

## **CORPORATE SOCIAL RESPONSIBILITY AND MIGRATION: INTEGRATION GOVERNANCE**

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**Abstract:** *The immigration issues become a serious problem that countries are facing affecting their economies and communities. Due to the stakeholder theory, governance through Corporate Social Responsibility is proposed as a part of the solution. Integration and security appear as challenges that are objectives of Corporate Social Responsibility. In addition, adopting governance codes are important to assure smoothly accommodating for migrants in host countries and to avoid conflicts caused of different cultures and backgrounds, therefore, migrants will not only fuel the growth of Western population but will certainly contribute economic growth in the years ahead, if they employed and integrated correctly. Here, understanding of the interpretation of corporate social responsibility amongst migrants and host countries becomes a request to solve immigration issues.*

**Keywords:** *governance, corporate social responsibility, migrants, immigration issues. Integration governance.*

**JEL Classification:** M4, M2, M11

### **1. Introduction**

Migrants started to come to Western countries with huge numbers in the last five years besides reasonable numbers before. They put host countries

in front challenges related to integration and economic issues (Dana; 2007). Migrants can be a useful motivation for economic and population growth. Since 1945, the migrants' numbers has increased steadily to certain countries such as industrial countries. Migrants have not only influenced the community and cultural but also demographic and economic activities of these countries and these aspects contribute to the economy (Collins; 2003).

The additional value that immigrants add is contribute to the social capital, creating jobs and increasing export besides other (Rath et al; 2002), but that becomes as challenges at the beginning for these organizations and authorities that support and deal with immigrants such as OIM and immigration departments. Here, corporate social responsibility are requested to be implemented by these organizations and departments in order to establish a communication channel with migrants, the CSR standards issued by them can be implemented by companies with some developments to assure the possibility of taking the maximum advantage of migrants, because these migrants are potential businesses that return benefits on macro level.

There are many researches support this view of migrants' contributions in the economies of host countries (light; 2004) but they did not put a plan; how we can integrate migrants in the new society before focusing on their potential positive contributions. Due to the ages and background of immigrants, the integration period will affected if there is no integrating governance codes. Overall, applications of refugees are radically increase in 2015 in European Union comparing to the last thirty years. The integration of these refugees becomes an issue faced by host countries especially their staying can be for a long time. What makes the situation more complicated is that refugees' gender, before, they were more males but now with the crisis in the Middle East, we have families contenting women and children and that put the thing on another level of integration. In the light of that, governance and corporate social responsibility has an important role to develop long-term- integration programs.

## **2. Immigration and Host countries**

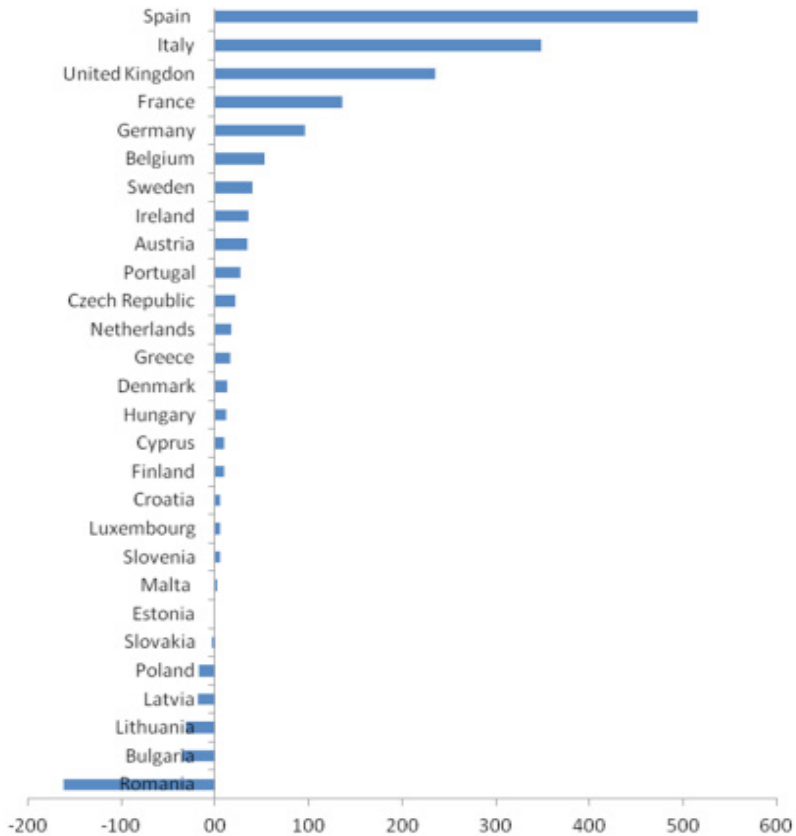
There are many reasons that push people to leave their countries as migrants or refugees. These reasons can be related to poor, improving possibilities of living and war beside others individual reasons. Determining

