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## LABOR ASPECT OF MIGRATION PROCESSES

**Abstract:** Labor potential of population as quantitative and qualitative characteristic of certain human capabilities is a fundamental category of different researches. In fact, many social and economic concepts – human resources, labor potential, human development, human capital, etc – are connected with labor potential of the population.

In summary, socio-economic studies consider labor potential as the complex of all quantitative and qualitative labor capabilities of population that are formed according to the present population and under the influence of various factors of human development. In other words, population is the basis of labor potential with a large number of features, which include: the values, the ability of replication, health, knowledge, mobility, abilities, skills, etc. In a qualitative sense, formation of human potential is carried out by factors that affect its quality. These factors include: general strategy of population development, socio-economic policy, migration policy, social environment, education, various propaganda, integration programmers, etc.

**Keywords:** migration processes, labor potential, socio-economic policy, migration policy, human resources.

**JEL classification:** O31, R11

## Introduction

Migration processes, based mainly on economic motives, primarily affect the population structure and thus the social and labor as well as social and cultural potential. At the same time, while solving the problems of lack of employment places, the desire to improve living standards on the one hand, and the lack of population in the proper labor active and productive age on the other hand, also make significant adjustments to the nation gene pool. The purpose of the article is to study migration processes, which are based mainly on economic motives that affect the structure of the population, modify the social and labor potential. To solve the problem of the lack of places of application of labor, to improve the level of life on the one hand and the lack of people in the corresponding labor and productive age from the second.

## Research results

1. General description composition of the EU population as a result of external migration

According to the data of World Bank published in the statistical digest «Migration and remittances: 2011», 215,8 million of population lived outside the country of their birth. It amounted to 3,2% of the world population. In highly developed countries, it constitutes 10-20% of the population (World bank 2011, Available from: <http://siteresources.worldbank.org/INTLAC/Resources/Factbook2011-Ebook.pdf>). Table 1 presents data on the composition of population in some EU countries as a result of external migration.

**Table 1. Composition of the EU population as a result of external migration**

Indexes	Italy	Spain	Norway	Germany	France
Population, mln.	60,2	46,0	4,8	81,9	62,6
Labor force, mln.	25,2	22,0	2,5	41,4	28,0
Emigrants, mln. / The proportion of workers in permanent population, %	3,5/5,8	1,37/3	0,18/3,8	3,54/4,3	1,74/2,8
Immigrants, mln. / The share of immigrants in permanent population, %	4,5/7,4	6,9/15,2	0,49/10	10,76/13, 1	6,68/10,7
Five leaders among the immigrants donor countries	Romania Albania Morocco China Ukraine	Romania Morocco Ecuador United Kingdom Colombia	Sweden Demark USA Iraq Pakistan	Turkey Italy Poland Greece Croatia	Algeria Morocco Portugal Italy Spain

Source: Compiled by the authors according to data (Migration and Remittances: facts and figures (2011, Available from: <http://siteresources.worldbank.org/INTLAC/Resources/Factbook2011-Ebook.pdf>).

In highly developed countries, migration increase caused population increase, especially in the last two decades – from an annual average of 2,5 million people during 1990-1999 to 3,5 million people during 2000-2010 (against 1,5 million people in 1980; 1,3 million people in 1970 and 0,5 million people in 1960). (United Nations, Department of Economic and Social Affairs, Population Division 2013, Available from: <http://esa.un.org/unmigration/documents/worldmigration/2013>).

For example, in Italy migration increase has been exceeding the natural one several times starting from 1992 (Figure 1). At a time when Europe and North America recorded the largest increase in population due to the arrival of immigrants, Asia and Latin America were facing the largest population losses related to the movement of population.

