The Aims of this Thesis

I wished to summarize the principal regularities of migration and, within this, pattern the best practices of the main immigration nations that impact processes worldwide. On the basis of current processes I will verify the millennial state of the **best practices and the spatial effect** of the direction of migration.

Migration is part of life. It became a frequent and natural part of our life to change residence, which gives a wider opportunity through better spatial accessibility. The importance of experiences gained from a variety of places around the world is historically growing, especially in a globalizing world based on human skills. And what is more, migrants accumulated new experiences living together with different cultures by moving to different geographical places.

By this work my aim was to point out that the cultivation of human mental skills, the creation of human capital shows the same pattern as the idea of the spatial development of enterprises. In free stream both man and his surrounding economic, social environment would, during his lifetime, be in one place as long as it suited him, as long as he could maintain or improve his competitiveness. This is the achievement of free movement. The flexibility of production raised higher expectations from human resources.

Residential mobility is a process of recognition and decision, and awareness of this will influence the occurrence of a later migration chain. As we are incapable of measuring ourselves, the expectable circumstances and their influence on each other, movement is a risk factor. This is especially true when we move to another country.

Regarding migration, from the economical history of the 20th century and the economic processes of the previous century we can conclude that the value added moved towards the place of production because the location of production was tied to place and natural resources. Production became international through the growth of the value added employed in manufacturing, and because production became independent of natural settlement factors. This production and employment balance was shifted when, in the final product, the ratio of human skill started to rise. That was the moment when the location of skilled labor played a marking role.

During the relocation of production, of the local conditions, the presence of the labor force and (within this) skilled labor was a determinant not only as labor source but even more as consumer market.

All this was connected with the structural shifting of production activity from labor-intensive to knowledge-intensive. As a result either the production or the labor force moved. Regarding transnational economies and national policies, these movements strongly affected national economies of nations which reacted either with restriction of domestic regulations or with the easing of restrictions. The interests of the employee and the capitalist employer often conflicted with national interests. National regulation was slow to accommodate to the many-faceted and quick reaction of individual conceptions, so the capitalist and the weakest link adjusted to the conditions of the authority. This leads us to the search for the traditional triangle balance - the capital, the individual and the national interests - which is the basis of any spatial movement. At the end of the concrete bargain the weakest link will be the loser.

An interesting question for the future and for my research is: how do the global business interests of production and the labor forces’ individual decision to move affect each other, and within what sort of national framework does this occur. How can different sides taking part in consensus make good their targets in a local bargain? Are the countries able to assert their national interests with preparatory, with pro-active policy, or are they forced to react to events already in progress, to operate reactive strategy? How long does it take to react? How a flexible migration policy is able adapted to the many-faceted and divergent expectations? Since countries’ selection roles are constrained to accept both family members and humanitarian, my research deals with the more influenceable acceptance of a human labor force and those seeking education.

---

1 She is senior lecturer of ELTE Regional Geography department in Budapest. Remarks concerning the thesis are wellcome on maryredei@ludens.elte.hu
Processing Method, Completed Research

From about 3 decades of my research activity I concluded that a suitable immigration environment makes it easier for the migrant to integrate, and the hospitable environment is more open to accept him. In this event fitting in to the new environment is more affordable, in most cases it will have a stirring effect on fulfillment. With a good integration process disturbing effects in the host region can be avoided.

In analysis of international migration based on internationally used definitions, data and ideas have an important role and (as far as the countries do not use comparative systematization) international comparability is significant. In my research one of the most important goals is to define the “highly skilled”. We regard highly skilled migrants as those with third level education and who have the same level of activity in the host country. For more details we would refer to the so-called “Canberra Manual” but there are several other usages of: graduation, experience, ability and skill. In reviewing the relevant literature we came to the conclusion that the statistical interpretations were divided on what was the determinant factor: graduation, experience, ability or skill. If there is a need for such a labor force in the countries, in the interests of TNCs, movement strategies need to assure a clear and quick admission without difficulties. TNCs employment based admissions are flourishing to as high as 10-20%. Statistically it is easier to collect data on the basis of graduation.

