

IMMIGRATION AND LABOUR MIGRATION AND THE IMPACT ON REGIONAL ECONOMIES: A STUDY

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ABSTRACT

Migration is a global affair which has pervaded in almost all the countries of the world irrespective of caste or creed. This may be either domestic or international. After studying the various studies conducted on migration it suggests that holistic development and prosperity is its main object. The objectives of the paper are to elucidate the causes of immigration and emigration, the reason and importance of labour migration and to understand immigration policies and thus analyse it. For the purpose of research descriptive and analytical research designs have been taken into consideration. The extent of impact of immigration and labour migration on the regional economies on varied aspects is the crux of the paper. A proper balance must be struck between the immigrants and emigrants so that the loss of the former does not affect the country of origin. Effective policies must not only be on paper but also be implemented.

Key words: Labour migration, immigration and emigration.

INTRODUCTION

Migration is a mighty force globally. Over 175m people, accounting for 3% of world's population, live permanently outside their countries of birth¹.order to migrate, there's always a reason behind it. Immigration and emigration have a considerable impact on the economy. Through the project, the researcher tries to analyze the reasons for the same as well

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¹ UN Report:2002, an excerpt taken from William R. Kerr and Sari Pekkala Kerr, *Economic Impacts of Immigration : A Survey*, Harvard Business School, Working paper, 2011, at p. 3.

as the ramifications of the same on the regional economy. In general, a principal motivation underlying the decision to emigrate is the individual's desire to improve his circumstances, and probably those close to him. The decision making process involves the weighing of the many benefits and costs associated with migration.

Human migration is a universal phenomenon which has been continuing since time immemorial. In this process people migrate from their existing place of residence to another place either for a temporary or permanent period. It may be between rural and urban cities or between nations across the globe. The reason to migrate comprise of economic, social and psychological factors. The migrant people confront various challenges as well as opportunities in order to adapt in the new environment. Migration can lead to development depending upon the class or type of people which migrate. Migration and economic development are mutually linked. Development is a catalyst for migration and vice versa. However, the signs of causal links in both directions remain widely disputed, prompting questions about the reciprocity between the two.

The various important aspects on which the impact of immigration and emigration could be seen are- labour market, consumption, savings and investment, poverty and income distribution, living standard, health and education, population mobility, brain drain and brain gain, role in innovation, adaptive capacity etc.

IMMIGRATION AND EMIGRATION –THE NEW TREND

Migration started thousands of years ago because of many reasons, such as, better livelihood, better life, living condition etc. Some migrants choose to move on their own wish, but, sometimes it happens that; they are forced to sift from one place to another. Migration is based either on individual or family decision .Migration affects the economic as well as other conditions of life, such as, social and political condition. Migration can lead to a chain of development from individuals to the community at large. It results in individual development thereby contributing to development of country/state.

Migrant denotes a person who moves from one place to another in order to find work or better living conditions.² Labour migration refers to such activity as carried out by migrants.

² <<http://www.oxforddictionaries.com/definition/english/migrant>> accessed 3 August 2015

Most of the migrant labourers leave their home country for better economic opportunities in other countries.

According to Jordan there are different kinds of migration such as national and international which can be classified as permanent or temporary.³

	TEMPORARY	PERMANENT
NATIONAL		
INTERNATIONAL		

Fig: Different kinds of migration, Jordan (1997)

Although the terms migration, emigration and immigration are used interchangeably but they certainly have some peculiarities in their practical usage. As defined above, migrant means a person who moves from one place to another. Emigration is defined from the point of sending country as an activity in which a person ingresses in another country to settle permanently. On the other hand, immigration is defined from the view of receiving country as any person who enters into a foreign land from anywhere else.

