

MORE YEARS

BETTER LIVES

**“Health, Ageing & Migration: new patterns of demographic change  
Past work and future challenges of the JPI MYBL”**

*Rome - 1-2 December 2016*

# **New welfare models in action!**

## **Evidence of successful experiences**

### **(with a focus on long-term care)**

**Giovanni Lamura**

on behalf of: Francesco Barbabella, Carlos Chiatti, Mirko di Rosa, Cristina Gagliardi, Maria Gabriella Melchiorre, Roberta Papa, Flavia Piccinini, Andrea Principi, Sabrina Quattrini, Sara Santini, Marco Socci



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# **Contents of presentation**

**1. Introduction: a conceptual framework**

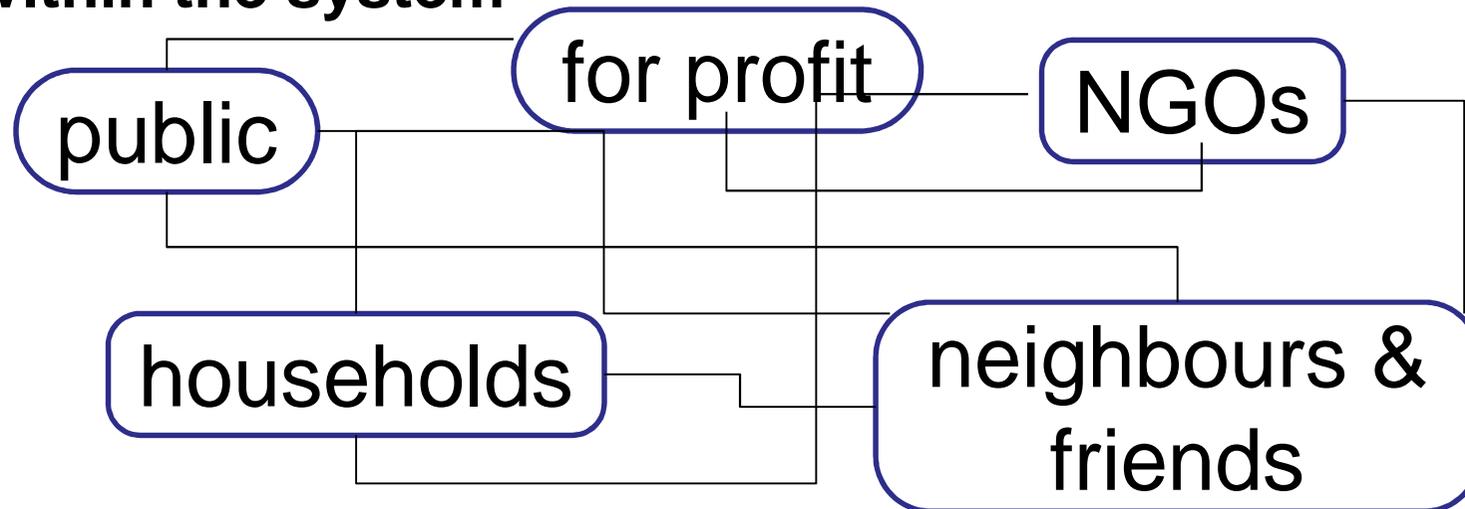
**2. Developments on the demand side of LTC**

**3. Promising experiences in LTC provision**

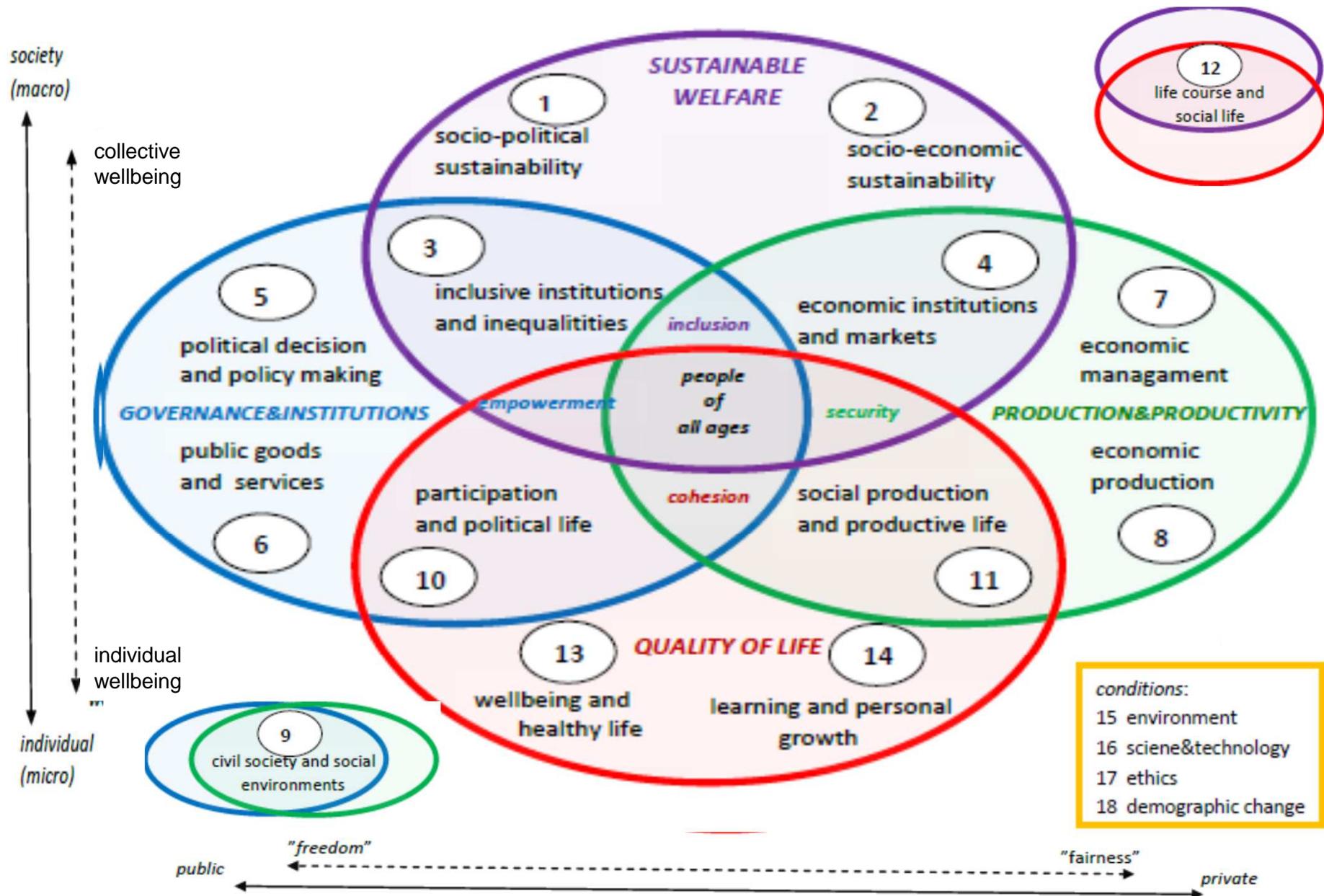
**4. The multifaceted relationship between migration & LTC**

# Welfare models

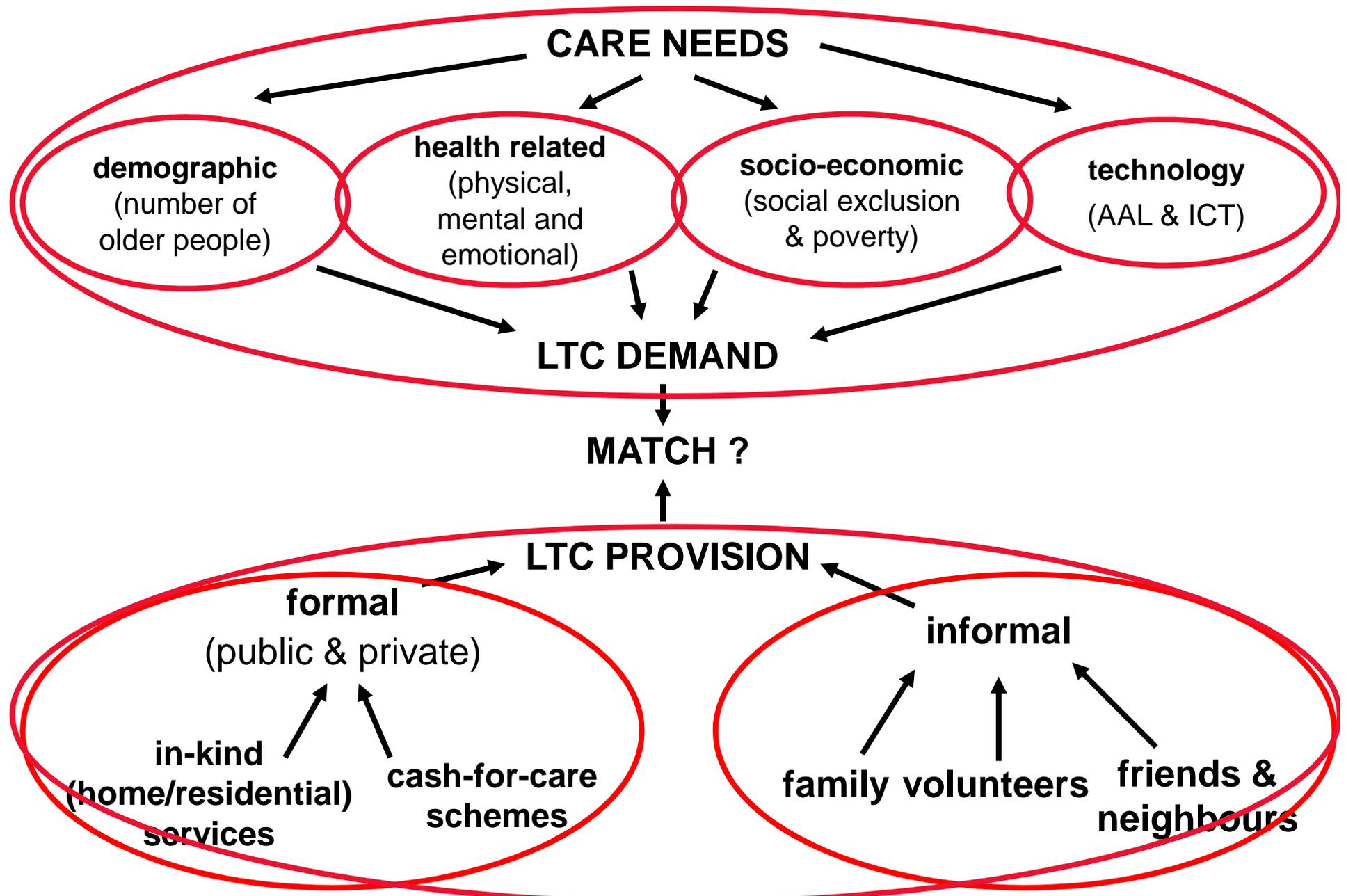
1. **Basic definition of welfare state: organised systems aimed at promoting & protecting the wellbeing of the population, by means of norms, benefits & services in different areas (e.g. health & social care, employment & education)**
2. **Models or regimes indicate the peculiar way key actors relate to each other and according to their role within the system**



# The JPY-MYBL conceptual framework



# Long-term care: a conceptual model



# Care regimes as a context for social innovation

	<i>Demand for care</i>	<i>Provision of informal care</i>	<i>Provision of formal care</i>	<i>Acknowledgement of LTC as a social risk</i>	<i>Countries</i>
<i>Universal-Nordic</i>	Medium	Low	High	First movers	Denmark, <b>Finland</b> , The <b>Netherlands</b> , Sweden
<i>Standard-care mix</i>	Medium - high	Medium	Medium	Early movers	<b>Germany</b> , <b>Austria</b> , France, UK
<i>Family based</i>	High	High	Low	Late movers	Spain, <b>Italy</b> , <b>Portugal</b> , Ireland, Greece
<b>Central &amp; Eastern European (CEE)<sup>1</sup></b>	Low	High	Low	Starters	<b>Hungary</b> , Poland, <b>Czech Republic</b> , Slovakia, <b>Romania</b> , <b>Bulgaria</b> , Estonia, Latvia, <b>Lithuania</b>

