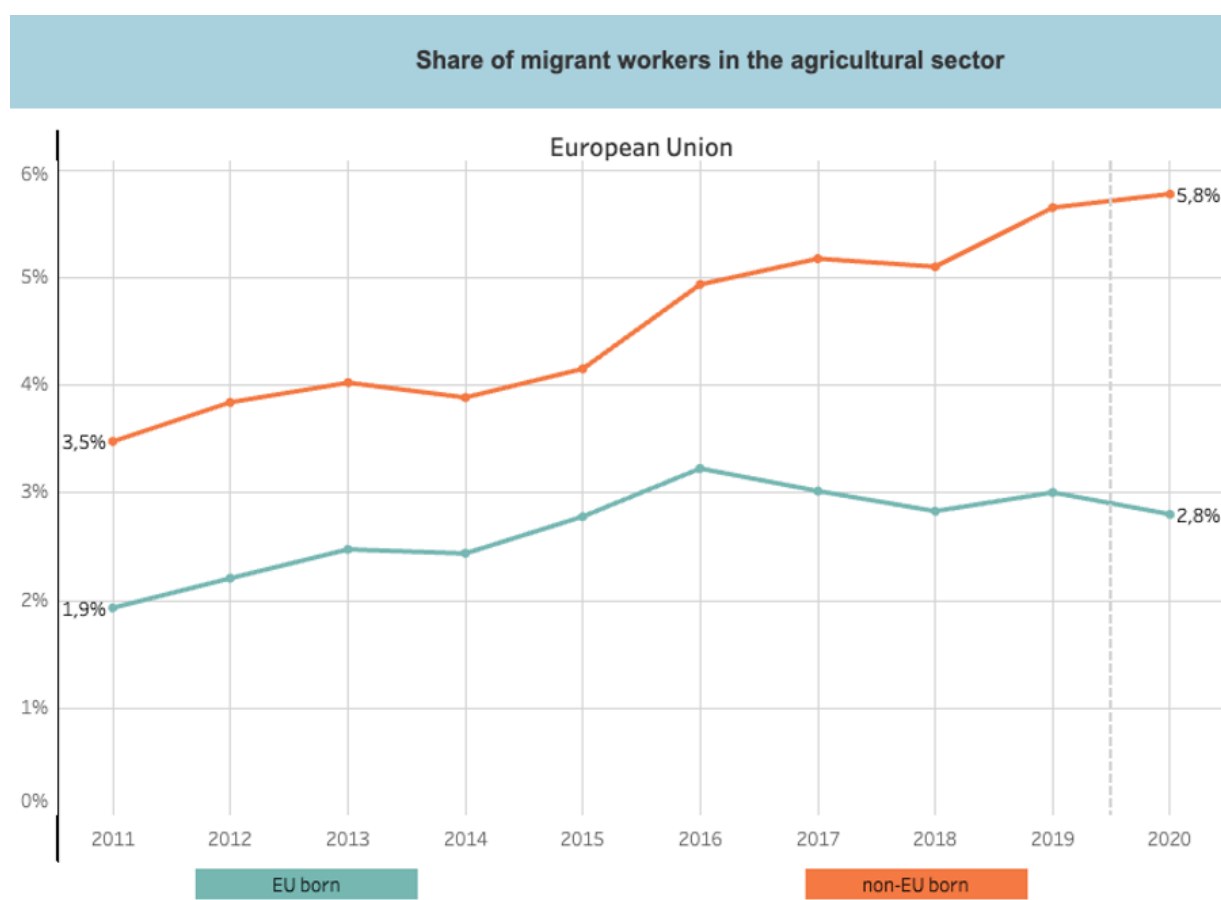
Note: ranked on activity rates for nationals. Bulgaria: citizens of other EU Member States, not available. Romania: citizens of other EU Member States and non-EU citizens, not available.
 (*) Citizens of other EU Member States: data with limited reliability.
 (†) Non-EU citizens: data with limited reliability.
 Source: Eurostat (online data code: lfsa_argan)

Figure 2.2: Activity rates for non-EU citizens aged 20-64 years, by sex, 2019 (%)



Note: ranked on activity rates for women. Bulgaria, Romania and Slovakia: data not available.
 (*) Data with limited reliability.
 Source: Eurostat (online data code: lfsa_argan)

Situation of migrants in the agricultural sector



Source: European Union. Labour Force Survey (EU LFS).

At the European level, immigration plays a significant role in the agricultural sector. Migrant workers contribute to the development and progress of agriculture, especially in performing seasonal tasks and filling employment demands that are not met by nationals. However, their employment situation can be precarious, and they face challenges related to education, integration, discrimination and representation.

Across the European Union, there is a trend of higher labour force participation rates for nationals of other EU Member States compared to nationals and third country nationals. This is reflected in most member countries, where citizens from other EU Member States have higher activity rates in agriculture and other sectors.

The need for migrant labour in European agriculture is highlighted, especially in the harvesting seasons and in seasonal crops. This demand is partly due to the lack of national workers willing to perform these tasks, as well as the difficulty of planning farm management due to unpredictable factors such as the weather and the seasonal nature of agricultural seasons.

In addition, the importance of training and socio-occupational and cultural integration of migrant workers in the agricultural sector is recognised. The effective inclusion of migrants in the labour market is crucial for their integration into host societies and their positive impact on the economy. It is essential to take full advantage of their skills and economic potential.

Overall, there is a clear need to address the challenges faced by migrant workers in agriculture, such as improving working conditions, protecting their rights, combating exploitation and discrimination, and promoting their socio-economic and cultural integration in host communities. It also highlights the importance of policies that promote the training and skills development of migrant workers in the agricultural sector, as well as the creation of legal and safe pathways for labour migration in this field.

Immigrants' employment in agriculture compared to other sectors

Figure 2.2 captures the extent to which immigrants tend to work in agriculture as compared to all other economic sectors, by Member State. The dark blue colour stands for the year 2017, while lighter shades represent previous years. The size of the circle is proportional to the absolute number of migrants employed in agriculture. A positive gap is recorded when the share of migrants in total employed in the agriculture sector is higher than the share of migrants in total employed in all other sectors. The vertical axis represents this gap in pp.

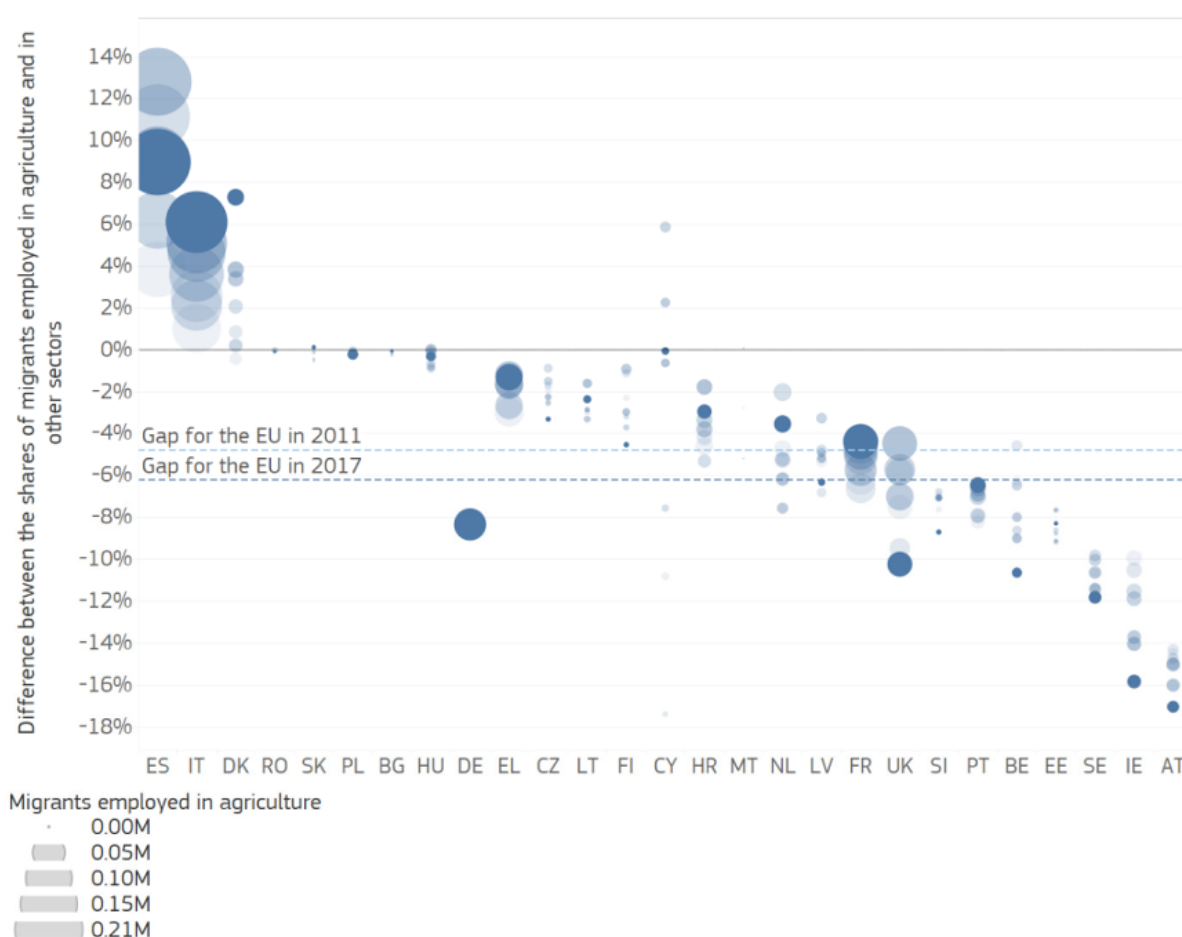


Figure 2.2 Difference between the share of migrants working in agriculture and the share of migrants in all other sectors (2011-2017).

Source: own elaboration of EU-LFS microdata.

Note: The size of the circle is proportional to the number of migrants employed in agriculture. Figures for Bulgaria, Malta, Romania and Slovakia should be considered with caution due to the limited number of observation in the LFS.

