

Open Dialogue to an Open Door Immigration Policy

Dagmar Schönová (Masaryk University, Brno)

Abstract: Migration has been part of human history since its very beginning, going back many centuries to the wanderings of various ethnic groups. Unfortunately, we have yet to achieve an understanding as to how to manage migration globally. Today, because of demographic change, it is important to find out how to deal with integration of foreigners and how to coexist with them. We need to encourage labour migration because the population of European countries is rapidly aging. An open door immigration policy increases tax revenue for the state, improves its fiscal condition, and enables it to improve its social policies. It is really crucial to think globally and work collectively to manage migration because it is impossible to look at migration only at the national level. It is my view that open dialogue consisting of discussions in the form of three different panels could be helpful in the formulation of migration policies. One panel would be made up of migration specialists and government officials, a second of company representatives and a third, ordinary citizens. Similar mechanisms aimed at gauging levels of public approval or laying the groundwork for the creation of legislation (through open dialogue) though not necessarily about migration has already been shown to work in Switzerland and Canada. Although cooperation between the government and industry already functions in the Czech Republic, communication with the public is minimal.

Key words: open dialogue, migration, integration policy, Czech Republic, discussion

Bio of the author: I'm Dagmar Schönová, an undergraduate student of the Masaryk University in Brno, Czech Republic. My major field of study are the international relations and minor European Politics. I am an active member of the Student section of the International Institute of Political Science of the Masaryk University. Ranking among the 3 % of the best students in the programme of International Relations and European Politics makes me proud as my efforts are fruitful. I'm interested in the political situation in Central Europe and the situation in developing countries.

Introduction

The theme of the international conference was: "Coexisting with Foreigners in an Era of Mass Migration; opportunities and challenges for Europe and Japan". Therefore, the main

aim of this paper is to offer some possible solutions how to deal with mass migration successfully. This paper presents my personal suggestions as a student of International relations even though I am not an expert in migration policy. According to the United Nations, there are several categories of international migration. As this is a broad topic, I have chosen to concentrate on citizens departing to work abroad, known as foreign migrant workers.

First of all, I would like to briefly describe the phenomenon of migration in the context of demographic change. Secondly, I would like to present my suggestion how to deal with migration and how to coexist with foreigners. The basic proposal of this paper is that the best solution (from my point of view) is to create a system of open dialogue consisting of several discussion panels. In the third part of my paper I will deal with the states that are actually using a method similar to my suggestion when deciding on different legislative matters in the context of labour migration. I have chosen to describe the political systems and integration of foreign workers in Switzerland and Canada. In the final section I evaluate the current situation with regard to migration and coexisting with foreigners in the Czech Republic.

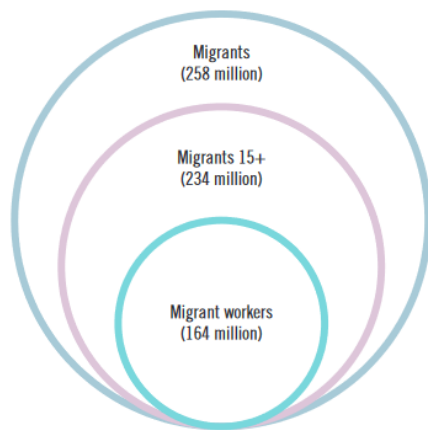
Global migration

Migration is certainly not a recent phenomenon. On the contrary, it has been part of human history since earliest times, starting as a movement of various ethnic groups. Even though migration affects the whole world, we have yet to find ways how to manage it globally.

An international migrant is defined as any person who changes his or her country of usual residence. Furthermore, an international migrant is too broad a term and therefore is divided into a number of categories. Categories that are relevant for the compilation of international migration statistics include foreign students, foreigners admitted for settlement, foreigners admitted for family formation or reunification and many more. However, this paper will primarily deal with foreign migrant workers.¹

¹ Department of Economic and Social Affairs Statistic Division, *Recommendations on Statistics of International Migration, Revision 1*, United Nations 1998, p. 14

Figure 2.1 Global estimates of the stock of international migrants and migrant workers, 2017



Tab.1

As the first table shows, 258 million people residing in a country other than their country of birth, also known as international migrants, were counted globally in 2017. This represents 3.4% of the world's total population. In terms of labour migration, 164 million migrant workers were counted globally in 2017.² Furthermore, more than 60% of migrant workers are employed in high-income countries. However, comprehensive official statistical data on foreign workers are still unavailable at either national, regional or global levels. Migration, especially labour migration, has become a flashpoint for debate in many countries. Therefore, it is important to understand the patterns of global migration and the economic impact of large numbers of people moving across international borders.

