

International Migration: Major Challenges and Analysis of Human Resource Management for Supply Chains

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Abstract— This article discusses the arguments in favor of and against a right to mobility by considering human resource managements for the supply chains. It argues that contemporary migration and border policies are largely restrictive but still fail to meet their announced objectives which call for alternative approaches to international human resource management. From a human rights viewpoint, tight border controls are accompanied by major challenges; including trafficking, the refugee crisis, and the death and vulnerability of irregular migrants; which ultimately threaten the moral foundations of liberal democracies. In this context, a right to mobility may constitute a relevant answer and the article examines the implications of such a right in terms of supply chain management, social cohesion, economic wealth, security, and border/migration governance.

Keywords— Migration, border Control, Human Rights, supply chains, human management, Challenges.

1. Introduction

A supply chain is a set of organisations that work together in the upstream and downstream flows of products and services to provide finished products to customers. The 'set' of organisations can be as simple as a single firm (within which supplies are delivered and a product is produced), or it can be a complex network of raw material suppliers, third-party service providers, distributors and humans. The purpose of supply chain management is to improve the long-term performance of the individual companies and of the supply chain as a whole.

One of the important chains is the migration flow. Migration is the movement to another place to live and is often explained by two factors: attraction and repulsion. Migration is generally understood as people who move from place to place to live and work as migrants, immigrants, emigrants, or migrants.

2. Research Background

According to the United Nations Migrant Labor Convention, migrant workers are people who work in a place other than their home country. It could be a country or a province or another city that is classified as international or internal migration. International migration is often classified into four types, including:

- (i) family migration;
- (ii) emigration for economic reasons;
- (iii) emigration for refugee reasons; and
- (iv) emigrate for other reasons.

International migration is the movement of people across the national borders of one or several countries, leading to a change in the legal status of an individual. International migration also includes the movement of refugees, refugees, and individuals forced to leave their homes. As the world's population grows rapidly, so does the number of migrants. It is one of the causes of substantial population, environmental and ecological fluctuations, as well as putting pressure on sustainable development. It has brought about negative impacts on migrants, such as pressure on security, urban order, infrastructure overload, and public services. International migration shows that migration is associated with health problems such

as stress, depression, cardiovascular disease, and sexual acts that are at risk of HIV / AIDS infection. International migration is only done with human subjects. It is a testament to the spirit of freedom of movement and choice of human habitation. International migrants are those who move from one country to another for the purpose or are likely to remain in that country for a period, maybe a year or longer, meaning migrants. He or she must stay in your new place for at least one year to be considered a permanent residence. Migrants can move between countries often not because of coercion or because of worries about life or liberty, but often to improve real-life and find better jobs.

In general, the characteristics of migration and international migrants include:

- (i) migration requires a human identifier;
- (ii) international migration is a cross-border activity;
- (iii) the subject of the migration activity must engage in a particular purpose for the act; and
- (iv) Only individuals or groups of people living outside their home countries for a period not too short to be considered international migrants.

From an individual perspective, international migration is often associated with the desire to develop individuals and improve their economic capacity to maximize their income or benefit from a new life. Especially for Asians, when international migrants have guaranteed favorable living conditions, their relatives always intend to reunite their families. It can be said that most of the migrants travel to countries where their relatives have established a life.

From a national perspective, most of the reason for international migration is due to differences in income, economic conditions, as well as health and education. High levels of development and employment are critical factors in developing countries' ability to attract migrants from poor or developing countries. For example, flows of migration from Arab, Southeast Asia, Africa, etc. to developed countries in Western Europe and North America. In addition, due to the disparity in demand for workforce between developed and developing countries, international migration is also being promoted. Due to the need for permanent migrant workers, regularly working to develop the industry, developed countries attract redundant labor because the region or underdeveloped or developing countries rely heavily on agriculture. Therefore, the ability to create jobs in the economy is relatively limited.

The following Table 1 presents the fluctuations of international migration from 1970 to 2019. Looking at Table 1, we see that the proportion of migrants worldwide is on a clear upward trend from 2.3% in 1970. to 3.5% in 2019. However, the increase in the percentage of migrants worldwide is quite gentle and uneven. For example, this upward trend was quite evident from 1975 to 1990, but then it gradually decreased until 2000, and gradually

increased from 2000 to 2019. It can be seen that the number of international migrants has tripled times in the past 50 years, that is, from 84,460,125 people in 1970 to 271,642,105 in 2019 corresponding to the highest rate of reaching 3.5% in 2019.

