

EXTERNAL AND INTERNAL MIGRATION INSIGHTS IN THE CONTEXT OF GLOBALIZATION: HIGHER SCHOOL GRADUATES' ATTITUDE

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Abstract

The article introduces theoretical external and internal migration insights in the context of globalization and research data on empirical migration attitude of higher-school graduates. Speculative evaluation of the problem as well as research, conducted in Lithuania, made it possible to identify the most vulnerable migration groups: IT and healthcare specialists, researchers and research workers, higher school students and graduates. Empirical part, using closed-type anonymous questionnaire reveals research target group's (Panevezys city higher-school graduates) preferences to external and internal migration. Using factorial research analysis reasons due to migration (cultural-political, economical, professional, personal and family) were identified.

Keywords: globalization, external and internal migration and its reasons, higher-school graduates.

Introduction

Multidimensional contemporary global migration analysis allows to perceive that migration history coincides with the history of mankind but as socially significant, permanent, individually motivated and free phenomenon came into existence only in the period of industrialization and urbanization. Considering the situation in the context of expanded Europe, its emigrational attractiveness has been observed in different periods of societal evolution. Contemporary migration is increasing in its extent and drawing more public attention, and to limit migration of individuals, living in period of unconstrained movement among countries seems to be quite complicated.

Membership in the European Union for other countries, as well as for Lithuania offers a great many advantages: encourages public democracy, wellbeing, growth of economy, urbanization, development of communication and guarantees safety. On the other hand, certain, above-mentioned features of modern tendencies, as well as globalization, social and cultural differentiation peculiarities have a large number of negative outcomes; intellectual capital migration being the most significant and contradictory.

Social, economical, political and cultural characteristics, working environment and personal factors in a native country determine person's decision to migrate, which is mainly influenced by person's education, professional qualification and skills, and also opportunities of international mobility. All these points determine a discussion of Lithuanian researchers and practitioners, who are trying to get answers to such questions, as: Does a well-educated and highly professionally competent person more often tend to change his working and living environment? Does the loss of such persons internationally determine country's political-economical-social compatibility?

Lithuanian researchers, together with practitioners, pay considerable amount of attention for migration analysis and research: brain drain was studied and its main "drain" reasons were set in the country, suggestions were offered to solve the problem (Jucevičienė *et al.*, 2002, 2004; Mockaitis & Šalčiuvienė, 2005; Rinkevičius & Kazlauskienė, 2006; Kazlauskienė & Rinkevičius, 2006 a); international migration of population, of potential Lithuanian researchers (Čiurlionytė *et al.*, 1996; Stankūnienė *et al.*, 1996; Kazlauskienė & Rinkevičius, 2006 b) and work force (Sipavičienė, 2006; Guzavičius, 2006) was studied. A great contribution towards publicizing migration research problems as well as organization of public discussions is paid by Academic Board, Social Research Institute, Lithuanian Emigration Institute, International Migration Organization Office in Lithuania, Civil Society Institute, Strategic Study Centre, Free Market Institute, etc. In spite of the fact that a large number of Lithuanian institutions, researchers and practitioners are trying to solve brain drain problem, determine its mechanism and identify causality in order to be able to control emigration process, this problem is still significant and relevant in the country because of its complex and dynamic nature, lack of valid and reliable measuring means and methodology, e.g. causative analysis methodology is not applied due to the lack of adequate information. Besides, official statistic data regarding emigration of population from Lithuania only partly reflect real situation, as there is no accurate statistics on the number of emigrants (e.g. emigrants often do not sign out as it is accepted and only those who do and officially inform about their emigration from the country are counted).

Emigration of young Lithuanians is of great concern in the country. With reference to the data from Statistics Department in 2005, above 48.100 left the country, in 2006 – 27.800 out of which above one third is people from 18 to 29 years of age; majority emigrate for economic reasons or because they are undervalued as specialists. All these reasons reflect only qualitative characteristics of migration; information about the reasons of their behaviour, motivation, attitude, or plans regarding emigration is neither registered nor collected; whereas even less attention is paid to internal migration, its causes according to age, education, speciality or activity area being unidentified. Having considered all this a **scientific problem** arises: what reasons determine higher-school graduates external and internal migration in the context of globalization.

