TRANSNATIONAL STRATEGY

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Introduction

The number of people willing to settle and take up employment on the territory of the European Union has dramatically increased in recent years, which placed the EU's migration policy in the focus of public interest.

This document, "A Transnational Strategy for Social Innovation in the Integration of Non-EU Nationals", concentrates on topics related to the integration of non-EU in rural Central Europe. The authors deal primarily with non-EU nationals which are defined as legitimate EU residents without EU's citizenship.

The results of the current inflow of non-EU nationals will depend on how these newcomers are welcomed and to what extent they integrate with local communities. The subject of integration of non-EU nationals lies primarily in the hands of individual EU Member States. However, for the last 20 years EU has promoted the knowledge exchange, mutual learning and collaboration and in addition to that has also provided funds and contributed frameworks for development of migration management and anti-discrimination policies[1].

The subjects of migration and integration are closely interrelated. The existing EU's directives on migration define a set of minimal requirements for entry and residence, as well as prescribe equal treatment rights. EU Member States enjoy a degree of freedom in their implementation of these directives, which creates noticeable discrepancies in national migration law throughout the EU. Because of these differences, non-EU nationals, including asylum seekers and refugees, relocate between the countries, which defers the beginning of their integration with local communities. Another factor that hinders the integration is the time-intensity of the application processing.

This document, "A Transnational Strategy for Social Innovation in the Integration of Non-EU Nationals", has been written for the Arrival Regions Project carried out as part of the "European Territorial Cooperation Program – Interreg VB Central Europe 2014-2020" co-financed by the European Regional Development Fund. The task of the Arrival Regions Project, defined as "Collaboration for Innovation and Enhancement of Competitiveness – Improvement of Entrepreneurial Skills and Competences for the Fostering of Economic and

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[1] European Court of Auditors, *„Integration of non-EU migrants. Analytical document''*, June 2018, p. 3.

Social Innovations in Central European Regions",[2] is financed by the "Interreg Central Europe Program". The Project was launched in April 2019 and will be finalized in March 2022.

The full name of the Project, "Exploring social innovation approaches for the social and economic integration of non-EU nationals" indicates the specific emphasis on "non-technological" (social) innovations.

The Arrival Regions Project aims to empower decision-makers from regions hitherto challenged by demographic decline to support and promote immigration non-EU nationals in the society and labor market, which as a consequence could contribute to stabilization of demography.

Non-EU nationals coming to Europe, mostly young, have already left a significant impact on demographical structures of rural areas in Germany and northern Italy, among others. However, many immigrants who have obtained permits for residence usually decide to move further to large cities. This problem calls for solutions capable of encouraging immigrants to settle in rural and urban-rural areas.

Accordingly, the Arrival Regions Project has been designed to promote social innovations approaches that enable effective integration of non-EU nationals in rural areas by enhancing skills and knowledge of the stakeholders in the spheres of employment and by driving social integration of non-EU nationals.

This document contains a description of feasible ideas for integration of non-EU nationals with EU nationals with specific emphasis on the 9 rural areas identified in the ARRIVAL REGIONS Project:

- Burgenland District (Germany),
- Lodzkie and Westpomeranian Region (Poland),
- Osijek-Baranja County (Croatia),
- Pellice Valley & Ceva (Italy),
- Pilsen Region (Czech Republic),
- Municipalities of Piran and Postojna (Slovenia).

This document has focused particularly on the analysis of situations of migrants living in the regions of the project partners:

- Leibniz Institute for Regional Geography – (Germany, Project Leader),

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[2]   https://www.ewt.gov.pl/strony/o-programach/przeczytaj-o-programach/programy-europejskiej-wspolpracy-terytorialnej/europa-srodkowa/

- LAG Escartons and Waldensians Valleys (Italy),
- City of Osijek (Croatia),
- Information Legal Center, Slavonski Brod (Croatia),
- Mountain Union of Mongia e Cevetta Valley Langa Alta Valle Bormida (Italy),
- National Union of Mountain Municipalities and Mountain Communities – UNCEM Piemonte (Italy),
- University of West Bohemia (Czech Republic),
- Rotunda Center, Koper (Slovenia),
- Municipality of Postojna (Slovenia),
- University of Szczecin (Poland),
- Westpomeranian Region (Poland),
- Burgenland District (Germany),
- Lodzkie Region(Poland).

This Strategy in 4 chapters presents ideas for providing non-EU nationals with rights, services and opportunities identical to those enjoyed by the local population, drawing from good practices of the regions of the Project Partners, and other EU states (e.g., Spain, Sweden and Norway).

The Strategy, in its essence, advocates equal rights for non-EU nationals participating in the life of local communities, based on the immigrants' right to enjoy an established long-term migration status and all other rights including access to health care, labor protection, education and housing. Thus, the key message of this Strategy is the claim that the development of social innovations for the integration of non-EU nationals (particularly young people) to rural communities in Central Europe can take place through bilateral collaboration expressed by the migrants' adoption of the will to integrate within local communities and, on the other hand, by the offering of the full package of regional civic opportunities by these communities, regional governments and other stakeholders (enterprises, NGOs, educational institutions).

The authors of this report stress the fact that continuous process of integration – defined as a facilitating approach, willingness to sustain own cultural heritage, openness and involvement in the life of the receiving community – is essential for effective implementation of social innovations.[3]

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[3] I. Parfieniuk, "Between marginalization and integration. Selection of individual acculturation strategies and their determinants. Migration processes in an open society. Perspective of intercultural education.", Edited by

1. Migration and demographic change in partner countries

In 2017, 258 million people (every 30th person) worldwide lived outside the countries of their birth. In the EU, 57 million people (11% of the EU's population) were born in countries other than the current countries of their residence. Among them, approx. 20 million came from another EU country and approx. 37 million were born outside the EU.

In recent years, Europe faces the most severe migration challenge since the end of the Second World War. This rapid inflow of non-EU nationals seeking asylum showed that Europe needs a more equitable and more effective asylum and migration policy[4].

Over a few last years, many people have fled to Europe from military conflicts, terror and persecution they had experienced in their home-countries. More than one fourth of the 333,355 asylum seekers who were granted protection in the EU in 2018 have come from the civil war-ridden Syria. Many asylum seekers come to Europe from Afghanistan and Iraq too. In all these countries civilians live under a threat from military conflicts, abuse of human rights or persecution.

The challenge from the migration exposed weaknesses of the European asylum system. In November 2017, the European Parliament acknowledged its mandate to engage in inter-institutional negotiations with governments of EU Member States on the reform of the Dublin Regulation specifying which EU Member State is responsible for reviewing applications for the grant of international protection. However, the governments have been unable to work out a unified position on the proposal of the European Parliament. Meantime, the European Parliament has been engaged in the implementation of new measures for more efficient migration management through more thorough border checks and a better system for capturing and keeping information on people entering the EU's territory.

J. Nikitorowicz and D. Misiejuk, Trans Humana University Publishing House, Białystok 2009, ISBN 978-83-61209-30-0.

[4] https://www.europarl.europa.eu/news/pl/headlines/society/20170629STO78631/kryzys-migracyjny-w-europie

Germany

Recent demographic development

Like most European rural areas, small towns and villages in Germany suffer from demographic changes caused by the aging of population and by emigration of locals to urban areas. While these demographic changes are typical for rural Germany as a whole, they are extremely strong in the East (new federal states).The reason for it is the number of political and economic transformations that took place in the early 1990's. Today, 30 years after the reunification, the levels of social and economic development of German federal states remain very uneven. For instance, the new states have lower income per capita than the old ones. Despite on the high level of investments in social and technical infrastructure in the new federal states during the last decades, its level of development still does not fully satisfy the needs of local population. In addition, discontent on the economic and social change in East Germany has radicalized political life in this part of the country. All of these negative processes stimulate young locals to search for a better life somewhere out of their hometowns in villages.

Immigration patterns in recent decades

Nevertheless, for the last decades the population of Germany was constantly growing, mostly due to the high rates of foreign immigration. With more than 12 million of foreign residents, Germany ranks the 3rd in the list of the countries with the highest number of international migrants (UN 2017). The majority of these migrants are coming from the countries of Central, Eastern, South-Eastern and Southern Europe, as well as from the Middle East. The massive foreign migration to Germany started in 1960's with the attraction of the first "Gastarbeiter's" (guest workers) and continuous until now.

Brief overview of the current immigration policy

Distribution of the migrants in Germany is unequal. There is a general tendency, that labor migrants are concentrated in economically prosperous areas, which in case of Germany are the Western federal states and several big urban centers in the East (e.g. Berlin, Dresden and Leipzig). At the same time, due to the rapid inflow of refugees and asylum seekers started in 2014, the 2010's became the first decade when rural areas of the new federal states received a big number of the foreign immigrants. According to the "Königsteiner Schlüßel" regulation, refugees are evenly distributed in every federal state. If rural municipalities of the

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new federal states are able to successfully integrate upcoming immigrants, they will be able to solve their ongoing depopulation crisis. However, the majority of the refugees move out of the rural municipalities to the bigger cities as soon as they receive the permanent residence permit. One of the reasons that influences migrants' decision to move to the urban areas is the absence of the welcoming culture and high degree of xenophobia in the rural areas.

Poland

Recent demographic development

The demographic trends we have been seeing for nearly 30 years indicate that the situation with the population of Poland is difficult. We cannot identify any positive changes in terms of population growth stabilization in the forthcoming future. The low fertility rate will have an adverse effect on the future number of births too because of a definitely lower number of women in childbearing age. This phenomenon is additionally intensified by the high rate of emigration among Polish youth. This low fertility rate paralleled by the advantageous relatively long duration of human life will result in a decrease in the labor supply and ever faster population aging.[5]

However, in 2018, there were 15.5 thousand immigrations for permanent residence and 11.8 thousand emigrations, which makes a positive balance of 3.6 thousand people. This positive balance of cross-border migrations for permanent residence was recorded for the third year in a row (1.5 thousand in 2016 and 1.4 thousand in 2017). Earlier, for a few decades, the balance was negative.[6]

Immigration patterns in recent decades

In contrast to many other EU Member States, Poland has admitted a relatively small number of migrants seeking the refugee status. For example, there were 6,540 refugees in 2010 and 11,500 in 2015. In 2015 the refugee status was granted to 349 individuals including 203 persons of Syrian origin.[7] In the meantime, the overall number of non-native residents, mainly Ukrainian nationals has increased in Poland. Most of the migration

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[5] Poland's demographic situation until 2018. Creation and breakup of families, Central Statistical Office, Warsaw, 2019, s.15.
[6] Poland's demographic situation until 2018. Creation and breakup of families, Central Statistical Office, Warsaw, 2019, s.27.
[7] M. Stolarczyk, Poland's position on the European Union's migration and refugee crisis, Kraków Intercultural Studies, XIV, 2017, nr 2, e-ISSN 2451-0610ISSN 1733-2680

to Poland was legal, involving migrants of established identity. The position of the Polish government on the refugee crisis evolved in 2015-2017 under the influence of national and international factors including successive measures taken by the EU to resolve the problem.

According to opinion polls carried out by CBOS between March 30 and April 6, 2017, 72% of Poles were reluctant to welcome immigrants from Africa and the Middle East, which was the hitherto record. Just 22% were in favour of the admission of refugees from Africa and the Middle East (6 percent points less than in the previous opinion poll of December 2016). In the same survey of 2017, 55% of respondents were for, and 40% against, admission of migrants from Ukraine.[8]

Brief overview of the current immigration policy

Poland, despite a gradual increase in the percentage of foreign nationals on the labor market, is still not a state which may be counted as an immigration country. It can be assumed however, that over the next few, or few dozen years, this situation will change. The interim time should be used to test immigration policy solutions, partly to ensure an inflow of foreign nationals to supplement workforce shortages, and partly to ensure that their employment will be legal, that foreign nationals are not exploited, and that they have opportunities to actively integrate themselves into Polish society[9].

According to recent Eurostat data, the EU issued approx. 3.2 million initial residence permits to non-EU nationals in 2018. This represented an increase by 13,000 (0,4%) year-to-year. Most of the permits were issued by Poland that outran Germany and the UK in this ranking.[10] This data shows that the attitude to the admission of migrants in Poland is changing, in a way.

According to Eurostat, Poland issued 635,000 "initial" residence permits meaning permits given on the first entry into the country. This represented 20% of all such decisions made in the whole EU in 2018 – 91,000 more than in Germany (544,000, 17%) and 184,000 more than in the UK (451,000, 14%). The last countries of the "top 5", France and Spain issued 265,000 (8%) and 260,000 (8%) permits, respectively. Italy was next in the line of

[8] https://www.gazetaprawna.pl/artykuly/1163513,cbos-72-proc-polakow-przeciwko-przyjmowaniu-uchodzcow-z-bliskiego-wschodu-i-afryki.html
[9] M. Szylko-Skoczny, M. Duszczyk, Polish immigration policy– opportunities and challenges for the labor market, IPS UW
[10] https://tvn24bis.pl/ze-swiata,75/imigranci-w-polsce-polska-liderem-ue-wydano-najwiecej-pierwszych-pozwolen-na-pobyt-dane-eurostatu,980992.html

countries popular among immigrants with 239,000 (7%) of the initial residence permits given by the EU Member States in 2018.