Methodologically, my aim was to explore the regularly published sources of data, and to sum up some common and divergent features of the three chosen countries: the United States of America, Canada and Australia. My goal was also to apply some spatial-statistical methods to migration.

The United States Immigration and Naturalization Service on-line statistics for 2000, the Canadian census statistics for 1996 complimented by projected statistical data for 2000, and the Australian Address Bureau 2000 statistical sources were used for my analysis. The analytical work is also based on numerous related electronic and published professional literatures.

The statistical systematization of these selected countries, the publishing of data has a pattern value. By the published data it can be strengthen any impact of migration. It was a great pleasure to work with an available data set. And an opportunity to broaden my knowledge through already operating ideas, public data, and carefully diverted channels of information includes soft data, which are connected to the management and public relations of migration, and which is a tool of pro-migration politics.

I was researching with regression analysis for the answer to the question to what extent the interests of migrants follow the spatial location of the residents and the differences in spatial development of the economy of the immigration country. Is the geographical diversity of the arrivers related to changes in the volume of migration? One of my research questions was, whether the migrating population follows the autochthon population. In this case we can suppose that the migrating population follow the settled population. If this is true, it can be a precursor, if not, we can assume some regional development impact.

Summary of Scientific Achievements

Analysis of spatial flow shows that capital and production move in harmony with the labor force. For a higher profit and for competitiveness to grow we need intellectual and financial capital to be in spatial consensus. Recognizing this, to be able to progress, people went to where they were needed. They not only want to achieve financial success by migration but also to develop their mental abilities, opportunities and human capital. All members of the economy would like to benefit. The role of nations is to be a moderator, and to avoid high loss, mass movement and irreversible processes. All governments have a responsibility to develop a better standard of living for their inhabitants. The question is how making it mutually beneficial? Who will invest and how will they share the surplus for longer success?

Two kinds of basic movements can be drawn: either people go to the place of production or the capital relocates to the place of the eligible labor market. The first type was characteristic of the end of 20th century. The second type, relocation, started with globalization in corporately new regions. The world became comparative. It seemed that the human resources, and especially skilled labor, were more mobile than production. The more skilled labor force is the more concentrated and inter-dependent the movement. In developed countries the demand for skilled labor is concentrated while supply is located further away and is more dispersed. Those, who are highly skilled take part in a wider and more global labor force distribution and earn such income that makes commuting no
possible. This makes for a wider spatial choice. The migration phenomena have become a worldwide movement. Especially, for us Hungarians, who have a traditionally low level of mobility, this is amazing.

The movement market is similar to the labor market, variable with the decreasing skill of human resources. With the decrease of the skill level, migration can be based on shorter distance and regional, local demand. There is a large supply of unskilled labour in most places, for them the moving force is that they be paid more for the same amount of labour in the developed world. Lower-skilled labour accounts for 4/5ths of the world’s migration. Their mass inflow belongs to the security of migration and governance on a national level. Those with special skills are connected to the transferring company and regional development. Skilled labour can be objects of local bargain. For their capabilities to be properly utilized they need to realize regional planning and they must see that this is their position.

What we are talking about here is that the right person is in the right place. The main composition of arrivals is seen against growing social expenditure. So, national strategy should be rethought to avoid high regional social expenditures in the areas of settlement. This underlines the importance of regional regulation and working like a migration subsidiary. The problem facing consensus is that the directionless masses are almost unable to care for themselves, they do not produce excess. In fact they demand social resources of the given place. There is a small proportion whose improving composition not only aids the national economy but also means lower social expenditure in fixed geographic locations. On the other side the skilled earn more and their consumption is higher, their integration is trouble free, they transfer knowledge to the locals and with this they catch up with the forerunners of the world.