In scholarly context migration of qualified specialists, staff members of higher educational institutions and academic youth is considered to be intricate and complex problem. Besides, higher-school students' migration is hardly-dealt with area of Lithuanian researchers, so higher-school students were selected as the target group of the research. In order to identify their attitude towards both external and internal migration and also to form and express opinion on migration insights, research of Panevezys higher-school graduates has been conducted. **The paper aim is** on the basis of scientific literature and empirical research to determine causes of external and internal migration of Panevezys higher-school graduates in the context of globalization

Research methods: scientific resources analysis, questionnaire and statistic data analysis.

Theoretical Insights of Migration Process

Globalization as historical process cannot be generalized applying evolutionary logic (Held *et al.*, 2002), however with the help of informational technologies it creates opportunities to bind local, regional, national and global environments on the basis of which accessibility of human capital is increased in different cultures, as well as in economic and political activities; merge of both economic markets and development of integrated sectors is stimulated. The most pervaded form of globalization is migration of population, i.e. movement of people to either temporarily or permanently change living place.

Noteworthy that in scientific resources (Roed, 1996; Massey, 1993; Fisher *et al.*, 1997; Castles, 2003; Weiss, 2003, Sipavičienė, 2006) the lack of universal migration theory is obvious; if it were, it could explain the nature of migration, the formation of flows or factors, so constituents of migration process are interpreted using various theories, such as: human capital, search, two labour markets, world systems, social capital and migration net, migration systems, praxeological description, etc. Then different assumptions are made in order to analyse the causes affecting migration process and its structural factors. However, neoclassical theory of economics might have the most global attitude towards migration process claiming that the process itself is stimulated by the need to have livelihood and closely connected with labour market.

Migration is a complex, multidimensional social process, playing a significant role in the development of mankind (Fisher *et al.*, 1997; Merkys *et al.*, 2006; Richardson, 2007; Kahanec & Zimmermann, 2008). Driven by a multitude of possible reasons, migrants may move temporarily or permanently, transnationally and nationally, individually or in groups, return to their countries of origin or migrate to another country, or move between two or more countries in a circular way. Migration affects considerably both background and destination countries; its effect can be noticed after great many years since the beginning of migration flows. Though migration in background countries creates conditions for economic development and reduces unemployment, lately the concern for demographic changes, loss of highly qualified employees, brain-drain, etc. has been growing. Migration is a dynamic phenomenon involving many twists and turns, its problems are viewed by different studies and the situation today is far more complex and its effects have been attracting more and more attention of scientists (Harris & Todaro, 1970; Mincer, 1978; Roed, 1996; Fisher *et al.*, 1997; Castles, 2003; Richardson, 2007; Kahanec & Zimmermann, 2008). To understand the causes and effects of external and internal migration flows requires a sound and in-depth analysis. The need for such analysis is most conspicuous in the study of causal relationships, as these are difficult to establish empirically and their misrepresentation compromises both scientific and policy analyses (Richardson, 2007; Kahanec & Zimmermann, 2008).

Global movement over the few last decades has manifested itself in different migration levels, forms, and change of migration concept. In classical migration concept two points-of-view are dominating: move of population from one place to another, crossing administrative location borders (Stockwell & Groat, 1984) and movement of individuals or groups from one location to another aiming at staying there for quite a long time (Daugherty & Kammeyer, 1995; Fisher *et al.*, 1997). In the meantime migration is being described as

dynamic and miscellaneous process of international migration, where two main criteria arise, i.e. time and space; an individual migrating from one place to another for a certain period of time changes his living place (Petersen, 1986; Fisher *et al.*, 1997; Held *et al.*, 2002). In this context two migration directions come up: internal migration, including movement of population within a country (between different regions, administrative units, towns) and external or international migration, meaning movement of population to and from a foreign country (Fischer *et al.*, 1997; Held *et al.*, 2002; Castles, 2003; Sipavičienė, 2006; Guzavičius, 2006). Noteworthy that according to time-period both types of migration (internal and external) can be permanent, temporary or seasonal; according to the freedom of choice or migration cause it can be freewill or compulsory.