But what are the causes of migration? There are many factors affecting migration, such as desire to travel, learn a new language, acquire new skills and qualifications, escape from a country because of its political situation, etc. Nowadays, more than ever, we are facing demographic change. Moreover, it is assumed that these changes are likely to intensify in the future. Global population growth from 2010 to 2050 is projected to be significantly slower and is expected to tilt strongly in favour of the oldest age groups.³ According to Eurostat, the EU total fertility rate stood at 1.55 children per woman in 2013. Around 300 million people

² Ilo, and Social Finance Programme. "Annual Report 2017." Annual Report 2017. February 28, 2018. Accessed June 11, 2019. https://www.ilo.org/empent/Publications/WCMS_618853/lang--en/index.htm.

³ Cohn, D'Vera, Andrea Caumont, D'Vera Cohn, and Andrea Caumont. "10 Demographic Trends That Are Shaping the U.S. and the World." Pew Research Center. March 31, 2016. Accessed June 11, 2019. <https://www.pewresearch.org/fact-tank/2016/03/31/10-demographic-trends-that-are-shaping-the-u-s-and-the-world/>.

will be aged over 65 by 2025. Between 2000 and 2013 the duration of working life in the EU increased by 2.2 years and there is a high probability that it will increase even more.⁴

The modern economic system was created after World War II. Thanks to the so-called "baby boom", there were a lot of workers who paid taxes which were used to fund social services for citizens both young and old. The demographic changes have potentially important implications for economic growth. They could affect the size of the workforce, its productivity, and the financial capital available for investment. Most studies about labour migration evaluate migration as having a positive effect on human capital. For example, thanks to migration, extreme poverty levels are lower as incomes expand through remittances from migrants abroad.⁵

How to deal with migration

There are several possible solutions how to deal with demographic change. One option is to increase financial benefits for parents. The problem is the uncertainty of the availability of funds to support such benefits in the long run. Another policy choice would be to raise the retirement age and thereby reduce the amount of tax revenue needed to fund pension payments. However, such a policy change is negatively perceived not only among Czech citizens but in the whole of Central Europe. Therefore, the most realistic solution is an open door immigration policy that increases the state's tax base, improves the nation's fiscal health, and enables the government to fund policies beneficial to society as a whole.

It is really crucial to think globally and work collectively to manage migration because it is impossible to look at migration only at the national level. From my point of view, encouraging discussions by means of three different panels could be helpful in building a consensus on migration policy. One panel would consist of migration specialists and government officials, a second of company representatives and the third of ordinary citizens.

Government and therefore individual ministries are important because they create and approve appropriate legislation. Thus, from my point of view, the cooperation of ministers, especially the Ministers of the Interior, of Labour and Social Affairs, of Industry and of Foreign Affairs is crucial because the issue of labour migration concerns all of them. What is

⁴ "Your Key to European Statistics." Demographic Changes - Eurostat. Accessed June 11, 2019. <https://ec.europa.eu/eurostat/web/sdi/eu-sds/demographic-changes>.

⁵ Olimova, and Saodat. "The Impact of Labour Migration on Human Capital: The Case of Tajiki..." *Revue Européenne Des Migrations Internationales*. December 01, 2013. Accessed June 11, 2019. <https://journals.openedition.org/remi/5239>.

more, they have to set migration rules in accordance with international agreements as well as the Constitution of the Czech Republic. The Minister of Labour and Social Affairs can define particular job sectors in which Czech workers have shown reluctance to accept employment. Specialists are undoubtedly even more important in the debate. They are helpful especially at analysing the key aspects of the migration phenomenon. Specialists in religion and Asian Studies can help improve the integration of immigrants, because they can offer advice on how to promote harmonious working conditions in cross-cultural environments.