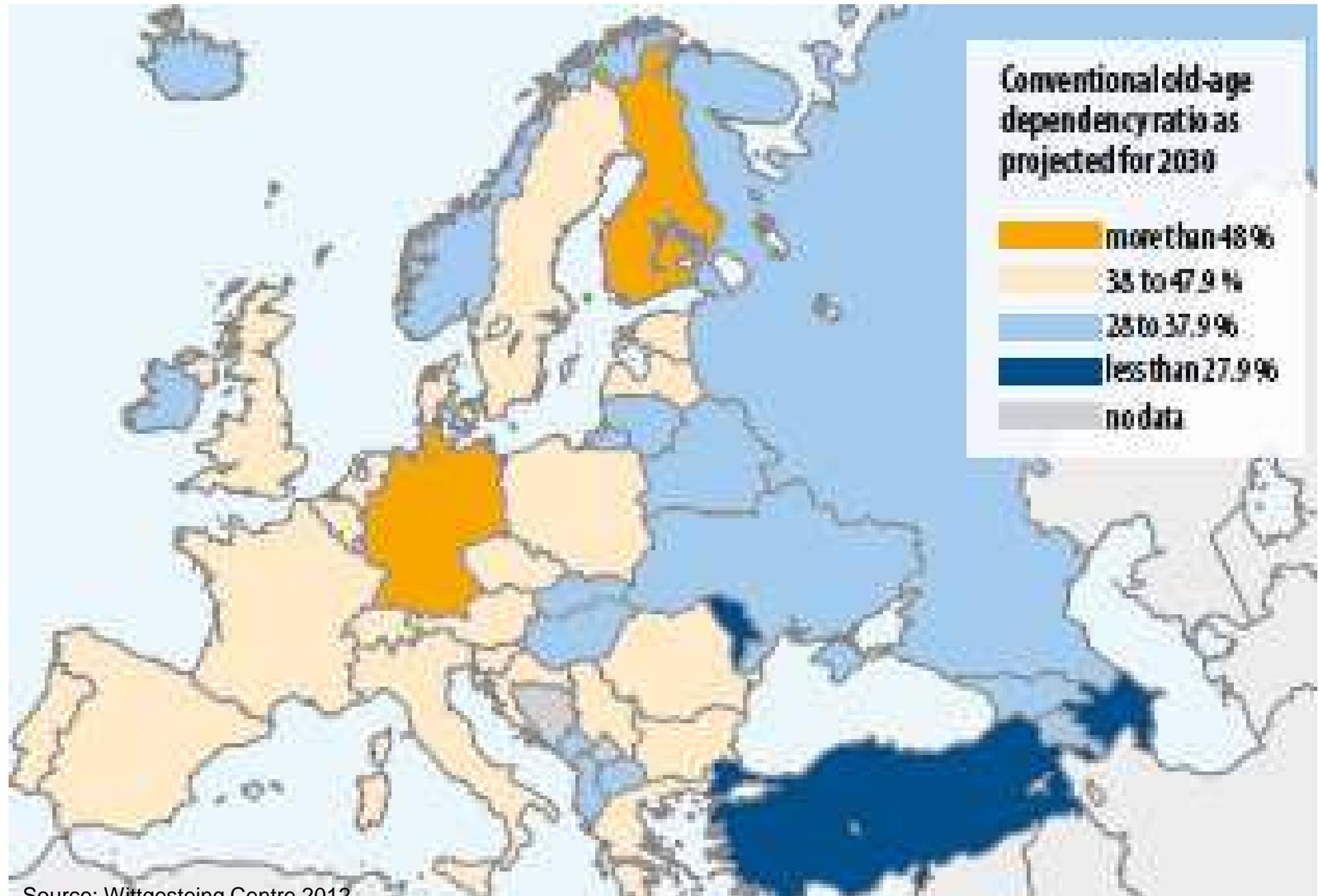


# *Traditional vs. prospective* old age dependency ratio (OADR)

**traditional OADR:** 
$$\frac{\text{over 65 year old population}}{\text{population aged 20-64}}$$

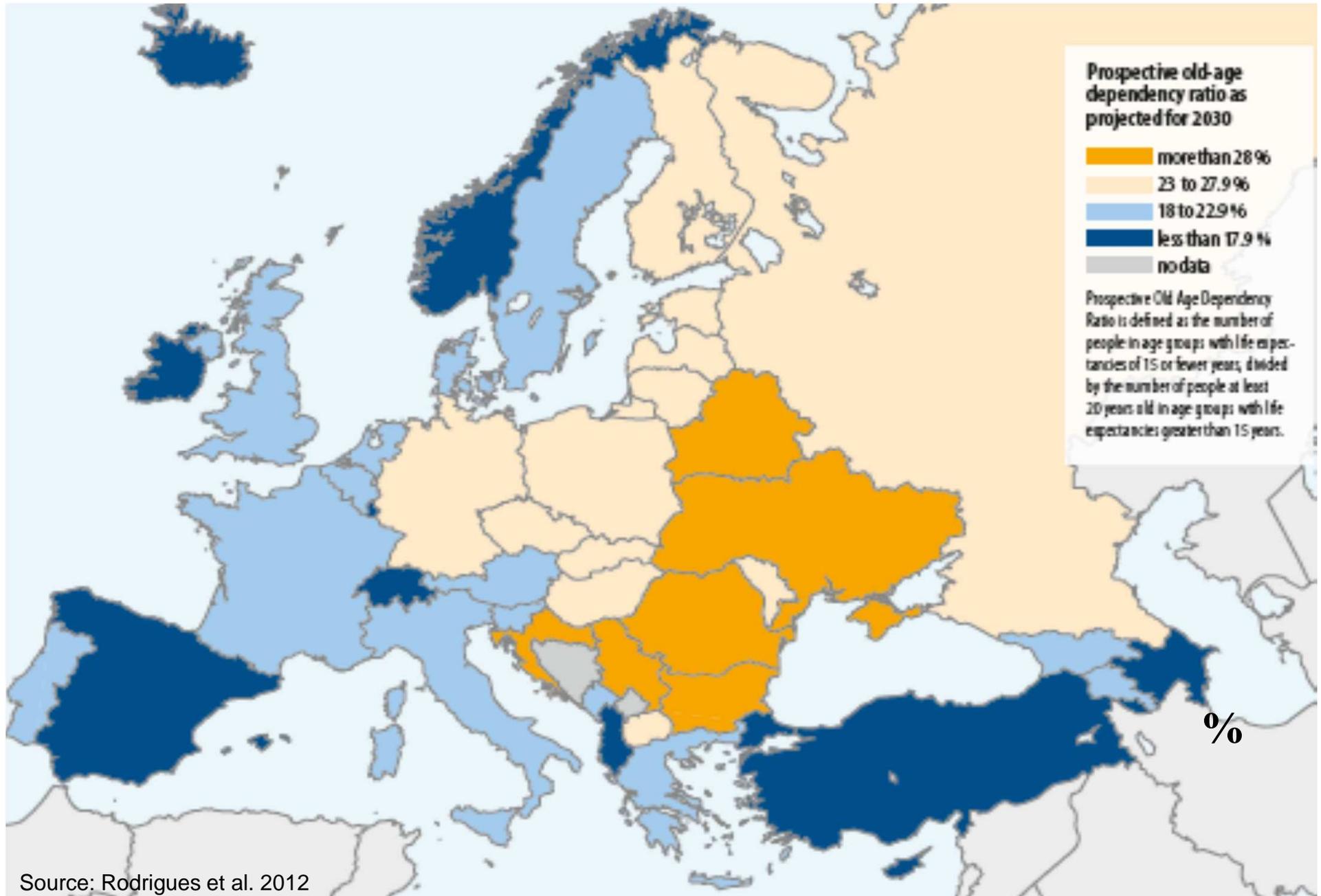
**prospective OADR:** 
$$\frac{\text{Population with a remaining life expectancy < 15 years}}{\text{Over 20-year old population with a life expectancy > 15 years}}$$

## Traditional old-age dependency ratio projected for 2030



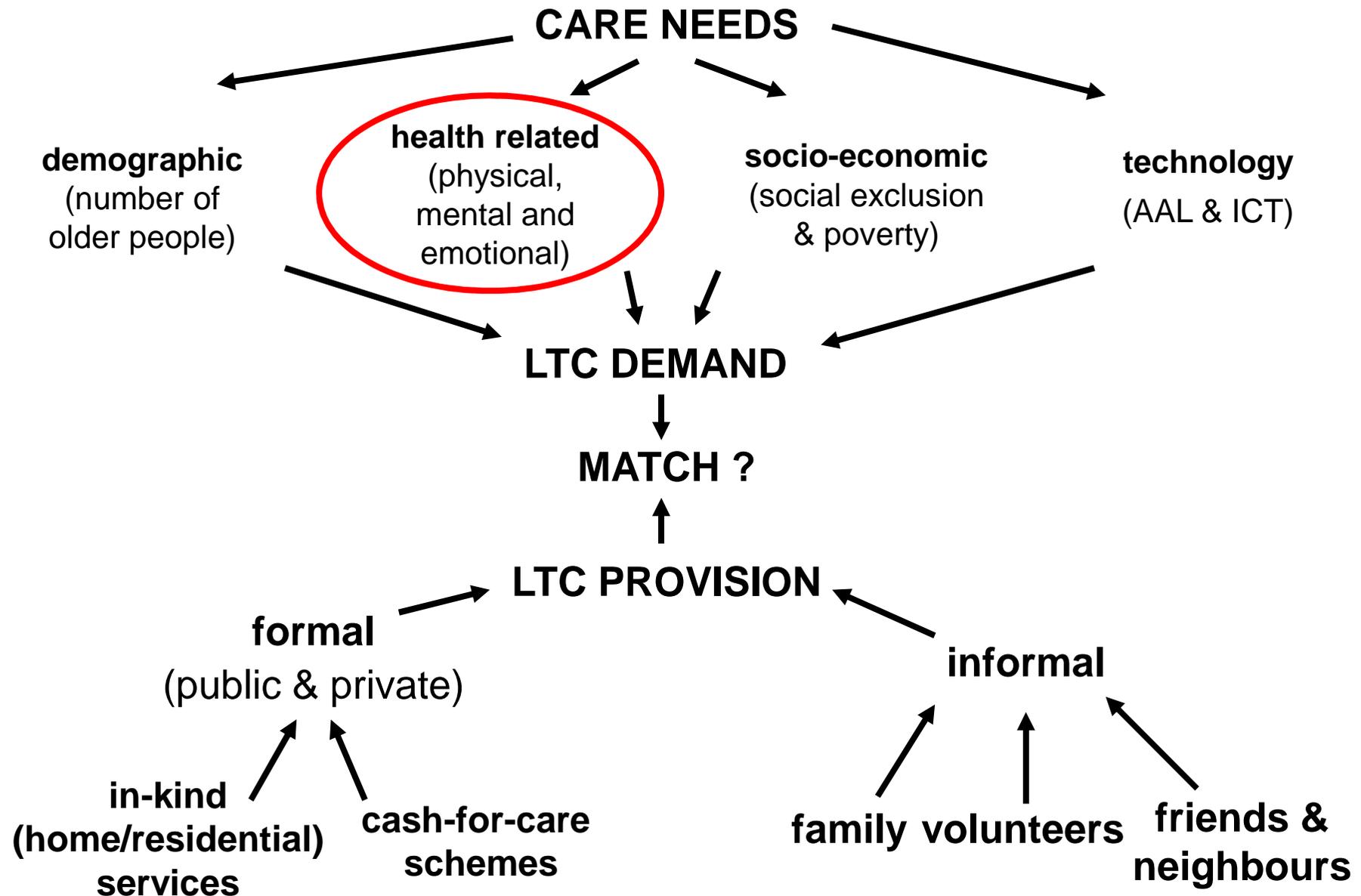
Source: Wittgesteing Centre 2012

# Prospective old-age dependency ratio projected for 2030



Source: Rodrigues et al. 2012

# Long-term care: a conceptual model



## **Examples of networks promoting healthy and active ageing**

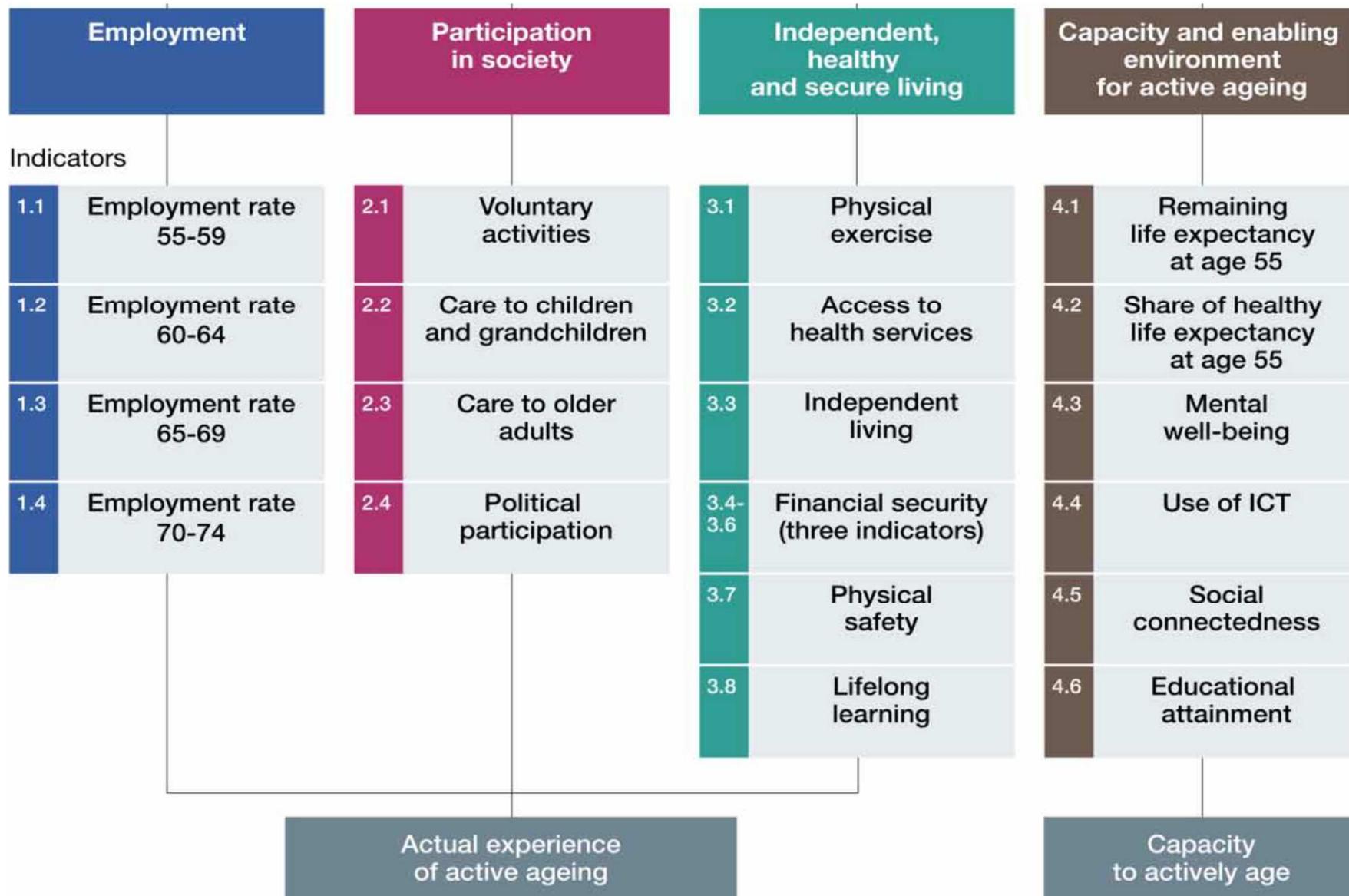
### ***WHO - Healthy Cities Network:***

- seeks to put health high on the political agenda of cities and to build a strong movement for public health at local level;
- emphasizes equity, participatory governance and solidarity, inter-sectoral collaboration and action.

