

## IMMIGRANT INTEGRATION IN THE EUROPEAN UNION

Eva GRMANOVÁ

---

### *Abstract*

*Finding solutions to questions related to immigration and immigrant integration is currently highly topical in the EU. Immigrants integrated into the labor market positively impact the economic outcomes of the host country and its labor market. Immigrants who quickly find employment and are satisfied with their jobs do not burden the financial system of the host country. Conversely, unemployed immigrants place a financial strain on the economy. The goal of our study is to identify which EU countries are least burdened by immigrants in terms of their labor market integration. Countries are evaluated based on their overall benefit, expressed through the Weighted Sum Approach, a multi-criteria decision-making method. The overall benefit is determined by employment rates, the proportion of immigrants finding work within three months, and job satisfaction among immigrants. The highest overall benefit was observed in Poland, the Czech Republic, Malta, Hungary and Slovakia.*

### **Key words:**

*immigrant, integration, multi-criteria decision-making method, overall benefit, EU countries*

**JEL Classification** J62, F22, O15

<https://doi.org/10.52665/ser20240201>

---

## INTRODUCTION

Labor markets across all EU countries are undergoing significant transformations. Long-term low birth rates and increasing life expectancy are reducing the size of the labor force and altering its age structure. The share of people in post-productive age is increasing, adding to the economic burden on the productive segment of the population. According to Eurostat projections (2024, 1), this trend is expected to continue in the coming years. Consequently, finding ways to reduce the economic burden on the productive population and increasing the number of workers has become a necessity. One solution is to accept immigrants who are willing and able to work. Talani (2024) agrees, emphasizing that international migration positively impacts labor shortages and economic development by reducing labor supply deficits, increasing investments, improving technologies, boosting employment, enhancing productivity, and raising GDP.

In our study, we focus on aspects that help identify the economic burden on EU27 countries in the context of immigrant labor market integration:

1. Immigrant employment rates: Lower employment rates among immigrants result in a

higher financial burden on the country due to unemployed immigrants.

2. Time taken to secure employment: Longer periods needed for immigrants to find work increase the financial strain on the host country.

3. Job satisfaction in current employment: Low job satisfaction among immigrants can lead to higher turnover, resulting in unemployment or their departure from the host country, thereby increasing the country's financial costs. Policies aimed at retaining immigrants in the host country for the long term are especially important, with job satisfaction being a crucial component of such policies (Niemann et al., 2024).

In this study, in addition to examining the mentioned aspects from an international perspective, we will also focus on the position of Slovakia. Slovakia has consistently had a low number of immigrants (Eurostat, 2024, 2). Furthermore, it is characteristic of Slovakia that labor shortages began to manifest later than in most economically developed EU27 countries. Therefore, we hypothesize that Slovakia will lag behind the most developed EU27 countries in the process of immigrant integration.

We aim to evaluate EU countries based on all the mentioned indicators. To assess EU27 countries using all the indicators (criteria), it is

necessary to apply multi-criteria decision-making methods and express a single indicator, which will represent the overall benefit.

Based on this, the research question is:  
Which EU27 countries achieve the highest overall benefit based on the analyzed indicators?

By answering the research question, we want to identify which EU27 countries are the least burdened by immigrants in terms of entry into the labour market.

Our goal is to identify which EU27 countries are least burdened by immigrants concerning their labor market integration.

The procedure will be as follows:

1. Based on data from the Eurostat database, we will compare the employment rates of individual EU27 countries in two groups: foreign-born individuals and the native population.
2. Using Eurostat data, we will compare the proportion of foreign-born individuals in each EU27 country who are able to find work within three months.
3. Based on Eurostat data, we will compare the job satisfaction levels of foreign-born individuals and the native population in each EU27 country.
4. By applying the Weighted Sum Approach to all three analyzed indicators, we will express the overall benefit for all EU27 countries.
5. Finally, we will compare Slovakia's overall benefit in the context of the EU27 countries.

The integration of immigrants is addressed at the national level in all EU countries. The importance of tackling the issue of immigrant integration is undeniable. However, we find that systematic evaluations of EU countries' approaches to immigrant integration, particularly regarding the burden on the economic system, are often inconsistent in scientific studies. A research gap exists due to the incompleteness and inconsistency of relevant empirical findings on immigrant integration in EU27 countries.