Table 1. International migrants, 1970–2019
(Source: World Bank, 2019)

Year	Number of migrants	Migrants as a % of the world's population
1970	84,460,125	2.3%
1975	90,368,010	2.2%
1980	101,983,149	2.3%
1985	113,206,691	2.3%
1990	153,011,473	2.9%
1995	161,316,895	2.8%
2000	173,588,441	2.8%
2005	191,615,574	2.9%
2010	220,781,909	3.2%
2015	248,861,296	3.4%
2019	271,642,105	3.5%

Figure 1 below provides data on the number of international migrants worldwide calculated by region group for every five years. Looking at Figure 1, we can see that Asia and Europe and the two continents have the most significant and second number of international migrants in the world, followed by North America and Africa.

Figure 2 and Figure 3 below show the 20 countries with the most immigrants and the 20 countries with the highest number of migrants in 2019. Looking at Figure 2, we see that the US is still the country with the most immigrants. The highest number of immigrants worldwide was more than 51 million as of 2019, 4 times more than in 1970 (only 12 million were immigrants). Thus, the top 10 countries with the most massive immigrants in the world include the United States of America, Germany, Saudi Arabia, Russian Federation, United Kingdom, United Arab Emirates, France, Canada, Australia, and Italy. Most of them are countries with developed economies and have good living and working conditions in the world. The reason is that most of the highly qualified or skilled workers from poor countries, or developing countries, want to immigrate, live, and work in developed countries.

In developed countries, they have the ability to study higher education, compete and demonstrate professional talent at work, and have higher salaries and better career advancement, as well as services life services, moving infrastructure, or modern transportation at low prices. On the other hand, developed countries often lack the necessary skilled labor force, and they also want to recruit high-quality migrant workers but pay a lower rate than local workers. This leads to the brain drain phenomenon, especially for overseas students after finishing their studies, they stay behind to work.

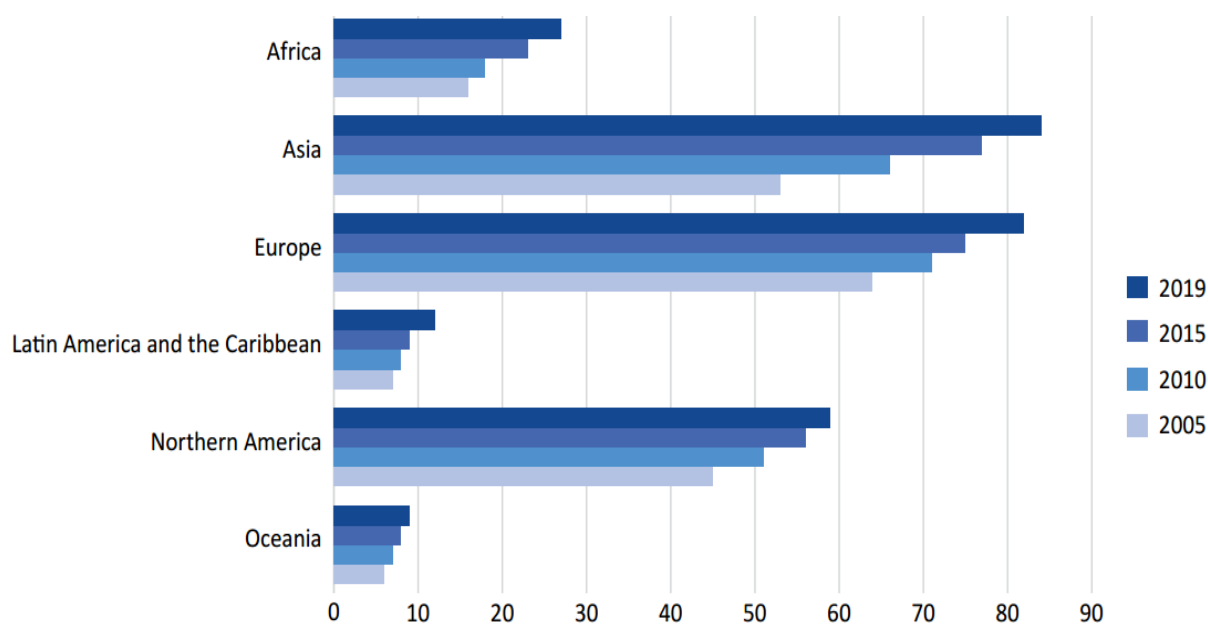


Figure 1. International migrants, by region of residence, from 2005 to 2019 (millions)

