

LABOR EMIGRATION IN CONDITIONS OF SLOVAK REPUBLIC

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Abstract

International labor migration has emerged as a major global issue that affects most nations in the world and ranks high on the international, regional and national policy agendas. The main aim of this paper is to characterize the rate of labor emigration in conditions of Slovak republic, as same as motives of labor migration of those persons, whose were born in Slovakia and also achieved at least first grade of higher education and then, because of many conditions, voluntarily or forcibly have emigrated to work abroad. At the beginning of the paper we have pointed to current status of solving problem, as well as to theoretical background of this topic. Next, we characterize the main goal and also methods, which were using in this paper. The final part consists of survey, which was based on questionnaire survey (based on replies of 110 people). We also analyze and collect data about labor emigration from Statistical Office of the Slovak republic.

Key words

Labor market, qualified workforce, emigration, higher education institutions, labor migration.

JEL Classification: I20, J64, J21

Introduction

Last few centuries (periods) is our society facing the new phenomenon of globalization, which is migration (both ways). Almost everywhere we can see that the civilization is getting multicultural and this is because of moving in and moving out of the countries. International migrant is defined by United Nations as a person who stays outside their usual country of residence for at least one year (Koser, 2007, p. 4). International labour migration has emerged as a major global issue that affects most nations in the world and ranks high on the international, regional and national policy agendas. On the one hand, there are many positive aspects to cross-border migration. Through their labour, migrant workers contribute to growth and development in their countries of employment. Their countries of origin greatly benefit from these workers' remittances and the skills they acquire during their migration experience. Yet the migration process also poses serious challenges. Many migrant workers, especially low-skilled workers, face exploitative working conditions and enjoy only limited human and labour rights. Women, increasingly migrating on their own and now accounting for almost half of all international migrants, face specific protection problems. With rising barriers to cross-border labour mobility, the growth of irregular migration and the trafficking and smuggling of human beings constitute major challenges to the protection of human and labour rights. Migration for employment is very much a part of the global agenda of the International Labour

Organization (ILO, 2010) Migration processes can be seen as an indicator of the state of development in a world that is constantly changing. The challenge now confronting the global community is to govern and regulate migration in such a way that it can serve as a force for growth and development in both origin and destination countries, while protecting the rights of migrant workers. Global issues need global and multilateral responses, not unilateral ones. While various initiatives in pursuit of a global consensus on the principles and rules to govern migration were undertaken soon after the demise of bilaterally arranged migration in the mid-1970s, success has been elusive (ILO, 2010).

1 Migration (terms and characteristics)

According to (Koser, 2007, p.18), we can divide migrants into three categories. First of all is a distinction between voluntary and forced migrants. The forced migrants are those who have been forced to leave their countries because of some conflict, persecution or for environmental reasons such as famine or drought. These people are usually described as refugees. The second distinction is between people who move for political reasons and those who move for economic reasons. Those who move for economic reasons are usually described as labour migrants, which means that they move to find work or they see the challenge of better job opportunities and working conditions. They also can be classified as low skilled or highly skilled migrants. There is also another

special class somewhere between political and economic migrants and those are migrants who move for social reasons. Commonly, these are women and children who move to join their husbands. The third distinction is between legal and illegal or irregular migrants. It is a wide range of people who enter a country either without documents or with forged documents, or migrants who enter legally, but then stay after their visa or work permit has expired. International migration play an important role in regional, national and global affairs. The money that are sent home by migrants is a more important source of income than the official aid provided by richer countries. But, migrants do not just contribute to economic growth.

Their impact is most keenly felt in the cultural and social spheres of life. We can see that people of different national origins, who speak different languages and who have different religions, customs and ways of living are coming into unprecedented contact with each other. Significant is also the contribution from immigration to the workforce. It represents a significant development potential of the economy and society (Vojtovic, Tupa, 2016). Nowadays, most societies are characterized by at least a degree of diversity (Koser, 2007, p. 11) Here we could also mention an emigration. As Keeley stated, this term refers to people leaving a country for long periods or permanently. Then, the term immigration means the people who are coming in. And what is the difference between permanent and temporary migration? According to Keeley (2009, p. 74-88, ins. p.3), a permanent migration means the people with the intention to settle in another country. On the other hand, temporary migration means the people who intend to return home after some time, usually within a year and who are usually travelling to work or for a long working holidays.