The addressed topic is highly relevant from multiple perspectives. On one hand, it concerns the issue of labor shortages, and on the other, it is connected to certain government decisions related to the Pact on Migration and Asylum, which establishes new migration rules and was adopted on April 10, 2024 (Eurostat, 2024, 3). The results of the study and its findings are

intended for policymakers, employers, researchers, and stakeholders who are trying to address the issue of immigrant integration. They can provide important information regarding which EU27 countries are most burdened by immigrants in terms of their labor market participation.

The study consists of the following sections: Following the introduction, there will be a literature overview and a description of the methodology and a goal. This will be followed by a section presenting results and discussion. The final main part of the study will be a conclusion summarizing the key findings.

### Literature overview

However, international migration also presents challenges. It is considered one of the major political issues (Fouka, 2024). A significant problem arises when immigrants are unemployed, placing a strain on social systems, or when they fail to integrate into society. Addressing labor shortages in the long term requires the integration of immigrants. According to Bajusová & Šlosár (2019, p.26), referencing Penninx (2004), immigrant integration is "a process through which immigrants become an accepted part of society." These authors highlight various dimensions of social integration:

1. Structural dimension, encompassing employment, housing, education, and healthcare.
2. Cultural dimension, involving knowledge of the language, customs, and norms.
3. Interactive dimension, focusing on immigrants' inclusion in social networks.
4. The identification dimension, characterized by a sense of belonging to the host society. This highlights the multifaceted nature of immigrant integration.

Gathmann & Garbers (2023) also consider immigrant integration from a broader perspective. Most researchers distinguish between economic, political, and social integration. Economic integration focuses primarily on labor market integration, including education and vocational training (Autiero & Nese, 2024). Political integration considers participation in political organizations, while social integration examines two-way

interactions, such as immigrants' sense of belonging and host societies' acceptance of immigrants (Laurentsyeva & Venturini, 2017).

Since immigrant integration can be assessed from various perspectives, the outcomes of integration also vary across different areas. Kanas & Kosyaková (2024) note that one of the most critical factors characterizing the success of immigrant integration is human capital. However, human capital encompasses a range of aspects, the most important being the ability to succeed in the labor market. If immigrants remain unemployed or take a long time to secure employment, states lose potential tax revenues (Cassie, 2022). Employment outcomes are also influenced by job satisfaction among immigrants, which depends on several factors. Significant factors include workplace discrimination and prior education (Okafor & Kalu, 2024).

The integration of immigrants into the labor market is also influenced by migration policies. However, focusing migration policies on attracting only those immigrants that a country „need“ is highly challenging in practice (Portes, 2019). Key aspects of labor market integration for immigrants include improving their skills, which has become essential in the current era of digitalization and enhancing employee satisfaction.

## 2. Goal and Methodology

Our goal is to identify which EU27 countries are least burdened by immigrants concerning their labor market integration.

Secondary data from Eurostat were used for the analysis. Immigration was monitored based on place of birth. The data is from the year 2021 for all EU27 countries. In the study, the following indicators were utilized to achieve the goal:

1. Employment rate among foreign-born individuals and the native population, expressed as a percentage derived from the 2021 arithmetic average of quarterly data. The data was sourced from the Eurostat database (2024, 4). The analysis used data from the "LFS series."

2. The proportion of foreign-born people who are able to find work within three months. The data was sourced from the Eurostat database (2024, 5). The analysis used data from the "LFS ad-hoc modules on migration."

3. The proportion of foreign-born individuals and native-born individuals who expressed "High" and "Medium" satisfaction with their jobs. We do not focus on the options "Low," "None," and "No response" (Eurostat, 2024, 6). The analysis used data from the "LFS ad-hoc modules on migration." The source of the data is the survey "Questionnaire for the module 2021 on labour market situation of migrants and their immediate descendants" (Eurostat, 2024, 7).

### Weighted Sum Approach

In this study, we focused on evaluating countries based on multiple indicators. To compare countries using all the indicators, we employed the multi-criteria decision-making method known as the *Weighted Sum Approach (WSA)*. According Williams & Cai (2024, p. 3) "These methods provide a straightforward and flexible approach for evaluating multiple criteria by assigning relative importance to different factors, making them particularly well-suited for both objective and subjective decision-making processes."

