

**The Migratory Experience and its Impact on the Conception of Decent Work.
A Study of Latin American Migration in the European Union**

**La experiencia migratoria y su impacto en la concepción del trabajo decente.
Un estudio de la migración latinoamericana en la Unión Europea**

Andrea Zammiti,¹ Anna Sánchez-Aragón,²
Inma Pastor-Gosálbez,³ & Maria Cristina Ginevra⁴

ABSTRACT

This study aimed to explore the perceptions of Latin American and Caribbean migrants in Europe regarding the concept of decent work. A total of 411 participants, selected through chain sampling, responded to an online survey based on open-ended questions. A mixed-methods approach was applied, including descriptive analyses in SPSS and inductive qualitative analysis using Grounded Theory in NVivo. The results identified four main themes: respect for rights and laws (including fair wages, job security, and reasonable working hours), quality of life, physical and mental well-being, and personal growth. Gender differences were found in job security and work-life balance. The study, aligned with ILO definitions and the 2030 Agenda, highlights the need for comprehensive policies that promote equity, psychological well-being, and fair working conditions for migrants in Europe.

Keywords: 1. decent work, 2. migration, 3. Latin America, 4. European Union, 5. cluster analysis.

RESUMEN

Este estudio tuvo como objetivo explorar las percepciones de migrantes latinoamericanos y caribeños en Europa sobre el concepto de trabajo decente. Participaron 411 personas, seleccionadas mediante muestreo en cadena, quienes respondieron una encuesta en línea basada en preguntas abiertas. Se aplicó un enfoque mixto, con análisis descriptivos en SPSS y análisis cualitativo inductivo según la *Grounded Theory* en NVivo. Los resultados identificaron cuatro ejes centrales: respeto de derechos y leyes (incluyendo salario justo, seguridad laboral y horarios razonables), calidad de vida, bienestar físico y mental, y crecimiento personal. Se hallaron diferencias por género en seguridad laboral y conciliación del tiempo. El estudio, alineado con definiciones de la OIT y la Agenda 2030, subraya la necesidad de políticas integrales que promuevan la equidad, el bienestar psicológico y condiciones laborales justas para migrantes en Europa.

Palabras clave: 1. trabajo decente, 2. migración, 3. América Latina, 4. Unión Europea, 5. análisis clúster.

Date received: March 19, 2025

Date accepted: October 15, 2025

Published online: March 30, 2026

¹ Universidad de Catania (<https://ror.org/03a64bh57>), Italy, andrea.zammiti@unict.it, <https://orcid.org/0000-0002-1666-638X>

² Universidad Rovira i Virgili (<https://ror.org/00g5sqv46>), Spain, annamaria.sanchez@urv.cat, <https://orcid.org/0000-0002-9165-651X>

³ Universidad Rovira i Virgili (<https://ror.org/00g5sqv46>), Spain, inma.pastor@urv.cat, <https://orcid.org/0000-0003-4913-0722>

⁴ Universidad de Padua (<https://ror.org/00240q980>), Italy, mariacristina.ginevra@unipd.it, <https://orcid.org/0000-0002-2609-2543>



INTRODUCTION

International migration has assumed a central role in Latin America and the Caribbean, with almost every country in the region participating in migration flows, whether as places of origin, destination, transit, or return. According to data from the United Nations Department of Economic and Social Affairs (DESA, 2021), Mexico, with approximately 11 million people residing abroad, ranks second in the world in the number of emigrants, after India. The Bolivarian Republic of Venezuela and Colombia occupy third and fourth places, with figures exceeding 5 million and 3 million emigrants, respectively. The main destination for the Latin American and Caribbean diaspora is the United States, followed by countries in the region, and then Spain (Economic Commission for Latin America and the Caribbean [ECLAC], 2019).

Estimates from the International Organization for Migration (IOM) show that Spain has consolidated its position as one of the top 20 destinations for international migration (IOM, 2020); data from the Statistical Office of the European Union (Eurostat) confirm this trend. In 2022, Spain recorded the second-highest number of migrants from outside the European Union, after Germany, which received 1.6 million people. Specifically, 860 000 migrants were recorded in Spain, surpassing Italy (with 334 000), while other countries recorded lower figures, such as the Czech Republic (with 331 000) and France (with 317 000) (Eurostat, 2024).

However, the 2008 economic crisis marked a drastic change in migration flows, shaping a new structure that was subsequently reshaped again during the COVID-19 pandemic. Both crises stressed the vulnerability of globalized labor markets and of the migrants who depend on them. According to global estimates by the International Labour Organization (ILO hereafter), in 2019 there were approximately 169 million international migrant workers,⁵ of whom 41.5% were women; of all international migrant workers, 67.4% were employed in high-income countries: Northern, Southern, and Western Europe (almost 24%) and North America (approximately 22%). Migration to these regions is mainly driven by the search for better job opportunities and wages, particularly so in economically prosperous countries that encourage more regular and predictable migration flows (McAuliffe & Triandafyllidou, 2021).

Migrants often face precarious working conditions despite their essential contribution to the economies of destination countries, particularly in informal sectors such as agriculture, construction, and domestic work, where insufficient labor regulations predominate (ILO, 2016; Inter-Parliamentary Union [IPU] and ILO, 2019). This unequal integration can be explained by the labor market segmentation theory (Piore, 1979), which describes how migrants

⁵ International migrant workers are defined as “migrants of working age who, during a specified reference period, were part of the labor force of their country of habitual residence, whether employed or unemployed” (ILO, 2022, p. 4).

tend to concentrate in unstable, low-wage, and highly vulnerable jobs—the so-called secondary segment—due to the structural dynamics that demand flexible and poorly protected labor.

In northern, western, and southern European countries, migrants are estimated to constitute 18.4% of the workforce (ILO, 2022), with those migrants in an irregular situation or under precarious contracts being particularly vulnerable to labor exploitation. Irregular status, as noted by Sigona and Hughes (2010) and by Sigona (2012; 2017), acts as a mechanism of exclusion that intensifies marginalization, exposing individuals to greater risks of exploitation and severely limiting their employment options.

Job precarity, understood as the situation of workers who, despite being employed, lack the benefits that would be expected from participating in the labor market—such as social security, permanent employment contracts, and decent wages—has historically been recognized as a widespread violation of the right to work. The risky conditions faced by migrants, along with the political, geographic, and socioeconomic contexts of receiving countries, directly impact their opportunities to access formal employment under adequate working conditions and protections. This, in turn, increases the likelihood that this population will suffer labor exploitation, including forced labor, particularly in informal sectors (see, for example, the United Nations Economic and Social Commission for Asia and the Pacific [ESCAP], 2020).

Moreover, labor exploitation intensifies in situations of irregular migration, or during crises such as the COVID-19 pandemic (United Nations High Commissioner for Refugees [UNHCR], 2021; McAuliffe & Triandafyllidou, 2021). People without legal status are highly likely to perform what are known as “3D” jobs (Moyce & Schenker, 2018): dirty, demanding, and dangerous. Furthermore, labor market demands may position migrants in sectors where exploitation prevails (Ramírez & Corredor, 2022), such as agriculture in Europe (Monzini, 2015) or construction in North America (Buckley et al., 2016). According to data from UNHCR's 2020 Global Report (2021), COVID-19 had a disproportionate socioeconomic impact on forcibly displaced people, who often rely on daily wages or informal employment. An example of this is Costa Rica, where migrant families with stable employment fell from 93% to 59% during the health crisis.