Eurostat reported that Poland issued 328,000 residence permits for the purpose of taking up employment. These represented 37% of all permits given for this purpose in the whole EU. Poland is a leader in this context.

Initial permits were also issued for family reunion. Most in Germany (191,000, 21%), Spain (134,000, 15%), Italy (122,000, 13%) and the UK (101,000, 11%). Germany was also a leader in the issuance of permits for other reasons, involving mostly the refugee status and subsidiary protection subsidiary protection (185,000).

Approximately one half (54%) of the residence permits were granted to nationals of 10 countries. Ukrainians took the lead with 527,000 initial permits, of which nearly 78% were given in Poland. Approximately 206,000 Chinese nationals obtained permits in the UK. Those were followed by nationals of India (197,000 initial permits), Syria (174,000), Belarus (138,000, of which 92% were admitted to Poland), Morocco (127,000) and the USA (120,000).

Polish society has a favourable attitude towards the Ukrainian minority and to the growing immigration.

Italy

Recent demographic development

Looking at the recent demographic development in Italy, it races the overview of an ageing population. On the other side this prospect is strengthen by the falling birth rate: this index, usually balanced by foreigner birth, is in a stable decrease since the last 10 years. With a focus on Piedmont region and on the provinces of Turin and Cuneo, the perspective is even worse: the number of people over 65 years old is twice as big as the number of people younger than 14 years old (Chart 1). Even though in line with the national pattern, the province of Cuneo presents lower ageing it is index, balanced by an evolution of the birth rate slightly positive, in comparison with the national and regional trends (Chart 2).

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Chart 1: Ageing Index, Uncem Piemonte elaboration on ISTAT data
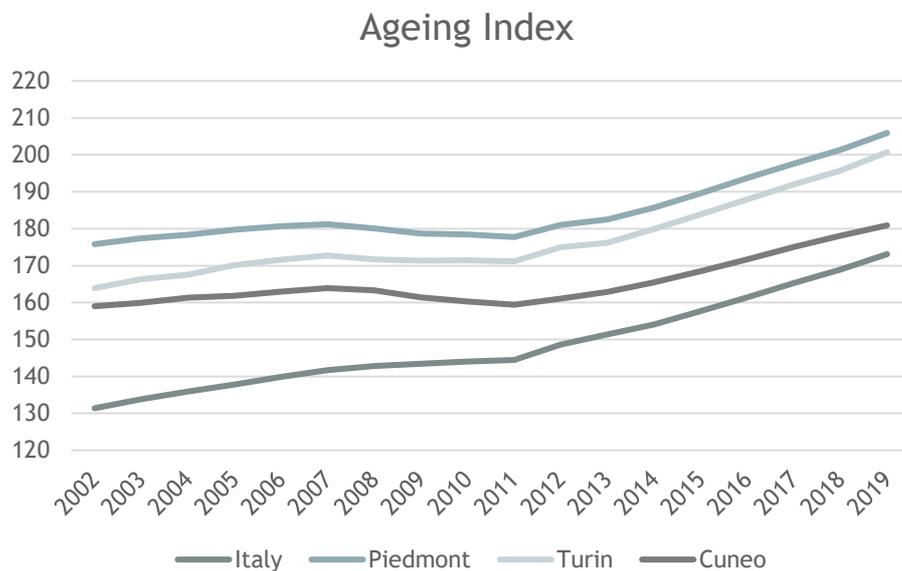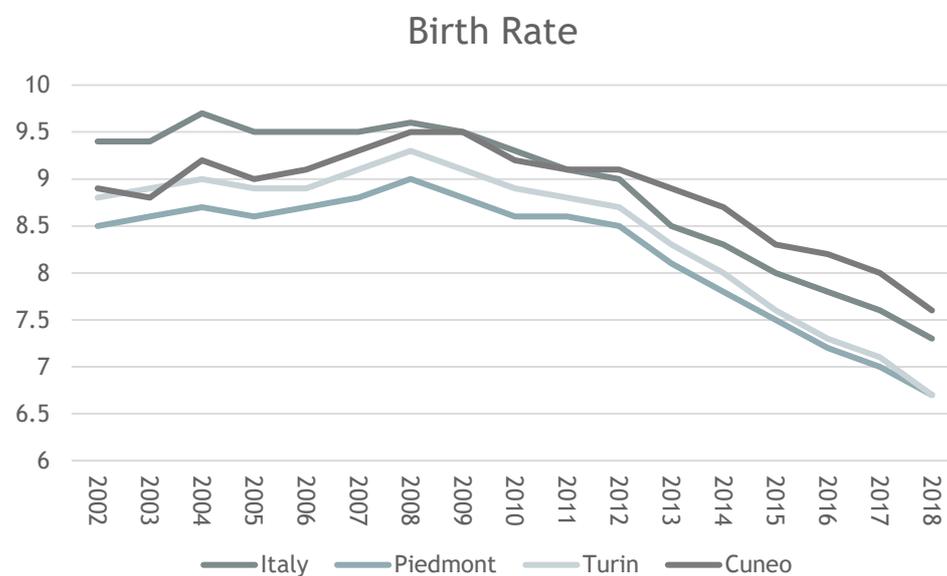
Ageing Index

Chart 2: Birth Rate, Uncem Piemonte elaboration on ISTAT data

Birth Rate

The resident population numbers in Italy in general and in pilot areas specifically is under a constant decrease since 2015 (Chart 3), which is explained by internal and external migration, by the drop of the birth rate and by the increase of the death rate. Between 2008

and 2018 the birth rates among foreigners in Piedmont decreased by the 17,4%, but it still represents the 19,4% of the birth in the whole region.

Chart 3: Resident Population, Uncem Piemonte elaboration on ISTAT data

Resident Population
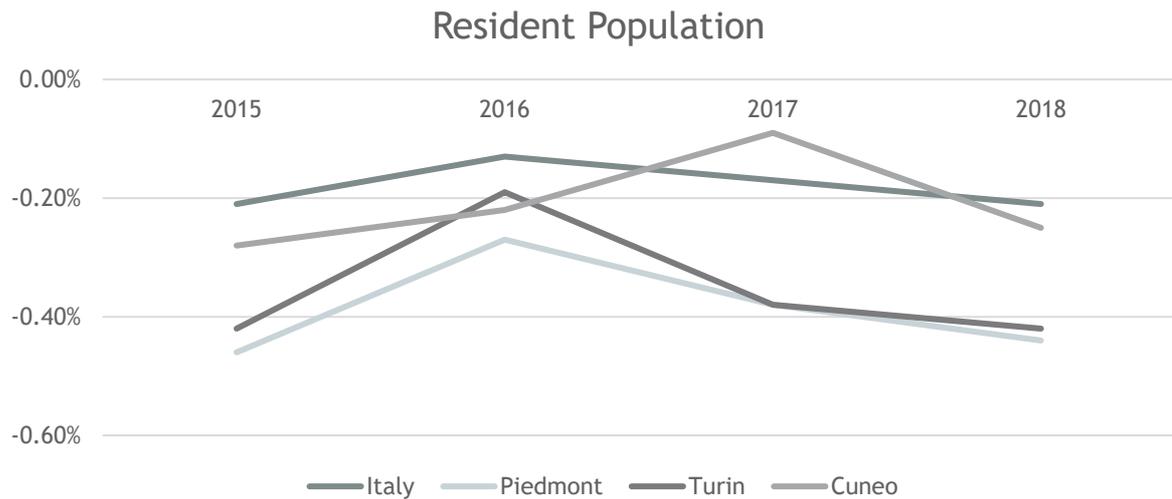
Immigration patterns in recent decades

At the beginning of 2019 9,8% of the total population of Piedmont consisted out of the international immigrants, with 60% of those being non-EU citizen. By the number of foreign populations, the region is ranked the fifth in Italy. Since 2013 the number of foreign immigrants has started to decrease: this drop is mainly driven by the acquisition of the Italian citizenship, moving from 6.300 new citizens in 2013 to 11.247 in 2017.

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Chart 4: Foreigners in Piedmont, Uncem Piemonte elaboration on ISTAT data

Foreigners in Piedmont
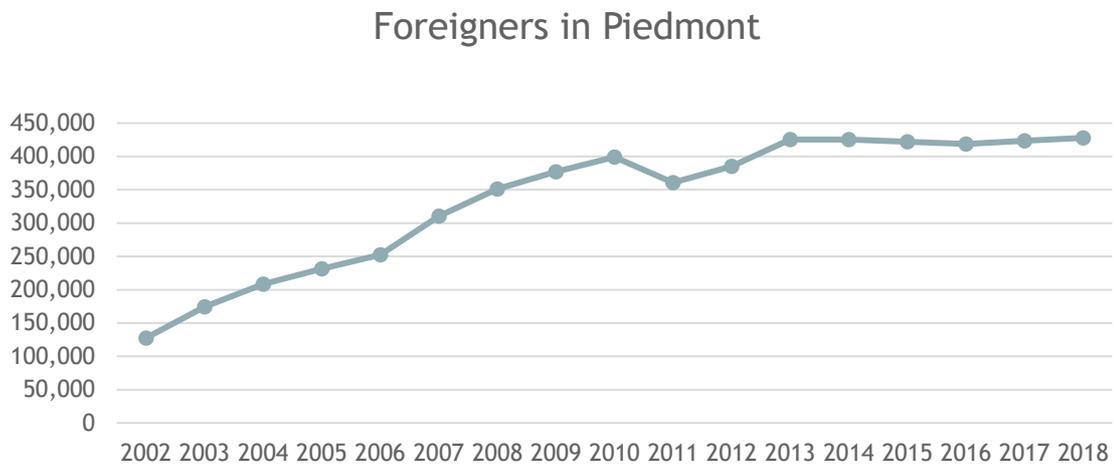
Citizens from more than 170 countries could be found in Piedmont, e.g. Romanians (34% of total foreign citizens), followed by Moroccan (13%) and Albanian (9%). Looking at their distribution among the provinces, more than the 50% of the foreign citizens reside in the metropolitan city of Turin. The province of Cuneo is the second one in the region for number of foreigners, gathering the 14,3% of foreigners in Piedmont.

Brief overview of the current immigration policy.

Government changes that have taken place in Italy in recent years (4 in the last 5 years) have led to a constant change in migration policies. The strongest change was brought by the government established in June 2018, leading to a toughening of migration policies in the country. The first substantial changes were made by 2 "Security Decrees" issued in October 2018 and June 2019. To the progressive tightening of border controls, the increase in pushbacks and the externalisation of borders, the latter already started with the previous government, was added an important modification of the reception system: the possibility of obtaining humanitarian protection, which was the main tool for obtaining a residence permit, has been cancelled. This has led to an increase in denials of residence permit applications and a consequent increase in illegal migrants. A phenomenon, the latter, in constant growth in recent years and exacerbated by these recent changes. The funds were cut by 30% favouring a large-scale emergency reception system (CAS - Extraordinary reception centres) compared to a more widespread one, managed locally and by small structures (SPRAR - System for the protection of asylum seekers and refugees). In addition

to this, the funds directed to the support of integration activities (language courses, professional insertion, psychological assistance) were reduced as well. As for now, 80% of the expenditures are dedicated to the CAS. SPRAR system (now SIPROIMI) is now open only to recognized refugees and minors. This has decreased governmental spending, but also decreased integration opportunities. At the same time, the increase in expulsion orders did not lead to an actual increase in the number of repatriations, as most of the expelled migrants come from countries considered unsafe or where it is still difficult to carry out repatriation.

The new majority that supported the umpteenth government established in September 2019, immediately announced the desire to change the migration policies proposed by the previous government. In fact, however, there have not yet been changes to the previous migration policies which remains in force.

Croatia

Recent demographic development

According to the 2011 Census, the Republic of Croatia (further: RoC) had 4.284.889 inhabitants, out of which there were 2.066.335 men (48.2%) and 2.218.554 women (51.8%). In 2011, the population of the RoC was 41.7 years old in average, which places it among the oldest nations in Europe.

Croatia is inhabited mostly by Croats (90.42%), while minority groups include Serbs (4,36%), Bosniaks, Hungarians, Italians, Albanians, Slovenes, Germans, Czechs, Roma and others (5,22%).[11] According to the mid-2018 estimate, the RoC had 4.087.843 inhabitants. A decrease in population continued in 2018. As compared to the previous year estimate, the population decreased by 36.688 persons or 0.9%.

24,92 % inhabitants live in cities situated in urban clusters and 75,08 % live in rural and intermediate areas. Earlier, migrations in rural areas were caused by wars and natural disasters, but in recent years rural exodus is caused by social and economic problems. The greatest difficulties of life today in the Croatian rural areas are economic; lack of employment, poor choice of occupations and lower wages versus jobs in the city. The biggest problem is that young people in particular leave rural areas due to lack of opportunities.[12]

The education level in rural areas is, on average, much lower than in urban areas. In rural areas, the share of persons over 15 who have completed only primary education

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[11]https://www.dzs.hr/Hrv_Eng/publication/2012/SI-1468.pdf
[12] file:///C:/Users/admin1/Downloads/2017-10.pdf))

is twice as high as in urban areas, illustrating significant regional differences. In the majority of counties, the percentage of those living in rural areas (over 15) who have completed only primary school ranges between 20-35 %. [13]

In 2018, there were 26.029 persons that immigrated to the RoC and 39.515 persons that emigrated from it. Out of the total number of immigrants, there were 39,8% of persons who arrived from Bosnia and Herzegovina. Out of the total number of emigrants from the RoC, 55,0% persons departed to Germany.[14]

Immigration patterns in recent decades

RoC does not have 'a numerical evidence' of being a typical destination state for immigrants, especially for those from other continents. For example, during the last decade there were less than 5.000 asylum seekers from around the globe, with almost barely noticeable number of applications approved. Also, in the same period there was less than 100 hundred recognised refugees and 65 persons under subsidiary protection mechanisms. So, in principle, other than the challenge of the refugee crisis from the early 90s, there were almost no significant new challenges to the country's system prior to big influx from the Middle East in 2015.