these reasons are important to understand migrants and refugees and also it helps us to design integration programs, but that cannot be affective since the background of migrants and refugees is not defined. Before ten years, the majority of people have been leaving their countries for educational and financial motivation and they could integrate well in host countries and added value. Basically, these host countries are Western countries including USA and Canada and they issue several immigration programs and possibilities to accept more migrants and refugees, but when the security situation become risky in the last five years they start to use filtering tactics. These programs are collapsed totally in front of the huge numbers of migrants and refugees in certain countries such as Germany, Sweden, Italy, France, and Turkey. This situation put governments and researchers to look for a creative solution that can get benefits from these migrants and refugees without implications on the security situation and public identity of their communities.

Discussing “integration”, we find it out in the balancing responsibilities between migrants and residents (natives). From the first moment migrants and refugees arrive in a new community, their basic needs are provided such as medical facilities, homes, schools and jobs. Also, they need to interact with others individuals and groups to know how they use public institutions in host countries. Therefore, policies and regulations greatly appreciate integration and work with integration programs to grant a high benefits for all; migrants and locals, through providing language courses, offering volunteering, help migrants and refugees to be independents and that is to enable them to solve their problems. Due to that, acceptance of migrants and refugees is associated with security but also related to access to the labor market. In addition, the population in Europe is ageing, and fertility rates are fall under two kids per woman. Thus, some host countries such as Germany. In according with that, policies and regulations support migrants and refugees in order to gain them and let them to contribute in increasing the workforce and supporting local budgets and welfares.

Dividing the European countries to clusters, we will find that Western Europe; UK, France, Italy, Spain and Germany; receive the largest number of migrants with a positive net balance 100 thousand people per year. Also as a second cluster, Belgium, Ireland, Denmark, Portugal, Netherland, Czech republic, Hungary, Cyprus, Croatia, Finland, Luxembourg, Malta, Slovenia, Sweden, Austria, and Greece have balance 50 thousand people per year. The Eastern Europe counties; Romania, Poland, Bulgaria, Latvia, Estonia, Lithuania

and Slovak republic have negative balance migrants per yearly certainly during 2001-2011 (Testa; 2014a & Blangiardo; 2014a). The following chart shows the annual contribution of migrants number in host countries:

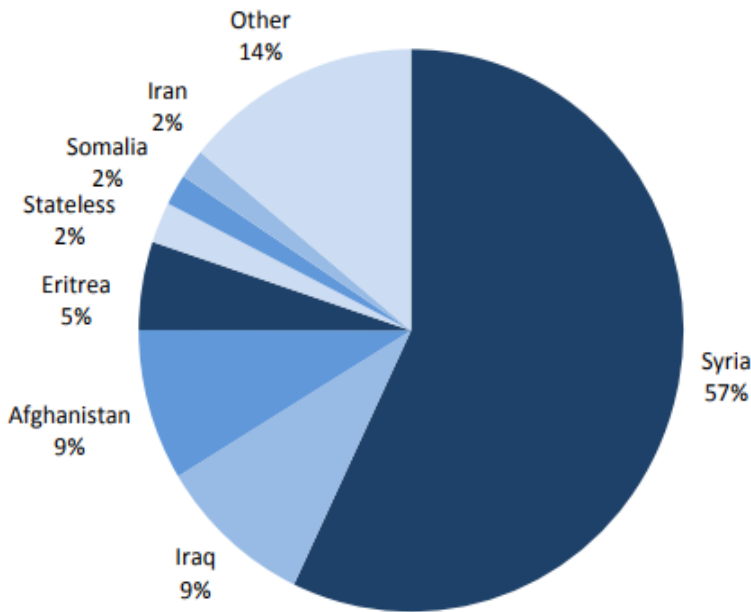


Source: Testa 2014 based on Eurostat data

These migrants as majority are between 15-64 years old, considerably, they increase the workforce in host countries and they may have working experience already. The recent migrants' crisis is related to the unstable situation in the Middle East, where people are educated and they had a stable life in back homes relating to their ages. For examples; Syria and Iraq were considered a stable countries and people live upper of poor line, and the rate of uneducated people is so low, also, the medical services were compared to European standards. That can be considered as an advance factor included in integration programs.

Definitely, there is a historical obligation from the Western countries towards Middle East countries, where they had colonies and the close border with north Africa. That pushes countries such as France, Italy, UK to accept migrants and refugees more than others, and with Germany, the economic function pushes authorization to accept more in order to solve the demographic problem and strengthening the work force.

The following shape describes the countries of migrants and refugees coming to the European Union as the following:



Asylum seekers granted protection status in the EU by citizenship 2016

Source: Eurostat data

## Three main citizenships granted protection status in the EU, 2016

	First			Second			Third		
	Citizens of	#	%*	Citizens of	#	%*	Citizens of	#	%*
EU	Syria	405 620	57	Iraq	65 765	9	Afghanistan	61 820	9
Belgium	Syria	6 605	43	Iraq	3 355	22	Afghanistan	1 490	10
Bulgaria	Syria	1 220	89	Iraq	75	6	Stateless**	20	2
Czech Rep.	Iraq	150	33	Syria	95	21	Ukraine	50	11
Denmark	Syria	5 260	71	Stateless**	560	8	Eritrea	530	7
Germany	Syria	294 710	66	Iraq	48 820	11	Afghanistan	39 270	9
Estonia	Syria	45	37	Iraq	25	19	Ukraine	20	16
Ireland	Syria	150	19	Afghanistan	70	9	Zimbabwe	65	8
Greece	Syria	1 910	22	Bangladesh	1 350	16	Pakistan	1 190	14
Spain	Syria	6 225	91	Somalia	100	1	Palestine	95	1
France	Syria	5 360	15	Afghanistan	3 875	11	Sudan	3 360	10
Croatia	Syria	35	37	Iraq	20	21	Afghanistan	15	17
Italy	Nigeria	4 610	13	Pakistan	4 300	12	Afghanistan	4 000	11
Cyprus	Syria	1 155	81	Palestine	100	7	Iraq	80	6
Latvia	Syria	70	49	Iraq	35	24	Afghanistan	15	10
Lithuania	Syria	140	71	Stateless**	15	7	Russia	10	5
Luxembourg	Syria	535	70	Iraq	100	13	Eritrea	25	3
Hungary	Afghanistan	100	23	Syria	95	21	Iraq	70	16
Malta	Libya	545	43	Syria	360	29	Eritrea	105	8
Netherlands	Syria	13 155	60	Eritrea	3 325	15	Stateless**	1 750	8
Austria	Syria	18 775	59	Afghanistan	4 445	14	Iraq	2 640	8
Poland	Russia	130	33	Ukraine	95	24	Syria	45	11
Portugal	Ukraine	150	46	Syria	60	19	Eritrea	30	9
Romania	Syria	500	61	Iraq	140	17	Eritrea	40	5
Slovenia	Syria	90	53	Iraq	30	17	Eritrea	20	13
Slovakia***	Iraq	150	72	Afghanistan	15	6	Syria	5	3
Finland	Iraq	2 865	39	Afghanistan	1 735	24	Syria	1 090	15
Sweden	Syria	44 905	65	Eritrea	6 120	9	Stateless**	6 005	9
United Kingdom	Eritrea	2 540	15	Iran	2 375	14	Syria	1 850	11
Iceland	Iraq	30	25	Syria	20	16	Iran	15	12
Liechtenstein	Somalia	15	31	China	10	29	Ukraine	5	12
Norway	Syria	7 430	56	Eritrea	1 685	13	Afghanistan	1 555	12
Switzerland	Eritrea	5 780	43	Syria	2 380	18	Afghanistan	1 410	11