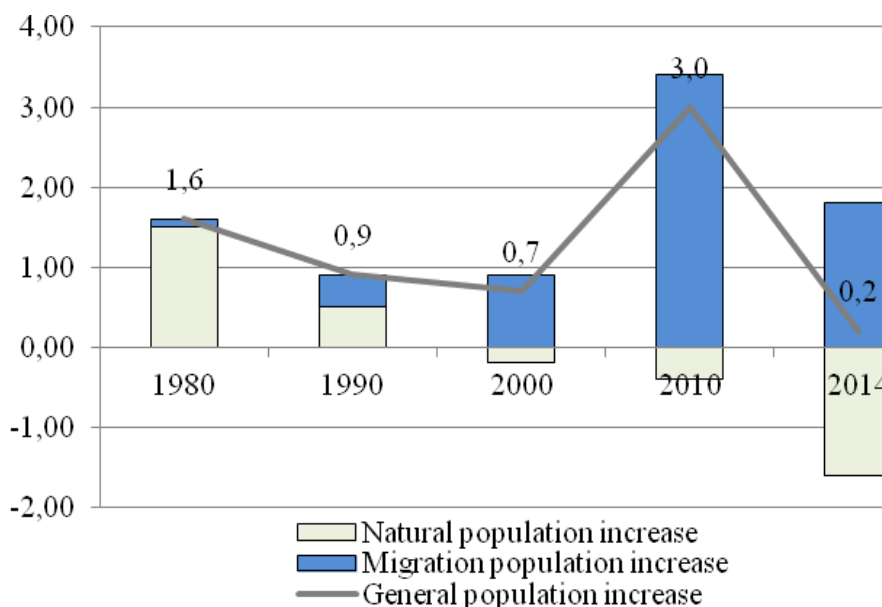


Figure 1. **Population increase in Italy 1980-2014**

Source: Migration and Remittances: facts and figures (2011, Available from: <http://siteresources.worldbank.org/INTLAC/Resources/Factbook2011-Ebook.pdf>)

In addition to direct impact on population quantity, migration affects its dynamics, composition and structure, changing the characteristics of birth rate, mortality, national and age-sex structure, both in recipient countries and in donor countries. Thus, intensive arrival of immigrants in highly developed countries significantly reduces the problems associated with population aging and low birth rates. For example, in Switzerland, the quantity of foreign citizens in the existing structure of the population in 2014 reached 24,3%, in the category of persons aged 20 to 39 years – 33,6%, in the category of persons aged 65 to 79 years – 12%, and among

those 80 and older – 7,2%. (Swiss Statistics electronic resource 2011). According to the data of the population census in Switzerland in 1990 and 2000, the share of foreign population increased notably among children and working people. Particular growth was recorded among preschool and school aged children. The percentage of children who do not have Swiss nationality among those aged 0 to 5 years increased from 18,7% to 25,8%. In cities this figure amounted to 31%, and in the five largest cities in the country – 45%. Among other age groups, the proportion of foreign citizens also increased, but among the population aged 47 and older it is less than the average, much less than in older age groups (Censimento federale della popolazione 2000, Available from: [www.bfs.admin.ch/.../publikationen](http://www.bfs.admin.ch/.../publikationen). Document, P. 17-18).

European statistics confirms that one of six Europeans is over 65 years. Life expectancy in Western Europe is 79-80 years, in the Eastern – 69. The birth rate in Europe has decreased twice since 1960s. Lowest rates – 1,15-1,2 child per woman – were registered in Italy, Spain and Portugal. Moreover, in Spain, 17% of born children belong to mothers of foreign origin. Experts predict that until 2050 this country will occupy the third place in the world by the proportion of the elderly population (Prihodko, O. 2008, Available from: <https://dt.ua/gazeta/issue/1146>).

Immigration also has an important indirect impact on the socio-cultural model of the region, affecting both the spiritual and religious structure and behavioral patterns through the introduction of new representatives in the gene pool, with their traditions, values, stereotypes and visions.