Secondly, discussions involving companies should be encouraged. The companies need to state their preferences regarding the cultural or geographical background of potential foreign employees and indicate the exact number and content of job vacancies. The Czech Republic most frequently offers jobs which can be characterized as 3D (dirty, demanding, and dangerous) to unskilled foreign labourers. Therefore companies, involved in the building or manufacturing industry, in construction, production etc., have key roles to play because their manpower needs fall into areas where there are likely to be shortages that migrant laborers may wish to fill. Another reason is because secondary industries represent the largest share of employment in the Czech Republic. On the other hand, it could be useful to involve multinational corporations or foreign companies with regional headquarters in the Czech Republic, and which need foreign managers and specialists. Keeping in mind that the Czech labour market normally demands unskilled, cheap labour, and the selection, stabilization and settlement of qualified labour through “The Selection of Qualified Foreign Workers” program was not very successful, multinational firms looking for more qualified staff also need to take part in discussions on foreign labour.

Last but not least, it is crucial to have an open dialogue with citizens because of the need to counter populist arguments associated with migration. Nowadays, this topic begins to be the subject of a kind of information war. That relates to the biggest problem, the verification of information about migration. Unlike the first two panels, which call for dialogue of the kind that already does take place in the Czech Republic in some form, communication with the public, the role of the third panel has no equivalent in this country. The lack of communication between politicians and the public is leading to mutual aversion. My suggestion is to create a functioning website where the issue of migration could be explained nationwide in easily understood language. Through this page, the public could be reassured that their input through public comments can influence legislation in positive ways. The next step after the launch of a dialogue-promoting webpage would be collaboration with

the media to reach as many people as possible. The aim would be to convene an Aarhus type of convention, with the difference that instead of dealing with environmental policy, the topic would be migration. The Aarhus Convention covers access to information, public participation in decision-making and access to justice in environmental matters. It can be characterized as a qualitative change in communication between government and citizens, as a tool to deepen democracy and to promote human rights and freedoms. The Aarhus Convention consists of three basic pillars. Firstly, the right of the public to access environmental information. Secondly, the right of public participation in the decision-making process. Last but not least, the right of access to justice in environmental matters and guarantees for anyone who has been violated by environmental rights to have a fair assessment by independent bodies.⁶

Similar problem-solving method in other countries

This section is about two countries in which immigration policy is formulated in a manner similar to my suggestion on how to deal with labour migration in the Czech Republic. The first country I would like to mention is Switzerland. I have chosen Switzerland because it is prime example of direct democracy where ordinary citizens play an important role in policy decisions. The starting points of Swiss direct democracy are - a social contract, the principle of sovereignty (no higher authority than the people), the principle of equality, the right to initiative, the rule of the majority, the mandate rule, concordance and federalism. Furthermore, every question has to find its own majority and of course, a similarity with home government. Citizens have the right of legislative and constitutional initiative. After collecting the necessary number of signatures, citizens may submit bills that Parliament will either adopt and incorporate into the legislation or vote in a referendum after negotiating with the Petitions Committee. Extensive public debates take place before each referendum, and each voter receives a brochure with detailed arguments for and against. Who cannot decide, can adopt the recommendation of their preferred political party. A referendum is always valid regardless of number of participants and is always binding. There is no possibility for civil servants (Members of Parliament) to ignore the results. It can be argued that sovereign Swiss citizens are the owners of their state. They can also ensure the necessary social security by voting themselves. They have their politicians under control and do not have to meditate on how to

⁶ "Aarhuský Dohovor." Ministerstvo životného Prostredia Slovenskej Republiky. Accessed June 19, 2019. <https://www.minzp.sk/eu/medzinarodne-dohovory/aarhusky-dohovor/>.

choose a lesser evil.⁷ The reason why I am describing the political system of Switzerland is that, in my opinion, this form of direct democracy has the most appropriate qualities to implement my immigration policy suggestion.

