

THE INTERNATIONAL MIGRATION OF MANPOWER IN THE CONTEXT OF GLOBALIZATION

Keyword:

- Migration
- International migration
- Global migration fluxes
- Clandestine migration
- Brain-drain
- Manpower/Labor mobility
- Impact of international migration

This paper deals with a very complex problem of the international economic relations – the international migration of manpower in the context of globalization, which necessarily implies a theoretical and methodological dimension, the combination of logic with historical aspects, the legislative-institutional code and a sociological dimension, so to contribute to the identification of the problems and of the possible and necessary objectives of the manpower's international migration in the context of globalization in a manner that is appropriate to the present and future realities.

The PhD thesis is structured in concordance with the relevant problems identified within the references material and I have tried to offer some solutions to them along the five chapters of the thesis, which are completed with a set of conclusions and a significant bibliography of specialized papers.

*The first chapter named „**Globalization and Manpower Migration**“ has a theoretical character and is referring to: globalization, globality, globalism and migration of manpower, some conceptual aspects regarding manpower's migration from global perspective, the determinants of migration and the doctrinal aspects of international migration in the global context.*

***Globalization, in its wider sense**, can be considered the process by the mean of which local or regional phenomena achieve global valences. In not so many words, **globalization** represents the process by which humankind is unified and functions in a singular society based on some economic, technological, socio-cultural and political mechanisms. Mainly, it implies the integration of all national economies in the global economy through commerce, investments, capital fluxes, **migration of manpower** and global spreading technology.*

*I have not intended to answer the question „What globalization is?“ in this chapter; **I have just summarized some answers from the literature specialized in this domain. I have not insisted upon the macroeconomic policies, but I pointed out in what degree they interact with the business environment and the mobility of manpower. I do not wonder if globalization has gone too far.** We are interested however to understand how the main actors of globalization (or „global capitalism“, or „regionalization“) interact; and there is a consensus in the international literature that these actors are the transnational corporations, which are deeply involved in the mobility of manpower.*

*In this research paper the **concept of globalization is analyzed and interconnected with the one of international migration**, referring in particular, to the movement of people between regions and continents, no matter if they are migrating to find jobs, diasporas or a better life. Therefore it becomes obvious the globalization process is a phenomenon older than the creation of the national states if*

we regard the problem from the migration's perspective. The movement of employed workers, as a consequence of the market's forces (supply and demand) manifested is an important aspect of the mass displacements of the people around the world. More than that, **the phenomenon of migration is also intersects with the political, military and cultural power, the global or regional patterns of migration being multiple.**

The existence of migrants unavoidable generates comparisons and contrasts with the indigenous populations. **The displacement of people has for consequence the exchange of ideas, beliefs, opinions, cultures, religions.** It is obvious the migration of humans is determined by two essential coordinates: space and time. **Migration involves infrastructures for transports and communications, those being key factors in the processes of migration.**

The contemporary migration, considered from the global perspective, is taking place under the auspices of international law and all international organizations monitor and intervene in the migration processes. Furthermore, the stratification of global manpower migration has for consequence the emergence of some differences between the population's composition of the country from where they emigrate and the population's composition of the country where they immigrate. The youngsters are the ones emigrating most of all, and, among them, the single males and the skilled workers are the predominant categories. We must notice that the share of women in this migration process is growing constantly consequently to the family regrouping and, more recently, to the development of active female emigration.

Related to emigration, the paper presents the **manner in which the emigration can be measured and the term of migrant**, pointing out the perspectives expressed in the specialized literature. Even more, it says that the international migration evaluated from a wider perspective reflects the fact territorial movements in which large masses of people are involved represent migration inflows. This phenomenon emphasizes the fact migration is accompanied or even generates a social mobility, meaning the migrants can change their social status.

In the final part of this chapter are presented the **determinants of the international manpower migration** (processes of overpopulation, ethnical or armed conflicts, work migration, national difference regarding wage, desire to achieve profits as high as possible, historical or religious reasons) **as well as the doctrinal problems of international manpower migration** (the neoclassical theory, the new economy of migration, the theory of segmented labor market, the social – historical tradition, the theory of migrants networks, the cumulative fortuitousness and the theory of migration's systemic approach), allowing us to make an evaluation of their predictive and explicative valences in report with the contemporary manifestations of the international manpower migration.