LABOUR MIGRATION

Causes

India is a diverse nation. Here every year many migrants come from different parts of other countries for the purpose of livelihood and vice-versa. Migrant people come for various reasons such as poverty, unemployment, social amenities, (water, electricity, educational institutions), development etc. In today's era most of the migrants migrate from one place to another due to unemployment (Seasonal/ Disguised). Also in India agriculture is the primary activity which is pursued but the share of its contribution to the GDP has declined significantly.⁴ Due to this there is shift in the economic activity and people look for better sources of income

³ Volker Hamann, *The Impact of International Labour Migration on Regional Development: The Example of Zacateca Mexico* (Kassel University Press 2006) 7

⁴ Abhiman Das and others, 'Impact of Agricultural Credit on Agriculture Production : An Empirical Analysis in India' (2009) Vol. 30 No. 2 Reserve Bank of India Occasional Papers
<<https://rbidocs.rbi.org.in/rdocs/Content/PDFs/3ABDMS060810.pdf>> accessed 5 August 2015

and hence resettle to different places to raise their standard of living. The following are the main grounds are- economic, social and psychological factors.⁵

More than two-thirds of the total labour force in India resides in rural areas and wage paid employment is the main source of their livelihood.⁶ Since independence many programs have been undertaken by Government in order to control labour migration. But the studies conducted by Labour Bureau Government of India and The National Commission on Rural Labour show that there are many socio-economic aspect associated with the problem. This would be discussed subsequently.

Economic factors significantly affect the generation of profit from the business activity. The rural people sometime think that migration to the urban areas will bring prosperity and benefits. In India rain-fed agriculture (60.0%),⁷ small size of holding (52.4%), landlessness (50.5%), indebtedness (39.0%), crop failure (30.5%) and unemployment (22.9%) were other economic reasons which led to migration.⁸ This was further strengthened by prevalence of vicious circle of poverty.

Social factors influence the living standard of people. Poverty (85.7%) and less civic amenities (79.1%) were reported as the major social reasons behind migration. Unpleasant social relations (6.9%) and political intimidation (4.1%) were the social factors leading to long-term migration by some of the respondents.⁹

Psychological factors include feelings and cognitive characters. It also relates to interaction between social and psychological factors.¹⁰ The psychological factors inducing

⁵ Balkinder Kaur , 'Causes and Impact of Labour Migration: A Case Study of Punjab Agriculture' (2011) Vol. 24 (Conference Number) Agricultural Economics Research Review
<<http://ageconsearch.umn.edu/bitstream/119397/2/12-Baljinder-kaur.pdf>> accessed 5 August 2015

⁶ Labour Bureau Government of India (Rural Labour Enquiry Report on General Characteristics of Rural Labour Households) 1999-2000

⁷ National Rainfed Area Authority

⁸ *Supra n.3*, p. 461

⁹ *Ibid*

¹⁰ <<http://dictionary.reference.com/browse/psychological>> accessed 6 August 2015

migration were leading a poor life (92.4%), high aspirations (77.1%) and demonstration effect (59.0%).¹¹

Sending and Receiving Countries

Migration has both positive and negative impact on the sending as well as receiving countries. The effect of migration on sending and receiving countries depend upon the type of migrant particularly with reference to their skill and talent. One of the reasons that the effects of immigration on both sending and receiving countries are uncertain is that the quality and quantity of data describing immigrants and their families is relatively poor.¹² Most of the data in India in the informal sector is unaccounted and hence the accurate figures are unknown.

A Swedish Professor notes, “the problem is not immigration; it is integration, especially in the labour market. If there are no jobs, the consequences are segregation, housing problems and divided cities.” On part of sending countries, firstly they experience shortage of workers as well as skilled labourers due to brain drain. On the other hand the receiving country although benefits due to influx of labourers initially by resulting in increase productivity but ultimately leads to decrease in wages. The following are the consequences on the sending country:-

- Reduction in population for the sending country
- Fiscal imbalance
- Decline in productive capacity because of the loss of human capital
- Decrease in disguised unemployment
- Enhancement in the domestic demand for skilled labour because of increased ties to foreign business and Research and Development activities¹³

The following are the outcome on the receiving country

- Population explosion
- Remittances

¹¹ *Supra n.3*, p. 462

¹² United Nations Expert Group Meeting On International Migration and Development 2005, UN/POP/MIG/2005/08

¹³ National Center For Science and Engineering Statistics, ‘Research Issues in the International Migration of Highly Skilled Workers: A Perspective With Data From The United States’ (2007) SRS 07-203, <http://www.nsf.gov/statistics/srs07203/content.cfm?pub_id=1737&id=3> accessed 7 August 2015

