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THE ANALYSIS OF THE SOCIO-ECON+3OMIC DEVELOPMENT INDICATOR
OF THE MIGRATION OF MIGRANTS INTO THE EU SINCE 2022:
EDUCATIONAL ATTAINMENT AND EMPLOYMENT OPPORTUNITIES

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ARTICLE INFO	ABSTRACT
Received 30 th July 2025 Received in revised form 06 th August, 2025 Accepted 10 th August 2025 Published online 15 th August, 2025	Article Purpose: The paper discusses the purpose and background of migrants who get to EU in the period 2022-2024 in terms of educational qualification and business performance. It also looks into the gender components of these migrants and how they are characterized in integration to the workforce. The introduction of the study indicates that migrants with lower educational backgrounds and hard to place in the labor market are facing certain difficulties, which can provide information on the necessity of specific integration programs and policies. Methods: The literature is examined using the PRISMA process to provide a thorough and colourful review. Between 2022 and 2024, EU reports, academic journals, and government publications were retrieved. Educational attainment, gender composition, and employment incorporation are highlighted in the review to shed light on migrant labour market integration challenges and successes. Findings and Value Added: The study found severe integration gaps for migrants, particularly women and low-educated ones. However, the data shows that language classes and professional training can boost job prospects. The findings improve public understanding of how education affects employment rates and how EU policies assist migrants integrate.
Key words:	
Migration, EU Accession, Education Attainment, Labor Market, Migrant Unemployment.	
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INTRODUCTION

Overview of Migration Trends

One of the popular issues experienced in the past several years and especially since 2022 is the migration to the European Union (EU)(Caselli et al., 2024). The EU has also received huge migrations of people as immigrants in the Middle East, Africa, and South Asia among other regions. The geopolitical instability, economic hardships, and geoclimatic change factors in the home countries of migrants are also the major reasons behind these migration trends. Eurostat (2025) shows that the asylum seekers and the Labor migrants to the EU have been on the rise with countries such as Germany, Italy, and Spain being the most affected by the influx of asylum seekers and labor migrants. The migrants enter with different kind of educational achievements ranging between being highly skilled and lowly experienced professionals to even having no education. Such diversity among populations is quite challenging to the EU job markets in terms of labor absorption and absorption.

The main criteria determining the success of integration of

migrants is their education. Those migrants who have stronger educational level tend to get a better chance of entering the labor market and be a part of their host societies. But most migrants, particularly those that migrate out of the conflict zones or rural areas come with very little or unrecognized educational qualifications, which makes them fail to secure appropriate job opportunities. Such mismatch of migrants qualification and demand of the labor market is one of the main problems that the policy makers face. The EU has adopted a range of integration programs to help boost integration of the migrants and these include aspects such as language training services, employment placement services and recognition of foreign qualifications and in this respect the success rates of the programs differs among the member states.

The issue of employment integration has become a problematic issue that continues facing most migrants, and many of them tend to form a higher rate of unemployment as compared to the natives. Reportedly, the process of migrant absorption has been proceeding slower than expected hence European Commission reports adds that those who take time to enter the job market are mostly women and the less skilled workers. These barriers are as a result of discriminatory practices, non-recognition of foreign credentials as well as poor language skills. These problems are more acute in migrants who have non-EU countries of origin in particular. The factor of gender

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is also crucial in this relation because women migrants may be as well subjected to new cultural and societal restrictions related to their access to job opportunities.

Significance of the Study

The relevance of the study is with the possibility of determining migration policies in EU and escalating the measures applied to migrate the migrants into labour market (D' & Kancs, 2020). Since EU is still struggling with the aging population and labor gaps in different areas, more and more issues regarding migrant labor are observed as the potential scenarios to resolve them. The effective incorporation of migrants into the labour market however, will strictly be dependent on resolving their obstacles that limit their capacity to obtain a prized job (Vasylytsiv et al., 2022). Paying attention to both the issue of education of migrants and their labor outcomes, this study will be able to give some information about the aspects which facilitate or limit their integration.