The aspects analyzed in this chapter prove that, in the age of globalization, the international manpower migration represents both a global challenge by its essence and a regional one by its impact. Therefore, all the states of the world and groups of states continue to elaborate the right policies for promoting and managing the legal migration and for fighting against illegal immigration. This is the way in which the international community will cope with the challenges and will gain from the results of a well managed migration process. **This is how the world community ensures that globalization will become a source of opportunities for the manpower in mobility and not a threat.**

In the second chapter „**Global Fluxes of Manpower Migration. Dynamism and Consequences**“, the analysis starts from the thesis according to which international migration manifests more and more accentuated at different spatial

levels and the migration fluxes become confluent within the globalization.

In this context, the migration flux consists in the movement of people over the border of their (national) country that has for effect the creation of networks of social, economic, cultural, political and religious relations between the people from their native country and the ones from the country they move into.

The analysis of the global emigrational labor fluxes' evolution and of the policies adopted in different states of the world project a significant light on the various aspects of these fluxes: more precisely, that those are manifested between countries from different continents, countries from the same continent and even neighboring countries, that migration can be temporary or definitive, random or planned, legal or illegal, voluntary or forced, unskilled or with average or high qualification, bringing together individuals of different sexes and educational backgrounds, children and families. On the other hand, these fluxes of migration occur between developed countries, between those and the developing countries as well as between more developing countries.

In addition, the population's migration movement at international level is the intrinsic result of some policies, which are determined by various reasons but most important are the economic ones due in particular to the worsening of the global economic crisis.

The process of migration fluxes in the context of globalization points out the fact some zones and countries preserve their traditional role of providing (emigration) the manpower, while other countries have remained the same beneficiaries of manpower from aboard at continental or intercontinental level.

These aspects emphasizes that global migration fluxes, no matter the reasons that provoked them or the directions of movement, imply inputs and outputs of persons in one country or another as we have demonstrated by the elaboration of a table of manpower's global input - output fluxes which are expressed afterwards by the help of a mathematical model reflecting the main features of the manpower migration process at international level; and based on it and the annual statistical data mentioned in the thesis we can determine scientifically the increase and decrease of the migration fluxes for the following years between the countries we have studied.

The analysis of the global migration fluxes points out a series of tendencies and characteristics such as different types of migration: voluntary migration, forced migration, legal migration and migration that does not respect the norms, as well as some related phenomena like: human trafficking, smuggling of migrants and forced labor. At global level, from almost 211 millions migrants, approximately 1/3 of them lives in developing countries and come from developing countries. Another third lives in developed countries but their origin is from developing countries.

The paper also accentuates in this chapter that migration represents worldwide, for many people, the ideal, and sometimes unique, chance to improve their living conditions.

Considering all the elements presented, we appreciate that the manner in which the global migration fluxes are functioning proves there is a global system of mobility allowing migrants to move, work and live safely and properly, their rights being respected. And the evolution of this system must meet the new global realities and needs.

It is mentioned in the paper the migration phenomenon has evolved in time, taking different shapes and having various intensities and, furthermore, globalization has led with certainty to the amplification of this phenomenon, especially in the economic developed countries. Among the principal world centers of

manpower/labor, we can enumerate Western Europe, North America, Australia and New Zealand.

The population is getting older in the developed zone and the birth rates are low, therefore the fluxes of migrants represent an important element in assuring the future welfare of those.

From all the over 211 millions migrants existing worldwide, 60% are located in developed countries. Majority of the migrant workers come from Asia. The number of migrants from developing countries has stagnated mainly because of the decreasing number of refugees.

During the period 1990-2000, the developed regions have received 3 millions persons annually by migration, which represents two thirds of all the growth of population in those areas. This contribution of the international migration to the growth of population has a significant importance due to the low fertility rate manifested by the population from the developed countries.

Along the period 2005-2010, the contribution of the net migration to the growth of the population was more than double in eight zones or countries - Belgium, Canada, Hong Kong, Luxembourg, Singapore, Spain, Sweden and Switzerland.

Essential aspects of the migration fluxes in the Western Europe countries are also presented in this paper, since it is a continent where international migration targets not only the fluxes between the European countries but also the ones between Europe and the other continents. There were 56, 1 millions migrants in Europe in 2009 meaning 7, 7% from this continent's population and 4 millions of them were clandestine migrants and from the total number, two thirds are from outside the European Union. In Western Europe, the following fluxes are manifested:

- **mobility between E.U. member states** that takes place without restrictions, in conformity with the philosophy of free circulation of U.E member states' citizens in the European area (the common policy in the domain of manpower mobility);
- **manpower migration from the other continents towards E.U.:** Africa, Asia, Latin America and the Caribbean Islands;
- **migration of the European citizens towards the United States of America, Canada and Australia.**

In the communitarian countries, the migration phenomenon is continuously increasing in amplitude and most of the people are emigrating in search for work.