- Due to cultural differences between the migrants of receiving and sending countries there is high probability of coming up of terrorist organizations and the spread of violence
- Easy availability of labourers and brain gain
- Greater pressure on the existing resources and institutions of the country

Push and Pull factors

Push factor comprises of all those situations which trigger a migrant to leave their home land in search of better opportunities in terms of employment, wage, hazardous environmental condition etc. Pull factor forces them to land in other country due to the availability of resources. These have been denoted as factors of demographic and economic momentum respectively by the *National Commission on Urbanisation (1988)*.¹⁴ According to I.L.O. study, ‘the main push factor causing the worker to leave agriculture is the lower level of incomes. In almost all countries incomes in agriculture are lower than in other sectors of the economy’.¹⁵

The theory of push and pull factors is a midway between the developing and developed nations. These factors go hand in hand and influence common lives and hence cannot be segregated. This can further be supported by Everett S. Lee’s theory of migration. It emphasizes possible migration between a place of origin and a place of destination with positive and negative signs. In between there may be obstacles which intervenes the free flow of migrants. Since there is population explosion in the immigrant country the immigrants face stiff competition in gaining employment. This may sometime result in unemployment and underemployment. During their initial days they may also confront discrimination as well as poverty. These factors operate not only in the rural urban migration but also in national as well as international migration.

PUSH FACTORS	PULL FACTORS
<ul style="list-style-type: none"> • Unemployment • Famine • Drought • War 	<ul style="list-style-type: none"> • Better employment opportunity • High wages • Better living condition • Social security

¹⁴ R. B. Singh (ed), *Sustainable Urban Development* (Concept Publishing Company 2006)

¹⁵ <http://shodhganga.inflibnet.ac.in/bitstream/10603/21348/12/12_chapter%203.pdf> accessed 8 August 2015