There are a number of reasons as to why this research is necessary. On the one hand, knowledge on the correlation between educational level and labor market integration can guide policy makers to enact more useful policies that accommodate the needs of various migrant groups. Second, analyzing the issue of gender distribution and challenges of integration of migrant women could allow the study to discuss the necessity of gender-sensitive policies to sustain migrant women to fully integrate into the workforce (Kałuža-Kopias, 2023). Lastly, the results of the current research can be applied to a larger picture of the economic consequences of migration, especially in light of the post-pandemic recovery time of a country, where the EU is losing its economic independence due to the increasing number of migrants as a source of economic growth (Aksoy & Poutvaara, 2021).

With the growing significance of migrant workforce in the future of the EU economy, there is an urgent need to provide an evidence-based research that can help the policymakers to carry out research that will help in coming up with strategies that will lead to a smooth integration of migrants (Glover et al., 2001). This article attempts to address this gap by coming up with an in-depth elaboration of educational backgrounds, employment outcomes, and gender dynamics of EU migrants.

Literature Gap

Although the migration to the EU has received a lot of literature, a number of important shortcomings on conducting research are present, especially in regards to integrating the migrants in the labour market and how educational level contributes towards this process (Gries et al., 2021). Most of the literature that has been done is on the general economy effect of migration with little emphasis on how education level of the migrants may affect their integration to the economy (Aldieri et al., 2024). Moreover, although different papers have studied employment outcome of migrants, there is needlessness of study on the particular hurdles to employment that migrants experience depending on the sort of educations.

One of the most significant gaps in the books is the deficiency regarding migrant women in terms of being underrepresented in employment integration studies. Gender differences in labour market integration have been actively discussed; however,

less research has put forward the question of which challenges migrant women encountered in EU have to face particularly concerning their educational level and occupation success (Grimaldi et al., 2022). The migrant women also get exposed to the other challenges which include the societal expectations, cultural norms and care duties that impair even more the reason of the migrant women in securing a job opportunity (Anamaria, 2025). Analyzing the interaction between gender and educational attainment, the proposed study will draw a more detailed picture of the issues that migrant women in the EU labor market have to cope with.

In addition, a significant number of studies focus on the effectiveness of numerous EU policies that seek to advance the integration of migrants, yet it has not been analyzed in-depth and up to date with the most recent figures on migration trends over the last 2 years (2022-2024). This paper attempts to fulfill this vacuum by reading an incisive overview of the most recent tendencies in the integration of migrants in the following short-term perspective, covering the years 2022-2024 and applying the latest statistics offered by Eurostat, reports published by the EU, and scholarly articles.

Another point made in this article is the unavailability of studies conducted on long term implications of integration programs and policies. Although there have been studies examining the immediate effects of migrant integration, there are lesser studies that investigate how the migration integration leads to the effects in the long run in terms of economic and social factors (Manafi & Roman, 2022). This study will present the much needed insights as to how far-reaching integration strategies are doing at present and make important recommendations as to how it can be done better by offering a detailed analysis of the both the short and the long term outcomes.

(Dun, 2020) (Caselli et al., 2024)

METHODS

Research Methodology

The literature search was detailed and was undertaken between March and April 2025 to collect pertinent literature of migrant integration in the EU region, in terms of education qualifications and their effects on labour market. The databases used to make the search are multiple, and they include Web of Science, Scopus, EconLit, and Google Scholar, which have been chosen to have the widest and most differentiated coverage. Besides these databases, the in-depth manual search in science-specific journals which frequently contain articles on migration, education, and labor market integration also was conducted. Some of these journals are European Sociological Review, Journal of migration studies, International migration review, European journal of population, and the Journal of European Social Policy.

Educational qualification and employment were used as keywords because of their relevance to migration by matching them with the keywords related to migration (e.g. migrant integration, migration trends, EU migration, refugee labor market). The application of Boolean operators was used to narrow down the search. For example, and migrant integration" OR migration OR "refugee labor market") AND ("employment outcomes" OR "labor market integration" OR

unemployment rates”) AND (“educational qualifications” OR foreign qualifications OR skills mismatch).