A special attention was focused in the thesis on analyzing the migration fluxes of manpower between USA and Canada. Migration represents a major source of economic and demographic growth and intercultural exchanges between USA and Canada during most of their history. **As far as the USA is concerned**, where there are in the present 40, 8 millions immigrants, we have presented a history of the immigration process in this country. The main fluxes towards USA are: Europe - USA, Mexico - USA, Latin America - SUA, South East Asia - USA. Those fluxes are formed from legal immigrants (37 millions) and illicit ones (1, 5-2 millions). The effects of immigration in USA are: economic, demographic, social, political and cultural.

In regard to immigration in Canada, it can be fairly said that migrants built up this country. They are originating from Europe, Africa, Middle East and South East Asia. This is the place where all types of immigrants can be found since the immigration process happens based on some judiciously elaborated programs.

The immigration in Australia has increased after the two world wars. The immigrants are lured in by the immense natural resources of this continent. They

come from Europe, Asia and most of all from China and South America. Australia, through its immigration process, carefully sets its objectives, and preserves unchanged its emigration and immigration statistics, so succeeding to correlate its immigration rates with the national objectives. The large majority of the immigrants in Australia come from the British Commonwealth. The Australian national statistics shows that 4, 4 millions inhabitants were born in other countries.

New Zealand is a very poorly populated country. Almost 3 fourths of this state's population come from the big indigenous tribes as well as from other parts of the world. Immigrants come to New Zealand because of its resources and fertile lands. Most of the total 1, 4 millions immigrants come from Australia (36%). This country is basing its immigration policy on the **Immigration Act 2009**, according to which immigration relies on receiving in the country persons with good abilities. It is the basis for all immigration policies. The analysis of immigration in Australia and New Zealand proves that the migrants come from all over the world.

Regarding the **global migration fluxes from the developing countries**, the International Immigration Organization has noticed that those fluxes represent 40% from the total number of migrants which equals 80 millions inhabitants. From those, 25, 3 millions emigrated from Asia. The principal migration fluxes from the developing countries are:

- **the flux of these migrants towards oil producing countries from the Middle East and Latin America**, then towards South East Asia and Africa;
- **Western Africa** has labor fluxes towards its inner country, to the Atlantic Coast; South Africa towards the neighboring countries; the fluxes from Asia are oriented mostly towards the oil producing from West Asia;
- **The fluxes from Latin America** are oriented towards USA, Argentina and Venezuela;
- **The fluxes from North Africa** are oriented towards Libya, Algeria, Morocco and Middle East.

The policies of different regions and states regarding emigration and immigration as well as the characteristics and tendencies of these fluxes are presented in this section of the thesis. The paper analyzes at the end of this chapter the fluxes of the surreptitious or illicit emigrants. Concepts, reasons, situations on each country, the emergence of networks of traffickers, intermediaries and this century's slave dealers as well as national and international laws issued to fight against this phenomenon are also described. It can be said the existence of international migration fluxes of millions of surreptitious migrants represents a daily problem of the contemporary world.

Chapter III named „**International Migration of Highly Qualified Manpower: the Brain-drain**“ analyzes exhaustively this phenomenon from the oldest times until present days. It is focused mainly on the present concepts, reasons, forms, characteristics and tendencies in this regard. More than that, these aspects mentioned above regarding the brain-drain or the exodus of intelligence demonstrates this is an interesting aspect of a larger flux - the migration of human capital in the market economy, since human resources always migrate where they are better remunerated and there are better carrier possibilities and living standards for them and their family.

An exhaustive analysis of the highly qualified manpower global migration fluxes is made in this chapter, evaluating the dimensions of the brain-drain fluxes at global level. This analysis makes a **short retrospection of the international highly qualified manpower immigration and**, afterwards, of the **global brain-drain fluxes** that are oriented geographically from the developing countries towards the developed ones – from Latin America towards North America, from Africa towards Western Europe and North

America, from Asia towards North America and Europe, from Asia towards Middle East, from North-East Africa towards Europe and from Europe towards North America. These fluxes represented 20 millions persons of 25 years or older in 2008 and they were living in the OCDE member states.

It can be noticed that special policies are elaborated in all the developed countries to lure in the highly qualified persons and specialists (USA, U.E., Canada, Australia and New Zealand), but also policies to keep them in, to reduce their rush or their repatriation by their emigration countries.

Brain-drain brings along considerable privileges for the emigration countries and huge advantages for the immigration countries, but the emigration countries benefits as well of moneys, knowledge, experience, education and information they can use in their native country when they will return home.