In this context, guaranteeing the protection of the labor rights and working conditions of migrants and refugees has become a priority, as reflected in the Global Compact for Safe, Orderly and Regular Migration (United Nations, 2019), through which the international community aimed to address and reduce the vulnerability of migrants. Still, as Blackett (2019) warns, transnational labor law continues facing significant challenges in effectively protecting the “invisible workers” of the Global South, who are often excluded from national legal frameworks and require more inclusive and decentralized approaches to labor justice.

In line with this commitment, Goal 8.8 of the 2030 Agenda for Sustainable Development (United Nations, 2015) includes the protection of migrants’ labor rights and the promotion of safe working conditions. However, access to decent work remains a challenge for this population, due

to factors such as immigration status, cultural and linguistic barriers, and the lack of social networks in destination countries. It is indeed the migration network theory (Massey et al., 1993) that highlights how these networks, while facilitating migration and initial labor market integration, can also reproduce informality and confine migrants to precarious employment niches, thus limiting their upward mobility. The increasing migration from Latin American countries to Europe, driven by political instability, socioeconomic crises, and the climate emergency (Clement et al., 2021), makes it even more urgent to reflect on the working conditions of these migrants and their access to decent work.

Our exploratory study addresses how migrants from Latin America and the Caribbean construct their notion of decent work in the European context. Despite the growing interest shown in the scientific literature in defining this concept—generally understood as a multidimensional construct linked to economic aspects, labor rights, and psychosocial well-being, which decisively influences career paths and job satisfaction—most research has focused on native populations.

For example, studies with young, university-educated populations in Europe have revealed a conception that prioritizes salary and basic rights, relegating aspects such as job security or work-life balance (Masdonati et al., 2019; Romero-Rodríguez et al., 2024), while others have validated measurement scales and confirmed their relationship with psychological and social variables (Di Fabio & Kenny, 2019; Zammiti et al., 2021). Still, a critical gap remains in our understanding of how migrant groups, with diverse cultural experiences and situated in vulnerable contexts, construct, prioritize, and redefine the concept of decent work in European labor markets, the need for this study being thus justified.

Therefore, by means of a mixed-methods approach that combines quantitative and qualitative techniques, this study seeks to fill this gap and thus provide a deeper understanding of how migrants interpret and value decent work based on their cultural, social, and economic contexts. The findings will contribute to enriching the academic debate and to developing concrete actions that promote inclusion and respect for labor rights in the context of migration.

Decent Work and International Migration

According to the definition of the International Labour Organization (ILO, 2022, p. 137), the concept of decent work refers to:

Employment opportunities that are productive and provide a fair income, workplace safety and social protection for families, improved prospects for personal development and social integration, freedom for individuals to express and organize themselves, and to participate in those decisions that affect their lives, and equality of opportunity and treatment for women and men.

This concept has been included in the 2030 Agenda, which aims to eradicate abusive practices in the workplace (Sustainable Development Goal [SDG] 8.7) and to protect the rights of migrant

workers (SDG 8.8). In order to promote decent work, the ILO suggests States to focus on key areas such as job creation, social protection, labor rights, and social dialogue, with gender equality as a cross-cutting objective (Ramírez & Corredor, 2022).

As a multidisciplinary concept (Piasna et al., 2020; Zammitti et al., 2023), decent work has been analyzed from various disciplines (economics, psychology, sociology, among others). This diversity allows for a more comprehensive understanding of how decent work affects and is affected by social, cultural, and political factors; from a psychological perspective, Drenth (1991) defined work as an activity essential for human survival, facilitating cultural development, professional fulfillment, and the satisfaction of life's needs. Richardson (1993) then expanded on this perspective, adding that work, on top of contributing to personal success and satisfaction, also connects the individual to society; although, as Warr (1984) warns, it can also have negative effects, such as stress and psychological and physical strain. Despite these potential disadvantages, Blustein (2006) emphasized how work remains essential for people to develop a sense of belonging and feel valued in their social environment.

Within the framework of the Psychology of Working Theory (PWT), Duffy et al. (2016, p. 130) identify five components of decent work: a) safe working conditions, both physical and interpersonal (e.g., no physical, mental, or emotional abuse); b) working hours that allow for adequate free time and rest; c) organizational values that complement family and social values; d) adequate remuneration; and e) access to healthcare.

Although the concept of decent work is an essential component of the Sustainable Development Goals, there is no consensus on its definition and materiality in the literature. Likewise, there appear to be gender differences in the perception of what constitutes decent work, suggesting that the experiences and expectations of men and women may vary significantly (e.g., Autin et al., 2022; England et al., 2020). Women tend to migrate as family companions for reasons not directly related to seeking employment; they often suffer gender discrimination in the labor market and lack support networks to help them balance their work and family responsibilities in a foreign country (ILO, 2021).

Future estimations on migration are not encouraging. The latest World Migration Report (McAuliffe & Triandafyllidou, 2021) shows a steady increase in the number of international migrants due to factors such as political instability—the most recent case, that of Afghanistan, led to the flight of millions of Afghans mainly due to insecurity and violence (UNHCR, 2023)—and the socioeconomic crisis stemming from COVID-19. The climate emergency is yet another crucial factor in human mobility projections. According to the World Bank's first Groundswell Report (Rigaud et al., 2018), around 216 million people could be forced to migrate due to climate change by 2050. This is why addressing precarious employment in the context of migration is crucial, as ensuring access to decent work is essential not only for the well-being of migrants but also for the sake of social cohesion and the sustainable development of receiving communities.

The following sections structure this article: first, the methodology used for data collection and analysis is described, highlighting the mixed-methods approach adopted and the characteristics of the sample; next, the main results, obtained from the participants' responses, are presented and grouped into different clusters; a discussion of the results follows, contrasting them with existing theory and the findings of previous studies on decent work and migration experience. Finally, the most relevant conclusions of this study are presented, followed by a reflection on the possible implications of it for future research in the field.

METHODOLOGY

This study aimed to explore how people with migration experience from Latin American and Caribbean countries into Europe conceptualize and represent *decent work*. The way in which these representations are constructed can significantly influence the work and life decisions made by migrants (Ferrari et al., 2008). Although interest in defining and understanding the concept of decent work has increased, most previous studies have focused on local or non-migrant populations (Di Fabio & Kenny, 2019; Masdonati et al., 2019; Romero-Rodríguez et al., 2024; Zammitti et al., 2021). It is in this context that the present study seeks to address such gap by examining how migrants understand and value the concept of decent work. The results derived from this study can provide valuable input for the implementation of practices aimed at promoting decent work in terms of security, equity, inclusion, and respect for rights.

The methodology is based on a mixed-methods design, combining quantitative and qualitative techniques to achieve a comprehensive and multifaceted understanding of the subject of study. The qualitative component was developed following Grounded Theory (Strauss & Corbin, 1998) principles, a methodology that lends rigor by grounding data interpretations through a systematic process of open, axial, and selective coding, and a constant comparative method. By not starting from preconceived hypotheses, this approach allows categories and theoretical models to emerge directly from the data, an ideal scenario for studying underexplored populations and phenomena (Charmaz, 2006, 2009; Corbin & Strauss, 2008; Hsieh & Shannon, 2005). Simultaneously, descriptive and inferential statistical techniques were applied to the quantitative component using the SPSS statistical package (v. 25.0), which allowed for the complementation of the qualitative findings.