Switzerland has one of the highest immigration rates of any country in Europe. What is more, the Swiss accept the fact that further immigration will be needed to compensate for the aging of the population and to ensure economic growth in the future. Switzerland has a long history of immigration that dates back to the 16th century. In the case of labor migration, the decades since the end of World War II are the most significant. Immigration policy which was applied during this period was called the “rotation model”. In short, it meant that new employees could be recruited only if the previous ones were sent back to their homelands. Restrictive conditions on family reunion were adopted and residence permission was limited to 10 years. Since then, Switzerland has made improvements to the rotation system under the influence of international organizations such as the ILO (International Labor Organization) moving toward an integration-oriented scheme that facilitates family reunification, makes foreign workers more eligible for promotions, and attempts to end labour market segmentation.⁸

Switzerland, like most other advanced industrialized countries has become dependent on foreign labour. Statistical data for of the year 2000 show that immigrants comprise 25 percent of the total workforce, 50 percent of hotel and restaurant industry workers, and 33 percent of those in construction.⁹ Switzerland’s migration foreign policy is based on three key principles. Firstly, migration is a global phenomenon. Secondly, the risks and opportunities presented by migration should be addressed in collaboration with the countries of origin, transit and destination. Thirdly, the challenge of migration calls for coherent action by the different departments within the federal administration.¹⁰

Switzerland’s integration-oriented immigration policies should be seen in the context of coexistence with foreigners. Improvement in the legal status of immigrants is the

⁷ "Švajčiarsky model priamej demokracie." Domov. Accessed June 19, 2019. <https://blogy.hnonline.sk/gabriel-karacsony/svajciarsky-model-priamej-demokracie>.

⁸ Efionayi, Denise, Josef Martin Niederberger, and Philippe Wanner. "Switzerland Faces Common European Challenges." Migrationpolicy.org. March 02, 2017. Accessed June 19, 2019. <https://www.migrationpolicy.org/article/switzerland-faces-common-european-challenges/>.

⁹ Efionayi, Denise, Josef Martin Niederberger, and Philippe Wanner. "Switzerland Faces Common European Challenges." Migrationpolicy.org. March 02, 2017. Accessed June 19, 2019. <https://www.migrationpolicy.org/article/switzerland-faces-common-european-challenges/>.

¹⁰ Ejpgd. International Collaboration. Accessed June 19, 2019. <https://www.sem.admin.ch/sem/en/home/internationales/internat-zusarbeit.html>.

Confederation's main integration policy since the 1970s. The Swiss government established the Federal Commission for Foreigners (FCF) in 1970 in response to public concerns and because of the need to facilitate foreigners' integration. Switzerland, as it is known, is a federation composed of 26 cantons. According to the Migration Policy Institute, the FCF cooperates with cantonal and communal authorities, immigrant services, and immigration actors, such as charities and economic associations. It also publishes opinions and recommendations regarding general issues of migration and provides testimony when the legislature debates migration-related policy. Cantons and larger communities also have their own integration and intercultural cooperation committees and offices, which offer language and integration courses.¹¹ The citizens of Switzerland play a huge role in immigration policy, for example Switzerland has held eight popular initiatives (Volksinitiativen) concerning general immigration issues since 1970.¹²

Thanks to the Swiss-EU bilateral agreement on the free movement of persons (AFMP) there is distinction between EU-28/EFTA citizens and third-state nationals. The first group has all of the benefits and also priority access to the labour market of Switzerland. FCE establishes quotas for foreign workers annually.¹³ What is more, the Tripartite Conference (the policy platform of the federal, cantonal, communal and city authorities), held in 2012 initiated three separate dialogues with a goal to strengthening cooperation between the public and private sector. The emphasis was on employment of foreigners, early years support and also everyday life. Public (government) and private sector (private stakeholders) altogether developed goals and recommendations and created several integration projects.¹⁴ For example under the employment dialogue the project entitled "German/French on the construction site" was created and incorporated specific language courses in the construction industry. Creations of low-level language courses on specific subject such as pregnancy, childbirth and early childhood is another example of outcome of the "Early Years Support" dialogue.¹⁵

Canada offers an example of immigration policy from a non-European perspective. Canada has been a major proponent of open dialogue. Open dialogue is about active

¹¹ Efionayi, Denise, Josef Martin Niederberger, and Philippe Wanner. "Switzerland Faces Common European Challenges." Migrationpolicy.org. March 02, 2017. Accessed June 19, 2019. <https://www.migrationpolicy.org/article/switzerland-faces-common-european-challenges/>.