Chapter IV, referring to „**Manpower's Mobility from Romania towards European Union and backwards**”, represents an essential part of the PhD thesis and emphasizes such as: Romania's Adhesion to the European Union and the problems of the manpower's mobility/migration; the recent history of Romanians' emigration and movement abroad; the common policies, legislation and institutions involved in the management of the workers' migration/mobility in UE and in Europe; the mobility/migration of manpower in the European Union (the present context of the migration in Europe, the mobility and migration of workers/citizens from Romania towards E.U. and other countries; the immigration, mobility and refugees in Romania); the migration and human trafficking and the evaluation of the fight against it; the brain-drain from Romania towards other countries.

The analysis of these problems points out the fact European Union is an entity that targets, on one hand, the manpower's mobility between its member states and, on the other hand, the fluxes from the others continents. So, as a consequence of the modification undergone by the E.U. frontiers by the integration of other countries, we consider the concept of migration is no longer the most adequate one for the people moving from one country to another, changing their homes or getting employed in the region of destination. For example, the Romanian citizens are fulfilling the conditions of communitarian citizens and they move within the E.U. borders in conformity with the principle of manpower's freedom of movement which implies equity in the treatment of all E.U. citizens in regard to employment, payment and conditions of work. Our opinion is that, in this case, we are talking about internal mobility within the E.U. and not about migration. Furthermore, the integration of Romania in the E.U. emphasizes a an obvious fact: the persons leaving to work in the communitarian countries are no longer the poor from our country but youngsters, which are professionally qualified and ready to take advantage of this opportunity, and most of them affirm they want to return at some moment in their native country.

The final part of the chapter shows **Romania has perfected a complex system for the management of immigration process** in conformity with the requirements of the common European policy in practice now, regarding the accommodations, the subsistence and the services for social integration available for the interim hosting of refugees and asylum seekers. These situations are prepared in advance, since emigration implies immediate financial costs as well that can not be postponed. Romania has also intensified, by its specialized organizations and structures, to fight human trafficking and the illegal migration in concordance with the stipulations of the E.U. common policy in this domain.

The last chapter is about „**Impact of the Global Manpower Migration in the present international context**”, and our research starts with the dimensions,

constantly growing, and complexity of the migration phenomenon that **has a very deep impact on the emigration countries but also on the immigration ones, as well as on the migrants and their families.** These effects can be positive and negative. When we take into consideration the **immigration countries, the positive impacts** (remuneration of the foreign manpower below the limits set for the native individuals, sustaining the economic growth, the incomes gain, using the best highly qualified manpower in the top specialized industries and solving partially the demographic decline i.e.) and the **negative impacts** are referring to the emergence of social conflicts (social services, growth of offences number, an increasing number of illegal migrants and the human trafficking, other local and regional conflicts), because the migrants are living in mobile barracks and shattered hotels lacking any type of plumbing, encounter all kind of administrative barriers and language problems, and the integration of children in social structures is difficult etc.

If we consider the **emigration countries, the positive impacts** are the substantial salaries gained in comparison with the ones received home, the achievement of an welfare status and the reduction of poverty by the sums of money sent in the native country that can be directed either toward consume or productive investments and the decrease of unemployment rate. Some of the **negative impacts** are: losing the qualified and highly qualified workers that are important in the country's development, the demographical problems, the migrants are the first suffering from the consequences of the economic recession felt by all wealthy economies, the country has to import manpower, the production stagnates, the modernization of industrial structures is delayed indefinitely, etc.

Migration of manpower has **impact also on the security policies of the countries receiving migrants** it represents a source of risks, dangers and threats, the organized crime is accentuated, emergence of xenophobic and social violent conflicts). The migration like effect of the insecurity can be by described by the violent destructure of Yugoslavia which led to large fluxes of refugees toward the neighboring countries; whenever there are political or military crisis, terrorist attacks, etc., the fluxes of emigrants can affect seriously the social stability, cultural identity, demographical characteristics, living standards, respect for the human rights and can increase the manifestations of the organized crime in the country of destination.

The impact of migration is also manifested at individual level, on the worker and his family but also on teenagers and women. The internationalization of companies also has a serious impact on the manpower's migration, in general on the highly qualified manpower migration.

The thesis is completed with a series of substantial conclusions that emphasize the contribution brought by us to this complex research and a bibliography focused on specialized national and international literature, national laws in this domain, Directives and Regulation of the E. U. , all of those contributing to my effort to elaborate this PhD thesis.