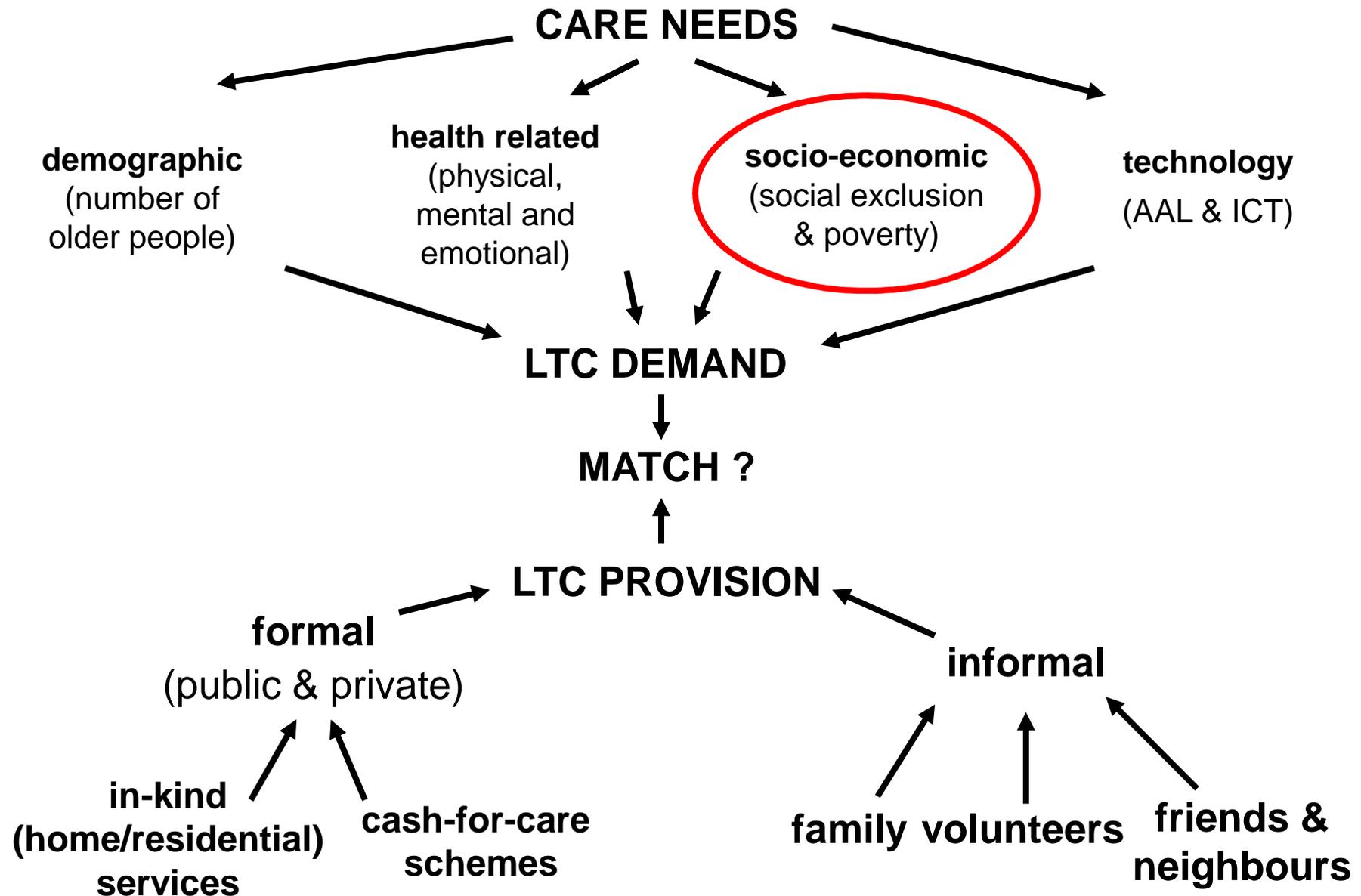
### **WHO – Network of Age-friendly Cities and Communities:**

- encourages active ageing by optimizing opportunities for health, participation and security to enhance quality of life as people age
- supports local authorities in adapting structures & services to be accessible to & inclusive of older people with varying needs and capacities

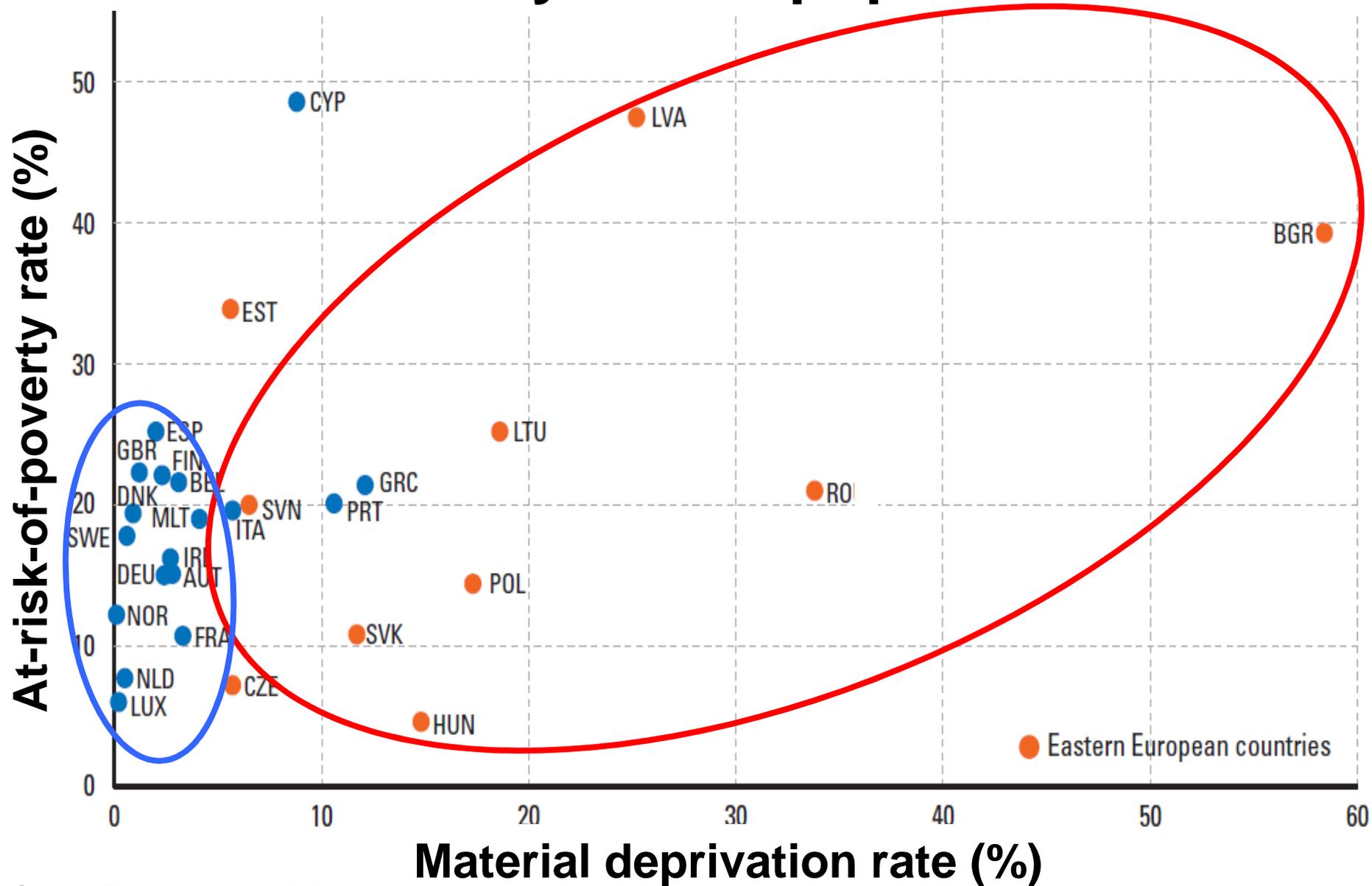
# The Active Ageing Index



# Long-term care: a conceptual model



# Material deprivation and risk of poverty in the over 65 year old population

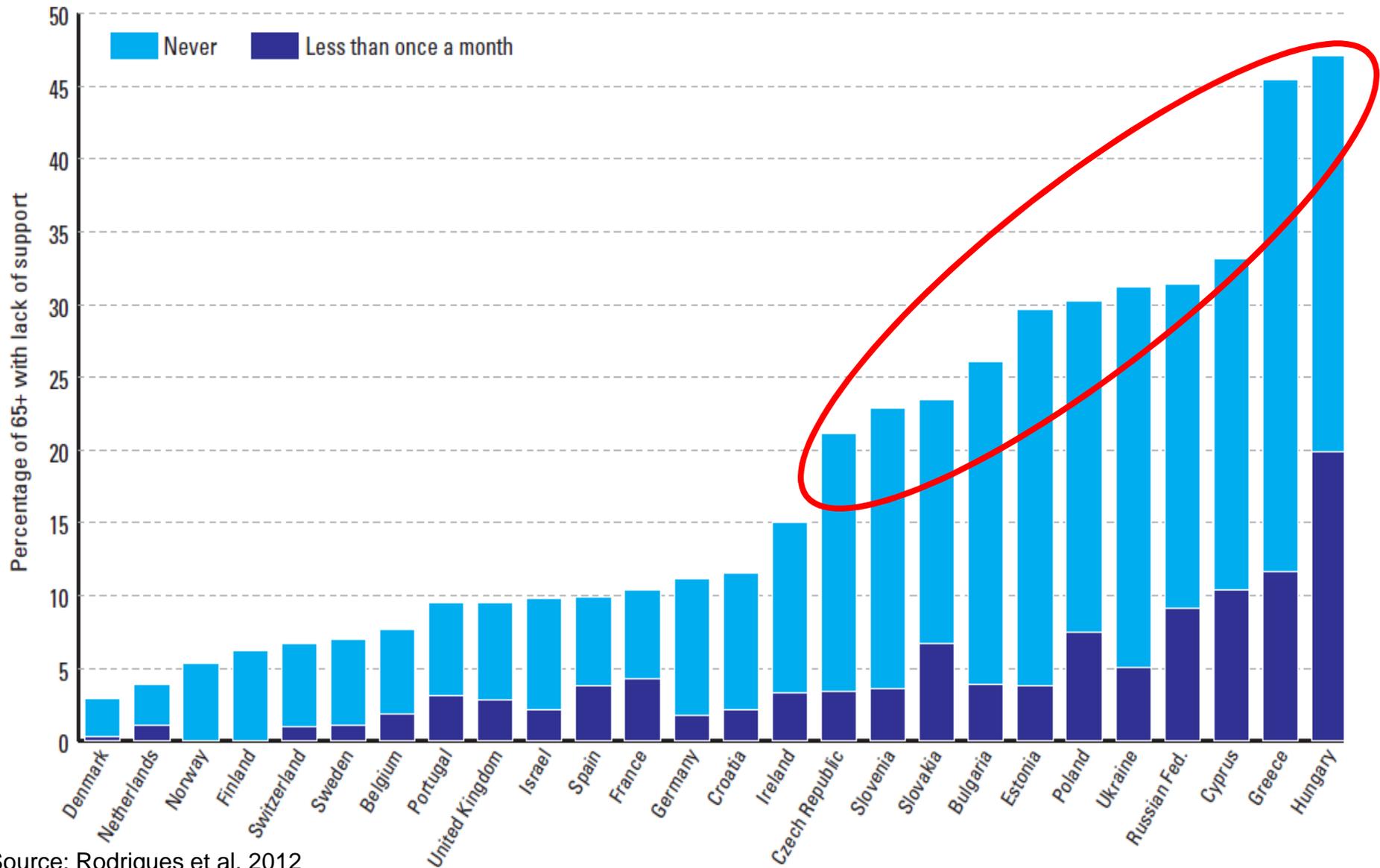


Source: Rodrigues et al. 2012

## Good practices in fighting poverty

- Life course perspective: **employment** policies are the single best defense against poverty (Richardson 2012))
- **Old-age minimum income schemes:** provide some protection from poverty, esp. if based on “reference budgets” (rather than on 60% poverty line) (EMIN 2014)
- An **integrated approach** (covering labour market, health & LTC, education and housing): ensures best results in addressing poverty in relation to social exclusion (Dutch Ministry of Social Affairs & Employment 2016)
- To be **meaningful**, “social innovations” to fight poverty should be: sustainable, driven by real needs, empowering people and communities, bottom-up, and supporting (not replacing!) services (EAPN 2016)