From the perspective of genetic demography, every person has a unique set of genes and the set of all gene variations (alleles) of certain population describes the nations' gene pool, which is reproduced in the next generation only if all members of the population participate in reproduction. Nevertheless, because the population reproduction is a random process (for various reasons, not all members of the population are involved in reproduction), a new generation of genetic structure is formed by selection of genes from the next generation. The smaller the part of parental generation genes reproduced in a large number of copies is, the greater is the difference in the gene pool of subsequent generations. In addition, the main condition of preservation of the nation's gene pool is the absence of socio-political or natural biological disasters, destroying a significant number of population.<sup>1</sup>

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<sup>1</sup> Phenotype – is a complex of individual characteristics at certain development stage. Any observed characteristics or a feature of organism – morphology, development, biochemical and physiological properties or a behavior. It is formed under the impact of genotype, indirectly influenced by a set of set of environmental factors and possible interactions between them.

From a biological point of view a person is described by the type of nervous system, type of behavior, type of reproductive characteristics, intellectual abilities, temperament, etc. Like all human qualities, it is manifested due to the interaction of genotype and environment (public opinion, social superstructure). Inheritance of man traits is a collective term. Although today the scientists have already described the list of genes responsible for the type of behavior (quiet, coward, active, aggressive, hardworking, altruist, liberal, etc.) but the inheritance type and the very number of genotypes reproduced in subsequent generations are not defined. In addition, the type of inheritance of mental abilities and intelligence is not defined. The difficulty is that there is no direct link between a gene and its effect in the behavior.

Each individual quality as well as a set of qualities and character depends on the basic particles - the genetic material that is laid in the embryo and the superstructure that is formed throughout life, but in extreme situations its basic part has a dominant influence on the behavior of people. In other words, each feature (type of behavior, character, genius, talent) is determined by genes, which appear phenotypically only in case of necessary conditions. Mastering of such behavior, culture or nature requires special training mechanisms (education, environment, social environment, etc.), because it is not the trait that is inherited, but the rate of response (not aggressiveness but propensity for aggression, not musicality but propensity for music).

At the population level: basic particle – hereditary characteristics of population – the frequency of allele and genotype frequencies – remain the same from generation to generation, and social heredity – superstructure of the gene pool – is expressed in a particular culture, intellectual potential, traditions, business skills, customs, behavior.

In the case of the static population, when there are no political or socio-biological natural disasters that destroy a significant number of population, the human potential is largely shaped under the influence of social superstructure. In the case of dynamic population, it is formed under the influence of basic particles, superstructure and their interaction.

In modern conditions of mass migration flows, the population of each country is conditionally divided into several groups:

- ethnic citizens;
- immigrants integrated into society;
- ethnic immigrants;
- transit citizens.

Population, which corresponds to the genotype of a nation the most, constitutes the ethnic citizens. These are the residents, who are the descendants of the carriers of the nation's gene pool alleles. In the process of migration flows, certain genes constantly come and go and so the fre-

quency of allele and genotype frequencies change, as well as the genetic equilibrium in populations and thus the genetic structure of the population. Therefore, we can talk about conditional gene pool or the gene pool of the population in certain time interval. The population that differs from base ethnic citizens by other basis particle and is a similar to them by superstructure are the immigrants integrated in society. Mostly these immigrants are assimilated. Hypothetically, in a few generations their genotypes mix with the genotypes of ethnic citizens to the extent that they become the genotypes of the nation gene pool. Ethnic immigrants are the population that differs from ethnic citizens with the basis particle (set of alleles) and superstructure. In essence they are the bearers of their culture, values, behaviors and more. In each period, it can be both newcomers and not yet assimilated immigrants and descendants of immigrants with low assimilation ability. Transit citizens are the population that temporarily stays in the country, makes its influence in public life, but does not settle at this territory. At the gene level their impact on changing the gene pool is negligible, because of a small mixed reproduction.

Statistical analysis of the migration impact on the socio-cultural sphere in the country can be accomplished by changing the religious structure of the population. Thus, according to the population census of Switzerland, a significant increase is confirmed in «new religious groups», which accounted for only 0,7% of the population back in 1970. According to the 2000 population census, the rate amounts to 7,1%, with mostly Islamic community (4,3%), Orthodox (1,8%), Hindu (0,4%) and Buddhists (0,3%). Certainly the change is caused by migration flows. For example, doubling the number of Muslims in the 1990-2000 was due to migration to Europe from Bosnia and Herzegovina, Serbia, Macedonia and Kosovo, and was a direct consequence of wars. Although Albanians from Kosovo and Macedonia, who represented the largest group of Muslims in Switzerland in 2000, are allocated primarily due to linguistic and ethnic and not religious affiliation (Censimento federale della popolazione 2000, Available from: [www.bfs.admin.ch/.../publikationen](http://www.bfs.admin.ch/.../publikationen). Document, P. 17-18, P. 7).

