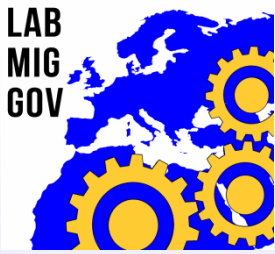




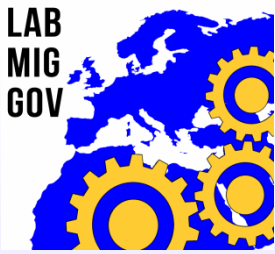
*Labour Migration Governance in Southern
Europe:
The Case of Spain*

*Claudia Finotelli
Universidad Complutense de Madrid*



Southern European Migration Regimes in the 1990s

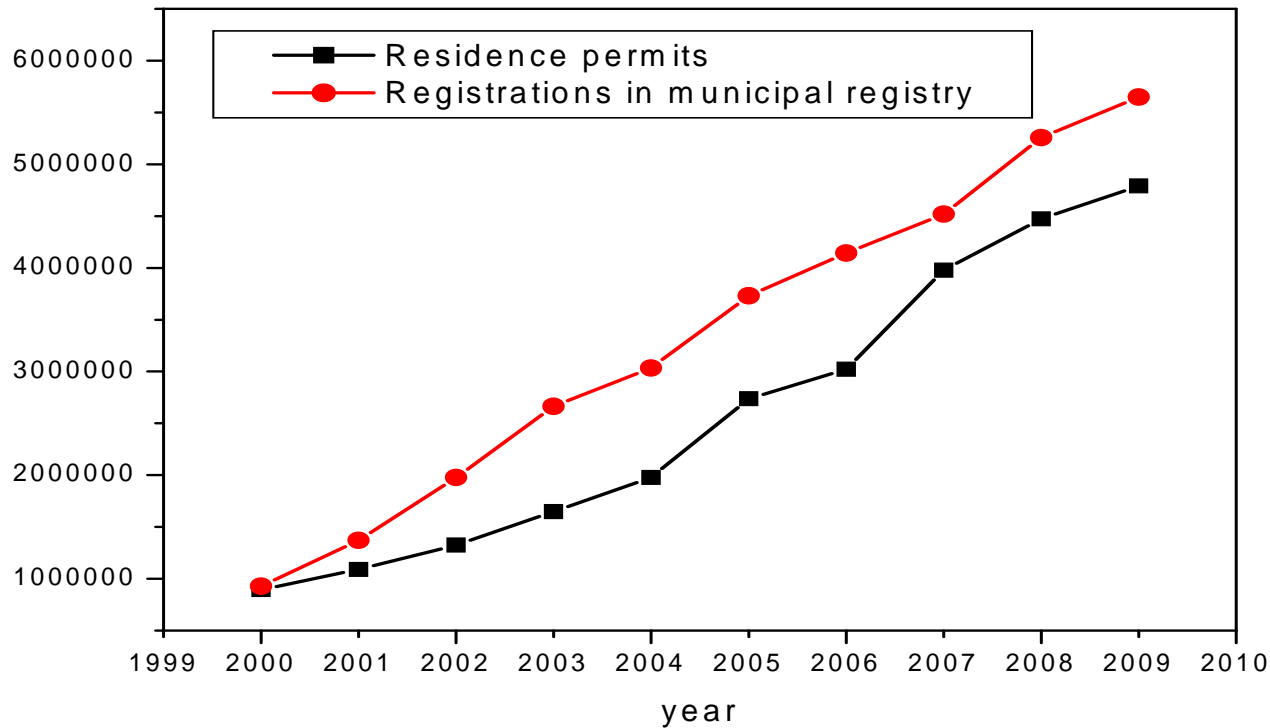
- **Weak regulation capacity**
- **Inefficient labour migration policies**
- **Segmented labour market**
- **Large informal economy**
- **High rates of irregular (mostly low skilled) foreign workers**

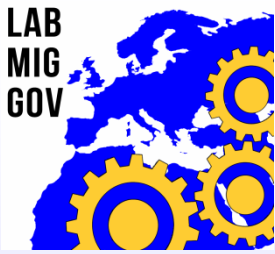


Southern European Regimes in the New Century: The Spanish Case

- Spectacular economic growth between 1997 and 2007
- Exponential increase of foreign population
- Increase of jobs and of GDP mainly due to immigration
- Boom in construction and services
- Demand of low-skilled labour force

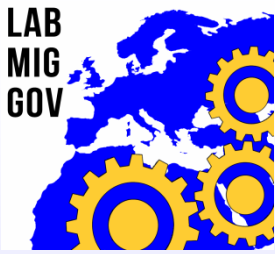
Foreign population growth





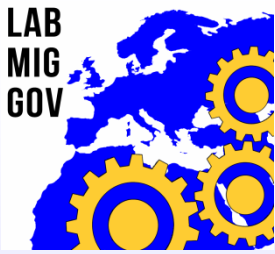
New Labour Migration Regime (Reg. 2393/2004)

- (Last) 'big' regularization in 2005
- *Contingente* (annual entry quotas)
- Individual recruitment through the General Regime with possibility to avoid labour market check
- Visa for job search
- Individual regularization based on labour market inclusion (*arraigo*)



The Contingente

- Annual entry quotas for temporary and stable jobs
- Number and type of stable jobs are negotiated by Tripartite Labour Commission on information provided by the National and Autonomic Labour Services
- Recruitment of more than one worker for a specific occupation
- Previous signature of bilateral agreements between Spain and countries of origin



The General Regime

- Individual recruitment in countries of origin
- Without governmental involvement
- Labour market check except for occupations included in the Catalogue of Hard-to-Find-Occupations
- Catalogue renewed every three months on information provided by the National and Autonomic Employment Services and after decision of the Tripartite Labour Commission



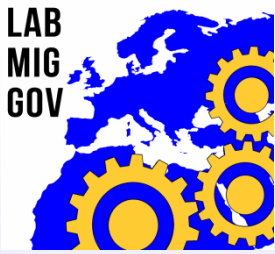
Other recruitment tools

- **Visa for job search – On request of the Autonomous Community / Included into the annual 'contingente' / Sectorially and territorially limited**
- **Unit of Large Companies (Unidad de Grandes Empresas) – Recruitment of high skilled foreign workers and academics without need of labour market check (2007)**
- ***Arraigo laboral* – Individual regularization for irregular workers – Few permits issued**



The Governace of Labour Migration in Spain

- Demand oriented model based on combination of quotas, nominal recruitment and individual regularizations
- Political consensus among government, trade unions and employers' associations
- Satisfactory level of coordination between state and autonomous communities
- Nevertheless, recruitment still too slow
- Economic crisis has shown the 'dark sides' of a demand oriented model



A European Governance of Labour Migration: Lessons from Spain

1. Relevance of political consensus
2. Relevance of efficient bureaucracies and coordination among peripheral and central actors involved
3. Relevance of bilateral cooperation schemes with countries of origin
4. Strictly demand oriented systems are very vulnerable to economic fluctuations



Thank for your attention
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