



SPAIN

India-Europe Labour Migration

January 2023



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Acknowledgment

This report is a part of the IOM Development Fund (IDF) supported project titled 'Strengthening Data Informed and Migrant Centred Management Frameworks in India'. This project is a joint endeavour of IOM India with the erstwhile India Centre for Migration, now the Centre for Migration, Mobility and Diaspora Studies (CMMDS) of the Indian Council of World Affairs, Ministry of External Affairs, Government of India and the Global Migration Data Analysis Centre (GMDAC).

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Abbreviations

CCOO	Workers' Commissions
CEDEFOP	European Centre for the Development of Vocational Training
EEA	European Economic Area
EU	European Union
ICM	India Center for Migration
ICT	Information and Communication Technology
ICWA	Indian Council of World Affairs
INE	National Institute of Statistics of Spain
IOM	International Organization for Migration
MEA	Ministry of External Affairs, India
MIPEX	Migrant integration Policy Index
NSDC	National Skill Development Corporation, India
OECD	Organization for Economic Cooperation and Development
PIO	Persons of Indian Origins
PR	Permanent Residence
SME	Small-Medium Enterprise
UGT	General Union of Workers

Executive Summary

This research was conducted as part of the IOM Development Fund (IDF) supported project titled “Strengthening Data Informed and Migrant Centred Migration Management Frameworks in India.” It is a joint endeavour of IOM India with the erstwhile India Centre for Migration, now the Centre for Migration, Mobility and Diaspora Studies (CMMDS) of the Indian Council of World Affairs, Ministry of External Affairs, Government of India and the Global Migration Data Analysis Centre (GMDAC).

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This report serves as an in-depth country profile on Spain, exploring the labour market conditions, skill shortages, the impact of the COVID-19 pandemic and the existing policy ecosystem governing immigration to the country. A literature review developed a general understanding of Spain’s labour market by looking at the economic profile, demographic and migration trends,

critical sectors of interest and mobility pathways to Spain. Following this, a more detailed policy review was conducted focusing on bilateral agreements, national and sub-national level policies and the long term labour market impacts of COVID-19. The literature and policy review helped develop a holistic understanding of Spain’s labour market and its migration corridor with India.

Furthermore, this report provides a qualitative understanding of the Spanish labour market by presenting perspectives and recommendations from stakeholder consultations conducted from January 2022 to March 2022. An initial stakeholder mapping was conducted to identify various categories such as government departments, multilateral agencies, employer associations, trade unions, research organizations and experts. Furthermore, members of the Indian diaspora, working professionals and students alike, were included in the stakeholder consultations to gather their personal experiences of migrating to Spain. The stakeholder consultations were used to obtain more insights into the Spanish labour market and validate the literature and policy review findings. A total of 19 stakeholder consultations were completed, including members of the Indian diaspora.

Key Findings from the Stakeholder consultations

Labour Market and Key Sectors of Interest in Spain

- Economic activity and employment in Spain are recovering to the levels before the COVID-19 pandemic, albeit unevenly across sectors.
- The Spanish labour market is dual and segmented, where migrants work in professions and sectors that are not lucrative to locals or even migrants from within the European Union.
- Sectors such as hospitality and construction employ the most significant number of foreign workers, and sectors like IT, health, and social care also have labour demands.

Labour Shortages and Mobility Pattern

- Several sectors in Spain have labour shortages. They also need growth potential.
- Recruitment of migrant workers in Spain changes across the sectors having labour shortages, and migrants are recruited for short term, seasonal work in sectors like agriculture.
- Spain has historical and cultural ties to Latin American countries, making them the traditional source countries for migrants to Spain.
- Other traditional source countries for migrant workers in Spain include Morocco, Romania and sub-Saharan African countries that are in geographical proximity.

Role of Immigration Policy

- Immigration policy is still relatively new to Spain, which had been a country of emigration until the 1980s.
- Spain is unique among European countries in migration, not being a highly politicised issue in the country, and Spain has maintained a relatively flexible approach to migrants entering the country.
- The immigration process for third-country nationals entering Spain, however, is time-consuming. Multiple stakeholders have highlighted bureaucratic challenges to the immigration process, such as apostille verification and translation of documentation.

Role of Indian Immigrants

- India is not a major source of migrant workers in Spain, and other European countries may be preferred destination countries due to better pay and working conditions.
- Indians in Spain often engage in trade and entrepreneurial ventures and are occasionally self-employed. High-skill sectors like IT may present an opportunity for Indian workers since they do not have a strict requirement for Spanish language proficiency.
- With several Indian students viewing Spain as an academic destination, India could work to develop student mobility pathways to Spain.

Integration of Foreign Workers

- Spain's integration policies are decentralized, and regional authorities are responsible for providing social services and welfare to migrants.
- While some regions have traditionally been migrant destinations, other regions are relatively new destinations for migrants, and local governments are still actively working to implement integration policies.
- Irregular work is a huge integration challenge to migrants in Spain, as they have little to no social protection, poor working conditions and low wages.
- There is a critical barrier of language faced by migrants, as regional languages differ across Spain and require knowledge of Spanish. Language also plays a critical role in the integration into Spanish society.

1. Economic and Demographic Profile

Spain was the world's 15th largest economy in 2021 and has been a member of the European Union since 1986. It was among the hardest hit countries by the global financial crisis in 2008 and has since been on the road to a balanced economic recovery. The nominal GDP per capita in 2020 was an estimated US \$30,115.7.

1.1 Economic Activity & Key Emerging Sectors

Spain was the world's 15th largest economy in 2021 and has been a member of the European Union since 1986. It was among the hardest hit countries by the global financial crisis in 2008 and has since been on the road to a balanced economic recovery. The nominal GDP per capita in 2020 was an estimated US \$30,115.7.¹ The COVID-19 pandemic greatly impacted the Spanish economy, causing a GDP contraction of 10.8 per cent.² According to the IMF, the overall employment rate was estimated to be 15.5 per cent in 2020. It is expected to increase in 2021 to 16.8 per cent. Spain ranked 27th out of 189 countries in the 2019 Human Development Report (0.904) with 17.6 years of expected schooling.³ It also ranks 30th in the World Bank's Ease of Doing Business 2020,⁴ and 21st across 139 countries in the Rule of Law Index 2021.⁵ The latest statistics from the World Bank in 2020 estimated that the services sector

contributed to 67.9 per cent of Spain's GDP, with tourism crucial. While industry accounted for 20.4 per cent of the GDP, agriculture had the lowest contribution to GDP at 2.7 per cent.⁶

According to the Spanish State Employment Service, job creation has been robust in sectors that have partly benefited from the pandemic and the structural changes that have been accelerated by it. These sectors include health and social activities, information and communication services, professional scientific and technical services, and transport and logistics. Sectors like tourism, accommodation and catering services, leisure, artistic and entertainment services recorded a decline in employment level compared to 2019.⁷ The health and social care sector has seen increased demand across Europe due to the pandemic, and the wave of digitization has created a similar demand in the ICT sector, hence the focus on labour demand in these two sectors across Spain.

¹ World Bank Open Data (2021), GDP per capita (current US\$)- Spain, Retrieved from: <https://data.worldbank.org/indicator/NY.GDP.PCAP.CD?locations=ES>.

² OECD (2021), Economic Surveys: Spain, Retrieved from: <https://www.oecd.org/economy/surveys/Spain-2021-OECD-economic-survey-overview.pdf>.

³ United Nations Development Programme (2019), Human Development Reports, Retrieved from: <http://hdr.undp.org/en/countries/profiles/ESP#>.

⁴ World Bank (2020), Doing Business 2020, Retrieved from: <https://www.doingbusiness.org/content/dam/doingBusiness/country/s/spain/ESP.pdf>.

⁵ World Justice Project (2021), Rule of Law Index 2021, Retrieved from: <https://worldjusticeproject.org/rule-of-law-index/country/2021/Spain>.

⁶ World Bank Data (2019), Retrieved from: <https://data.worldbank.org/>.

⁷ Spain State Employment Service (2021), Retrieved from: <https://www.sepe.es/>.

1.1.1 Health and Social Care

Spain has a decentralized healthcare system with national coordination via the Spanish National Healthcare System. The national healthcare system is mainly funded by taxation and regional health authorities responsible for health competencies, planning, and resource allocation. The healthcare sector was decentralized in 2002, intending to improve access to healthcare services across regions. The Inter-territorial Board of the National Health System is responsible for coordinating and liaising between the central and regional public health authorities. The Spanish healthcare system was reformed in 2012 to include both insured Spanish and overseas citizens in its coverage.⁸ In 2019, Spain's total healthcare expenditure was 9.1 per cent of its GDP, lower than the EU average of 9.9 per cent. Spain spends less per capita across various healthcare categories than the EU average. For instance, 22 per cent of its healthcare expenditure was on pharmaceuticals which were higher than the EU average (20%). Long term care received 9.4 per cent of the total health expenditure, much lower than the EU average of 16.3 per cent. There has been a significant increase in the number of beds in long term care facilities (43.7 per 1000 population aged 65 and above in 2018). It was due to the approval of the System for the Promotion of Personal Autonomy and Assistance for People in a Situation of Dependency in 2006.⁹

According to the OECD, the number of doctors in Spain per 1000 people is higher than the EU average. However, the number of nurses per 1000 inhabitants was 5.9, which was lower than the EU average of 8.4 in 2019. The OECD has highlighted a nursing shortage in southern European countries like Italy and Spain in healthcare and long term care.¹⁰ According to the Spanish Trade Union of Nursing Professionals, as

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reported to the CIVIO Foundation, the shortage in Spain is between 88,000 to 125,000 nurses.¹¹ The demand for labour in the healthcare and social services sector in Spain is linked to the COVID-19 pandemic and structural changes in the country, such as increasing precarity among healthcare professionals and the ageing population. The use of temporary contracts among healthcare professionals has increased; in 2020, 41.9 per cent of Spanish National Healthcare System employees were on temporary contracts.¹²

1.1.2 Information and Communications Technology (ICT)

ICT is one of Spain's fastest growing industries; in 2019, the sector contributed 3.8 per cent to the nation's GDP. Spain's ICT sector is a mature industry, and ICT exports in 2019 accounted for 4.1 per cent of its total exports.¹³ Spain has been committed to strengthening its ICT sector. In 2020, the government adopted a 'Digital Strategy 2025', which aims to promote digital connectivity and to adopt critical technologies like cybersecurity, artificial intelligence and big data. The Digital Strategy also focuses on SMEs and public administration.¹⁴ According to the European

⁸ OECD/European Observatory on Health Systems and Policies (2021), Spain: Country Health Profile 2021, State of the Health in the EU, Retrieved from: <https://www.oecd-ilibrary.org/docserver/7ed63dd4-en.pdf?expires=1639456663&id=id&accname=guest&checksum=BFB9A646888398C36EA9917CCFD44382>.

⁹ OECD (2021), OECD Health Statistics 2021, Retrieved from: <https://www.oecd.org/els/health-systems/health-data.htm>.

¹⁰ OECD (2021), COVID-19 Policy Responses, Retrieved from: <https://www.oecd.org/coronavirus/en/#policy-responses>.

