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THE INFLUENCE OF EMIGRATION FOR FUNCTIONING OF LABOR MARKET IN POLAND DURING THE PROCESS OF INTEGRATION WITH EUROPEAN UNION

Key words: labor market, labor force, employment, unemployment, migration

Introduction.

In accordance with theory of T.Faist [3, p.89] the migration systems characterize the following features:

- creates conditions where are migrations, and their character has crucial influence on making concrete decisions about migration,
- connections between countries,
- dynamics of process,
- people who migrate should be treated as citizens of social and economics agreement.

According to opinion of D.S. Massey [3, p.95], the theoretical analysis of migration should include four basic elements:

- the analysis of structural determinants which encourages people to leave the abode,
- the analysis of structural determinants responsible for demand for immigrants' job,
- the analysis of motivation, targets and reactions of potential migrants for circumstances,
- the analysis of social and economics structures existing in consequence of migrations moves in sending out and receiving countries of migrants.

Whereas the most important determinants of mobility are the following:

- the transformation, globalization and integration processes in the modern economy,
- the variety of remuneration rates on market,

- the market deficiencies concerning above all the following markets: labor, financial and insurance,
- the fixed demand for foreigners job in the high developed countries,
- the development of migration's net and other connected regions or countries participated in that mobility,
- the phenomenons of occurrence and development the social capital,
- the dynamics character of social and economics development in the globalization age.

The crucial theory of development regarding migration occurrences was worked out by Lee (3, p.29). It means push-pull theory, in accordance with there is possibility of distinguishing the following determinants included during making decision about migration and in the furtherer stage of that process:

- the determinants connected with the abode (push factors),
- the determinants connected with the destination (pull factors),
- the intervening obstacles,
- the personal determinants.

The new typology of models concerning realization of migration policy

The analysis of current changes in the range of migration doctrine and migration policies used by some states of the world make to formulate the determinants, which should be paid to attention in the formulation of models concerning realization of migration policy. It seems that catalogue of their determinants should limit to few crucial determinants for identification and fitting of some state for concrete model. In the formulation below typology has been paid attention to the following determinants [7, p.10]:

- the formula of identified migration doctrine on the base of official documents,
- the used instruments of migration policy in the contest of policy concerning labor market,
- the innovation solutions in their range of stimulation of immigrants' inflow ,
- the official and not official positions in the range of debate on migration policy subject leaded on the European Union level,
- the influence of historical circumstances on the realized migration policy actually,
- the experiences in the practical realization of migration policy.

The fitting of respective states to proposed models can make also controversies and discussion. The typology and above all descriptions of respective models should be the direction for

Poland in the contest of the determinants, which should be paid to attention during creation own, common migration policy. The Polish migration policy will write in significantly in one of models of realization of that proposed policy probably. On the base above listed determinants have been distinguished described models in the further part of the article.

The model of complementary migration policy (the model of migration policy oriented on labor market)

The base of the model is acknowledge of the immigration of some person, which is depended from the possibilities to find some employment on the opened labor market of receiving state. The immigrants are noticed by perspective of requirements of national economy and treat their as complementary source of labor force on the domestic labor market. Therefore the mass immigration are excluded from different reasons than filling of deficiencies on labor market. The deficiencies need to have the structural character. The states, which use that model, implement the point system, which selects potential immigrants according to advantageous, who may cause to the development of the receiving state and their skills to fast integration with the society of that state [7, p.10].

The realization of such migration doctrine does not exclude seasonal immigration, especially in the contest of necessity concerning the complement of employees' deficiencies in the sectors characterized periodic growth of demand for the labor force . At the same time it has definitively lower scale than immigration for longer time. The characteristic states for that model use very often also other instruments, such as education policy, which has also selection functions, especially at an angle research of usefulness some person for the economy of receiving state. It concerns using such instruments, which encourage definitely “fundamental” graduates to stay in receiving country. The monitoring system implementation of labor market is priority for success of the issue.

The system reply for questions concerning deficient and not deficient professions in the prospective at least medium-term. Besides the states use liberal approach towards self-employed and business activities in international dimension, even if concerns posting of workers. The immigrant's country of origin has secondary meaning for these countries, because the practical skills and professional experience are the most important. Such countries like Australia and Canada are countries which realize complementary migration policy. Whereas Great Britain is the nearest European country for the model. It seems that Czech Republic is going also to the same target [7, p.11].