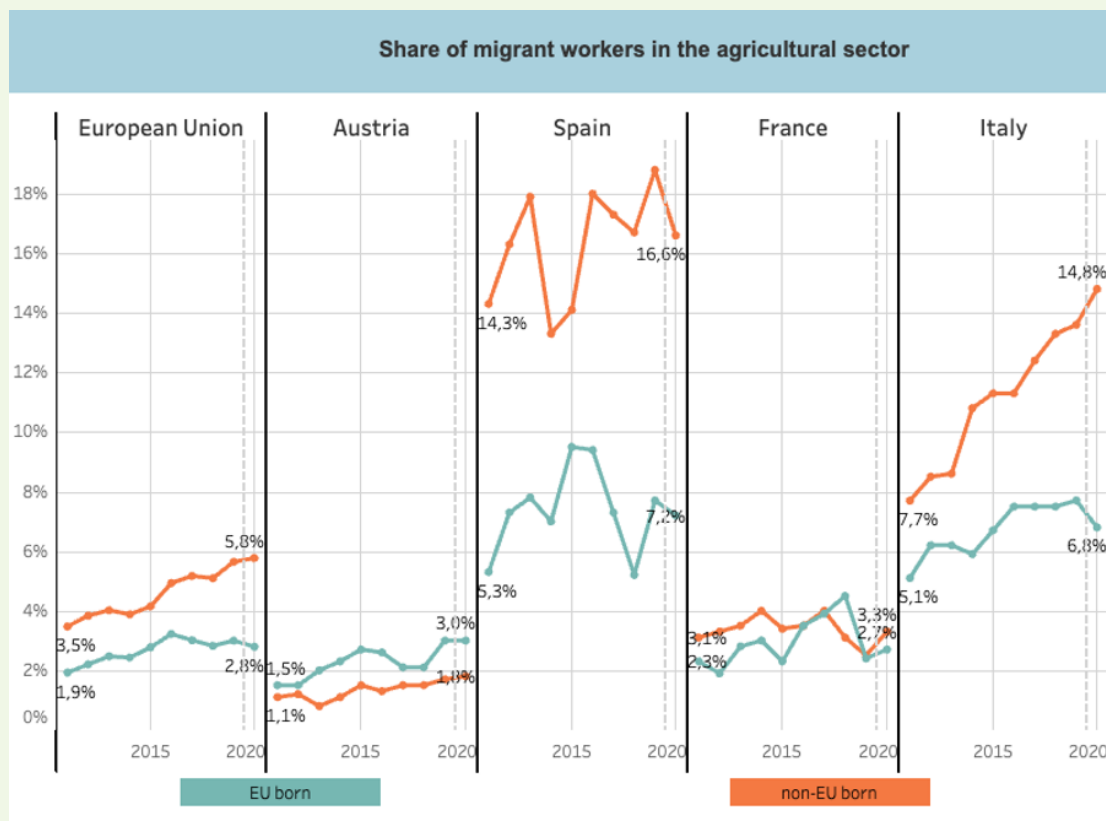
In addition to the above-mentioned aspects, it is important to bear in mind that immigration in the European agricultural sector is closely linked to the need to fill job vacancies and address labour shortages in specific geographical areas and sectors. Migrant workers play a key role in securing food production and supply in Europe.

However, the challenges and issues faced by migrant workers in the agricultural sector need to be addressed. These challenges include lack of labour protection, exploitation, precarious working conditions, lack of access to basic services and discrimination. It is essential to implement policies and protection mechanisms that guarantee the labour rights of migrant workers, promoting a fair and safe working environment.

In the context of the European Union, there is a need to strengthen cooperation among member countries to effectively address migration-related problems in the agricultural sector. This implies the harmonisation of labour regulations, the creation of training and skills development programmes for migrant workers, as well as the promotion of social and cultural integration initiatives.

In addition, it is essential to encourage diversification of employment sources in rural and agricultural areas, seeking economic alternatives and sustainable employment opportunities that reduce dependence on migrant labour alone. This can be achieved through investments in agricultural technology, the promotion of local production and the promotion of more sustainable and diversified agricultural models.

Immigration situation in the European agricultural sector in the consortium countries:



Fonte: Unione europea. Indagine sulle forze di lavoro (EU LFS). Informazioni sulla Grecia non disponibili.

Immigration situation in the European agricultural sector in the consortium countries:

Spain:

In Spain, migrant workers play an important role in the agricultural sector. Although their profile tends to be low-skilled, they occupy important jobs in the sector and contribute to its development. There is a demand for employment in the Spanish countryside that is not met by national job seekers, leading to the recruitment of foreign labour. Occasional labour is required for agricultural campaigns, and on many occasions, migrant workers are the only solution to meet this demand.

Greece:

In Greece, both native-born and foreign-born people play a role in the agricultural sector. It is estimated that between 11.6 and 14.2 per cent of people employed in the agricultural sector have a migration background. In addition, residence permits are issued to agricultural workers mainly from Albania, Romania, Balkan countries, Bangladesh and Egypt. These workers are mainly employed for the growing season and are often dependent on the social security system of the country of origin.

Italy:

In Italy, agriculture relies heavily on migrant workers. It is estimated that between 450,000 and 500,000 migrants work in the agricultural sector, and it is estimated that 40 per cent of them are irregular workers. Migrant workers perform a variety of functions, from pruning orchards to harvesting fruits, olives, grapes and vegetables. However, many of these workers suffer from precarious working conditions and exploitation, especially those employed through illegal intermediaries.

France:

In France, agriculture employs a large number of workers, and the sector relies heavily on migrant labour. The number of foreign agricultural workers in France is estimated at between 300,000 and 400,000. Migrant workers play an essential role in the harvesting of seasonal crops, and during the COVID-19 pandemic, their importance became even more evident when mobility restrictions limited the availability of workers from other countries.

Austria:

In Austria, agriculture also relies on migrant workers, especially in the harvesting of seasonal crops. However, the economic and social position of migrant workers in Austrian agriculture can be complex. They face challenges related to education, visibility, integration, discrimination and representation. Many migrant workers may lack formal education or qualifications, which limits their opportunities for advancement and better paid jobs. In addition, they may face language and cultural barriers that hinder their integration into Austrian society.

Social and economic situation in Rural Areas: Farmers and Migrant Workers

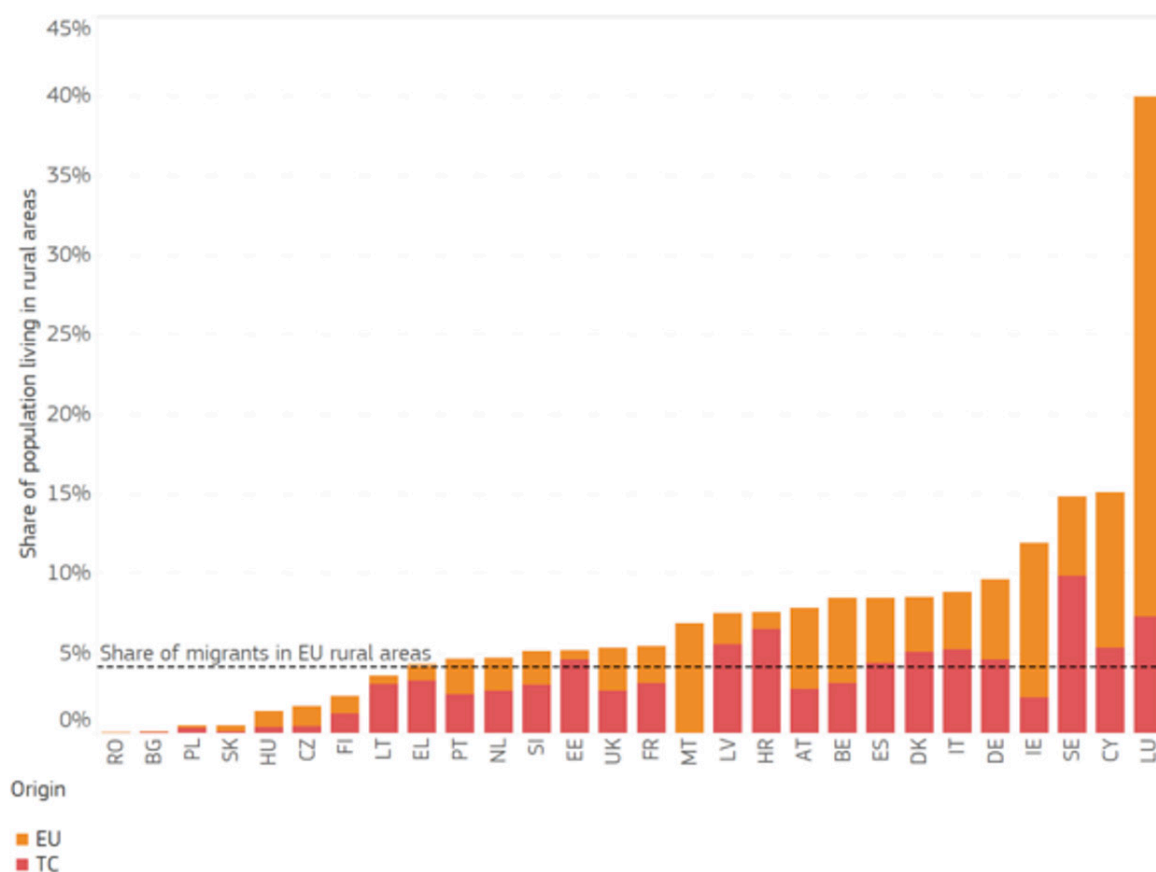


Figure 1.2 Share of migrants in rural areas by origin and Member States (2017).

Source: own elaboration of EU-LFS microdata.

Note: figures for Bulgaria, Malta, Romania and Slovakia should be considered with caution due to the limited (<50) number of observation in the EU-LFS.

Risk of social exclusion of rural areas, farmers, and migrant workers.

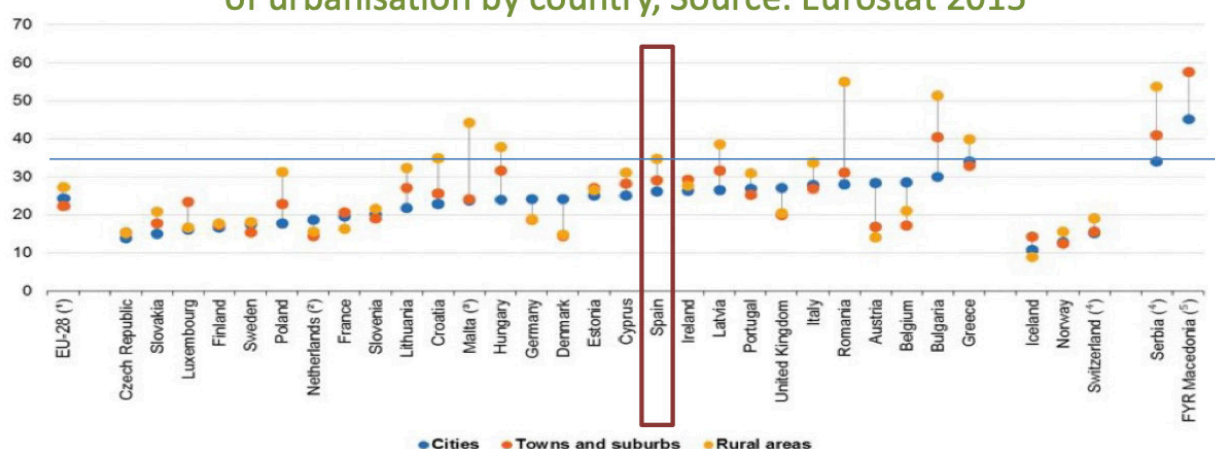
The idealisation of the rural environment overlooks the existence not only of situations of social exclusion, but also of certain rural territorial attributes that generate these situations of exclusion, such as the negative evolution in the supply of services to the population, the geographical isolation, the lack of meeting places and social life, the deterioration and scarcity of the housing stock, the spatial-temporal limitations of public transport, etc.

Not all rural areas are exposed to these problems in the same way, nor do they have the same capacities or resources to overcome the negative consequences. But in the rural environment, whatever it may be, there are deficiencies and problems that lead to social exclusion, in such a way that their impact is stronger and gives rise to more serious and complex situations than in areas with more resources (such as urban areas).

The deterioration of the labour and consumer markets in rural areas has led to an increase in poverty rates, as well as a reduction in job opportunities. The few jobs that were available were characterised by their marked precariousness due to their link to low-value sectors (such as agriculture and/or livestock, construction, transport, tourism, etc.), the small size of enterprises (often family-based), and difficulties in accessing information.

This situation has led to the migration of skilled human resources towards urban labour markets, with more opportunities, and thus to the loss of population in rural areas and the impoverishment of their attractiveness for the development of both new productive investments and services and infrastructures of all kinds.

People at risk of poverty and social exclusion by degree of urbanisation by country, Source: Eurostat 2015



(*) Estimated data for rural areas.

(†) Provisional data.

(‡) Data for rural areas have low reliability.

(§) 2013 data.

(§) 2011 data; No data for 'rural areas'.

Social and economic position of the farmer.