¹¹ CIVIO (2020), COVID-19 pandemic exposes southern Europe's nursing shortage, Retrieved from: <https://civio.es/medicamentalia/2020/06/23/covid-19-pandemic-exposes-southern-europes-nursing-shortage/>.

¹² OECD/European Observatory on Health Systems and Policies (2021), Spain: Country Health Profile 2021, State of the Health in the EU, Retrieved from: <https://www.oecd-ilibrary.org/docserver/7ed63dd4-en.pdf?expires=1639456663&id=id&accname=guest&checksum=BFB9A646888398C36EA9917CCFD44382>.

¹³ Ministry of Industry, Trade and Tourism (2021), ICEX: ICT Sector, Retrieved from: <https://www.investinspain.org/en/industries/ict>.

¹⁴ European Union (2021), Spain-National Plan for Digital Skills, Retrieved from: <https://digital-skills-jobs.europa.eu/en/actions/national-initiatives/national-strategies/spain-national-plan-digital-skills>.

Centre for the Development of Vocational Training (CEDEFOP), the future employment growth in ICT services in 2020-2030 is 14.1 per cent compared to the EU's growth rate of 8.9 per cent.¹⁵ ICT services are embedded in almost all aspects of the economy, and there is an increasing demand for ICT specialists in services and manufacturing. The skills mismatch among ICT professionals is attributed as a reason for the labour shortage in the sector; skill requirements include technical and commercial skills as well as soft skills and knowledge requirements.¹⁶ The demand for specialist talent in the ICT sector has had a 0.5 per cent increase between February 2020 and February 2021, showing the sector's resilience while the larger Spanish economy experiences a decrease in employment.¹⁷

1.2 Labour Force Characteristics

Spain has a population of 47.4 million, and those aged 65 and above will make up more than 30 per cent of the population by 2050.¹⁸ The labour market has been slow in recovering from the 2008-09 financial crisis, and Spain has a more volatile unemployment rate than other developed countries. According to the OECD's Future Jobs Strategy 2020, Spain falls in the bottom third of OECD countries on indicators such as employment rates, unemployment rates and broad labour utilization. Further, Spain performs poorly in the OECD countries regarding employment resilience.¹⁹ It has the second-highest position in labour market insecurity, which can be attributed to the legacies of the financial crisis.²⁰ The Spanish government has been working toward fixing the labour market situation since the crisis, and most

notable among its initiatives is the 2012 labour market reforms. The regulations introduced in 2012 aimed to lower labour costs and promote exports for economic recovery,²¹ and most of the objectives of the reforms were achieved. Between 2013 and 2019, almost 3 million jobs were created. The construction sector was replaced by hospitality and tourism as the main drivers of the Spanish economy.

Structural problems persist in the Spanish labour market. The OECD noted that poverty rates in Spain are the second highest in the OECD, and the labour market has mixed results in terms of inclusiveness. Spain has significant employment gaps for vulnerable groups such as women with children, youth, non-native workers, older workers, and people with partial disabilities. The gender labour income gap, however, is slightly below the OECD average.²² The Spanish labour market is also characterized by the prevalent use of temporary contracts, which adds to job insecurity among workers. Spain also has the highest transition rate from temporary work to unemployment and the lowest conversion rate from temporary to open-ended contracted work.²³ The COVID-19 pandemic put unprecedented pressure on the Spanish labour market, especially since unemployment rates in Spain were generally high before the pandemic.²⁴ According to the Labour Force Survey 2020, there was a 3.51 per cent yearly decline in employment and a spike in unemployment to 15.82 per cent.²⁵

¹⁵ CEDEFOP (2020), Cedefop Skills Forecast- ICT services, Retrieved from: <https://skillspanorama.cedefop.europa.eu/en/dashboard/browse-sector?sector=05.10&country=ES#7>.

¹⁶ CEDEFOP (2016), Spain: Mismatch priority occupations, Retrieved from: https://skillspanorama.cedefop.europa.eu/en/analytical_highlights/spain-mismatch-priority-occupations#_summary.

¹⁷ VASS/Economic Forecasting Centre (2021), ICT Monitor Barometer, Retrieved from: <https://vasscompany.com/en/press/ict-sector/>.

¹⁸ Spanish Statistical Office, Retrieved from: <https://www.wine.es/en/index.htm>.

¹⁹ OECD (2020), Resilience is defined as the average increase in unemployment rate over 3 years after a negative shock to GDP of 1%. Low resilience can indicate employment losses that are large and persistent in the economy.

²⁰ OECD (2020), Future Jobs Strategy-Spain, Retrieved from: <https://www.oecd.org/spain/jobs-strategy-SPAIN-EN.pdf>.

²¹ Almunia, M., Antras, P., López-Rodríguez, D. and Morales, E. (2020), Venting out: Exports during a Domestic Slump, Retrieved from: https://scholar.harvard.edu/files/antras/files/venting_aalm_latest_draft.pdf.

²² OECD (2020), Future Jobs Strategy-Spain, Retrieved from: <https://www.oecd.org/spain/jobs-strategy-SPAIN-EN.pdf>.

²³ Bentolila, S., Dolado, J.J. and Jimeno, J.F. (2020). Dual labour markets revisited. Oxford Encyclopedia of Economics and Finance, Oxford University Press.

²⁴ OECD (2020), Job Creation and Local Economic Development 2020, Country Profiles Spain, Retrieved from: <https://www.oecd.org/cfe/leed/Spain.pdf>.

²⁵ European Commission (2020), Labour Market Information: Spain, Retrieved from: https://ec.europa.eu/eures/public/living-and-working/labour-market-information/labour-market-information-spain_en.

1.2.1 Role of Migrants in the Labour Force

The increase in unemployment after the financial crisis boosted the emigration flows from Spain in the 2010s.²⁶ With ageing and low birth rates, the United Nations Population Division also projected that the Spanish population would decrease by 9.4 million in the next 50 years.²⁷ The registered population in Spain grew in 2020 due to increased immigration, which countered the decrease in the population of Spanish nationals. This increase in immigration flows included foreign nationals from EU countries and other countries, especially Africa and South America.²⁸ Fixed contracts, protected jobs, and a secondary sector with job precarity and low wage growth characterize Spain's labour market. Low skilled workers, youth, women and immigrant workers tend to be overrepresented in this secondary labour market.²⁹ According to the Spanish Labour Force Survey from 2000 to 2011, the employment rate of immigrants in Spain dropped to 60 per cent at the beginning of the financial crisis.³⁰

According to the OECD, Spain received 337,000 new long term or permanent immigrants in 2019, comprising 41.3 per cent free-moving European Economic Area citizens, 39.3 per cent family members, 10.2 per cent non-EEA labour migrants, and 0.9 per cent humanitarian migrants.³¹ Spain also issued 17,000 permits to temporary and seasonal labour migrants and 45,000 tertiary level international student permits in 2019. Morocco, Colombia and Venezuela³² were some of the top countries of origin for immigrants to Spain. During the pandemic, work permits in Spain were prioritized for healthcare and agricultural workers,

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while collective recruitment of foreign nationals was suspended in 2020.³³ In 2020, Spain received 86,000 first asylum applicants, mainly from Venezuela, Colombia and Honduras.

1.3 Indian Immigration to Spain

Migration from India to Spain is not a recent phenomenon. The earliest Indians who settled in Spain date back to trading communities of the late 19th century in the Canary Islands, when Indians were the most prominent Asian community in the country. According to a report by the Elcano Royal Institute,³⁴ Indians were the only migrant community of Asian origin in Spain until the arrival of Filipinos in the 1960s. Mainly belonging to the Sindhi community, this migration flow increased steadily, peaking in the 1960-the 70s and included internal mobility towards other parts of Spain such as Catalonia, Malaga, and Andorra.³⁵ A new phase of Indian

²⁶ Izquierdo, M., Jimeno, J.F. & Lacuesta, A. (2016), Spain: from massive immigration to vast emigration? IZA J Migration 5, 10, <https://doi.org/10.1186/s40176-016-0058-y>.

²⁷ United Nations Population Division, Retrieved from: <https://population.un.org/wpp/>

²⁸ Ibid

²⁹ Rodríguez-Planas, N., Nollenberger, N. (2016), Labour market integration of new immigrants in Spain, IZA J Labor Policy 5, <https://doi.org/10.1186/s40173-016-0062-0>.

³⁰ Ibid, p.4.

³¹ OECD (2021), International Migration Outlook 2021: Spain, Retrieved from: <https://www.oecd-ilibrary.org/sites/d107a20b-en/index.html?itemId=/content/component/d107a20b-en>.

³² OECD (2021), International Migration Outlook 2021: Spain, Retrieved from: <https://www.oecd-ilibrary.org/sites/d107a20b-en/index.html?itemId=/content/component/d107a20b-en>

³³ Ministry of Inclusion, Social Security and Migration (2020), Retrieved from: <http://extranjeros.inclusion.gob.es/>

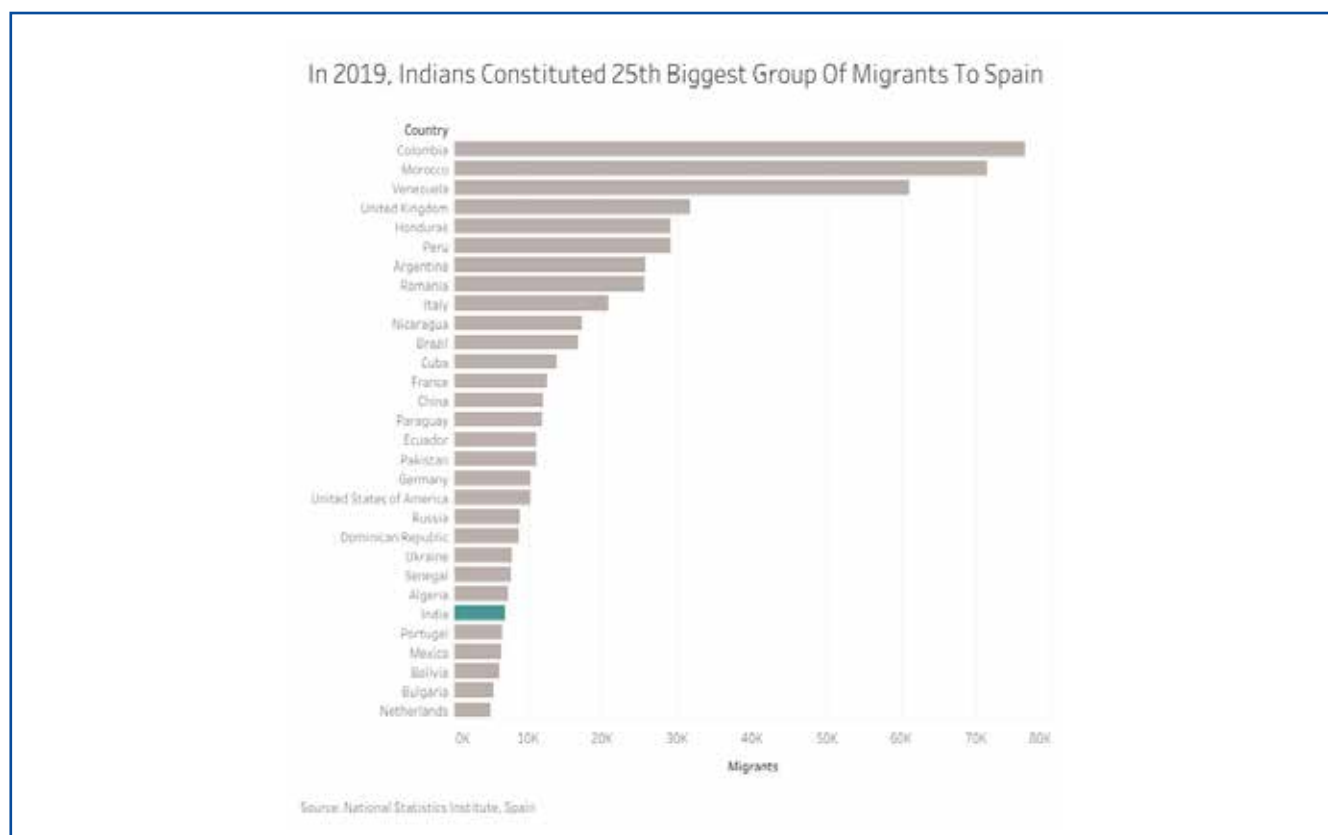
³⁴ Elcano Royal Institute (2016), The transnational mobility of migrants in Spain, Retrieved from: <https://media.realinstitutoelcano.org/wp-content/uploads/2021/11/gonzalez-enriquez-martinez-zomera-movilidad-transnacional-migrantes-espana.pdf>.