The model of colonial and humanitarian migration policy

The basic feature of the model is, that immigrants of some worldwide regions have especially rights and facilities in connection with receiving right for arrival to any country. It results mainly from historical experiences connected with colonial period yet. The countries pay off debt towards these countries which were in historical zone of influences. The doctrine submits the most diametrical changes currently. However there is no possibility to acknowledge that model of approach to migration policy is not present already, especially in the case of European Union. At the same time the states have liberal approach towards the immigrants, who give political motifs and persecutions in country of origin as arrival purpose. In the case of these countries the main reason are not deficiencies on labor market to admit arrival right and stay. However the migration policy doctrine of the model does not assume immigrants' integration on labor market. Unfortunately the activities leaded in the range are not sufficient, because the statistical data present employment and unemployment rate of foreigners in connection with domestic employees. The typical states for the model are: France, Belgium, Italy and partly Great Britain. The other country which is included in the model is also Germany, but there is some difference that their preferences are not result from colonial traditions for some representants of some nations, but from different historical reasons rather. There was also Holland as representant of that model recently. The country diametrically defined its migration policy during two last years [7, p.11].

The model of new migration countries

The main characteristic feature of the states, which are included in the model is their relatively not old transformation from emigration to immigration states. They try to create migration policy doctrine on the base of other countries experience. These states very often experiment with different instruments of realization activities. They generally characterize of liberal approach to immigration, taking some priority of deficiencies' complement on labor market. However they differ from complementary model's states that they do not use point systems acknowledge that only market will make adjustment of demand and supply. They realize also migration projects ad hoc , e.g. The influence of the lobby employer's campaign or the necessity of realization short term investments, mostly infrastructural. It takes effect essential employment scale of foreigners in parallel economy, what makes periodical realization of legalization stay action. Spain is the typical example of such state. However Portugal and Finland are the states, which may be included in that model [7, p.12].

The model of residual migration policy (the model of assimilation and migration policy)

The main characteristic feature of the countries for the model is acknowledge, that immigration for some country may follow only after fulfillment restrictive conditions. They concern not only usefulness for economy and labor market of receiving state, but also agreement of potential immigrant for acknowledge social values, which obligate in the receiving state. The generally the states which use the model have doctrine of immigration limitation, especially from the states, which definitely differ in the respect of cultural and social rules. The positive decision regarding admission of immigration right follows after fulfillment precised, often very restrictive conditions.

At the same time the states leave the deportation right of such immigrant, who will not fulfill taken liabilities. These countries does not exclude the right to seasonal immigration, which is tolerated only at an angle some advantageous for the labor market of receiving country. They often defend before foreigners influx as employees' delegation. The characterized states for that model are Austria and Netherlands so far. However Japan is not European country, which is included in that model [7, p.12].

The model of multicultural migration policy

The characterized feature of the model is acknowledge if demanded situation is status of permanent competition between representants of different cultural organizations as conditions of social and economics states. The second meaning has here issue of skills and professional experience and crucial is the origin of country of some immigrant. The states takes care of keeping optimal proportions in the range of representants' share of some nations in migration streams in respect of immigrations these people, who are not represented in society of receiving country. Such doctrine is characteristic for United States of America [7, p.12].

Migration and its impact on functioning of the Polish labor market

The collected data show intensity of observed tendencies from 1998 year after 1st May 2004, it means the further scale increase of Polish citizens mobility. In 3rd quarter and 4th quarter 2004 year beyond Polish borders were between 270 and 287 thousands people longer than 2 months, what constituted the growth about 22% and 27% in comparison with the analogous periods of previous year. In 1st quarter 2005 year (the most actual data from the most accessible data) the amount constituted 268 thousands. The decrease had character definitively periodical. There was growth about 23% in connection with 1st quarter of previous year. There are many issues which indicate on the observations of the higher increase the Polish

migration activity. The amount of Poles who live beyond Polish borders periodically has increased in comparison with 2003 year by 20%, and over 50% in comparison with 2002 year [4, p.25].