- Crime and violence
- Low level of technology

- High level of technology
- Political stability

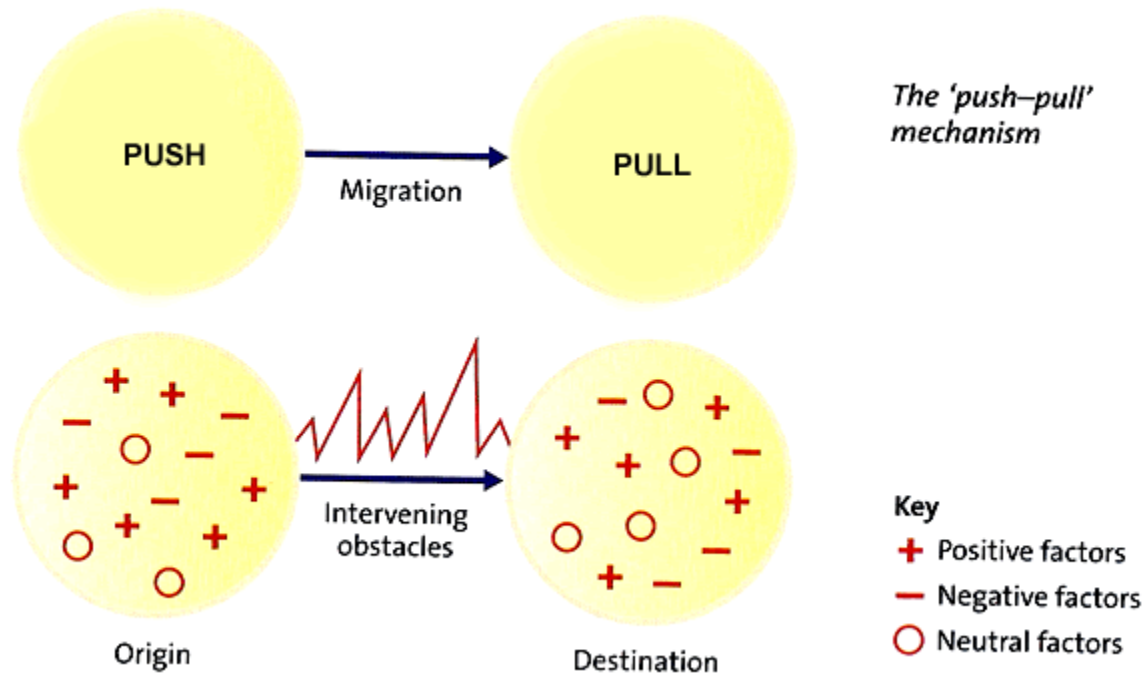


Fig: Lee's model of migration

Importance of Migration and Development

Migration has significant social, human and economic impact on sending and receiving countries. The effect varies upon the type of migrant which depends on the behavior of migrant. Migration has its own pros and cons on the sending and receiving nations. An important change is seen in the population of both the sending and receiving countries. On one hand it leads to population explosion in the receiving country whereas it leads of decline in human resource in sending country. Migration is considered by the developing countries and their families as a means of higher income. Migrants also transfer home skills and attitudes – known as ‘social remittances’- which support development.¹⁶ Brain drain affects both the immigrants’

¹⁶<<http://essays.ssrc.org/developmentpapers/wpcontent/uploads/MigrationDevelopmentSSRCConferencePapers.pdf>> accessed 9 August 2015

and emigrants' nation. Since change is the law of nature, temporary labour migration is essential for carrying out developmental activities. The cardinal issues involved in this area are the spurt of diasporic¹⁷ and finance flow. The following table shows the positive as well as negative impact of migration and its link with development:-

PROBABLE POSITIVE DEVELOPMENT EFFECTS OF MIGRATION	PROBABLE NEGATIVE DEVELOPMENT EFFECTS OF MIGRATION
<ul style="list-style-type: none"> • Increased global economic efficiency • Good for the individual as it provides new opportunities which were not available in the home country • Inflow of remittances and foreign exchange benefitting receiving individuals and countries • Emigration reduces some unemployment on part of sending countries • Technology, investments and venture capital from diasporas • Fosters increased trade flows between sending and receiving countries • Emigration stimulates investment in education and individual human capital investments • Charitable activities of diasporas can assist in relief and local community development. 	<ul style="list-style-type: none"> • Loss of highly skilled workers and reduced quality of essential services • Reduced growth and productivity because of loss of skilled workers • Lower return from public investment in public education • Selective migration may cause increasing income disparities in sending country • Loss of potential tax payers • Risk of creating a “remittance economy” and dependency among receivers, a problem aggravated when remittances decline over time. • Inflationary potential of remittances, especially on real estate in some areas • Reduces the size of “political classes”

Fig: migration and development¹⁸

¹⁷ Flow of people from native country

¹⁸ Macha Farrant and others, *Migration and Development: Opportunities and Challenges for Policy Makers*, (No. 22, International Organization for Migration 2006)8

Migration of Highly Skilled Workers

Migration of highly skilled labourers serves the purpose of the economic development of the receiving countries. These highly skilled labourers played a vital role in developing the economic growth of a country. They have raised their interest among the industries, international organizations, academics etc. Most of the highly skilled labourers from India choose to migrate in the industrialized countries, like USA, UK, and Canada etc. India is an important source country for skilled migrants mostly in the information Technologies (IT) sector, engineering and health care.¹⁹ The demand for the highly skilled migrants is increasing because of their developed skills in many important fields, which are beneficial for the immigrant country.

Migration of Less Skilled Workers

Migration of less skilled workers finds their jobs in the unskilled domain, such as, households works, clerks in various offices etc. Among host states, permanent entry of less-skilled workers is rarely welcomed, though seasonal workers and other temporary labour schemes are quite common.²⁰ So, these less skilled workers mostly migrate from one place to another in the search of their livelihood. Migration of amateur persons not only affects the individual migrant's status but also their families in terms of education and standard of living.

RAMIFICATIONS OF IMMIGRATION AND EMIGRATION ON REGIONAL ECONOMY

The effect of migration on a particular country depends upon the type of migrants who are migrating along with the peculiarities of the receiving country. When the total number of immigrants is greater than emigrants then the net migration is positive and when the emigrants exceeds the immigrants then the net migration is negative.