1. Social position: Despite some progress, such as the revaluation of farmers through awareness of organic and healthy food, farmers still face low social valuation. In addition to being considered the last link in the value chain, they are still stigmatised as unskilled workers and their work is perceived as unattractive. Importantly, farmers also face a lack of recognition of their crucial role in food production and the sustainability of rural areas.

2. Economic position: Many farms, especially smaller farms and those maintaining traditional systems, are not profitable due to low prices for agricultural products and competition from third countries with lower cost structures. This makes it difficult to cover production costs and limits the possibilities for farm growth and adaptation. Farmers are heavily dependent on agricultural subsidies and aids to maintain their activity. However, it is important to seek solutions that promote the economic viability of farms through fair pricing policies, access to adequate financing and the promotion of local markets.

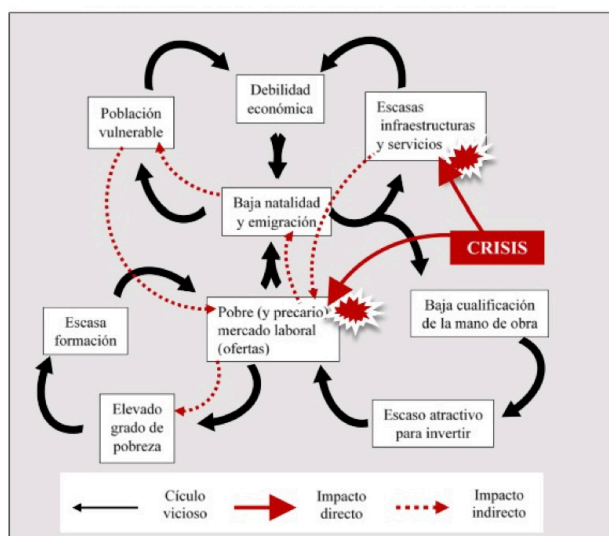
3. Education: Although the agricultural sector tends to have lower levels of education compared to other sectors, there is an increase in the educational level of young farmers. However, challenges remain in access to education and specialised training in agriculture, especially for those who lack the skills, knowledge and capacities to face the challenges that arise in farming. It is important to promote agricultural education and training programmes that provide farmers with the necessary tools to manage uncertainty and adopt sustainable practices.

4. Discrimination: In addition to a lack of social appreciation, farmers may also face discrimination based on their level of education, ethnicity and occupation. There are deep-rooted prejudices about farmers' educational and economic levels, which can affect their recognition and integration into society. It is essential to combat discrimination and promote a positive image of farmers, recognising their importance in food security and in maintaining rural areas. It is also necessary to foster collaboration and dialogue between farmers and other actors in the sector in order to build relationships based on mutual respect and appreciation.

Variables used to identify potential social exclusion in rural areas.

Ejes	Introducidas con signo negativo
	Variables
Económico	Tasa de paro Empleo a tiempo parcial
Social	Índice de envejecimiento Tasa de dependencia Tasa de dependencia de >64 años Tasa de analfabetismo % de adultos jóvenes sobre total municipal % de mujeres sobre total municipal % de mujeres inmigrantes sobre total municipal % de población que no dispone en su núcleo de población de equipamientos sanitarios
Espacial	Distancia temporal al centro de servicios más cercano Población dispersa (y en diseminado) Altitud del núcleo de población principal

Impacts of the crisis on the circles of poverty and social exclusion in rural areas.



Social and economic situation of migrant workers in rural areas.

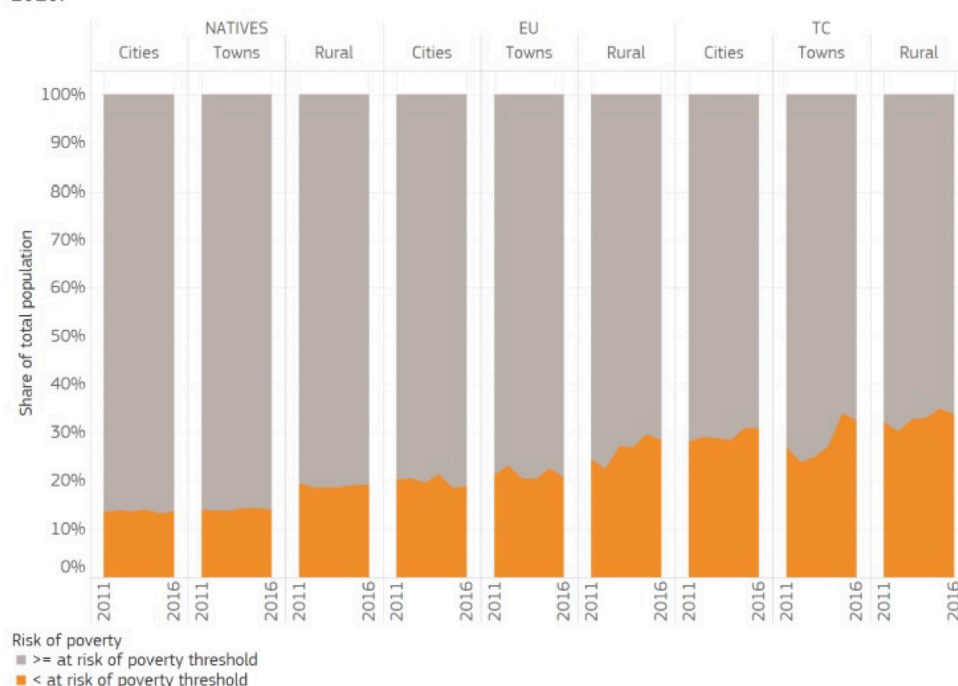
1. Social and economic position: Migrant workers in the agricultural sector often face precarious working conditions, low wages and lack of labour protection. Many are engaged in seasonal and temporary work, which exposes them to labour instability and vulnerability. In addition, they may face discrimination and exploitation due to their migration status and ethnicity. The lack of job stability and unfair conditions negatively affect their economic and social well-being, making it difficult for them to integrate into rural communities.

2. Education: The education of migrant workers in the agricultural sector may vary depending on their country of origin and migration status. Some may have low levels of education, making it difficult for them to access better job opportunities. However, it is also observed that some migrant workers have higher levels of education, especially those from European countries. It is essential to ensure access to education and training programmes to improve the skills and opportunities of migrant workers in the agricultural sector.

3. Discrimination and social exclusion: Migrant workers in the agricultural sector often face discrimination and stigmatisation because of their ethnicity, nationality or language. They may face discrimination in the workplace, as well as in access to basic services and rights, such as health care, housing and education. Lack of social integration and language barriers can contribute to their exclusion and the creation of isolated communities. It is essential to promote policies and measures that combat discrimination, promote equal treatment and facilitate the integration of migrant workers in rural communities.

Risk of poverty

Figure shows the share of population at risk of poverty based on information coming from the EU-SILC. This variable is one of the most commonly used indicators to measure the level of living conditions of the EU population. It relates to one of the five headline targets of the Europe 2020, to reduce poverty by lifting at least 20 million people out of the risk of poverty or social exclusion by 2020.



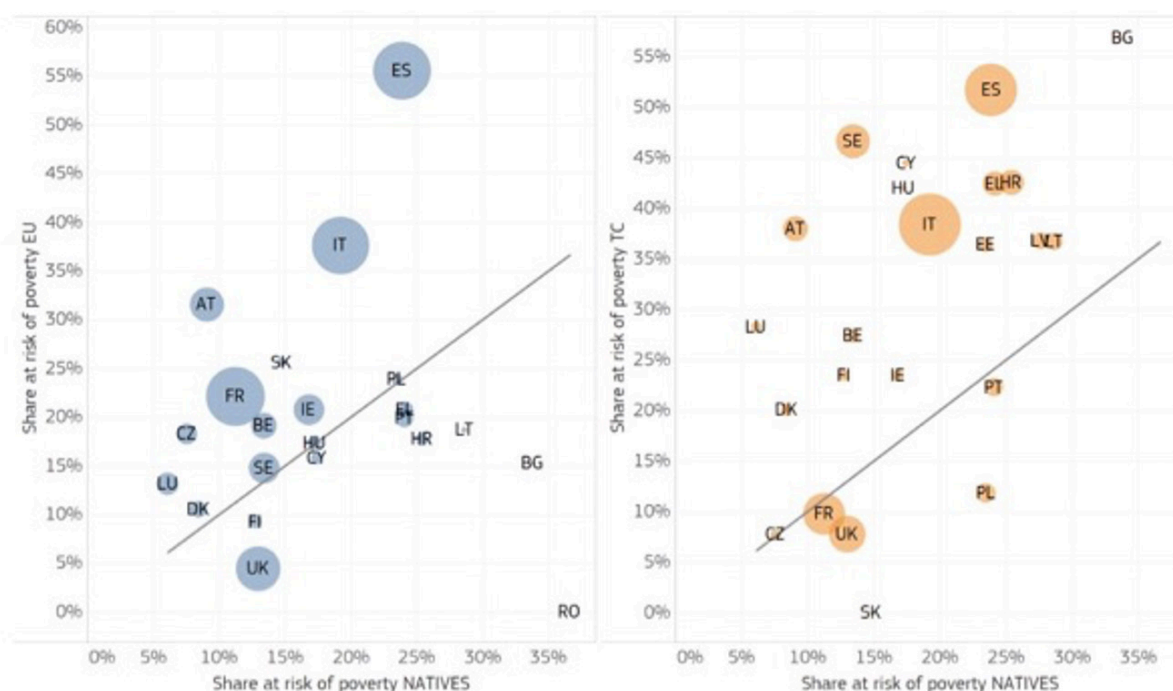


Figure 1.9 Comparison of the risk of poverty indicators between and natives and migrants in rural areas, by country (2017).

Source: own elaboration of EU-SILC microdata.

Note: The more distant are the values from the diagonal, the more migrants are disadvantaged with respect to natives. The size of circles is proportional to the underlying migrants' population of a country. Figures on the left pane for Bulgaria, Latvia, Poland, Romania and Slovakia as well as on the right pane for Belgium, Bulgaria, Czechia, Hungary Romania and Slovakia should be considered with caution due to the limited (<50) number of observation in the EU-SILC.

Farmers and Migrant Workers in Consortium Countries

Spain:

Farmers in Spain face economic challenges due to global competition, high production costs and changing consumer preferences. The social position of farmers has undergone changes with the migration of young people to urban areas in search of better opportunities. Migrant workers in the agricultural sector may face discrimination, precarious working conditions and lack of representation.

Italy:

Italian farmers face economic difficulties due to international competition and lack of adequate government support. The social status of farmers has declined in recent years, and many young people leave rural areas. Migrant workers in agriculture often face challenges of integration, discrimination and lack of representation.

Farmers and Migrant Workers in Consortium Countries

France:

Farmers in France face economic challenges due to high production costs and price pressure. The social position of farmers has been affected by the declining agricultural population and the lack of recognition of their role. Migrant workers in agriculture may face problems of integration, discrimination and lack of representation.

Austria:

Farmers in Austria face economic challenges due to production costs and global competition. The social position of farmers has changed, and many young people leave rural areas. Migrant workers in agriculture can face barriers of education, lack of visibility, discrimination and lack of representation.

Greece:

Greek farmers face economic and social challenges. The educational level of farmers varies, and many have only primary education. Migrant workers in the agricultural sector can face problems of integration, discrimination and lack of representation. Greece has implemented social integration strategies, but there are still obstacles to improving the economic and social position of migrant workers.

Challenges and opportunities for improving the integration of migrant workers in Multicultural Farming Teams

Economic-sectoral challenges

The integration of immigrant workers into the economy and labour sectors presents a number of economic and sectoral challenges in EU. Some of the most important are the following:

- **Recognition of qualifications and training:** Immigrant workers face challenges in having their qualifications and training recognized in the host country, limiting their access to skilled and well-paid jobs.