On the other side, we can say, that there are many ways of distinguishing different groups of migrant workers, based on motivation for migrating, skills, age, sector, occupation and distance from origin. The distinctions most commonly used are based on anticipated duration of stay, reflecting the fact that control over who enters a country and how long they stay is a core aspect of national sovereignty. On this basis, the admission of migrant workers falls into similar two broad categories: Permanent migration - referring to admission of workers falling under different immigration categories (i.e. family reunification, highly skilled) for an indefinite period of stay, that is, a stay without a time limit imposed by the destination country and temporary migration, referring to admission of workers (sometimes referred to as "guest workers") for a specified time period,

either to fill year-round, seasonal or project-tied jobs (ILO, 2010).

Usually all around the world, the migration was a reflection of the economic situation of people. They had an opportunity of better life by moving to another country and this is the same reason for migration nowadays. Many economic indicators are influenced by labor emigration (Vojtovic, Krajnakova, 2013). There are also forces which are described by sociologists and economists as "push" and "pull" factors.

The "push" represents the state of things at home, such as the strength of the economy; the "pull" is the situation in the migrants target country, such as the prospects of finding a decent job." (Keeley, 2009, p. 36). Author stated that some analysts argue that "the push and pull theory" of migration places an emphasis on the role of individuals choice and ignores the wider, economic, cultural, social and political contexts which may affect those choices. On the other hand, some sociologists prefer to think in terms of a more complex set of relations which are described as "migration systems theory."

According to Mr. Bifl (BIFL, 2011, pp. 15-17) we can distinguish 5 types of migrants within the European Union. The first, highly skilled persons- are mostly qualified managers, executives, technicians, scientists, who mostly work for international corporations or NGOs in another country as their country of origin. (BIFL, 2011, p. 16), second group is group of skilled persons- can work mostly in the private sector as clerks or field workers at offices of national or international companies, employees at banks, or they can be highly qualified specialists in the agricultural or the manufacturing sector. Then, we can say about low skilled persons- are doing jobs which require only elementary education. Fourth group represents researchers- to this group belong PhD candidates or researchers of research institutions (BIFL, 2011, p. 17). Last group consists of seasonal workers- are working only for a season or a specific time period (BIFL, 2011, p. 17).

Mostly in Western European countries seasonal migrant workers do agricultural jobs. If migrants do low skilled jobs, what natives are not willing to do, they fill the deficit occurred by natives which refuse to do this kind of job. As a consequence demand grows for higher skilled workers from natives which are employed on higher positions as managers, leaders, etc. High skilled migrants from Central and Eastern Europe have more opportunities to find a job, because they are more open to other cultures, and are more able to assimilate. In these countries the workfare is highly skilled and "large endowment of human capital" (Serati, 2008, p. 1) is typical for it.

As an impact of the enlargement process, the labour market of the European Union has become more heterogeneous with a large amount of low skilled unemployed people and a low number of skilled workers. If only unskilled people migrated from Central and Eastern European countries, the wage gap would become bigger between skilled and unskilled workers (Serati, 2008, p. 2), because high skilled workers adapt to the technological change easier. Low skilled workers are less competitive while high skilled workers can do high skilled jobs more effectively.

Economic integration is mostly described as a factor of growth. "The most important channels are: internal and external economies of scale, faster technological progress, increase in competitiveness, reduced uncertainty, lower costs of capital and a more favourable environment for the economic activity." (Martinoia, 2011, p. 3) In case of the European Union economic integration had significant impact in the receiving countries on "employment, real wages and labour force" (Martinoia, 2011, p. 5). The problem is the emigration of highly skilled professionals and young people who are not returning to their homeland after receiving education abroad, which is growing due to the policy of a number of states to attract highly skilled immigrants and young professionals from among foreign students.