# Social isolation: % of older people who seldom meet friends or relatives



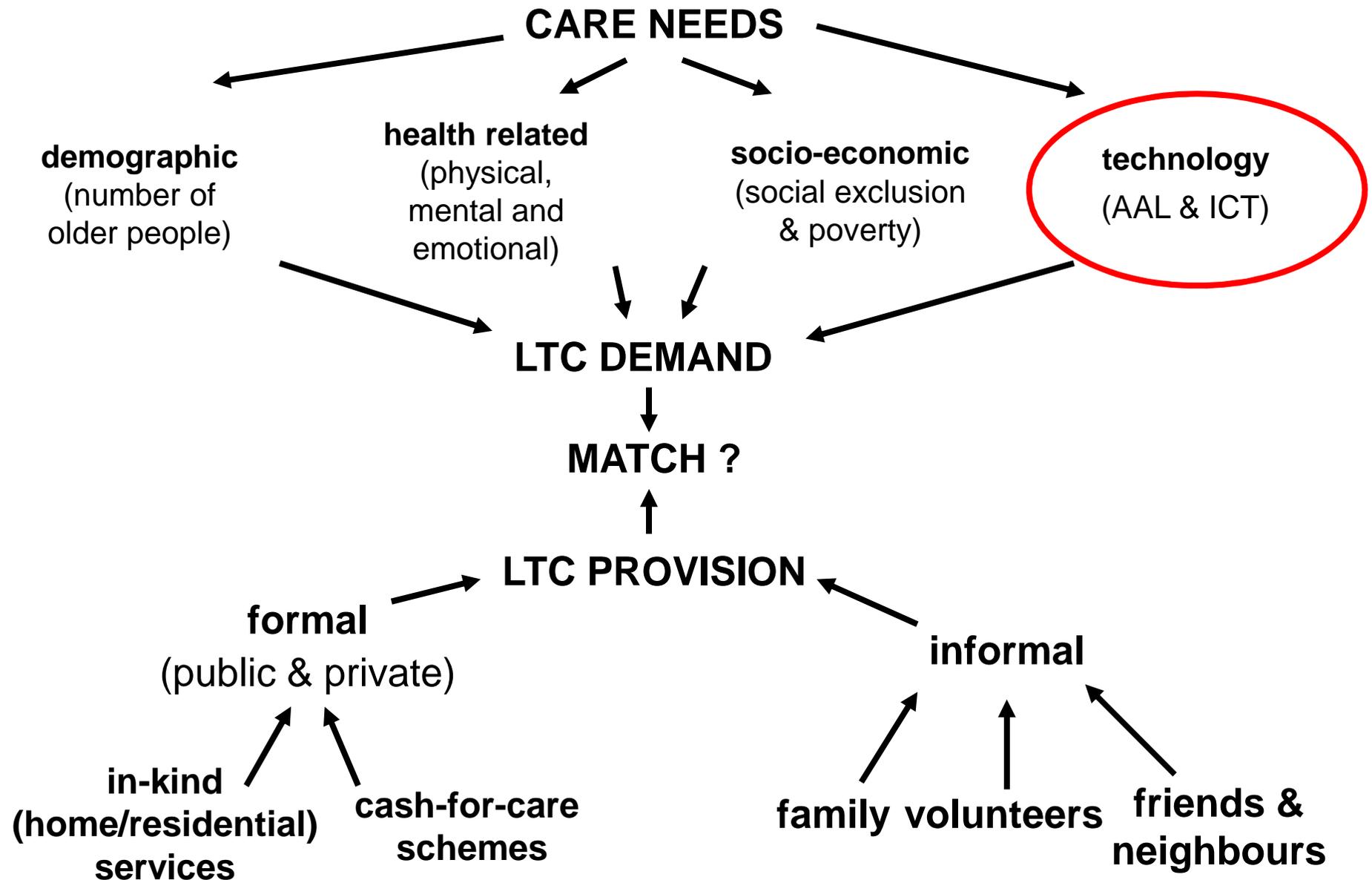
Source: Rodrigues et al. 2012

# Intergenerational co-housing experiences

## Cohousing project 'Casa alla Vela' (Italy):

- **aims:** to foster intergenerational contacts & solidarity between older persons and students living in same building
- **contents/methods:** older people live with peers in apartments comprising private rooms & common spaces, sharing costs (food, electricity, water & rent), as well as of care staff. Another apartment hosts students who support their older neighbours on a voluntary basis. A social cooperative supervises the initiative, supported by volunteers.
- **outcomes:**
  - costs of care and daily life are more sustainable for both participants & local authorities
  - social integration is fostered via intra-/intergenerational exchange
  - independent living is promoted, institutionalization is delayed

# Long-term care: a conceptual model



# Technology as a means to reduce care demand /1

“Sweden has experienced a **fall in the need for help** among older people, despite incidence of health problems has increased. More likely **explanation: better housing standards and better access to assistive technology** have made it easier for people to manage without help”.

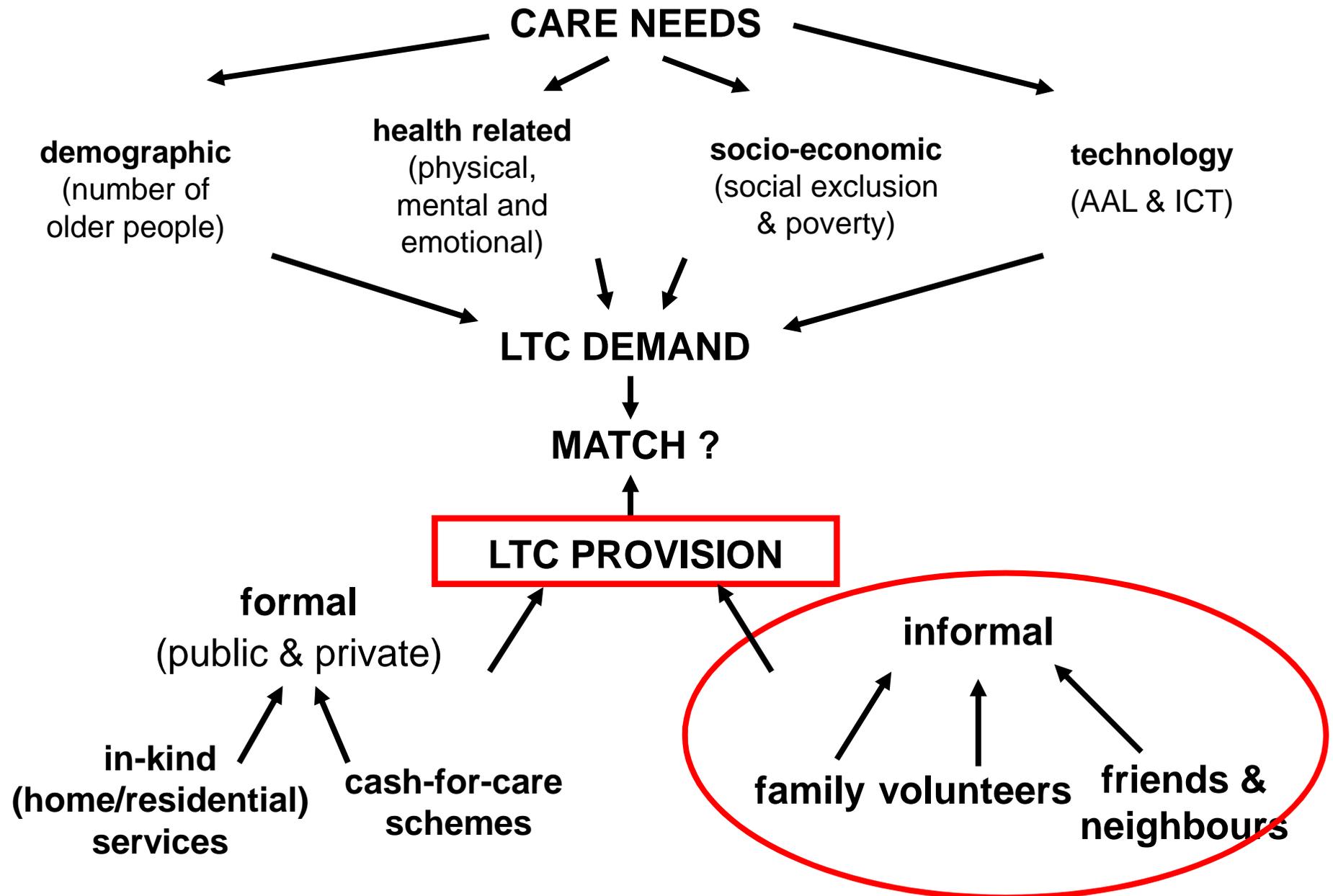
“A key way of reducing care demand is by improving the possibilities for the elderly to stay living in their own home, by introducing **intelligent and user-friendly technical support (LTC efficiency-enhancing technologies)**”.

# Technology as a means to reduce care demand /2

## The VIRTU Channel (Baltic Islands):

- **aim:** prevent social isolation & increase access to professional services in Finnish & Estonian remote rural areas via ICT; help older persons to live at home; enhance social interaction, improve quality of life & safety.
- **contents/methods:** a touch-screen device allows interaction via video and audio with two or more users via internet, to participate in discussions on various topics, exercise and singing sessions.
- **outcomes:**
  - promoted empowerment;
  - improved social contacts.

# Long-term care: a conceptual model

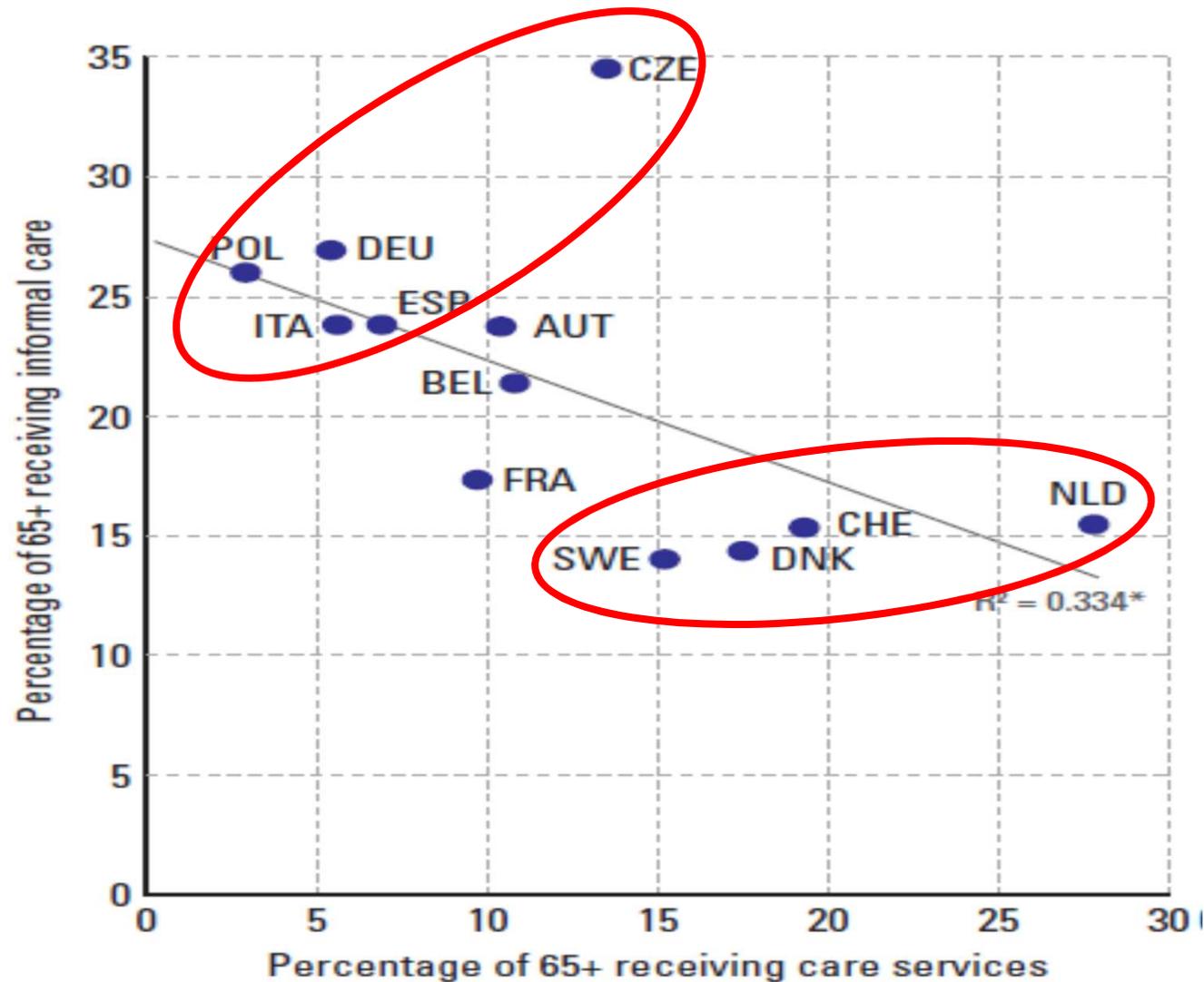


## **Informal carers: the backbone of LTC**

**“About 80% of all LTC across the EU is provided by spouses, daughters, other relatives and friends...” (Triantafillou 2011)**

**“Even in countries with a well-developed supply of formal LTC, the number of informal carers is at least twice as big as the formal care workforce” (EC 2013)**

# The different role of formal and informal care across various LTC regimes/models



# Formal supports for informal carers

	<b>direct</b>	<b>indirect</b>
<b>specific</b>	help to perform informal care (e.g. training & information)	facilitate conditions under which informal care is provided (e.g. reconciliation)
<b>non-specific</b>	primarily addressing carers (e.g. respite care)	primarily addressing care recipients (e.g. elder care services)

# Work-life balance measures in Europe

## 1. Mature schemes:

a. **Universal & comprehensive support schemes for carers** (DK, SE, NO, IS, FI)

b. **Services mainly to care recipients & specific supports to carers** (AT, BE, CH, DE, ES, FR, IE, IT, LU, NL, PT, RO, SI, SK, UK)

2. **Less developed support schemes** (BG, CY, CZ, EE, EL, HR, HU, LI, LT, LV, MK, MT, PL, RS, TR)

## **Comprehensive support schemes for carers: main characteristics**

- 1. mix** between short-term leaves, cash benefits and benefits in kind for carers and those for care recipients, broad supply of respite support
- 2. home care** is widespread and easily accessible
- 3. flexible** structure of the **labour market** facilitates the carer to stay in employment

# Support measures for informal carers

	<b>direct</b>	<b>indirect</b>
<b>specific</b>	help to perform informal care (e.g. training & information)	facilitate conditions under which informal care is provided (e.g. reconciliation)
<b>non-specific</b>	primarily addressing carers (e.g. respite care)	primarily addressing care recipients (e.g. elder care services)

# InformCare: the EU multilingual hub for informal carers

- **Home page:** <http://www.eurocarers.org/InformCare>
- **Goal:** contribute to improving quality of life of informal carers of older people in Europe, via an integrated set of web-based, multilingual support services
- **Three target groups:** carers (27 countries), care professionals & employers (10 countries)
- **Two main types of services:** information resources and interactive services

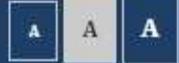
# Summary of information for carers

- Information on illnesses and care management
  - Available care and support services
  - Psychological support- consultation
  - Information on taking care of yourself
  - Work and care reconciliation
  - Family and care reconciliation
  - Legal aspects
  - Financial aspects
  - Good Practices
  - Emergency services
- Caring for an older person*
- Your own needs as a carer*
- Support by the state*
- How to get practical help*
- 
- ```
graph LR; A[Information on illnesses and care management] --- B(Caring for an older person); C[Available care and support services] --- B; D[Psychological support- consultation] --- E(Your own needs as a carer); F[Information on taking care of yourself] --- E; G[Work and care reconciliation] --- E; H[Family and care reconciliation] --- E; I[Legal aspects] --- J(Support by the state); K[Financial aspects] --- J; L[Good Practices] --- M(How to get practical help); N[Emergency services] --- M;
```

# InformCare's interactive services



CARERS



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When you expect a child, the community (your family, friends, co-workers) rally around you and your spouse. When you expect your first child, you receive gifts, well wishes and the encouragement that you are entering a wonderful, albeit challenging, chapter in your life. As you prepare to welcome your child, you feel pride at the thought of your role as parent: How you will shape the mind of a youngster, impacting him or her with your wisdom, insights and knowledge.