- **Access to education and training:** Barriers in accessing education and training can hinder immigrant workers' employment and job promotion opportunities.

- **Discrimination and stigmatization:** Migrant workers may encounter discrimination and stigmatization in the labour market, affecting their employment prospects and career advancement.

- **Sector-specific needs:** Each labour sector presents specific challenges for the integration of migrant workers, such as poor working conditions, lack of social protection, or precarious and temporary employment.

- **Need for integration policies:** Policies and resources are required to support the education, training, and social integration of immigrant workers, promoting equal opportunities and eliminating discrimination.

- **Land consumption and rural abandonment:** Rural communities face challenges due to land consumption by construction companies and the abandonment of villages by young people. Migrants could contribute to addressing these issues by finding opportunities in agriculture and revitalizing abandoned houses, benefiting from the knowledge and traditions preserved by elderly rural residents.

- **Seasonal employment and financial stability:** Migrant workers agricultural sector often face low-paying and precarious employment due to the seasonal nature of the work, leading to financial instability.

- **Opportunities in organic and local food production:** The growing demand for organic and locally produced food creates employment opportunities in agriculture sector, including farm-to-table restaurants, farmers' markets, and community-supported agriculture initiatives.

Personal-cultural challenges.

In addition to economic and sectoral challenges, the integration of immigrant workers in EU also presents personal and cultural challenges. Some of the main ones are the following:

- **Adaptation to a different culture:** Immigrant workers face difficulties in adapting to a new culture, language, and way of life, which can lead to stress and social isolation.
- **Separation from family and cultural roots:** Migrant workers often have to leave their families and cultural roots behind, leading to feelings of loss and loneliness that can impact their emotional well-being and integration.
- **Discrimination and prejudice:** Migrant workers may encounter discrimination and prejudice based on their ethnicity, nationality, or language, affecting their self-esteem and hindering their integration into society.
- **Difficulties in establishing social relationships:** Cultural and linguistic barriers can pose challenges for migrant workers in forming social connections, impacting their emotional well-being and integration into the community.

- **Need to maintain cultural roots:** Migrant workers may have a desire to preserve their cultural identity, traditions, and customs, which can create tension between their culture of origin and the new culture they find themselves in.

- **Language knowledge and communication:** Language barriers can be a significant challenge, impacting migrants' ability to communicate with others, access services, and navigate bureaucratic processes.

- **Employment and professional training:** Migrant workers may face challenges in finding employment and obtaining the necessary professional training and qualifications, which can impact their integration into the workforce.

- **Social support:** The lack of social support networks can make it challenging for migrant workers to navigate personal and cultural challenges, potentially leading to increased isolation and difficulties in accessing resources and services.

Social and occupational challenges.

In addition to economic, sectoral, personal and cultural challenges, the integration of immigrant workers in EU also presents social and occupational challenges. Some of the main ones are the following:

- **Access to basic services:** Migrant workers may face difficulties in accessing essential services such as healthcare, education, and housing due to cultural, linguistic, or administrative barriers.
- **Social isolation:** Migrant workers may experience feelings of isolation and disconnection from society due to language barriers, cultural differences, and a lack of social networks.

- **Lack of participation in society:** Migrant workers may find it challenging to fully engage in society, including limited opportunities for volunteering, political participation, and community activities.

- **Problems of occupational integration:** Migrant workers may face difficulties in finding employment or advancing in their careers due to language barriers, unfamiliarity with labour market requirements, limited access to education and training, and a lack of recognition of their qualifications.

- **Illegal work and exploitation:** Migrant workers may be vulnerable to exploitation and engage in illegal work, which poses risks to their safety, security, and overall work opportunities.

- **Health and safety concerns:** Migrant workers in the agricultural sector may face occupational hazards, including poor working conditions, inadequate safety measures, and a lack of access to social services and legal protection.

- **Discrimination:** Migrant workers may encounter discrimination in the labour market, society, and interpersonal relationships based on their ethnicity, nationality, or language, which can hinder their social and occupational integration.

Opportunities for the integration of migrant workers in Multicultural Teams.

Multicultural agricultural teams present a number of integration opportunities for migrant workers. Some of the main opportunities include the following:

1. Fostering cultural diversity: Multicultural farm teams can foster cultural diversity and intercultural understanding among workers. This can promote tolerance and mutual respect and help reduce discrimination and stigmatization.

2. Language learning and intercultural skills: Multicultural agricultural teams provide opportunities for migrant workers to learn new languages and develop intercultural skills. This improves their ability to communicate and work effectively with people from different cultures.

3. Transfer of knowledge and skills: Migrant workers bring valuable knowledge and skills to multicultural agricultural teams, enhancing productivity, efficiency, and providing learning opportunities for all workers.

4. Leadership and promotion opportunities: Multicultural agricultural teams can offer leadership and promotion opportunities for migrant workers, boosting their self-esteem, confidence, and providing a pathway for employment and economic advancement.

5. Fostering social cohesion: Multicultural agricultural teams foster social cohesion and a sense of community among workers, enhancing their emotional well-being and facilitating integration into the host society.

6. Increased productivity and efficiency: Skilled and motivated migrant workers contribute to increased productivity and efficiency in the agricultural and rural sectors. This positively impacts the local economy and enhances competitiveness.

7. Fostering innovation and entrepreneurship: Migrant workers bring diverse skills and experiences, fostering innovation and entrepreneurship in rural areas. This diversifies the economy and creates new employment and growth opportunities.

8. Increased demand for services and goods: Migrant workers generate increased demand for services and goods in rural areas, positively impacting the local economy and creating job opportunities in non-agricultural sectors.

9. Social inclusion: The arrival of migrant workers promotes social inclusion in rural areas, fostering interaction and understanding between different cultures and communities.

10. Population stabilization: Migrant workers help stabilize the population in rural areas by creating jobs and improving living and working conditions. This combats depopulation and contributes to sustainable development.

11. Improved public services: Migrant workers contribute to improving the quality and accessibility of public services in rural areas, including education, healthcare, and transportation. This enhances the quality of life and attracts new residents.

12. Encouraging cooperation and volunteering: Migrant workers encourage cooperation and volunteering in rural areas, fostering a sense of community and solidarity among residents.

13. Covering labour shortages: Hiring migrant workers helps address labour shortages in the agricultural sector, ensuring the continuity of operations, and improving productivity and efficiency.

14. Labor cost savings: Migrant workers often accept lower wages, reducing labour costs for farmers. This improves profitability and competitiveness.

15. Increased labour flexibility: Migrant workers' willingness to work overtime or rotating shifts increases labour flexibility, allowing farmers to adapt to market needs and enhance production efficiency.

16. Economic growth potential: Hiring migrant workers contributes to economic growth in rural communities, generating employment and increasing demand for services and goods.

17. Increased tax collection: The growing immigrant population in rural areas increases tax revenue through income taxes, consumption taxes, and related taxes.

18. Increased consumption of services and goods: The immigrant population's growth boosts service and goods consumption, generating additional revenue for local businesses and increasing tax revenue.

19. Creating new jobs: The influx of migrant workers contributes to job creation, providing additional income for individuals, businesses, and

public entities through taxes.

20. Obtaining additional funding: The increased immigrant population can attract European and other funding sources for projects and programs aimed at integration and rural development.

21. Support from non-governmental organizations: There is a growing number of non-governmental organizations that are dedicated to helping migrants, providing support and resources for their integration into society and the labour market.

22. Linguistic support: Many countries have established linguistic support programs for migrants, offering language courses and assistance to help bridge the language gap and improve communication with the local community.

23. Employer groups: Employers in rural areas often form groups to facilitate the hiring of seasonal workers. These groups streamline the process, allowing farmers to access a pool of workers and ensuring a smoother employment experience for both employers and employees.

24. Social initiatives by employers: Employers are becoming more involved in creating social connections and moments with their workers. They provide food and drinks during breaks and organize social events to foster a sense of community among workers and the local population.

25. Awareness and acceptance: There is a growing awareness among employers of the need for foreign workers to sustain their activities. This has led to increased acceptance of migrants within local communities, reducing racism and xenophobia.

26. Access to training: Migrants can access training programs that focus on safety at work and provide vocational education tailored to specific sectors and specialties. These programs help migrants acquire the necessary skills and competencies for employment and career advancement.

27. Collaboration with local associations: Farmers and employers collaborate with local associations and organizations that support migrants, working together to address the challenges and provide assistance to migrant workers.

28. Personal and professional development: Migrant workers have opportunities for personal and professional growth through training and skill development programs. This enables them to enhance their employability and contribute to the success of agricultural operations.

29. European funding opportunities: The increase in the immigrant population in rural areas can open up opportunities for accessing European funds and other sources of funding. These funds can be used to support integration efforts and promote the development of rural areas.

30. Enhanced social cohesion: The presence of migrant workers can contribute to improved social cohesion within rural communities, as people from different backgrounds come together, interact, and build relationships.

31. Promoting cultural exchange: The integration of migrant workers offers opportunities for cultural exchange and mutual learning between different communities, fostering understanding and appreciation of diverse cultures.

32. Innovation and adaptation: Migrant workers bring fresh perspectives and ideas to rural areas, promoting innovation and adaptation to new agricultural practices and technologies.

33. Sustainable development: The presence of migrant workers can contribute to the sustainable development of rural areas by providing a workforce that supports agricultural activities and stimulates local economies.

34. Enhanced diversity and creativity: The diverse backgrounds and experiences of migrant workers enrich rural communities, fostering creativity and offering new perspectives on farming practices and local traditions.

35. Improved social services: The influx of migrant workers can lead to improved social services in rural areas, as there is a greater demand for healthcare, education, transportation, and other essential services.

36. Cultural preservation: Migrant workers may contribute to the preservation of local traditions and cultural heritage by sharing their own cultural practices and knowledge, enriching the cultural fabric of rural communities.

37. Social mobility: The integration of migrant workers can provide opportunities for upward social mobility, as individuals and families can improve their living conditions and economic prospects through employment and educational opportunities in rural areas.

38. Increased diversity in the workforce: Hiring migrant workers brings diversity to the agricultural workforce, fostering a more inclusive and representative labour market that reflects the multicultural nature of society.

39. Promoting rural-urban connections: The presence of migrant workers in rural areas can strengthen connections and interactions between rural and urban areas, promoting the exchange of ideas, resources, and economic opportunities.

40. Cultural exchange programs: Initiatives that promote cultural exchange programs between migrant workers and local residents can facilitate understanding, respect, and cooperation, breaking down barriers and building stronger communities.

41. Social integration programs: Governments and organizations can implement social integration programs that provide support and resources to migrant workers, helping them navigate the social and cultural aspects of their new communities.

42. Mentorship programs: Establishing mentorship programs where experienced farmers or community members can mentor and guide migrant workers can facilitate their integration and provide valuable guidance and support.

43. Access to financial services: Ensuring that migrant workers have access to financial services such as banking, savings accounts, and microfinance can empower them to manage their finances effectively and build economic stability.

44. Community development initiatives: Engaging migrant workers in community development initiatives, such as participating in local events, volunteering, and contributing to community projects, can foster a sense of belonging and active participation.

45. Gender equality and empowerment: Promoting gender equality and empowerment among migrant workers, ensuring equal access to resources, opportunities, and decision-making processes, can create a more inclusive and equitable working environment.

46. Cultural awareness training: Providing cultural awareness training to both migrant workers and local residents can enhance understanding, promote respect for diversity, and prevent misunderstandings or conflicts.