Whereas there is no issue which would indicate on crucial changes in the zone of mobility mechanism, it means: the employee share who emigrate to find some job is relatively fixed. The level hesitates from 65% to 85%, although the employee emigrants' share oscillates about 85% during last months [4, p.25]. The relation between people living beyond border below 12 months longer than one year which is changing periodically is the most important issue. The short-term emigrants' amount was similar for people leaving beyond border over one year till 2000 year, but the meaning of short-term migration, which are shorter than 12 months is still increasing. This is the observation agreed with results of researches on current migration with Poland.

The situation on Polish labor market has crucial influence on current migration flow, but the flow has repayable impact on Polish labor market. The hypothesis concerns superficial quarterly observations of unemployment and migration factors. The relation them was positive till 2004 year, and then became negative. The disadvantageous situation on labor market between 1999 year and 2003 year and connected with it the unemployment growth was stimulated by migrations, but the intensified migration made the improvement of situation on labor market and unemployment decrease until that time. The understanding and especially the hypothesis about the export of crucial part of Polish unemployment after Polish access to European Union, is excessively simplistic [7, p.35].

On the base of economics literature the labor force flow will press its mark on Polish labor market in the high scale in the interchangeable way. Thanks to which: the unemployment rate will decrease, the amount of vacates will increase, the salaries' rate will increase, the employment rate will increase, the professional mobility and systematical employees' flow from border. It does not have to happen if labor market of country, which sends emigrants has deep and structural not adjustment and the allocation mechanism of the market is no effective [7, p.35].

The review of basic aggregative factors concerning labor market makes that observed changes are agreed with expectations till the time in Poland. The figure of temporary emigrants increased twice in the first quarter of 2007 year in comparison with second quarter of 2004 year, achieving the level nearly 550 thousands of people according to appraisal based on BAEL, but according to "freely" appraisal of Main Statistical Office – the level of 2 million person. In the same time the figure of unemployed decreased from 3,1 to 1,5 million person,

and the figure of working person increased from 13,7 to 15,2 million person. The figure of vacates also increased from 0,7% (1st quarter of 2005 year) to 1,5% (1st quarter of 2007 year), achieving the level e.g. In construction industry 4,4% of job vacates (1% in 1st quarter of 2005 year), in manufacturing industry 2% (1%) and 1,2% in trade (0,9%). The strong increase of figure the industries show that problem, for example the share of such industries in construction industries increased from 10% (4th quarter of 2005 year) to 34% (2nd quarter of 2007 year). At the same time increased the level of salaries about 2% in scale of year between 2004 and 2006 was not huge change not differing too much from the trend between 2000 and 2003 year. The rates of salaries changed unequally in different sectors, adequately to the level of job's deficits, e.g. They increased strongly in agriculture and construction industry, but they decreased in the trade. Unfortunately there is nothing to say about employees' mobility, and about immigration, which is marginal still.

At the same time the significant increase of non activeness in connection with the unemployment decrease and the increase of employment. The mass labor force outflow to foreign countries mobilized person having job and unemployed became deactivated after the accession to European Union. The migration would be considered as the draining factor Polish labor market of employees, who replaced unemployed person so far [7, p.36].

Almost half of researched emigrants had job before leave Poland, and more and less over one fifths belong to unemployed organization. Others, almost a third citizens were non active. In these citizens the significant part constitute person in young age – the students or postgraduates, who the first job took in some foreign country. The percentage of citizens having job in Poland was closed to set up in other researchers under migration from Poland (e.g. seasonal migration). The cases of job loss caused by migration were rare. The majority of employed employees before migration were still employed after coming back. The proportion of emigrants, who belong to unemployed before leave was relatively high, but does not differ significantly from the unemployed proportion on the domestic labor market. The share of unemployed person, who came back from foreign countries was less. There are no basics to ascertain, that observed outflow to foreign countries on the level of domestic labor market exerted impact on the emigrants and that situation on the market [7, p.37].