Now think about a similar life experience, just one on the other end of the spectrum. An aging relative, a spouse, a parent, a grandparent, needs your help. And, you want to help—you believe in making the most of the years you have left together. But, when you tell your friends, your colleagues, even other family members, the comments you may hear are a far cry from well-wishes. "I could never do that! Why do you?" Or, the more common response: "Why don't you just put your mother (or your wife, or your grandfather) in a nursing home? That way you won't

# Social network



## Servizi Interattivi

0 Notifiche Profilo Impostazioni Esci Cerca

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Social Network

Messaggi

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Forum

Ciao Giovanni Lamural



Vedi Aggiornamenti Profilo Modifica Profilo Cerca Iscritti

Cosa c'è di nuovo

Pubblica Qualcosa...



Arianna Poli PROSSIMO EVENTO...

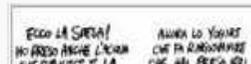


Assistenza ai pazienti con demenza, conferenza Auser - Inrca  
L'evento Assistenza ai pazienti con demenza, conferenza Auser - Inrca inizia il 05.06.2015 !

29 maggio · Mi piace · Commenta · Condividi



Arianna Poli Buongiorno a tutti!! :)



Novità

03/11/2014. Lo spazio di ascolto della dott.ssa Arianna Poli diventa più flessibile. Può chiederle disponibilità per il giorno e l'orario che preferisci mandando un semplice messaggio privato.

Richieste

2 richieste di amicizia

Nuovi Iscritti

Arianna Poli

Amici Online (2)

# Forum



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## Forum

Inserisci Nuovo Topic

|                                                             |                |               |                                               |
|-------------------------------------------------------------|----------------|---------------|-----------------------------------------------|
| Di positivo oggi c'è che...                                 | 13<br>RISPOSTE | 85<br>VISITE  | Ultimo Post di Arianna Poli<br>1 aprile       |
| Al fianco di una persona con Demenza...                     | 21<br>RISPOSTE | 236<br>VISITE | Ultimo Post di<br>1 aprile                    |
| Spazio di scrittura - Le vostre storie<br>1 2               | 26<br>RISPOSTE | 188<br>VISITE | Ultimo Post di<br>11 marzo                    |
| quando l'assistenza del malato diventa troppo stressante... | 0<br>RISPOSTE  | 10<br>VISITE  | Ultimo Post di Cinzia Giuli<br>25 Luglio 2014 |
| Assistenti familiari - Badanti                              | 9<br>RISPOSTE  | 95<br>VISITE  | Ultimo Post di Arianna Poli<br>30 giugno 2014 |

# Messages



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Forum

### I Miei Messaggi

Messaggi Ricevuti

Messaggi Invlati

Componi Messaggio

0 nuovi messaggi ricevuti su un totale di 6 [Check All](#)

Cerca



11 novembre 2014

20 messaggi in arrivo



Arianna Poli

11 novembre 2014

Corrispondenze, caring, intervista di Valentina

NON FAR TROPPO CASO AL MIO TESTO, VOLEVA ESSERE QUANTO PIU' STIMOLANTE E PROVOCATORIO... PARE ABBIA SMOSSO QUALCOSA AD OGNI MODO. TROVATE LE LORO RISPOSTE SOTTO... Ciao a tutti! Come state? Spero tutte bene :) Vorrei ringraziarvi della vostra disponibilità ad incontrare la nostra signora, Valentina. Come vi siete trovate nel ruolo delle intervistate? E' andato tutto bene? Spero di si... Il ruolo del Caregiver sembra sta guadagnando piano piano lo spazio e considerazione. Che ne pensate? Sono reduce da un meeting per il progetto RINGVAGE dove alcuni colleghi stranieri si meravigliavano del fatto che in Italia non c'era un nome (italiano) specifico per il vostro ruolo, il termine "caregiver", che adobbiamo, e preferiscono l'inglese... Sono rimasta stupita del fatto che il vostro ruolo non è riconosciuto e considerato come dovrebbe? che ne pensate? Spero di sentirvi presto! Buona serata e grazie ancora!! Arianna Serenella Savioni 8 novembre Ciao Arianna, Caregiver Valentina, mi ha fatto molto piacere trovare giovani che sono interessati e sensibili a certe problematiche sociali, mi fa sperare in un futuro migliore... Ciao a tutti, un abbraccio Roberta Martini 8 novembre Ciao Arianna, ha ragione Serenella, Valentina, così carina e sensibile, le proprio ben sperare! Mi auguro di essere stata utile... Per quanto riguarda il termine "caregiver", che in italiano non esiste, forse il suo equivalente è stato in passato, di volta in volta, "figlia", "nuora", "sorella" e "maglie" (senza nulla togliere agli uomini che oggi si occupano di un familiare). Forse è proprio la nostra cultura che ha fatto rientrare il ruolo di "caregiver" nel novero scontati di una "donna di casa", senza che assuma il suo vero ruolo, almeno fino ad ora di quanto sia possibile, impegnativo e per niente facile... Ma sono sicura che, prima o poi, anche l'Italia troverà il suo "nome specifico". A presto e un saluto a tutte!



10 people

10 settembre 2014

(Nessun Oggetto)

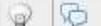
E' stato un piacere, grazie a tutti! :) Sono stata felice anche di aver potuto conoscere alcuni... "colleghi", soprattutto con la quale ho avuto il piacere di scambiare messaggi. A presto!



2 people

(Nessun Oggetto)

Cinzia x Cristina x Andrea x Benjamir x Arianna x Amici Online (2)



# Chat



## Interactive Services

0 Updates My Profile Settings Exit Search

- << Back to main site
- Social Network
- Messages
- Chat
- Video Chat

Write in the darker field below and press enter

Introduce Yourself Browse Chatrooms

Francesco Barbabella  
Hi everybody!

Francesco Barbabella  
😊

Francesco Barbabella  
😊

Francesco Barbabella  
Frida Andreasson

Chat input area

# Videochat



## Interactive Services

0 Updates My Profile Settings Exit Search

<< Back to main site

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Video Chat

### Video Chat

Francesco Barbabella  
Online da: 00:31

UPL: 0kbits/s | DWL: 1kbits/s

Attiva il tuo Microfono e il tuo Video

(1) ITALIA

Francesco Barbabella

11:23 am Silvia Valenza(ban): mi senti?

11:24 am Silvia Valenza(ban): Provi di nuovo.

11:24 am Silvia Valenza(ban): si

11:24 am Silvia Valenza(ban): proviamo con un altro computer.

11:25 am Silvia Valenza(ban): Le cuffie sono ON?

11:26 am Silvia Valenza(ban): Sto cambiando computer.

11:27 am Silvia Valenza(ban): mi aspetti che esco dalla video chat?

11:27 am Serenella Saracini(ban): OK

Benvenuto in AVChat 3.0 (<http://www.avchat.net>). Manda un messaggio agli altri utenti digitando il tuo messaggio nella casella di testo in basso e premendo **INVIO**.

B I U Tahoma

Youtu Smile Screen Share Microphone Mail Video Call EALL

Cerca...

Manda

NSFW

# Changing language...



CARERS

EMPLOYERS

A

A

A



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I May Help

### Stage 1: The Expectant Carer



In the near future, I may help a family member or friend.

#### Who are you?

You have a growing concern that, within the near future, your family member or friend will...

# Changing language...

UK

CARERS EMPLOYERS

A A A

at be-fr be-nl bg cs cy da de el es et fi fi-se  
fr hu ie it lt lu-de lu-fr lv mt mt-en nl pl pt-pt  
ro sct sk sl sv



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I May Help

### Stage 1: The Expectant Carer

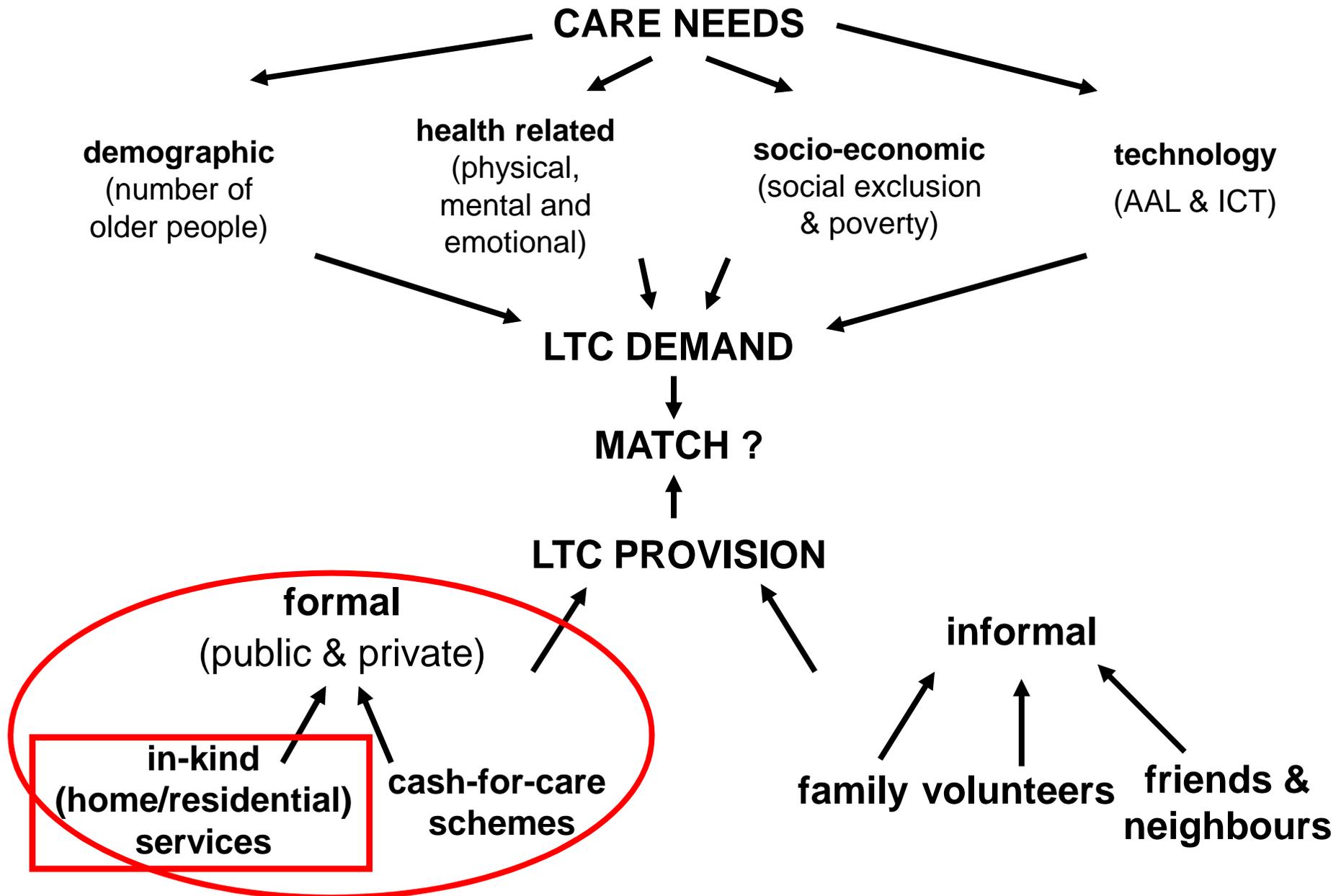


In the near future, I may help a family member or friend.