Goal and Methodology

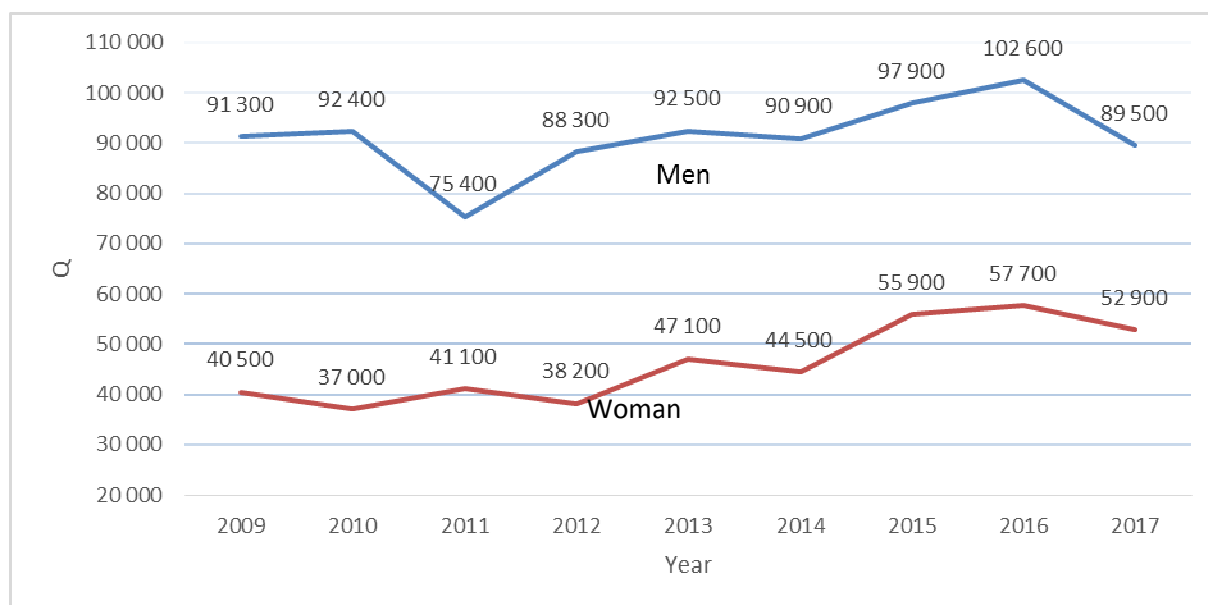
The aim of the article is to is to characterize the rate of labor emigration (especially of HEI graduates) in conditions of Slovak republic, as same as motives of labor migration of those persons, whose were born in Slovakia and also achieved at least first grade of higher education and then, because of many conditions, voluntarily or forcibly have emigrated to work abroad. A very important step how to achieve our main aim was to collect data about labor emigration from Statistical Office of the Slovak republic. Then, through respondents responses (110 res.), we will collect a basic view, which motives could motivate our respondents for return to their homeland. We also point to some characteristics of labor emigrants due to their age, education, sex etc.

Findings and Discussion

2 Labor emigration (Slovak republic)

In the next part of this paper we will evaluate the survey, which was carried out on a sample of those 110 respondents whose emigrated abroad, as same as datas from Statistical Office of the Slovak republic.