³⁵ Lopez-Sala, A. (2013), From Traders to Workers: Indian Immigration in Spain, European University Institute, Retrieved from: <https://cadmus.eui.eu/bitstream/handle/1814/29464/CARIM-India-2013%20-%2002.pdf?sequence=1&isAllowed=y>.

immigration gathered momentum in the 1980s, mainly from the states of Punjab and Haryana to regions such as Catalonia and Valencia. This wave of migration mainly comprised men seeking employment in sectors such as agriculture, construction, and services. They lacked

upward social mobility and were more vulnerable than the Indian Sindhi community in Spain.³⁶ Finally, a third wave that emerged in the last decade consists of high-skilled immigration to emerging sectors such as information technology and business services.³⁷

Figure 1: Indian Population in Spain



Data from the Spanish Statistical Office (Instituto Nacional de Estadística) shows that in 2021, the number of Indians with legal residence permits in Spain was 43,168. It comprises almost 2 per cent of the total population of legally resident immigrants and is the 13th

highest overall sending country and the 3rd highest Asian sending country after China (224,386) and Pakistan (82,466).³⁸ The annual immigration of Indians also grew by 41 per cent, from 4,869 in 2008 to 6,891 in 2019, according to Spanish national statistics.³⁹

³⁶ Garha, N.S (2021), From irregular immigrants to naturalised citizens: Indian immigration and immigration policies in Spain, 1985–2018. *South Asian Diaspora*. 13(2), DOI: 10.1080/19438192.2021.1935181.

³⁷ Ibid.

³⁸ Statistics on Foreigners Resident in Spain (2021), Spanish Statistical Office, Retrieved from: http://extranjeros.inclusion.gob.es/ficheros/estadisticas/operaciones/con-certificado/202106/nota_analisis_3006_2021.pdf.

³⁹ Spanish Statistical Office, Retrieved from: <https://www.ine.es/jaxiT3/Datos.htm?t=24295>.

Figure 2: Increasing Indian Immigration to Spain (2008-2019)

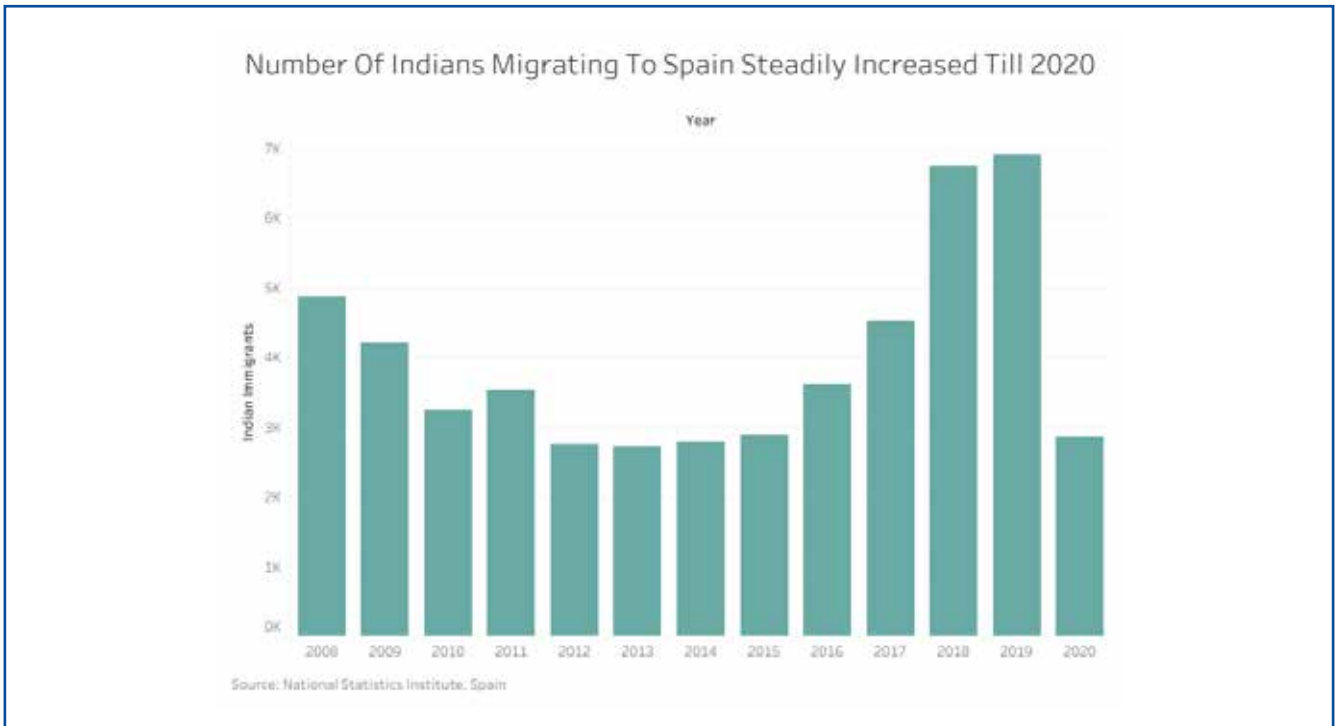


Table 1: Statistics on valid permits across categories issued to Indians between 2011-2019 (Source: Eurostat)⁴⁰

Category	2011	2019
All valid permits issued to Indians for family reasons	10,867	20,165
All valid permits issued to Indians for education reasons	517	1,071
All valid permits issued to Indians for remunerated activities	5,593	4,488
All valid permits issued to Indians for other reasons	13,337	20,161
All valid permits issued to Indians for all reasons	30,318	45,892

Other sources show slightly different estimates; the population of long term Indian residents in Spain nearly doubled between 2010-2019 (11,099-19,809), according to Eurostat. During the same period, immigration flows grew from 3,447 to 7,373. Eurostat data on student

mobility shows that the number of Indian students in Spain grew from 864 in 2016 to 1,406 in 2019. However, Blue Cards issued to Indians went down from 50 in 2012 to 2 in 2019. Data from India's Ministry of External Affairs, 2021, provides slightly higher estimates

⁴⁰ Some categories with negligible numbers (permits issued for refugee status) are omitted.

of Indians in Spain. There are 49,084 Non-Resident Indians and 20,904 Persons of Indian Origin (with the PIO category also including those who have been naturalized and hence are not reflected in Eurostat/Spanish national statistics).⁴¹ Exact data on remittances between Spain and India is not available. However, based on a statistical model built from World Bank data, Pew Research Centre⁴² estimated a remittance flow of 183 million USD from Spain to India in 2017. According to this data, remittances from Spain flow to countries such as Morocco, France, Romania, Ecuador and China. Multiple academic studies have qualitatively examined the experiences of the Indian diaspora in Spain. They point out the diversity of the Indian immigrant population in Spain. Indians migrate from different states (Punjab, Haryana, Kerala, Maharashtra, Gujarat), hail from different religions and work in multiple sectors (agriculture, construction, trade, education, services).⁴³ The new immigration flows in recent years from different parts of India have led to the creation of new diaspora associations in Spain, where Sindhi associations were the prevalent Indian diaspora community groups.⁴⁴ In 2013, the main employment sectors for Indians included trade, catering and hospitality, industry and domestic

services and cleaning.⁴⁵ A 2021 study interviewing 64 Indians across 25 municipalities found that immigration regulations implemented after the 1990s had served to restrict the traditional circular migration pathways that many in the Indian community preferred, compelling Indians to settle permanently.⁴⁶

In countries like Spain, though, most Indian immigrants experience a “fragmented integration”. They view the country as a stepping stone to English-speaking destinations such as the UK and the USA. Most migrants also belong to low wage, blue-collar occupations receiving limited integration support from the Spanish government.⁴⁷ Additionally, data from applications received by the relevant authorities in Spain (Transnational Service Workers System and Special Unit for Large Companies and Strategic Economic Sectors) also shows that Indians increasingly migrate as high skilled workers, being one of the most prominent communities to do so after the USA, Canada, Colombia, and China.⁴⁸ According to a working paper by the Spain India Council Foundation,⁴⁹ the Indian diaspora in Spain has been visibly successful in business, and members of the Sindhi diaspora have also chosen Spain as a destination for their international investments.

⁴¹ MEA (2021), Retrieved from: http://mea.gov.in/images/attach/NRIs-and-PIOs_1.pdf.

⁴² Pew Research Centre (2019), Remittance flows worldwide in 2017, Retrieved from: <https://www.pewresearch.org/global/interactives/remittance-flows-by-country/>.

⁴³ Garha, NS & Paparusso, A. (2018). Fragmented integration and transnational networks: a case study of Indian immigration to Italy and Spain, *Genus*, 74(12), <https://doi.org/10.1186/s41118-018-0037-7>.

⁴⁴ Spain India Council Foundation (2020), Spain India 2020: Civil society networks and mutual awareness, Working Paper 9, Retrieved from: http://www.spain-india.org/files/documentos/2021_DOC_9_INFORME_ESPANA_INDIA_ENG.pdf.

⁴⁵ Elcano Royal Institute (2016), The transnational mobility of migrants in Spain, Retrieved from: <https://media.realinstitutoelcano.org/wp-content/uploads/2021/11/gonzalez-enriquez-martinez-zomera-movilidad-transnacional-migrantes-espana.pdf>.

⁴⁶ Garha, N.S (2021), From irregular immigrants to naturalised citizens: Indian immigration and immigration policies in Spain, 1985–2018, *South Asian Diaspora*, 13(2), DOI: 10.1080/19438192.2021.1935181.

⁴⁷ Garha, NS & Paparusso, A. (2018), Fragmented integration and transnational networks: a case study of Indian immigration to Italy and Spain, *Genus*, 74(12), <https://doi.org/10.1186/s41118-018-0037-7>.