The WSA is based on the construction of a linear utility function. The utility of individual criteria in the case of a maximization criterion (the normalized value for the  $i$ -th alternative and  $j$ -th criterion) expressed as follows:

$$y'_{ij} = \frac{y_{ij} - D_j}{H_j - D_j}, \quad i = 1, 2, \dots, p; j = 1, 2, \dots, k \quad (1)$$

where  $D_j$  is the lowest possible value in the  $j$ -th criterion,  $H_j$  is the best possible value in the  $j$ -th criterion,

Overall benefit is expressed by (2)

$$u(X_i) = \sum_{j=1}^k v_j y'_{ij}, \quad i = 1, 2, \dots, p; j = 1, 2, \dots, k \quad (2)$$

where  $v_j$  is the corresponding element from weight vector.

Overall benefit is from  $\langle 0,1 \rangle$  (Jablonský & Dlouhý, 2004). "The option that reaches the maximum utility value is selected as being the best, or the results can allow the variants to be classified according to their decreasing utility values" (Stejskal et al., 2015, p. 246).

Saaty's method

We used the *Saaty's method* to determine the weights.

The degree of importance of the influence of one criterion over another in terms of its impact on increasing the country's financial costs is expressed on an integer scale from 1 to 9.

A value of 1 means equal importance, a value of 9 means that the importance of one criterion absolutely exceeds the importance of the other criterion. If a criterion is less important than the other, it is assigned the inverted value. The values from the pairwise comparison are compiled into a Saaty matrix, which has values of 1 on the diagonal. If the matrix is fully consistent, the weights of the individual criteria are calculated (Jablonský & Dlouhý, 2004)

Based on this, the research question is: Which EU27 countries achieve the highest overall benefit based on the analyzed indicators? Using the WSA method, we expressed the overall benefit for each country. Countries with the highest overall benefit have the best standing within the EU27.

### 3. Findings and discussion

#### Immigrants in EU Countries

EU countries differ significantly in the number of immigrants. They have various migration policies and are characterized by different factors that influence immigrants' interest in a given country. Countries with high economic performance and high average wages are the

most attractive to immigrants. The number of immigrants in EU27 countries is also affected by the military conflict in Ukraine. Southern European countries, particularly Spain, Italy, and Greece, are struggling with a large number of asylum seekers.

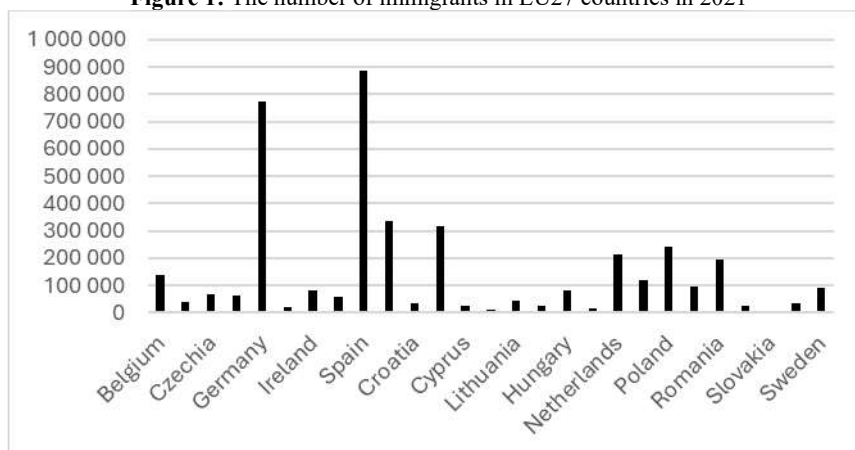
In 2021, the highest number of immigrants was in Spain and Germany. Conversely, the lowest number of immigrants was in Slovakia and Latvia. These two countries have long been among those with low numbers of immigrants. A graphical representation of the number of immigrants is shown in Figure 1.

#### Employment of Immigrants in EU Countries

A low employment rate among immigrants results in greater financial costs for the host country. Employment is significantly influenced by the system of immigrant admission in the country. Measures to reduce the number of immigrants and increase their employment include simplified employment procedures for individuals from outside the EU, particularly for filling positions that are not occupied by the native population.

One reason for the lower employment rates of immigrants in developed EU27 countries may be that some countries restrict access for asylum seekers to the labor market through employment bans. These bans are in effect during the asylum application process. According to studies cited by Fouka (2024), such an approach has a negative long-term effect.