Graph 1. Short-term labor emigration by gender

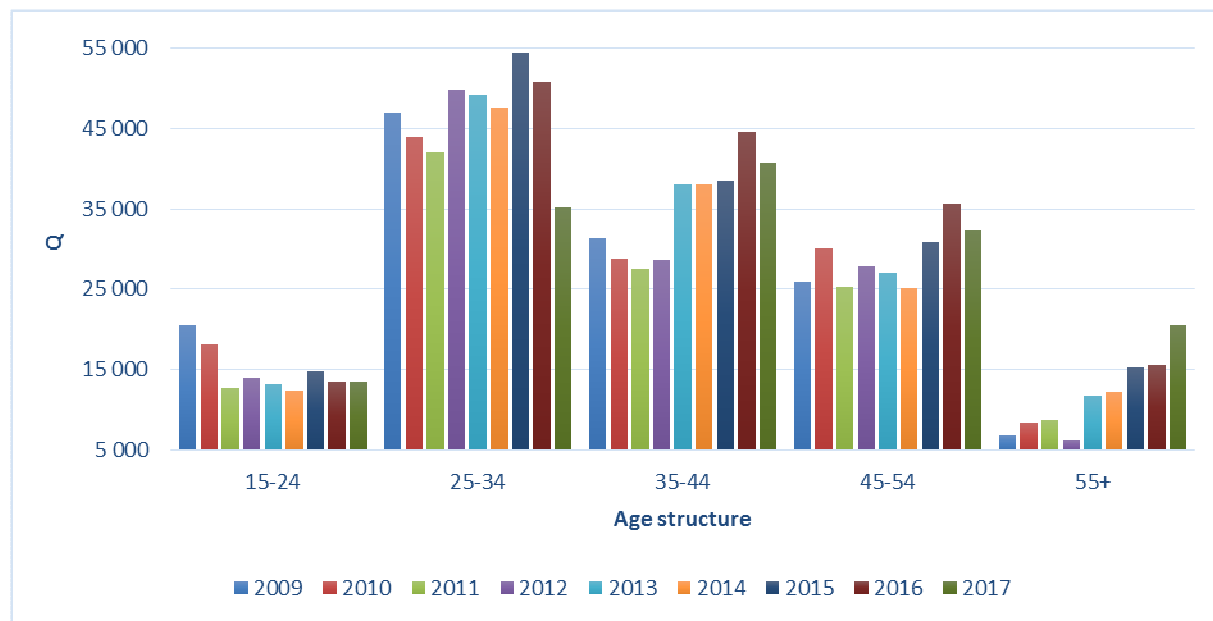


Source: SOSR (2018)

Graph no.1 deals with short-term emigration by gender. We can see, that the number of emigrants has decreased in the last available year, both for women

and for men. We recorded the highest number of emigrants in 2016. Structure of labor emigrants due to age group could be seen in next graph.

Graph 2. Short-term labor emigration by age group



Source: SOSR (2018)

Based on graph no. 3, it can be concluded that in recent years there has been a rise in the number of those people aged 55+, whose emigrating abroad. However, the most frequent group in the last year was

a group of people aged 35-44. In the following graph, we highlight the level of education achieved by labor emigrants.

Graph 3. Short-term labor emigration by education



Source: SOSR (2018)

Graph no.4 points to the level of education achieved by labor emigrants. Relatively constant values are reported by people with basic education. The number of university graduates migrating abroad decreased by more than 10,000 in the last year. On the other side,

the number of emigrants with full high education (including maturity) has increased radically. Persons emigrating abroad are also differentiated according to their profession.

Table 1. Structure of labor emigrants by profession in host country

		2009	2010	2011	2012	2013	2014	2015	2016	2017
Profession	Lawmakers	1 800	2 400	2 500	1 700	3 400	1 900	2 900	3 000	2 100
	Specialists	2 700	2 600	4 200	2 700	5 900	5 500	6 900	7 300	5 800
	Technicians	9 900	9 300	8 800	10 200	9 600	8 500	11 900	10 000	10 700
	Administration	3 900	2 600	2 800	4 100	4 600	4 600	5 500	6 900	3 200
	Services	26 300	25 100	27 700	30 000	37 500	38 700	44 600	49 300	42 300
	Primary sector	1 400	400	n	600	400	1 500	1 000	1 600	2 400
	Skilled workers	39 700	39 400	35 700	40 700	45 700	43 100	45 500	49 600	39 700
	Operators	24 700	24 500	16 500	17 900	18 200	18 400	17 000	17 200	18 200
	Unskilled workers	21 000	22 500	18 300	18 500	13 900	13 300	18 000	15 500	17 700
	Armed forces	n	n	n	n	n	n	300	n	300

Source: SOSR (2018)

The values of each type of profession according to the number of persons performing a particular type of work acquire very constant values. Most people with

Slovak citizenship work abroad as skilled workers and in sector of services.

Table 2. Respondents structure due to period, during which they want to stay abroad

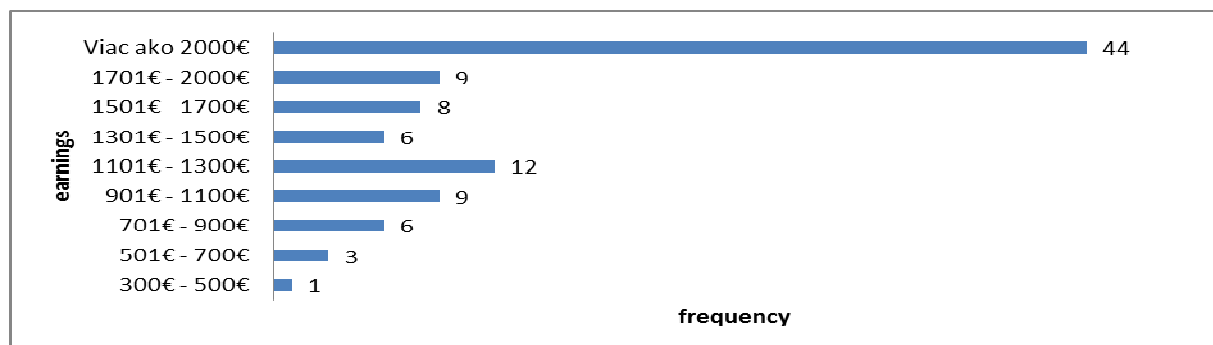
	Frequency	Percentage
Maximum one year	3	2,7%
One to two years	2	1,8%
Two to five years	20	18,2%
More than five years (but not permanently)	7	6,4%
Do not currently have a return scheduled	44	40,0%
Will come back when needs will be fulfilled	8	7,3%
Want to stay abroad till the end of my life	26	23,6%