47. Health and well-being support: Offering comprehensive health and well-being support, including access to healthcare services, mental health resources, and work-life balance initiatives, can contribute to the overall well-being of migrant workers.

48. Networking opportunities: Facilitating networking opportunities for migrant workers within the agricultural sector, such as industry events, conferences, and professional associations, can help them establish valuable connections and expand their professional networks.

49. Recognition of contributions: Recognizing and celebrating the contributions of migrant workers to the agricultural sector and rural communities through awards, public acknowledgments, and appreciation events can enhance their sense of belonging and value.

50. Policy advocacy: Engaging in policy advocacy to promote inclusive and migrant-friendly policies at local, regional, and national levels can create a supportive environment for migrant workers and facilitate their integration into the agricultural sector and rural communities.

Opportunities for farming and Rural Areas.

Opportunities for the attraction and hiring of migrant workers in rural areas and the agricultural sector in the European Union are manifold. These opportunities arise from the various challenges and factors we have examined so far.

Firstly, the presence of migrant workers addresses the persistent issue of labour shortages in the agricultural sector and rural areas throughout the European Union. By filling these gaps, they ensure the continuity of agricultural operations and prevent disruptions in food production and supply.

Furthermore, the attraction of migrant workers contributes to economic growth and development in rural areas. Their employment generates job opportunities, stimulates local businesses, and increases demand for goods and services, thus benefiting the overall economy of the region.

In addition to economic benefits, the presence of migrant workers fosters cultural diversity and intercultural exchange. Their diverse backgrounds, languages, and traditions enrich the social fabric and promote intercultural understanding, tolerance, and mutual respect among community members. Migrant workers also bring valuable knowledge, skills, and experiences in various agricultural practices and techniques. Their integration into rural areas facilitates the transfer of these skills to local farmers, leading to innovation, improved productivity, and the adoption of sustainable farming practices.

Moreover, the attraction of migrant workers helps address the pressing issue of rural depopulation. By increasing the population and bringing vitality to rural communities, they contribute to the regeneration of local economies, infrastructure, and services.

The integration of migrant workers into rural communities fosters social inclusion and community engagement. It provides opportunities for collaboration, volunteering, and the creation of social connections, strengthening the sense of belonging and social cohesion within the community.

Their presence also stimulates entrepreneurship and business development in rural areas. Migrant workers may establish their own agricultural enterprises or contribute to the growth and diversification of existing businesses, promoting innovation and generating economic opportunities.

The exchange of languages and cultures between

migrant workers and the local population benefits both parties. Language courses and intercultural activities can be implemented to facilitate communication, integration, and mutual understanding. Migrant workers often bring knowledge and experience in sustainable agricultural practices from their countries of origin. Their involvement in the agricultural sector promotes the adoption of environmentally friendly methods, contributing to the sustainability and resilience of rural communities. The presence of migrant workers with diverse backgrounds and cultural connections opens doors to new markets and export opportunities. Their knowledge of international markets and consumer preferences can help rural businesses expand their reach and increase their competitiveness.

The integration of migrant workers in the agricultural sector can foster research and innovation collaboration. They can contribute to research projects, knowledge exchange, and technological advancements, driving progress and improving agricultural practices.

Additionally, the presence of migrant workers can strengthen social services in rural areas, such as healthcare, education, and public transportation. Increased population and demand for services lead to improved infrastructure and access to essential amenities for both migrants and local residents. Initiatives aimed at attracting and integrating migrant workers in rural areas may be eligible for European funding and support. EU programs and grants provide resources for training, infrastructure development, and community projects that facilitate the integration and well-being of migrant workers.

The cultural vitality of rural areas is enhanced by the presence of migrant workers. Festivals, celebrations, and cultural events that showcase the diversity and traditions of different communities create a vibrant and inclusive rural environment. Lastly, the contribution of migrant workers to social welfare systems, through their participation in labour markets and payment of taxes, strengthens these systems and benefits both migrants and the wider society.

The attraction and hiring of migrant workers in rural areas and the agricultural sector of the European Union present a wide range of opportunities. These opportunities encompass economic growth, cultu-

ral diversity, knowledge transfer, social inclusion, entrepreneurship, sustainability, market expansion, research collaboration, infrastructure development, European funding, cultural vitality, and strengthened social welfare systems. Embracing these opportunities can lead to thriving rural communities, resilient agricultural sectors, and overall socio-economic progress..

Building Multicultural Agricultura Teams

The role of the farmer and principles in managing a multicultural team.

The role of the farmer in the management of a multicultural team is very important, as he/she can influence the efficiency and success of the team and the farming operation as a whole. Some of the main roles that the farmer can play include the following:

- **Mentoring:** The farmer should offer mentoring and support to workers from different cultures, especially those who may have less experience or skills. This can help improve the efficiency of the team and increase the quality of work.
- **Leadership:** The farmer should exercise effective leadership of the team, setting clear objectives and providing constructive feedback. This can help to improve the motivation and commitment of the workers, as well as improve the efficiency and quality of the work.
- **Create an inclusive work environment:** The farmer should work to create an inclusive work environment that fosters mutual collaboration, respect and tolerance. This can help build a sense of community among workers from different cultures and improve team efficiency.
- **Encourage effective communication:** The farmer should encourage effective communication between workers from different cultures and ensure that everyone understands each other's tasks and responsibilities. This can help avoid misunderstandings and improve the efficiency and quality of work.
- **Promote knowledge sharing:** The farmer can encourage the exchange of knowledge and skills between workers from different cultures. This can help improve the efficiency of the team and increase the diversity of skills in the farming operation.
- **Provide education and training:** The farmer can provide training and education to workers from different cultures to help them improve their skills and knowledge. This can improve the efficiency of the team and increase the quality of work.
- **Treat all workers equally:** The farmer should treat all workers equally and with respect, regardless of their cultural or ethnic background. This can help create a fair and equitable work environment that fosters worker motivation and commitment.

The farmer must follow a number of principles to effectively manage a multicultural team in the farming operation. Some of these principles are as follows:

- **Respect for cultural diversity:** The farmer should respect and value the cultural diversity of the workers and be open to learning from the different cultures represented in the team.

- **Effective communication:** The farmer should ensure that communication is effective among workers and be clear and concise in giving instructions and feedback.

- **Equal treatment:** The farmer must treat all workers equally and fairly, regardless of their cultural or ethnic background.

- **Conflict management:** The farmer must be able to identify and manage conflicts that may arise between workers from different cultures, fairly and effectively.

- **Promotion of cooperation:** The farmer should encourage cooperation between workers from different cultures and promote the sharing of knowledge and skills.

- **Education and training:** The farmer should provide education and training to workers from different cultures to help them improve their skills and knowledge, and thus improve the efficiency of the team.

- **Flexibility:** The farmer must be flexible in his or her management approach and be willing to adapt to the needs and preferences of workers from different cultures.

- **Awareness:** The farmer must be aware of the cultural differences that exist in the team and be able to adapt to them. This includes being aware of different communication styles, cultural values and beliefs, and social norms.

- **Empathy:** The farmer should be empathetic towards workers from different cultures, seeking to understand their views and perspectives. This can help to create a positive working environment and foster collaboration between workers.

Role/attitudes may national workers follow to facilitate integration.

National workers in a multicultural farm team also have an important role to play in facilitating the integration of their migrant colleagues. Some attitudes and behaviours they can adopt include the following:

- **Show interest and curiosity about other cultures:** National workers can show interest and curiosity about the cultures of their migrant colleagues and be willing to learn from them.

- **Be patient and understanding:** National workers can be patient and understanding with immigrant colleagues who may be experiencing difficulties adjusting to the new culture and work environment.

- **Offer help and support:** National workers can offer help and support to migrant colleagues in areas such as communication, adapting to work and living in the local community.

- **Avoid discrimination and racism:** National workers should avoid discrimination and racism towards migrant colleagues and treat them with respect and dignity.

- **Encourage cooperation and inclusion:** National workers can encourage cooperation and inclusion in the team, promoting the sharing of knowledge and skills and ensuring that all workers feel valued and respected.

Role/attitudes may migrant workers follow to facilitate their integration.

Migrant workers also have an important role to play in facilitating their own integration into multi-cultural agricultural teams. Some attitudes and behaviours they can adopt include the following:

- **Showing interest in the local culture:** Migrant workers can show interest and respect for the local culture, trying to learn and adapt to the customs and values of the community.
- **Learning the local language:** Migrant workers can learn the local language to improve communication with their work colleagues and the local community.
- **Be proactive and collaborative:** Migrant workers can be proactive and collaborative at work, volunteering to help colleagues and share their knowledge and skills.
- **Accept cultural differences:** Migrant workers can accept and respect the cultural differences of their work colleagues and be tolerant of cultural differences that may arise.
- **Participate in social activities:** Migrant workers can participate in social and cultural activities in the local community, which can help them integrate and make connections with people from different cultural backgrounds.

Principles of coexistence that should govern multicultural teams.

Multicultural teams should be governed by principles of coexistence that promote harmony, cooperation, and mutual respect among workers from different cultures. These principles include the following:

- **Respect:** Workers from different cultures should respect the cultural differences, opinions and beliefs of their colleagues.
- **Collaboration:** Workers from different cultures must collaborate at work, sharing knowledge and skills to achieve common goals.
- **Tolerance:** Workers from different cultures should be tolerant of cultural differences and try to understand the perspectives and views of their colleagues.
- **Flexibility:** Workers from different cultures must be flexible and willing to adapt to cultural differences and changes in the work environment.
- **Effective communication:** Workers from different cultures must communicate effectively, ensuring that everyone understands instructions and assigned tasks.
- **Empathy:** Workers from different cultures should be empathetic towards others, seeking to understand their perspectives and needs.
- **Equality:** Workers from different cultures should be treated equally and fairly, regardless of their cultural or ethnic background.

Tools and functionalities for the management/communication of employers with mobile migrant workers.

There are several tools that can be used for the management and communication of agricultural employers with mobile migrant workers. Some of these tools include the following:

- **Workforce management platforms:** Examples of workforce management platforms in agriculture are AgriShift and Agrismart. These platforms allow agricultural employers to manage the recruitment and performance monitoring of migrant workers, as well as communication with them.
- **Mobile applications:** Examples of mobile applications that can be used for communication and tracking of migrant workers are FarmLead and AgriSync. These applications allow agricultural employers to send messages and receive updates from migrant workers, as well as provide important information about the farming operation and working conditions.
- **Social networks:** Examples of social networks that can be used for communication with migrant workers are Facebook and WhatsApp. These social networks allow agricultural employers to send messages and share important information with migrant workers, as well as encourage engagement and interaction.
- **Translation tools:** Examples of translation tools that can be used are Google Translate and Microsoft Translator. These tools allow agricultural entrepreneurs to overcome language barriers and communicate with migrant workers in their native language.
- **Training and education:** Examples of training and education that can be offered to migrant workers include training programmes on occupational safety, good agricultural practices and the use of agricultural machinery. These programmes can help migrant workers acquire the skills and knowledge necessary to perform their work efficiently and effectively.
- **Newsletters:** Examples of newsletters that can be used to provide important information to migrant workers are the Boletín Agrario of the Spanish Ministry of Agriculture and Fisheries, Food and Environment and the European Union Agricultural Bulletin. These bulletins can provide relevant information on the farming operation, working conditions and important events.
- **Meetings and feedback sessions:** Examples of meetings and feedback sessions include weekly meetings to discuss progress and problems in the farming operation, as well as individual feedback sessions to provide feedback and encourage open and effective communication.