Recognizing the importance of highly skilled labour, in certain countries national restrictions have been removed, in many cases to ensure free movement, and the question of migration has been relegated to a regional level. On the basis of migration subsidiary, not only countries but also regions are forced to reevaluate their economic strategy from the viewpoint of free movement of capital and the labour force. In this way they gain access to outsourcing.

There is no doubt that with movement in certain levels of the economic space a nivellation takes place but in other places or other aspects disparities redevelop. National initiatives plan for nivellation, but certain regions have recognized that they can gain from others losses in migration.

However rarely can we speak of only one motivation factor, for example, people from low income regions moving to higher paid areas. In certain cases the accumulation of mental resources reaches such a level that the relocation of production is based on the human capital that is acquired this way.

If the flow of labour in certain regions remains lower than expected, that is, it doesn’t flexibly follow the changes in the economic space, it is described as an unfavorable feature. The inflexibility of the labour market takes resources not only from the social sphere but also from the economy, and more so from the quality of life of certain individuals. For this reason the aims of the research are to explore how to bring the labour force into harmony with the demands of production, how to decrease shipping expenses which can ensure the efficiency of the economy. The governance of the market-based economy speaks about the well-timed and executed proper work as a basic principle. Suitability, the better equality of aims, strengthens the harmonious realization of the economy, and the goals of certain individuals and nationals. For this reason it is preferable to orient the movement of the labour force than of production.

So in migration practice classification and advocacy are important. What level the direction is capable of realizing is a debated question: national or those supranational organizations and enterprises standing above them, or are individual or mass demands capable of having a say?

With globalization the orientations from top supranational organizations in descending order: TNCs, countries, regions and individuals. The effect on migration of the internationalization of the economy is that, instead of national organizations, those above them, like the UN, WTO, IMF, World Bank and UNHCR have come into determining position. The trans-national companies assisted and, in fact, initiated these efforts because the functional features of the national borders counted as especially exciting dividing or financially advantageous fields. Their fundamental interests - free flow of products, services and production – are incidental to human resources. From time to time the countries could not influence the rising entrepreneurial pressure on their borders with national economic tools. The skilled individual’s decision to move, precisely because their skills were needed was more effectual than that of the less skilled. And the national interest was that no one should be
excluded from development if they had an opportunity. We can conclude that **advantages of migration intensify if there is consensus on common interests.**

The starting point of migration is a combination of the skills of the individual wanting to migrate, the legal role of the state and the regional or business interests of the host owner. So we can speak about individual and state relationships, state and owner relationships, and individual and owner relationships. One of the problems is that, the sender’s and the host’s sides should be in contact. I came to the conclusion that **national development assistance to the countries can regulate mass outflow and goals can best be achieved with regional assistance.** So the players in the triangle have different interests, one side can be a winner and the others losers. In very few cases it can be said that all sides succeed.

The migration event is not successful when it occurs but when the new environment holds the people for a longer period. They grow roots, establish connections and blossom. It is pronouncedly important whether they decide how long they will remain while in the sending country or upon arrival at the new destination. **Do they arrive prepared or does the intention to settle become final based upon experiences gained there?** This is called the awareness of decision.

From a geographical point of view the world movement trends are determined by the fact that 3 percent of the world’s inhabitants live in another country. Two-thirds of these almost 175 million people look for prosperity in developed countries. North America accounts for one-third of all the migrants, but the larger proportion of skilled migrants are drawn here. The proportion of foreign born is significantly higher in the three immigration countries than in Europe. According to data published by IOM in 2003 there were 650,000 highly skilled migrants. Seventy-three percent of those found jobs in the main immigration countries: 370,000 in the United States, 86,200 in Canada and 30,000 in Australia. It is estimated that there were 129,000 in Japan, 39,000 in Great Britain, and 11,800 in Germany. Therefore, the process affects the welfare states with high income. It can be seen that migration is focused on the welfare states.