Figure 1: The number of immigrants in EU27 countries in 2021

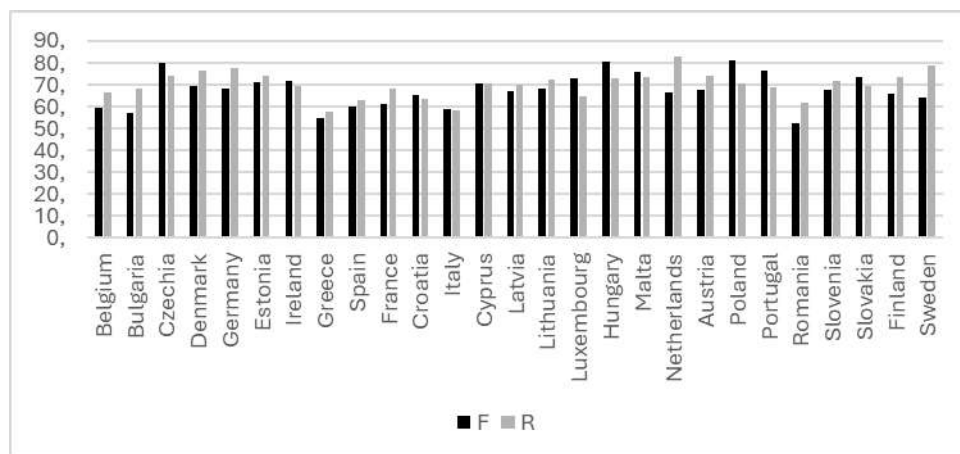


Source: Eurostat (2024, 2), own elaboration

The employment rate of immigrants in EU27 countries ranged from 52.3% to 81.1%. The highest employment rates were observed in Poland and Hungary, while Romania had the

lowest employment rate. A graphical representation of the employment rate values is shown in Figure 2.

**Figure 2:** Employment rate of the foreign-born population (F) and the population from reporting country (R)



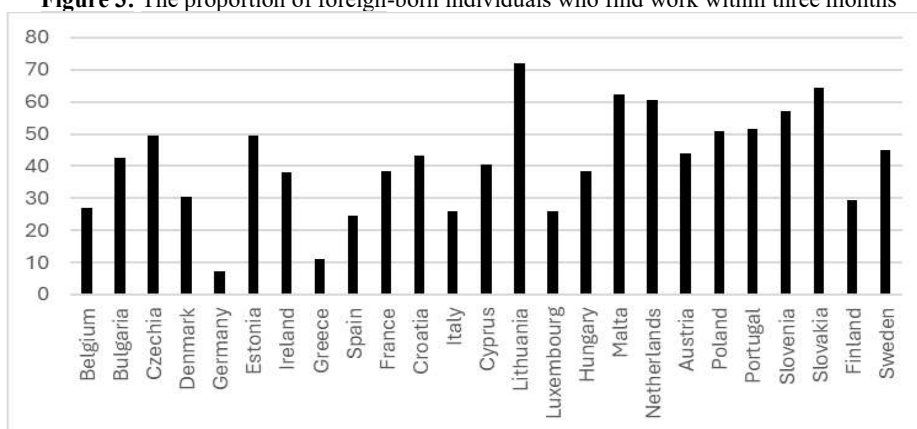
Source: Eurostat (2024, 4), own elaboration

### Duration of Time to Find Employment for Foreign-Born Individuals

An increase in the duration of time it takes for immigrants to secure employment results in higher financial costs for the state. The proportion of foreign-born individuals who find work within three months varied widely across EU countries, ranging from 7.0% to 72.0%. The highest proportions of individuals finding work within three months were in Lithuania (72.0%) and Slovakia (64.5%). Both of these countries

are characterized by a low share of migrants from impoverished countries (Eurostat, 2024, 8). Conversely, the lowest proportions of individuals finding work within three months were in Germany (7.3%) and Greece (11.2%). The average proportion of individuals finding work within three months in the EU was 25.8%. Data for Latvia and Romania were not published. A graphical representation of the proportions of individuals finding work within three months is shown in Figure 3.