There were no constraints regarding the time; however, the results of the studies were sifted to view only the ones that were published after 2022 to make sure that the literature review included the most up-to-date trends in the integration of migrants. The first study included was published in the year 2022. Also the list of key papers and previous reviews included were checked by snow ball method of sampling to find more relevant articles. The search results were compared to the pre-compiled dataset of 120 articles that were gathered until the start of 2025 to make sure the search would be exhaustive and introduce the latest information.

total number that remained to be screened was 520.

Articles published before 2022 were not considered. This reduced studies to 380 recordings. A second scan of the titles and abstracts eliminated 320 papers from 1,100 articles, leaving 60 articles for data extraction following complete evaluation. After reviewing these full-texts, 28 were excluded due to access and availability issues, a lack of employment outcome data, or methodological issues. The final 32 articles were evaluated and analysed. The Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) framework defined the literature search, screening, and selection process and made documentation transparent and repetitious. The following 18 clauses established a robust framework for education, labour integration, and EU migrant struggles in 2022–2024.

Selection Criteria

To ensure that the studies included in the systematic review are relevant to the topic and within the time frame of interest (2022–2024), the following inclusion and exclusion criteria were applied:

1. Inclusion Criteria:

- Studies published between **2022 and 2024** that focus on migrants to the EU.
- Research that includes data on **educational attainment, employment outcomes, or labor market integration** for migrants, including both refugees and economic migrants.
- Sources that provide insights into **gender distribution** among migrants and analyze the unique challenges that men and women face in the labor market.
- Government reports, EU policy papers, or academic journal articles related to **EU migration policies, migrant education, and employment**.
- Studies that address **integration programs, vocational training, and language skills** as factors affecting migrant success in the workforce.

2. Exclusion Criteria:

- Articles and reports that were **not focused on the EU** or were centered on migration trends outside the 2022–2024 period.
- Studies that focused on **migrants outside the age range of 18 and over**, as the focus of this review is on adult migrants.
- Sources that did not provide **relevant data** or that were primarily opinion-based without empirical evidence on migrant integration outcomes.
- Research that did not clearly address **educational qualifications or employment outcomes** or did not discuss the **barriers to integration** faced by migrants.

By adhering to these criteria, the study ensures that only relevant and high-quality sources are included, leading to a focused and meaningful analysis of migrant integration trends in the EU.