Two additional causes can be mentioned regarding international migration of the highly skilled:

- the development of the knowledge-based economy (which means demand), and
- the increasing level of education of the population (which determines supply).

If we examine how much and in what categories the level of education of the population of host countries differs from that of the immigrants, we find that in the circles of the unskilled there are larger differences than among the highly-skilled. All of this can be connected to one pronounced goal of migration policy, which is to limit the numbers of unskilled migrants. The middle-level educated migrants and the proportion of local inhabitants is similar. On the other hand there is a **mass supply of lower-skilled labour.**

**Migrants carry their culture, their social value.** Lingual and technical skills are such barriers to the transfer of knowledge from one country to another that the realization of economy, technology and free flow is obstructed. The importance of the so-called “transfer role” is increased. For example, one advantage in examined Anglo-Saxon countries is that there are no lingual barriers and the diffusion of the English language and Commonwealth connections mean great contributions to world supply and opportunity can be counted upon. Counter to this is the linguistically divided Europe.

Those who plan their lives with mobility chose international studies to have a chance to join this circle. The impressions gained during study, when they were young and receptive, do not remain without effect in later life. **Not only lingual proficiency but also a familiarity with cosmopolitan life-style should be underlined.**

**Student mobility is concentrated around the main immigration countries, preparing the selection of the best and the brightest.** In Asian countries, the home communities regard learning abroad as a breakout point and the money invested is valued as an improvement in human capital. Naturally, they would like to earn interest from this investment that launched the early career where it is favorable. Since student movement tends towards developed countries and is basically derived from the Asian area, it becomes a later determinant in adult migration decisions.

In certain countries learning abroad is accepted historically while other countries are only just now switching into this process, like Asia in the 60s and 70s and middle-eastern Europe in the 90s. Mapping and describing the regularities of education-based mobility only began at the end of the 90s but now it is regarded as a pre-cursor of
the mobility of the skilled. Student migration has a role in the development of the local economy, takes the image of the country further and has a significant importance in establishing networks.

Migration can be better understood by the interpretation of the lack of labour force than by any quantitative demand. In truth it is not a matter of quantitative lack but educational difference. This is why it is important for the ladle of migration to be wide: to ensure the choice of better quality. So the lack is derived from the differences between demand and supply. Finally the greater lack makes possible greater interest, more favorable choice, cheaper, better.

In the 80s and 90s the new stages of production looked for company seats close to the main consumer markets in regions where transport costs were low and the labour force was appropriate. Booming interest brought to the attention of the leaders of the affected countries that it was practical to harmonize the process of production crossing over national barriers with the improvement of the labour force. A well-known example is the Machiladoras’ assembly activity. When international economy crosses country barriers two cases are possible:

- the new production causes the domestic labour force to close ranks, or
- the development of human resources is postponed by the temporary employment.

We can find examples of both of these cases in the main immigration countries. In the first case the host country can upgrade the mind and skill level. In the second case the local labour force is affected by a disappear able employment transnational.

The United States of America

The immigration practice of the United States of America is planned and based on preferences. The first hypothesis of my research is that migration is characterized by the arrival of highly skilled from further regions, which is related to the cost of relocation and the opportunity of choice. This is followed by the distribution of the labour force. On global level, the highly skilled are distributed long distance, the less skilled are distributed on a regional level. The cost of the labour force and the availability at the appropriate place or the cost of the relocation is proportional to the education and the extent of the lack of labour. The more specialized the activity the higher the cost of the labour force and the commission paid to acquire it. In most countries of the world there is a local demand for unskilled labour. What makes them move is that they can earn more in the developed countries for the same amount of labour.

On the basis of employment the main senders are India, China, the Philippines, Mexico, Canada, South Korea and Great Britain. These seven countries provide 62% of all employment-based migrants. India, China, Mexico and the Philippines are not only employment-based senders but are among the senders in all cases. Only Vietnam is missing, which probably means that for Vietnam employment-based immigration is not the main channel. Canada and Mexico obviously have such high value because of their geographic closeness. Great-Britain, however, due to no have any language barriers.