2. Analysis and practical recommendations changes in religious and ethnic structure of the population

Changes in religious and ethnic structure of the population are observed in all countries that actively take immigrants.

The existing migration regime in the country is the mean to influence the formation of population and therefore labor and socio-cultural potential due to immigration – 1) an administrative and legal regime type under which the migration flows are regulated and the entrance, stay and transit of illicit (illegal) foreigners and stateless persons is prevented; 2) administrative-legal regime under which the migration processes are arranged

from the standpoint of migration priorities, quantitative composition of migration flows and their structure; 3) administrative-legal regime under which the migration flows are regulated and illegal entry, exit and stay of foreigners in the country is counteracted. (Kravtsov V.S. 2009, P.101-102) It is shaped under the influence of priorities of the economic and demographic development strategies and is established to regulate migration flows and to overcome negative consequences of irregular migration.

There are several major migration regimes in global migration policy, which are set to achieve demographic development priorities of host countries. Although none of the regimes actually works for the full 100%, but their examination allows evaluating the impact of migration policy on the processes of human reproduction and considering of employment and socio-cultural aspects of immigration

### **Conclusions**

To date, several main types of migration modes are the most revealing in terms of impact on the country development:

1. Expansion (valid between EU members): free stay of EU citizens at the territory of any of its member; residence without government assistance (self-maintenance); naturalization of willing immigrant workers, their social protection (both personal and all family members); in some countries citizenship is given by place of birth.

Effect on reproduction of the population lies in rapid integration of immigrants, because their assimilation takes place in the 2nd, 3rd generation; reducing of ethnic identities; preserving the primacy of European gene pool. In the socio-cultural aspect, this migration regime is a means of forming of a single integrated socio-demographic space. Although some national cultural and personal qualities face changes and additions, but the idea of community (proximity) of the EU cultural heritage is embodied.

2. Selective (North American Countries): immigrant visa (citizenship) is received selectively depending on the personal and professional qualities and needs of the economy (with the obligatory language proficiency); full social security of skilled immigrants and their families; the low skilled ones get the temporary immigrant status and somewhat narrowed social rights.

The following issues influence the human reproduction: providing positive indicators of population increase; attraction of more educated and physically and mentally healthy individuals to demo-reproductive process. Formation of «necessary» socio cultural characteristics of immigrants is influenced by active integration and assimilation processes that operate in the countries.



3. Restrictive (Persian Gulf countries): exclusively contract basis for immigrants employment (without family support); complete exclusion of labor immigrants from the demographic, social and political structures of population; prohibition (the maximum minimizing of opportunity) of naturalization.

The specificity of the religious and cultural traditions creates a distance between the indigenous population and labor immigrants, who do not directly affect the demo-reproductive processes. But due to the fact that without them it was impossible to ensure the economic growth of the country, which directly affects the improvement of living standards, population aging and fertility decline, the labor immigration has some indirect influence on demographic processes.

Natural population reproduction processes form a vision of migration policy and in particular the principles of naturalization. However, an appropriate level of economic development of a country in which the need for workers can not be met only by its citizens is the main cause of the need for foreign workers. Countries with the narrowed type of population reproduction, low birth rate and aging population choose the ways of attracting immigrants with the possibility of further integration and naturalization. These countries are paying more attention to social living conditions of immigrants. Countries with their own high demographic potential do not create conditions for attracting immigrants to the political, socio-cultural and social life.

In conclusion, despite the fact that migration is economically stipulated, it not only affects the formation of human resources, but also appears in all demographic, social and cultural transformations.

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