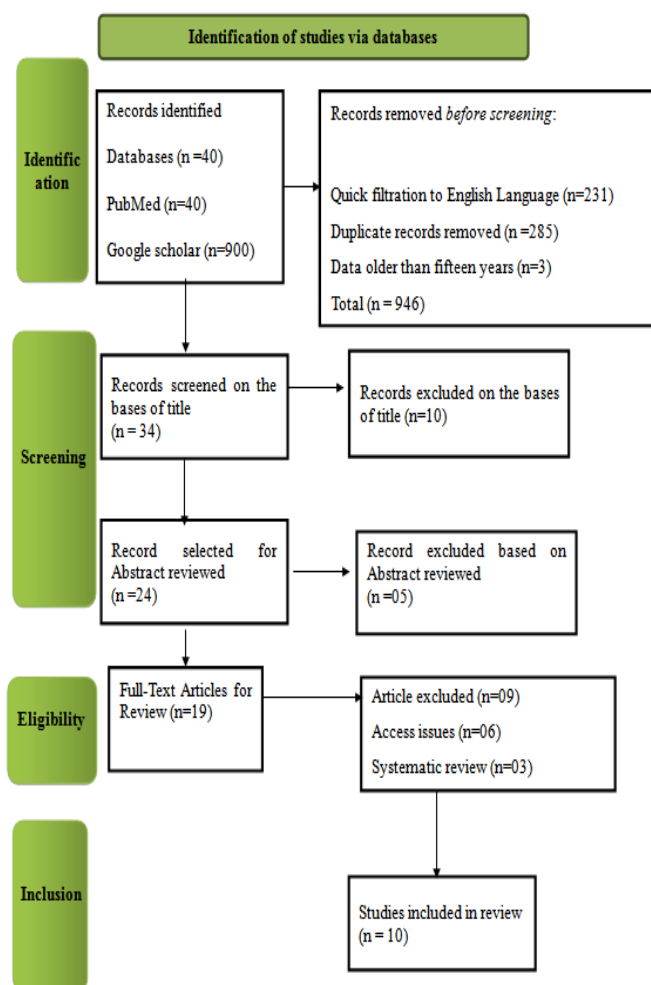


Figure 1. PRISMA Flow Diagram

A selection procedure consistent with the PRISMA guidelines was observed to record the result of searched, screened, and included articles (as reflected in the flow diagram, see Figure 1). Through de-duplication the searches on the initial databases retrieved about 330 distinct records. Independent screening of titles and abstracts on relevance was done by two reviewers. At this step, around 140 of the studies were omitted because they did not match the inclusion criteria including those studies centered only on non-EU countries, studies that actually lacked specific information on educational or labor market outcomes. The search was narrowed down to 700 results after additional filtering by language (English articles were used only). The records were reduced by removing duplicate articles, so the

Data Sources

Primary data sources for this study include academic journal articles, international organisation reports, and EU official publications. Eurostat, the EU's statistical agency, provides comprehensive and up-to-date data on migration patterns, including migrants' educational backgrounds, work statuses, and EU integration efforts (Dimitrova-Moneva, 2017). This analysis relied on Eurostat's annual migration and integration data, particularly on migrants' educational outcomes and employment in EU nations. European Sociological Review, Agricultural and Resource Economics International Scientific E-Journal, and others publish peer-reviewed research on migrant integration and socio-economic factors that affect education and employment (Kanas & Steinmetz, 2020). Such papers often contain longitudinal statistics and case reports of EU member states, which are useful for understanding integration in varied circumstances. The European Commission, ILO, and other EU authorities evaluate migrant labour market integration policies and consequences. The reports also show migrants' labour market access, discrimination, and international qualification issues (King & Collyer, 2016). Policy briefs, working papers, and conference proceedings provide more insights on migrant integration challenges and EU initiatives that boost migrant employment.

Quality Assessment

It contained only the studies and reports that could be directly related to the research questions, i.e. educational qualification, employment, and gender distribution among migrants. Relevance of the content of each of the sources was identified according to the concentration of the study and its correspondence to the goals of the research (Krawczyk et al., 2023). Quality of studies was considered by the strength of the methodology of studies. greater emphasis was placed on the researches with a quantitative research methodology like the surveys or the analysis of labor market data and qualitative research conducted in form of the interviews with migrants or the case studies of migrants. Research research reports with large sample groups, heterogeneous migrant patterns and those research reports that reported both low and high skilled migrants were given preference. Such studies will present a bigger picture of the phenomenon of migrant integration and will be more applicable to the migrant population as a whole. Research articles were analyzed concerning data deciphering and data gathering transparency (Hajdari & Krasniqi, 2021). Cited sources of data were strictly defined, description of statistical procedures employed and the provision of data that could be replicated played a major role in determining the quality of the study. Peer reviewed aspect of the academic sources also played a significant role in promotion of reliability and accuracy of data. As the source of government reports and EU publications were also picked because they are authoritative and reputable in nature.

RESULTS

Educational Attainment of Migrants

Educational background is one of the most vital issues as far as integrating migrants is concerned. The rate of education is critical in the process of determining how easily migrants will get access to the labor markets as well as be able to integrate

into their new societies. Migration into the European Union (EU) in 2022-2024 can vary significantly in their quality when it comes to educational levels that directly affects their experience in the job market.

The Eurostat (2025) statistics show that a sizeable percentage of the migrants coming to the EU enjoy at least a secondary level education, and many of them have either vocation training or a post-secondary education. Nevertheless, the process of recognizing these qualifications is one of the major problems. As an example, the migrants originating in conflict zones or the developing nations tend to struggle when their educational attainments are to be validated by the members of the EU. According to the European Commission (2023), the extent to which migrants with foreign qualifications have them fully recognized is very low, particularly among the refugees or those who acquire their degrees in non-EU institutions.

Highly educated migrants are in a better position in regards to getting employment. Panichella et al. (2021) while carrying out their studies in relation to this matter assert that migrants who have obtained a university degree have a higher probability of being employed in skilled areas and are less likely to be unemployed unlike those who have low level of learning. Nevertheless, a lot of migrants find difficulties to enter their area of expertise despite possessing higher qualification because of the language proficiency level, the absence of the working experience in the EU, and the poor valued foreign degrees. Conversely, migrants with low education levels find themselves in the low-paid and unskilled labour or they end up unemployed since they are not competitive due to absence of skills demanded in the EU labour market.