Significant numbers of immigrants come from Europe: from France, Germany and Poland; from Africa: South Africa, where English plays a role as mother tongue; from South America: Brazil and, surprisingly, from Central America: El Salvador which, like Canada, can be explained by its geographic proximity. Most sender countries are economically underdeveloped so they can not provide enough prospects for highly-skilled labour. The United States can attract these highly-skilled laborers with favorable wages and a better life and labour conditions and they are supposed to find excellent circumstances for their interests. This process is called the brain-drain, which touches China and India massively, and Central America to a lesser degree.

The United States, like other developed industrial countries, has underlined programs regarding the utilization of the labour force, with the help of which employers can apply for the use of foreign labour, temporarily or permanently. This can have three targets:

1. **Filling the lack** in the demand and supply which can be caused by long educational process (nurses, engineers), and the rapidly booming industrial sector (information technology). The already educated foreigners can fill these positions until the domestic education system catches up with the increased demand or the foreigners could transfer their skills to inhabitants.
2. The utilization of the **best possible labour from the world market supply**, or to make it possible for trans-national companies to transport their people between different countries more easily, helping to form a stronger and many-faceted management.

3. To **increase the capital of human resource** of the nation to stimulate the economy to achieve better results, allowing people who have completed their education in America, if they have found employment and foreigners with higher than average education, to settle.

The second research hypothesis was that those countries in which there was greater interest can be described as having greater geographical diversity. That is, that **greater geographical diversity provides an extra element of regional attraction**, see the American lottery program. The national strategy clearer infers that choosing from the whole world provides us with a better selection. Conclusively, interest coming from many places increases the volume of migration. So there is a connection between spatial distribution and diversity. Processing by the three selected countries shows that on the East Coast there is more cultural co-existence than on the West Coast. This could be because on the eastern side of the country there are flexible and many-faceted, cultured sender countries while on the western side there is less and homogeneous interest. The **disturbing effect of migration can be explained by the above geographical distributional difference**. The assumptions that there is a many-faceted interest on the East Coast and that there is a connection between this fact and spatial economical development, are weakly linked. If we drop out the leading immigration countries from the regression analysis the link grows stronger. So in their case we can speak of a complex factor.

It can be seen that the size and level of education of the arriving family is more important than the volume of migration. In the future it will be possible to calculate what regional and local expenditures will be associated with centrally estimated advantages. The goals of the migration strategy homogenized for 50 states often do not consider what social duties they shift to the regional or local level. Conclusively, in the future the practice of migration will have to be broadened with a new viewpoint, with an outlook to regional experience.

The change in demographic age-structure and the long-range expectations of the labour market mean demand for young, information-technologically skilled people. According to the Bureau of Labour and Statistics in the ten years after 1998 the demand for engineers, the computer-literate and researchers will double. Even areas demanding lower skills assume some familiarity with computer technology. **An aging society can not ensure this with inner retraining. At the same time**, American data verify that the **probability that the arrives will hold a diploma has dropped to one in four in 20 years**. The possible emigration of researchers or those who take part in the development of the American economy is a new safety risk.

The analysis brings to our attention the fact that 80% of migrants arrive without any expectations of education or training. The unselected inflow does not support the goal of economic development. There is a need for more conscious selection. In the past half century 74% of all immigrants came from Europe or Canada. Presently 30% arrive from Asia, while 52% arrive from South America and the Caribbean. The use of different cultures, language and skills cause other difficulties. They do not receive advanced human resources; the masses force the target countries to educate them. Those who get admission on **high level employment migrates together 2-3 lower skilled family members**.