⁴⁸ Ventura, G. (2013), Highly Skilled Indian Migrant Population in Spain, European University Institute, Retrieved from: <https://cadmus.eui.eu/bitstream/handle/1814/29501/CARIM-India-2013%20-%2039.pdf?sequence=1>.

⁴⁹ Spain India Council Foundation (2020), Spain India 2020: Civil society networks and mutual awareness, Working Paper 9, Retrieved from: http://www.spain-india.org/files/documentos/2021_DOC_9_INFORME_ESPANA_INDIA_ENG.pdf.

2. Mobility Pathways

Immigration policy and mobility pathways to Spain have changed over the years as it has transitioned from a country of emigration to a country of immigration. Immigration was first governed through the 1985 Law, which has been critiqued due to its restrictive nature. A mass regularization program followed it in 1991.

2.1 Visa and Immigration Pathways

Immigration policy and mobility pathways to Spain have changed over the years as it has transitioned from a country of emigration to a country of immigration. Immigration was first governed through the 1985 Law, which has been critiqued due to its restrictive nature. A mass regularization program followed it in 1991. Post-1996, the rhetoric shifted towards understanding immigration as a structural phenomenon and recognizing its role in addressing labour market shortages in the country. Accordingly, the Law of 4/2000, which came into effect in 2000, recognized immigration as a permanent feature of Spanish society and instituted several rights and integration measures. It was later amended in 2001 to facilitate the integration of legal immigrants, prevent irregular migration, and sign labour mobility agreements with countries such as Ecuador, Colombia, Morocco, Dominican Republic, Nigeria, Poland, and Romania. Other mobility pathways have also opened up recently through pilot projects such as the Young Generation for Change Agents⁵⁰ – a project funded by the EU for Moroccan students wishing to study in Spain and focused on building their entrepreneurship skills.⁵¹

Immigration to Spain takes many forms, including employment, education, family reunion, business, and asylum. It is currently governed by the latest amended version of the Immigration Law (2009). While the country is accessible for tourism through the Schengen visa for 90 days, longer stays require a long term national visa. There are multiple types of work visas offered by Spain. Regular work visas require an application on behalf of the employer to the Provincial Aliens Affairs Office and a labour market test. This visa is typically granted if the work falls under Spain's shortage occupations; if not, the employer is required to advertise it for Spanish and other EU nationals and proceed if there is a lack of suitable candidates. Work permits issued for Highly Qualified Professionals under the Law of 2013 require employers to follow a similar process. Permits are also issued for Intra-Corporate Transfers (under the relevant EU directive of 2014), seasonal workers, self-employed workers (requiring a viable business plan and sufficient financial resources), and investors (requiring significant capital investment and potential for job creation). Visas and residence permits are also issued for family reunions (for those with 1 year valid residence

⁵⁰ Migration Partnership Facility, Young generation as change agents, Retrieved from: <https://www.migrationpartnershipfacility.eu/what-we-do/actions-pilot-projects/young-generation-as-change-agents>.

⁵¹ Recent workshops hosted by the DG of Migration and Home Affairs highlight how such pilot migration projects can lead to concrete labour mobility partnerships. Retrieved from: <https://www.migrationpartnershipfacility.eu/news/from-pilot-projects-to-talent-partnerships-exploring-the-future-of-legal-migration-to-the-eu>.

permits), research purposes, study purposes (requiring admission to a Spanish university and sufficient funds for living expenses), trainees, and volunteers. Most visa categories require immigrants to register with the local foreigner's office upon arrival and receive a Número de Identidad de Extranjero (NIE) or Identification Number for Foreigners.

2.2 Bilateral Agreements with India

Besides the multilateral EU-India Common Agenda on Migration and Mobility, under which Spain falls, India and Spain have signed multiple other bilateral agreements in various areas, including diplomacy, agriculture, and renewable energy. Despite cooperation across these multiple varied sectors, however, Spain is one of the European countries with which India has yet to sign a Social Security Agreement or a Labour Mobility Partnership agreement.

List of Agreements between India and Spain

Agreement on Trade and Economic Cooperation	1972
Agreement on Cultural Cooperation	1982
Civil Aviation Agreement	1986
Double Taxation Avoidance Agreement	1993
Bilateral Investment Protection and Promotion Agreement	1997
Extradition Treaty	2002
MoU on Institutionalization of Political Dialogue	2006
Mutual Legal Assistance treaty on Criminal Matters	2006
Agreement on Trade and Economic Cooperation	1972
Agreement on Cultural Cooperation	1982
Civil Aviation Agreement	1986
Double Taxation Avoidance Agreement	1993
Bilateral Investment Protection and Promotion Agreement	1997
MoU on Cooperation in the Field of Science and Technology	2007
MoU on Agriculture and Allied Fields	2009
Memorandum of Understanding on Defence Cooperation	2012
Memorandum of Understanding on Roads and Road Transport Sector	2012
Agreement between India and Spain in the field of Audio-visual Coproduction	2012
Agreement on the Protection of classified information in the field of Defence	2015
MoU on setting up of a Hindi Chair at University of Valladolid between ICCR and the University of Valladolid	2015
Agreement of Visa Waiver for holders of Diplomatic passport	2017
MoU on Bilateral Co-operation in the Field of Organ and Tissue Procurement and Transplantation	2017
MoU on Technical Cooperation in the Field of Civil Aviation	2017
Agreement on Cyber Security	2017
MoU on Renewable Energy	2017
MoU on Cooperation between Diplomatic Academies	2017
Agreement on the Transfer of Convicted Persons	2018

3. Welfare and Integration Policies

Integration policy has been a part of the Spanish government's agenda for decades. It is characterized by strong decentralization (with government institutions at various levels involved) and a multi-stakeholder approach (a significant number of stakeholders involved in policy creation and implementation).

3.1 National-level Initiatives

Integration policy has been a part of the Spanish government's agenda for decades. It is characterized by strong decentralization (with government institutions at various levels involved) and a multi-stakeholder approach (a significant number of stakeholders involved in policy creation and implementation).⁵² A National Integration Plan was first adopted in 1994, which was accompanied by the setting up of the Permanent Observatory for Immigration and the Forum for the Social Integration of Immigrants (a tripartite body with representatives from government bodies, NGOs, and immigrant associations, employer groups, and trade unions). The Forum plays a crucial role in passing legislation related to immigration and integration. Despite a slew of legislation viewed as anti-immigrant in the early 2000s, including a 2003 law empowering the police to leverage municipal registrations to identify irregular immigrants, other laws have promoted immigrant integration. In 2000, legal reform was passed, extending welfare benefits, including health, education, and other social benefits, to irregular

immigrants who register with municipalities. This policy has since been restricted to only those of legal residence and irregular immigrants in emergencies.⁵³

Plan for Citizenship and Integration 2007-2014

In Spain, the Ministry of Employment and Social Security is responsible for migration control and integration policy, with the sub-directorate of Migrant Integration in charge of the latter and the Plan for Citizenship and Integration. This Plan, adopted in 2007, was accompanied by a national fund for integration activities undertaken by municipal authorities. Its second phase, the Strategic Plan on Citizenship and Integration, was adopted for 2011-14 and included 11 key areas of action, including employment and economic development, education, health, social services and inclusion, mobility and development, peaceful coexistence, equal treatment and combating discrimination, gender, participation and civic education, children, youth and families. Employment and education received the most sizeable budget allocations, indicating the Spanish government's

⁵² Fernandez-Suarez, B (2017), The Design of Migrant Integration Policies in Spain: Discourses and Social Actors. *Social Inclusion* 5(1):117-125.

⁵³ Migration Policy Institute (2013), Exceptional in Europe? Spain's Experience with Immigration and Integration, Retrieved from: <https://www.migrationpolicy.org/pubs/TCM-Spaincasestudy.pdf>.

integration priorities. Specific initiatives undertaken included;⁵⁴

- Several programmes for language learning – the Programme for Language Teaching, elective Spanish courses administered by local governments, teacher training initiatives by the Ministry of Education and the Cervantes Institute, and the Centre for Attention to Cultural Diversity in Education (of the Ministry), whose focus is intercultural education.
- Preparatory and elective civic courses for primary and secondary education.
- Diversity enforcement tools such as the Programme for Diversity Management in Companies, Programme for the Promotion of Intercultural Coexistence in Neighbourhoods, Training Programme on Diversity Management for Civil Servants, and Training Programme on Intercultural Intervention for the Tertiary Sector.
- Portability of social rights through numerous bilateral treaties with countries in Latin America, Africa, and Asia.

Multiple national, regional, and local government bodies are involved in implementing the PEI, with the General Secretary for Immigration and Emigration under the Ministry of Employment and Social Security being the overseeing authority. Government bodies responsible for monitoring and evaluation include the Inter-ministerial Commission on Aliens, the Forum for the Social Integration of Immigrants, the Permanent Observatory on Immigration, and the Spanish Observatory on Racism and Xenophobia.

Spain has a score of 60/100 on the Migrant Integration Policy Index,⁵⁵ an international index measuring the nature of immigrant integration policy in different countries. Falling under the category of “comprehensive” integration coverage, Spain has seen a distinct improvement in its score over the past decade.

In particular, integration policies stand out in health and permanent residence areas. Access to healthcare services is universal, with a decree of 2018 specifying that the services of the National Health System must be available to vulnerable foreign populations. The permanent residence also comes with fewer conditions in Spain; outside the residence requirement, there are no additional language conditions, and PR gives automatic access to social security.

Spanish policy is more restrictive in areas such as the labour market and family reunion. Although family members are allowed permits after one year of residence of the sponsor and do not have to undergo language/integration tests, they are also bound to the sponsor for at least three years before they can seek an independent residence permit. The exception includes victims of gender-based violence or violent behaviour in the family environment and the event of legal separation of the spouse and the sponsor.⁵⁶ Significant limitations also exist in education, political participation, and access to citizenship. Non-EU citizens, although allowed to join political parties, are limited to municipal elections in terms of political participation, only applying to those with PR and coming from countries with reciprocal agreements with Spain. Despite mandating compulsory education for all under 16, including immigrants, accompanying measures to promote access and facilitate teacher training, intercultural education, and language training still need to be included. Access to citizenship is also limited, as per the Law passed in 1982, dependent on 10 years of residence (with exceptions for specific groups such as Sephardic Jews, citizens of former colonies, and refugees), and does not allow dual nationality.⁵⁷

3.2 Local-level Initiatives

Decentralization and the involvement of governments at multiple levels are characteristics of the Spanish immigration system. Some of these local and regional level initiatives include:

⁵⁴ European University Institute (2014), Country Report: Integration Policies in Spain, Retrieved from: <https://cadmus.eui.eu/bitstream/handle/1814/33231/INTERACT-RR-2014%20-%2030.pdf?sequence=1&isAllowed=y>.

⁵⁵ Migration Policy Group (2020), Migrant Integration Policy Index, Retrieved from: <https://www.mipex.eu/spain>.

⁵⁶ Secretary of State for Migration, Government of Spain (2016), Independent residence permit for reunited family members, Retrieved from: <https://extranjeros.inclusion.gob.es/es/informacioninteres/informacionprocedimientos/ciudadanosnocomunitarios/hoja016/index.html>.