Moreover, there is a significant difference in academic levels between migrant groups. To illustrate a case, it has been found that migrants of African and Asian countries have low education formally compared with the European countries. This translates to a disadvantage in the labor market to those who come in with lesser education levels and therefore the result is high unemployment.

Gender Distribution

The aspect of gender is an important factor when it comes to migrant integration especially in regard to education and the field of employment. The gender pattern of the migrants that came to the EU in 2022-2024 was quite equal, being 50-50: men, women. Nevertheless, although this brings equilibrium, migrant women have certain issues in education as well as employment. Cultural requirements and conservative gender roles are the key factors of the barrier to integration of migrant women, as they become cumulative. The following societal factors restrict the access of the women to education and working opportunities because women, in many cases, are conditioned to spend most of their time taking care of the family at the expense of gaining formal education and work opportunities. According to the findings by Sysoyeva and Martinez-Usarralde (2025), most migrant women are underrepresented in the vocational training as well as the higher education programs, thereby cutting their employment opportunities. Besides, they will tend to work part-time employment or low-skill work irrespective of their level of education.

A report by the European Commission (2023) has shown

that women migrants, especially those of the Middle East and Africa regions, have low rates of participation in the labor force in comparison to the men. This can be attributed partly to poor education and lack of support of the family members towards acquiring employment. Consequently, even though migrant women in the EU have a higher chance of being discriminated against in the labor market, they are also overrepresented in the case of underemployment, with migrant women being more qualified than the jobs they hold, being unable to find something more suitable (Lami et al., 2022). Conversely, migrant women, can live in societies where they can get access to higher education and vocational- training programs which can also result in their quicker entry into the workforce. This implies that specific measures applied to enhance the accessibility of education and professionalization among migrant women would greatly enhance their labor market outcome.

Employment Success and Integration

A great deal of migrant employment success in the EU is directly related to educational level and the ability of language proficiency in the EU and foreign qualification recognition. Nonetheless, a great number of migrants cannot fit in the labor market because of a variety of reasons such as underemployment, inadequacy in applied skills, and the inability to obtain recognition of qualifications. Furthermore, Grecu and Noja (2024) state that some EU nations succeeded in the integration of the highly qualified migrants, whereas other countries still had troubles with the incorporation of low-conducive migrants or individuals holding the qualifications which were not considered.

One of the biggest obstacles to successful integration is a mismatch between the skills that migrants have and the needs of the EU labor market. Most migrants who are non EU occupy positions that are not similar to their qualifications or experience of work (Nyberg-Sorensen et al., 2002). Consequently, they usually find themselves in a state of underemployment as they find themselves in jobs that do not suit their skills or education. In one case, the example can be the graduates in the university of countries where the education was not as high as in the home country will end up working in the low wages but unskilled jobs even though they are qualified to be employed doing the well-paid assignments in their home countries.

Language is a major aspect in the integration process. Migrants with poor mastery of official language in the country of residence find it easy to have disadvantages regarding securing jobs in the area of their expertise. According to the research conducted by Schneider (2022), language-related problems play a central role in hindering integration among migrants as most employers demand proficiency in the local language to take on most skilled workplaces. Moreover, highly skilled migrants or those with professional experience as well can apply to be hired but are unable to do so because of the absence of the demand to their qualifications.

Nevertheless in spite of these challenges we have had successful integration programs developed in some countries in EU to facilitate improvement of the language skills and offer vocational training. The migrants have been assisted to have the skills they need to commence with the labour market and

the level of under employment has been alleviated by these programs. Nevertheless, the effectiveness of such programs is not the same in all countries and some EU member states have more job-seeker migrants than others.