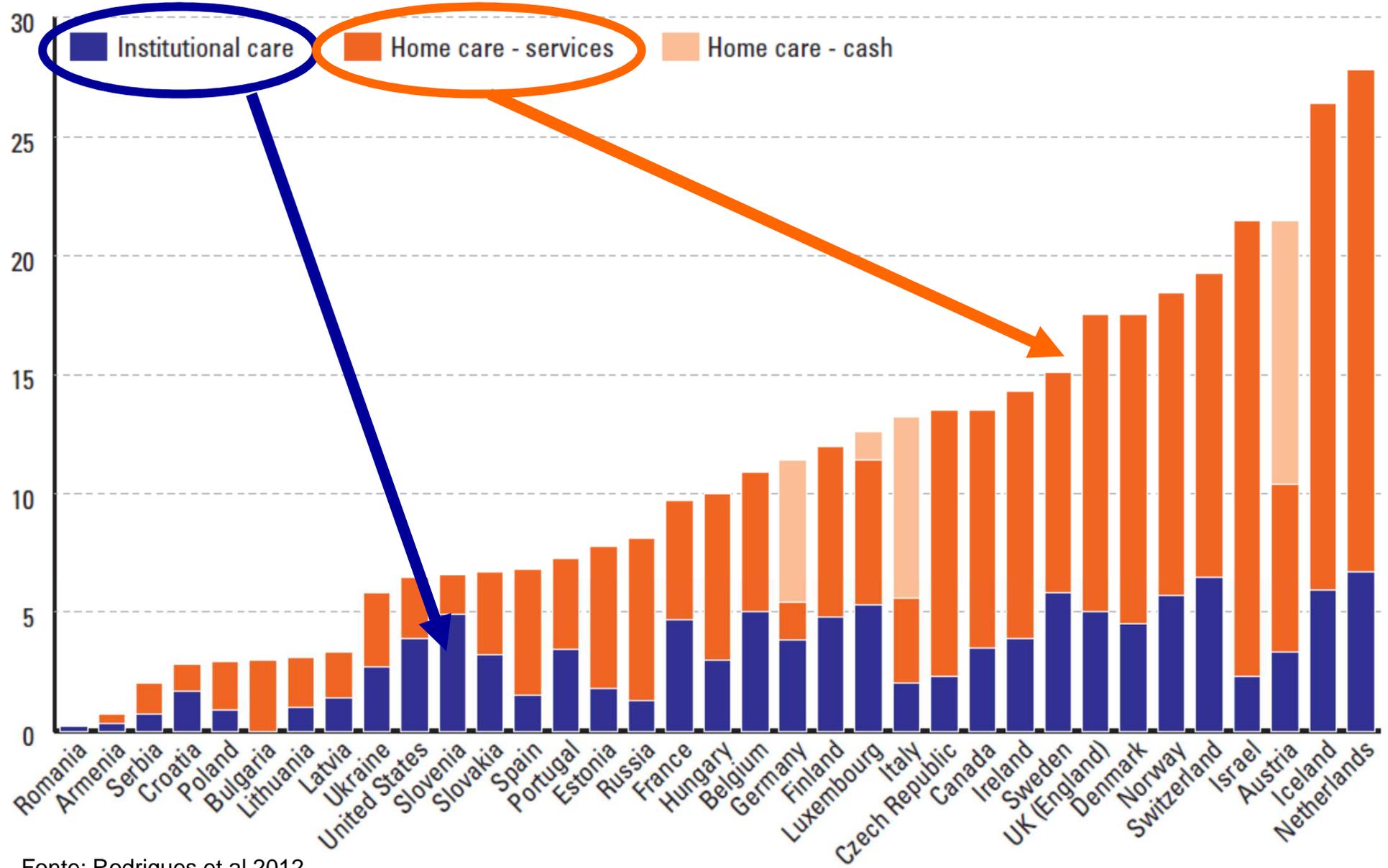
# InformCare in a nutshell

- Common and country-specific support services for carers, available for free via internet in **32 versions, 27 EU countries** and **23 languages**
- **Contents' quality and user-centeredness** ensured via a systematic involvement of **final users and stakeholders** over 2 years & a 3-month field phase
- More than **2,500 web pages** of contents specifically produced to address **informal carers' needs** & over **300 web pages** for **care professionals** and **employers**
- **For some countries, this kind of web-based support is available in the local/national language for the first time!**

# Long-term care: a conceptual model



# Over 65-year-old care recipients, by type of care received



# Distribution of LTC providers according to ownership

| country             | public      |           | non-profit  |           | for-profit  |           |
|---------------------|-------------|-----------|-------------|-----------|-------------|-----------|
|                     | residential | home care | residential | home care | residential | home care |
| Austria             | 55%         | 8%        | 24%         | 91%       | 21%         | 1%        |
| Belgium             |             |           |             |           |             |           |
| Flanders            |             | 36%       |             | 52%       |             | 12%       |
| Wallonia            |             | 26%       |             | 21%       |             | 52%       |
| Brussels            |             | 24%       |             | 13%       |             | 62%       |
| Czech Republic (1)  |             | 59%       |             | 38%       |             | 3%        |
| UK (England)        | 7%          | 14%       | 13%         | 11%       | 80%         | 74%       |
| Finland             | 56%         | 93%       |             |           | 44%         | 7%        |
| France              | 23%         | 15%       | 55%         | 65%       | 22%         | 20%       |
| Germany             | 5%          | 2%        | 55%         | 37%       | 40%         | 62%       |
| Italy (1)           |             | 30%       |             | 50%       |             | 20%       |
| Netherlands (1)     |             | 0%        |             | 80%       |             | 20%       |
| Slovak Republic (1) |             | 75%       |             | 23%       |             | 2%        |
| Spain (2)           |             | 23%       |             | 24%       |             | 53%       |
| Sweden              | 75%         | NA        | 10%         | NA        | 15%         | 16%       |
| Switzerland (1)     |             | 30%       |             | 30%       |             | 40%       |

Fonte: Rodrigues et al 2012

# LTC-areas presenting a strong potential for innovation

**1. Expansion of LTC services**

**2. Integration and coordination of services**

**3. Shift towards community-based (home) care**

**4. Creating and improving employment**

<http://mopact.group.shef.ac.uk/research-posts/innovations-7/>

# **Success factors for an integrated provision of services**

- 1. Commitment of stakeholders**
- 2. Room for improvement & experimentation  
(innovation)**
- 3. Professional learning climate (e.g. training &  
skills development)**
- 4. Staff motivation**
- 5. Leadership (by a person or organisation)**
- 6. Resources & financial agreements**

# Partnership & networking of all actors

## Germany: Local Alliances for Persons with Dementia

- **aims:** pooling potential of citizens, associations, business, educational institutions & local governments, in a common effort to improve conditions of persons with dementia & their carers, bringing together all diverse initiatives in this field
- **contents:** German Federal Government assisted set up and funding of local alliances. An associated dementia guide has been developed into a platform for communication, qualification and support.
- **outcomes:**
  - nationwide over 500 alliances have been set up
  - a great variety of projects have been developed (including multigenerational houses, integrated networks, enterprises & cultural initiatives).

# Involvement of service users' representatives in the decision making process 1/2

## Example 1: Residents' Boards in Malta's residential care facilities and Day Care Centres:

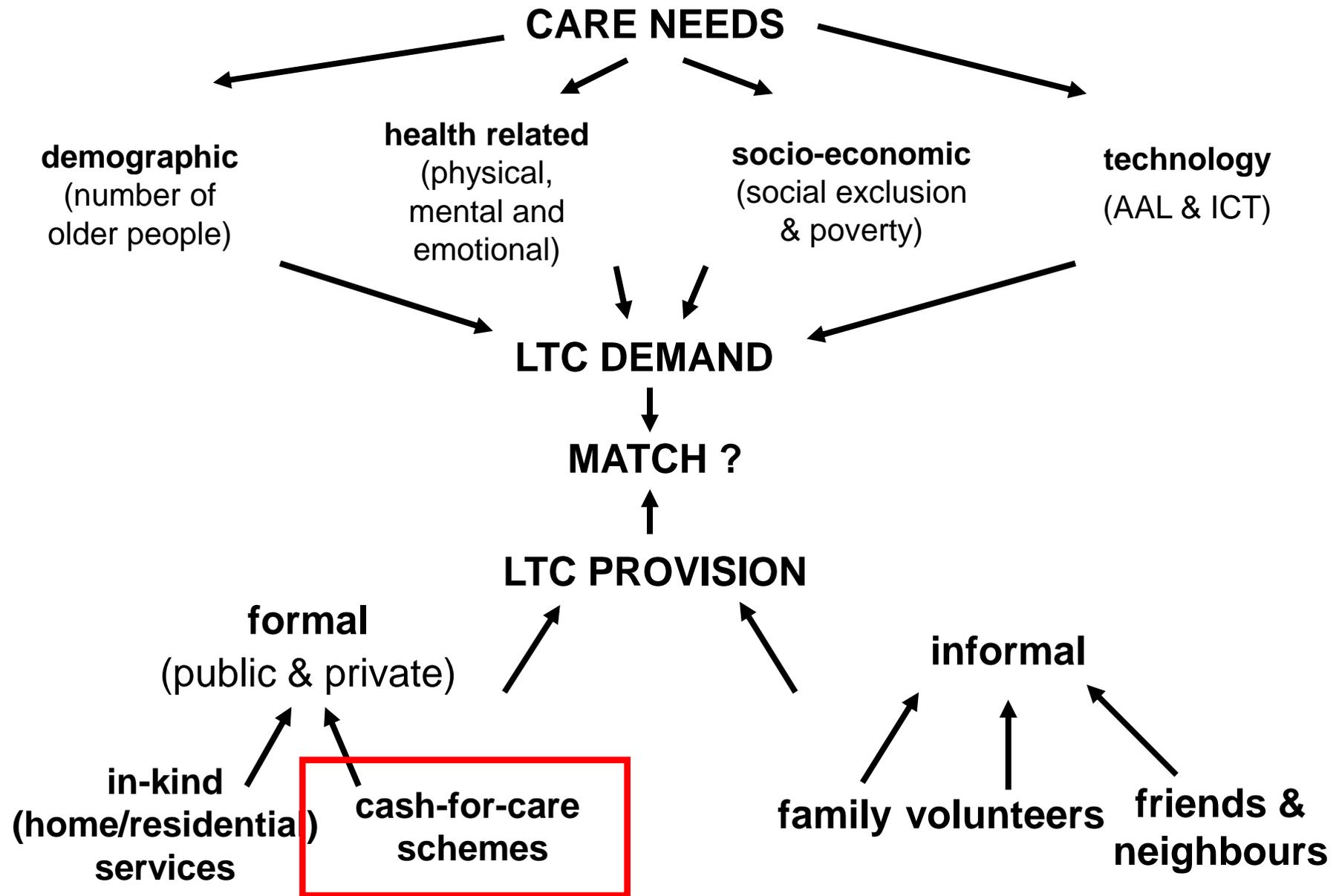
- **aim:** to give older people a more active role by including them in the decision-making processes of their care setting.
- **method:** Committees are established both in public residential homes for the elderly and in all day centres in Malta. Members of Residents' Boards meet on a monthly basis and their suggestions have to be considered by officer in charge.
- **outcomes:**
  - enhanced social participation
  - improved empowerment
  - more user-centred design of care services.

# Involvement of service users' representatives in the decision making process 2/2

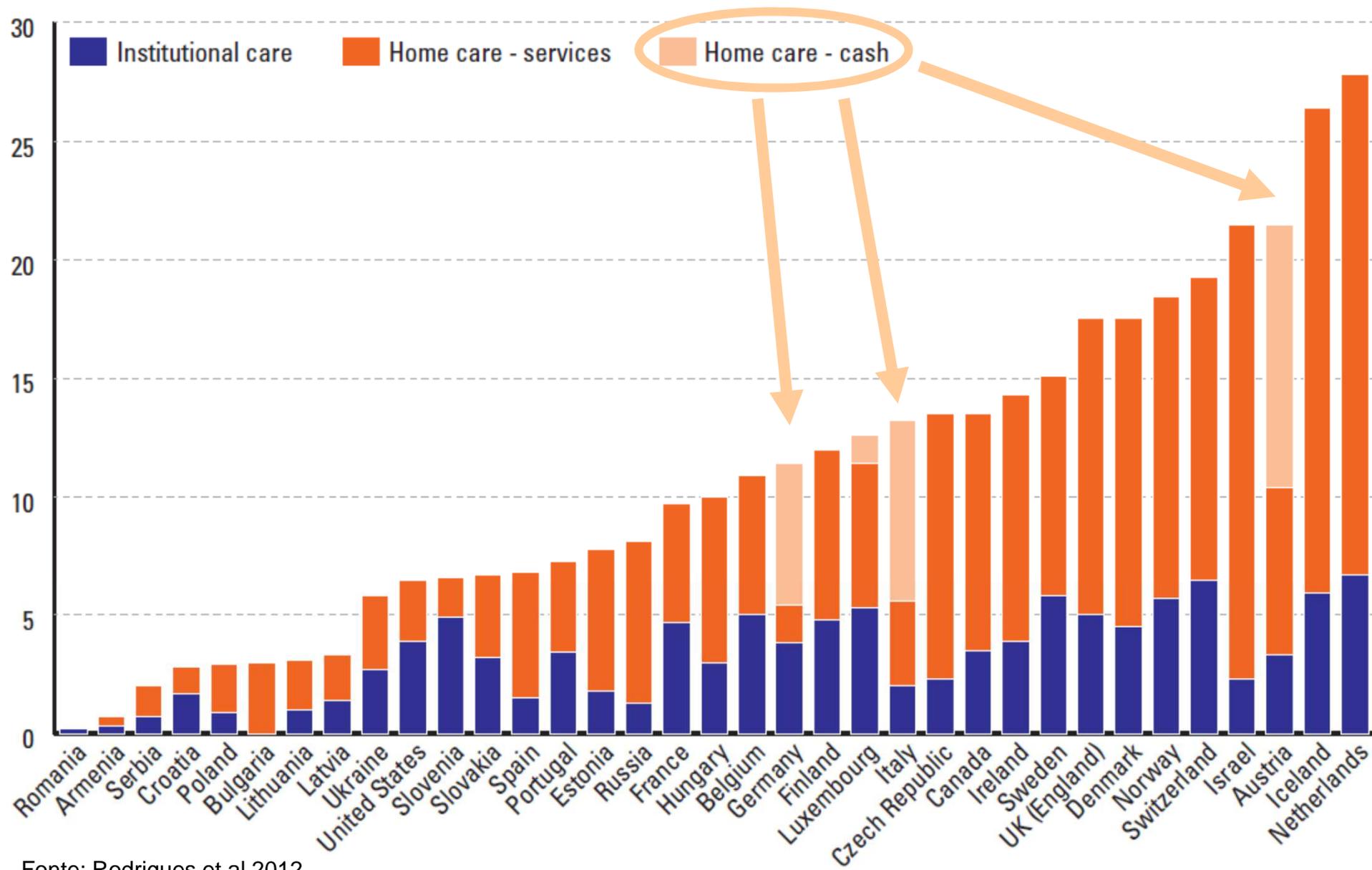
## Example 2: The “System of Choice” in Sweden’s Public Care

- **Aims:** empowering care service users by enabling them to choose their care provider.
- **contents:** local municipality determines price of services in advance. Key is that competition between providers is based on quality (not price): no obligation to choose a service, since a non-choice (default) alternative is offered.
- **Outcomes:**
  - In 2009-2014, over 60% of municipalities introduced the system, esp. for home help.
  - providers & range of services have risen sharply
  - over 70% offer particular features (e.g. specific languages, special dementia care, services for LGBT persons)
  - users are more satisfied and independent.