On the other hand, looking at Figure 3, we see that the country with the most migrants is India, not China as many people often think. China only ranks third in terms of international migration after India and Mexico. Thus, the top 10 countries with the most significant number of international migrants in the world include the following countries: India, Mexico, China, Russian Federation, Syrian Arab Republic, Bangladesh, Pakistan, Ukraine, Philippines, and Afghanistan.

In 2018, the top 10 countries with the largest number of remittances received were India, China, Mexico, the Philippines, Egypt, France, Nigeria, Pakistan, Germany, and Vietnam, with a total remittance exceeding USD 67 billion for each country. (see table 2). In contrast, high-income developed countries are always the main source of money transfer. For decades, the United States has consistently been the top remittance-sending country, with a total of \$ 67.96 billion in 2017. Following the United States are United Arab Emirates, Saudi Arabia, Switzerland, Germany, the Russian Federation, China, Kuwait, France, and Republic Korea in 2017 (see table 3).

3. World Justice

The continuous development of each country will lead to economic restructuring. This creates conditions for people to find new jobs and create motivation for international migration. However,

ensuring national security and social justice for international migrants is of great concern; otherwise, it will lead to chaos and inequality between its citizens and their migrate. Ideally, international migration is legal, safe, and orderly. This may depend on the efforts and policies of each country, and they can be implemented through development assistance or foreign trade investment.

4. Social Cohesion

Migration often threatens social cohesion. Social cohesion is a state of cohesion that occurs when an individual actively participates in relationships with those individuals, subjects, groups, the environment, and the specific outcome that engagement brings there. Thus, social cohesion is the degree to which individuals integrate into social relationships, the social environment, and the results that are relevant to their integration into those social networks. However, customary entry and the king's rule were inferior to the village, so the migrants needed to join the new social community and be partly controlled by them.

Migrants can participate in trade unions, education systems, welfare programs as well as vote or vote. Some researchers from a cultural perspective say that migrants often integrate imperfectly, thus threatening the social and cultural background of the destination country, increasing inequality and racial discrimination (for example, such as yellows,

blacks, and whites). Therefore, countries need to have good policies to control migrants.

5. Economic Wealth

The migration will facilitate free trade, whereby goods and services are circulated. This will facilitate economic development. However, when analyzing who loses, international migration also creates a distribution effect between certain source and destination countries. For example, intellectual migrants are suitable for the country they come from, but they are brain drain for their countries.

On the other hand, because the population of developed countries in the future will decrease markedly due to modern urban lifestyles. This forces them to immigrate to the skilled labor force from developing countries. This estimates that the world economy will have an additional \$ 365 billion each year. Most of this money will flow and form an important source of capital for developing countries. Therefore, even though there are certain effects of welcoming international migrants, such as ensuring their security, employment, health, and social welfare systems.

However, in the context of globalization, immigration due to the increasing demand for skilled workers is still essential in developed and developing countries. For example, in Southeast Asia, significant income disparities have caused the influx of skilled workers from different places to migrate to developed economies such as Singapore, Malaysia, and Thailand. Many people migrate to countries with developed economies and higher levels of development to live and work. When they succeed with the desire to contribute to their homeland, they send a significant part of their income to their family back home. For example, the Philippines is one of the countries with the largest amount of international remittance inflows amounted to Southeast Asia with a transfer of up to the US \$ 34 billion in 2018.