⁵⁷ Passeti, F & Montserrat, C. (2020), Spanish integration policies according to the MIPEX Index, Barcelona Centre for International Affairs, Retrieved from: https://www.cidob.org/en/publications/publication_series/notes_internacionals/244/las_politicas_de_integracion_en_espana_segun_el_indice_mipex.

- Madrid Plan for Social and Intercultural Existence in **Madrid**. The Plan has multiple elements addressing immigrant integration in the city, including information services for new immigrants, legal advisory services, translation services, documentation centres, and several shelter and housing programmes (San Blas Temporary Shelter for Immigrants, Moncloa Shelter for Families, Programme for Temporary Shelter and Attention to Sub-Saharan People, Socio-community Intervention Project for Immigrant Families, Emergency Centre Programme Campaign Against Cold, Day Centre and Social Canteen), language and cultural training programmes, guidance and integration services for the job market, social integration programmes, awareness campaigns and institutional measures to promote participation and knowledge (Madrid Forum for Dialogue and Coexistence, Migration and Intercultural Coexistence Observatory)⁵⁸.
- The Citizenship and Immigration Plan 2009-12 in **Catalonia**. It is a set of policies to regulate immigrant flows, the promotion of equal opportunities, and immigrant integration policies in the region. These included programmes for the Integral Reception Plan (provision of information and support to new immigrants), adapting health, education, urban services, public safety, and cultural services for all residents, and new institutional bodies (Local Government Joint Committee and the Migration Agency of Catalonia), training of immigration

The Citizenship and Immigration Plan 2009-12 in Catalonia. It is a set of policies to regulate immigrant flows, the promotion of equal opportunities, and immigrant integration policies in the region.

professionals/bureaucrats, construction of a multicultural public, and care programmes for those with disabilities.

- The City Council of **Barcelona** has implemented multiple immigration and integration plans, including Working Plans on Immigration in 2002, 2008-11 and 2012-15, and Intercultural Plans in 1997 and 2009. The Municipal Government also has a Migration Commissioner with three accompanying Secretariats – the Secretariat for Welcome Policies for Migrants, the Secretariat of Citizen Rights and Diversity, and the Barcelona Refugee City Group (set up in 2015). The city has also had a Municipal Council of Migration since 1997 to enable immigrant participation in local governance.
- Programme Equal Arena II and the Comprehensive Plan for the Gypsy Community Living in **Andalusia**.

⁵⁸ Madrid Plan on Social and Intercultural Existence, Retrieved from: <https://www.madrid.es/UnidadesDescentralizadas/Inmigracion/EspInformativos/MadridConvive/Present/Ficheros/ResumINGLES%20PLAN%20Madrid-WEB-1.pdf>.

4. Methodology

The methodology of this report relies on an initial secondary review of data, studies, reports and policy documents about the labour market in Spain.

The methodology of this report relies on an initial secondary review of data, studies, reports and policy documents about the labour market in Spain. The following criteria will be used to assess the labour market of the selected countries and the potential of the migration corridor:

1. **Demand Side Analysis in Selected Countries:** Demand Side Analysis in Selected Countries: Economic profile, demographic features, labour force characteristics, skill shortages, and surpluses in the destination country at the national and sub-national level. This section will also focus on key characteristics of the selected country's economy and labour force, including GDP per capita, foreign direct investment, net migration rates, and in/outflow of remittances.
2. **Existing Indian Population at Destination:** The size and characteristics of the existing Indian population in the destination countries – including the number of students, workers, family dependents, the number of residence and Blue Cards issued, permits for educational, family, and remunerated activities, and overall trends in the immigration of Indians over the years.
3. **Supply Side Analysis of Required Skills:** Mapping projected demand side shortages with India's skill profile and capacities across the sector's interest to understand the serviceable labour shortages in the selected country.
4. **Policy Landscape:** The bilateral and unilateral policy ecosystem that governs migration between India and the selected countries. It includes EC directives, national and sub-national level legislation in the countries including, entry-exit laws, employment, social security, and integration policies, sectoral policies, work permit policies for student migrants, bilateral agreements (labour mobility partnerships and social security agreements) with India as well as India's current emigration framework, and policies at the state level in India. This section will also focus on welfare systems in destination countries and the availability of upskilling initiatives like language training and on-site training for migrants in the selected countries.
5. **Integration Potential:** Programmes and policies to promote economic, social, and cultural integration of labour immigrants in general and those from India.

This report also utilizes stakeholder consultations in Key Informant Interviews to explore key labour migration issues from various perspectives, fill gaps in knowledge, and generate a qualitative understanding of Spain's migration corridor with India. The questionnaires for various stakeholders have been drafted based on the preliminary findings of the literature review, including the skill shortages, labour market conditions, and institutional frameworks on immigration and migrant integration. The stakeholder consultations also included interviews with members of the Indian diaspora. The next section of the report details the findings from the stakeholder consultations conducted with Spanish and Indian stakeholders.

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5. Key Informant Interview Findings

Presented below are the findings from interviews conducted with Spanish stakeholders across government ministries, employer associations, research organizations, trade unions, and members of the Indian diaspora in Spain. The broad themes of the findings include the labour market conditions in Spain, recruitment strategies, the potential of India as a source country and migrant integration policies.

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5.1 Labour Market Opportunities in Spain

In this section, the study aims to understand the labour market opportunities in Spain, including general shortage sectors, recruitment strategies, immigration policy, and challenges faced by migrants in the workforce. The section also looks at different source countries, including India, and opportunities for Indians in the Spanish labour market. It should be noted that, in this section, government implies the Government of Spain.

5.1.1 Labour Market Conditions and Key Sectors of Interest in Spain

Employment Levels Recovering Unevenly: Stakeholders across categories highlighted that Spain was a country of emigration till the 1980s, after which immigration to the country increased. The economic crisis from 2008 to 2014 led to many migrants leaving Spain to either return to their home countries or migrate to other European countries, the United Kingdom and the United States. According to a national trade union representative,⁵⁹ the economic crisis significantly impacted sectors such as construction, which had a predominantly migrant workforce. Multiple stakeholders from research organizations reported that the unprecedented COVID-19 pandemic followed the recovery from the economic crisis. According to the representative of an employer association,⁶⁰ COVID-19 affected all economic sectors, but the most severely impacted

⁵⁹ Interview Code IOM/5

⁶⁰ Interview Code IOM/7

were construction, tourism, commerce, hospitality and technology. Taking into account the economic slowdown due to COVID-19, the sectors creating the most jobs are, however, also construction, hospitality and the technological fields. Economic activity and employment are recovering to pre-crisis levels, albeit unevenly across sectors.

Key Sectors of Interest: Multiple stakeholders across categories highlighted sectors with labour shortages and potential for job creation. According to the Ambassador of India to Spain,⁶¹ all sectors in the country are fast growing, with the most potential for job openings in ICT, energy, infrastructure, the automotive industry, pharmaceuticals, aerospace, finance, tourism, and agriculture. Sectors like hospitality and tourism have a large requirement for workers, but the impact of the pandemic has adversely affected the tourism industry in particular. He further highlighted that there is scope for employment in sectors like nursing and elderly care, which are not often occupations sought by local populations. According to a trade union representative,⁶² the hospitality and construction sectors in Spain employ a large number of foreign workers. An employer association representative⁶³ stated that the care/nursing sector could bring in job opportunities since Spain needs care services to be developed, which could generate employment. The care sector would also generate greater demand for social and healthcare professionals, which the Spanish labour market needs to improve.

Stakeholders across categories mentioned that the agricultural sector in Spain has always had a large migrant workforce and continues to need more workers. The migrant population in Spain has been growing significantly, and several sectors across skill levels will require migrant labour. However, an employer association representative⁶⁴ cautioned that while there are several sectors with labour shortages, they also lack growth potential. Some examples cited included the fishing industry, international freight transport, and the health sector. Additionally, the representative shared that the construction sector requires almost 700,000 workers and roughly 10,000 vacancies in positions related to the digital economy and industry.

⁶¹ Interview Code IOM/10

⁶² Interview Code IOM/5

⁶³ Interview Code IOM/7

⁶⁴ Interview Code IOM/7

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A research organization representative⁶⁵ stated that the pandemic caused an increase in demand for software developers and researchers. In 2022, 50 per cent of ICT companies were looking to hire more professionals. Different multinational companies in IT hub cities like Barcelona are working together to attract foreign talent.

Labour Market Dual and Segmented: According to a research expert,⁶⁶ the Spanish labour market is dual and segmented. There are many jobs that Spanish nationals do not perform, which are relegated mainly to migrant populations. A significant example is the agricultural sector, which is not lucrative in Spain but has a predominantly migrant workforce. Sectors dominated by migrants, such as care work and agriculture, are often highly irregular in employment. The agricultural sector is not attractive to Spanish locals or even intra-EU migrants, which created the need for other developing country nationals to work in seasonal, temporary work roles. The research expert voiced a concern that since sectors prioritized to attract foreign workers are typically not attractive to locals, the dualization of the labour market will persist.

5.1.2 Recruitment Strategies and Source Countries

Migrant Workforce for Shortage Occupations: A representative from a trade union⁶⁷ explained the institutional framework for recruiting foreign nationals in Spain, which involves establishing a national catalogue

⁶⁵ Interview Code IOM/3

⁶⁶ Interview Code IOM/2

⁶⁷ Interview Code IOM/6

of jobs that are difficult to employ Spanish nationals. This process begins with employers giving estimated labour needs to a tripartite Labour Commission, made up of government representatives, employers and trade unions like the General Union of Workers (UGT) and the Workers' Commissions (CCOO). The government compiles the national catalogue of jobs that could attract foreign workers and checks the job offers and collective agreements before allowing employers to recruit migrant workers by connecting them to Spanish consulates in source countries. A representative from an employer association⁶⁸ validated the existence of the national catalogue and added that the catalogue accounts for the national employment situation. However, a national trade union representative⁶⁹ pointed out that this national catalogue needed to be updated at the time of Spain's economic crisis (2008) since all jobs were needed for Spanish nationals, given the poor employment situation in the country. Further, a government representative⁷⁰ added that the catalogue, now updated quarterly, does not provide thorough information on sectors requiring migrant workers.

Differing Recruitment Strategies Across Sectors: Stakeholders across categories highlighted that recruitment of migrant workers to Spain changes as per the sector needing a foreign workforce. According to a trade union representative,⁷¹ migrants are recruited to work on a seasonal basis in the agriculture sector. These short term migrants are allowed to work through an agricultural campaign and then return to their countries of origin. Seasonal workers in agriculture may have a temporary residence permit and do not have legal residence provisions in Spain but can return yearly. The representative stated that employers are responsible for arranging accommodation in Spain and paying the travel expenses of seasonal migrant workers. The number of workers allowed to enter Spain for seasonal work is determined a year prior. In 2020, a tripartite agreement was created for best practices for seasonal workers in agriculture.

The trade union representative shared that this agreement detailed the rights, dignity, protections and

access to services for seasonal agricultural workers. A recruitment agency representative,⁷² with experience in facilitating recruitment of Indians to Spain added that independent professionals with a degree and required qualifications could apply to immigrate and work in specific sectors such as telecom, care and nursing. Multiple stakeholders highlighted, however, that recognition for foreign qualifications in Spain could be better, and the process could be less time-consuming. Highly qualified professionals, particularly in the IT sector, could obtain sponsorship and be transferred to a Spanish company branch as part of an intra-corporate transfer. A research organization representative⁷³ shared that a Spanish law in effect since 2013 identifies certain job profiles in the ICT sector, start-up and entrepreneurial fields as a priority to attract foreign workers. Foreign nationals applying for such profiles can avail of fast-tracked recruitment, visa and immigration processes with the support of their employer.