In September 2015, RoC was faced with a large number of refugees who were entering European territory from Serbia, through Croatia. According to the official figures from the Ministry of the Interior, from the beginning of the refugee humanitarian crisis up to 4 March 2016, 658.068 refugees entered RoC, of whom 558,724 in 2015. The total number of seekers of international protection in the RoC in 2016 was 2.234, which is an increase in relation to the previous two years (2014 – 454; 2015 – 210). Most of those people were from Afghanistan (692), Syria (344) and Iraq (341). Further, in 2016 international protection was granted to 100 persons, which is also an increase in comparison to the previous two years (2014-25; 2015-43). In the RoC, up to October 2017, international protection was granted to a total of 388 persons (286 asylums, and 102 subsidiary protection).[15]

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[13]   https://ruralnirazvoj.hr/files/documents/Program-ruralnog-razvoja-Republike-Hrvatske-za-razdoblje-2014.-2020.-odobrena-ina%C4%8Dica-EN-verzija-6.1.pdf

[14] Državni Zavod za Statistiku Republike Hrvatske (2014): Migracija Stanovništva Republike Hrvatske u 2018, https://www.dzs.hr/Hrv_Eng/publication/2019/07-01-02_01_2019.htm

[15]https://irmo.hr/wp-content/uploads/2017/03/HSS-Migration-Trends-2017-02-KB-za-tisak2-1.pdf

Brief overview of the current immigration policy

The first official *policy document* on national migration was adopted in 2007 in the midst of the EU accession process. The aims and goals were set very generally and only 17 measures and activities were envisaged, relating predominantly to adoption of legislature.[16]

After a certain period, the new *Migration policy* was adopted in the 2013. The document focuses on securing that the migration trends will have a positive impact on country's overall development, especially in the field of economy. It aims at increasing the efficiency of the state administration and ensuring good coordination of its bodies in order to respond adequately to challenges of migrations. The main aim of the document was to prove satisfactory level of alignment with the acquis and EU policies in this specific field, so there was limited consideration of national priorities and trends. The document misses affirmative approach to the subject where migration can be used as a producer of a variety of positive trends in the society. In the field of asylum, Croatian system is largely aligned to main international standards. The first *Aliens Act*, prescribing the conditions of entry, movement and labor of aliens, was adopted in 2003. With so-called *Action Plan for the modal of obstacles to the exercise of particular rights in the area of integration of foreigners in the Croatian society, for the period of 2013 to 2015* equal status in different spheres of life has been guaranteed to foreigners, especially in the field of education, labor and residence. [17]

On 23 November 2017, the Government of the RoC has adopted a new *Action Plan for the integration of persons granted international protection*. The Action Plan covers the period 2017-2019 and mainly comprises provisions on beneficiaries of subsidiary protection and refugees' rights to work, descent accommodation and (language and cultural) education. It also focuses on their obligations to participate in the economic, social and cultural development of RoC, with the support of relevant authorities. [18] To implement this Action Plan, Croatia is planning to invest 60 million HRK (8 million of Euros) in social welfare and health care, accommodation and housing, language learning and education, prevention of discrimination, employment, international cooperation, inter-departmental cooperation, and awareness campaigns.[19]

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[16] https://irmo.hr/wp-content/uploads/2017/03/HSS-Migration-Trends-2017-02-KB-za-tisak2-1.pdf
[17] https://irmo.hr/wp-content/uploads/2017/03/HSS-Migration-Trends-2017-02-KB-za-tisak2-1.pdf,
[18] https://ec.europa.eu/migrant-integration/librarydoc/croatian-action-plan-for-the-integration-of-beneficiaries-of-international-protection-2017-2019
[19] https://ec.europa.eu/migrant-integration/librarydoc/croatian-action-plan-for-the-integration-of-beneficiaries-of-international-protection-2017-2019

Although Croatia has gone furthermost in the region in the development of asylum system, its legislation and institutional infrastructure in particular, the implementation and capacities of the system itself are far from perfect. So, while there is a legislation in place that has been entirely harmonised with the acquis, there is still a need for improvements in different fields of practical work, especially in fight against illegal immigration, regional cooperation in the area of labor migration and improvement of educational and working opportunities for immigrants and asylum seekers.[20]

Czech Republic

Recent demographic development

According to the most recent data[21], the population[22] of the Czech Republic has been growing in the long term[23]. However, the natural growth of the population (1.1 thousand in 2018, which is the highest number in this decade) is significantly lower than growth caused by international migration (38.6 thousand in 2018). In a long-term perspective (since 2011), international migration has caused the growth of 150.5 thousand out of a total growth of 163.1 thousand. Despite the fact that the dominant age group of immigrants is 15-34, the number of inhabitants at a productive age is decreasing and the Czech population is ageing – the average age of the population has grown by two years during the decade, up to 42.3 years in 2018. The fastest growing age group is 65+, which is caused by the ageing of the baby-boomer generations born during various decades of 20th century.

The most recent long-term prognosis of the Czech Statistical Office[24] outlines the fact that the population of the Czech Republic will grow until the 2030s. Starting in 2020, the population will grow only as a consequence of international migration, as the balance of live-born and deceased is expected to become negative

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[20]https://irmo.hr/wp-content/uploads/2017/03/HSS-Migration-Trends-2017-02-KB-za-tisak2-1.pdf

[21] Data from the Czech Statistical Office by the end of 2018, available at https://www.czso.cz/csu/czso/aktualni-populacni-vyvoj-v-kostce

[22] The term *population* refers to to all Czech citizens and inhabitants with permanent residency regardless of nationality. Since 2001, foreigners with long-term visas (over 90 days) and asylum seekers are also included. Since 2004, it also includes EU-nationals with temporary stay and non-EU nationals with long-term stay.

[23] Since 2003, the growth of the population has been interrupted only once in 2013.

[24] Population prognosis of the Czech Republic 2018-2100, available at https://www.czso.cz/csu/czso/projekce-obyvatelstva-ceske-republiky-2018-2100

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Immigration patterns in recent decades

Since 1993, the number of people who emigrated has been higher than the number of immigrants entering the country only twice (2001 and 2013). The structure of migrants according to countries of origin is relatively stable – the largest group is formed by citizens of Ukraine (16.7 thousand in 2018), followed by citizens of Slovakia (6.7 thousand in 2018) and citizens of Russia (3.4 thousand in 2018). Ukrainians are also the largest group regarding migration out of the Czech Republic and they exceed the number of emigrants with Czech citizenship. Ukrainians also make up the largest group of asylum seekers in the country (29.9 %).

By the end of 2018, the number of foreigners registered in the Czech Republic was 566.9 thousand – 51.1 % of them had permanent residency, 48.4 % had temporary residency and 0.5 % of them were international protection holders. The largest groups according to citizenship were citizens of Ukraine (132 thousand), Slovakia (117 thousand) and Vietnam (61 thousand). Citizens of these three countries represent 55 % of foreigners with legal residence status. Over 40 % of them are women. The largest group of foreigners according to age are those in a younger productive age (30-39) – 25.7 %; only 5.4 % are in a post-productive age (65+). Foreign workers are very important for the Czech job-market, as demand for foreign work has grown dramatically in recent years. In 2018, foreigners constituted 12.4 % of people employed in the national economy. Around one third of foreigners registered as employees are non-EU nationals.[25]

As the Czech NGO People in Need has summarized[26] in regard to the number of requests of international protection, recent events of the "migration crisis" did not lead to exceptional growth in the number of asylum seekers. The period with the highest number of requests for international protection was in the 1990s in connection to the war in Yugoslavia and then from 1998 to 2000, when more than 4,000 people from Afghanistan applied for international protection in the Czech Republic (only 57 cases with success). The highest number of asylum seekers appeared in 2003 and 2004, when 15,856 people from the Caucasus applied for international protection, 1-2% of which were successful.

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[25] *Foreigners on the job market* press release from the Czech Statistical office available at: https://www.czso.cz/documents/10180/132986050/csu_tk_cizinci_na_trhu_prace.pdf/98a5c743-66b2-4de7-8c9f-95b3f1230b7d?version=1.0

[26] https://www.clovekvtisni.cz/migracni-statistiky-4518gp

Brief overview of the current immigration policy

According to the Migration Policy Strategy,[27] the Czech Republic:

1. will fulfil the obligation within its migration policy to secure the peaceful coexistence of its citizens and foreign nationals and, through effective integration, it will prevent the emergence of negative social phenomena;

2. will secure the safety of its citizens and effective law enforcement in the field of illegal migration, return policy and organized crime associated with people smuggling and human trafficking;

3. will meet its commitments in the area of asylum and ensure the flexible capacity of its system;

4. will strengthen its activities in order to provide assistance to refugees abroad and to promote the related prevention of further migration flows, including support for the development of countries in managing migration crises;

5. will strive to uphold the benefits of the free movement of persons within the European Union and the Schengen Area;

6. will support legal migration, which is beneficial to the state and its citizens so that the Czech Republic can respond flexibly to the needs of its labor market and reflect the long-term needs of the state;

7. will fulfil international and EU obligations in the field of migration, actively participate in Europe-wide debate and search for common solutions.

Slovenia

Recent demographic development

In the Littoral-Inner Carniola (Primorsko-notranjska) statistical region, 3% of the population of Slovenia lived in 2016. This region stood out not only for the smallest population but also for the lowest population density: an average of 36 people lived per 1 km^2. Recent demographic development is showing that we have more elderly people than young and the trend of moving out of the region and to the cities such as Ljubljana, Nova Gorica or Koper has also been observed. We are noticing that we have more immigrants from ex-Yugoslavia, spatially form Kosovo, Albania and Bosnia and -Herzegovina. The new emigration is based mostly on economic reasons and uniting the families who are already living in Postojna.

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[27] English version available at: https://www.mvcr.cz/sluzba/ViewFile.aspx?docid=22198911

In the Coastal-Karst (Obalno-kraška) statistical region, 5% of Slovenia's population lived in 2016.The region stood out for the highest proportion of foreign nationals (9.7%) and the highest number of emigrants abroad (10 per 1,000 population).

In recent years, there has also been an increase in the number of people trying to enter, stay for a short period of time or cross Slovenia, legally or illegally. With a visa regime that does not substantially deviate from the visa regime in the countries of the European Union, Slovenia issued 104,134 entry visas in 2001 (about one third more than in 1999) and 10,205 transit visas (almost six times more than in 1999). Illegal crossing of the state border began to increase in 1996 and increased markedly in 2000, mainly due to larger groups of Iranian citizens, and in 2001, the number of persons treated decreased by 42 percent to a total of 20,871. Their civic composition also changed somewhat and included most notably the citizens of Romania, Iraq, Turkey, the FRY and Macedonia.

Immigration patterns in recent decades

The migration trends that we have detected in Slovenia in recent years are:

- the majority of international immigrants in Slovenia are coming from the countries of the former Yugoslavia,
- the net migration of foreign nationals has been positive for the last 15 years,
- the net migration of Slovenian citizens has been negative for 15 years,
- foreign citizens with their age are contributing to the rejuvenation of the Slovenian population.

From the times of creation of the state of Yugoslavia after the Second World War, Slovenia has experienced constant immigration from other Yugoslav states. Before the 1990s these migrations were considered to be internal. Consequently, with the obtainment of independence in 1991, all residents of Slovenia were automatically granted the Slovenian citizenship. This is the reason why Slovenia has one of the largest shares of citizens born abroad.

Brief overview of the current immigration policy

Slovenia has been shaping its migration policy since 1991, when it became an independent and internationally recognized country. The war in the territory of the former Yugoslavia caused the first major migrations of the population, coming mainly from the former Yugoslav republics. Migration flows from the former Yugoslav republics (mainly

Bosnia and Herzegovina, Macedonia, Serbia and Kosovo) still represent the largest number of foreign immigrants in Slovenia.

The position of Slovenia in a migratory sensitive environment, at the geographical intersection between the Balkans and the European Community, which began to be redesigned at the end of the 1990s, and the increasing migration pressures with the expansion of geographical origins suggested that Slovenia was becoming increasingly attractive, especially as a transit country, but also increasingly as a destination, for predominantly EU-directed migration flows.

In 1999, the Resolution on Immigration Policy of the Republic of Slovenia (Official Gazette of the Republic of Slovenia, No. 40/99) was adopted, which defined the three main pillars on which immigration policy in Slovenia is based:

1. protection and assistance to refugees and asylum seekers,
2. integration of immigrants into Slovenian society and prevention of illegal migration,
3. it determined the normative and organizational arrangements necessary for a successful and comprehensive implementation of the immigration policy.