¹² Efionayi, Denise, Josef Martin Niederberger, and Philippe Wanner. "Switzerland Faces Common European Challenges." Migrationpolicy.org. March 02, 2017. Accessed June 19, 2019. <https://www.migrationpolicy.org/article/switzerland-faces-common-european-challenges/>.

¹³ State Secretariat for Migration SEM, *Migration report 2017*, State Secretariat for Migration (SEM), p. 15

¹⁴ State Secretariat for Migration SEM, *Migration report 2017*, State Secretariat for Migration (SEM), p. 33

¹⁵ State Secretariat for Migration SEM, *Migration report 2017*, State Secretariat for Migration (SEM), p. 34

participation in government policy, and, through consultation support, effective public engagement.¹⁶ Canada is a member of Open Government Partnership whose aim is to advance openness in government. The eight founding members of the initiative include the United States of America, Brazil, Philippines, Indonesia, South Africa, Mexico, Norway and the United Kingdom. The initiative is intended to improve governance by increasing transparency, efficiency and accountability, as well as by creating institutions that enable citizens to participate in governance. The whole point is to focus on co-creation and working together to build a better Canada. Furthermore, the government of Canada is starting to look at ways to allow Canadians to be part of the policy development process, how to empower citizens and how to strengthen governance in partnership with civil society and the private sector.¹⁷ Public engagement takes many forms, from ongoing collaboration to broad public consultation on complex issues. The main principles are relevance and transparency. This means that the Canadian government listens and talks to interested and affected Canadians about issues that matter to them. Government also ensures that people have sufficient time to prepare and participate. Summary reports are published online, and, when possible, are made available as open source data.¹⁸ Consultations and public engagement is carried out through the official website of the Canadian Government. Federal departments and agencies give interested groups, individuals and all Canadians the chance to review and comment on proposed regulations before they are enacted. Moreover, the Government of Canada consults with Canadians on a wide variety of matters. There are currently 984 consultations on the official site. So far, around 20 consultations on migration have been registered.¹⁹ As a result of this initiative, the people of Canada can also consult or comment on the migration-related situation, and therefore there is cooperation between the government and the population. Canada offers an example of the kind of solution, I am proposing, namely open dialogue. In the Canadian case, we can see that it works in real life.

Canada is one of the few countries that spends more money on integrating immigrants than on implementing immigration and asylum policies. According to opinion polls, most

¹⁶ Treasury Board Secretariat of Canada. "Open Dialogue." Open Government. March 05, 2019. Accessed June 26, 2019. <https://open.canada.ca/en/open-dialogue>.

¹⁷ Global Affairs Canada - Affaires. "Canada and the Open Government Partnership." GAC. February 19, 2019. Accessed June 26, 2019. https://www.international.gc.ca/world-monde/international_relations-relations_internationales/ogp-pgo/index.aspx?lang=eng.

¹⁸ Treasury Board Secretariat of Canada. "Principles and Guidelines." Open Government. December 20, 2017. Accessed June 26, 2019. <https://open.canada.ca/en/content/principles-and-guidelines>.

¹⁹ Treasury Board of Canada Secretariat. "Government of Canada." Canada.ca. June 06, 2019. Accessed June 26, 2019. <https://www.canada.ca/en/government/system.html>.

Canadians value the multinational composition of the population. Some 68% believe that multiculturalism mitigates the impact of extremism on Canada. According to research, Canadians consider immigration to be very beneficial. The benefits of immigration include, for example, greater international competitiveness as well as population growth.²⁰ Canada aims to attract the wisest and best people from around the world. There is an immigrant rating system based on language skills, work experience, as well as current job openings in Canada. The adaptability of immigrants is also assessed. In 2015, immigration rates were about 0.57 percent of the population, a fast pace that translates into about half a million immigrants a year.²¹