Traditional Source Countries and Gender Composition: Multiple stakeholders stated that the migrant workforce in Spain predominantly hails from Latin American countries. The representative of the Indian mission in Spain⁷⁴ mentioned that most migrants from Latin America are blue-collar workers, which leaves a labour demand in professional roles and high skill occupations. A research expert⁷⁵ shared that other source countries for Spain include Morocco and sub-Saharan African countries like Senegal. Stakeholders across categories pointed out Morocco as a source country, particularly for agricultural work. A trade union representative⁷⁶ stated that an estimated 15000 workers from Morocco are involved in strawberry picking campaigns in the Andalusia region of Spain. A government representative⁷⁷ stated that the Spanish government has partnerships on circular migration in the agriculture sector with 13-14 countries in Latin America and is exploring partnerships with other Latin American and African countries across sectors. According to a trade union representative,⁷⁸ between 2009-2021, 1.3 million Latin American migrants acquired Spanish nationality, since they have easier access to it than other migrant groups. The care

⁶⁸ Interview Code IOM/7

⁶⁹ Interview Code IOM/6

⁷⁰ Interview Code IOM/1

⁷¹ Interview Code IOM/6

⁷² Interview Code IOM/8

⁷³ Interview Code IOM/3

⁷⁴ Interview Code IOM/10

⁷⁵ Interview Code IOM/2

⁷⁶ Interview Code IOM/6

⁷⁷ Interview Code IOM/1

⁷⁸ Interview Code IOM/5

sector, in particular, is dominated by Latin American women workers, according to a research expert⁷⁹ who highlighted the gendered nature of migrant workers in the sector. In other sectors, such as agriculture, the gendered nature of work persists. One example shared by a trade union representative⁸⁰ is strawberry picking which is considered to be better for women workers since it requires dexterity and careful handling of produce. Working with livestock is typically considered suitable for male workers in standard agricultural work.

5.1.3 Immigration Process and Policies

Evolving Immigration Policy: According to a trade union representative,⁸¹ Spain was a country of emigration till the 1980s, and hence immigration policy is still relatively new. The Spanish immigration system is governed by two types of law, according to a recruitment agency representative.⁸² One is the global mobility law, which allows the recruitment of foreign workers without considering Spain's employment scenario. The second law requires proof that the particular profile to be hired cannot be found in Spain, so a foreign national must be recruited. Multiple stakeholders across categories also stated that in comparison to other EU countries, Spain has a relatively flexible approach to migrants and foreign nationals entering the country.

Bureaucratic Processes Complicate the Immigration Process: A recruitment agency representative⁸³ shared that the immigration process can be long-drawn and very time-consuming for foreign workers.

A recruitment agency representative shared that the immigration process can be long-drawn and very time-consuming for foreign workers. The Spanish consulates in source countries often do not have the capacity considering their volume of work, which causes delays in the immigration process. Further, Spain requires apostille verification of documents possessed by foreign nationals. All documents must be legalized and translated into Spanish by a translator registered under the Ministry of Foreign Affairs in Spain, which can be expensive. A

A recruitment agency representative shared that the immigration process can be long-drawn and very time-consuming for foreign workers. The Spanish consulates in source countries often do not have the capacity considering their volume of work, which causes delays in the immigration process.

representative for an employer association⁸⁴ pointed out that the COVID-19 pandemic has severely impacted global labour mobility, and the international restrictions imposed on the movement on entry of foreign nationals also complicate the immigration process. The recruitment agency representative added to this by highlighting that health requirements, vaccination proof, and PCR tests are now equally important documentation for foreign nationals coming to Spain. With the pandemic, immigration applications became digitized, which helped to significantly streamline the process, despite challenges with documentation that require in-person verification.

5.1.3 India as a Source

Indians a Minority Diaspora: Multiple stakeholders across categories highlighted that India is not currently a major source country for migrant workers to Spain. According to an employer organization representative,⁸⁵ there are currently 50,000 Indians residing/working in Spain, which is not a significant number compared to diasporas from Morocco (700,000) or Romania (600,000). A research expert⁸⁶ Spain is not a big destination for Indians, who may prefer other European countries with better pay and working conditions. It was validated by the representative of the Indian mission in Spain,⁸⁷ who added that the lack of a pre-existing Indian community in Spain and no historical linkages between the two

⁷⁹ Interview Code IOM/4

⁸⁰ Interview Code IOM/6

⁸¹ Interview Code IOM/6

⁸² Interview Code IOM/8

⁸³ Interview Code IOM/8

⁸⁴ Interview Code IOM/7

⁸⁵ Interview Code IOM/7

⁸⁶ Interview Code IOM/2

⁸⁷ Interview Code IOM/10

countries also impedes further migration from India. A representative from a research organization⁸⁸ also shared that India has not been a major source country for professionals in Spain's IT sector. Spanish business schools have become a destination for Indian students, but most do not stay for work and may migrate to other European countries. A trade union representative⁸⁹ shared that many Indian migrants to Spain are self-employed and make up a large share of social security contributions. The representative speculated that Spain's slow system of foreign qualification recognition may have led Indians and many Asian migrants to take up self-employment. An industry body representative⁹⁰ also shared that Indians are involved in small businesses and retail ventures. A recruitment agency representative⁹¹ shared their experience recruiting Indian engineers and professionals to work in Spanish petroleum companies. The representative highlighted a big difference in the training and working practices of Indians and Spanish locals. Many Indian professionals transferred to other companies or countries after two years in the company they were initially recruited. Concerning the immigration process, given the vast regional differences in India, obtaining documentation and verifying them is a major challenge. A representative of a research organization⁹² shared that the easiest way for Indians to migrate to Spain may be as students, following which they can switch to a work permit. Other visa options include the Investor/Golden visa and family reunification visa.

Opportunities for Indians and Room for Bilateral Cooperation: According to an employer association representative,⁹³ bilateral agreements between the Indian and Spanish governments could facilitate the entry of migrant workers to Spain. A government representative⁹⁴ also pointed out room for bilateral partnerships between India and Spain, especially since Spain has not signed a labour mobility agreement in recent years. According to a research expert,⁹⁵ India could pursue bilateral partnerships with Spain that focus on key sectors such as IT because the perception of Indian workers is that they were instrumental in the externalization of the US and UK technological enterprises. Multiple stakeholders from the research

organization category added that the IT sector is a good avenue for international employees since proficiency in Spanish is not a strict requirement for professionals in the sector. According to the Indian Ambassador to Spain,⁹⁶ there is a high demand for English teachers in Spain and for Indians to work in the education sector. The salaries are low, and the education sector is subsidized, which does not make it attractive for a workforce from countries like the UK to enter this sector. It may provide an opportunity for Indians to work as English teachers, educators and professors in Spain. Students also have a huge opportunity, given that Spain has some of the best business schools, engineering colleges and medical schools, which Indian students often seek. Student migration from India to Spain is relatively low due to the preconception of language barriers and since Spain is yet to identify India as a source of international students and attract them. There is also great potential in the agricultural sector, where Indians can be sent as temporary migrant workers for occupations like fruit picking.

A representative from a recruitment agency⁹⁷ also recommended that in pursuing bilateral dialogue, India should try to streamline the immigration process to Spain, which currently requires much documentation and is very time-consuming. A trade union representative⁹⁸ recommended pursuing a Social Security Agreement to protect the rights of migrant workers, especially those who are self-employed. Further, they recommended bilateral partnerships and agreements on student mobility now that Spain is increasingly becoming an academic destination for Indian students. A research organization representative⁹⁹ highlighted that while there is room for a labour mobility dialogue between India and Spain, Ukrainian refugees arriving in Spain may change the realities of the labour market opportunities in the country.

5.2. Integration of Foreign Workers

This section focuses on the integration experiences, challenges, and prospects of foreign workers in Spain. It looks at the role of language in professional and personal

⁸⁸ Interview Code IOM/3

⁸⁹ Interview Code IOM/5

⁹⁰ Interview Code IOM/9

⁹¹ Interview Code IOM/8

⁹² Interview Code IOM/4

⁹³ Interview Code IOM/7

⁹⁴ Interview Code IOM/1

⁹⁵ Interview Code IOM/2

⁹⁶ Interview Code IOM/10

⁹⁷ Interview Code IOM/8

⁹⁸ Interview Code IOM/5

⁹⁹ Interview Code IOM/4

lives, cultural differences, the role of family migration and the integration policies of Spain.

5.2.1 Integration Policies and Challenges

Decentralized Integration Policies: A government representative¹⁰⁰ stated that the country wants migrants to integrate and feel included easily. During the pandemic, Spanish society realized that migrants have been at the frontline in agriculture, elder care, domestic services, commerce, and other sectors. The government representative stated that Spain is implementing schemes to help migrant integration, such as a minimum living income for all those who have lived in Spain for one year. New schemes for upskilling and the creation of talent scholarships are also underway and will receive financing from the European Union. An expert¹⁰¹ shared that while the central government governs immigration policies such as visas, citizenship, and permits, integration services such as social services are under local and regional authorities. Some regions (Barcelona, Valencia, Basque Country, Andalusia) have traditionally been migrant destinations; hence, integration has been a focus in their regional policies. However, other regions of Spain that are not key destinations still need to understand their migration realities better and implement policies accordingly. The government representative¹⁰² added that regional authorities, especially those with high foreign populations, need integration programmes to be more actively implemented, especially in language and upskilling programmes.

Political Sentiments towards Migrants: Government and research organization representatives highlighted that Spain has been unique in Europe, as migration was not a public debate. This exceptionalism could be attributed to civil society favouring immigrants and refugees, autonomous communities and perhaps Spain's history as a country of immigration.¹⁰³ In recent times, however, government representatives and research experts highlighted the rise of political parties with critical views on migration, which directly impact

A government representative¹⁰⁰ stated that the country wants migrants to integrate and feel included easily. During the pandemic, Spanish society realized that migrants have been at the frontline in agriculture, elder care, domestic services, commerce, and other sectors.

migrant lives and their integration. A government representative¹⁰⁴ also shared that efforts are ongoing to develop a national strategy of inclusion that can be implemented for the entire Spanish society.

Challenging Working Conditions: A research expert¹⁰⁵ stated that irregular work is one of the biggest challenges in the Spanish labour market, and it especially impacts migrant workers. An example is the care sector, where female migrants work without the protection of labour rights and no limitation in working hours. The expert elaborated that it is difficult for labour rights protection to be supervised and regulated within private houses in the case of home care. A trade union representative¹⁰⁶ shared that seasonal workers in agriculture also face challenges regarding housing, working conditions and low wages.

Daily Challenges to Integration: According to a research expert,¹⁰⁷ the discrimination faced by migrants in Spain is not related to legal or legislative issues but daily instances of discriminatory behaviour, most notably regarding access to public services. Multiple stakeholders across categories pointed out that the bureaucratic and administrative processes in Spain are slow, and based on the regions in the country, this could complicate access to facilities for migrants.