Participants and Procedures

This study included 411 individuals with migration experience, all born in Latin American or Caribbean countries, who were residing in a European country at the time of the research. Of these, 127 participants were men, 284 were women, and one person decided not to state their sex. Ages ranged from 19 to 82 years ($M = 40.55$; $SD = 11.37$).

The inclusion criteria were: having been born in a Latin American or Caribbean country; currently residing in a European country; and being of legal age (in many European and

Latin American or Caribbean countries, the legal age is reached at 18). The countries with the highest representation were Venezuela (n = 132), Colombia (n = 93), Argentina (n = 49), Peru (n = 31), and Cuba (n = 18). Individuals from Bolivia, Brazil, Chile, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, the Dominican Republic, and Uruguay were also included, thus contributing regional diversity to the sample.

Data were collected by means of snowball sampling, a technique that involves initially identifying some members of the target population, who in turn recommend other individuals with characteristics relevant to the study at hand. As described by Caselli (2005), this procedure allows for a progressive expansion of the sample. Initial contact was established through organizations that provide support to migrants from Latin America and the Caribbean, requesting them to refer other potential participants.

Data were collected between the 19th of April and the 31st of May of 2023 via an online survey, which included both multiple choice and open questions, the latter meant to allow freedom of answer, and was completed voluntarily by participants. The project's objective was explained to them beforehand, and contact information was provided should they have any questions. Anonymity was guaranteed, as no names or personal contact information were requested, and the data was analyzed in aggregate. Participants were informed their participation was entirely voluntary and they could withdraw from the study at any time. The research was conducted in accordance with the ethical principles outlined in the Declaration of Helsinki and in the European Charter for Researchers, thus ensuring that the ethical principles of rigor, confidentiality, informed consent, and privacy protection were respected at all stages of data collection.

A methodology used in previous studies was employed for data collection (Ferrari et al., 2008; Romero-Rodríguez et al., 2024; Russo et al., 2023; Zammitti et al., 2021). The questionnaire explored key aspects of the migration experience, such as current employment status, barriers to employment, and the use of support networks or services, also collecting sociodemographic variables: sex, age, country of birth, and current country of residence. Fundamental, open-ended questions were also included—among them, “What does decent work mean to you?”—so as to explore subjective perceptions and individual constructions in depth. This strategy allowed for the collection of rich and detailed narratives that facilitate a nuanced understanding of the meaning that migrants attribute to *decent work* (Romero-Rodríguez et al., 2024).

Among the advantages of this methodological design are the reduction of the participant burden—as it does not require extended response times—which translates into a higher participation and satisfaction rate, as well as minimizing fatigue and dropout rates during the data collection process (Allen et al., 2022).

Data Analysis

Data analysis was conducted using two software programs: SPSS 25.0 for descriptive analyses and NVivo 12.0 for qualitative analyses. The analysis process was divided into several stages.

Stage 1 – Verification of Sample Requirements. The first step was to verify that participants met the established inclusion criteria: being born in a Latin American country or a Caribbean island, currently residing in a European country, and being over 18 years of age. At first, the sample consisted of 434 people. During this stage, we excluded one participant who stated being born in Spain, another who declared being born in the United States, and ten more who did not specify their country of birth (thus preventing verification of compliance with this criterion). Ten other participants were also eliminated for not declaring their age, and yet one more was excluded for not indicating their current residence. Finally, 411 participants who met all the requirements were included. Descriptive statistics for the participants were calculated using the SPSS 25.0 software.

Stage 2 – Dataset Preparation. The second stage consisted of analyzing the participants' responses. The datasets underwent a cleaning process that included correcting grammatical errors and translating all responses into a single language. This process was carried out by a bilingual researcher, and all responses were translated into Spanish, the language of the majority of participants. Subsequent analyses were performed by two Spanish-speaking researchers.

Stage 3 – Response and Cluster Analyses. The most frequent terms related to the concept of decent work were identified using the NVivo 12.0 software. The Word Frequency tool was employed to identify the most common thematic nodes in the participants' responses. The 150 most frequently occurring terms, composed of at least four letters and appearing a minimum of ten times, were selected. This excluded words lacking semantic value (such as articles and prepositions) while ensuring a sample large enough to identify relevant thematic nodes (Jackson & Bazeley, 2019; Saldaña, 2021; Silver & Lewins, 2014). Masculine and feminine forms were accounted for together, as well as singular and plural forms, and adverbials and articles were removed. Tables were then created with the most frequently used terms to describe decent work. This allowed for the identification of the main thematic nodes ("parent nodes") and their related sub-nodes ("child nodes").

Thereafter, it was verified whether the nodes and sub-nodes were grouped into specific clusters. Cluster analysis is useful for confirming or improving the interpretation of manually performed coding. This statistical technique groups together similar cases, so that the cases within each cluster are more similar to each other than to those outside the cluster (Uprichard, 2009).

The cluster results are presented through a dendrogram, and reveal the effective similarity or dissimilarity between the classified nodes and sub-nodes (Hair et al., 2010), thus confirming the reliability of the data interpretation (Uprichard, 2009) and verifying new possibilities for node grouping. The word similarity cluster analysis for this study was performed using the Jaccard

coefficient, which ranges from 0 (no similarity) to 1 (full similarity) (Niwattanakul et al., 2013). Cluster analysis was used for the structural validation of the categories generated from Grounded Theory. The three-cluster solution was selected based on parsimony and semantic interpretability from the dendrogram.

Stage 4 – Differences by Gender. To assess differences between men and women, a correspondence analysis (CA) was conducted. This technique uses a contingency table to identify similarity and difference relationships between groups. The correspondence analysis (CA) is a widely used method in both quantitative and qualitative research (Belzunegui et al., 2012; Habib et al., 2012; Kienstra & Van der Heijden, 2015; Kudlats et al., 2014; Sourial et al., 2010) that improves the interpretation and communication of study results (Hair et al., 2010). Applied to qualitative research, CA measures associations (correspondences) between categorical variables (characteristics) and objects, coded as 1 (present/mentioned) or 0 (absent/not mentioned) (Ivy, 2001). This analysis was performed using the SPSS 25.0 software.

RESULTS

The descriptive statistics of the sociodemographic data of the sample that participated in this research are presented below (Table 1).

Table 1. Sociodemographic Data

Sex	Male	127
	Female	284
Age	Minimum	19
	Maximum	82
	M (SD)	40.55 (11.15)
Country of Birth	Venezuela	132
	Colombia	93
	Argentina	49
	Peru	31
	Cuba	18
	Other (Bolivia, Brazil, Chile, Ecuador, El Salvador, Guatemala, Haiti, Honduras, Mexico, Nicaragua, Paraguay, Dominican Republic, Uruguay)	88
Current Country of Residence	Spain	300
	Austria	58
	Belgium	34
	Italy	17
	Other (Netherlands, Switzerland)	2

Notes: N = 411; M = Mean; SD = Standard Deviation

Source: Own elaboration based on data collected from the IntelLAC Market project (Pastor-Gosálbez, 2021).