Canada has a long history of migration policy. In 1967, a points system was introduced to determine immigrant eligibility with preference given to educated French and English speakers of working age. The Immigration Act of 1976 officially made Canada a destination for migrants from all countries. With the introduction of the Immigration and Refugee Act in 2001, new classes and procedures were created in order to further Canada's goal of building human capital: These included the Federal Skilled Worker Program, Temporary Worker Program, Arranged Employer Opinion and Provincial Nominee Program.²² Immigrants in Canada tend to be highly educated, in part reflecting the fact that today the majority of those who come to the country do so through economic-class streams. Not all migration related issues in Canada have been successfully resolved. For example, Canada continues to have a problem with social and economic inclusion of immigrants, an issue that will likely remain a challenge for an increasingly diverse Canadian society.

Canada's immigrant integration model is premised on mutual adaptation by newcomers and Canadian society. Inclusive laws and policies, as well as enabling programs, are in place to support this model. Federal, provincial or territorial and municipal governments play a central role to facilitate immigrant integration, in partnership with many societal actors in diverse communities across Canada. This model is also known as a two-way model consisting of newcomers (economic immigrants, family class immigrants or refugees) and a welcoming society (e.g. employers, regulatory bodies, professional or established Canadians). Canada's

²⁰ V.Sulek, Napísal:. "InfoWeby.sk." InfoWeby.sk. Accessed June 28, 2019. <https://www.infoweby.sk/referaty/329-migracia-v-kanade>.

²¹ "Veľmocou Zajtrajška Je Kanada (komentár)." Finweb. Accessed June 28, 2019. <https://finweb.hnonline.sk/komentare-a-analyzy/544650-velmocou-zajtrajska-je-kanada-komentar>.

²² Challinor, A.E. Challinor A.E. "Canada's Immigration Policy: A Focus on Human Capital." Migrationpolicy.org. March 02, 2017. Accessed June 28, 2019. <https://www.migrationpolicy.org/article/canadas-immigration-policy-focus-human-capital>.

shared governance in immigrant integration reflects a whole-of-society approach in which constitutional partners and other community stakeholders play a key role.²³ Additionally, according to the OECD, Canada also has an extensive array of programmes that facilitate integration. The Targeted Employment Strategy for Newcomers facilitates foreign-credentials recognition and helps immigrants gain Canadian work experience in their profession.²⁴

Current situation in the Czech Republic

The current real situation in the Czech Republic is slightly different. Although at present cooperation does take place between the government (particularly The Ministry of Labour and Social Affairs) and companies, communication with the public of the kind that we see in Switzerland or Canada is rare in the Czech Republic. Websites that inform the public about migration are still in their early stages and do not offer a lot of detailed information, at least not so far. However, the biggest problem is that the public is not sufficiently informed about these websites.

According to the Ministry of Interior of the Czech Republic, the main goals of the new immigration system are: (a) to eliminate detected deficiencies in current legislation, (b) to simplify migration-related procedures and reduce administrative burdens, (c) to enhance responsibilities of foreigners and subjects having interest in their immigration (employers, universities etc.), (d) to enable Czech authorities and inspection bodies to ascertain that foreigners engage in activities compatible with the approved purpose of their stay, (e) to strengthen pro-integration measures.²⁵

The strengthening of pro-integration measures is crucial in consideration of public opinion which is mostly negative about immigrants. For instance, 64% of Czechs feel that newly-arrived immigrants are a problem for the Czech Republic as a whole. Immigrant integration is of key importance for maintaining social cohesion of host societies and for economic development.²⁶ As of Nov. 30, 2017, there were 524,132 foreigners in the Czech Republic this represents almost 5 percent of the total population. According to the Czech

²³ "Immigrant Integration in Canada: A Whole-of-society Approach to Help Newcomers Succeed." PDF. Accessed July 3, 2019. <http://docplayer.net/52544134-Immigrant-integration-in-canada-a-whole-of-society-approach-to-help-newcomers-succeed.html>.

²⁴ Oecdecoscope. "Enhancing Labour-market Integration of Immigrants in Canada." OECD ECOSCOPE. July 19, 2018. Accessed July 3, 2019. <https://oecdecoscope.blog/2018/07/23/enhancing-labour-market-integration-of-immigrants-in-canada/>.