Ever since Slovenia's accession to the EU, its immigration policy has been largely aligned with the EU's migration and asylum policy and the acquis, notably through transposing EU legislation such as the migration and asylum directives and establishing a common European asylum system.

The great differences in economic development, the great demographic potential of the countries of origin and the search for a more stable and secure environment are the main drivers of migration flows to EU countries. Statistical data show that the Republic of Slovenia is a part of the global migration trends.

At the end of December 2018, more than 176,000 foreigners, including more than 148,000 third-country nationals, held a valid residence permit or a residence permit in the Republic of Slovenia. Of the 148,014 valid residence permits for third-country nationals, 83,542 permanent residence permits, and 64,472 temporary residence permits were valid. Valid temporary residence permits have the most valid single residence and work permits, followed by valid temporary residence permits for family reunification and study.

1.1 Acculturation process

The number of people legally residing on the EU's territory without EU's citizenship has grown to more than 21 million. This means that legal residents of non-EU origin, also referred to as non-EU migrants, represent approx. 4% of the EU's population (Picture 1).Every year some of them eventually obtain citizenship of an EU member state. In 2013-2016. approx. 3.2 million non-EU migrants became citizens of one of the EU Member States. If second-generation migrants are considered, almost 18% of the EU's population originate from migrant communities[28].

Picture 1: Number of non-EU migrants with legal residence.
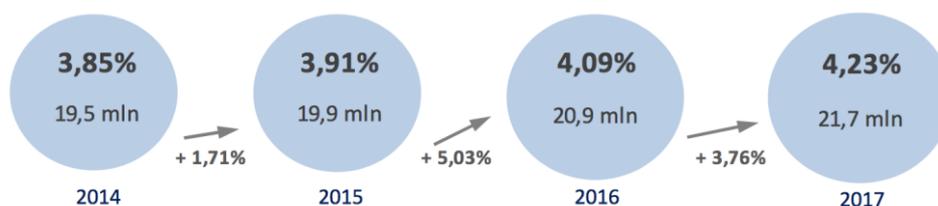
3,85%		3,91%		4,09%		4,23%
19,5 mln		19,9 mln		20,9 mln		21,7 mln
	+ 1,71%		+ 5,03%		+ 3,76%	
2014		2015		2016		2017

Source: European Court of Auditors, "Integration of non-EU migrants. Analytical document.", June 2018, p. 6, based on Eurostat data for March 2018.

Over the last 4 years (2014-2017), almost 3.7 million individuals applied for asylum the EU for the first time. It was three times more than in the previous four years. Only one half of them received a refugee status.[29] This is why the approach to acculturation has become one of the most crucial challenges to the European Union in terms of migration.

Acculturation is a process of change associated with a long-term exposure of a person to a foreign culture. It covers all aspects of human life and can be perceived as an acquired package of new, often difficult, experience. The process can be viewed on two levels: collective and individual. The collective level refers to changes within social and institutional structures and within cultural practices. At the individual level, acculturation leads to changes in the repertoire of individual behaviours and in the person's identity, which can find

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[28] European Court of Auditors, *"Integration of non-EU migrants. Analytical document",* June 2018, p. 6.
[29] European Court of Auditors, *"Integration of non-EU migrants. Analytical document.",* June 2018, p. 6.

a manifestation in the emergence of a new system of values. The process is not homogeneous at any of the levels.[30]

Acculturation is a long-term process leading to development of various adaptation strategies as a result of prolonged cohabitation of various groups. The concept of J. Berry[31] is the most widely recognized idea of acculturation, describing patterns of adaptation to the living in an environment different than the culture of origin. Berry distinguishes 4 (four) strategies more or less voluntarily chosen by individuals (or groups) concerned. The strategies depend on answers to the following questions:

a) Is it worth to maintain the initial cultural identity?

b) Is it worth to participate in the receiving culture?

Depending on the answer to each of the questions, there are 4 possible options (acculturation strategies) at hand: integration, assimilation, separation, marginalization.

C. Ward[32] has proposed detailed indicators for each of Berry's acculturation strategies. From this point of view, the process of cultural adaptation is measurable in two areas: psychological (describing psychical and physical well-being of a person) and socio-cultural (referring to the performance and achievement of individual goals in the new environment). Using these indicators, each of the 4 acculturation strategies are described as explained in the following table (Table 1).

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[30] I. Parfieniuk, "Between marginalization and integration. Selection of individual acculturation strategies and their determinants. Migration processes in an open society. Perspective of intercultural education. ", Edited by J. Nikitorowicz and D. Misiejuk, Trans Humana University Publishing House, Białystok 2009, ISBN 978-83-61209-30-0.

[31] J.W. Berry: *"Psychology of Acculturation"* in N.R.Goldberger, J.B.Veroff (eds.): "The Culture and Psychology Reader", New York 1995; idem "Akulturacja: harmonijne życie pośród dwóch kultur" translated by A.Mleczko, Pedagogical Yearbook 2006, vol. 29, p. 159-172.

[32] M.Chodynicka, J.Więckowska: *"Cultural Interview "in K. Stemplewska-Żakowicz, K. Krejtz (ed.):"* Psychological Interview. Interview in various practical contexts ", Warsaw 2005.

Table 1. Acculturation strategies.

Integration	Assimilation	Separation	Marginalization
Positive attitude, willingness to sustain one's own cultural heritage and openness to, and involvement in, the life of the receiving community	Participation in the receiving culture, with simultaneous abandonment of the original cultural identity	No participation in the receiving culture and functioning in the culture of origin	Self-isolation from, and non-involvement in, both the culture of origin and the receiving culture
Indicators: - Contacts with representatives of both cultures - Achievement of professional and private goals - Good feelings (adequacy, satisfaction, fulfillment) about work - Contacts with representatives of the both cultures with a feeling of mutual understanding, ability to switch over between the two cultural systems without detriment to the mental well-being, relatively minor health issues (vs. other strategies)	Indicators: - Limitation of contacts with persons of one's own culture because they a woke of bad feelings or experiences - This can be accompanied by reluctance to, and negative evaluation of, the culture of origin, withdrawal from one's own language, often conscious denial or contradiction of one's own origin - Finding the main source of satisfaction and good emotions in relations with members of the receiving culture - Following the receiving group in terms of behaviours, dress or speech	Indicators: - Limitation of contacts with the receiving culture to an absolute minimum, due to the prevalence of bad emotions - Looking "from outside" at the receiving culture, being more an observer than participant - Prevalence of contacts with representatives of the culture of origin which bring the satisfaction - Use of the native language or a "third" language in contacts with members of the receiving culture	Indicators: - Bad emotions in contacts with the both environments and no competence to live within them - No satisfaction from work (because of the lack of competences or abilities to work with people) - Withdrawal from contacts - Destructive behaviours (addictions, engagement in criminal activities)

Source: Own study based on I. Parfieniuk, "Between marginalization and integration. Selection of individual acculturation strategies and their determinants. Migration processes in an open society. Perspective of intercultural education. ", Edited by J. Nikitorowicz and D. Misiejuk, Trans Humana University Publishing House, Białystok 2009, ISBN 978-83-61209-30-0.

A person can adopt different strategies in various spheres of their life. Differences are noticeable mainly in the public and private lives. Living among people requires more openness and knowledge about the common knowledge and practices of the receiving culture. For instance, one has to learn general rules of communication.

An individual can also change strategies during the acculturation process. For instance, the initial isolation within the public domain can gradually turn into integration. The public sphere can be interpreted as the work environment but also leisure, social life or religious life.[33] The following table shows the determinants of the process of acculturation.

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[33] I. Parfieniuk, "Between marginalization and integration. Selection of individual acculturation strategies and their determinants. Migration processes in an open society. Perspective of intercultural education. ", Edited by J.

Table 2. Determinants of the acculturation process.

Immigrant / immigrant group		Receiving society	
Length of emigration	Demographic features and size of the immigrant group, immigrant inflow rate	Distribution of immigrants over the social and occupational structure of the receiving society	*Demographic factors*
Knowledge of the language of the receiving country, ties with the sending environment, migration networks, participation in immigrant community organizations	Similarity of the cultural systems (and languages), intercultural experience, religion / confession, expected acculturation strategies, participation of migrants in organizations of the receiving society, intensity of contacts of the minority with the majority, social status, social capital, stereotypes, spatial distribution, neighbourhood	Social structure, public attitudes, civilization level	*Social and cultural factors*
Individual personality, ideas and expectations towards migration, assumed emigration time	Degree of achievement and satisfaction in the selected adaptive strategy. reflected picture - what the minority believe the majority think about the minority and vice versa	Ideas and expectations towards the immigrant group	*Psychological factors*
Occupational experience before migration, economic resources, economic status	Economic activity of immigrants, type of work, housing market, international economic ties	Economic situation (including unemployment rate and demand for labor of foreign nationals)	*Economic factors*
Interest in policies of the countries of emigration and immigration	Migration type, the immigrant's legal status, migration policy, terms of the immigrant's access to education, social security and democratic processes		*Political and legal factors*

Source: Own study based on A.Piekut, "Multiple dimensions - so what integration? Review of topics and methods of integration studies. " in "Immigrant Integration Problems. Concepts, research, policies. " edited by A. Grzymała-Kazłowska and S. Łodziński, Warsaw, 2008, 238-243.

There are many determinants to the acculturation process, so the process represents a new challenge not only for migrants but also for the host societies. However, both of these groups have to undertake certain efforts in order to succeed this process.

Every person placed in a new cultural environment needs decide how to live there. By moving from one society to another one this person has to answer the question whether they want to retain their cultural identity and to what extent they want to "mix" with the new environment.[34] More or less consciously, migrants prefer to adapt to the new environment, or acculturate, in a way. At the same time, the receiving community takes a stance towards the newcomer, which adds to the dynamics and complexity of the process.

Individual decisions taken by the immigrant towards their old and the new cultures play a crucial role in the process of acculturation. If the immigrant decides to return to the home country, their living harmony suffers as a result of the giving up of the hitherto temporary stabilization and returning to the daily realities of life in the country of origin.[35]

Nikitorowicz and D. Misiejuk, Trans Humana University Publishing House, Białystok 2009, ISBN 978-83-61209-30-0.

[34] H. Grzymała-Moszczyńska, "Refugees. Handbook for people working with refugees ", Krakow, 2000, p. 18.

[35] M. Janeta: *"Migrants and the host community. Conditions of acculturation strategies and contacts with the host community. Migration Studies."* Polonia Review, vol. 37, issue 2(140), p. 251-265.

Interreg
CENTRAL EUROPE
European Union
European Regional
Development Fund
Arrival Regions

1.2 A portrait of non-EU nationals living in EU

In 2016, most non-EU nationals staying lawfully in the EU were people who arrived in the EU to reunite with members of their families (39%) or who took up an employment (16%). Another 6% consist out of students. Refugees and other persons covered by international protection represented just 6% of this population. Information on causes of migration is not available for 33% of these migrants.[36]

Non-EU nationals are distributed over the whole territory of the EU but concentrated (77%) in five EU Member States (Germany, Spain, France, Italy and the UK [37]). They represent approx. 5% of populations of these states. The largest numbers of these immigrants (31%) have come from Turkey, Morocco, Ukraine and China though, on the whole, migrations involve nationals of 174 countries.[38]

The process of adaptation of a person coming from another culture can take various forms depending on the person's willingness to integrate and openness towards cultural differences. Potentially, the adaptation can be either a challenge that inspires personal growth and the building of a new identity or a source of destructive stress leading to psychological problems such as depression, fear, alienation or addictions.

The literature on this subject highlights that the process of adaptation of an individual to different cultural conditions is influenced by the common public opinion on migration, by the official ideology of the state on minorities and immigration (assimilation trends or a policy of multiculturalism) and by the cultural distance between the culture of origin and the receiving culture. Also – personal characteristics play an important role: openness to new experience, ability to deal with stress, as well as the kind of motivation for intercultural contact (the dimension of voluntarism of the contact), either inspiring or, on the contrary, precluding new experience. The relationship between individual traits and the choice of an acculturation strategy is very strong.[39]

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[36] European Court of Auditors, *"Integration of non-EU migrants. Analytical document."*, June 2018, p. 7.
[37] data are from 2018 when the UK was part of the EU
[38] European Court of Auditors, *"Integration of non-EU migrants. Analytical document."*, June 2018, p. 8.
[39] I. Parfieniuk, "Between marginalization and integration. Selection of individual acculturation strategies and their determinants. Migration processes in an open society. Perspective of intercultural education. ", Edited by J. Nikitorowicz and D. Misiejuk, Trans Humana University Publishing House, Białystok 2009, ISBN 978-83-61209-30-0

There is no single static picture of the immigrant because every one of them has a different story to tell. For instance, the country of origin conditions the process of migration and can determine the country of destination.

Table 3. The four portraits of migrants.

Integrating profile	Assimilating profile	Separating profile	Marginalizing profile
This person has a positive attitude, and wishes to sustain, his or her own heritage, remains open to the culture and customs of the receiving community, and engages in the local life.	This person participates in the receiving culture, while abandoning the hitherto cultural identity, and remains open to the culture and customs of the receiving community.	This person does not involve in the receiving culture and lives only within the culture of origin.	This person isolates from both the culture of origin and the culture of the receiving society.