Migration has both pros and cons in its respective domain. On one hand the high wages lure the migrants for a better standard of living and on the other hand they face discrimination, language problems, exploitation in terms of low pay and low quality employment etc. The

¹⁹ Gabriela Tejada (eds), *Indian Skilled Migration and Development- To Europe and Back* (Springer India 2014) 10

²⁰ Rober E.B. Lucas (ed), *International Handbook on Migration and Economic Development* (Edward Elgar Publishing Limited 2014) 4

chapter seeks to analyze the ramifications which befall upon both the countries i.e. sending and receiving country.

A region is a part of a bigger superior unit which although exceed the local or village level but do not reach the national significance.²¹ Regional economy describes the dimensional diffusion and coherence of economic activities. It tries to elucidate the various dimensions of economic systems. Regional economy includes various topics, such as, macroeconomic activity in cities and states and migration of labour. The growth of regional economy depends on a particular countries expansion of their trade barriers.

Reduction of barriers in trade related activities help to improve the economic condition of a country, while simultaneously, more fencing in the country reduce its economic growth. The expansion of market boundaries also improves the regional industries to explore more in the domestic and international market.

The following are the consequences of migration:-

Labour Economy

The wage rates of an economy depend upon the supply of factors of production. Wage rate in a country depends upon the skills of existing workers, migrants' skills and availability of labour force. If the labour force is abundant in quantity as well as skilled, then the influx of labourers would lead to decrease in wage rates and vice-versa. If the skills of migrants and existing workers are substitutes, immigration can be expected to increase competition in the labour market and drive down wages in the short run. The closer the substitute, the greater the adverse wage effects will be.²² Since immigration has deep impact on population it increases the demand for consumer goods and therefore it may increase the demand of workers in the consumer goods industry. The theoretical studies suggest that the impact on labour market depend upon the opportunities which are always specific in time and place.

Consumption, saving and investment

²¹ *Supra n.2* , p.3

²² Martin Rush and Carlos Vargas-Silva , 'Briefing the Labour market effects of Immigration' (22 May 2015) <http://www.migrationobservatory.ox.ac.uk/sites/files/migobs/Briefing%20%20Labour%20Market%20Effects%20of%20Immigration_0.pdf> accessed 9 August 2015

The consequence of labour migration on consumption, saving and investment depend upon the remittances which are sent by the migrant workers to their families. The earnings of the migrant workers can be invested, saved and consumed by themselves for the betterment of their livelihood. The modes in which they utilize their income on investment depend upon their standard of living. Compared with the non-migrant households the financial position of the migrants was much better.²³

Their earnings can be utilized in the country where they work or in the country of their home land. The migrant workers mostly use their earnings in payment of debt and welfare of their families. Most migrant workers seem to have only a very rough idea of spending as little as possible and saving as much as possible.²⁴ They used to save their money in saving accounts which is the most safest and usual. Some Government oriented banks also give the immigrant's higher rate of interest than others.²⁵ Greater the savings, greater is the asset generation.

Poverty and Income Distribution

The remittances of migrants have a deep impact on the economy of a country. Migration has both direct and indirect impact with reference to poverty and income distribution. Direct impact includes the consequence of remittances on migrants' households. The indirect impact includes all those spill-over effects such as increase in wages, employment opportunities, increase in the price of land, consumer items, services, etc²⁶

For the receiving country, the income of the migrants proves to be a boom in the growth of the economy, whereas for the sending country, the situation is reversed and the societal condition depletes and deficiency arises in the source of income.

Living Standard, Health and Education

If we look into the human history, it is apparent that, Immigrants migrated in search of better living conditions and to escape poverty. Better life and livelihood are the roots of the

²³ B A Prakash, 'Gulf Migration and its Economic Impact- The Kerala Experience' (1998) Vol. 33 No. 50 EPW <http://www.jstor.org/stable/4407474?seq=1#page_scan_tab_contents>accessed 10 August 2015

²⁴ Godfrey Gunatilleke(ed), *The Impact of Labour Migration on Households- A Comparative Study in Seven Asian Countries* (United Nations University Press 1992)119

²⁵ *Ibid*

²⁶ *Supra n. 20*, p. 3212

decision to migrate.²⁷ The living standards of migrant people are influenced by social factors. The people who migrate from one place to another are provided with improved facilities to develop their skills and talent.