An open web-based communication and collaboration tool for multicultural agricultural teams should have several functionalities to ensure effective and efficient communication and collaboration. Some of the important functionalities that could be included are:

- **Real-time chat:** A real-time chat functionality would allow workers to exchange instant messages, which could improve communication and collaboration in the team.
- **Shared calendar:** A shared calendar functionality would allow workers to see each other's work schedules, which could facilitate the organisation of collaborative meetings and tasks.

- **File sharing:** A file sharing functionality would allow workers to share important documents, such as operating manuals, safety reports, instructional videos and more.

- **Automatic translation:** An automatic translation functionality would allow workers from different cultural backgrounds to communicate in their native language and translate messages in real time so that others can understand them.

- **Discussion forum:** A discussion forum functionality would allow workers to post questions and answers, share ideas and discuss relevant topics.

- **Videoconferencing:** A videoconferencing functionality would allow workers to communicate face-to-face online, which could improve communication and understanding.

- **Surveys and questionnaires:** A survey and questionnaire functionality would allow employers to gather information and opinions from workers quickly and effectively.

- **Task scheduling:** A task scheduling functionality would allow employers to assign tasks and track their progress, which could improve organisation and productivity.

- **Job offers management:** A section where employers can post job offers, specifying the details of the position and the requirements to apply.

In addition to the functionalities mentioned above, an open web-based communication and collaboration tool for multicultural agricultural teams can also implement other important functionalities at the guidance, training and ethics level. Some of these functionalities may include:

- **Orientation and job information:** An orientation section that provides useful information for migrant workers, such as the type of work they will be doing, employer expectations, labour rights and safety regulations.

- **Training courses:** A training section offering online courses on relevant topics, such as work safety, language and cultural skills, and good agricultural practices.

- **Ethics and values guide:** A section setting out the values and ethical principles expected of workers and employers, including equality, mutual respect, tolerance and social responsibility.

- **Cultural adaptation tips:** A section providing advice and guidance on adapting to a new culture, such as behavioural norms and cultural etiquette.

- **Job application management:** A section where workers can post their job applications, specifying their experience and skills, as well as the positions they are looking for.

- **Online recruitment system:** A functionality that allows employers to recruit migrant workers online, including the generation and signing of contracts.

- **Contract management:** A section where employers and workers can view and manage their contracts online, including details on salary, working hours and responsibilities.

- **Automatic notifications:** A functionality that sends automatic notifications to workers and employers about new job offers, contract updates and other important changes in the farming operation.

- **Performance evaluation:** A section where employers can evaluate the performance of migrant workers, providing feedback and opportunities for improvement.

- **Support resources:** A section providing information and support resources, such as counselling and emotional support services, medical care and legal aid.

- **Information on labour rights:** A section informing migrant workers of their labour rights and the resources available to them should they need legal assistance.

- **Emergency contacts:** A section providing a list of emergency contacts, such as telephone numbers for police, fire and emergency medical services.

European Legislative Framework

At the European Union level, there are several regulations and directives that address issues related to migration, labour relations, discrimination and integration of migrant workers and citizens. Some of the main pieces of legislation are:

- Directive 2003/109/EC on the status of third-country nationals who are long-term residents: This directive establishes a framework for the status of third-country nationals who are legally resident in a Member State for a long period of time. It provides similar rights and guarantees to EU citizens in terms of employment, education, social security and other aspects.
- Directive 2004/38/EC on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States: This directive establishes the rights of free movement and residence of EU citizens and their family members within the territory of the Member States. It guarantees equal treatment in terms of employment, education, social security and other aspects.
- Directive 2006/54/EC on equal opportunities and equal treatment of men and women in matters of employment and occupation: This directive addresses gender equality in the field of employment and prohibits discrimination based on gender in relation to access to employment, working conditions, promotion and vocational training.
- Racial Equality Directive 2000/43/EC: This directive prohibits racial and ethnic discrimination in employment, education, access to goods and services, social security and other areas. It establishes a framework for preventing and combating racial discrimination and promoting equal treatment.
- Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation: This directive establishes a framework to prevent discrimination in employment based on religion or belief, disability, age or sexual orientation. It ensures equal treatment in employment, training, working conditions and related matters.
- Directive 2011/98/EU on procedures for issuing long-term visas and residence permits: This directive establishes standards and procedures for issuing long-term visas and residence permits to third-country nationals. It establishes criteria for the admission and residence of migrants and promotes the integration of migrants.

In the European Union's labour framework, there are several regulations governing labour relations in companies. Some of the main regulations are:

- Directive 2003/88/EC concerning certain aspects of the organisation of working time: This directive lays down rules on maximum working time, rest periods and annual leave. It ensures the protection of workers' rights in terms of working time and rest periods.
- Directive 2001/23/EC on the approximation of the laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings or establishments: This directive ensures the protection of employees' employment rights in the event of transfers of undertakings or establishments. The rights and conditions of employment acquired by employees must be respected and maintained by the new employer.

- Directive 2002/14/EC establishes a general framework for informing and consulting employees in the European Union: This directive establishes the right of employees to be informed and consulted on important issues affecting their interests in the company. It promotes employee participation in decision-making and guarantees the right to information and consultation.
- Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation: This directive, in addition to addressing discrimination, also prohibits discrimination in employment based on religion or belief, disability, age or sexual orientation. It establishes a framework for ensuring equal treatment in employment and occupation.
- Directive 2006/54/EC on equal opportunities and equal treatment of men and women in matters of employment and occupation: This directive provides for equal treatment between men and women in the field of employment, including equal pay and the prohibition of discrimination on grounds of sex. It promotes equal opportunities and gender non-discrimination in employment.

The social and labour regulations concerning the movement of migrant citizens in the European Union regulate a number of important aspects. Below is a list and summary of the main aspects covered by these regulations:

- **Movement and stay:** The regulations set out the procedures and requirements for the movement and stay of migrant citizens in EU countries. This includes obtaining visas, residence permits, work permits and other documents necessary to enter and stay legally in an EU country.
- **Equal treatment:** Regulations ensure equal treatment between migrant citizens and nationals of EU countries in terms of employment, working conditions, social security, access to housing, education and other social rights and benefits. Discrimination based on nationality or ethnic origin is prohibited.
- **Labour rights:** Regulations protect the labour rights of migrant citizens, including minimum wages, maximum working hours, health and safety at work, protection against unjustified dismissal and access to vocational training.
- **Recognition of qualifications:** The regulations establish procedures for the recognition of professional qualifications of migrant nationals, which facilitates their access to employment in an EU country. This ensures that qualifications obtained in one country are recognised in other EU countries.
- **Family reunification:** The regulations provide for rights and procedures for family reunification of migrant nationals. They set out the requirements and conditions for migrants to bring their immediate family members to reside with them in the host country.
- **Nationality and citizenship:** The regulations also address the acquisition of nationality and citizenship of an EU country by migrant citizens. They set out the criteria and processes for naturalisation and obtaining citizenship of an EU country.
- **Integration:** The regulations promote the integration of migrant citizens into society and the local community. They encourage participation in the social, cultural and civic life of the host country, as well as access to education, training and support services to facilitate integration.

These are some of the main aspects that are regulated in the social and labour regulations in relation to the movement of migrant citizens in the European Union. It is important to bear in mind that specific regulations may vary between Member States, and it is necessary to consult the applicable national and European legislation for detailed and up-to-date information.

| Migration management

The European Commission supports EU countries in developing and implementing migration management and asylum systems. This is done by providing operational response in EU countries, especially in Italy, Malta, Cyprus, Spain and Greece.

In these countries, the Commission supports national authorities, also through teams on the ground and in coordination with EU Agencies, international organisations and other relevant actors, in:

- managing the arrivals of migrants
- setting up adequate migrant reception facilities
- implementing relocation decisions and other transfer mechanisms at EU level
- ensuring efficient asylum and return procedures
- improving border management
- protecting unaccompanied minors and other vulnerable groups
- promoting integration policies for legally residing third-country nationals

| Collective Management at Origin

Collective Management at Origin is an approach that has been implemented in the European Union to address migration-related challenges, especially in terms of managing and harnessing migration in countries of origin. This strategy is based on cooperation between countries of origin and migrant-receiving countries to facilitate orderly, safe and legal migration, and to harness the benefits for both the countries of origin and the migrants themselves.

The situation of “Collective Management at Origin” varies in different EU countries, as each country has its own policies and programmes related to migration and cooperation with countries of origin. However, in general, initiatives and projects have been developed to strengthen collective management at origin and improve the links between countries of origin and migrant-receiving countries. The main objective of Collective Management at Origin is to address the factors that drive migration, such as lack of economic and employment opportunities, poverty and lack of development in countries of origin. Through cooperation between sending and receiving countries, it seeks to create economic opportunities and improve living conditions in countries of origin, so that people have less incentive to migrate.

This is achieved by supporting economic development, job creation, improving education and training, and promoting investment in countries of origin. In addition, legal and safe channels of migration are promoted to ensure that people can migrate in an orderly and protected manner, thus avoiding irregular migration and the associated risks.

Collective Management at Origin is based on the idea that migration can be a tool for the development of both sending and receiving countries, provided that it is properly managed and that respect for migrants’ rights is promoted. Through cooperation and dialogue between countries, it seeks to establish policies and programmes that benefit all parties involved and contribute to a more humane and sustainable approach to migration in the European Union.

I Migrant smuggling

Migrant smuggling is a dynamic global criminal activity. Poverty, social and political instability, as well as the limited availability of legal migration routes, push people towards criminal networks to facilitate their unauthorised entry, transit or stay in the EU. The journey to the EU can be extremely dangerous and smugglers frequently expose migrants to both life-threatening risks and violence. The loss of lives in the Mediterranean Sea demonstrates the need for an assertive and urgent response from the EU.

Smuggling of migrants by sea is one of the most dangerous forms of migrant smuggling and often requires serious humanitarian assistance. To save the lives of those in distress at sea, EU countries' coastguards and naval services make major efforts with the assistance of the European Border and Coast Guard Agency (FRONTEX).

Most irregular migrants originally enter the EU legally on short stay visas but remain in the EU for economic reasons once their visa expired. Effective and credible management of external borders is essential. The Commission adopted on 14 March the Communication establishing the multiannual strategic policy for European integrated border management, providing policy priorities and strategic guidelines, among other components, on SAR inter alia to maintain a high level of security by using information technology (such as the Visa Information System) and biometric features (e.g. fingerprints) for identification.

Public or private initiatives and entities

I What is the New Pact on Migration and Asylum of the EU?

The New Pact on Migration and Asylum is a set of regulations and policies to create a fairer, efficient, and more sustainable migration and asylum process for the European Union. The Pact, proposed in September 2020, is designed to manage and normalise migration for the long term, providing certainty, clarity and decent conditions for people arriving in the EU. It also seeks to establish a common approach to migration and asylum that is based on solidarity, responsibility, and respect for human rights.

Progress on the Pact

The Pact has delivered various outcomes:

- **Recommendation on an EU mechanism for preparedness and management of crises related to migration:** This has developed an early warning and forecasting system allowing prompt identification of migration situations, enabling effective preparedness and response.
- **Recommendation on cooperation on search and rescue and guidance on non-criminalisation of search and rescue:** This recommendation improves cooperation among EU Member States in managing private vessels involved in Search and Rescue (SAR) operations. It has set the ground for the regular meetings of the European Contact Group on SAR. The guidance prevents the criminalisation of SAR humanitarian operations.

- [The European Union Agency for Asylum \(EUAA\) replaced the European Asylum Support Office \(EASO\)](#) with more tools to support Member States in bringing greater convergence to asylum and reception practices at the EU's high standards.

- **Return Coordinator:** The EU Return Coordinator was appointed on 2 March 2022 to establish an effective and common European return system and improve the coordination of actions between the EU and the Member States.