Source: Own study based on case studies and the concept of J. Berry.

By analysing migrant's behaviour patterns and by comparing them to these portraits, it is easier to understand certain personality-driven behaviours. It should also be noted that attitudes and the nature of each person can evolve.

Because of differences between legal statuses of migrants in individual EU Member States, the European Parliament and the European Council seeks adoption of a new legislative framework necessary for the establishment of a common European asylum system that could meet the challenges. Migrants can tell different stories because of this heterogeneity of national laws. For instance, it is not enough for an employer to obtain a legal basis for hiring a foreign national. Such person also needs to have his or her very stay legalized. Employment without a legal basis for stay or for work is considered illegal.

Countries such as Iceland, Liechtenstein, Norway, Switzerland or Turkey are associated with the EU, so their nationals enjoy preferential residence and employment rights in the EU. Countries such as Algeria, Morocco, Tunisia, Russia, Albania, Montenegro, North Macedonia, Bosnia and Herzegovina, Kosovo, Serbia, Ukraine, Andorra, San Marino and 79 countries from Africa, the Caribbean and the Pacific region have different agreements with the EU.[40]

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[40] https://ec.europa.eu/social/main.jsp?catId=470&langId=en

1.3 Potential for integration of non-EU nationals as an opportunity for development of rural area

According to studies, deeper integration of immigrants provides greater economic, social and economic benefits to countries where the migrants have settled.[41] Integration of non-EU nationals can require taking measures in various areas such as education, employment, housing, health care or culture. Bodies responsible for developing integration policies need to have a clear picture of how the integration will be done (i.e., who will be the target group, what steps should be taken and how to evaluate the results). Ultimately, "integration" can mean different things in different countries. Though the term has not been officially defined at the EU level, in 2004 the Council proposed 11 common basic principles for the policy of integration of immigrants (Picture 2). These rules define "integration" as a "dynamic, long-term, persistent two-way process consisting of mutual adaptation". In other words, it is a social process that involves both migrants and receiving communities.

Picture 2. Basic principles of integration of migrants

| Dynamic two-way process | Observance of the EU's values | Employment | Education |

| Knowledge of the language, history and institutions of the receiving society | Access to goods and services on equal terms with citizens of the EU |

| Monitoring and evaluation | **INTEGRATION** | Interactions with citizens of the EU |

| Protection of cultural customs and religious practices | Participation in democratic processes |

Source: European Court of Auditors based on conclusions of the Council of 2004 on the EU's immigrant integration policy

The Commission's "Plan for Integration of Third State Nationals" issued in June 2016 provides a comprehensive network designed to support EU Member States in their efforts and to strengthen their integration policies.[42] Rural areas of Central European countries face the problem of rural depopulation as a result of migration of youth to urban areas in pursuit of

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[41] JRC working papers on economy and finance, 2017/4, Artis Kancs, Patrizio Lecca: *"Long-term Social, Economic and Fiscal Effects of Immigration into the EU: The Role of the Integration Policy"*, 2017

[42] Press release of the Commission for the European Parliament, the Council, the Social and Economic Committee and the Committee on Regions: *"Plan for Integration of Third State Nationals"*, 7.6.2016, COM(2016) 377 final.

better perspectives, education and employment opportunities. In this situation it seems important to look for opportunities for admitting and integrating migrants in rural areas as a means of counteraction to ongoing demographic change. Large cities offer more opportunities for career development, but advanced technologies make it possible to do one's job from anywhere. Thus, young non-EU nationals can live in the countryside but work for clients located elsewhere. Of course, this requires certain skills and predispositions, but rural areas offer also elementary occupations that, after a brief training, can be done by immigrants. This is why rural areas can provide migrants with interesting jobs tailored to their skills and offering development opportunities. For instance, working at a farm includes following occupations:

- Simple manual work (such as cleaning);
- Technical work (e.g., operating machines or repairing equipment);
- More sophisticated manual work (e.g. craftwork, bread or pastry baking, honey production);
- Managerial work (e.g., stock taking, logistics);
- Manufacturing work (e.g., produce, dairy products);
- Work in agritourism (e.g., receiving guests, preparation of meals, interior decoration, landscaping).

So, the potential for integration of non-EU residents in the light of developmental opportunities of rural areas is huge, resulting from the fact that rural areas have a lot to offer to newcomers. Likewise, newcomers can contribute a lot to development of rural areas in the form of their skills, creativity and a heart for the new home.

1.4 Building of intercultural competences

Intercultural competences are often defined as an ability to quickly understand another culture and effectively act in it.[43] A basic knowledge about the region and the learning of the new language provide a foundation for successful integration to a new country. Director of the Institute of Intercultural Management at the Florida Institute of Technology, recommends in his curricula for the teaching of intercultural competences that, before confronting another

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[43] Abbe, Gulick, Herman, 2007

culture, the person concerned should take a look on themselves to understand their style of functioning in their own culture and to make an insight into their own experience.[44]

The next step the migrants should take is to explore their social flexibility which is defined by R. Griffith as an openness to different behaviours. They should assume that people in other cultures may act differently, all behaviours should be respected and the reasons of such acts or behaviours should be understood. This is a very difficult and mentally uncomfortable task because everyone functions better in the well-established patterns of their culture, which offer outright explanations and situational context. However, it is worth to simply observe a member of another society in the context of their culture and think over situations that might seem to be surprising.

The International Commission for Education for the 21st Century launched the "Learning to Live Together" project the goals of which are in line with the objectives of the Council of Europe, partnering organizations and international institutions.[45] The initiative is based on the statement that human rights are the foundation of collective life of individuals, groups and societies. The following forms of education lead to achieving the goals of the project: social education, education for peace, civic education, education for human rights, intercultural education, global education, development of human capital.[46]

The educational process can take the following forms:
- ➢ Learning from differences:
  - o Focusing on differences rather than on shared traits, which should be understood as openness to the "different" and "unknown";
  - o Cultural relativism (equality of cultures) conveying the message that values and standards of one culture should not be used for evaluating other cultures;
  - o Mutuality that means the sharing, interaction and mutual trust.
- ➢ Interactive learning (in teams): collective acquisition of knowledge, problem solving, discussion, implementation of educational projects. These processes make it possible to achieve most of social and educational goals such as social inclusion, solidarity,

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[44] For instance: How we make decisions – do we need much time for thinking or we make a decision spontaneously? What is our style of communicating – more hard facts or feelings, withheld or open attitude to the interlocutor, how much we want to influence this person? What is our patience for others and tolerance for ambiguity?

[45] www.unesco.org/delors

[46] https://rm.coe.int/intercultural-competence-for-allpo/16808ce20d

interaction, community building, shared responsibility, participation, or global awareness.

➢ Learning from controversies and conflicts.

The process of delivering and receiving intercultural education is not always easy or harmonious. As any human interaction, they can be a source of tensions, pressures, frustrations, objections or cultural conflicts. However, any situation involving divergent goals can generate conflicts, e.g. conflicts of interest, moral, intergenerational and others. Therefore, as Galtung pointed, the essence is not to avoid conflicts as these are an inevitable consequence of cultural diversity, but to prevent the usage of violence, force and aggression during the resolving of conflicts.[47]

This is the reason why the development of skills in conflict management turns out to be one of the fundamental goals of intercultural education.[48] This process will benefit from empathy that requires willingness to enter the world of "others" and see it from the inside. An attempt to understand "others" from the perspective of their own socio-cultural environment makes it possible to understand that what seems weird to one can be absolutely normal to the other. Empathy helps to understand and accept the "alterity of others" and has cognitive and emotional dimensions.[49]

Emotional openness is similarly important. Openness and readiness to get in touch with others is one of the prerequisites to a successful intercultural communication. Some people stay withdrawn and tend to come out from the shadow only when they feel welcomed and accepted. In this context, intercultural education has a task of building mutual tolerance, respect and trust so that everybody can feel accepted.

Another aspect is multiperspectivity. Intercultural education should enable discussion on various topics, where opposite opinions can be heard, and all of the possible points of view can be discussed. This approach to multiperspectivity is closely related to decentration.

The development of language competences is also important. Languages play a key role in achieving intercultural education goals. The native language is important in the process of shaping one's own identity and fundamental in the development of linguistic competences. Therefore, the perfection of this skill should not be underestimated. On the other hand,

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[47] https://rm.coe.int/intercultural-competence-for-allpo/16808ce20d

[48] http://www.bc.ore.edu.pl/Content/711/Kompetencje_wer_ostateczna+na+strone.pdf

[49] F. Brotto, J. Huber, K. Karwacka-Vögele, G. Neuner, R. Ruffino, R. Teutsch: " Intercultural competence for everyone. Preparation for life in a diverse world", Council of Europe, Education Development Center, Warsaw, 2014.

the language of the teaching curriculum is not less important in the school context. This acquired language helps in learning and in developing interpersonal competences.

The overall list of competences implies the following rules for communication within a multicultural group:

Rule 1: Avoid blind acceptance of interpretations, assumptions of judgments.

Rule 2: Transcend your own point of view.

Rule 3: Be prepared to explain "your obvious" to others.

Rule 4: Listen and ask questions.

Rule 5: Use critical thinking.

Rule 6: Share views.

Rule 7: Focus on solutions and not on problems.[50]

1.5 Smart approach to development of rural areas through social innovations

The term "social innovation" stands for development and implementation of new ideas (products, services, models) to meet social needs and to create new social relations and forms of cooperation.[51] Helping young people (mainly students) in finding accommodation with older people (mostly single) can be an example of such innovation. The young get a relatively inexpensive housing while the elderly benefit from housekeeping aid and from new relations as a safeguard against social isolation.[52] Social innovations approaches have an aim to:

- resolve social problems rather than pursue economic gain;
- support civic involvement;
- use local capital.

Based on the theory of the regional system for innovation, it is important to support and monitor local social innovations. Innovative potential of regions depends on organizations forming the system that create and support innovations.

Institutions involved in the implementation of social innovations differ from institutions responsible for the implementation of technological innovations, such as

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[50] J. Hubera at the conference on *"Cultural diversity and intercultural dialog for Euro-Mediterranean education. Knowledge building and networking."* Barcelona, Nov. 29 – Dec. 2, 2006.
[51] European Commission: *"Guide to Social Innovation"*, Brussels, 2013, p. 6
[52] K. Zajda: *"Determinants of social innovation in rural communities and methods of stimulating them "*, 2014, in E. Psyk-Piotrowska (ed.):" New mechanisms for rural development*"*, Publishing House of the Łódź University, Łódź

technology transfer centers, technology incubators or industrial-technological parks. The following institutions have the primary responsibility for implementing social innovations

- local government,
- NGOs;
- Social economy enterprises (including social cooperatives).[53]

The process of social innovation has local roots. All changes taking place through implementation of innovations have to be viewed in a territorial and social context.[54]

Social trust shared by individuals involved in these bodies is crucial. In addition to this similarity of standards and values is important. There are fewer NGOs in rural areas than in urban areas and they tend to be younger. Moreover, rural NGOs usually have fewer members, have low budgets and rely on unpaid work of their members more than urban organizations. All of the factors listed above enable the implementation of social innovations.

Social economy bodies such as labor cooperatives, social cooperatives, cooperatives of people with disabilities, foundations, associations, mutual aid societies and other NGOs can support the implementation of social innovations. However, they face a number of obstacles in rural areas, such as weak system support, staff shortages, or shortages of financial resources.[55]

Social enterprises can play a very important role in the support of migrants' integration, can offer substantive, occupational and integrative support. It should be stressed that introduction of social innovations on the part of these organizations can be seen as a reproduction of solutions and good practices that have been proven elsewhere. In case of the best practices transfer, the already existing innovative approaches should be adapted to specific conditions and circumstances of the new locality and, if it is possible, be improved so that this innovation becomes more effective.

According to studies, representatives of public administration are insufficiently aware of the specificity and diversity of innovations. Many officials cannot tell what an "innovation"

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[53] K. Zajda, Village as an innovative territory, Department of Rural and Urban Sociology, University of Lodz, 2015
[54] S. Oosterlynck, Y. Kazepov, A. Novy, P. Cools, E. Barberis, F. Wukovitsch, T. Sarius, B. Leubolt: "*The butterfly and the elephant: local social innovation, the welfare state and new poverty dynamics*". Improved Discussion Paper No. 13/03", Herman Deleeck Centre for Social Policy, University of Antwerp, Antwerp, 2013
[55] D. Mierzwa: "The specificity of social cooperatives as social economy entities", *Journal of Agribusiness and Rural Development*, 2014, 3(33):125-135.

is and, if they try, they associate it with something new, with an implementation of a new or enhanced solution or an improvement of an existing product.[56]

It should be noted that self-government institutions are often the main supporters in social innovation creation ecosystem, and in rural areas the local governments turn up to be one of the only financial sources for activities undertaken.[57] Local governments are often the main partners, clients and sponsors of social economy enterprises. The lack of a local innovation system reduces the potential for counteracting various social problems such as unemployment, social exclusion or integration of migrants.