**Figure 3:** The proportion of foreign-born individuals who find work within three months



Source: Eurostat (2024, 5), own elaboration

Job Satisfaction

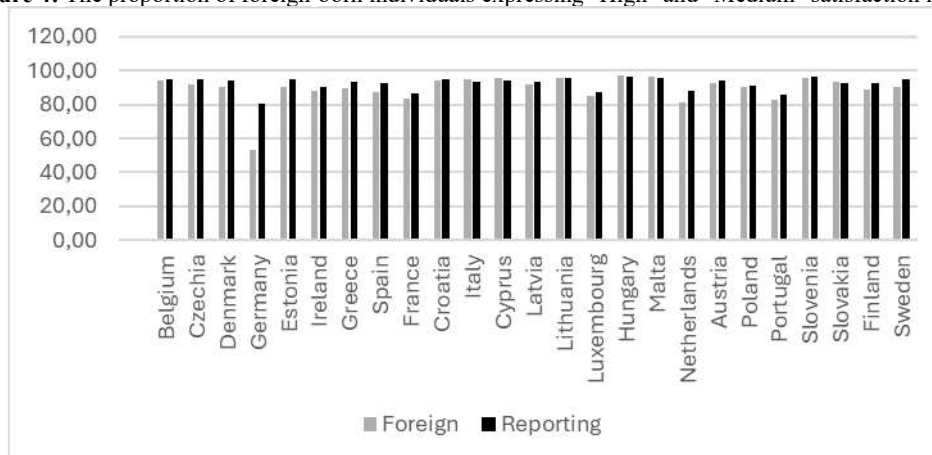
Low job satisfaction leads to higher employee turnover. In cases where immigrants are dissatisfied with their jobs, it can be assumed that they will have little interest in remaining in their jobs or in the country. For the host country, this may result in increased costs. The proportion of foreign-born individuals reporting job satisfaction as "High" or "Medium" ranged from 53.3% to 96.9% across EU27 countries. The lowest proportion of immigrants indicating such levels of satisfaction was in Germany (53.3%). Conversely, the highest proportion of positive responses was in Hungary (96.9%). The average proportion of foreign-born individuals reporting "High" or "Medium" job satisfaction across EU27 countries is 77.1%. A graphical

representation of these values is shown in Figure 4.

The largest disparity between the proportion of foreign-born individuals expressing "High" and "Medium" job satisfaction and the proportion of native-born individuals was observed in Germany. The proportion of native-born individuals reporting "High" and "Medium" satisfaction significantly exceeded that of individuals born outside the country.

Among EU27 countries, there were five states where the proportion of foreign-born individuals expressing "High" and "Medium" satisfaction was higher than that of native-born individuals expressing the same levels of satisfaction ("High" and "Medium"). These countries were Italy, Cyprus, Malta, Slovakia, and Hungary.

Figure 4: The proportion of foreign-born individuals expressing "High" and "Medium" satisfaction in %



Source: Eurostat (2024, 6), own elaboration

Overall Benefit from Analyzed Indicators

We created the Saaty matrix based on the comparison of the employment rate of foreign-born individuals (the first line and column, the proportion of foreign-born people who are able to find work within three months (the second line and column) and the proportion of foreign-born individuals who expressed "High" and "Medium" satisfaction with their jobs (the third line and column).

We consider the first indicator to be slightly more important than the second indicator and the first indicator to be much more important than the third indicator. We consider the second

indicator to be slightly more important than the third indicator.

Saaty's matrix is:

$$\text{Saaty's matrix} = \begin{pmatrix} 1 & 2 & 6 \\ 1/2 & 1 & 3 \\ 1/6 & 1/3 & 1 \end{pmatrix}$$

(3)

Saaty's matrix is consistent. The weights for the variables (first, second and third) are 0.6, 0.3, and 0.1.