Difficult-to-Place Migrants

It is difficult to get a job for migrants, especially those with minimal education, few years of experience, and no well-known qualifications. According to Kwilinski et al. (2022), migrants without higher education and a specific ability may not find a job that matches their potential, resulting in significant unemployment. Rural and war-zone migrants suffer from a lack of formal education and career opportunities. Migrants often have to start over and find work through social security nets. According to Panichella et al. (2021), highly uneducated or uneducated migrants are often excluded from the labour market, resulting in high poverty and social exclusion. Low-skilled migrants are also more likely to be discriminated against and prejudiced by employers, especially in fields that require specific skills or degrees. Low-skilled migrants also struggle to find stable work due to job discrimination and non-recognition of foreign qualifications.

Unemployment and Integration Rates

Some EU migrant groups have higher unemployment rates than others between 2022 and 2024. Eurostat (2025) reports that while migrant unemployment rates are higher than native-born rates, they vary by education, sex, and nationality. The unemployed are better educated and more experienced, whereas the less educated and less experienced are more vulnerable to unemployment. Migrants with foreign degrees or certificates have trouble getting them recognised in the EU, limiting their work options. This must be changed since the inability to acknowledge foreign qualifications frustrates and forces higher-skilled migrants to work in lower-skilled jobs (Sysoyeva and Martinez-Usarralde, 2025). In addition, migration may not have had the same economic impact on all EU countries. According to Germany and Sweden, countries with well-developed integration programs and strong labour legislation have reduced migrant unemployment. In contrast, Italy and Hungary have weaker migrant integration systems and more migrant unemployment.

DISCUSSION

Key Findings

This study shows some of the most intriguing migrant integration results into the EU labour market. The first element affecting migrant job prospects is education (Rayevnyeva et al., 2024). Better-educated migrants do better in the labour market, although language barriers and non-recognition of foreign qualifications hinder this. Migrant women's cultural expectations and lack of education have worsened, leading to a higher rate of underemployment (Levytska et al., 2022). Migrants, who have less education or work experience, are becoming over-represented among the unemployed and underemployed, especially in skilled fields. Additionally, labour market integration varies by origin. Central and Eastern European migrants are more likely to be employed than African and Asian migrants because they have qualifications better fit for the EU labour market (Ji et al., 2022). These findings show

Study	Key Findings	Key Themes	Implications
Eurostat (2025)	Migrants with higher educational qualifications have better labor market integration. However, many face challenges with qualification recognition.	Educational Attainment, Labor Market Integration	Highlighted the importance of qualification recognition for improving migrant employability.
Panichella et al. (2021)	Migrants with higher education are more likely to be employed, but a significant portion experiences underemployment, especially those with non-recognized qualifications.	Skills Mismatch, Underemployment, Recognition of Qualifications	Suggested policies to recognize foreign qualifications and improve vocational training for better integration.
Grecu & Noja (2024)	Language barriers and lack of recognition of foreign qualifications are key challenges to migrant employment. Highly skilled migrants face better outcomes but still struggle with underemployment.	Language Barriers, Qualification Recognition, Employment Outcomes	Emphasized the need for language programs and credential recognition to improve employment rates among migrants.
Sysoyeva & Martinez-Usarralde (2025)	Migrant women face greater challenges in labor market integration due to cultural expectations, lower educational attainment, and higher underemployment.	Gender, Education, Employment Barriers	Recommended gender-sensitive policies and increased access to education and vocational training for migrant women.
Kwilinski et al. (2022)	Low-skilled migrants, particularly from rural areas or conflict zones, face higher unemployment rates due to lack of education, work experience, and support networks.	Low-Skilled Migrants, Unemployment, Integration Challenges	Suggested the implementation of targeted training and support programs for low-skilled migrant groups.
Schneider (2022)	Migrants from Central and Eastern Europe have relatively high employment rates in the EU, but many migrants from Africa and Asia face significant unemployment due to a lack of qualifications and experience.	Regional Differences, Unemployment, Migrant Background	Highlighted the need for tailored migration policies based on regional migration trends and educational backgrounds.
Lupak et al. (2022)	Educational attainment is positively correlated with employment success among migrants, but challenges in integrating migrants into skilled labor sectors remain due to language barriers and non-recognition of qualifications.	Education, Employment Success, Qualification Recognition	Suggested improving EU-wide qualification recognition standards and enhancing language training programs.
Panichella et al. (2021)	Education level plays a crucial role in migrant labor market outcomes, with those possessing higher education being less likely to face unemployment. However, barriers still exist for migrants with lower educational levels.	Educational Attainment, Employment Outcomes	Indicated the need for effective integration programs for migrants with lower educational levels to reduce unemployment.
Zabelina et al. (2024)	Socio-economic predictors of migration intentions include educational background, with highly educated migrants more likely to seek opportunities in the EU.	Migration Intentions, Education, Socio-Economic Predictors	Suggested further exploration of the role of education in shaping migration decisions and labor market outcomes.
Savin et al. (2023)	International migration positively impacts economic cooperation, but migrant integration in the labor market remains a challenge in many EU countries due to skills mismatches and lack of recognition of qualifications.	Economic Impact, Migration, Skills Mismatch	Emphasized the need for more coherent integration policies to align migrant skills with labor market demands.