6. Security and the Governance of Migration

Countries now have an international migration management system and rigorous border controls. The first reason is to ensure that international affairs do not harm the interests of our countries. In addition, it also supports the fight against smuggling, terrorism, and enhances national security due to the migration crisis or the growing influx of refugees. The world today is facing many risks of instability, such as natural disasters, economic crises, wars, conflicts, ethnic cleansing, raging epidemics etc. should it easily lead to international migration. For example, the financial crisis in the US in 1998-2002 led to the migration of more than 250,000 Argentinians, including nearly 60,000, to Spain. The civil war in Syria in

2011 brought the number of international migrants to nearly 3 million. In Southeast Asia, migrant workers in specialized industries also face forced labor exploitation and exploitation, especially in the construction, agriculture, and manufacturing industries. In addition to smuggling, human trafficking, and even sexual exploitation and forced labor continue to be a significant challenge in Southeast Asian countries. Therefore, proactively tightening border patrol and control, improving accommodation for migrants, offering supportive services to help migrants increase access to the right labor market in the country. It is imperative that the host country receive and take coordinated action based on strengthening inter-country cooperation.

7. Conclusion

In the context of globalization and international integration, international migration is a complex issue that each country faces. Globalization has widened the development gap between the richest and poorest countries in the world. It is the inevitable trend due to the significant income gap, as well as the desire to change the working and economic conditions of each individual. In addition, differences in development levels, human resource needs, or the aging population also contribute to international migration.

On the other hand, the rapid development of science and technology in the transportation industry with many airlines has increased the number of flights over time, and reasonable routes with low prices have gradually blurred the geographical boundaries of countries and facilitate international migrants. It can be said that international migration affects not only economic development but also social and cultural factors. This article introduces international migration trends as of 2019 as well as introducing issues such as world justice, social cohesion, economic wealth, security, and migration governance.