**Canada**

Canada only receives 1/4 of American migrants but the proportion of education-based reception is high. Every 6th person arriving in the United States comes on the basis of education. In Canada it is every 4th and in Australia every 3rd. This shows that Canada is better able to assert a migration practice built on domestic needs. The high number of Chinese arrivers has been characteristic in Canada for a long time but in the 90s a boom was experienced where every 6th immigrant was Chinese. The immigration list is closely followed by India, together Indians and Chinese account for 1 in 4 arrivers in Canada.

The immigration countries are in that population transition period when population surplus can be explained with a drop in natural increase. Since the majority of arrivers come from high fertility regions we can state that they quickly assume fertility behavior typical of the locals. With immigration, compared to the other two countries, a **female excess has occurred and a strong rejuvenating effect is taking place**. This means that not only the number of arrivers but also the age composition contributes to higher fertility and increase of the rejuvenating effect.
In Canada, people are enrolling from both English and French areas but beside the Asian boom we can not find South American interest. The main difference is that among South Americans there are a greater proportion of unskilled.

Canada performs exemplary work in monitoring the integration process. The development ideas of certain regions are becoming known by the arrivers and they are permanently supported by a family-sponsoring system to find a place appropriate to profession and other expectations, and to settle. For them, the state offers concrete jobs and harmony with the skills of the migrant. This regional program’s not secret goal is to balance the spatial distribution of the population.

Against all the efforts taken, in 2000 it was typical that 89% of arrivers were received by 3 provinces: Ontario, Quebec and British Columbia. The spatial distribution is even more concentrated than this because 85% of the arrivers to urban areas were attracted by 3 metropolises in 2001. In consequence, migration researches focused on urban areas and town planning units. It is common that communities from sender countries settle across. They maintain their language and culture. There is no pressure to learn other languages or become familiar with other conditions. So, while in America the high proportion of foreign-born is typical in 4 or 5 states, in Canada they arrive in practically only 3 cities. The spatial direction of migrational interests differs from the location of the population; we can speak of high discrepancy values in the cases of British Columbia and Ontario especially. The settlers do not follow the spatial development of the economy because of unfavorable natural conditions. The northern provinces and the underdeveloped Atlantic coast are not too attractive. Rules differing from the national and regional migrational regulation can be established. Tasks emerge on this level; this is where there is a need for intervention.

Australia

Migration processes related to Australia are different from the two other countries in many features, partly in the already mentioned controlled reception, in the state supported programs (assisted migrants, displaced persons) and in the outflows. Australia, as one of the main immigration countries, is known as a country having an Asian role and a conscious immigration practice, not only for populate the low density area, but even more, to have eligible human resources. The old practice of student migration has a preparatory effect on the decision at adult age and the attraction of Anglo-Saxon culture means a surplus.

Earlier, the main targets were settlement and populating but this shifted to labour market expectations which are appropriate to the establishment of a domestic and international network. Migration is regarded as an important element of the assumed international role of the Australian economy. In earlier decades, the sources of human capital were Europe and the Soviet states, which in the later decades were changed by the south-eastern Asian inflow from Indonesia, Malaysia and the Philippines.

The interests of student migration are reconciled by compiling employment and regional-specific lists in which settlement is aided by point-based evaluation. There is great emphasis on preference for Australian education or relatives, which are positively valuated by the point system. In this country, they used to oppose temporary employment but nowadays new visas are announced for businessmen, respected talented individuals and a labour force demanded by the employers. The proportion of this kind of reception from Eastern Asia is growing explosively.

Immigration worldwide and here also has refocused from family-reunion to education-based migration. Emigration appears in backflow of foreign-born and the outflow of Australian-born. The global role of Australia means that people working in other countries possess international experience after their contracts expire and they contribute greatly to the growth of Australia’s economy and broaden connections. This is not a one-directional brain-drain but a brain-circulatio, which means a human capital with accumulated experiences gained in other geographical locations. In the execution of migration the state admits and implements the goal that they provide their own sources to the already invested mental capital over preferences.