- **Voluntary Solidarity Mechanism:** 23 EU Member States and associated countries have agreed since 22 June 2022 to support Member States under pressure, including by pledging to relocate some of their asylum seekers and through financial contributions. With relocations ongoing, more than 1000 asylum seekers have been relocated from Cyprus, Greece, Italy, Malta and Spain by early 2023.

State of Play

In September 2022, the European Parliament and the five rotating Presidencies of the Council signed a joint declaration on the timeline for the organisation, coordination and adoption of proposals under the Common European Asylum System (CEAS) and the New Pact by the end of this legislative period, with the view to conclude negotiations by February 2024.

Overview of important events and developments

Legal framework on migrant smuggling

In 2002, the EU adopted a legal framework on smuggling, composed of a Directive defining the facilitation of unauthorised entry, transit and residence and a Framework Decision strengthening the penal framework for these offenses.

In line with the Pact on Migration and Asylum, the Commission has issued guidance on the implementation of the EU rules on definition and prevention of the facilitation of unauthorised entry, transit and residence (C(2020) 6470 FINAL). It recalls that EU law does not allow the criminalisation of humanitarian activity, which is mandated by law, and it invites Member States to distinguish between the activities carried out for the purpose of humanitarian assistance and the activities that aim to facilitate irregular entry or transit, in order to exclude the former from criminalisation.

European Agenda on Migration and European Agenda on Security

The number of irregular migrants entering the EU reached unprecedented levels during 2015 and remained high in 2016. During 2016, EU countries reported new arrivals from Africa, the Middle East and Asia, many of whom turned to criminal networks of smugglers for assistance.

To prevent the exploitation of migrants by criminal networks and to reduce incentives for irregular migration, both the European Agenda on Migration and the European Agenda on Security identified the fight against migrant smuggling as a priority.

A renewed EU action plan against migrant smuggling (2021-2025)

On 29 September 2021, the Commission adopted a renewed EU action plan against migrant smuggling for the period 2021-2025. It strengthens operational cooperation, and information exchange between EU countries and EU law enforcement agencies to investigate and prosecute migrant smuggling networks.

It covers areas such as financial investigations, asset recovery, document fraud, and digital smuggling. The renewed EU action plan adopts a comprehensive approach and seeks even closer coo-

operation with partner countries along the migratory routes towards the EU. The renewed EU action plan builds on successful actions that were launched through the EU Action Plan against Migrant Smuggling for the period 2015-2020.

Rules against trafficking in human beings and Employers Sanctions Directive

Migrants in an irregular situation are more vulnerable to labour and other forms of exploitation. Trafficking in human beings is a different, yet interlinked crime, and the EU has established tougher rules for action against criminals engaged in human trafficking.

EU rules make sure that victims of trafficking have access to assistance, including the possibility of a temporary residence in the EU when they cooperate with law enforcement authorities or, for those Member States who foresee it, irrespective of their cooperation. The EU also monitors the implementation of the Employers Sanctions Directive, making sure that employers who employ irregular migrants are appropriately sanctioned, and that the irregular migrants can exercise their rights to claim back wages and social contributions.

The Communication on the Employers Sanctions Directive, adopted on 29 September 2021, looks at the practical implementation of the Directive and identifies actions to strengthen its implementation focusing on three main actions: sanctions against employers, measures to protect the rights of irregular migrants, and inspections.

Regulation on the creation of a European network of immigration liaison officers (ILO network)

As part of the EU Action Plan against migrant smuggling (2015-2020), a new Regulation was proposed by the Commission and adopted by the co-legislators in 2019 to step up the cooperation between liaison officers of the European Commission, EU agencies and Member States that are deployed in third countries. The ILO network aims to improve the exchange of information on migration, adopting a coordinated approach in cooperation with third country authorities. The activities of ILOs are of great importance to prevent irregular migration, fight migrant smuggling, facilitate readmission of irregular migrants, and facilitating legal pathways towards the EU.

EMPACT

In 2010, the EU set up the EU policy cycle for organised and serious international crime, better known under the name EMPACT (European Multidisciplinary Platform Against Criminal Threats).

Among the EU crime priorities for the EU policy cycle 2018-2021, is the EMPACT crime priority Facilitation of Illegal Immigration (FII). EMPACT FII is a structured, multidisciplinary co-operation platform among EU Member States for disrupting Organized Criminal Groups which facilitate illegal immigration. At the heart of EMPACT FII, are the yearly updated Operational Action Plans, which outline important operational actions of EU countries and EU agencies (Europol, Frontex, Eurojust, CEPOL, EU-LISA, etc.) on fighting migrant smuggling.

For the period 2022-2025, EMPACT will have a dedicated priority on migrant smuggling. The Commission participates in discussions of the Operational Action Plans and meetings and provides financial support to their implementation.

Pact on Migration and Asylum

The Pact on Migration and Asylum adopted on 23 September 2020 sets out improved and faster procedures throughout the asylum and migration system and sets in balance the principles of fair sharing of responsibility and solidarity. This is crucial for rebuilding trust between Member States and confidence in the capacity of the European Union to manage migration.

EU Strategy on voluntary return and reintegration

On 27 April 2021, the Commission adopted the EU strategy on voluntary return and reintegration, which aims at increasing the number of voluntary returns and at improving the quality of the support provided to the returnees. In this way, it improves the overall effectiveness of the EU return system.

Organising legal migration better

The policy establishes a framework for legal migration taking fully into account the importance of integration in host societies.

The EU has developed rules to harmonise Member States' conditions of entry and residence for certain categories of nationals from non-EU countries. This includes entry and residence for labour purposes, such as highly qualified workers (subject to the EU Blue Card Directive), seasonal workers and intra-corporate transferees.

Further EU rules regulate:

- the admission conditions and rights of students and researchers of non-EU countries
- the right to family reunification,
- the conditions and procedures for nationals of non-EU countries to obtain a long-term residence permit

EU legislation also lays down a single procedure, and a Single Permit combining the authorisation to work and reside, for workers from non-EU countries admitted under Member States' national schemes.

Another important aspect of EU's legal migration is the **labour mobility schemes with non-EU countries**. Pilot projects show that by providing targeted support, the EU can help Member States implement schemes that meet the needs of employers, while reinforcing the human capital development in partner countries.

In 2019 the Commission completed a Fitness Check on Legal Migration- an overall evaluation of this legal framework.

Proposals to modernise EU's legal migration policy

On 27 April 2022, the Commission presented a Communication setting out an approach towards a new and sustainable EU legal migration policy, attracting the skills and talent that the EU needs to address labour shortages and reply to the demographic change in Europe. On the same day, the Commission also presented a proposals to modernise the Long-term residents Directive and the Single Permit Directive. The main objectives of these recasts are to:

- reduce costs and the administrative burden for employers
- prevent labour exploitation
- support further integration and mobility within the EU of nationals of non-EU countries that are already residing and working in the EU

EU Talent Pool and its pilot initiative

In the Communication on Attracting skills and talent, the Commission proposed to establish the first EU-wide labour platform and matching tool - the EU Talent Pool. It will help make the EU more attractive for nationals from non-EU countries and to address the challenge of matching EU employers with the talent they are unable to find in the EU's labour market.

The EU Talent Pool will be an EU-wide pool of candidates from non-EU countries. Candidates will be selected on the basis of specific skill levels, criteria and migration requirements following a screening of candidates' credentials. The Communication presents key features of the pool, building on the OECD studies:

- [Building an EU Talent Pool. A new approach for migration management for Europe, 2019](#)
- [Feasibility Study on the Development of an EU Talent Pool, 2022](#)

EU immigration Portal

The [EU Immigration Portal](#), launched in November 2011, provides hands-on information for foreign nationals interested in moving to the EU. The site is also directed at migrants who are already in the EU and would like to move from one EU State to another. It provides specific practical information about procedures in all 27 EU States for each category of migrants.

Initiatives at European level in relation to migrant integration.

Legal migration is part of a balanced common EU migration policy from which migrants, countries of origin, and countries of destination benefit. It gives people who plan to migrate an opportunity to improve their circumstances. At the same time, it helps host countries to address labour market needs. Legal migration is also an investment in the economy and the society. It supports the EU's green and digital transition, while contributing to making European societies more cohesive and resilient.

Action plan on the integration and inclusion

As emphasised in the new Pact on Migration and Asylum, a successful integration and inclusion policy is an essential part of a well-managed and effective migration and asylum policy. It is also essential for social cohesion and for a dynamic economy that works for all.

The [Action plan on Integration and Inclusion 2021-2027](#) proposes targeted and tailored support that takes into account individual characteristics that may present specific challenges to people with a migrant background, such as gender or religious background. Successful integration and inclusion depend both on early action and on long-term commitment.

Although national governments are primarily responsible for creating and implementing social policies, the EU plays a key role in supporting Member States through funding, developing guidance and fostering relevant partnerships. The main actions are:

- Inclusive education and training from early childhood to higher education, focusing on faster recognition of qualifications and language learning, with support from EU funds.
- Improving employment opportunities and skills recognition to fully value the contribution of migrant communities, and women in particular, and ensure that they are supported to reach their full potential. The Commission will work with social and economic partners and employers to promote labour market integration, support entrepreneurship and make it easier for employers to recognise and assess skills.
- Dedicated EU funding to promote access to health services for people born outside the EU and opportunities for Member States to exchange best practice.
- Access to adequate and affordable housing funded through the European Regional Development Fund, European Social Fund Plus, Asylum and Migration Fund and Invest EU, as well as funding platforms to exchange of experience at local and regional level on fighting discrimination on the housing market and segregation.

The action plan will be implemented by mobilising EU funding and by creating partnerships with all those involved: migrants, host communities, social and economic partners, civil society and the private sector. It will seek to modernise access to services by using digital tools. Finally, it will improve the evidence base for further development of policies and to ensure good monitoring of results.

Integration initiatives in rural areas.

Currently, there are several initiatives at European and national level to enhance the reception and integration of migrants in rural areas and in the agricultural sector. Some of these initiatives are:

1. European Union Programme for Employment and Social Innovation (EaSI): EaSI aims to support labour mobility and integration of migrant workers in the agricultural and rural sector through actions such as vocational training, recognition of qualifications, business support and access to finance.

2. EURES Network: The EURES Network is a cooperation network between the European Commission and the public employment services of the EU Member States. It provides information, guidance and advice to migrants interested in working in the agricultural and rural sector, as well as to employers looking for workers.

3. European Structural and Investment Funds (ESI Funds): ESI Funds, such as the European Social Fund and the European Agricultural Fund for Rural Development, support rural development and employment projects and programmes in rural areas of the EU. These funds can be used for initiatives that promote the reception and integration of migrants in the agricultural and rural sector.

4. LEADER programme: The LEADER programme is an EU-funded rural development initiative that promotes innovative and sustainable projects in rural areas. Some LEADER projects may focus on the integration of migrants in the agricultural and rural sector, facilitating their access to land, training, and employment.

5. National and regional programmes: Many EU countries have their own programmes and policies to promote the reception and integration of migrants in rural areas and in the agricultural sector. These programmes may include financial support measures, training, business counselling and social support services for migrants.

6. Private and civil society initiatives: In addition to public initiatives, there are private and civil society organisations working in the field of reception and integration of migrants in rural areas and in the agricultural sector. These organisations may offer training programmes, job counselling, social support, and awareness-raising activities.

It is important to note that these initiatives may vary in each country and region of the EU, and specific policies and programmes need to be consulted in each context. In addition, collaboration and coordination between public, private, and civil society actors are essential for the successful integration of migrants in rural areas and in the agricultural sector.

Opportunities to improve this situation.