1.6 Challenge from the European labor market

The European economy has been growing for 7 years and the trend is expected to continue in 2020 and 2021[58]. The situation on labor markets is good and the unemployment rate has been dropping. However, the environment has turned into a much less favourable and becomes more uncertain also due to coronavirus pandemic in 2020. This applies particularly to the manufacturing industry that is additionally affected by structural changes. Accordingly, the European economy seems to head towards a prolonged period of slower growth and low inflation rates.[59]

It is expected that the gross domestic product (GDP) in the Euro zone will increase by 1.1% in 2019 and by 1.2% in 2020 and 2021. Compared to the economic forecast of summer 2019 (published in July 2019), the growth forecast has been cut by 0.1 per cent point (from 1.2%) for 2019 and by 0.2 percent point for 2020 (from 1.4%). The expected GDP growth for the whole EU is 1.4% in 2019, 2020 and 2021. Also, the forecast for 2020 has been downgraded from the levels assumed in the summer (from 1.6%).[60]

The dynamics of the creation of jobs in the EU have turned out to be surprisingly resistant to unfavourable conditions. This is partially attributable to the fact that, usually, the effect of economic change on employment becomes visible after some time, as well as to

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[56] A. Tuziak: Innovation in endogenous development of the peripheral region. Studium Socjologiczne.", Wydawnictwo Naukowe SCHOLAR, Warsaw, 2013, 246.

[57] T. Kasprzak, M. Jewdokimow: *"Public administration and social economy enterprises ",* 2008, in "Social economy enterprise local environment", Stowarzyszenie Klon/Jawor Warszawa

[58] due to the coronavirus pandemic, a certain level of possible economic recession is expected in 2020, which is assessed as temporary, given the fact that the announcement of the pandemic will last a certain period of time, after which the economies will intensively want to return to their activities
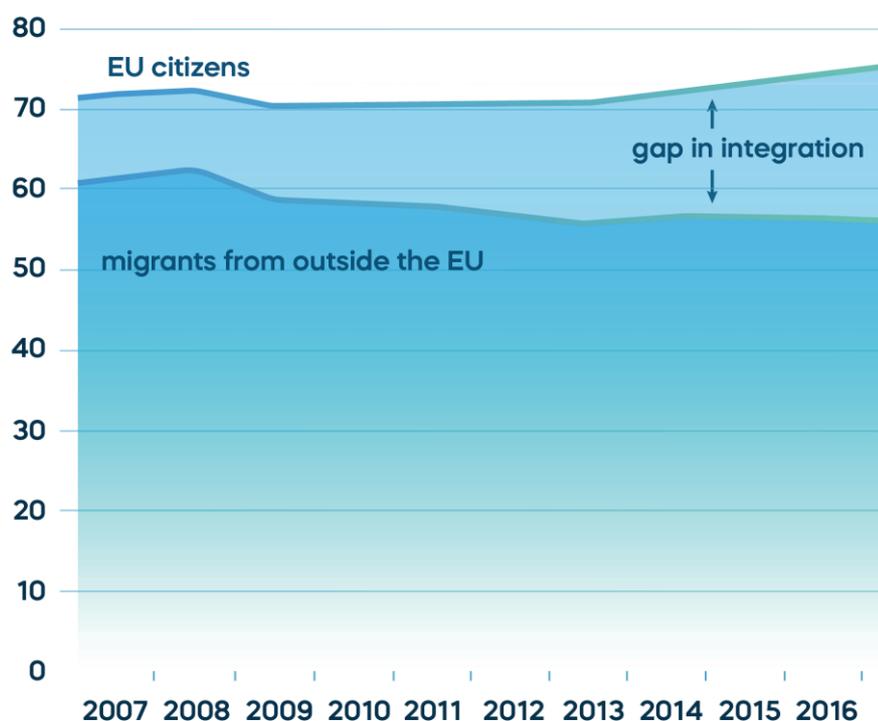
[59] https://ec.europa.eu/poland/news/191107_autumn_forecast_pl

[60] https://ec.europa.eu/commission/presscorner/detail/en/ip_20_232

the shift toward service sectors in the structure of employment. The employment rate has been staying at a record-breaking high level and the unemployment rate in the EU is lowest since the beginning of the century. Although the net increment of jobs is likely to be slower, it is expected that the unemployment rate in the Euro zone will continue to drop from 7.6% in 2019 to 7.4% in 2020 and to 7.3% in 2021. It is expected that the unemployment rate in the EU will drop to 6.3% in 2019 and to 6.2% in 2020 and 2021.[61] Due to the coronavirus pandemic or Turkey's activities in the field of migration policy, the socio-economic picture of the EU may change. However, over the long term, the activities of both enterprises and authorities will lead to minimizing deviations from the assumed plans.

The discrepancy between rates noted for migrants and for EU citizens in terms of employment, education, social inclusion and active citizenship clearly demonstrates demand for development of effective integration policies. The following charts show the gap between the employment rates by age of EU citizens with university background.
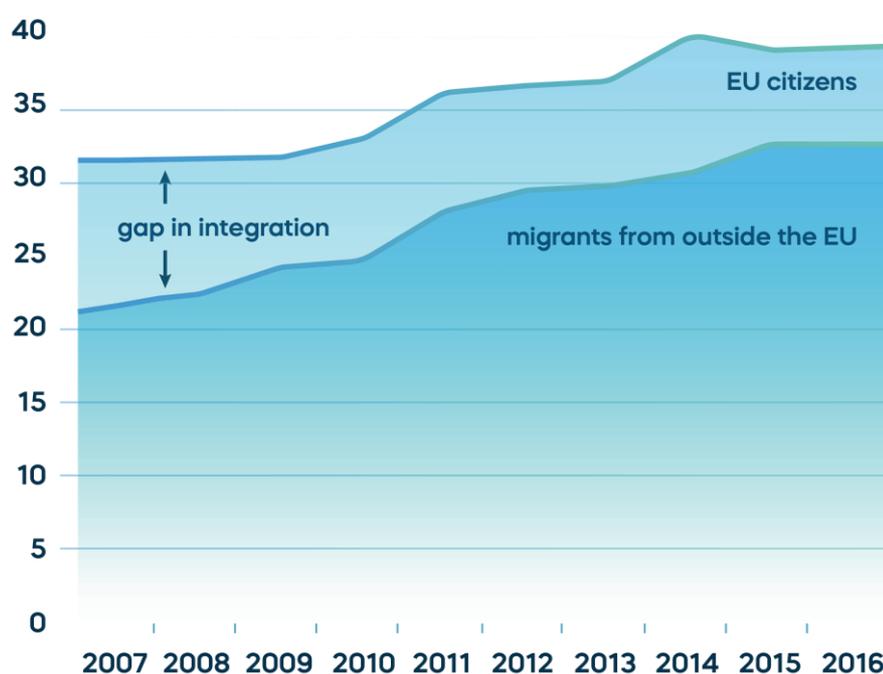
Chart 5. Employment rates of people aged 20-64

Source: European Court of Auditors, "Integration of non-EU migrants. Analytical document.", June 2018, p. 13.

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[61] https://ec.europa.eu/poland/news/191107_autumn_forecast_pl

Chart 6. Employment rates of university graduates aged 30-34

Source: European Court of Auditors, "Integration of non-EU migrants. Analytical document.", June 2018, p. 13.

In March 2018, two packages of EU's directives introduced a distinction between recognized and accepted (legal) migration channels, on the one hand, and migrants who apply for protection (asylum) at the EU's borders or from outside the EU (relocation), on the other hand. As a consequence, there are different channels that migrants can use to settle in the EU.

The discrepancy between national laws applicable to migrants is one of the factors that can motivate migrants, including refugees and asylum seekers, to move from the country of the first arrival to another country. In 2016, 30% asylum seekers had applied for asylum in a different EU Member State than the one of the arrivals. This delays the process of integration and, can make it less effective: the earlier the integration starts, the bigger are chances that it will be successful.[62]

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[62] General Directorate for Justice, Freedom and Safety: *"Integration Guide for Persons Responsible for Shaping and Implementing Policies"*, EU, 2010, p. 66

1.7 A scenario for a win-win solution

Although the EU plays an important role in the integration policy, the main responsibility for the policy rests on individual EU Member States and their central, regional and local governments. Many EU Member States do not take any measures in respect of certain groups of migrants (e.g., young people or stateless people). Additionally, 14 EU Member States have stated that they had re-evaluated requirements towards the migrants since 2014 and 16 have declared that they have shifted the focus of migration efforts to other target groups for migration to other target groups.

The fact that EU Member States do not develop measures for integration in all areas can be illustrated by the following table (Table 3). The table 3 presents results of the study about the integration of non-EU migrants carried out by the European Court of Auditors based on the survey[63]. Four of EU Member States did not provide any information.

Table 4. Status of development of measures for migrant integration in EU Member States.

	Education	Social inclusion	Employment	Health care	Accommodation	Vocational training
Number of EU Member States that have taken measures (%)	23 (82%)	22 (79%)	18 (64%)	18 (64%)	17 (61%)	14 (50%)

Source: European Court of Auditors, "Integration of non-EU migrants. Analytical document.", June 2018, p. 28.

The table below (Table 4) presents an example of a win-win integration scenario which can be beneficial for both migrants and locals. This scenario requires simultaneous changes in several areas of social life such as employment, education, accommodation etc.

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[63] European Court of Auditors, *"Integration of non-EU migrants. Analytical document.", June 2018.*

Table 5. Examples of integration projects supported by the EU, addressed to migrants residing in the EU Member States.

Area	Integrative measures addressed to migrants
Employment	Support for apprenticeship with an industry association for people under international protection which will allow them to improve vocational skills and to provide them with guidance on employment, legal status of residence or continuity of work (e.g. vocational training)
Education	Delivery of language courses for migrants outside the normal school curriculum – a project targeted at an increasing number of migrants who undertake education in public schools without command of the local language; measures to facilitate access to education to migrants and members of their families
Vocational training	Vocational courses for members of migrant communities – a project aimed to provide participants with language fluency, taking account of vocational technical nomenclature and in combination with further training in locally demanded professions (e.g., paver) providing qualifications recognized in the receiving country.
Accommodation	Facilitation of access to accommodation for people under international protection as part of a broader project consisting of provision of a number of services to this target group and of offering social housing on preferential terms
Health Care	Development of a package of services, a manual or a guide to facilitate communication between foreign language speaking patients and local health care personnel
Social inclusion	Workshops aiming to support direct cooperation between migrants and local communities – these included the hosting of events, development of social competences, entertainment and social campaigns

Source: Own study based on European Court of Auditors, "Integration of non-EU migrants. Analytical document.", June 2018, p. 12.

It should be noted that it might be challenging to monitor the results of integration policies effectively. The monitoring of integration results enables the parties concerned to measure progress in implementation of integration policies, identify gaps and, if required, adapt relevant policies. The lack of good quality data or wrong monitoring can prevent re-direction of activities or modification of policies that might not reach the needs of migrants.

The awareness rising should be used in order to improve the knowledge of local societies on the topic of integration. It enables the groups concerned to shape opinions on diversity in a better way and helps to participate in the process of integration and social inclusion. The strengthening of the position of immigrants leads to the improvement of their resources and capabilities, enabling more informed decision making and taking steps to promote integration. Addressing migrants this concept will also circumstantially improve the quality of life of local communities.

Wrong public perception of attitudes, traits and the very presence of immigrants by the receiving society (migration flows, number of migrating workers, etc.) creates conditions that tend to promote ethnocentrism, discrimination, segregation, marginalization, idleness and

political drawbacks. [64] For instance, based on answers given by almost 800 European companies in the questionnaire of the EU's General Directorate for Employment and Social Affairs conducted in 2005, it was found out that the lack of knowledge about immigrants among locals is the main barrier to the acceptance of diversity and to the combating of discrimination at work[65]. Most respondents considered measures taken to build awareness in this respect as insufficient and they would welcome more information from both employers' organizations and from national governments.

Effective awareness-building leads to a better understanding of the process of integration with the society and to broader opportunities for participation in this process. If the public has no knowledge on opportunities for participation in the measures concerning integration and intercultural dialog that take place in many areas of their lives (at work, in the neighbourhood, within associations or religious groups, etc.), they may remain idle in the process of integration even if they are informed. Awareness-building campaigns can encourage participation in activities which are aimed to develop meaningful contacts between immigrants and receiving societies. Special events and festivals provide an occasion for immigrants and locals to meet at the common ground. Such events can improve the public perception of immigrants and promote growth of intercultural competences.

According to the report titled "Challenging Attitudes, Perceptions and Myths", prepared for the UK's Commission on Integration and Social Cohesion, short or superficial contacts not accompanied by actual involvement are insufficient to build respect; on the contrary, such momentary exposure can nurture prejudice. [66]

Collective activities can improve the social perception of the process of integration if they:

- strengthen the feeling of individual identity;
- identification and fight with certain prejudicial attitudes and behaviours;
- provide an insight into, and empathy for, the experience of others;
- create an understanding of differences;
- working out to find common basis, values and interests;
- encourage friendly relations though an overcome of the own differences;

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[64] https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2008:0420:FIN:EN:PDF
[65] https://webcache.googleusercontent.com/search?q=cache:CrAuXTf224cJ:https://emn.gov.pl/download/74/15121/Polskapolitykaintegracjicudzoziemcow-23042013.doc+&cd=1&hl=pl&ct=clnk&gl=pl&client=firefox-b-d
[66] https://ec.europa.eu/migrant-integration

- facilitate the building of long-term mutual commitments.