The varied character is the basic feature on the newest material migration from the labor market point of view in Poland. The part of migrating citizens do it, because they have problem with finding some employment in Poland, and part of them to achieve new skills or professional experience. The significant part of citizens, and also a lot of unemployed mainly migrate, because of the not efficient level of salaries towards to expectations rather than pos-

sibilities to survive. That feature can not to have significant direct meaning and immediate impact on balancing of labor market in Poland, paying attention to its “value”. The huge, indirect meaning can not to be excluded, to improve allocation mechanism on labor market, mainly by migration of strong salaries' pressure [7, p.38]. It is very important to mention about the newest migrations impact on the level of labor force qualifications in Poland. Whereas the description presented above shows results, that brains run-off did not exist so far, because the proportion of person having the highest professional qualifications among emigrants was less than in the whole population, among them person with the lowest qualifications were too. However the comparison of the period after 1st May 2004 with years between 1999 and 2003 shows, that the increase share of young high qualified people emigrants increased, and the last group became the highest group among emigrants in age between 25 and 29 years old. The highly selective outflow of person who have relatively rare qualifications is dangerous, because makes strong domestic or sector friction, although it does not have impact on the balance of labor market. The disruption of functioning the hospital divisions in some territorial areas are the case of the event on Polish labor market [7, p.38].

In the respect of its complexity, the occurrence of the migration is explained in the range of few theories. The neoclassical theory model is used for the purposes of the compilation, which assumes the existence of few factors and influencing on emigrant. The migration in the understanding of neoclassical theory is the consequence of different incomes or wider standards of life between countries and is taken to align these disparities. The person, who emigrate are treated as automatically entities making reasonable decisions, which does not make any incidental costs and does not make any risk and uncertainty. The migration is the investment for them, which is indicator on the maximalization of profits, where the costs will be paid off in the future. In respect of selective character of migration towards the aging groups, which cover mainly young people in productive age and is positively correlated with the demand on specifically, professional qualifications [8, p.9].

The attention should be paid to the fact of: Poles' migration directions before and after European Union extension, and also their changes. Germany is the main country for Polish emigrants, although the country position became weaker. At the same time the interest of emigration to Anglo-Saxon countries, for example: Great Britain and Ireland. These countries were not popular direction of emigration previously before Polish accession on the base of BAEL data about 10 percentage all emigrants live in these countries. The share increased to 28 percentage in 2005 year. It is possible to suppose, that migrations to Great Britain and Ireland has substitute character towards emigration to United States. These countries wasted the

popularity after European Union extension (20 percentage of emigrants in years before accession, about 13 percentage after it). Probably it results from the relatively higher costs concerned emigration to USA, long-term procedure of achieving the visa and weak dollar currency. The average figure of emigrants before accession concerns period from I quarter to II quarter 2004 the share of the migration to the mentioned above countries based on the data from 2002 – 2005 years; the estimations after accession concerning the period II quarter 2004 – IV quarter 2005 year [10, p.126]. Connections between quantity of: unemployed, unemployed, active professional, existing beyond resource of labor force and emigrants have been presented on charts 1-3.

Table 1. Differences in incomes between EU-15 and EU-10

Countries	In percent of EU-15		In percent of German	
	According to exchange rate	According to ppp	According to exchange rate	According to ppp
Czech Republic	28	52	27	51
Estonia	23	40	23	39
Latvia	17	34	16	33
Lithuania	17	35	16	34
Hungary	30	52	29	51
Poland	25	50	24	48
Slovenia	54	71	52	69
Slovakia	18	37	18	36
Weighted average	25	49	25	47

ppp – purchasing power parity

source: European Central Bank 2006, on the sides of the Polish Ministry of Economic

Table 2. The main directions of Poles' migration before and after accession European Union accession

Before accession			After accession		
Country	Liczba (tys.)	Udział (%)	Country	Liczba (tys.)	Udział (%)
Germany	52,0	31	Great Britain	65,9	22
USA	33,5	20	Germany	63,3	21
Italy	21,0	13	USA	37,4	13
Great Britain	15,1	9	Italy	35,9	12
Spain	6,7	4	Ireland	17,6	6
France	6,7	4	France	12,5	4
Netherlands	6,7	4	Spain	11,1	4
Belgium	5,0	3	Netherlands	7,7	3
Sweden	3,4	2	Belgium	6,8	2
Austria	3,4	2	Sweden	6,0	2
Ireland	1,7	1	Austria	6,0	2
Other countries	12,5	7	Other countries	24,8	8
Total	167,7	100	Total	295,0	100

source: A.Baranowska, M.Bober, M.Bukowski, Employment in Poland 2006. Part III – Space Mobility, p.12, www.ibs.org.pl/site/upload/publikacje/ZWP2006/cz3.pdf

Table 3 – Economic activity of the population aged 15 and more, employed persons, employed and registered unemployed persons, employment and unemployment rates and job offers and emigrants from Poland to the EU