The results of the frequency of terms for the decent work concept are presented in Table 2. This analysis also allowed for the identification of the corresponding nodes and sub-nodes, detailed below.

Table 2. Frequency of Terms for the Concept of Decent Work

Term	Frequency	Term	Frequency
Work	319	Environment	24
Money	171	To carry out	24
Dignified	98	To be treated	22
Respects	87	Accordingly	21
Person	62	Needs	21
Well-being	60	Human	20
Life	56	Family	19
Schedule	46	Growth	16
Rights	43	Effort	16
Fair	43	Quality	15
That allows	38	Develop	14
Activity	35	Manner	13
Conditions	35	Adequate	11
Power	35	Skills	10
Time	34	Health	10
Company	33		

Source: Own elaboration based on data collected from the IntelLAC Market project (Pastor-Gosálbez, 2021).

The first node identified is *Respect for Rights and Laws*. This node was divided into three sub-nodes. The first is *Receiving a Fair Wage*; this sub-node groups responses pertaining contractual conditions and the economic aspect of decent work, highlighting the importance of equitable compensation for work performed; words like *money* and *fair* are representative of this sub-node. For example, participant #90 described decent work as “A job where the pay is fitting [...],” while participant #190 defined it as “fair pay for the experience and job performed.”

The second sub-node is *Workplace Safety*. This sub-node includes responses that refer to the absence of discrimination in the workplace, job security, and the fact that work must preserve people’s health. Words like *environment* and *conditions* are part of this sub-node. Some examples of responses coded in this sub-node are those of participant #37, who described decent work as a profession “[...] where the law is respected and there is equality,” and of participant #70, who defined it as “work [...] that is not discriminatory.”

The third sub-node is *Working the Right Amount of Time*. Here, the responses referred to respect for the working hours as agreed in the contract and the payment of overtime. Words such as *schedule* and *suitable* are part of this sub-node. Some notable responses in this sub-node include that of participant #325, who defined decent work as “[...] a balance between private and personal life [...],” and that of participant #381, who described it as “[...] work-life balance. Fair hours.”

The second node is *Quality of Life*. The responses grouped here refer to the possibility of improving one’s own living conditions, including education for a better future. Words like *quality* and *life* are part of this node. For example, participants #149 and #205 described decent work, respectively, as “better quality of life” and as a profession “that allows for quality of life.”

The third node is *Physical and Mental Well-being*. This node comprises responses that consider decent work as an opportunity to be physically and mentally well. Words like *well-being* and *health* are part of this node. For example, the response of participant #194 (“Decent conditions of health, hygiene, and above all, psychological well-being [...]”) and that of participant #256 (“[...] decent work must comply with the basic rules of well-being for the worker [...]”) were coded in this node.

The fourth node is *Personal Growth*. This node refers to the growth opportunity offered by decent work, also understood as the possibility of improving one’s own skills. Expressions such as *growth* and *skills* are part of this node. Examples of this can be found in responses of participant #333, who defined decent work as a profession “That allows you to make a living and develop,” and of participant #346, who described it as allowing “to develop knowledge and skills [...].”

Responses that could not be classified into any of the previous nodes or sub-nodes were coded in the node labeled *Unclassifiable*. An example of this is the response of participant #23, who, when asked “What is decent work for you” stated: “Any job except prostitution.” Similarly, participant #115 stated: “All jobs are decent.”

Missing responses were included in the node labeled *No Response*.

Table 3 summarizes the nodes and sub-nodes identified for the concept of decent work, also highlighting gender differences.

Table 3. Nodes for the Concept of Decent Work

Main Node	Sub-node	Description	Examples of Keywords	Examples of Responses	Responses		
					Male	Female	Total
Respect for Rights and Laws	Receiving a Fair Wage	Contractual conditions and fair salary for work performed.	Money, Fair	“A job where the pay is fitting” (Participant no. 90).	27.1 (n = 46)	29.5 (n = 127)	28.8 (n = 173)
	Workplace Safety	Absence of discrimination, job security, and preservation of people’s health.	Environment, Conditions	“[...] where the law is respected and there is equality” (Participant no. 37).	18.8 (n = 32)	24.9 (n = 107)	23.1 (n = 139)

(continues)

(continuation)

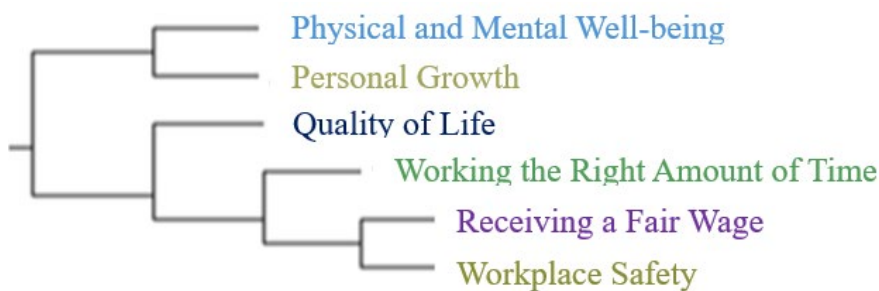
Main Node	Sub-node	Description	Examples of Keywords	Examples of Responses	Male	Female	Total
Quality of Life	Working the Right Amount of Time	Respect for the working hours as agreed in the contract and payment of overtime.	Schedule, Suitable	"[...] a balance between private and personal life" (Participant no. 325).	9.4 (n = 16)	14.2 (n = 61)	12.8 (n = 77)
		Possibility of improving living conditions and education for a better future.	Quality, Life	"Better quality of life" (Participant no. 149).	12.9 (n = 22)	6.7 (n = 29)	8.5 (n = 51)
	Physical and Mental Well-being	Opportunity to be physically and mentally well thanks to work.	Well-being, Health	"Decent conditions of health, hygiene, and above all, psychological well-being [...]" (Participant no. 194).	5.3 (n = 9)	6.0 (n = 26)	5.8 (n = 35)
Personal Growth		Opportunity for growth and improvement of one's own skills through work.	Growth, Skills	"That allows you to make a living and develop" (Participant no. 333).	5.3 (n = 9)	5.3 (n = 23)	5.3 (n = 32)
Unclassifiable		Responses that cannot be classified into any of the previous nodes.		"Any job except prostitution" (Participant no. 23).	10.6 (n = 18)	5.6 (n = 24)	7.0 (n = 42)
No Response		Missing or unprovided responses.			10.6 (n = 18)	7.7 (n = 33)	8.7 (n = 52)
Total					100 (n = 170)	100 (n = 430)	100 (n = 601)

Source: Own elaboration based on data collected from the IntelLAC Market project (Pastor-Gosálbez, 2021).

No significant differences were found between men and women in the following nodes: *Receiving a Fair Wage* ($\chi^2 = 2.60$; $p = 0.211$), *Physical and Mental Well-being* ($\chi^2 = 0.48$; $p = 0.49$), *Personal Growth* ($\chi^2 = 0.13$; $p = 0.72$), *Unclassifiable* ($\chi^2 = 3.13$; $p = 0.07$), and *No Response* ($\chi^2 = 0.53$; $p = 0.47$). Significant differences were found between men and women in the following nodes: *Working the Right Amount of Time* ($\chi^2 = 4.55$; $p = 0.03$), *Workplace Safety* ($\chi^2 = 6.11$; $p = 0.01$), and *Quality of Life* ($\chi^2 = 4.08$; $p = 0.04$).