Such spaces can be virtual (e.g., social media or on-line public forums) or physical (e.g., socially innovative initiatives of individuals). Projects based on common practical goals are recognized as the most effective means of breaking through stereotypes and of promoting more constructive opinions on the process of integration.

2. Local practices for integration

2.1 Arrival Regions project catalogue of good practices

Arrival Region project created a catalogue of good practices for the support of integration of non-EU nationals with EU-nationals. The following table presents selected good practices that can inspire socially innovative solutions for support of migrants and of the process of integrating them with local communities

Table 6. Examples of good practices selected within the Arrival Regions project.

Good practice area	Title	Goal	Country	Description
Intercultural dialog, social innovation and networking	Pilot forms ("Blank Pilots")	Support for migrants in dealing with the bureaucracy	Germany	Completing various official forms becomes a daily routine for every newcomer. A person has to submit many papers to undertake education or find a job or a place to live. Migrants have insufficient skills to face this bureaucracy. The project has been designed to solve this problem.
Economic perspective on the migration of non-EU nationals	"Bee My Job" Project	Integration through vocational development in the agriculture	Italy	The project aims to promote beekeepers, vocational educators and employment agencies offering support to asylum seekers and refugees. It also supports social inclusion and active citizenship through environmental and "green" awareness. While addressing the high risk of exploitation of agricultural workers *(caporalato)*, the project offers fair employment and learning opportunities in the farming sector. The main activities of the project include courses on beekeeping and help with finding jobs for project beneficiaries.
Social innovation / Economic perspective on the migration of non-EU nationals	"New Paths" Project – integration of migrant families into abandoned rural areas	Integration of migrant families on desolate rural areas (localities with less than 2000 residents)	Spain	The NUEVOS SENDEROS project was born as answer to these three issues: 1. High concentration of population with risk of social exclusion in Spanish urban areas with high population density, mainly the Mediterranean costs and Madrid. 2. The difficulty of social and labor insertion of many migrant families and individuals because of the current crisis situation, which is excluding the immigrant population from these urban areas 3. Depopulation of municipalities and rural territories in the interior of the Spanish state. NUEVOS SENDEROS turns these problems into a solution: Promote the geographic mobility of immigrant individual sand families from urban areas to rural areas into a context of work opportunities and

Interreg
CENTRAL EUROPE
European Union
European Regional
Development Fund
Arrival Regions

				therefore improving the quality of life of these people and their families. In turn, these migrants are agents of revitalization and development of rural reception communities. NUEVOS SENDEROS transforms these problems into a solution: promotion of geographical mobility of immigrants and families from urban areas to rural areas in the context of employment opportunities for improvement of quality of lives of these individuals and their families. In turn, the migrants become agents for revitalization and development of the receiving rural communities.
Social innovation	"New on the countryside"	Social integration of young immigrants, including self-organized one	Sweden	The "Rural Newcomers" project aims to help young immigrants, aged 16-25, in integrating with the Swedish society through learning, particularly in the fresh air. The goal of the project is to implement improvements in Swedish villages, build knowledge in young immigrants and facilitate their access to Swedish natural resources. The project is led by a group of young team leaders who are migrants themselves.
Social innovation	"Ukrainian Women's Club"	Strengthening of the position of weaker groups	Poland	The project aims to increase the rate of activity of Ukrainian female immigrants and to have them involved in social life by establishment of Ukrainian female immigrant groups. Owing to the project, 50 female immigrants living in Warsaw have learned new skills and started to act for their community as part of the Ukrainian Women's Club.

Source: The catalogue of good practices of the Arrival Regions Project

The development and implementation of socially innovative solutions to support migrants is a process. This is primarily due to the fact that innovativeness is a process and not a one-time event. What is more, this is a process that is, to a significant extent, based on unique knowledge, non-standard solutions and exceptional and diversified human resources and not just on technology. Such theory stands in opposition to the still prevailing belief that innovation relies mostly on new technologies developed as a result of completed studies. This is why it is important to draw from the diffusion of innovations and to get inspired with good practices.

Based on the guidelines proposed in the Oslo Manual, B. Bigliardi and A.I. Dormio make a distinction between two groups of innovations: those related and those unrelated to technical or technological developments. The first group includes product and process

innovations while the latter covers organizational and marketing innovations.[67] However, the literature on the subject notes that the paradigm of technological innovation as the only stimulator of innovations development and as a determinant of measurement has its limitations. Nevertheless, technological innovations are easier to identify and measure than the so-called "soft" ones (non-technological), which are hard to evaluate because of their substantially immaterial nature and the link to continuous improvement.

The Oslo Manual refers to non-technological innovations as "organizational" and "marketing" ones. However, the new version of the Oslo Manual is going to address this subject differently, as a lot of important changes in the perception of innovativeness have already taken place. Non-technological innovations have a broad definition, which means that social innovations also belong in this group. However, social innovations stand out from the rest of innovations due to the fact that they are not focused on the maximization of financial profit. Social innovations should provide profit, among others, but at the same time they should not be seen as just a charitable activity. To sum up, the main goal of social innovations is to yield profit in the form of improvement of quality of work or of life of their beneficiaries.[68]

Social innovations can constitute a driving or creative force for a company, stimulating the business by the supply of new ideas or information from both the employees and the market. Innovations require being prepared for seeking changes as a means of more effective acting.[69]

Social innovations are social activities aimed to improve quality of life of individuals, communities, nations, companies, environments or social groups. Social innovations are usually easy to transfer and can be managed by both private and public organizations. Although they enforce a more strategic thinking of companies and provide opportunity to gain the competitive advantages, particularly in the currently unstable market environment, social innovations are not universally valued.

Also, in comparison to technological innovations, social innovations can be applied much easier in organizations that cannot afford costly investments (e.g., purchase of advanced technologies) or where such investments are not essential for their business.

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[67] B. Bigliardi, A.I. Dormio: "*An empirical investigation of innovation determinants in food machinery enterprises*", *European Journal of Innovation Management*, vol. 12, no. 2, 2009

[68] M. Spychalska-Wojtkiewicz, M. Tomczyk: "Models of social innovation on the example of the analysis of the activities of the entities of the Szczecin Culture Incubator ", Scientific Papers of the Polish Economic Society in Zielona Góra 2017, vol. 7, 289.

[69] M. Porter, M. Kramer: "Creating Shared Value", HBR, 2011, p. 21.

The interest in social innovations continues to grow. The fact that entrepreneurs express their interest in the designing of products and services supports the claim that the trend will solidify following the growth of awareness of service design.[70]

Social innovations in enterprises can have different origins and motives but the mechanisms of conceiving, designing and implementing the innovations can be governed by the same processes of change which are known from the experiences received during the implementation of the other types of innovations. It is most important that implementing people should pay attention to the context of measurable social results. Later on, those results should be popularized because these innovations are important for the meeting of both material and immaterial needs of local communities. Moreover, social innovations, as any other type of innovation, undergo the process of diffusion. The more an innovation is buoyant, the faster it will find recipients and followers.

Considering that innovations can have a few dimensions:[71]

- Novelty to the implementing entity;
- Novelty to the market;
- Novelty to the world.

The following sub-chapters present a case study of a social innovation as a unique social solution and as a known solution but used in a new social context.

2.2 A case study of implementation of a unique socially innovative solution

A social innovation in the form of implementation of a socially unique solution means implementation of an innovative solution that has never been used in any similar situation or in a similar area.

In 2016, the European Council on Refugees and Exiles (ECRE) hosted a seminar titled "Social Innovations for the Integration of Refugees". The event demonstrated that many social innovations in the integration of refugees came from relatively new people in this area, e.g. from the technological community. An interesting example of an active initiative is the Techfugees project: a global network of technological entrepreneurs and volunteers who meet

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[70] Service design exists as a discipline since early 1990's. However, the expansion of the Internet, growth of consumer awareness, growth of competition and the need for designing interactions with clients have led to development of this area, which is just starting in Poland. http://wiadomosci.mediarun.pl/artykul/marketing-marketing,service-design-czyliprojektowanieuslug,39372,2,1,1.html,29.10.2011
[71] Oslo Manual, 2015, p. 60.

at conferences, workshops and hackathons. Established in 2015, initially as a simple Facebook group, the project has developed the Basefugees, an on-line open source platform for the matching of technologies to actual "challenges" facing NGOs and presents solutions to prospective investors and even public authorities. While telling a short story about the Techfugees project, J. Goube (the operating director based in London), described how rapidly the members had realized that they needed to get involved in real field work which will allow them to understand the issues met by their users and consequentially to find a feasible solution to problems faced by refugees.[72] For social innovations, particularly innovative or groundbreaking, it is also important that technological solutions are developed in collaboration with the clients: refugees and local communities.

Some of the already implemented initiatives are:

- mobile Wi-Fi providers in the Balkans,
- the 3D printing of limbs, which actively involve refugees in Jordan,
- design of on-line identifiers,
- the research on the potential of the block chain technology for new identification systems.

Techfugees also supported digital journalism at Calais camps to give a stronger voice to those in the Jungle camp.

The incorporation of technology for innovative social activities is particularly innovative and can bring measurable social benefits. Similar to the one developed by two Syrians from Berlin, a bureaucratic application that aims to help immigrants (not just refugees) navigate the German bureaucratic system.

One of the main principles agreed on by participants of the ECRE's seminar was that co-authoring of technological solutions or other innovative solutions in cooperation with refugees and local communities is a key to success. It has been well documented by the history of the initial failures of certain proposals from the technological community. They were not built on full understanding of the issues and needs of refugees. This involves the meaning of a constructive interaction between the digital and physical spaces. In other words, technological solutions are unlikely to succeed unless they are supported by the cultivation physical spaces and by meetings in real life.

The application of technologies in social innovations is possible but also points at other needs that the technology cannot respond to, e.g., particularly to seniors, digitally

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[72] https://blogs.ec.europa.eu/eupolicylab/technology-and-social-innovation-for-migrant-integration/

excluded people or illiterates. This is why authors of the most groundbreaking social innovations have to remember that their solutions should not preserve existing inequalities.

2.3 A case study of implementation of an already existing solution in the new social context

A social innovation that is already known or has been used in another context or region, or by another organization, is still an innovation.

The "From Book Container to Community Centre" project described by J. Andersen, K. Delicai and M. Frandsen can be an example of an innovation of this kind. A local library situated in the poorest district of Aarhus in Denmark (featuring a particularly high percentage of immigrants) was converted into a resident-supporting center by assigning it a new role.[73]

Danish libraries operating at less privileged district have redefined their roles and transformed from "book containers" into agents of change for local communities. The libraries are engaged in a broad range of activities: from establishment of open educational centers for information technologies which help to overcome the "digital gap", to helping local children from ethnic minorities with their homework. As a part of the process of change, libraries can establish networks to strengthen local welfare institutions, volunteer associations, housing associations and citizens. While shaping and adapting their services to local requirements in collaboration with local citizens, libraries can be perceived as examples of innovations guided by users.

This Danish project for public libraries in Aarhus was initiated by a local library branch in the underprivileged Gjellerup district for the purpose of devising a new type of institution: a cultural center combining library services, health promotion, advisory services for ethnic minorities center, and voluntary service.

CCG can be treated as an example of user-driven service design and user-driven innovation that were introduced due to the reform of the Danish government. The CCG concept is therefore interesting in the context of discussions on the path to democratization, better use of resources and improvement of the public services through close cooperation with civil society.

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[73] project was run by Community Center Gellerup (CCG)http://slq.nu/index4dfc.html?article=denmark-from-book-container-to-community-centre

The challenges for such kind of innovations are the processes of budgeting and administering public institutions are not always aimed to support such intersectoral innovations and promoting social integration. This fascinating project has also shown that there are still certain obstacles that need to be overcome before innovations managed by users become a part of a realistic and sustainable path of development.

3. Aspects promoting integration of non-EU nationals and aspects inhibiting this process

A Eurobarometer's study on discrimination in the EU completed in 2015 [74] demonstrated that "the discrimination based on ethnical origin is considered to be the most widespread form of discrimination in the EU". In addition to this, the standard Eurobarometer's survey which took place in spring 2017[75] added that immigration of non-EU nationals arouses negative feelings among the majority of Europeans (54%).

According to the European Commission, the challenge lies in the "building of awareness of already existing protection [equal rights] and assurance of a better practical implementation and application of directives [on equal treatment]". [76] The European Parliament reminded about the role played by mass media in the shaping of public opinion on migration and integration of migrants.[77]

A decision to migrate is rarely a once-off act as part of which a person, seeking for the better living opportunities, changes the place of their residence, breaks ties with the place of birth and makes an attempt to integrate in the new country. Usually the process of leaving the homeland and settling down in the new country lasts the whole remaining life of the immigrant and affects the next generations as well.[78] The affiliation in a cultural circle and the religious identity play an important role in this process. After arriving in the new country, the immigrant faces a number of challenges associated with the daily life in the new reality. During the integration process migrants face a lot of issues in spheres of education, employment, accommodation, culture and leisure.

