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Why, you may wonder, today migration becomes a multidisciplinary topic of big concern for world stakeholders, and how it has been that critical to deal with the flow of migrants looking for a better place to live in, and to address the crisis the host countries undergo, trying to figure out solutions to manage the disruptive labour market change?

Migration always occurs in mankind history, but the recent trend shows that in the context of war, financial crashes and increasing gap between countries, this phenomenon turns somewhat uncontrollable unless leaders undertake proactive actions to capitalize on the opportunities hidden in the shock.

We suggest to analyse how the labour market is affected by migration flows in the countries of destination particularly on the demand side.

Does the mobility of qualified workers impact the labour demand? How and at which extend? Positively or negatively? And is it possible to bridge the weaknesses of the current turnaround policies?

This contribution is highlighting the fact that in a globalised economy where competences are moving beyond borders, the employment market is undergoing a major change to be taken in account when it comes to setting new migration policies.

First, the mobility of labour has increased with the globalisation as people could find abroad a job fitting their competences; moreover multinational companies were hiring easier from one place to another, having many branches interconnected.

Nevertheless, the recent migration crisis was hiding a big opportunity especially for developed countries where some segments of labour could not find qualified and affordable employees.

Next, the migrants coming from developing nations with instability but favourable demographics could supply the host countries with younger workforce, namely in Europe where the population grew old.

When migration is not enough managed, it can produce a disequilibrium in the labour market; for instance in European Union(EU), the employment of posted workers from Eastern and Central countries threatened jobs in the west of Europe where wages were higher, because companies were attracted to pay low salaries to the new comers reducing so their costs, and this led to a social dumping before an amended directive of the EU commission came to rule on this issue.

The good management of migration permits to capitalize on the opportunity, benefiting to both migrants and host countries. A high-valued migration management highlights the fact that migration absorbs the excess demand of labour in some sectors of the economy.

Studies can be made to confirm what we notice, namely that countries that proactively consider migration as a fact to be regulated and welcomed, are not overwhelmed with an increasing unemployment rate, rather they are addressing an ever challenging labour demand thanks to smart hospitality.

Competences are going across borders; as the former US Secretary of Labour Robert Reich wrote in his book "The Work of Nations": People and money are joining global networks...

On one hand, the mobility of labour, bringing more competitiveness, can lead the wages to decrease toward an equilibrium in a given industry; on the other hand, the availability of more competences through migration that meets the labour needs will contribute to the increase of GDP, and subsequently, to more investments and jobs.

Thus, migration induces a net benefit for host countries labour market, if the demand of specialized employees matches the qualifications of the migrants; these latter will also improve their welfare in their new environment. The good management of migration flows can benefit to all when they capitalize on the opportunity hidden in the crisis.

We assume that migration and global employment are strongly interlinked.