# Long-term care: a conceptual model



# Over 65-year-old care recipients, by type of care



Fonte: Rodrigues et al 2012

# Care migrants as undeclared workers in personal and household services

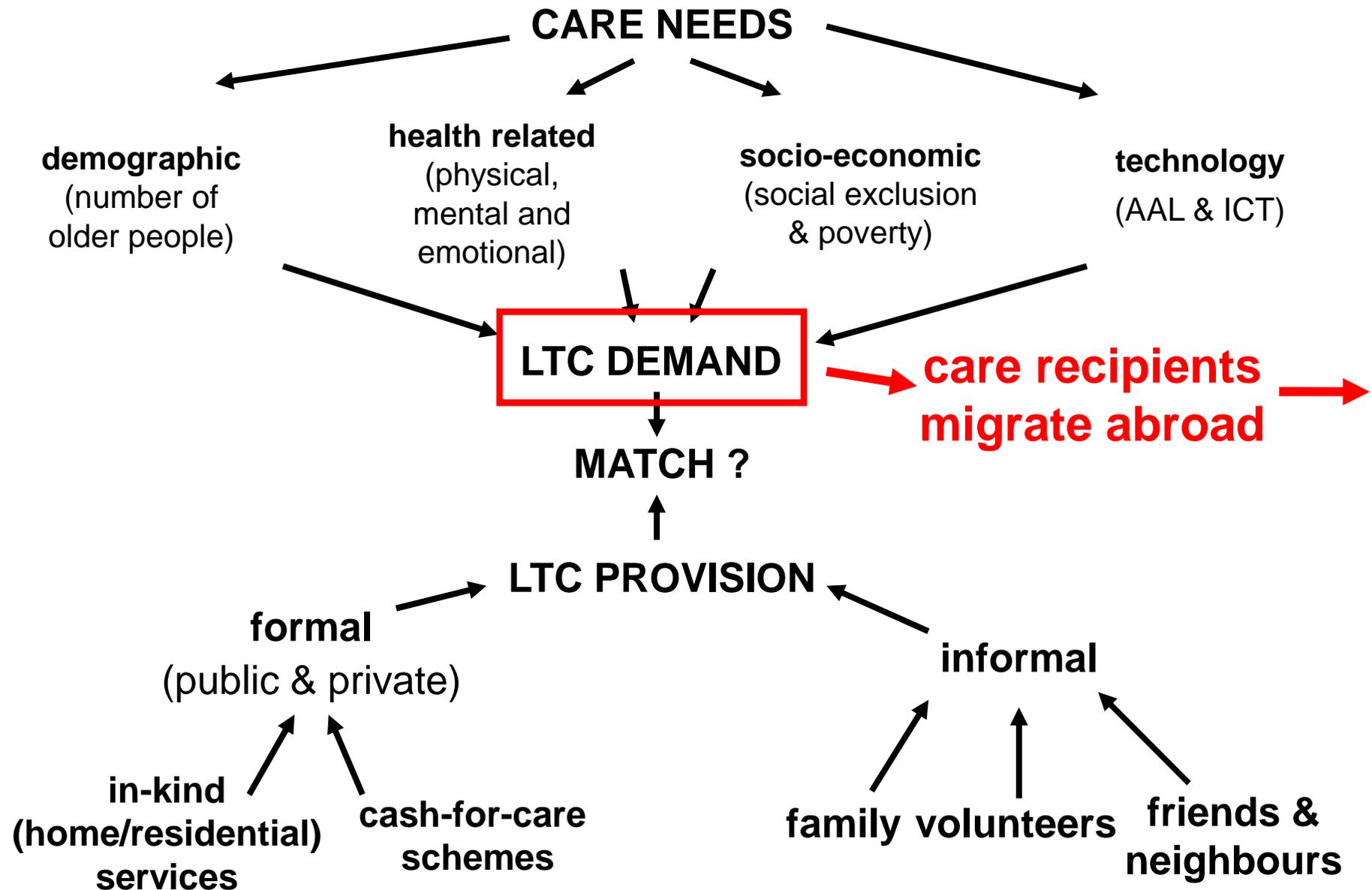
Undeclared workers in household & care services: estimations speak of 1 million in the EU (but probably underreported!)

**Germany: highest level (90-95%) of “informal” employment in private homes** in the EU (irregular migrants + undeclared work by neighbours, friends etc.), especially for older people (500-600,000 «informal» domestic workers);

**Italy:** migrant care workers ("*badanti*") in private households are **0.7-1 million**, (more than formal care workers);

**Austria:** 2 of 3 home care workers have migration background (80% of those in the 24h support scheme are legally employed)

# Long-term care: a conceptual model



# Ad to recruit Romanian migrants to work in Slovakian facilities to provide care to German patients...



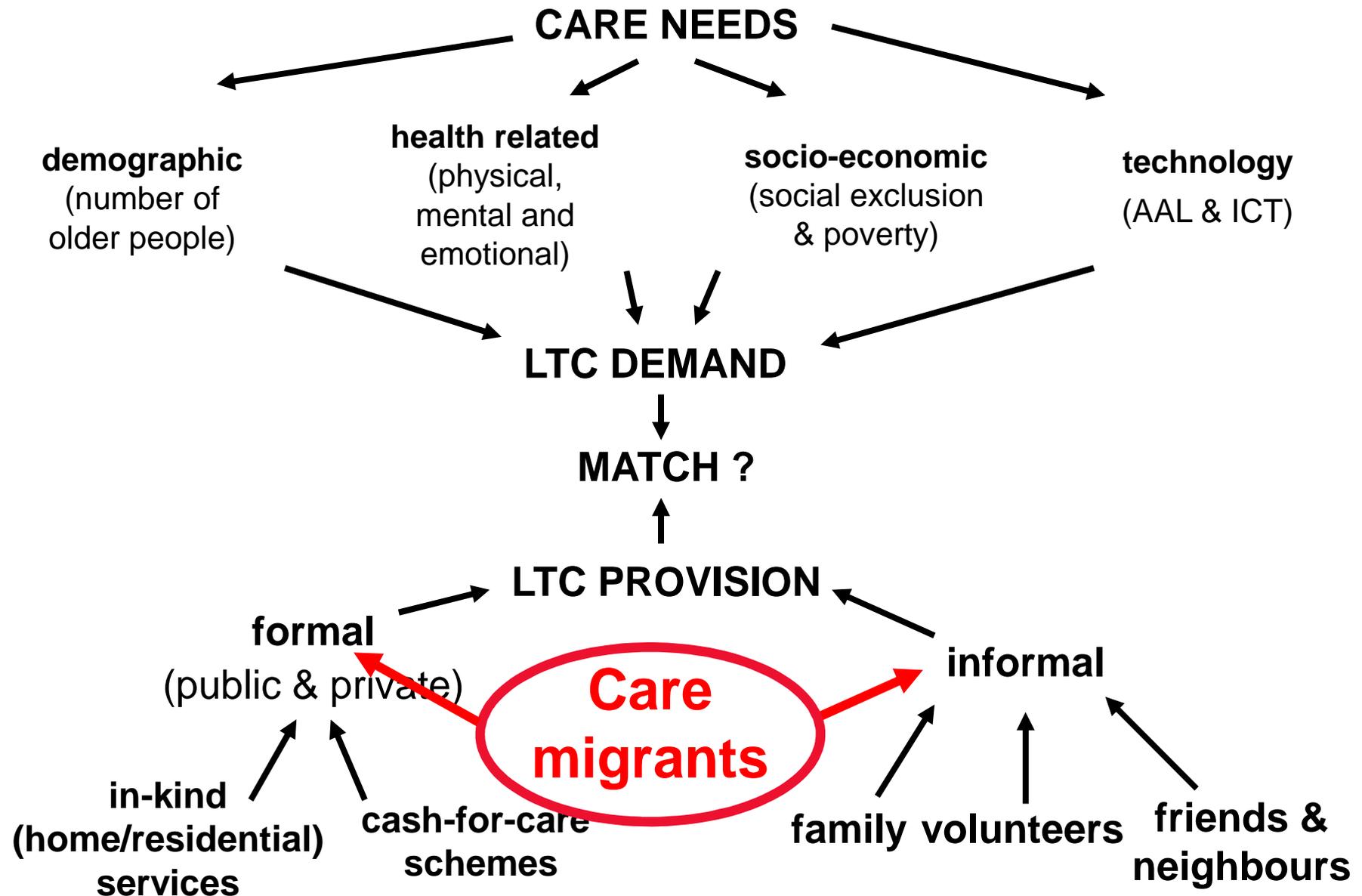
The advertisement features a photograph of a young woman with dark hair, wearing a dark blue uniform with a small European Union flag patch on the chest, embracing an elderly woman with short, curly grey hair and glasses. The elderly woman is wearing a red jacket. In the top left corner of the ad, there are four yellow stars of varying sizes above the text 'SunSet Blvd.'. The text is in a bold, black, sans-serif font.

**SunSet Blvd.**

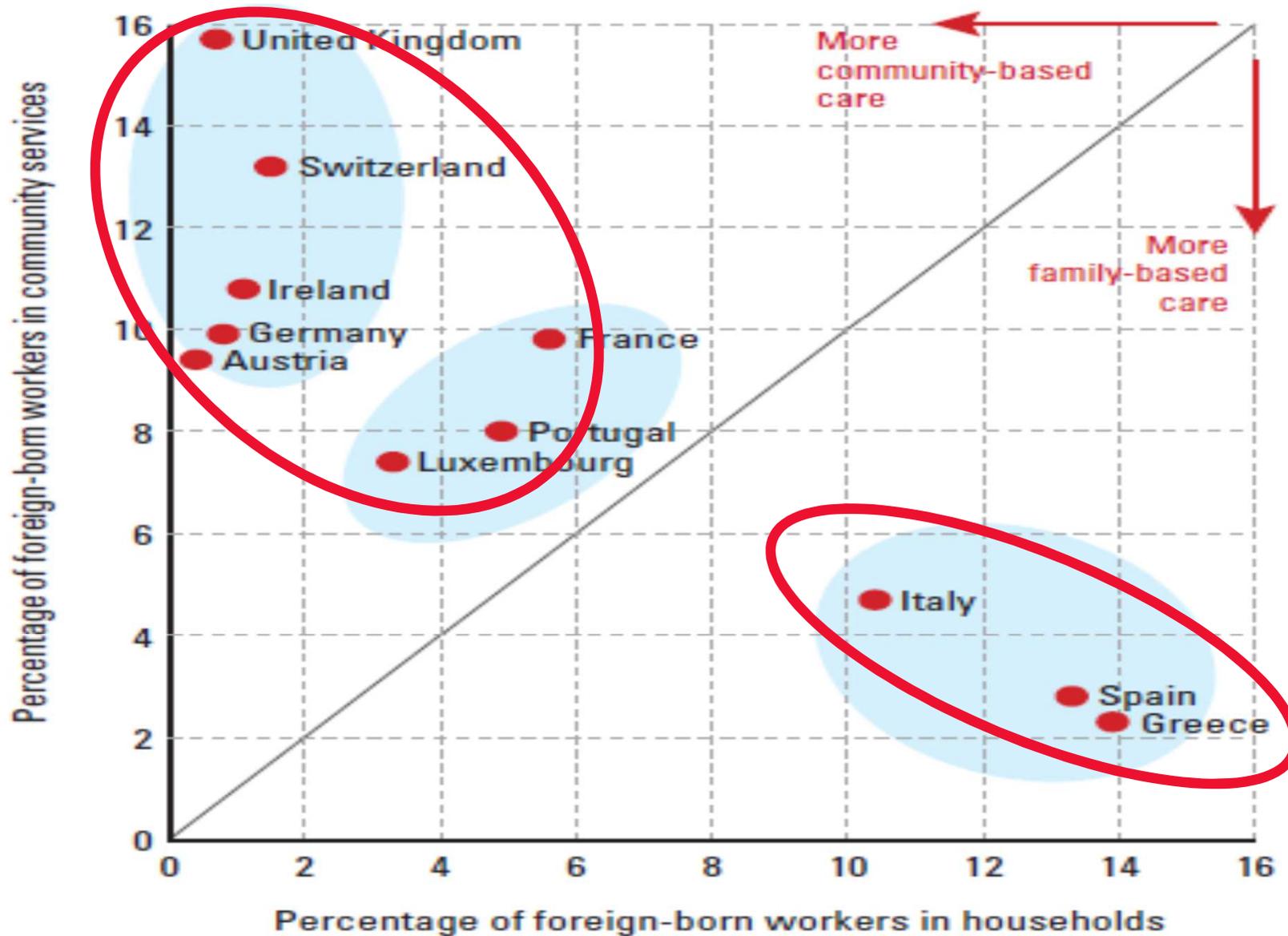
**Căutăm îngrijitoare și infirmiere!!!**  
**Condiții, cunoașterea limbii germane la nivel**  
**comunicativ. Mai multe informații la**  
**telefon 0040.312.263.738**  
**e-mail : [recrutare@sunsetblvd.sk](mailto:recrutare@sunsetblvd.sk)**