The results of the cluster analysis applied to the decent work concept nodes are shown in Figure 1. The result yielded three separate clusters, distributed as follows: the first cluster includes the *Personal Growth* and *Physical and Mental Well-being* nodes, which refer to the idea that the well-being derived from decent work is determined by intrinsic motivation; the *Quality of Life* node constitutes the second cluster, which reflects the notion that decent work can improve people's living conditions; finally, the third cluster is defined by the sub-nodes previously grouped under the *Respect for Rights and Laws* node (*Working the Right Amount of Time*, *Receiving a Fair Wage*, and *Workplace Safety*), which confirms the initial interpretations. These three clusters can be classified as *Intrinsic Motivation*, *Quality of Life*, and *Respect for Rights and Laws*.

Figure 1. Cluster Analysis According to the Jaccard Similarity Coefficient



Source: Own elaboration based on data collected from the IntelLAC Market project (Pastor-Gosálbez, 2021).

DISCUSSION

The aim of this study was to qualitatively assess the perception of decent work among people with migration experience from Latin American and Caribbean countries to Europe. To this end, first-person narratives were collected by means of an open-ended questionnaire, which included a key question specifically formulated to explore in depth the representations and meanings attributed to this concept among migrants. This methodology allowed for the identification of relevant dimensions of decent work from the participants' perspective, as well as the comparison and contextualization of their perceptions with existing theoretical definitions and findings in the specialized literature.

Overall, the analyses revealed that the participants mentioned key factors of decent work aligned with the definition proposed by the ILO (1999). One of the most prominent aspects in the responses was the economic element of decent work, followed by the importance of adequate working conditions and leisure time. The cluster analysis confirmed that these aspects are grouped under a single cluster, *Respect for Rights and Laws*. This result is consistent with other research conducted in Latin America, such as Brazil (Ribeiro et al., 2019), and in Europe, in countries such as Spain (Romero-Rodríguez et al., 2024) and Italy (Magnano et al., 2021).

These concepts are fundamental in the ILO's definition of decent work (1999). Furthermore, considerations such as fair wages, workplace safety, and prospects for social integration are also promoted in the 2030 Agenda, which emphasizes the importance of “protecting labor rights and promoting safe, secure environments for all workers, critically including migrants” (United Nations, 2015, SDG 8, goal 8.8).

Now, although participants describe decent work as employment with guaranteed rights and stability, empirical evidence shows that their labor market integration often occurs in rather poorly regulated sectors. This aligns with the theory of labor market segmentation (Piore, 1979), which describes how migrants are primarily absorbed by a “secondary market” characterized by low wages and high precarity. This tension between aspirations and reality reinforces the need to understand decent work not only as a normative ideal but also as a construct conditioned by unequal structures. Thus, “rights” and “safety” appear simultaneously as a normative ideal and a scarce resource.

Another characteristic attributed to decent work by the participants was professional training, which they saw as a tool for self-realization and personal growth. The *Intrinsic Motivation* cluster (personal growth and psycho-physical well-being) aligns with the theory of work psychology (Duffy et al., 2016): decent work satisfies needs for survival, connectedness, and self-determination, but its realization depends on structural conditions that mediate the translation of aspirations into real opportunities.

The development of workers' specific skills and competencies was linked to principles such as equity, equal access to opportunities, employability, and other socioeconomic demands. This notion of decent work has been proposed by workers from different countries (Buyukgoze-Kavas & Autin, 2019; Di Fabio & Kenny, 2019; Ferreira et al., 2019; Nam & Kim, 2019; Vignoli et al., 2020); for many migrants, access to professional training is still limited by structural barriers such as legal status or discrimination. This can be linked with the theory of segmented assimilation (Portes & Zhou, 1993), which warns that socio-labor integration trajectories do not always lead to upward mobility, but can rather reproduce marginalization when they intersect with factors such as gender, ethnicity, class, or irregular immigration status.

Participants in this study also added that decent work should allow families to make a living and ensure a better future for all their members. This definition is reflected in SDG 8, which states decent work is which allows workers to increase their income and improve their standard of living. Yet, achieving this ideal depends largely on the ability of migrants to build networks that facilitate their access to opportunities, an aspect highlighted by migration network theory (Massey et al., 1993). These networks can reduce the risks of displacement, and they can also reinforce concentration in informal sectors, thus perpetuating precarious conditions for migrant workers.

As for gender differences, men and women assign equal importance to the nodes *Receiving a Fair Wage*, *Physical and Mental Well-being*, and *Personal Growth*, despite the well-known

workplace discrimination women face. International literature has extensively documented the gender wage gap (Boll et al., 2017; Eurostat, 2025). The absence of significant differences between men and women could be linked to the specificities of the migration context: the shared experience of precarious and vulnerable employment may foster a common conceptualization of pay equity, perceived as a universal right rather than a gendered demand.

Conversely, significant differences were found between men and women in the nodes *Working the Right Amount of Time*, *Workplace Safety*, and *Quality of Life*. This can be explained by the fact that women often bear a double burden by combining paid work with unpaid domestic and care work (Hochschild & Machung, 2012; Porter, 2022). As such, among women, the notion of decent work involves to a greater extent the need for working conditions that allow for a balance between work and personal and family life.

From a psychological perspective, it is argued that decent work should result in an experience of well-being and personal fulfillment (Blustein et al., 2018). This characteristic of decent work has been demonstrated in this and other recent studies, such as that by Kekana et al. (2023), which reveal that the concept of decent work encompasses both subjective aspects (feelings of competence, positive relationships, and having a sense of purpose in life) and objective aspects (characteristics of the work and working conditions). Obtaining decent work has been shown to be strongly correlated with the satisfaction of survival needs, social contribution, and self-determination (Blustein & Duffy, 2020; Kim et al., 2021). These findings notwithstanding, there is currently no consensus on what constitutes decent work and how employment quality can be measured (Antón et al., 2012).

Furthermore, though less frequently, participants also mentioned issues related to the opportunities offered by work and the freedom of individuals to express their concerns or participate in unions, aspects that are equally crucial for promoting decent work according to the ILO (1999).

LIMITATIONS

This study sheds light on the perceptions of migrants from Latin America and the Caribbean regarding decent work in Europe. A qualitative approach allowed for an understanding of this perception, while a quantitative approach confirmed it and also investigated the differences between men and women. However, the results should be interpreted in light of certain limitations.

Snowball sampling can introduce selection bias, as the sample depends on the social connections of the initial participants, which could hinder the generalizability of the results. Although participants residing in different countries were included, the majority reside in Spain ($n = 300$). This could reflect a bias toward the specific working conditions in this country, thus limiting the applicability of the results to other European contexts.