Data are rounded to the nearest five. For this reason, parts may not add up to totals.

\* Persons with this citizenship granted protection status as a percentage of the total number of persons granted protection in this country.

\*\* A stateless person is someone who is not recognized as a citizen of any state.

\*\*\* Data are provisional

### 3. Integration programs

The concept of integration programs should be recognized against the background of how migrants have been integrated in Europe. On the another hand, Canada and United State of America define themselves as countries built by migrants thus, the concept of integration programs are different and indeed the reaction of migrants toward these programs are different. The Northwest countries of Europe Union started to attract migrants as working hands for their booming economy but on a temporary term. Ideally, each country of the European Union has its own integration programs. Prospectively, legalizations of political and culture dimensions include integration codes and in the light of that there is no need for more regulations when there is a need for social and economic integration.

Due to that, the migration level in European Union is perceived both as an opportunity of economic growth and as a problem in term of security. The term of security is the strongest with 60.30 per cent of all measures in a statistic study, which included 116 EU policy concerns on the introduction of the third pillar in the Maastricht Treaty in 1993-2013 (Heidbreder; 2014a). Even though, all of that does not seem to match the national perspective and the migration policy of the European Union countries but the common thing is that they have developed an explicitly anti-immigration policy with different level of applying. Since migrants and refugees are perceived in certain ways. Since 2001, international political terrorism brought migrants and refugees into concern of a security perspective. Therefore, we can read in the communication "An open and Secure Europe: making it happen" 20014: *"Demographic changes, in the particular the shrinking of the working population in Europe, couple with significant skill shortages in certain sectors (notably engineering, IT and health care) hinder the EU's productivity and thus its economic recovery. Increasing global competition for skills and talents affects labour markets in many Member States and will be a decisive factor for Europe's economic prosperity in the decade ahead. During the past 15 years, the EU has followed a sector-by-sector approach to legal migration. This has resulted in a common legal framework, which regulates the admission of certain categories of persons, recognizes rights and sanctions violations. It has also fostered a shared commitment of Member States on integration and return. It is time now to consolidate all this within a more coherent EU common migration policy that also takes into account the short long-term economic needs"*



The most commonly aspiration of the EU countries is to attract the best and brightest workers. That is to assure the conclusion of EU council 27<sup>th</sup> June 2014 to remain an attractive destination for the talents and skills and to encourage legal immigration in order to recover the damage of economic crisis, and here there is a communication channel established with the business community. Overall, integration programs concern on employment, working conditions, equal treatment, health and dormitory but also these programs should use filters to avoid migrant brain waste and controlling the match and non-matching between demand and supply in the labor market, also, migrants should be selected due to their skills in order to facilitate their entry into employment.

#### **4. Governance and integration programs**

Governance is considered as that set includes mechanisms and formal processes for dealing with a range of issues and conflicts among stakeholders. It operates through different groups to reach at mutually satisfactory decisions throughout negotiation and collaboration helped at managing a certain domain of human activity including behaviors. In addition, governance contains in its definition codes as well as the establishment of regimes and institutions for regulating activities and practicing power within a certain domain (Martinelli; 2014a).