Summary

The thesis show that the movement of skilled labour force to developed countries is permanent and growing, and with this movement these countries become beneficiaries of migration. But those migrants who chose this way gain surplus human capital and by this they increase their inclination to mobility. With globalization, migration became a more visible form of the economic processes, which shows a spatial rearrangement of production. The cross-border process of production starts towards new markets and demands a skilled labour force in place. As a
conclusion it may be expected that with the boom of the Asian economy people who gained experiences in developed countries would return.

Finally, what need is there for the direction of migration processes? Situations occur in migration which means **the factor of time is not permanent** for either persons or states. Mobility is one kind of openness which aids cooperation within areas and creates a setting for competition. Migration is **one kind of regular redistribution of the local surplus**, not the redistribution of items or capital but skills. Because of this, regional planners handle migration as a **visible process**. With the multi-level spatial harmonization of migration the advantage realized by movement can be increased and greater agreement can be reached between the personal efforts of certain individuals, legal roles represented by the state and the representatives of the economy. Central goals are connected to the efforts of smaller communities.

People are sensitive to national affiliation, citizenship and with whom they share their basic rights. That is why we concentrate more on the disturbing effects of migration occurring in concrete places. Humanity creates value, which is why people want to share this milieu with certain people while they are not pleased to see others in their circles. Migrants do not only enter certain states legal systems but also their culture. With immigration they not only cross borders, they also enter another society. The arrivers not only contribute to the development of the welfare society but to everyday life. They react sensitively to tiny moments of life. **The rules of the culture are, at the same time, the rules of civilization. All these become more sensible if we become neighbors.**

**The main publication of author**

(1991) SOPEMI, National report on international Hungarian migration for OECD,


(1993) Brain drain – east-west migration, **COST ACTION A2**, pp. 5-17, Sik E. Tamás P.

(1994) Comparative studies for metropolitan areas in Western and Central Europe concerning the migration – **EU ECOS project 1994 – Berlin** p. 215.

(1994) Brain drain – east west migration, **PECO project**, pp. 1-23, Sik E. Tamás P.


(1990) „Existing or living, that depends on us” EAPS Symposium Tbilisi, Oct. 8-12.

(1990) „Does Hungary a sending country?” Waasenaar NIAS sept. (In: Demographic impact of international migration) The Netherlands

(1993) Hungarian dilemmas on migration issue – keynote speaker on conference „Emerging trends and major issues in migration and ethnic relations in Western and Eastern Europe” 5-9 Nov. 1993. Warwick, Great Britain

(1993) Hungarian brain migration Latina/Italy 27-28 Oct, at the seminar on „Highly skilled migration”, pp. 1-14

(1993) Refugees in Hungary conference of „Gender issues and refugees: development Applications” May 9-11 York University Toronto

(2002) Regional specialisation in a transition country, ERSA 41. conference, Zagreb, CD


(1992) The impact of international movement for labour market /A nemzetközi népességmozgások és hatásuk a munkaerőpiacra, „Munkaügyi Szemle” június sz., pp. 25-31


(1994) Segregation map of Budapest /Budapest szegregációs térképe, „Falu, város, régió” 6-7. sz., pp. 30-33


(2003) Social policy and migration in EU /A szociálpolitika és a migráció az Európai Unióban és hatása a magyarországi helyzetre, „Comitatus” jan-febr. sz., pp. 53-63


(1995) HR strategy in civil sphere /A humánerőforrás képzés stratégiája a községlátal különböző szintjén II., PHARE (920701L006)-J.M. Roussignol és Udvaros M. társzerzésében, „Oktatói kézikönyv” Budapest p. 31


ANNEX

Main sending countries based on employment, 2000.
Main sending countries based on employment preference 1., 2000.

Main sending countries based on employment preference 2., 2000.
Main sending countries based on employment preference 3., 2000.

Main sending countries based on employment preference 4., 2000.
Main sending countries based on employment preference as of 2000.