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Appendix

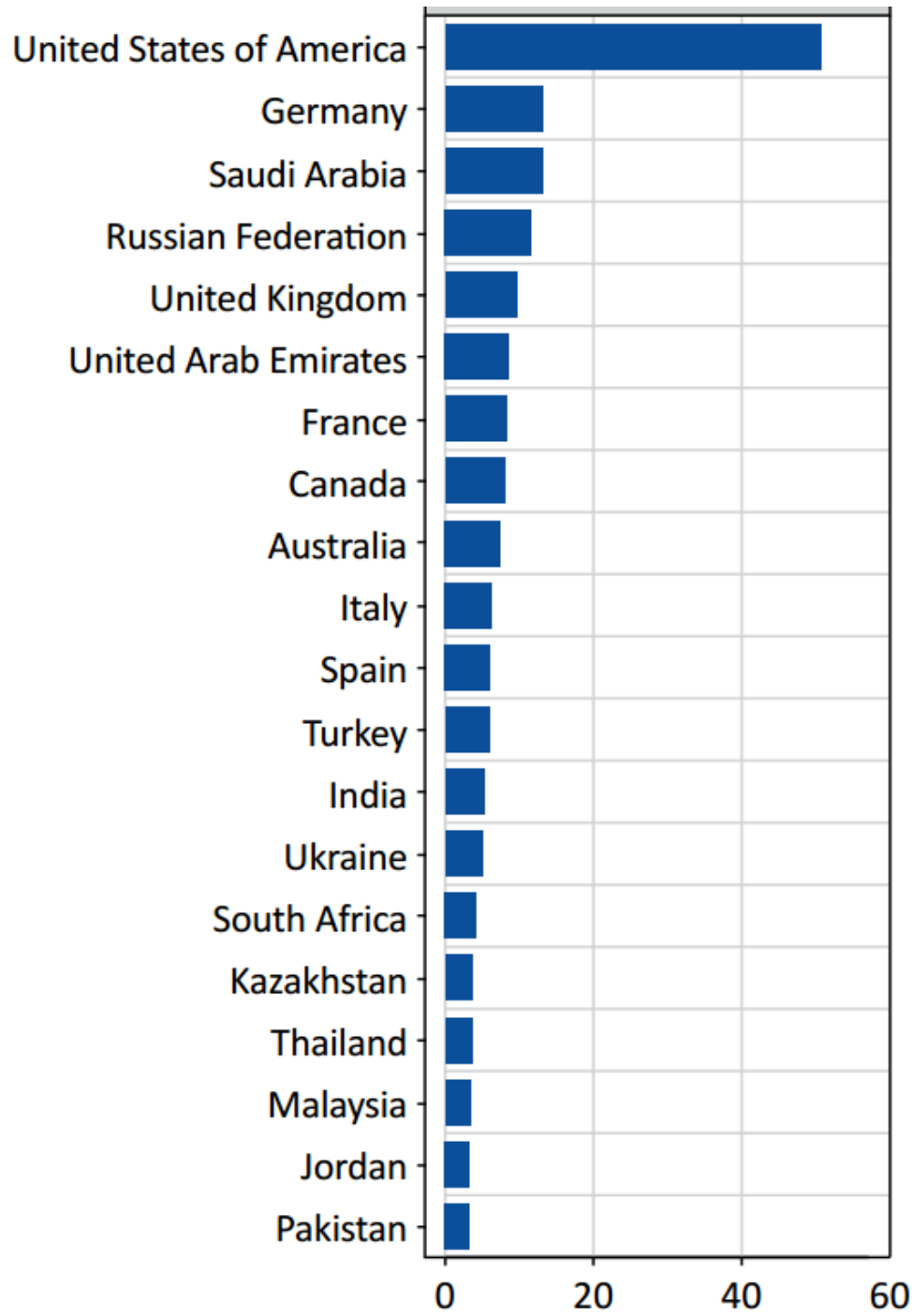


Figure 2. Top 20 resident migrants

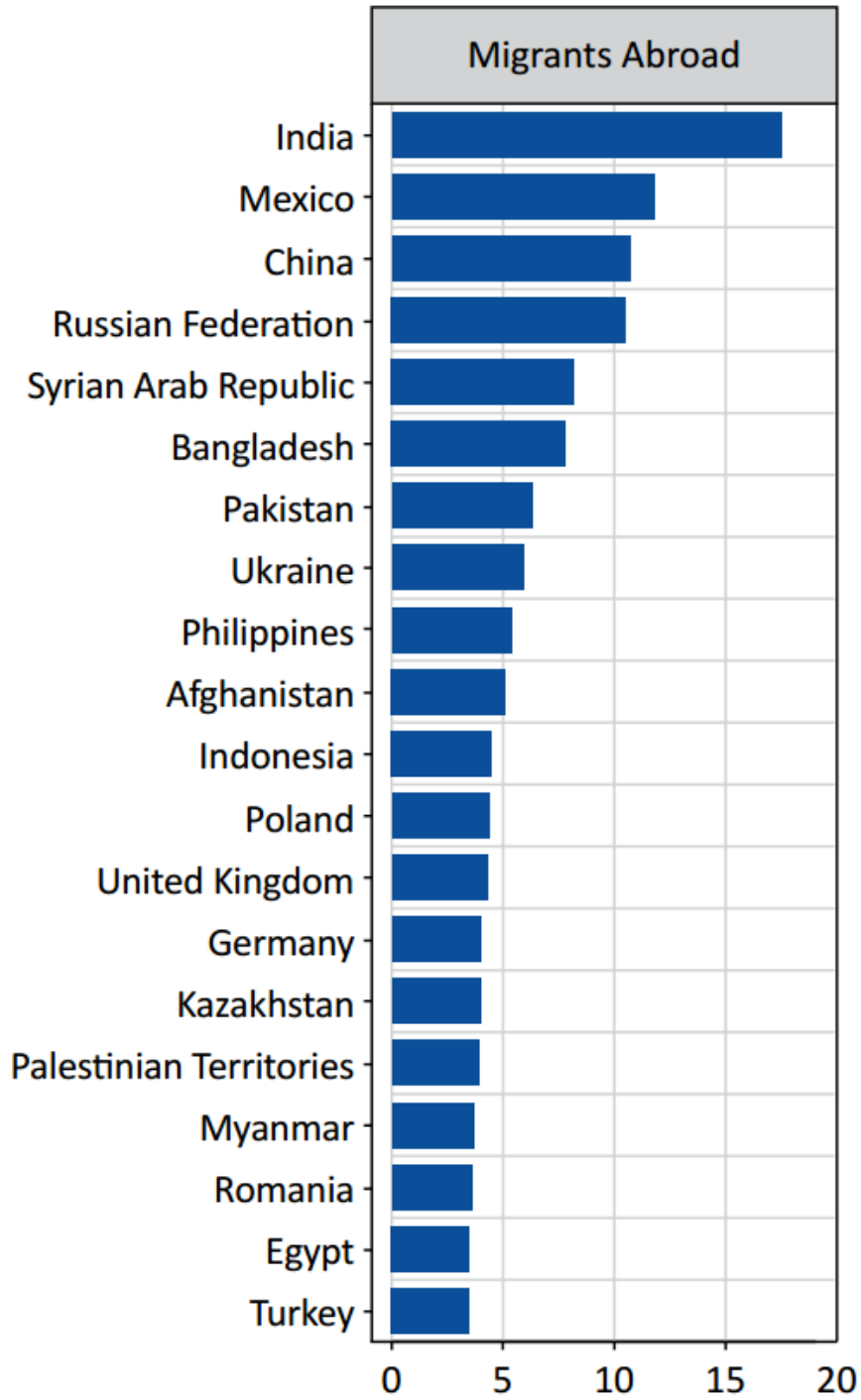