Relating that with immigration and migrants, governance is a descriptive form including institutions, collectives, and individuals at national and international levels. In according with that, at national level, governance works on processes of regulating policies, which are mostly concerning on integration focusing on basic things such as work place, secured life, dormitory, language courses and medical services. At the international level, governance creates connections and set financial channels among international institutions and local foundations deal with migrants and refugees. Here, governance codes and mechanisms assure morality and good attention for helping migrants and refugees to bring benefits for all stakeholders.

Ideally, governance through mechanisms and codes enable integration programs to achieve its purposes and in the meanwhile, governance helps authorities and concerned institutions to build a bridge between migrants and local communities in host countries. Through improving integration policies and give more rights for migrants based on equality and transparency, for



example, governance codes encouraged local regulators to grant refugees the same rights as citizens. In addition, governments allocate more in their budgets for supporting migrants. On the other side independent bodies who implement governance codes morally and practically with migrants at their first step, give an important opportunity to gain the trust of migrants especially when these bodies are dealing with people from different cultures and religions. Moral and religious codes are strongly highlighted since they strengthen the sufficient of integration programs. Limiting integration programs on basic things that mentioned before, become useless in the long term if these programs do not consider the background of migrants. In order to get the advantage of these refugees, we must gain their trust before asking them to integrate correctly. Here, the legalizations in Europe grant the free practicing of any religion since a long time and give increasingly more rights for migrants but also the local government and authorities must prepare their citizens for these refugees. Nowadays, we find that many regulations are issued to support migrants but the general atmosphere in receiving countries is negative. Many events against migrants were considered as a racism crime; in the meanwhile, some of recent migrants misbehave with locals. Here, governance requests from specific institutions and entities to involve such as local community of old migrants and religious institutions. These institutions and entities help migrants spiritually and are willing to understand the concerns of migrants and to determine the best possibilities for helping them. A question we can ask ourselves about the real integration of old generations of migrants and the relationship between the authorities and locals. Migrants and refugees are in need for language courses, medical services and safety place as based needs but also they look for covering their spiritual needs accordingly with the general conditions and laws in receiving countries.

### **5. Integration governance: corporate social responsibility & immigration**

Corporate social responsibility grows fast due to the dynamic development of corporate governance and business world. The Responsible Competitive Index (UK) None-Government Organization Accountability looks at how countries perform for promoting responsible business practices. In 2011, The European Commission's renewed EU corporation social responsibility strategy for 2011-2014 issuing a strategy to redefine corporate

social responsibility to maximize the role of entrepreneurships and to assure the responsible business. The redefinition of corporate social responsibility highlights the benefits to entities of different levels in purpose of enhancing best practices and encouraging communication of responsible business and supply chain in order to bring maximum success for Europe Growth Strategy 2020. In accordance with that, business must integrate ethical, social, human rights and environmental aspects into their business strategies and operations achieving benefits for all stakeholders. Several points are mentioned in the report and we highlight some of them as the following:

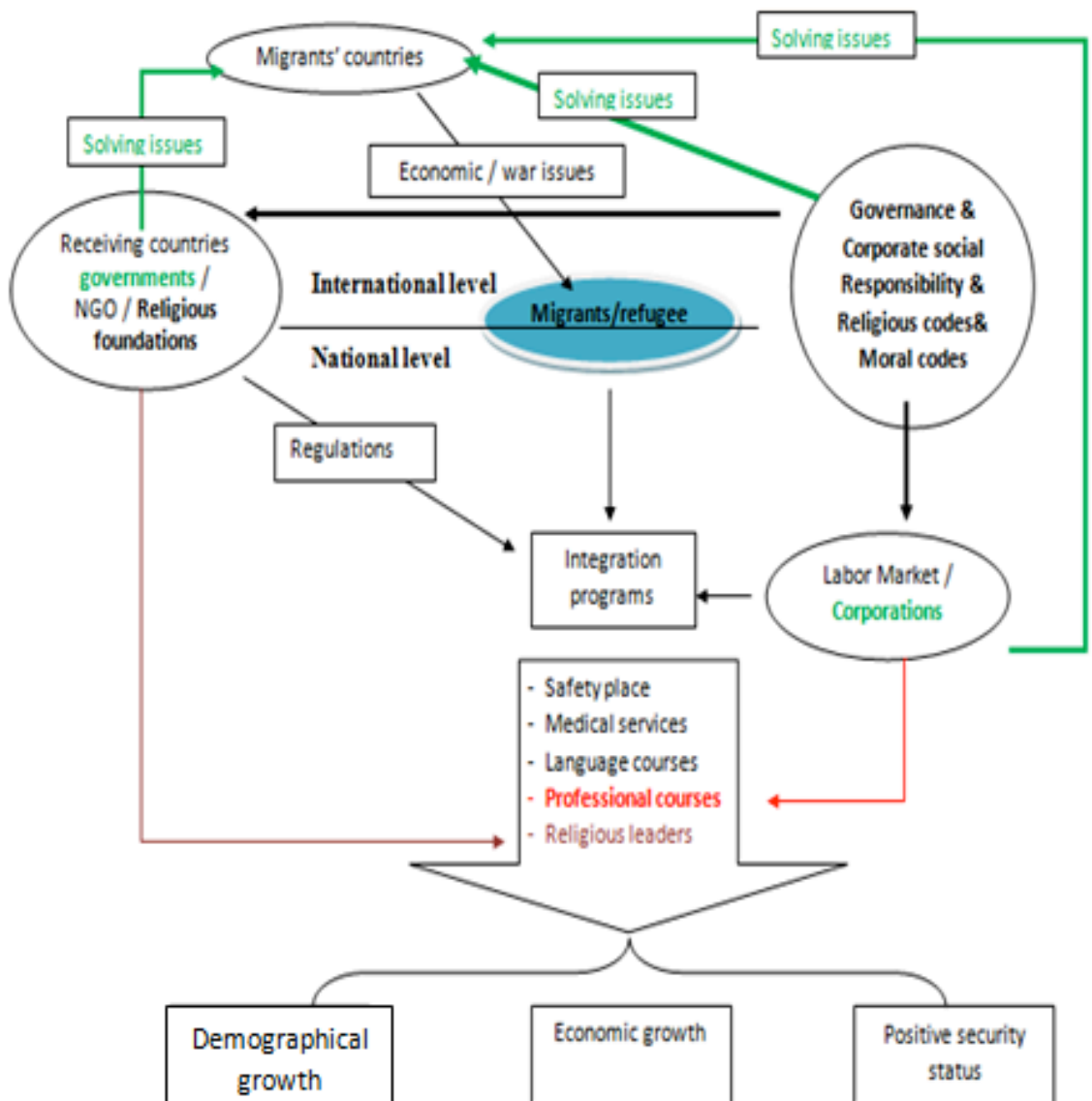
- Assuring the visibility of corporate social responsibility and good practices.
- Developing and tracking the trusts' level in business.
- Enhancing market reward towards corporate social responsibility.
- Adapting self-regulations and co-regulations.
- Improving disclosures regarding social and environmental information.
- More integrating corporate social responsibility in training and education courses.
- Highlighting the importance of national and sub-national corporate social responsibility.

In the light of that, corporate social responsibility pushes companies and different entities to take responsibility in front their community; socially and environmentally. Relating that to migrants and integration programs; local governments should encourage companies and entities to hire new migrants as a part of the integration program and give tax allowances for these companies. Not any type of work help migrants to integrate correctly, there is a need for a stable work that enable migrants to integrate better and add a value on the labor market. In that direction, stakeholder theory of corporate governance and governance codes are sufficient elements in any integration programs. Also, that test the solidity of receiving communities as well the relationship between states and their citizens, and in the meantime, it tests the understanding and acknowledgement of migrants. On the other hand, corporate social responsibility at international level can push governments and multinational

companies to solve the issues of migrants and refugees in their countries before leaving.

### 6. Conclusion

To explain briefly the relationship between immigration, integration programs, governance and corporate social responsibility, I draw down the following:



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