¹⁰⁰ Interview Code IOM/1

¹⁰¹ Interview Code IOM/2

¹⁰² Interview Code IOM/1

¹⁰³ Amat I Puigsech & Garcés-Masareñas (2018), Politicization of immigration in Spain: an exceptional case? Common European Asylum System Evaluation, Retrieved from: http://ceaseval.eu/publications/14_AmatGarcés_VP5_Spain.pdf.

¹⁰⁴ Interview Code IOM/1

¹⁰⁵ Interview Code IOM/2

¹⁰⁶ Interview Code IOM/6

¹⁰⁷ Interview Code IOM/2

5.2.2 Role of Language

Multiple respondents from stakeholder categories stated that language is critical in migrants' access to labour market opportunities and integration outcomes. A recruitment agency representative¹⁰⁸ shared that in certain sectors, such as care work, knowledge of Spanish is essential since the elderly do not speak English. In elderly care, cultural differences may also pose a challenge. A research expert¹⁰⁹ also highlighted that families of the elderly might prefer caregivers from Latin American countries who have cultural similarities and knowledge of the language. A research expert¹¹⁰ pointed out that some public service authorities are not well adapted to language diversity, which creates a challenge for migrants who do not know Spanish to access social security or other public services effectively. A representative from a recruitment agency¹¹¹ also pointed out that the role of language will change across different regions of Spain. For instance, in Catalonia, Catalan is used in the public sector, universities, schools, and migrants may need knowledge of the regional languages and dialects rather than just Spanish.

5.2.3 Family Reunion

According to a research expert,¹¹² Spain follows the EU directive on family reunification. If an individual has lived in Spain for at least a year and has housing arrangements, they can request family reunification. The biggest challenge is the time-consuming bureaucratic process which also creates problems with migrant integration. The expert also shared that Moroccan migrants have more problems in family reunification than Latin American nationals. A recruitment agency representative¹¹³ highlighted that highly qualified professionals can easily bring their families to Spain under the global mobility law. They would require documentation like birth certificates and marriage certificates as proof which will allow them to either bring their family along or allow the family to join the professional at a later time. Aside from highly qualified professionals, migrant workers can bring their families to Spain after two years of living there. The representative

from a recruitment agency¹¹⁴ also pointed out the challenge of proving economic dependence to bring older children to Spain. In the case of Indian migrants, another challenge arises when trying to bring extended family members into Spain since several Indians have different cultural considerations of what constitutes a family, which includes relatives such as in-laws.

5.3 Voices from the Diaspora

“Spain is not a big destination for people to come to, but it is changing, especially in regions like Bilbao that are making a lot of changes to internationalize the community and attract international talent.” – Diaspora Interview 1

Changing View of Spain as a Destination: Respondents mentioned that Spain was traditionally viewed as a tourist destination. However, the image is evolving, and members of the Indian diaspora reported viewing Spain as a destination for pursuing higher studies and work. One diaspora member shared that their reason for migrating to Spain was to gain exposure to foreign education, which has become increasingly preferred in the Indian job market. Indian diaspora members reported Indian students coming to Spain to study in fields such as business, management, biological research, organic chemistry, and practical physics. There needs to be more connectivity between India and Spain. Respondents mentioned that direct flights from India to Spain could have been higher or more available. Respondents also shared that many cities in Spain are greatly internationalized. For instance, Madrid and Barcelona can be considered global cities. One respondent also noted that while some regions are increasingly trying to attract foreign nationals, there are few opportunities for professionals or students across the country, making mobility and living in Spain very difficult.

“One thing that people should know about Spain is that people do not work from July to September. So, if you want to get anything done within this time frame, things will get delayed. It is because of summer holidays, and people are on month-long leaves.” – Diaspora Interview 2

¹⁰⁸ Interview Code IOM/8

¹⁰⁹ Interview Code IOM/2

¹¹⁰ Interview Code IOM/2

¹¹¹ Interview Code IOM/8

¹¹² Interview Code IOM/2

¹¹³ Interview Code IOM/8

¹¹⁴ Interview Code IOM/8

“Recently, this anti-immigrant sentiment has been on the rise, and because I’m a professional, I don’t directly face racism or hate speech. But I see it in the media, in posters with more and more people talking about this anti-immigrant wave of politics.” – Diaspora Interview 8

Culture Shock & Discrimination: Respondents from the Indian diaspora reported feeling a cultural shock, particularly in terms of the relatively slow-paced lifestyle in Spain. Members of the diaspora mentioned that living in an Indian metropolis has made them accustomed to fast-paced lives, whereas even the work culture in Spain is comparatively relaxed. Respondents also mentioned that diversity in cuisine is common to both cultures. One respondent pointed out that the routines of people in Spain are similar to Indian cities, with the day ending relatively late at night compared to other European countries. Indian diaspora members who are students mentioned that while cultural differences exist, they become part of an existing network of international students who can navigate life in Spain. Few respondents mentioned discrimination, particularly in the case of housing, where they could only view an accommodation with a Spanish person accompanying them. A majority of respondents, however, reported that Spanish society is generally friendly, warm and helpful, especially in cases where an international student/professional is not proficient in Spanish. They highlighted that while people in Barcelona and Madrid are very welcoming, in some regions like Catalonia, they tend to be polite but not as friendly.

“Language in Spain is a lot like travelling across Indian states, just knowing Spanish doesn’t guarantee you’ll face no communications issues.” – Diaspora Interview 9

“If you travel to regions like Catalonia, people don’t even want to speak in Spanish.” - Diaspora Interview 5

“There are no compulsory language learning requirements if you’re enrolled in PhD programmes or research programmes because most of the courses are taught in English. In the case of working professionals, there are optional courses that you can take up to learn the language. Language learning also becomes necessary depending upon where you’re staying in Spain.”- Diaspora Interview 4

Role of Language: Most respondents did not have language prerequisites as part of their education in Spain at a graduate or doctoral level. In the undergraduate courses, however, some courses are taught only in Spanish, which is a challenge for international students.

Respondents from the Indian diaspora reported feeling a cultural shock, particularly in terms of the relatively slow-paced lifestyle in Spain.

Members of the Indian diaspora also mentioned that knowing regional languages is helpful, especially in areas like Catalonia and Basque Country, because even Spanish would not help in effective communication. Respondents also mentioned government-provided Spanish lessons and regional language classes, which are free or require a one-time registration fee. All respondents brought up the process of translating documentation into Spanish, which is part of the immigration process. The Spanish government has certain translators who are recognized, and Indian migrants can only use these official translations in their immigration process. According to one respondent, regardless of the location in Spain, administrative authorities do not speak English which is a challenge for foreign nationals.

“For less travelled destinations in Europe like Spain, documentation is not specified clearly which causes a lot of issues in arranging all the documents needed for visa applications.” – Diaspora Interview 1

“Most of the visa processes get delayed or get confused because of unclear instructions or incomplete web information. The Spanish embassy is very ‘lethargic’. It is neither communicative nor helpful. There are appointment issues and bureaucratic problems.” – Diaspora Interview 5

Administrative Challenges: Respondents mentioned significant challenges in their immigration process due to problems with document translation, unclear information and delays in the Spanish bureaucratic system. In Spain, respondents shared that the administrative procedures and institutes are different in autonomous regions like Basque Country than in the rest of Spain. Migrants in Spain require identity cards as physical identification, which can be obtained at a police station. Healthcare benefits and systems vary depending on the area of residence in Spain. According to one Indian diaspora member, the banking system in Spain is not as technologically advanced as in most Indian cities. The diaspora member also highlighted that most administrative mechanisms in Spain are unclear and do not even have proper sources of information online.

6. Conclusion

Economic activity and employment in Spain are recovering to the levels before the COVID-19 pandemic, albeit unevenly across sectors. Sectors such as hospitality and construction employ the largest number of foreign workers, and sectors like IT, health, and social care also have labour demands. Several sectors in Spain have labour shortages. They also need growth potential.

6.1 Key Takeaways

- Economic activity and employment in Spain are **recovering to the levels before the COVID-19** pandemic, albeit unevenly across sectors. Sectors such as **hospitality and construction** employ the largest number of foreign workers, and sectors like IT, health, and social care also have labour demands. Several sectors in Spain have labour shortages. They also need growth potential. The Spanish labour market is **dual and segmented**, where migrants work in professions and sectors that are not lucrative to locals or even migrants from within the European Union
- Recruitment of migrant workers in Spain changes across the sectors having labour shortages, and migrants are recruited for **short term, seasonal work** in sectors like agriculture. Several stakeholders identified that Spain has **historical and cultural ties to Latin American countries**, making them the traditional source countries for migrants to Spain. Other traditional source countries for migrant workers in Spain include **Morocco**, Romania and sub-Saharan African countries that are in geographical proximity.
- **Immigration policy is still relatively new to Spain**, which had been a country of emigration until the 1980s. Spain is unique among European countries in migration, not being a highly politicized issue in the country, and Spain has maintained a **relatively flexible approach to migrants** entering the country. The immigration process for nationals from developing nations entering Spain is **time-consuming** and multiple stakeholders have highlighted bureaucratic challenges to the immigration process, such as apostille verification, translation of documentation, etc.
- **India is not a major source of migrant** workers in Spain, and other European countries may be preferred destination countries due to better pay and working conditions. Indians in Spain often engage in trade and entrepreneurial ventures and are occasionally self-employed. Highly skilled sectors like **IT may present an opportunity for Indian workers** since they do not have a strict requirement for Spanish language proficiency. With several Indian students viewing Spain as an academic destination, **India could work to develop student mobility pathways** to Spain.

- Spain's **integration policies are decentralized** and regional authorities are responsible for providing social services and welfare to migrants. While some regions have traditionally been migrant destinations, other regions are relatively new destinations for migrants, and local governments are still actively working to implement integration policies. **Irregular work is a huge integration challenge** to migrants in Spain, as they have little to no social protection, poor working conditions and low wages. Multiple stakeholders and diaspora members have highlighted the **critical barrier of language** faced by migrants, particularly the challenge of regional languages that differ across Spain and are as required as knowledge of Spanish. Language barriers also challenge bureaucratic processes and access to social services. Indian students in the diaspora community shared

that while language is not a prerequisite in their educational programmes, it has a critical role in their integration into Spanish society.

6.2 Limitations

- This report is limited in representing both Indian and Spanish government stakeholders. Some stakeholders could also not participate in the study due to the evolving geopolitical situation in Ukraine, which many Ministries occupied during the interview periods.
- This report is also limited in the number of recorded stakeholder consultations, with key stakeholders in various categories declining to participate. The reason provided was that India is not a major country of origin for migrants in Spain, so the stakeholders did not feel they could provide rich insights into Indian immigration to Spain.