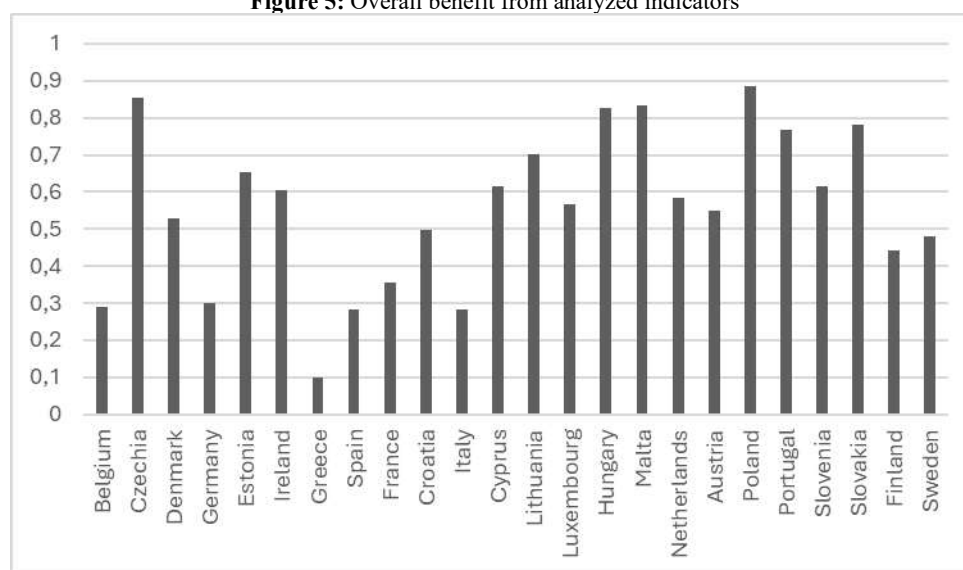
Since we are monitoring multiple indicators, we expressed the overall benefit for 24 countries based on relationships (1) and (2). Bulgaria,

Romania and Latvia did not publish all data. Therefore, we excluded them from the analysis. The highest overall benefit indicates the least burden on a country from immigrants in terms of their labor market integration.

The highest overall benefit was observed in Poland. The next countries in order were the Czech Republic, Malta, Hungary and the Slovak

Republic. These countries are the least burdened by immigrants regarding their labor market integration based on the mentioned indicators. Conversely, Greece had the lowest overall benefit, indicating that this country is most burdened by immigrants concerning their labor market integration. The values of overall benefit for individual countries are shown in Figure 5.

Figure 5: Overall benefit from analyzed indicators



Source: Eurostat (2024, 4), Eurostat (2024, 5), Eurostat (2024, 6), own elaboration

Our perspective on immigration in this study is economic. It does not take into account the human aspect. Asylum seekers are generally in very difficult life situations. Countries that accept asylum seekers consider these facts.

#### Position of Slovakia

In Slovakia, the number and proportion of immigrants relative to the population is very low. The employment rate of immigrants is higher than that of the native population. At the same time, Slovakia is among the countries with the highest proportion of immigrants who find employment within three months. It is evident that there are immigrants in Slovakia who are willing to work. The job satisfaction levels of immigrants indicate that their satisfaction is higher than that of the native population. The values of the analyzed indicators suggest that Slovakia has the fifth highest overall benefit within EU27. This implies that migration policy in Slovakia is set up to minimize the burden

from immigrants in terms of their labor market integration. The assumption that Slovakia will lag behind the most developed EU27 countries in the process of immigrant integration was not confirmed when looking at economic integration.

However, based on population projections, it is clear that addressing the shortage of labor force in Slovakia can be achieved by increasing the number of immigrants willing to work in the country. Therefore, it is advantageous for Slovakia to accept young people interested in studying and subsequently working in the country, as well as individuals of productive age who are willing to work.

#### 4. Conclusion

The current issue of the shortage of qualified labor and the increasing economic burden on the productive segment of the population can only be addressed through a systematic approach that includes immigration and the integration of

immigrants. Immigrant integration is a multidimensional process that achieves varying results in different EU countries based on national specifics.

We can summarize that the acceptance of immigrants and their integration is a necessity of the present time. It is one of the important approaches to increasing the size of the labor force. High employment rates, short time to secure jobs, and employee satisfaction result in lower economic costs for integrating immigrants. The V4 countries and Malta have achieved the best results in the analyzed indicators. This suggests that migration policies in these countries are designed to minimize their burden from immigrants in terms of labor market participation.

We assume that countries accepting quota numbers of immigrants face greater challenges with integration and incur higher costs. From an

economic perspective, it is more advantageous for EU27 countries to attract immigrants with necessary skills and to accept young people willing to study and work in the host country. It has become essential to incorporate immigrants into lifelong learning programs.

In our study, we identified which EU27 countries are least burdened by immigrants regarding their labor market participation. We have successfully achieved this goal. Our study contributes to expanding findings on immigrant integration.

### *Acknowledgements*

This paper was created within the project VEGA reg. n. 1/0068/24 „Socio-economic challenges of the Slovak migration policy in the context of the development of the situation on the labor market“.