Source: Authors survey (2018)

According to the table no. 2, we can conclude that up to 40% of respondents are currently unable to answer the question of how long they are planning to stay abroad. From respondents answers, it is clear to say, that almost 24% of people are planning to stay abroad till the end of their lives. Based on this statement, it can be argued that productive persons working for a while abroad do not feel the desire to return back. We talk mainly about respondents aged

over 30. The limited duration of „foreign working life“ have 25 respondents. These are citizens of the Slovak Republic who have achieved only first and second degrees of higher education. In the case of PhD students, responses are also more than obvious. Neither of them plans to 100% connect their future with the country in which they were born. Next question is focused to average monthly earnings of emigrants.

Graph 4. Structure of respondents based on the average monthly earnings



Source: Authors survey (2018)

Based on graph no. 4, it is possible to confirm the assumption that respondents working abroad with Slovak citizenship earn on average over 2000€ per month. The number of respondents who rated the options between 300€ – 500€ or 501€ – 700€ reached statistically insignificant values. These options were

chosen mainly by respondents with HEI in fields as economics, psychology, social work. Third-degree graduates earnings are on the level of 2000€ +. In the next table, we focus on respondents structure via to their motives to leaving Slovak republic.

Table 3. Respondents structure due to motives for emigration

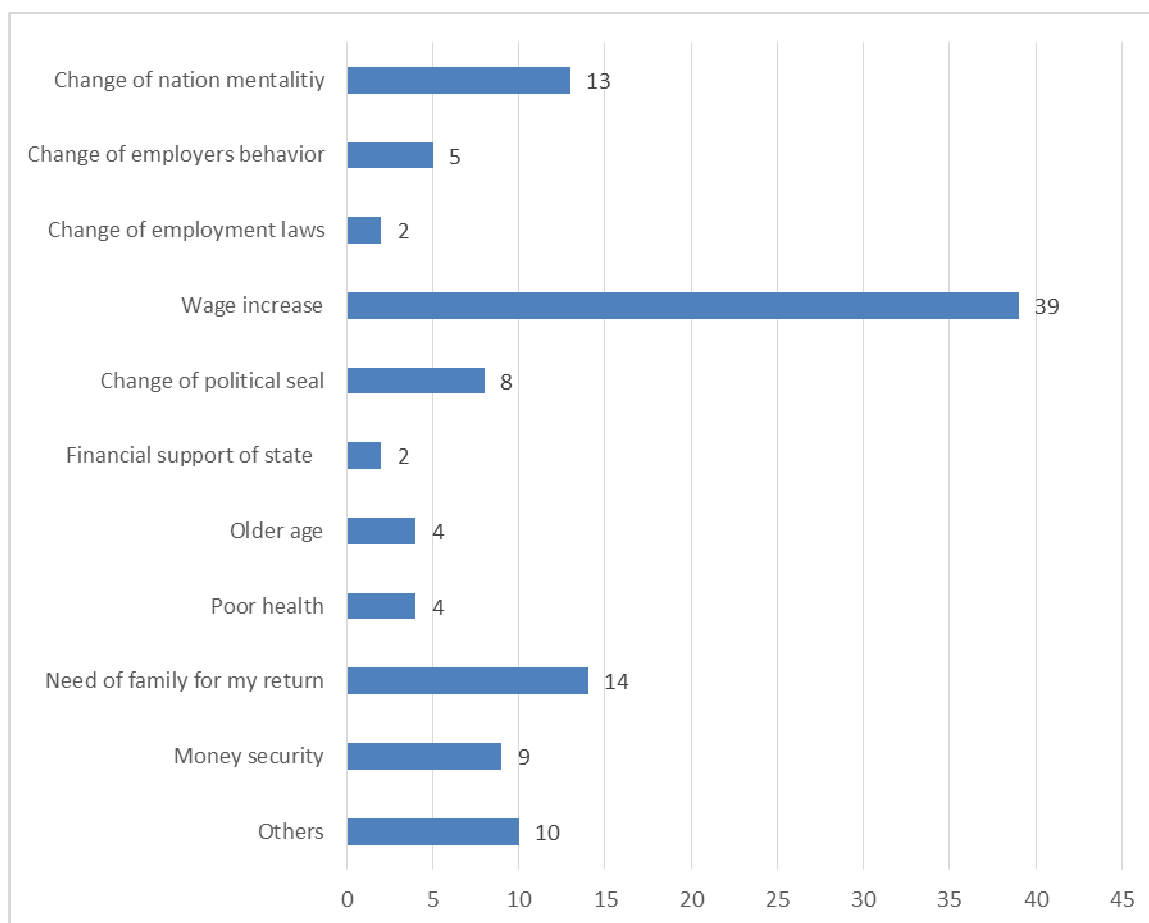
	Primary mot.		Secondary mot.	
	<u>Frequency</u>	<u>Percentage</u>	<u>Frequency</u>	<u>Percentage</u>
Independence (relationships, housing)	22	20,0 %	50	45,5 %
Need for funds	17	15,5 %	15	13,6 %
Desire to travel	10	9,1%	15	13,6 %
Do not want to stay in the Slovak rep.	12	10,9 %	13	11,8 %
Family works abroad	3	2,7 %	1	0,9 %
Friends work abroad	5	4,5 %	7	6,4 %
Am unemployed in the Slovak rep.	17	15,5 %	4	3,6 %
Friends/husband are from abroad	15	13,6 %	5	4,5 %
Other	9	8,2%	0	0,0 %