Most Vulnerable to Migration Society Groups in Studies of Lithuanian Researchers

Up-to-dating the topic in Lithuania a few researchers (Jucevičienė *et al.*, 2002, 2004; Sipavičienė, 2006; Guzavičius, 2006; Kazlauskienė & Rinkevičius, 2006; Rinkevičius & Kazlauskienė, 2006; Merkys *et al.*, 2006; Aidis *et al.*, 2006) relate migration with economic needs and emphasize the influence of different factors, which either push or pull and at the same time form the migration attitudes of contemporary society:

- political, social-economical (wage level, unemployment, lack of balance between demand and supply of unqualified workforce, social security, small and average business situation) processes;
- cultural (country's political-cultural-juridical environment, infrastructure) processes;
- demographic (population and birth rate, able-bodied population, migration of workforce) processes;
- personal factors (professional improvement, self-realization, career opportunities, relations with family members, marriages to foreigners, material conditions of life).

While analysing migration process one more aspect is raised due to emigrating individuals. Emigration of qualified specialists, employees of higher educational institutions and students is worded as a complex problem as its extent and directions are qualitatively or quantitatively tangible because of lack of statistic data and different research methods used (Jucevičienė *et al.*, 2004; Kazlauskienė & Rinkevičius, 2006; Labanauskas, 2006; Sipavičienė, 2006; Aidis *et al.*, 2006; Merkys *et al.*, 2006; Misiūnas & Bratčikovienė, 2007). Having considered all the factors it is necessary to overview the results of the latest researches, conducted in Lithuania and connected with the above mentioned vulnerable for migration groups.

IT (information technologies) specialists' emigration. Development of information technologies sector is innovative; it insures country's economic growth and raises competitiveness both nationally and internationally. IT specialists are distinguished as the ones, having entrepreneurial characteristics (Jucevičienė *et al.*, 2004). Vocational Training Methodological Centre belonging to the Ministry of Education of the Lithuanian Republic in 2004 prepared "Study of Information Technologies Sector", where threats for IT specialists labour market were enumerated: qualified and cheap IT workforce, unable to find a niche in labour market to implement its skills and because of gap between education system and market needs, have a serious pretext to emigrate. It can also be noted that there is no research conducted on emigration of information technologies specialists in Lithuania (Labanauskas, 2006).

Health care specialists emigration. In Lithuania most vacancies for healthcare specialists are in rural districts, however to forecast their emigration is hardly possible due to the lack of official data and research. Vilnius University Oncology Institute distributed a questionnaire among its healthcare specialists; the results show that majority of research participants would like to get a job abroad, but objective reasons (age, language barrier, family situation) limit their emigration potential (Labanauskas, 2006), though their education in higher institutions as well as working experience are easily transferable into healthcare systems in other countries. Majority of respondents are well aware of healthcare systems in other countries, so the stimulus for emigration is strongly motivated. Besides, Lithuania's membership in the EU opened more opportunities for healthcare specialists to get legal and professionally adequate jobs, though the country's political situation found its place at the bottom of hierarchy of needs (Labanauskas, 2006). International workforce migration flows are usually directed towards wealthy countries, but immigrants do not necessarily come from the poorest countries; crucial point being not in opportunity differences between countries, but the attraction of better opportunities in them (Kazlauskienė & Rinkevičius, 2006).

Scientists and research workers emigration. The emigration of scientists and researchers to work abroad is treated as a serious aspect of "brain drain" problem, the brain drain in Lithuania is often discussed in the context of migration. In 1995 researchers of Lithuania Philosophy and Sociology Institute conducted a

research on Lithuanian research workers' "brain drain" and waste, their mobility within the country, their potential migration and brain exchange. The conclusions showed that the main reasons encouraging internal and external brain drain and "loss of brain" at that time were economic difficulties, followed by the shake up in science and reduced financing. Besides, the research showed that most of them wanted to emigrate for over a year if their emigration was connected with the object of research or qualification improvement, but they would turn down the chance if offered to do unqualified job (Stankūnienė *et al.*, 1996). The research also revealed that scientific degree or position had no decisive influence on formation of migration attitude among them. However the respondents, who were working abroad at that time, stated that doctors of science emigrate not only because of economic reasons, but also because of the need to be supplied with research materials, work according to their qualification and sufficient research or study funding (Jucevičienė *et al.*, 2002, 2004; Kazlauskienė & Rinkevičius, 2006). Thus, the assumption could be made here that emigration of both researchers and research workers is determined by the need of self-realization.