Although a mixed-methods approach combining qualitative and quantitative analysis was adopted for this study, the methodology focused primarily on qualitative exploration through

open-ended questions, while quantitative analysis played a complementary role in contextualizing the results. It should be noted that other qualitative techniques commonly used in social research—such as in-depth interviews or focus groups—were not employed here, which would have allowed for a more nuanced and contextualized capture of the subjective, relational, and cultural dimensions inherent to the concept of decent work. Given the multidimensional complexity and situated nature of this construct, future research could benefit from the implementation of these methodologies, as they would facilitate a deeper analysis of the experiences, negotiations, and meanings attributed to decent work in migration contexts.

The final sample obtained is skewed in favor of women, which could explain some of the significant differences observed in the nodes. It is also important to take into account that participant responses may have been influenced by social, cultural, and political norms specific to their original contexts. Given the wide cultural, political, and socioeconomic diversity in the Latin America and Caribbean, it may be so that some individuals provided responses oriented toward social desirability—that is, responses perceived as normative or acceptable—rather than expressing authentic or individual opinions.

Future research could include greater geographical diversity within Europe in order to explore how country-specific working conditions influence the perceptions of migrants. It would also be advisable to incorporate longitudinal methodologies, so as to capture the evolution of perceptions on decent work over time, as well to use additional qualitative methods, such as interviews or focus groups, to provide a deeper understanding of migrants' perspectives and personal experiences. Greater attention should also be given to expanding the sample, with particular emphasis on achieving a balance between men and women. These steps would contribute to a more complete and accurate understanding of the concept of decent work among migrants.

It is likewise important to point out that the concept of decent work, although widely used in international policies and frameworks such as the 2030 Agenda, has also been questioned in the available literature for its potential Eurocentric bias and the difficulty of applying it uniformly in diverse migration and cultural contexts. While this study did not aim to address this debate, it does acknowledge that future research should further explore the applicability and cultural relevance of the concept.

CLOSING REMARKS

The concept of decent work is multidimensional, encompassing not only economic aspects but also factors such as workplace safety, social protection, and opportunities for personal development. This study provides a more nuanced conceptualization of decent work, especially in the context of Latin American and Caribbean migrants in Europe. For this group, decent work is primarily defined by respect for labor rights and laws, including fair wages, workplace safety, and reasonable working hours. Participants also value aspects such as improved quality of life, physical and mental well-being, and opportunities for personal and professional growth. These findings are

consistent with international definitions of decent work, such as those proposed by the ILO and the goals of the 2030 Agenda, which underscore the importance of these factors for improving living conditions and fostering personal growth.

This study also highlights the importance of a comprehensive approach to labor integration policies, one able to address not only migrants' material conditions but also their emotional and psychological well-being. This entails acknowledging and valuing their skills, promoting equal opportunities among them, and removing barriers for them to access jobs and training. Moreover, policies must be aligned with international frameworks, such as the 2030 Agenda, which advocate for a safe, inclusive, and equitable work environment for all workers, including migrants. The effective implementation of these policies would not only improve the working conditions of migrants but also strengthen their contribution to the economic and social development of host countries.

Future research should certainly endeavor to explore the contextual and cultural differences that influence migrants' perceptions of decent work in different European countries and labor sectors. We also deem it advisable to study the impact of labor and migration policies on employment quality, as well as the role of professional training in the well-being and social integration of migrants. These approaches would allow for the formulation of more effective policies focused on improving working conditions for migrants, thus guaranteeing a fairer and more equitable work environment.

Translation: Fernando Llanas.

REFERENCES

- Alto Comisionado de las Naciones Unidas para los Refugiados (ACNUR). (2021). *Informe global 2020*. ACNUR. <https://www.acnur.org/media/informe-global-2020>
- Alto Comisionado de las Naciones Unidas para los Refugiados (ACNUR). (2023). *Tendencias Globales de Desplazamiento Forzado 2022*. <https://www.acnur.org/tendencias-globales-de-desplazamiento-forzado-en-2022>
- Allen, M. S., Iliescu, D., & Greiff, S. (2022). Single item measures in psychological science. *European Journal of Psychological Assessment*, 38(1), 1–5. <https://doi.org/10.1027/1015-5759/a000699>
- Antón, J., Fernández-Macías, E., & Muñoz de Bustillo, R. (2012). Identifying bad jobs across Europe. In C. Warhurst, F. Carré, P. Findlay, & C. Tilly (Eds.), *Are bad jobs inevitable? Trends, determinants and responses to job quality in the twenty-first century* (pp. 25–44). Palgrave Macmillan.
- Autin, K. L., Herdt, M. E., Allan, B. A., Zhu, L., Abdullah, M., & Garcia, R. G. (2022). Decent work among women workers: An intersectional approach. *Journal of Counseling Psychology*, 69(6), 775–785. <https://doi.org/10.1037/cou0000634>

- Belzunegui, A., Brunet, I., & Pastor, I. (2012). El diseño del análisis cualitativo multinivel: una aplicación práctica para el análisis de entrevistas. *Empiria. Revista de Metodología de Ciencias Sociales*, (24), 15–44. <https://doi.org/10.5944/empiria.24.2012.841>
- Blackett, A. (2019). *Everyday transgressions: Domestic workers' transnational challenge to international labor law*. ILR Press.
- Blustein, D. L. (2006). *The psychology of working: A new perspective for career development, counseling, and public policy*. Lawrence Erlbaum.
- Blustein, D. L. & Duffy, R. D. (2020). Psychology of working theory. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (pp. 201–236). Wiley.
- Blustein, D. L., Kenny, M. E., Di Fabio, A., & Guichard, J. (2018). Expanding the impact of the psychology of working: Engaging psychology in the struggle for decent work and human rights. *Journal of Career Assessment*, 27(1), 3–28. <https://doi.org/10.1177/1069072718774002>
- Boll, C., Jahn, M., & Lagemann, A. (2017). *The Gender Lifetime Earnings gap: Exploring Gendered Pay from the Life Course Perspective* [Research Paper, No. 179]. Hamburgisches WeltWirtschaftsInstitut.
- Buckley, M., Zendel, A., Biggar, J., Frederiksen, L., & Wells, J. (2016). *Migrant Work & Employment in the Construction Sector*. OIT. www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_538487.pdf
- Buyukgoze-Kavas, A., & Autin, K. L. (2019). Decent work in Turkey: Context, conceptualization, and assessment. *Journal of Vocational Behavior*, 112(1), 64–76. <https://doi.org/10.1016/j.jvb.2019.01.006>
- Caselli, M. (2005). *Indagare col questionario. Introduzione alla ricerca sociale di tipo standard*. Vita e Pensiero.
- Charmaz, K. (2006). *Constructing grounded theory: A practical guide through qualitative analysis*. Sage.
- Charmaz, K. (2009). Shifting the grounds: Constructivist grounded theory methods. In J. M. Morse, P. N. Stern, J. Corbin, B. Bowers, K. Charmaz, & A. E. Clarke (Eds.), *Developing Grounded Theory: The Second Generation* (pp. 127–193). Left Coast Press.
- Clement, V., Rigaud, K. K., De Sherbinin, A., Jones, B., Adamo, S., Schewe, J., Sadiq, N., & Shabahat, E. (2021). *Groundswell Part 2: Acting on Internal Climate Migration*. World Bank. <https://hdl.handle.net/10986/36248>
- Comisión Económica para América Latina y el Caribe (CEPAL). (2019). *Panorama Social de América Latina, 2019* (LC/PUB.2019/22-P/Rev.1). <https://repositorio.cepal.org/server/api/core/bitstreams/d72d0e2f-76bb-4857-9a02-101784439750/content>