To ensure that the process of integration is the most effective, educational measures should be taken on the both sides: both by immigrants and by the receiving communities. Educational and pedagogic centers should propose well designed educational services which will support the promotion of inclusive education for both children and adults. The labor

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[74] Special study by Eurobarometer # 437: *"Discrimination in the EU in 2015 – Summary"*, Oct. 2015, carried out by TNS Opinion & Social on request from the General Directorate for Justice and Consumers (DG JUST), coordinated by the General Directorate for Communication (DGCOMM, section "Strategy, institutional communication and Eurobarometer")

[75] Special study by Eurobarometer # 87: *"Public opinion in the European Union"*, spring 2017, carried out by TNS Opinion & Social on request from the General Directorate for Communication

[76] Report of the Commission for the European Parliament and for the Council on the application of the Council Directive 2000/43/EC and of the Council Directive 2000/78/WE, SWD (2014) 5 final, COM (2014) 2 final, 17.1.2014

[77] Resolution of the European Parliament of March 14, 2013, on integration of immigrants, effect of the integration on the labor market and effect on the external dimension of coordination of social security systems

[78] S.Castles, M.J.Miller: *"Migration in the modern world,* Warsaw, 2011, p. 24.

market should offer tools for early identification of newcomers' skills and qualifications, the removal of barriers to access of vocational training and the effective exchange of good practices. Moreover, there should be basic services at the place of residence: accommodation or health care. All of these activities are aimed to achieve social inclusion. This process should be carried along with the active support of active participation of newcomers in cultural life, entertainment for the youth and in sports, as well as tools promoting mutual understanding and the combating of all forms of discrimination.

4. Recommendations
4.1. Creating welcoming culture in the regions

Multilateral cooperation of various entities and inhabitants, including emigration circles, determines the success of integration activities. It also creates conditions for creating welcoming culture. A support in the development of linguistic and intercultural competences of public services will facilitate adaptation and integration processes. Providing support in situations of misunderstandings, conflicts and threats of social exclusion is one of the key elements and is a response to the real needs. The presented activities should be implemented within the framework of public-social partnerships, with the participation of business and academic communities. The commitment is essential in particular in terms of strengthening the adaptation and integration processes. The effectiveness of the actions will be increased by establishing and maintaining international cooperation and network partnerships.

4.1.a Recommendation for public bodies

a) Build a database of contact details of translators and interpreters for various languages,

b) Work with the media in the area of the responding, to manifestation of discrimination and violence motivated by prejudice,

c) Draw a map of all of the organizations dealing with the topic of intercultural dialog.

d) Develop a certification system for schools, kindergartens, institutions and other entities are dealing with intercultural communication,

e) Create a working group (institutions of culture, public and social), regional representatives and emigrants) to coordinate integration through culture,

f) Monitor the calls for jobs and contest announcements for the unlawful and emigrant-discriminating statements,

g) Support and popularize the tools designed to strengthen social competencies (e.g., innovative lecture plans, active learning methods, educational materials, videos, exhibitions or guides),

h) Structure the dialog and prevent intercultural conflicts among local communities,

i) Support the development of voluntary organizations among migrants,

j) Support initiatives of NGOs that carry on consulting, inclusion activities for emigrants.

k) Support tools for the improvement of competences of coordinators working in companies, schools and other organizations,

l) Draft information and instruction materials in collaboration with relevant services (service types, emergency phones, Police precincts, reporting procedures and forms),

m) Create tools to support the implementation of small social projects focused on the topic of integration (e.g., small grants),

n) Run apprenticeship and employment programs for immigrants in public institutions,

o) Offer care and opportunities for integration to local communities for orphans,

p) Promotion of good practice in the process of recruitment of new employees to public offices, which takes into account the knowledge of foreign languages and the desire to learn foreign languages among already employed public services. Implementation of new tools that improve communication processes,

q) Establish programs for children and their parents to help them overcome the trauma left after leaving their countries.

4.1.b. Recommendation civil society

a) Arrange meetings of children and young people with national and ethnic minorities as part of voluntary services,

b) Involve immigrants in voluntary organizations,

c) Inspire entrepreneurs to organize intercultural events (such as culture, theatrical, linguistic, integrative or other festivals),

d) Arrange activities aimed to improve legal and civic competences among children and youth in the sphere of intercultural competences,

e) Develop a psychological support scheme for immigrant families,

f) Promote the idea of immigrant integration with a help of various cultural organizations,

g) Organize training courses focused on stereotypes, prejudice and discrimination,

h) Arrange open conferences, debates and meetings with foreign nationals or with experts; open seminars,

i) Popularize tools to support the development of the new skills and knowledge (e.g., intercultural calendar, exhibitions, movies, e-learning),

j) Promote intermediary forms of resolving conflicts by arranging courses and workshops focused on the topic of conflict management,

k) Create databases of residents interested in the development of their social competences and have a willingness to involve in social projects,

l) Run regular adaptation courses and meetings concerning such topics as legalization of residence, safety, health care, communication, national culture or regional customs,

m) Operate legal and civic information points for emigrants,

n) Support participation of emigrants in cultural life and sport events through the preparation of multilingual information materials,

o) Looking for and attracting new partners, in particular from local communities,

p) Establish cooperation and build partnerships with academic and business circles,

q) Develop joint inter-sectorial projects and search for external funding.

4.2 Development of skills and completeness among migrant population

The development of new skills and the improvement of educational opportunities among immigrants are supposed to strengthen their self-esteem, open mindedness and increase their chances to build the members of local communities. Kindergartens, schools and universities play a special role in this process. Another thing that should be noted is the need to improve these competences among the employees who are in the direct contact with the migrants. All of the proposed recommendations are aimed to build and support communities living in mutual respect. These recommendations are based on the belief that everybody should have access to education and that the development of social competences is an essential element of integration processes.

4.2.a Hard skills (language & professional education)

Everybody finishes their education at a certain level; everybody has certain experience and specific skills. These are the hard competences meaning vocational competences, i.e., a package of documented knowledge and skills that make it possible for a person to do their job.

The following recommendations apply to both hard competences and to complementary, equally important, soft ones:

a) Create a system and develop solutions to support non-native speaker students in their development of linguistic competences and talents,

b) Establishing a database with online library resources (raising knowledge and competences) that can consist of class scenario, training materials, research, etc.,

c) Develop and implement a system for identification and recognition of vocational competences of immigrants,

d) Implement a directory of granular vocational competences, the learning and validation of which will make a starting point for the immigrant's entry into the labor market.

e) Monitor regional requirements in the context of the labor market's demand and offer competence-providing courses to immigrants.

f) Provide flexible forms of employment to ensure that immigrants can combine work with improvement of vocational competences.

4.2.b Soft skills

Soft skills are a combination of people skills, social skills, communication skills, character or personality traits, attitudes, career attributes, social intelligence and emotional intelligence quotients, among others, that enable people to navigate their environment, work well with others, perform well, and achieve their goals with complementing hard skills. The Collins English Dictionary defines the term "soft skills" as "desirable qualities for certain forms of employment that do not depend on acquired knowledge: they include common sense, the ability to deal with people, and a positive flexible attitude."

These are the recommendations which will allow to develop soft skills among migrants:

a) Support and finance the organization of courses, workshops, debates and other forms of intercultural education,

b) Support and finance the new educational materials which will be able to improve social and intercultural competences among immigrants,

c) Promote various forms of intercultural education as part of sport and integration events organized for children and young people,

d) Arrange courses for youth associations and leaders (e.g., juvenile town councils),

e) Support programs for development of peer mediation among children and young people,

f) Assist schools in the development of theory response systems to acts of ethnic, religious or racial violence,

g) Strengthen intercultural competences of parents and promote integration activities.

4.3. Fostering Economic Prosperity

4.3.a Public bodies

These economic recommendations are aimed to improve the situation of immigrants on the labor market through comprehensive informational, educational and advisory activities targeting employers, market labor institutions and immigrants themselves.

This is what regions can do:

a) Write, distribute and publish on-line guides for foreign nationals in their languages to raise the awareness about the local laws, rights and obligations associated with running a business,

b) Disseminate information on the national labor law among migrants' potential employers and employees,

c) Monitor the demand for employees and labor market development trends,

d) Support the recognition of migrants' education certificates brought from abroad,

e) Offer various forms of support for immigrant entrepreneurship: establish networks, incubate companies and cooperatives established by immigrants as a form of entry into the labor market,

f) Support local social enterprises,

g) Support professional development of high skilled immigrants, open access to high skilled jobs (e.g., in supervisory boards) and promote social mobility of immigrants,

h) Establish a Web platform for immigrants and employers. A Website serving as an information platform can be used as a tool for accumulation of comprehensive information about the employment of foreign nationals, rights and obligations of both employers and employees, job offers, informative meetings or workshops.

The platform should be operated in various languages including the language of the receiving country,

i) Implement databases on immigrant-friendly employers,

j) Promote good practices in the employment of migrants and give appreciation to those employers who follow the equal treatment principle,

k) Create convenient housing conditions for asylum seekers,

l) Promote employment, access to education and integration by offering information in languages understood by asylum seekers, preferably on their native languages,

m) Create new jobs, for instance in the service sector or trade,

n) Counteract the encroachment of migrants' right as employees, disseminate information on the national labor law,

o) Support and promote entrepreneurship among women through training courses, businesswomen's clubs or awards.

4.3.b Businesses

a) Deliver courses on the labor law, employer obligations, contracts, etc., particularly for foreign nationals,

b) Select a group of vocational consultants specialized in the work with foreign nationals,

c) Identification by institutions and NGOs of professionals who will specialize in the field of cooperation with emigrants and subsequent systematic management of their advisory competences for different groups of emigrants.

Conclusion

According to number studies, Central European countries cannot be characterized as welcoming and open to immigrants. Moreover, Central European countries, and particularly their rural areas, face the problem of depopulation as a result of migration of young locals to larger urban centers in search of better education and employment. In this situation it seems important to look for the opportunities to integrate the foreign nationals in these rural areas in order to counteract the depopulation and the aging of local communities.

In the context of moderns' technological development, people can do their work remotely. This is why young non-EU nationals can live in rural areas and work for employers or clients located anywhere else. This requires certain skills and predispositions, which, however, are not that complicated to obtain, as services and industrial production. The rural areas can also offer simple jobs open to prospective employees after a brief training. Indeed, rural areas can offer interesting jobs in the running and managing of farm, agricultural production, crafts or agritourism. To sum up, due to the current level of technological and economic development rural areas in Central Europe can offer very wide variety of employment opportunities for upcoming non-EU nationals.

The demographic changes cause the challenges associated not only with reorganization of public services due to the decreasing demand, but also with challenges related to the lack of qualified human capital for enterprises operating on rural areas.

It should be noted that reforms implemented in urban areas affect rural areas too. This is why economic support for towns and cities can lead to population outflow from rural areas. Unfortunate strategic decisions can affect rural areas and reveal their economic, social or cultural weaknesses. At the same time, the lack of a coherent policy towards these areas can conserve in rural areas such negative processes as unemployment, devastation of the technical infrastructure or outflow or young and educated people.

The economy in rural areas operates at a different pace, or slower, than that in the large urban centers, which can be explained by the underdevelopment of infrastructure. There are also several other limitations that influence businesses in rural areas. However, they can be overcome or even turned into success factors. There are many sectors in which one can start up their own business in a village or a small town and the agriculture is only one of them.

Today, a need for elaboration of new development models and adequate regional policy tools for rural areas has arisen. Problems related to the underdevelopment of rural areas

are, or will be, particularly painful not only for these areas but also for urban areas. This underdevelopment can influence general competitiveness of regions.

Migrants can successfully find themselves in the new realities, in the new country, on the new land. However, they, their families and their small communities should not be left helpless because, if left alone, they most likely will not to accept the new reality in their desperation. The lack of action can turn out particularly dangerous because this will not only mean stagnation but can lead to reduction of the contacts with migrants and, ultimately, their alienation and exclusion. Moreover, social exclusion will also find a manifestation in the economic aspect (the financial barrier in the access to goods and services) and in the spatial aspect (physical remoteness and concentration in enclaves).

The integration of non-EU nationals in working age is one of the ways for reversing the depopulation trend in rural areas of many regions of the Central Europe. These activities can effectively lead to the renewal of public services, creation of new jobs, improvement of the level of education in the region and development of the local economy.

The following illustration shows opportunities and threats which might appear during the cooperation of local communities and migrants.

Table 7. Opportunities resulting from cooperation for, and points of resistance among, local communities and immigrants.

Opportunities for local communities	Points of resistance among local communities	Opportunities for immigrants	Points of resistance among immigrants
Everything that serves the local community serves the immigrants. For instance, infrastructural development will serve everyone, just like improvement in education standards.	Concern of the local community about domination of the labor market by immigrants	Finding of a new living place for professional and personal self-realization	Poor command of the local language
Enrichment of culture and customs, extension of horizons	Concern of the local community about social, cultural or religious domination by immigrants	Opportunities for finding jobs and subsisting oneself and one's family	Unawareness of local economic, legal and social standards; concern about social exclusion

Source: Own study based on reports from visit studies under the Arrival Project

In conclusion, it should be noted that both opportunities for, and concerns among, local communities and migrants are more or less identical. The both are anxious about misunderstanding, domination of one of the parties, language barrier, and cultural and

religious disaccord. Nevertheless, the both parties can win because of the improvements in the education system, health care, labor market or infrastructure.