Higher-school students and graduates emigration. It has been noticed that a number of higher-school students is steadily increasing in Lithuania and their employment chances are much better.

Emigration of students and graduates is a great threat for disappearing of intellectual capital because hundreds of most talented students of the country emigrate to study abroad, get very good education there and do not come back to Lithuania, because their emigration cost buys off and they can longer feel its benefit (Aidis *et al.*, 2006). Work and Social Research Institute analysed Lithuanian higher-school graduates of liberal, social, natural and technological sciences, as well as graduates of six colleges labour market compatibility in 2002 (Sipavičienė, 2006). The research revealed that every fourth student and also working student would like to get a job abroad, as majority of them are dissatisfied with salaries in Lithuania. Thus, there is quite a large gap between raised higher-school graduates' needs for higher salary and factual possibilities to satisfy them.

Joint research group of London College University and Vilnius University (Aidis *et al.*, 2006), KTU scientists (Merkys *et al.*, 2006) conducted a research on Lithuanian higher-school graduates emigration attitude and causing factors in 2005-2006. The results showed that those, willing to emigrate are junior students (men) studying economics and business management (Aidis *et al.*, 2006), and while evaluating their emigrational wishes, they tended to represent rational point-of-view on emigration, i.e. "they would emigrate if they were sure that they would get there wanted education and job" (Merkys *et al.*, 2006, 41 p.). So there is a strong need to attract special attention to higher-school graduates' integration into labour market and create favourable working conditions in order to retain skilled, talented, active and young specialists; on the other hand, it is necessary to eliminate interference and pay more attention to motivate their return.

While generalizing migration process and the results of the research, it could be stated that current migration, under strong influence of globalization processes, changes its character, direction and structure. In addition, more and more qualified specialists, representatives of academic societies, i.e. researchers and students get involved into emigration process in Lithuania. However, there is a lack of qualitative and quantitative evaluation of the emigration process in different working areas. Having all these data it could be possible to identify push and/or pull factors, emigration reasons and forecast migration processes ensuring at least their minimum management.

Higher School Graduates Attitude to Migration and its Determining Causes, Research Methodological Attitudes and Results

Higher school graduates attitude to migration and its determining cause's research methodology based on theoretical-conceptual nonfiction analysis. Analysis of scientific references and overview of conducted in Lithuania researches revealed that migration of young people nowadays comes up as a very acute and manifold problem and its solution draws both researchers and practitioners to look for its causes and means to control it.

Striving to identify causes, determining higher-school graduates' external and internal migration in the context of globalization, as a *target group* was selected Kaunas University of Technology (KTU) Panevezys Institute Management and Administration faculty Management and Business Administration speciality graduates as well as Panevezys College Business and Technological Faculty Management speciality graduates. The research entirety included 338 graduates, in the research participated 272 graduates, who graduated Management and Business Administration in Panevezys higher schools in 2007/2008.

Research aim is to identify empirically causes, determining Panevezys city higher-school graduates external and internal migration in the context of globalization.

As a means to implement the aim a research instrument i.e. questionnaire was used. It reflects the following research variable criteria:

- External migration: graduates intentions to leave the country for work (reasons, determining graduates intention to leave Lithuania for work; completed activities during planning to leave; desired job and country);
- Internal migration: graduates intention to leave Panevezys city and/or region for work (reasons, determining graduates' intention to leave Panevezys city and/or region; completed activities during planning to leave and desired job and city).

For research results statistic analysis statistic data packet SPSS 16, 0 versions were used. Also *descriptive statistics method* was applied for primary quantitative data processing calculating averages and per cent. *Factorial analysis method* was used to examine research variables intrinsic structure, also the Principal components method was used and *VARIMAX* rotation, *KMO* and *Cronbach a* coefficients applied.