- Comisión Económica y Social para Asia y el Pacífico de las Naciones Unidas (CESPAP). (2020). *Asia-Pacific Migration Report 2020: Assessing Implementation of the Global Compact for Migration* (ST/ ESCAP/2801). www.unescap.org/sites/default/files/APMR2020_FullReport.pdf
- Corbin, J., & Strauss, A. L. (2008). *Basics of Qualitative Research*. Sage.
- Departamento de Asuntos Económicos y Sociales de las Naciones Unidas (DAES). (2021). *International Migrant Stock 2020*. www.un.org/development/desa/pd/content/international-migrant-stock
- Di Fabio, A., & Kenny, M. E. (2019). Decent work in Italy: Context, conceptualization, and assessment. *Journal of Vocational Behavior*, 110, 131–143. <https://doi.org/10.1016/j.jvb.2018.10.014>
- Drenth, P. J. (1991). Work meanings: a conceptual, semantic and developmental approach. *European Work and Organizational Psychologist*, 1(2-3), 125–133. <https://doi.org/10.1080/09602009108408517>
- Duffy, R. D., Blustein, D. L., Diemer, M. A., & Autin, K. L. (2016). The psychology of working theory. *Journal of Counseling Psychology*, 63(2), 127–148. <https://doi.org/10.1037/cou0000140>
- England, J. W., Duffy, R. D., Gensmer, N. P., Kim, H. J., Buyukgoze-Kavas, A., & Larson-Konar, D. M. (2020). Women attaining decent work: The important role of workplace climate in Psychology of Working Theory. *Journal of Counseling Psychology*, 67(2), 251–264. <https://doi.org/10.1037/cou0000411>
- Ferrari, L., Nota, L., & Soresi, S. (2008). Conceptions of work in Italian adults with intellectual disability. *Journal of Career Development*, 34(4), 438–464. <https://doi.org/10.1177/0894845308316295>
- Ferreira, J. A., Haase, R. F., Santos, E. R., Rabaça, J. A., Figueiredo, L., Hemami, H. G., & Almeida, L. M. (2019). Decent work in Portugal: Context, conceptualization, and assessment. *Journal of Vocational Behavior*, 112, 77–91. <https://doi.org/10.1016/j.jvb.2019.01.009>
- Habib, F., Etesam, I., Ghoddusifar, S. H., & Mohajeri, N. (2012). Correspondence analysis: A new method for analyzing qualitative data in architecture. *Nexus Netw J*, 14, 517–538. <https://doi.org/10.1007/s00004-012-0129-1>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis*. Pearson Prentice Hall.
- Hochschild, A., & Machung, A. (2012). *The Second Shift: Working Families and the Revolution at Home*. Penguin.
- Hsieh, H.F., & Shannon, S. E. (2005). Three approaches to qualitative content analysis. *Qualitative Health Research*, 15(9), 1277–1288. <https://doi.org/10.1177/1049732305276687>

- International Labour Organization (ILO). (1999). *Trabajo decente: Memoria del Director General*. 87.^a reunión de la Conferencia Internacional del Trabajo. <https://www.ilo.org/public/spanish/standards/relm/ilc/ilc87/rep-i.htm>
- International Labour Organization (ILO). (2016). *Promover una migración equitativa. Estudio general sobre los instrumentos de los trabajadores migrantes*, Informe de la Comisión de Expertos en Aplicación de Convenios y Recomendaciones (CEACR), Informe III (Parte 1B) CIT 105.^a sesión. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_453896.pdf
- International Labour Organization (ILO). (2021). *Estimaciones mundiales de la OIT sobre los trabajadores y las trabajadoras migrantes. Resultados y metodología. Resumen ejecutivo*. <https://www.ilo.org/es/publications/estimaciones-mundiales-de-la-oit-sobre-los-trabajadores-y-las-trabajadoras>
- International Labour Organization (ILO). (2022). *Proteger los derechos de las personas trabajadoras migrantes en situación irregular y afrontar la migración laboral irregular: Compendio de la OIT*. https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---migrant/documents/publication/wcms_864134.pdf
- International Organization for Migration (IOM). (2020). *Una mirada hacia la migración en Andalucía. Perfiles, percepciones y experiencias de las personas migrantes residentes en Andalucía*. <https://publications.iom.int/system/files/pdf/oim-informe-una-mirada-hacia-la-migracion-en-andalucia.pdf>
- Inter-Parliamentary Union (IPU) and International Labour Organization (ILO). (2019). *Eliminating Forced Labour* [Handbook for Parliamentarians, N.º 30]. https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_norm/@ipecc/documents/publication/wcms_723507.pdf
- Ivy, J. (2001). Higher education institution image: a correspondence analysis approach. *International Journal of Educational Management*, 15(6), 276–282. <https://doi.org/10.1108/09513540110401484>
- Jackson, K. y Bazeley, P. (2019). *Qualitative data analysis with NVivo*. Sage Publications.
- Kekana, E., Koekemoer, E., & O’Neil, S. (2023). Unpacking the concept of decent work in the psychology of working theory for blue-collar workers. *Journal of Career Development*, 50(2) 273–294. <https://doi.org/10.1177/08948453221086980>
- Kienstra, N. H., & Van der Heijden, P. G. (2015). Using correspondence analysis in multiple case studies. *Bulletin of Sociological Methodology/Bulletin de Méthodologie Sociologique*, 128(1), 5–22. <https://doi.org/10.1177/0759106315596920>
- Kim, H. J., Duffy, R. D., & Allan, B. A. (2021). Profiles of decent work: General trends and group differences. *Journal of Counseling Psychology*, 68(1), 54–66. <https://doi.org/10.1037/cou0000434>