Figure 3. Top 20 migrants abroad

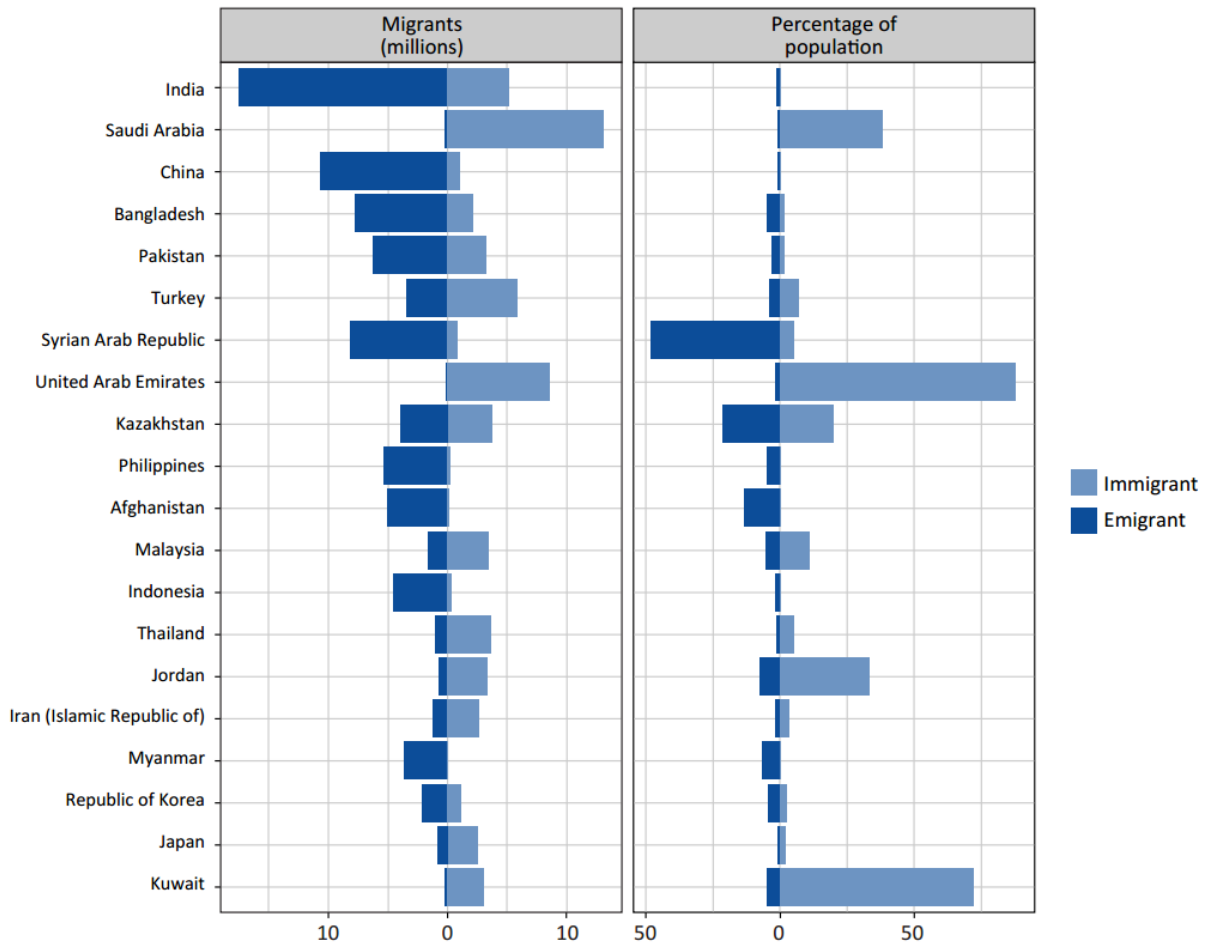


Figure 4. Top 20 Asian migrant countries in 2019
(Source: World Bank, 2019)