Respondents sociodemographic data indicated that majority of respondents were young women 21-23 years of age, having bachelor's degree in administration studies at Panevezys higher school and residing and working in Panevezys city too.

Panevezys higher-school graduates preferences to external migration. The results of descriptive statistics revealed that 26 per cent graduates are planning to leave for work abroad. Only 8 per cent of respondents are planning to stay there over a year and 18 per cent (24 per cent administration and 14 management graduates) under a year. Research results disclose the fact that 21-23 year-old respondents (69 per cent) are planning to emigrate from Lithuania and not to stay longer than a year; whereas 21-23 year old respondents (42 per cent) and 24-26 year olds (33 per cent) would like to stay there over a year. While identifying foreign countries, acting as a work force pulling centres, most of respondents would like to leave for Norway (27 per cent) and Great Britain (28 per cent). The research also disclosed that the job itself allowing integration in the labour market is not a significant factor, as majority of them are interested only in material benefit (salary), consequently they would agree to do any well-paid job (49 per cent). In the meantime, self-realization as a significant factor is important only to 20 per cent of respondents. An important factor, conditioning quantitative integration into foreign country labour market is to know a foreign language. It was noticed that majority of them evaluated their foreign language knowledge as average or below average.

Dealing with Panevezys higher-school graduates' attitude towards external migration and its causes, the results of factorial analysis revealed that this variable criterion was divided into five parts reflecting dimensions (graduates attitudes to such causes as cultural-political, professional as well as economic, personal, family and marriages).

On the basis of respondents opinion, it could be stated that cultural-political and professional causes, determining their decision to leave Lithuania are most significant (40 per cent of variance) compared to other causes i.e. economical (15 per cent), personal (9,3 per cent), family (7,7 per cent) and marital (6,2 per cent). Analysis credibility is validated by applicable *KMO* coefficient 0,61. Panevezys city higher-school graduates attitude towards external migration and its causes factorial analysis internal consistency coefficient *Cronbach α* equals to 0,87, that shows high meaning of internal homogeneous scale and such a scale can already be applied in statistic analysis (Table 1).

Evaluating graduates attitude towards city's cultural-political and professional causes in the context of external migration the latter was observed being mostly determined by the following factors: country's safety policy ($L = 0,924$), country's cultural environment ($L = 0,911$) and tax system ($L = 0,888$). Meanwhile social security is least emphasized factor ($L = 0,534$). Among all economic causes the most significant appeared to be salary ($L = 0,821$), among personal – friends ($L = 0,935$), and family ($L = 0,820$). Factorial analysis pointed out one more groups of causes: i.e. graduates attitude to marriage, was made just of one, but averagely meaningful factor – marriage ($L = 0,776$).

Panevezys higher-school graduates preferences to internal migration. While analysing respondents' attitude toward internal migration it was observed that 26 per cent of all respondents plan to leave Panevezys for another town or city in Lithuania (19 per cent for over a year, 7 per cent under a year). The most vulnerable group for internal migration is 21-26 year old working graduates. Majority of respondents (46 per cent) intend to move to Vilnius city and/or region, while labour markets of Kaunas and Klaipeda including their regions seem to be less attractive (15 and 20 per cent respectively). The research also showed that as

many as 74 per cent of respondents would gladly work in another towns or regions if there were opportunities for self-realization professionally.

Table 1. Reasons, determining graduates' decision to leave Lithuania

Structural components	L	%
Graduates' attitude toward country's cultural-political and professional causes		
Country's security policy	0,924	40,0
Country's cultural environment	0,911	
Country's tax system	0,888	
Ecology	0,879	
Country's business policy	0,852	
Country's education system	0,804	
Country's political and legal system	0,782	
Professional realization	0,742	
Professional negotiability	0,600	
Country's social protection	0,534	
Graduates' attitude to economic causes		
Wages (salary)	0,821	15,0
Material living conditions	0,743	
Graduates' attitude to personal causes		
Friends	0,935	9,3
Relatives	0,465	
Graduates' attitude to family causes		
Family	0,820	7,7
Career Prospects	0,572	
Graduates' attitude to family reunification causes		
Family reunification	0,776	6,2

Note: KMO = 0, 61. Principal component method, rotation Varimax with Kaiser's normalization converged with 9 iterations. 5 point scale was used where point 1 indicates "no influence" and 5 indicates highest influence. Cronbach α = 0,87.