Collaboration between countries of origin and destination, as well as within the European Union itself, can also be an opportunity to improve the integration of migrant workers in agricultural enterprises and rural areas. Such collaboration can enable better management of labour migration, as well as the promotion of policies and programmes that foster the labour and social integration of migrant workers in rural communities.

For example, collaboration between countries of origin and destination can allow for better coordination in the selection and recruitment of migrant workers, as well as in improving the working and living conditions of workers. Collaboration within the European Union can also allow for the exchange of good practices and the implementation of policies and programmes that promote inclusion and equal opportunities in rural communities.

Opportunities exist in the coordination of national, regional, and local bodies to improve the integration of migrant workers in agricultural enterprises and rural areas in Spain. Better coordination between these entities can allow for a more efficient management of existing resources and programmes, avoiding duplication and improving care and support for migrant workers.

On the other hand, digitalisation can also be an opportunity to improve the social and labour integration of migrant workers in agricultural enterprises and rural areas. The implementation of digital platforms and technological tools can facilitate communication and information exchange between agricultural enterprises and migrant workers, allowing for better management and coordination of work. These tools can also provide training and capacity building resources to migrant workers, improving their skills and knowledge in the agricultural sector and other related areas.

Other areas where action can be taken to improve social and labour integration situations in rural areas and agricultural environments include:

o Education and training programmes: Through education and training programmes, migrant workers can improve their skills and knowledge in the agricultural sector and other related areas, enabling them to access better jobs and improve their labour integration.

o Recruitment incentives: Agricultural companies can receive incentives and financial support for hiring migrant workers, which encourages them to offer jobs and employment opportunities to migrant workers.

o Advice and support: Public and private entities can offer advice and support to agricultural enterprises and migrant workers to improve their labour and social integration in rural areas. This can include employment guidance services, advice on administrative procedures and support in finding housing and basic services.

o Reception and integration programmes: Through reception and integration programmes, migrant workers can receive support and assistance to adapt to life in rural areas and improve their social integration in these communities.

o Awareness-raising and sensitisation: Awareness-raising and sensitisation on the importance of cultural diversity and equal opportunities can improve the social and labour integration of migrant workers in agricultural enterprises and rural areas. This can include awareness-raising campaigns, workshops, and activities to promote coexistence and inclusion.

Training programs and/or training needs to improve migrant integration

Training and information for migrant workers

In Europe, there are various training and information initiatives and programs aimed at migrant workers, with the objective of enhancing their access to the labour market and facilitating their full integration. These initiatives are typically supported by public and private entities and encompass a range of services, including job orientation, skills training, legal guidance, and job search assistance.

However, despite the availability of these programs, there are still challenges regarding training and information for migrant workers. Language barriers and a lack of awareness about available resources may hinder their access to these programs. Additionally, some programs may not adequately address the specific needs of migrant workers, which can limit their effectiveness in promoting labour market access and overall integration.

The recognition of qualifications can pose a challenge for migrant workers seeking to pursue training courses and improve their professional status. Many migrants hold degrees and diplomas from their home countries that are not recognized in their host country due to differences in education systems and the absence of international agreements on qualification recognition.

This lack of recognition can restrict access to training programs and higher professional positions, consequently impeding labour market and social integration. To address this issue, measures can be implemented to simplify the recognition procedures for qualifications obtained abroad and establish international agreements on qualification recognition.

Moreover, it is crucial to tailor training programs to the specific needs and skills of migrant workers, regardless of whether their qualifications are recognized. This ensures that migrant workers have access to training opportunities that enhance their skills and competences, facilitating their labour market integration and overall social integration in Europe.

Farmers' capacity to manage multicultural teams.

In Europe, managing multicultural teams can pose challenges for farmers, as they need to navigate cultural diversity and adapt to the varying working styles and communication methods of migrant workers. The readiness of farmers to manage multicultural teams can vary based on their prior experience, training, and available resources. While some farmers may be well-equipped due to their previous interactions with migrant workers, others may require training and support to effectively handle cultural differences.

To address this, there are training and mentoring programs available for farmers to enhance their capacity in managing multicultural teams. These programs focus on intercultural communication,

leadership skills, and fostering cultural diversity management. Additionally, technological tools and online resources may be provided to facilitate the management of cultural diversity in the agricultural workplace.

Several training programs in different European countries aim to support farmers in this regard. For instance, the “Managing Diversity in the Agricultural Sector” program by Fundación Tomillo, funded by the Ministry of Labour, Migration, and Social Security in Spain, focuses on enhancing farmers’ abilities to manage cultural diversity. Similarly, the “Managing Cultural Diversity in the Agricultural Sector” program by Fundación Juan Ciudad ONGD, funded by the European Commission, aims to develop farmers’ skills in managing multicultural teams. Another example is the “Intercultural Competences for Team Management in the Agricultural Sector” program offered by the Asociación para el Desarrollo Rural de la Sierra de Cazorla, funded by the European Social Fund.

These training programs are designed to equip farmers with the necessary skills and knowledge to effectively manage multicultural teams, fostering successful labour and social integration of migrant workers in rural communities. Moreover, they may provide technological tools and online resources to facilitate the management of cultural diversity in the agricultural workplace.

Migrant workers and farmers training needs to create multicultural teams.

Both migrant workers and farmers in Europe can benefit from training programs aimed at enhancing the integration of migrant workers into multicultural teams. The training needs for each group can be summarized as follows:

Migrant workers: Migrant workers can benefit from language training, such as learning the local language (e.g., Spanish, French, German) and intercultural communication skills. They may also require specific technical training related to agricultural work, as well as knowledge of labour regulations and rights in the respective European country. Additionally, orientation on labour rights and responsibilities, access to social services, and available resources in rural communities can be crucial for their successful integration.

Farmers: Farmers can benefit from training in leadership skills, cultural diversity management, intercultural communication, conflict prevention and resolution, and human resource management. Understanding labour regulations, including provisions for social and health services for migrant workers, is essential. Farmers should also receive guidance on managing cultural diversity in the workplace and adapting to the different work styles and communication patterns of migrant workers.

It is important to tailor the training programs to the specific needs and skills of migrant workers and farmers, ensuring they are designed to foster integration and mutual adaptation. Incorporating technological tools and online resources can also prove beneficial in facilitating communication and managing cultural diversity in the agricultural workplace.

In Europe, various training initiatives exist to address these needs. National governments, agricultural associations, and non-profit organizations offer training programs that focus on language acquisition, intercultural communication, technical skills, labour regulations, and cultural sensitivity. These programs aim to promote harmonious and productive working environments, where both migrant workers and farmers can thrive and contribute to the agricultural sector.

Methodology, tools, and approach to be used in developing training materials.

Working with multicultural teams involves complexities not only because of the different communication styles, but also because of the different behaviours, values, and priorities of its members. It is therefore essential to have a strategy for managing multicultural teams and that the farmers who will lead them are trained and familiar with how to manage them successfully despite cultural and geographical distances. These multicultural teams offer certain advantages:

- o **Creativity.** Cultural diversity brings different ideas and solutions to the same problem. This translates into increased creativity when making decisions, as each team member will bring a different point of view based on their personal experiences and skills.

- o **Performance.** Teams made up of people from different countries bring greater productivity to the company as they can design products and services that respond to global needs, providing greater wealth and making the company more competitive.

- o **Teamwork.** Teams made up of people from different cultures tend to be characterised by greater flexibility and tolerance, as well as a greater capacity for teamwork. Cultural differences increase cooperation and the possibility of reaching agreements when disagreements arise between members.

But in order to manage them, it is necessary to

- o **Be aware of cultural characteristics.** Although stereotypes should be avoided, it is true that each culture has common traits that can influence the world of work. While Central European people tend to be more analytical, the Latin culture is characterised by more improvisation and creativity. It is important to consider the different cultural skills to facilitate a better fit.

- o **Adding skills.** Once the different cultural skills have been identified, the team will gain in effectiveness and efficiency if it knows how to take advantage of all of them. It is not a question of imposing a dominant culture but of taking advantage of the different qualities of the different members of the team.

- o **Global leadership.** A multicultural team must be led by a manager who is curious, open to different perspectives and has the ability to connect people. The leader must know the characteristics of each culture present in his or her team in order to be able to connect people in a positive way.

In order to develop training materials that favour the socio-occupational integration of migrant workers, it is recommended to follow a methodology and approach that takes into account the following considerations:

o Participatory design: It is important to involve migrant workers in the design of training materials and to take into account their specific needs and skills. This can be done through individual or group interviews, surveys, meetings or participatory workshops.

o Practical approach: Training materials should be practical and applicable to the working realities of migrant workers and farmers. It is important to focus on concrete skills and knowledge that can be applied in the workplace, rather than abstract theories.

o Intercultural approach: Training materials should have an intercultural approach that takes into account cultural differences between migrant workers and farmers and fosters mutual understanding and respect. Activities and exercises that encourage intercultural communication and exchange can also be included.

o Adaptability: Training materials should be adaptable to different work contexts and situations. It is important to bear in mind that migrant workers may have different language skills and levels of education, and that farmers may have different levels of experience in managing multicultural teams.

Training materials to support the socio-occupational integration of migrant workers can take different formats and use different tools. Some options are presented below:

o Guides and manuals: Guides and manuals can be produced that explain in a clear and simple way the labour rules and regulations in Spain, the labour rights and duties of workers, and other relevant topics for their socio-occupational integration.

o Educational videos: educational videos are an effective tool to show specific labour skills and techniques, as well as to foster communication and intercultural exchange. These videos can be offered online for easy access and dissemination.

o Educational games: educational games can be a useful tool to teach skills and knowledge in a playful and fun way. Games can be designed to encourage intercultural communication, conflict resolution, teamwork, and other skills relevant to migrant workers.

o Workshops and training courses: Workshops and training courses can be an effective tool to teach specific technical skills, as well as to foster intercultural communication and exchange of experiences. These workshops and courses can be offered by public and private entities and can be tailored to the specific needs and skills of migrant workers.

o Technological tools: Technological tools, such as mobile applications and online platforms, can be used to offer training materials that are accessible and adaptable to different work contexts and situations. These tools can include educational videos, tutorials, orientation guides, and other resources relevant to migrant workers.

Skills, competences, tools, strategies to improve mental health.

These skills, competences, tools, and strategies can be applied in different ways and in different situations to improve the integration of migrants and the management of multicultural farm teams:

- o Intercultural skills to understand and respect cultural differences.
- o Ability to listen and communicate effectively, even in a multilingual environment.
- o Competence in team management and leadership.
- o Knowledge of local and national labour laws and regulations.
- o Competence in conflict management and problem solving.
- o Ability to foster teamwork and collaboration.
- o Knowledge of technical skills specific to agricultural work.
- o Competence in training and mentoring.
- o Ability to motivate and empower migrant workers.
- o Ability to create an inclusive and welcoming work environment.
- o Knowledge of local resources and services for migrant workers.
- o Competence in adapting to different work contexts and situations.
- o Ability to facilitate intercultural communication and social integration.
- o Competence in project management and organisation.
- o Knowledge of sustainable agricultural practices.
- o Ability to teach and transmit technical skills and knowledge.
- o Competence in the use of technological tools for management and communication.
- o Ability to create a safe and healthy work environment.
- o Competence in financial management and accounting.
- o Knowledge of occupational safety requirements.
- o Ability to promote learning and continuous improvement.
- o Competence in planning and time management.
- o Ability to foster creativity and innovation at work.
- o Knowledge of the specific needs and skills of migrant workers.
- o Competence in managing change and adapting to new situations.



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MILIMAT

Migrants Labour Insertion in Multicultural Agricultural Teams



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