that educational experience and origin region are crucial to assimilation.

Integration Barriers

Migrants face various systemic barriers to employment. One of the biggest issues is language. In most skilled positions, speaking the local language is a prerequisite (Prada, 2013). Skilled employment are competitive, and not speaking the language of the nation where one wants to work makes it difficult to find work. It is especially difficult for refugees or migrants who enter in the EU under non-EU representatives and do not speak integration language (Priopae et al., 2022). Language barriers might also hinder vocational training programs from enhancing employment. The lack of support networks is another issue. Migrants often struggle to access local professional networks, which help them get employment and advance their careers. Without those relationships, it may be difficult to enter the job market and get assured work (Shutaleva et al., 2022). In addition, institutional prejudice persists in most EU countries. Immigrants, individuals with low abilities, and those outside the EU may face discrimination that prevents them from being hired or treated equally. This gives these institutional hindrances more insight into migrants' workforce integration issues.

Economic Impacts

Short and long-term economic repercussions of migrant integration into EU labour market are widespread. EU nations with unemployed or underemployed migrants face mixed short-term implications on their social systems (Siddiq & Najand, 2022). Numerous studies show that long-term integration benefits the economy. Migrants fill labour shortages, notably in low-skilled fields like healthcare, agriculture, and construction ("Socio-economic," 2022). Experienced migrants may help establish a knowledge economy and innovate, which boosts EU competitiveness. Social welfare helps migrant incorporation economically. Migrants who work and pay taxes and join the social security system reduce native populations' economic pressure (Strzelecki et al., 2021). Only when migrants find well-paid, substantive work do the benefits materialise. When institutional barriers prevent migrants from entering the labour market, their economic potential remains unchanged, hurting EU competitiveness.

Policy Implications

The findings show that migrant education, vocational training, and labour market access policies must be improved. First, regulations must ease the recognition of foreign qualifications, especially skilled migrants ("native," 2022). This would allow migrants to work depending on their qualifications and prevent underemployment. Second, migrants need more language-training options because the word is a gateway to work. These programs will be tailored to different language competency levels and integrated into national job services. Additionally, vocational trainings should be expanded to provide migrants, particularly those with low education levels, with skills that could qualify them to work in numerous labour-intensive sectors (Ulceluse, 2020). These should be affordable and easy to get, and they should help migrants get local certificates to boost their employment. To ensure that migrants are treated equally in the employment field regardless of their

origin or country, anti-discrimination regulations should be strengthened.

CONCLUSION

The relevance of education and jobs for EU migrants is highlighted in this article. In the most significant findings, migrants with higher education levels have the potential for successful integration, yet many face language barriers, prejudice, and refusal to recognise their qualifications. Low-educated migrants and women are disproportionately affected by these difficulties, leading to underemployment and unemployment. The article suggests legislative changes to recognise foreign qualifications and increase language and practical training to address these difficulties. Improved skills and qualifications of migrants must be recognised to reduce underemployment. To further integrate migrant women into the workforce, gender-sensitive integration programs should be offered. The long-term effects of migrant integration on EU socio-economic growth, labour market productivity, and social cohesion should be investigated. Migrant integration intersectionality, where gender, ethnicity, and educational professionals affect employment, needs more research. Understanding such details can help change policy and integrate migrants into the European economy.

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