Source: Authors survey (2018)

In the table no. 3, we listed the basic motives, which result to a leaving of Slovaks to work abroad. The primary motive is the desire of the citizens of Slovakia to gain independence. In addition to this, the answers to the need for funds were repeated to a greater extent. In almost 16% of cases, respondents leaving from Slovakia, mainly because they were not employed in the Slovak republic or they did not know how to find the correct work (less work opportunities). In the group „other“, there were allegations like better health system, more challenging working environment or new life challenges.

- Graduates of the third degree of HEI (45%) going abroad because their husband or friend (mate) live outside the borders of Slovakia;
- In the case of graduates of the first degree of HEI, the main motive is the desire to gain independence;
- Almost 46% of respondents who have their permanent residence abroad, migrated there because they were unemployed in the Slovak republic. In the overwhelming majority, they choose German-speaking countries;
- Up to 83% of respondents who have stated the main reason for leaving Slovakia, that they are not happy in this country work or worked in the field they studied;
- The desire to travel expressed as a main motive of migration woman under the age of 30, who have achieved mainly second degree of HEI.

Graph 5. Structure of respondents according to the impulse, which would motivate them for long-term return to Slovakia



Source: Authors survey (2018)

Based on graph no. 5, it can be concluded that wage increases in individual sectors is the most promising factor that could bring labor migrants back into the Slovak Republic. The category „others“

represents the opinions of the respondents, which may be generalized as negative attitudes towards the country of the Slovak republic, which means that these persons do not return to Slovakia according to the expressions never.

Conclusion

Labour migration affects most countries in the world, and migrant workers contribute greatly to development, both in countries of origin and countries of destination. However, the migration process implies complex challenges in terms of governance, migrant workers' protection, migration and development linkages, and international cooperation.

The most important part of labor migration is emigration of highly educated people. In our paper, we discuss not only about terminological background,

but also about this phenomenon. In addition to reporting labor migration statistics, we did also a survey, where we approached people, who had gained at least first degree of HEI education and then, due to a number of factors emigrated to work abroad. In conclusion, we can say, that competent people should continue to work actively in this section (emigration of educated and skilled people). The number of Slovak labor emigrants with HEI education decrease (mainly in last year), but it is not reason to say, that this number is acceptable.

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