Mostly, the people who reside in the rural areas migrate to the city areas. The life style of the city and culture there open the minds of those people to think in a wider perspective and this leads to the enlargement of their minds. Migration affects their lifestyle and broadens their horizon.

Migration has its impact on the health of the people before and after leaving their countries. The migrated people may have to experience both positive and negative impact on their health. Even in the time of migration they may face torture, war, imprisonment etc. The immigrant people face several consequences with respect to their health issues, as they have to reside at many places in time of migration, including high blood pressure, unhealthy behaviour, viral diseases etc. Another major consequence which relate to their health is the immigrant people become victim of stress and depression. However, this problem can be solved by giving these people proper facility of health services and by giving them illness preventive medicines.

Another consequence of migration is the impact on the education on the migrated children. There are significant reasons which adversely affect the educational performance of the migrated children. The positive effect may reflect the better opportunity for the migrated children. The parents after migration used to send their children in the private schools than public schools, which give them better opportunity to achieve success in life. However, the negative consequence may be poor attendance, lack of proper facility etc. The parents may sometimes send the children to live with their relatives also for accommodation, which results in fewer resources. Therefore, it can be said that, in both the situations, i.e., health and education, migration has both positive and negative impact.

Population Mobility

Population mobility frequently happens because of the socio-economic condition of the people. It creates an important role in the economic development of a country. There are many

²⁷ World Health Organization Report 2006: Working Together For health

factors which lead to population migration, such as, better job opportunity, transportation, industrialization, urbanization etc. It plays an important role in redistribution of the economy, because, the migrant people mostly, come from the other countries/States.

Now-a-days with the advancement of technology and urbanization people have become aware of their rights. Education is a vital instrument through which people get the knowledge and it is also a fundamental reason for increase in the population mobility.

Brain drain and brain gain

The investment in human capital formation can effortlessly be substantiated with the possibility of emigration. Higher returns to a skill in a foreign country provide an additional incentive to invest in human capital.²⁸ The term “brain drain” designates the international transfer of resources in the form of human capital and mainly applies to the migration of relatively highly educated individuals from developing to developed countries.²⁹ If in a country the phenomenon of both brain drain and brain gain prevails then brain gain can dominate if there is immigration of highly skilled workers.

Brain drain can sometimes be beneficial for the sending country in the sense that when educated people migrate to other country, there is scarcity of resource in the home country and as a result the sending country tries to develop their potential by raising the standard of education. In this way brain drain converts into brain gain.

The migrant people when they migrate to one place from another, they develop the host countries' economy and capital. The migrant people by their own skills and knowledge develop that country and thus increase the capital of that country. But, sometimes the emigrant comes back to their own country depending on the situation. If they return then it becomes brain gain for the emigrant country or state.

Brain gain decreases the negative effects of brain drain, although it is rare that, the migrant people who got the citizenship of that immigrant country will return to their homeland. Hence, migration has both positive and negative effects on the home lands. It leads to the

²⁸ Jean-Pierre Vidal, 'The Effect of Emigration on Human Capital Formation' (*Springer* , December 1998) <<http://www.jstor.org/stable/20007606>> accessed 13 August 2015

²⁹ Michel Beine and others , 'Brain Drain and Human Capital Formation in Developing Countries: Winners and Losers' (2008) *The Economic Journal* <http://econweb.umd.edu/~lafortune/puc-readings/beine_docquier_rapport_2008.pdf>accessed 14 August 2015

reduction in the population of the emigrant countries and on the other hand if these migrant people return to their home land it leads to increase in the economy of that country/state, because of the skills they learn from the immigrant country/State.

Role in innovation

The effect of labour migration on the economy depends on more flexible labour regulations which boost job creation.³⁰ The activity of innovation is a mix of positive and negative effects. The impact of migration on innovation can be seen in two ways- first from the view of origin country and second from the view of destination country. In case of origin country the following are the issues which signify emigrants' contribution to knowledge formation and innovation³¹:-

- “Ethnic-bound” knowledge spillovers:- Emigrant scientists and engineers may retain social contacts with former fellow students or educational institutions in their home countries, and transmit them the scientific and technical skills they have acquired abroad (either on a friendly or contractual basis, through visiting professor programmes, research collaborations, or firm consultancy)
- Returnees' direct contribution:- Emigrant scientists and engineers who have worked as academic or industrial researchers, may decide to move back to their origin countries and continue their activities over there. In the case of entrepreneurs, they may keep base in the destination countries, but set up new or subsidiary companies in their home country.