Panevezys higher-school graduates' attitude towards internal migration and its causes, and the results of factorial analysis revealed that this variable criterion was also divided into five parts reflecting dimensions (graduates attitude to such causes as cultural-political, economical, professional, personal, and family).

On the basis respondents' opinion factorial analysis results showed that the most significant causes determining graduates decision to leave for another town or city within Lithuania are cultural-political (30,3 per cent of variance), while economical (15,6 per cent), professional (12,5 per cent), personal (9,9 per cent) and family (7,5 per cent) causes are neither very significant nor meaningful. This fact is based by analysis reliability confirming KMO coefficient 0,62. Panevezys higher-school graduates attitude towards internal migration and its causes factorial analysis internal consistence coefficient Cronbach α equals to 0,72, which proves to be credible and applied in statistic analysis (Table 2).

Graduates attitudes towards city cultural-political causes in the context of internal migration are best conditioned by the following factors: city geopolitical situation (L = 0,910), city safety (L = 0,857) and city cultural life (L = 0,844). Meanwhile city infrastructure is the least emphasized factor among all respondents (L = 0,835). Out of economic causes the most important factor appears to be salary (L = 0,870), out of professional ones - profession request (L = 0,831), out of personal ones – friends (L = 0,837). During factorial analysis a group of family reasons was singled out and the only significant enough factor mentioned was family (L = 0,955).

Summarizing Panevezys higher-school graduates preferences to external and internal migration it could be seen that in general their attitudes towards external or internal migration are not very different, however, the period of time differs: emigrating graduates intend to stay shorter periods of time than the ones leaving for any other town/region within Lithuania. In this case it is possible to evaluate short-time emigration positively because their acquired skills, knowledge and experience in a foreign country labour market after returning back will definitely be important for the person himself and also for the city/town/region development. Besides, in the research identified short-time external migration allows to assume that graduates are not well-prepared to integrate into foreign labour markets because of poor

knowledge of foreign languages, thus, this is one of the reasons, conditioning choice of unqualified jobs there. It can also be highlighted that salary becomes one of the most significant factor, determining both external and internal migration. Consequently, Panevezys higher-school graduates can be described as economic emigrants, though political-cultural, personal, and family causes in the context of external and internal migration are also moderately important migration preferences.

Table 2. Causes determining graduates' decision to move for work to other towns and/or regions of Lithuania

Structural components	L	%
Graduates' attitude to city cultural-political causes		
City's geopolitical situation	0,910	30,3
City's (Urban) security	0,857	
City's cultural life	0,844	
City's (Urban) infrastructure	0,835	
Graduates' attitude to economic causes		
Wages (salary)	0,870	15,6
Material living conditions	0,742	
Career Prospects	0,678	
Graduates' attitude to professional causes		
Professional negotiability	0,831	12,5
Continuing studies	0,658	
Professional realization	0,587	
Graduates' attitude to personal causes		
Friends	0,837	9,9
Colleagues	0,817	
Relatives	0,574	
Graduates' attitude to family causes		
Family	0,955	7,5

Note: KMO = 0,62. Principal component method, rotation Varimax with Kaiser's normalization converged with 6 iterations. 5 point scale was used where point 1 indicates "no influence and 5 – "the highest influence. Cronbach α = 0,72.

The analysis of empiric research results of both external and internal migration proposes that socioeconomic, political-juridical, cultural and other groups of causes in Panevezys city make it impossible to slow down work force of young specialists' emigration because better opportunities abroad and in major Lithuanian towns only increase migration potential. Evaluating all the facts, migration problem requires long comparative studies in order to better understand attitudes of young specialists, as well as its causes and to foresee means enabling migration process control.

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