²⁵ Labour immigration in the Czech Republic the commentary of the Ministry. (2013). Retrieved from <https://migrationonline.cz/en/labour-immigration-in-the-czech-republic>

²⁶ Surveying some surveys: Czechs & refugees, immigrants and Islam. (2017, April 27). Retrieved from <https://michaelcolborne.com/2017/04/27/surveying-some-surveys-czechs-refugees-immigrants-and-islam/>

Statistical Office, immigration is the biggest driver of Czech population growth and it also improves the economic situation in the Czech Republic. Not surprisingly, there are suggestions to simplify the rules for qualified foreign workers as a way to assure the continued growth of the Czech economy.²⁷

Integration is currently one of the most complex issues in relation to the presence of migrants not only in the Czech Republic but in the whole Europe. The main tools of integration policy include the implementation of municipal projects to support integration at the local level, cooperation with a network of regional centres to support the integration of foreigners, implementation of projects by non-governmental organizations, monitoring the position of foreigners and supporting the involvement of civil society and other actors. Integration policy consists of the so-called Updated Concept of immigrant integration which is the primary legislation on this subject in the Czech Republic.²⁸ The goal is to maintain social cohesion and harmonious, conflict-free coexistence of all inhabitants of the country. The integration policy will continue to be focused on not only supporting the integration of legally residing foreign nationals into society but also preventing possible problems within immigrant communities and their relationships with the majority. Key focus areas according to the updated policy for the integration of foreigners include: (a) knowledge of the Czech language, (b) economic and social self-sufficiency, (c) orientation in the society through socio-cultural and adaptation courses, (d) bridges between immigrants and the majority population through inter-cultural and inter-religious events and dialogue, (e) Mutual communication and relations between foreign nationals and the majority society and (f) Strengthened professional competencies of relevant civil servants.²⁹

²⁷ PTV Media S.r.o. "Over 524,000 Foreigners in the Czech Republic." Over 524,000 Foreigners in the Czech Republic | Prague TV - Living Like a Local! Jobs, News, Lifestyle and More ... Accessed July 3, 2019. <https://prague.tv/en/s72/c212/n12521-Over-524-000-foreigners-in-the-Czech-Republic>.

²⁸ Jelínek, Tomáš. "Cizinci v České Republice." Domů. Accessed July 3, 2019. <http://cizinci.cz/cs/2018-integracni-politika-koncepce-zprava>.

²⁹ "Czech Republic: Further Steps in the Realisation of the Updated Policy for the Integration of Foreigners in 2018." European Web Site on Integration. Accessed July 3, 2019. <https://ec.europa.eu/migrant-integration/librarydoc/czech-republic-further-steps-in-the-realisation-of-the-updated-policy-for-the-integration-of-foreigners-in-2018>.

Conclusion

Migration has been a global phenomenon since the beginning of humanity. It is crucial to think globally and work collectively to manage migration because it is impossible to look at migration only at the national level. Demographic change and the aging of the world's population makes immigration a necessity for advanced industrialized countries. The most realistic solution how to deal with demographic change, from my point of view, is the open door immigration policy that increases the tax base of the state, improves the nation's fiscal health, and thereby facilitates the implementation of social policies beneficial to society as a whole. As it was said earlier, thanks to migration extreme poverty levels are lower and income levels have risen thanks to remittances from migrants abroad. If we are talking about migration, more precisely labour migration, we must also resolve the problem of integration of foreign workers.

The aim of this paper has been to explain the principle of open migration policy through an open dialogue consisting of three discussion panels: one consisting of migration specialists and government officials, the second of company representatives and the third of ordinary citizens. Switzerland and Canada were presented as cases of countries where migration and integration of foreign workers has been dealt with in a manner very similar to my proposal for the Czech Republic, which at present has yet to institute open dialogue on immigration policy. Other Central European countries are also at a similar level as the Czech Republic and therefore have the opportunity to improve the situation in this field. Coexistence with migrants is a problem that has emerged in this context, but the history of the European continent is full of migration waves and every European nation is a mixture of different cultures. Through open dialogue with the general public, it should be possible to meet the challenges of integration with a view to fostering co-operation between immigrants and the majority society.

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