Specification	1995	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Population (in thous.)	29106	30061	30388	30671	30893	31109	31007	31196	31334	31381	31402
Economically active persons	17004	17162	17214	17300	17229	17097	16991	17139	17283	16987	16986
Economically inactive persons	12102	12899	13174	13371	13664	14012	14016	14057	14051	14394	14416
Employed persons	15485,7	16267,1	16068,9	15480	15280,4	14698,1		12737	12893,3	13093,2	13553,6
Registered unemployed	2628,8	1831,4	2349,8	2702,6	3115,1	3217	3175,7	2999,6	2773	2309,4	1746,6
Emigrants	170	125	120	160	180	190	240	250	380	440	
Specification	1995	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Activity rate in %	58,4	57,1	56,6	56,4	55,8	55	54,8	54,9	55,2	54,1	54,1
Employment rate in %	50,7	51	48	47,4	45,5	44,1	44,2	45,1	45,9	47,5	49,5
Unemployment rate in %	14,9	10,4	13,1	15	17,4	18,1		19,1	17,6	14,9	11,4
Job offers (in thous.)	20,5	7,3	6,1	5,7	5,3	8,3	10,3	13,2	17,5	30,7	44,5
Emigration rate	5,8	4	4	5	5,8	6,1	7,7	8	12	14	

source: CSO statistical data

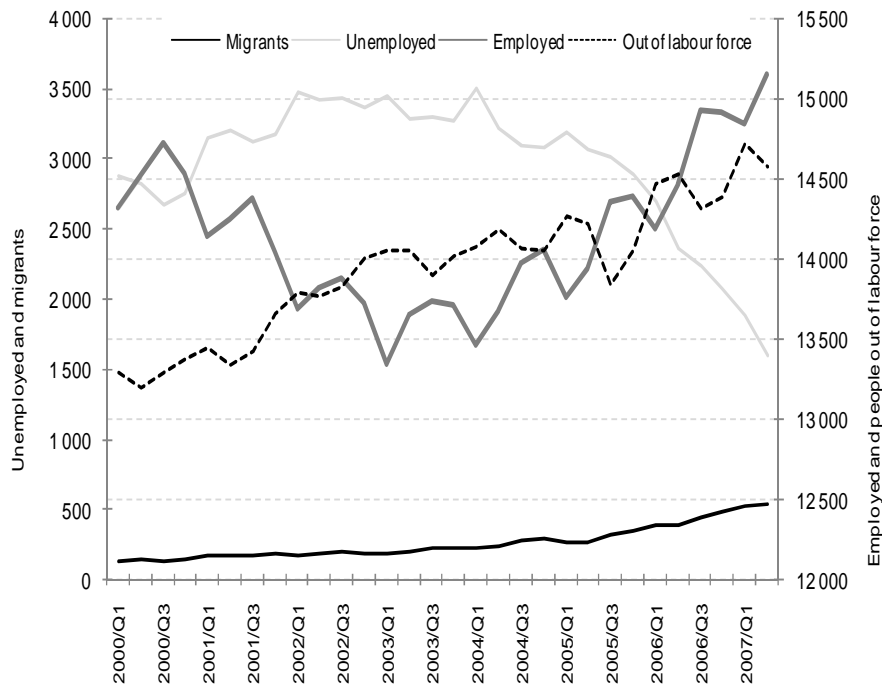


Chart 1. Unemployed, employed, out of labor force persons and migrants from Poland
 Source: P.Kaczmarczyk, M.Okólski, The migration regarding Poles' salaries in the transformation age, The Publisher of Warsaw University, Warsaw 2005, p.25,
www.zdp.kprm.gov.pl/userfiles/Okolski_Kaczmarczyk_migracje.pdf

