

# Chapter 1

## Introduction

### 1.1 Introduction

In today's developing countries, the growing pains of globalization will challenge human resource and capital development. This development and the ever-expanding scope of global competition have contributed to the increase in the international migration flows and given an environment for continuous reexamination of how human capital migration can best support the rapid pace of business globalization. Consequently, issues related to international migration and globalization become more complex and uncertain.

Effect of globalization in the modern age of political and economic changes make current patterns of international migration extremely diverse. They respond to wide wage disparities, social and political pressure, new information and technology development between rich and poor countries. These disparities are not static, as they even may bring about distortions in migration flows. This article focuses on the impact of globalization policies, which enables free movement across frontiers of products and capital. However, people far from reducing international migration flows, will give rise to increased migration pressures in the

years ahead. There are globalization could make international migration steep and relentless in developing countries.

According to the most recent worldwide estimates, around 120 million international migrants, equivalent to 2.3 percent of world population are active a cross the border (World bank, 1998). The large population was expected to have mainly an indirect effect on international economy and a direct effect on the international labor market. Using surveys covering both countries of origin and countries of destination, the study gathered comparable information to provide the ideal reference group for analyzing the cause of human capital migration in the New Age and on what effect will the current phase of globalization have on these patterns.

In general, (neoclassical) economists agree: Migration is an arbitrage process that overcomes local surpluses or scarcities in factor endowments. Therefore it enhances the welfare of receiving countries, but it cannot satisfy the requirements of the vested interest groups (labor class), especially in developing countries. This leads to an outflow from developing countries of trained and highly skilled professionals. At the outset the study surveys and discusses the impact of international migration in developing countries, including analyzing whether rapid growth invites more migration. How economic development impacts the issue of employment. The effects of brain drain and the effects of negative

consequences are also discussed. Some measure and solutions have been mentioned to overcome brain drain and achieve “brain gain” in developing countries. Through analyzing global education on international migration and by using newly available data, the article found that migrants tend to be much better educated and more mobile than the rest of the population in their country of origin.

This article’s treatment of the relationship between globalization and migration rests on the premise that more profound changes have taken place in the structure, dynamics and forms of financial and commercial flows than they have on underlying structure, dynamics and direction of international migration. This is despite the increasing scale and diversity of migration flows in different parts of the world. Although migration is not subject to such profound changes in terms of its own basic forms and dynamics, the globalization of financial, commercial and other international relations is bringing about enormous and significant changes in the broader political, economic and social context in which cross-border migration takes place. This, in turn, is raising a host of new challenges and problems in those areas of national, regional and international governance. State intervention and policy measures are needed for better management of orderly migration and reduction the pressure of migration through international cooperation, varying new regulation and policies based on an appropriate balance of the various concerns.

## 1.2 Objective of the Study

The study is explained in part by the fact that the migration issue is often related to a variety of other concerns about the changing international economic, political and strategic environment in which governments and societies will have to operate in coming decades, and which, in turn, are associated very broadly with globalization (see, for example, various references to migration in Horsman and Marshall, 1994).

This article uses data (which was supplied by UNDP and World Development Bank) and analyzes the current problem in developing countries in the areas of the impact of globalization, economic development, human capital flow and incentive, the change of information technology and labor market, brain drain, and government policies. This is done in order to understand the implications of globalization and development in international migration and provide some empirical information for developing countries in the management of human capital migration.

Globalization has made international migration steep and relentless in developing countries and will give rise to increased migration pressures in the years ahead. And examines the links between international migration and growth underscores the impact that globalization of capital movement and trade, the emergence of regional economic cooperation mechanism on

migration. The aim is put today's migration crises into a broader international context to see for the developing of modern migration paths, and to improve understanding of migration's causes and consequences, from the point of view of both sending and receiving countries. This study addresses a variety of migration-related policy issues and suggests ways to foster more orderly migratory flows to prevent the economic and social marginalization of migrants. Finally, policies should strike a balance between control of borders and protection of migrants through international cooperation.

### 1.3 Significance of the Study

This study will bring following results:

- Understanding the implication of globalization;
- Understanding the harm of development in human capital migration;
- Providing some empirical information for developing countries in human capital management;
- Changing “brain drain” scenario into one of “brain gain” issues.

After examining the links between globalization, international migration, and economic growth, labor market and capital flows, the result of this study will be crucial in increasing supervisory productivity and efficiency and the management of policy making developing countries. The principal objective to create a strategic plan for basic research within the Human

Capital Initiative that encompasses the perspectives of the entire social and behavioral sciences community. At the same time, this topical study provides an analysis of economic migration spanning the globe and brings together a vast amount of evidence on the many issues raised by labor migration. Finally, the outcome of study will provide guidelines for shaping effective strategies of human capital management for developing countries.

## 1.4 Scope of the Study

This article covers migration from 157 countries, accounting for about 90 percent of the total LDCs population (not including the 15 republics of former Soviet Union). The estimates of total migratory flows are based on migration data from 1990 OECD Reporting System on Migration and the 1992 to 1998 World Bank Development Report and Census. This article discusses the rise in cross-border migration in the context of growing global economic interdependence and persistent inequality.

This article takes some reference review in order to set up research framework and carry out research and make analysis about the problems of international migration in developing countries as follows:

- International migration and development (including causes of migration);
- The dimensions of international migration (levels, trends and the impact of

globalization on international migration);

- The analysis of the economic impact of migration (including the issues of economic growth, inequality and migration in developing countries, international labor market and international cooperation);
- Challenges in developing countries and dynamics of migration (including releasing the development potential of return migration, the mobility of skilled personnel, the issue of brain drain, the role of remittances, processes generating the migration, and the skill exchange);
- Conclude to state intervention, policy measures and international cooperation were needed to ensure an appropriate balance the various parties, which had been concerned in the article.

All in all, the article shares that economic growth without a rapid reduction of differences in prosperity between regions and countries will not reduce the pressure to migrate in the short term, so when the issues of migration connected with the complex global economy, migration pressures in developing countries become worsen, but much higher scale of labor mobility in the twenty-first century, not because of liberalization of immigration controls, but because of growing labor supply pressures, rising income inequalities and revolution in information. Furthermore, studies of labor mobility within countries show that highly educated workers tend to be more mobile.

## 1.5 Structure of the Study

This paper is organized in five sections includes the following:

Chapter 1 comprise of

- Introduction;
- Objective ;
- Significance of the study;
- Scope of the study;
- Structure of the study.

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of chap 1.*

Chapter 2 comprise of

- Review theories and models;
- The conceptual framework;
- Discusses some related definition and measurement issues of globalization and international migration.

Chapter 3 reviews

- The cause of international migration;
- The variation and flow tendency of human capital in new age;
- The impact of globalization;
- How the human capital can best support the rapid pace of business globalization.

Chapter 4 discusses the following:

- The impact of migration in developing countries;
- How rapid growth invites more migration;
- If economic development eventually blunts or softens the incentive to



migration;

- What the effect on international labor market is;
- And further to study the theory and issues of “brain drain” or “gain” from the international skill exchange, capital transfer, returning migrants, and remittances and education’s issue cause the change;
- Outlines governments' views on international migration and international corporations, as well as implementation and management of migration policies.

Finally, Chapter 5 deals with the following:

- The main findings of this study;
- Concludes the complex interrelationships between international migration and globalization.