ANNEX- I

The findings in this report draw from **19 interviews – 10 key informant interviews and 9 diaspora interviews.**

Stakeholder	Stakeholder Category
1. Ministry of Foreign Affairs (IOM/1)	Government
2. Instrategies (IOM/2)	
3. Barcelona Global (IOM/3)	Research Organizations, Multilaterals, Experts
4. CEPAIM Foundation (IOM/4)	
5. General Union of Workers-UGT (IOM/5)	Trade Unions
6. Workers Commission- CCOO (IOM/6)	
7. Confederation of Employers and Industries of Spain (IOM/7)	
8. Employee Mobility Solutions (IOM/8)	Employer Associations, Recruitment Agencies
9. Spanish Business Confederation of the Social Economy CEPES (IOM/9)	
10. 9 Indian students and working professionals	Indian Diaspora
11. Embassy of India to Spain (IOM/10)	Indian Stakeholder

ANNEX- II

The full written response provided by the Ambassador of India to Spain is presented here:

Fast-growing sectors and job openings: Spain, a mixed economy with various sectors to work in, has a broad range of potential avenues to explore. The rapidly growing sectors with the most potential for job openings are tourism, ICT, energy, automotive industry, pharma, aerospace, and Agriculture. Recently, there have been many opportunities for teaching the English language as more people are interested in learning English.

The COVID-19 pandemic hit the Spanish economy hard; hence, the employment prospects in all sectors were affected. The tourism sector accounts for 12.7 per cent of the GDP and 12 per cent of jobs. Due to uncertainty and caution, it has been badly affected by restricted movement and lower demand for the tourism sector. Due to their reliance on tourism, the Balearic and Canary Islands, along with certain provinces along the Mediterranean coast, were the hardest hit regions. More importantly, those sectors most exposed to the restrictions are labour-intensive. As a result, they require less growth than other sectors to increase employment. The sectors most sensitive to the restrictions (retail, tourism, transport and leisure) can create jobs faster than other sectors, heralding a potentially faster recovery in employment than initially expected.

Trends in recruiting migrant workers: In the last two decades, the proportion of foreigners has increased to 12.1 per cent of the registered population (more than 5.7 million people), making Spain the country with the second-highest number of foreigners in the European Union (EU-27) after Germany. Spanish Labour Force Survey data from 2000-2011 shows that immigrants who arrived before the 2008 recession had little trouble finding work immediately. However, those who arrived after 2008 struggled to find work as Spanish unemployment rates skyrocketed. Immigrants'

characteristics had a limited effect on their employment trajectories. All groups who arrived before the recession had higher employment rates the longer they stayed in Spain. However, some groups started in a better position than others.

- Most of the immigrants after the recession came from Latin America (mainly Ecuador, however, increasingly from Venezuela and Mexico also) and Eastern European countries.
- The share of immigrants from EU-15 countries and African countries has decreased.
- Immigrants from Latin America had the easiest time finding work within their first year in Spain.
- African immigrants had the lowest employment rates on arrival.
- Men started in a better position than women and maintained their advantage over time.
- Individuals from EU-15 countries were least likely to be employed in lowest skill work and the most likely to be in high skilled jobs, even compared to natives.
- Immigrants with secondary education or below were twice as likely as more educated immigrants to be in the lowest skilled jobs. However, more highly educated immigrants were still ten times more likely to have low skilled employment than their native counterparts.
- Upon arrival, immigrants were more likely to be employed in sectors with high shares of low-skilled jobs, such as construction services.

Spain's flexible secondary labour market allows immigrants to find work and move up over time easily. In the long term, Spain will likely need immigrants to

cover labour shortages because of its ageing population and the emigration of native-born workers to other countries. As Spain works towards economic recovery, policymakers should consider the implications of this report's findings for integrating future immigrant workers. The findings suggest that finding middle skilled work alone is not enough for many workers. Integration policies could help workers transition from the secondary to the primary labour market to find their way into more stable employment.

Initiatives for reskilling and upskilling of migrants:

In Spain, The Ministry of Employment and Social Security finances programmes that provide immigrants with employment support and Spanish language training.

The State Public Employment Service (SEPE), with the collaboration of the State Foundation for Training in Employment (Fundae), is launching a training programme (through public subsidies) for the tourism industry within the framework of the National Plan for Recovery, Transformation and Resilience in 2022.

The call for proposals for State-wide training programmes was designed to finance upskilling and reskilling training actions for people employed in the tourism sector (including immigrant workers). It aims at fostering opportunities for professional promotion and personal development that will favour the relaunching and improvement of the competitiveness of the tourism industry while responding to the impact of the crisis unleashed by the COVID-19 pandemic. These programmes primarily address employees in the tourism sector who provide paid services in companies or public entities (out of the scope of training agreements in public administrations) and self-employed workers in the same field.

1. The Spanish Recovery and Resilience Plan (RRP) targets the labour force, and aims to reinforce the importance of lifelong learning and reform Vocational Education and Training (VET) on digital skills, including immigrant workers. The Spanish plan aims to address this high unemployment rate amongst youth and, at the same time, mitigate the impact of the COVID-19 pandemic on young people's employment prospects through an investment of €9 billion.
2. The Foundation Esplai runs the "Conecta Joven" project, which involves 23 centres throughout the country and provides basic ICT skills targeting

women over 45, older people and immigrants. The instruction is given by young people recruited and trained to work as project "motivators". Key partners include the Microsoft Corporation, Wrigley, the Ministry of Employment and Social Affairs, the Ministry of Education, Culture and Sport, Injuve and NGOs. The principles of this project are intergenerational collaboration promoting citizenship among young people and older members of society, facilitating the acquisition of digital skills of vulnerable groups, fostering service and life-long learning and strengthening social inclusion and local social networks among participants and institutions.

Best practices for challenges faced by migrant workers:

First and foremost, the Ministry of Employment and Social Security finances programmes for migrant workers to learn the Spanish language, which is very important as the country does not have many English speakers. Migrant workers in Spain were more likely to end up in temporary jobs, which had no job security and added benefits, and they also had a higher chance of being unemployed.

India as a source: India is not a prominent source region for immigrant workers to Spain. According to the National Institute of Statistics of Spain (INE), India ranks 65th in the number of immigrants who came to Spain in search of jobs and education. In total, just 3026 Indians came to Spain in 2020, which was lower than in 2019 when 7171 Indians came. Of the 3026 Indians who came to Spain, about half (1261) came to Barcelona.

Factors that impede migration from India to Spain

- The migration and mobility agreement between Spain and India has not been signed, so it is not easy to get a job visa.
- **Spanish language barrier** - Although Spanish is one of the most popular languages in the world, it is not popular in India. Students prefer to learn German or French as they think it would be more useful in Europe than to learn Spanish and come to Spain.
- **Spain never had historical linkages with India** - Indians do not have any historical memory about Spain, and as a result, even though one of the more developed nations, Indians do not aspire to work and study in Spain.

- Spain has comparatively lower income and minimum wages compared to other European nations. As a result, even the immigrants who would move to other European countries in search of better prospects do not consider Spain an alternative.
- There is no pre-existing Indian migrant community in Spain, which impedes further migration from India to Spain.

India is not a prominent source of international students in Spain. Spain has not set a specialized educational system in the universities to which Indian students are attracted, like Medical Post Graduation in the UK or Engineering in Germany. Moreover, learning the Spanish language would be essential as there is no alternative language as common and impactful in the country. Indians do not have the opportunity to learn Spanish at home and very few students select Spanish as the second language in comparison with French or German, given an opportunity.

Spain has a specific law which allows students who have been in Spain for a year to stay for additional 12 months in order to search for a job or to start their own company. However, there are some conditions. For instance, students should be highly qualified for the job position they are applying for, and the job profile must be a technical or managerial position with a high salary (as we briefly went over in the last section). One must meet two main requirements: first, demonstrating that one possesses 7.000€ (or more) in a bank account, and second, having a Spanish medical insurance contract without co-payments.

There is also the option to switch from a student visa to an internship residency; in this case, there is no minimum period of study to do so. The most important requirement is to be a student on a student visa or to have completed the course (which must be level 6 or higher) within no more than 2 years.

Work permit as an employee- To get a work permit after education, the student needs to get a job offer, and they will be granted the permit to work. The procedure is simple, and nearly every job position will work. However, the condition is that they must be living in Spain for at least 3 years. It is also dependent upon the government of the autonomous community.

Work permit as a self-employed worker/ self-made entrepreneur- This type of work permit is more complicated. A student must present a business plan,

which is not easy. The business plan must clearly define the company's activity, including a financial projection and having all the required sections. Therefore, they must put time and effort into it.

Impact of COVID-19 on mobility: COVID-19 has profoundly impacted the mobility of migrant workers to Spain in the years 2019 and 2020. However, the Spanish economy made an astonishing comeback in the year 2021. Spain produced the highest number of new jobs after recovering from the setback due to COVID-19. Thus, the harshest impact of COVID-19 has been short term, and Spain has already recovered from the impact. However, the effects would be seen in the medium term as well.

Role of Language: Knowledge of Spanish is of utmost importance in Spain regarding the integration of immigrants. Doing a job and climbing up the ladder to get a better job, salary, and prospects would be extremely difficult without knowledge of Spanish because there is no alternative language as popular as Spanish in the country. In some areas, such as Basque country and Catalonia, knowledge of the native language, Catalan and Basque, is very important. However, with the knowledge of Spanish, the person could manage.

Family reunification and permanent residency: If one has lived in the country for 5 uninterrupted years, one can apply for permanent residency in Spain. This kind of permit allows non-EU citizens to stay in Spain over the long run. One needs to renew their residence card every 5 years. The conditions under which one will be living in the country are the same as those of Spanish citizenship; therefore, it can be the preferred option, as it is the most straightforward.

After 10 years of living in Spain, one can obtain Spanish nationality, thus becoming a Spanish citizen. The main downside of using this path to get the long run residency is that one will need to renounce their original nationality (to get the Spanish one). If preserving original nationality is essential, permanent residency is the better option.

There are four main ways of obtaining Spanish nationality:

- By having lived enough years in the Spanish country (citizenship by residency)
- By marrying a Spanish national (citizenship by marriage)

- By being a descendant or grandchildren of a Spanish citizen (citizenship by descent)
- And through your children (citizenship by option)

The family reunification visa is the immigration procedure through which a non-European citizen with a residence permit in Spain can bring their relatives to the country, granting them a residence and work permit. It is important to remember that only those foreigners in Spain who have renewed their initial residence authorization are eligible to begin this process. If a person has been legally in Spain for less than a year, they cannot regroup family members. They must have a renewed residence permit. In addition, and as a general rule, they need to demonstrate that the relative migrating to Spain depends economically on the person.

Bringing family to Spain: A person can regroup their parents or parents-in-law (ascendants), children or the children of their partner (descendants), and their spouse or common-law partner. The general procedure to regroup relatives is always the same. The only difference lies in the specific requirements or documents requested according to the family member with whom the person wishes to regroup.

It is imperative to remember that we can only regroup children under 18. Only in the case of family reunification under the Community regime will it be possible to regroup children over 18 years of age, but only till 21.

In the latter case (regrouping of children between 18 and 21 years old), it will be essential to demonstrate that they are studying (with a university certificate) and that they are economically dependent on the person (father or mother). It is not possible to regroup them if they have a job contract.

The 21-year limit may be exceeded only in cases where the child has a demonstrable and sufficient disability to need their parents to be in charge of them. In addition, it is also not possible to regroup grandchildren. The other additional requirement includes the birth certificate that needs to be submitted to the immigration office.

The Spanish language would be a barrier to all these as they need proficiency in the language along with all other criteria.

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