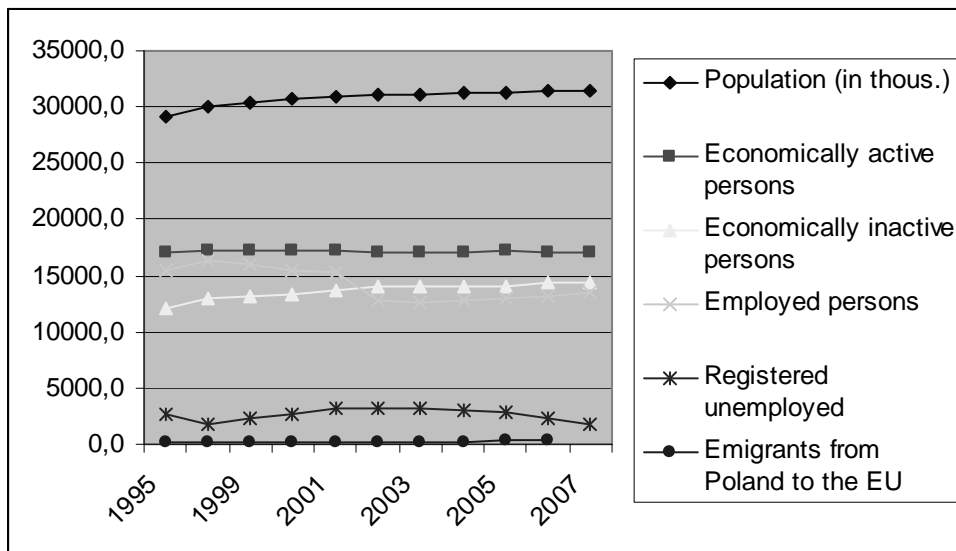


Chart 2. Economic activity of the population aged 15 and more, employed persons, employed and registered unemployed persons and emigrants from Poland to the EU

Source: own compilation on the base of GUS statistical data

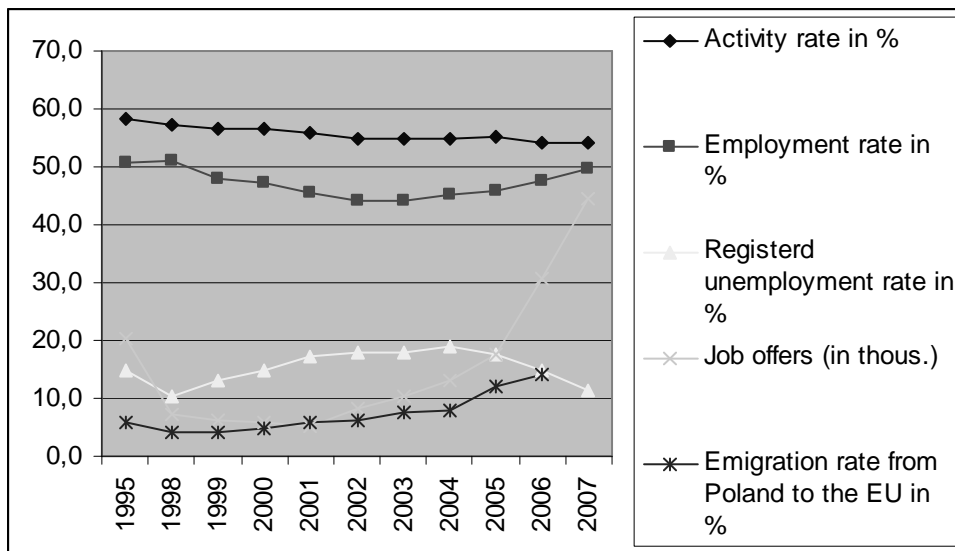


Chart 3. Economic activity rate, employment and unemployment rates, job offers and emigrants rate (from Poland to the EU)

Source: own compilation on the base of CSO statistical data

Summary

The purpose of the article is the presentation of tendencies intervening on labor market in Poland during EU integration process. The fundamental influence on their formatting has the phenomenon of emigration Polish employees to other membership countries. The traditional and contemporary theories of labor force migration are the turning point for the considerations. There have been presented connections between quantity of: unemployed, unemployed, active professional, existing beyond resource of labor force and emigrants. There have been also presented the impact of emigration's process on functioning the labor market in Poland. The considerations have been illustrated the proper tables and charts, which allow better understand the presented problems and come to the right conclusions from presented considerations.

Comprehension check:

1. Migration's theories and their practical applications.
2. The way of unemployment's and employment's rates calculating.
3. The influence of migration processes on the formation of unemployment and employment rates.
4. Main tendencies on the Polish labor market during transformation.
5. Organizations occupying the analyses of labor markets in EU countries.

6. The main goals of labor market and migration policy.

7. Interpretation of charts 1-3.

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