Whereas in case of destination country labour migration can be a vehicle for responding in a timely and effective manner to labour market needs and changes, for stimulating innovation and development, as well as for transferring and upgrading skills.³² Migrant workers may offer privileged insight into new markets, assist in opening up new business opportunities and contribute to innovation. The departure of highly-skilled individuals could affect innovation and technological progress and, in turn, productivity and growth. More specifically, evidence from the United States suggests that skilled immigrants contribute to boosting research and innovation, as well as technological progress.³³

²⁹ *Labour Markets for Inclusive Growth* (World Bank , August 20, 2012)

³¹ < http://www.francescolissoni.com/rp_g000063.pdf> accessed 28 September 2015

³² OECD: Indicators of immigrant integration (OECD Publishing, Paris, 2015)

³³ G20 Labour and Employment Ministers' Meeting , *The Contribution of Labour Mobility to Economic Growth*, (International Labour Organization ,3-4 September , 2015)

Adaptive Capacity

The migrants who immigrate have to adjust with the changing climate of the environment of the immigrant country. They sometimes face problems with respect to their health while adjusting with the varying environment. Some challenges pose threats primarily to the survival capacity of the individual and the collective and other endanger long-term adaptation.³⁴ Also they sometimes have to change their life style in order to cope up with the nature in order to develop.

CONCLUDING OBSERVATIONS AND POLICY IMPLICATIONS

Migration is a global affair which has pervaded in almost all the countries of the world irrespective of caste or creed. This may be either domestic or international. After studying the various studies conducted on migration it suggests that holistic development and prosperity is its main object. The immigrants have numerous contributions in the respective countries or states to which they migrate. The relationship of migration and development go hand in hand. Simultaneously the loss which accrues to the home land needs to be taken into consideration. In order to balance the influx of migrants, the native country must try to provide adequate facilities to the residents so that their talent is not drained away. This can be done by way of industrialization and use of high level of technology to compete with other countries.

Particularly in the case of the permanent emigration of skilled and professional labour force, it is evident that their loss may impose severe costs upon the remaining population while any benefits from their emigration are likely to be minimal. At the other extreme, the emigration of unskilled and unemployed labor on a temporary basis could yield substantial developmental benefits. In general, the remittances sent home by workers may improve consumption standards and augment investment. The savings with which they return can, through carefully designed policy, be channeled into capital formation. Without adequate policy, however, the developmental value of remittances and returnee savings can be easily lost. If not channeled into

³⁴ David Ingleby (ed), *Forced Migration and Mental Health- Rethinking the Care of Refugees and Displaced Persons* (Springer Science + Business Media Inc. 2005) 41

meaningful development projects to counteract the negative effects of emigration, the economy is likely to become increasingly dependent on emigration and remittances over time. Although per capita income may rise over time with increased emigration, it is an income source subject to the uncertainties surrounding the immigration policies of foreign governments.

Since there is noteworthy impact of migration on development, effective policies must be designed that will help to gain full potential of international migration. This process requires a proper balance between the emigrants and immigrants so that the loss of the former does not affect the country of origin and it is able to utilize maximum talent of the immigrants. Even the main aim of the Multilateral Framework of International Labour Organization is to help the member states to develop such policies which could minimize the negative effects of migration and thus lead to increase in the positive effects. It also provides certain guidelines which protect the rights of the migrant workers such as freedom from forced labour, child labour, discrimination, better working conditions, medical facilities, job security, and access to remedies in law etc. By promoting the right-based approach to foster a fair treatment to the migrants, it is playing a crucial role in addressing these issues. Also it is pointed out by the Commission on Global Governance (1995), that there is no alternative to working together and using collective power to create a better world.³⁵ Thus, effective measures must be undertaken in order to make the best use of collective power.

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³⁵ International Labour Office, *International Labour Migration : A Rights-Based Approach* (First Published, International Labour Organization 2010) 222

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