**[www.sunsetblvd.sk](http://www.sunsetblvd.sk)**

# Long-term care: a conceptual model



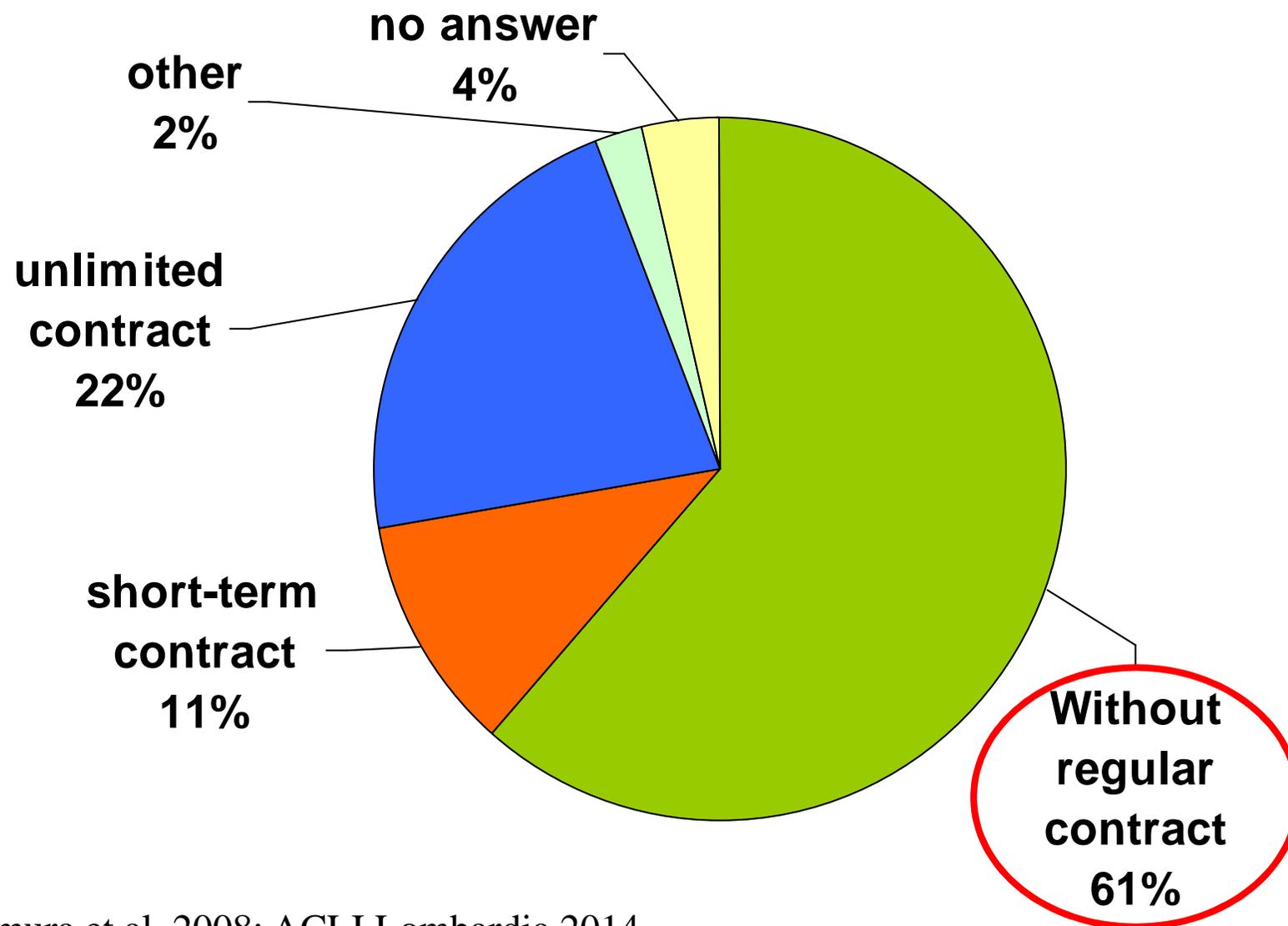
# Different models of migrant work in LTC: community services vs. households



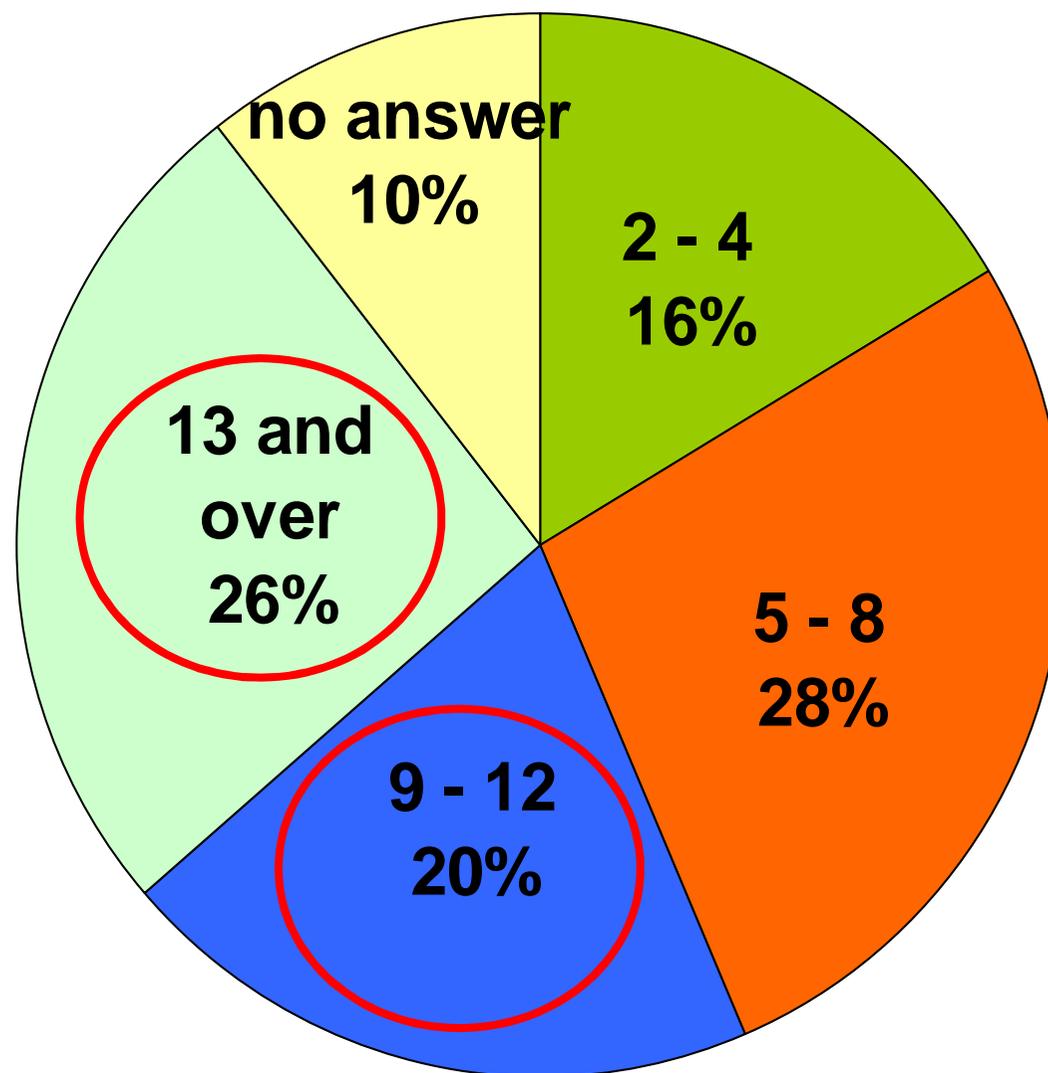
# Main migrant LTC workers' employment patterns: LTC organisations vs. private households

| <b>Dimension</b>                                         | <b>Migrant's employer</b>               |                                              |
|----------------------------------------------------------|-----------------------------------------|----------------------------------------------|
|                                                          | <i><b>LTC organisations</b></i>         | <i><b>Care recipients' families</b></i>      |
| <b>Prevalent countries</b>                               | <b>North-West Europe</b>                | <b>South &amp; Central (+Eastern) Europe</b> |
| <b>Role of care recipients</b>                           | <b>Client/service user</b>              | <b>Employer</b>                              |
| <b>Main source of funding</b>                            | <b>Public LTC funds / out-of-pocket</b> | <b>Out-of-pocket + cash-for-care</b>         |
| <b>Control on care quality performed by:</b>             | <b>Care provider or funding body</b>    | <b>Care recipient</b>                        |
| <b>Professionalization &amp; training of care worker</b> | <b>Higher</b>                           | <b>Lower</b>                                 |
| <b>Legal status of care worker</b>                       | <b>Legal</b>                            | <b>Often undeclared</b>                      |

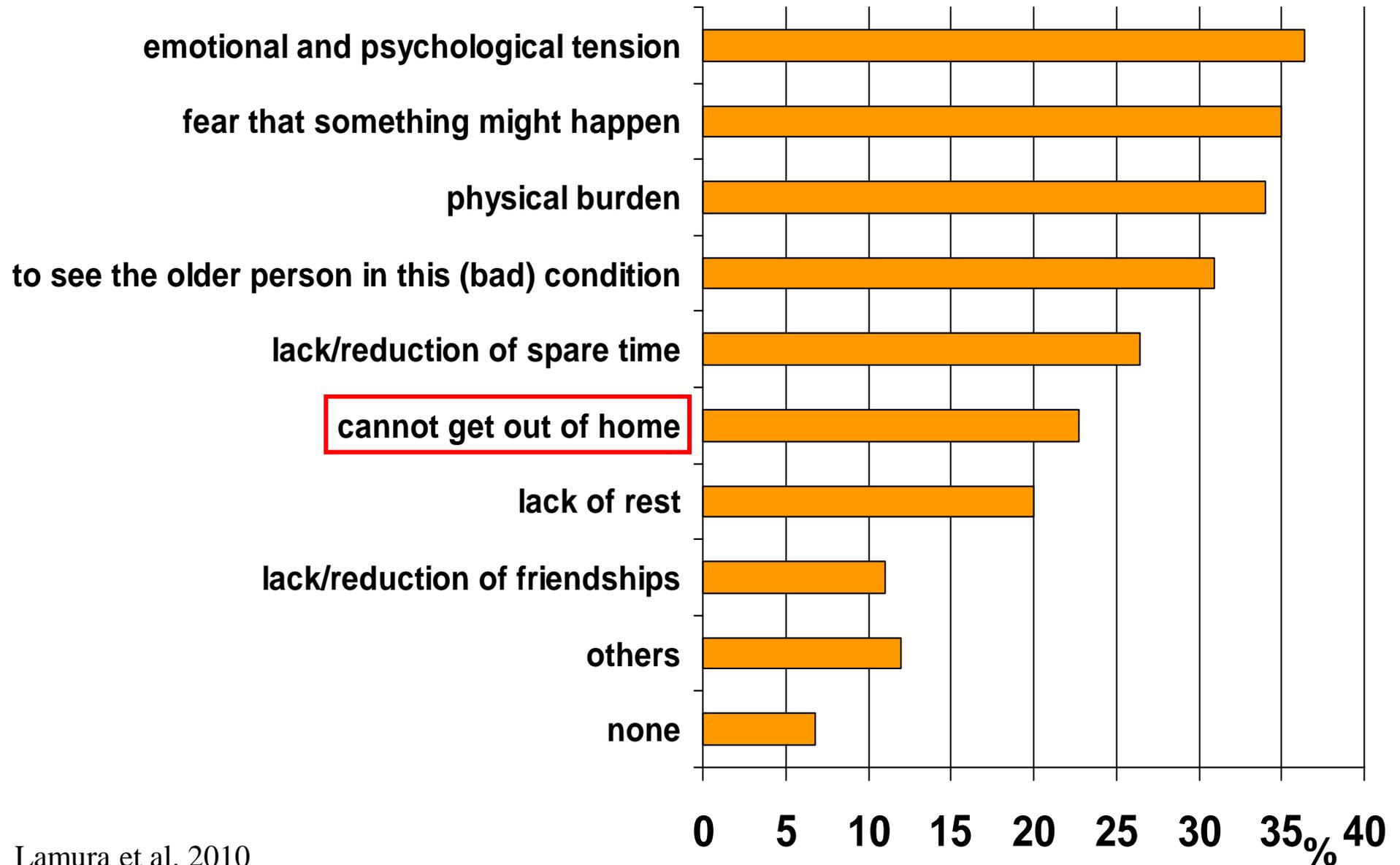
# Migrant home carers by kind of employment contract



# Migrant care workers' average hours of work per day



# Migrants' most burdening aspect of providing care



## **Care drain risks in migrants' **home** countries**

- **Migrant women's left behind children: well-off but socially deprived & cared-for by grandmothers**
- **Mental illnesses of migrant women returning home after long years of isolated care work**
- **Educational & training costs saved by “host” countries and borne by “sending” countries**

# Call for a comprehensive strategy

- migration cannot be seen as a tool to tackle care labour shortages, if this **jeopardizes development** in source countries (via care and brain drain) or leads to **migrants' exploitation**
  - we need a **balance between integration policies** in destination countries **& international cooperation & development programmes** in source countries (including schemes for return migration, thanks to qualification acquired abroad)
- ... otherwise we will end up plundering (again) the future of poorer nations!**

**Thank you!**

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