- Kudlats, J., Money, A., & Hair Jr., J. F. (2014). Correspondence analysis: A promising technique to interpret qualitative data in family business research. *Journal of Family Business Strategy*, 5(1), 30–40. <https://doi.org/10.1016/j.jfbs.2014.01.005>
- Magnano, P., Zammitti, A., & Santisi, G. (2021). Representations of work and decent work and life planning. Qualitative research on a group of socially vulnerable people. *TPM-Testing, Psychometrics, Methodology in Applied Psychology*, 28(1), 98–111.
- Masdonati, J., Schreiber, M., Marcionetti, J., & Rossier, J. (2019). Decent work in Switzerland: Context, conceptualization, and assessment. *Journal of Vocational Behavior*, 110, 12–27. <https://doi.org/10.1016/j.jvb.2018.11.004>
- Massey, D. S., Arango, J., Hugo, G., Kouaouci, A., Pellegrino, A., & Taylor, J. E. (1993). Theories of international migration: A review and appraisal. *Population and Development Review*, 19(3), 431–466. <https://www.jstor.org/stable/2938462>
- McAuliffe, M., & Triandafyllidou, A. (Eds.). (2021). *Informe sobre las Migraciones en el Mundo 2022*. Organización Internacional para las Migraciones. https://publications.iom.int/system/files/pdf/WMR-2022-ES_0.pdf
- Monzini, P. (2015). Exploitation of Nigerian and West African workers and forced labour in Italy: Main features and institutional responses. In R. Colucello & S. Massey (Eds.), *Eurafrican Migration: Legal, Economic and Social Responses to Irregular Migration* (pp. 57–73). Palgrave Macmillan.
- Moyce, S. C., & Schenker, M. (2018). Migrant Workers and Their Occupational Health and Safety. *Annual Review of Public Health*, 39(1), 351–365. <https://doi.org/10.1146/annurev-publhealth-040617-013714>
- Nam, J. S., & Kim, S. Y. (2019). Decent work in South Korea: Context, conceptualization, and assessment. *Journal of Vocational Behavior*, 115, 103309. <https://doi.org/10.1016/j.jvb.2019.05.006>
- Niwattanakul, S., Singthongchai, J., Naenudorn, E., & Wanapu, S. (2013). Using of Jaccard coefficient for keywords similarity. *Proceedings of the International MultiConference of Engineers and Computer Scientists 2013, I*, 13–15 March.
- Pastor-Gosálbez, I. (Ed.). (2021). *Integration, counselling and upskilling of migrants and refugees de Latin America and the Caribbean into the labour market – InteLAC Market* [ERASMUS+ project, 2021-1-ES01-KA220-ADU-000026509]. Universidad Rovira i Virgili. <https://intelac.eu>
- Piasna, A., Sehnbruch, K., & Burchell, B. (2020). Decent work: Conceptualization and policy Impact. In W. Leal Filho, A. Azul, L. Brandli, S. A. Lange, & T. Wall (Eds.), *Decent Work and Economic Growth. Encyclopedia of the UN Sustainable Development Goals*. Springer.
- Piore, M. J. (1979). *Birds of passage: Migrant labor and industrial societies*. Cambridge University Press.

- Porter, M. (2022). Standing on the edge: working class housewives and the world of work. In *Work, Women and the Labour Market* (pp. 117–134). Routledge.
- Portes, A., & Zhou, M. (1993). The New Second Generation: Segmented Assimilation and Its Variants. *Annals of the American Academy of Political and Social Science*, 530(1), 74–96. <https://doi.org/10.1177/0002716293530001006>
- Ramírez, L., & Corredor, J. (Coords.). (2022). *Migración y trabajo decente: Retos para el Sur Global*. Editorial Dejusticia.
- Ribeiro, M. A., Teixeira, M. A. P., & Ambiel, R. A. M. (2019). Decent work in Brazil: Context, conceptualization, and assessment. *Journal of Vocational Behavior*, 112, 229–240. <https://doi.org/10.1016/j.jvb.2019.03.006>
- Richardson, M. S. (1993). Work in people's lives: a location for counseling psychologists. *J. Counsel. Psychol.*, 40(4), 425–433. <https://doi.org/10.1037/0022-0167.40.4.425>
- Rigaud, K. K., De Sherbinin, A., Jones, B., Bergmann, J., Clement, V., Ober, K., Schewe, J., Adamo, S., McCusker, B., Heuser, S., & Midgley, A. (2018). *Groundswell: Preparing for internal climate migration*. World Bank. <http://hdl.handle.net/10986/29461>
- Romero-Rodríguez, S., Mateos-Blanco, T., Moreno-Morilla, C., & Zammiti, A. (2024). Decent work in career development: A comparative analysis of Italian and Spanish university students' perceptions. *Educación XX1*, 27(1). <https://doi.org/10.5944/educxx1.36969>
- Russo, A., Valls-Figuera, R. G., Zammiti, A., & Magnano, P. (2023). Redefining 'Careers' and 'Sustainable careers': A qualitative study with university students. *Sustainability*, 15(24), 16723. <https://doi.org/10.3390/su152416723>
- Saldaña, J. (2021). *The Coding Manual for Qualitative Researchers*. Sage.
- Silver, C., & Lewins, A. (2014). *Using software in qualitative research: A step-by-step guide*. Sage.
- Sigona, N. (2012). 'I have too much baggage': the impacts of legal status on the social worlds of irregular migrants. *Social Anthropology*, 20(1), 50–65. <https://doi.org/10.1111/j.1469-8676.2011.00191.x>
- Sigona, N. (2017). The contested politics of naming in Europe's "refugee crisis." *Ethnic and Racial Studies*, 41(3), 456–460. <https://doi.org/10.1080/01419870.2018.1388423>
- Sigona, N., & Hughes, V. (2010). *Being children and undocumented: A background paper* [Working Paper N.º 78]. Centre on Migration, Policy and Society.
- Sourial, N., Wolfson, C., Zhu, B., Quail, J., Fletcher, J., Karunanathan, S., ... & Bergman, H. (2010). Correspondence analysis is a useful tool to uncover the relationships among categorical variables. *Journal of Clinical Epidemiology*, 63(6), 638–646. <https://doi.org/10.1016/j.jclinepi.2009.08.008>

- Statistical Office of the European Union (Eurostat). (2025). *Statistics Explained: Gender Pay gap Statistics*. https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics
- Statistical Office of the European Union (Eurostat). (2024). *Migration and asylum in Europe. 2024 Edition*. <https://ec.europa.eu/eurostat/web/interactive-publications/migration-2024>
- Strauss, A., & Corbin, J. (1998). *Basics of qualitative research* (2nd Ed.). Sage.
- United Nations. (2015). *Transformar nuestro mundo: la Agenda 2030 para el Desarrollo Sostenible*. Resolución aprobada por la Asamblea General el 25 de septiembre de 2015. <https://sdgs.un.org/2030agenda>
- United Nations. (2019). *Pacto mundial para la migración segura, ordenada y regular: Resolución N.º 73/195*. Resolución aprobada por la Asamblea General el 19 de diciembre de 2018. https://migrationnetwork.un.org/sites/g/files/tmzbd1416/files/docs/gcm_spanish.pdf
- Uprichard, E. (2009). Introducing cluster analysis: what can it teach us about the case? In D. Byrne & C.C. Ragin (Eds.), *The SAGE Handbook of Case-Based Methods* (pp. 132–147). Sage Publications Ltd.
- Vignoli, E., Prudhomme, N., Terriot, K., Cohen-Scali, V., Arnoux-Nicolas, C., Bernaud, J.-L., & Lallemand, N. (2020). Decent work in France: Context, conceptualization, and assessment. *Journal of Vocational Behaviour*, 116(Part A), 103345. <https://doi.org/10.1016/j.jvb.2019.103345>
- Warr, P. (1984). Work and unemployment. In P. J. D. Drenth, H. Thierry, P. J. Willems, & C. J. de Wolfe (Eds.), *Handbook of Work and Organizational Psychology* (pp. 413–443). Wiley.
- Zammiti, A., Magnano, P., & Santisi, G. (2021). The concepts of work and decent work in relationship with self-efficacy and career adaptability: Research with quantitative and qualitative methods in adolescence. *Frontiers in Psychology*, 12, 660721. <https://doi.org/10.3389/fpsyg.2021.660721>
- Zammiti, A., Valbusa, I., Santilli, S., Ginevra, M. C., Soresi, S., & Nota, L. (2023). Development and Validation of the Decent Work for Inclusive and Sustainable Future Construction Scale in Italy. *Sustainability*, 15(15), 11749. <https://doi.org/10.3390/su151511749>