### REFERENCES

- Autiero, G. & Nese, A. (2024). Integration of immigrant women in Europe: a multifaceted approach. *International Journal of Manpower*, 45(7), 1281-1308. [acc.: 2024-10-11] Retrieved from: <https://doi.org/10.1108/IJM-05-2023-0243>
- Bajusová, J. & Šlosár, D. (2019). *Application of systems theory in the integration of Immigrants*. Košice: UPJŠ Košice. 104 p.
- Cassie, A. (2022). Barriers to Career Advancement Among Skilled Immigrants in the US, *Ballard Brief: 2022*(3), 1-29. Article 9. [acc.: 2024-10-22]. Retrieved from: <https://scholarsarchive.byu.edu/ballardbrief/vol120/22/iss3/9>
- Eurostat (2024, 1). Demographic balances and indicators by type of projection. Online data code: proj\_23ndpi [online]. [acc.: 2024-10-12]. Retrieved from: [https://ec.europa.eu/eurostat/databrowser/view/proj\\_23ndbi/default/table?lang=en&category=proj.pr oj\\_23n](https://ec.europa.eu/eurostat/databrowser/view/proj_23ndbi/default/table?lang=en&category=proj.pr oj_23n)
- Eurostat (2024, 2). Immigration by age group, sex and country of birth [migr\_imm3ctb] [online]. [acc.: 2024-10-12]. Retrieved from: [https://ec.europa.eu/eurostat/databrowser/view/MI GR\\_IMM3CTB/default/table?lang=en](https://ec.europa.eu/eurostat/databrowser/view/MI GR_IMM3CTB/default/table?lang=en)
- Eurostat (2024, 3). Pact on Migration and Asylum. [online]. [acc.: 2024-10-12] Retrieved from: [https://home-affairs.ec.europa.eu/policies/migration-and-asylum/pact-migration-and-asylum\\_sk](https://home-affairs.ec.europa.eu/policies/migration-and-asylum/pact-migration-and-asylum_sk)
- Eurostat (2024, 4). Employment rates by sex, age and country of birth (%). [lfsq\_ergacob] [online]. [acc.: 2024-10-22]. Retrieved from: [https://ec.europa.eu/eurostat/databrowser/view/lfsq\\_ergacob/default/table?lang=en&category=labour.employ.lfsq.lfsq\\_emprt](https://ec.europa.eu/eurostat/databrowser/view/lfsq_ergacob/default/table?lang=en&category=labour.employ.lfsq.lfsq_emprt)
- Eurostat (2024, 5). Foreign-born population by time required to find the first paid job in the host country, sex, age and country of birth [lfs\_o\_21obst04] [online]. [acc.: 2024-10-22]. Retrieved from: [https://ec.europa.eu/eurostat/databrowser/view/lfs\\_o\\_21obst04/default/table?lang=en&category=labour.employ.lfs\\_o.lfs\\_o\\_21obst](https://ec.europa.eu/eurostat/databrowser/view/lfs_o_21obst04/default/table?lang=en&category=labour.employ.lfs_o.lfs_o_21obst)
- Eurostat (2024, 6). Employment by job satisfaction, sex, age, country of birth and educational attainment level. [lfs\_o\_21jsat01] [online]. [acc.: 2024-10-22]. Retrieved from: [https://ec.europa.eu/eurostat/databrowser/view/lfs\\_o\\_21jsat01/default/table?lang=en&category=mi.m ii.mii\\_lfs\\_o.lfs\\_o\\_21\\_cc.lfs\\_o\\_21jsat\\_cc](https://ec.europa.eu/eurostat/databrowser/view/lfs_o_21jsat01/default/table?lang=en&category=mi.m ii.mii_lfs_o.lfs_o_21_cc.lfs_o_21jsat_cc)
- Eurostat (2024, 7). Model questionnaire for the module 2021 on “Labour market situation of migrants and their immediate descendants”. [online]. [acc.: 2024-10-12] Retrieved from: [https://ec.europa.eu/eurostat/documents/1978984/6037334/Model\\_questionnaire\\_Module\\_2021/0d5757ea-d9dd-9408-b662-9c47cec644e5](https://ec.europa.eu/eurostat/documents/1978984/6037334/Model_questionnaire_Module_2021/0d5757ea-d9dd-9408-b662-9c47cec644e5)
- Eurostat (2024, 8). Immigration by age group, sex and level of human development of the country of birth. migr\_imm10ctb [online]. [acc.: 2024-10-22]. Retrieved from:



- [https://ec.europa.eu/eurostat/databrowser/view/migr\\_imm10ctb/default/table?lang=en&category=migr\\_migr\\_cit.migr\\_immi](https://ec.europa.eu/eurostat/databrowser/view/migr_imm10ctb/default/table?lang=en&category=migr_migr_cit.migr_immi)
- Fouka, V. (2024). State Policy and Immigrant Integration. *Annual review of political science* 27, 25-46. [acc.: 2024-10-22]. [online]. Retrieved from: <https://doi.org/10.1146/annurev-polisci-051921-102651>
- Gathmann, Ch. & Garbers, J. (2023). Citizenship and integration, *Labour Economics*, 82, 2023, [acc.: 2024-10-22]. Retrieved from: <https://doi.org/10.1016/j.labeco.2023.102343>.
- Jablonský, J. & Dlouhý, M. (2004). *Models for evaluating the efficiency of production units*. Praha: Professional Publishing. 183 p.
- Kanas, A. & Kosyakova, Y. (2024). Editorial: Migration and integration: tackling policy challenges, opportunities and solutions. *Front. Hum. Dyn.* 6:1394331. 1-3. doi: 10.3389/fhumd.2024.1394331 [acc.: 2024-10-22]. [online]. Retrieved from: <https://www.frontiersin.org/journals/human-dynamics/articles/10.3389/fhumd.2024.1394331/full>
- Laurentsyeva, N. & Venturini, A. (2017). The Social Integration of Immigrants and the Role of Policy – A Literature Review. This article is part of Integration of Immigrants in European Labour Markets. *Intereconomic*. 52(5). 285-292. [acc.: 2024-10-22]. [online]. Retrieved from: <https://www.intereconomics.eu/contents/year/2017/number/5/article/the-social-integration-of-immigrants-and-the-role-of-policy-a-literature-review.html>
- Niemann, L., Naudascher, H., Kuyumcu, U. *et al.* (2024). How Long Are You Gonna Stay?"
- Implications of Residents' Perceptions of Refugees' Occupational Future Time Perspective in Receiving Countries. *Int. Migration & Integration* 25, 1423–1443 (2024). [acc.: 2024-10-22]. [online]. Retrieved from: <https://doi.org/10.1007/s12134-024-01117-0>
- Okafor, O. N. & Kalu, K. (2024). Integration challenges, immigrant characteristics and career satisfaction for immigrants in the field of accounting and finance: An empirical evidence from Canada, *Critical Perspectives on Accounting*, 99, 2024, 102602. [online]. [acc.: 2024-10-12]. Retrieved from: <https://doi.org/10.1016/j.cpa.2023.102602>.
- Penninx, R. et al. (2004). *Citizenship in European Cities: Immigrants, Local Politics and Integration Policies*. Aldershot: Ashgate
- Portes, J. (2019). The Economics of Migration. *Contexts*, 18(2), 12-17. [online]. [acc.: 2024-10-12]. Retrieved from: <https://doi.org/10.1177/1536504219854712>
- Stejskal, J., Nekolová, K. & Rouag, A. (2015). The Use of the Weighted Sum Method to Determine the Level of Development in Regional Innovation Systems – Using Czech Regions as Examples. *Economic Journal*. 63(3). 239-258.
- Talani, L.S. (2024). The Labour Market for Immigrants: Evidence from Data. *Social Sciences*. 2024; 13(10), 556, 1-23. [acc.: 2024-10-22]. Retrieved from: <https://doi.org/10.3390/socsci13100556>
- Williams, A., Cai, Y. (2024). Insights into Weighted Sum Sampling Approaches for Multi-Criteria Decision Making Problems. DOI:10.48550/arXiv.2410.03931. Retrieved from: <https://arxiv.org/pdf/2410.03931v1>

**Contact:**

Eva Grmanová, doc., RNDr., PhD.  
 Alexander Dubcek University of Trenčín  
 Študentská 2  
 911 50 Trenčín  
 Slovakia  
 e-mail: [eva.grmanova@tnuni.sk](mailto:eva.grmanova@tnuni.sk)