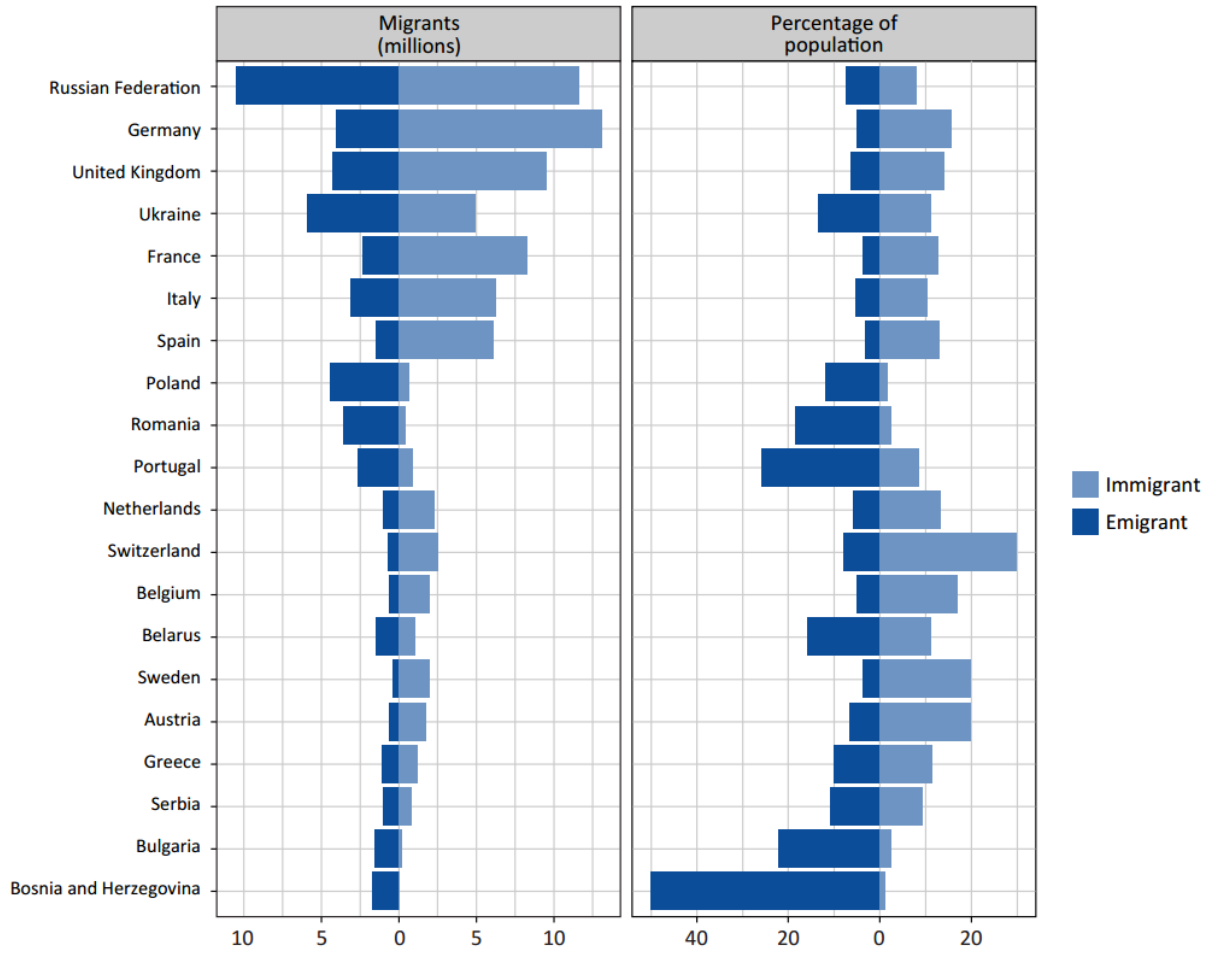


Figure 15. Top 20 European migrant countries in 2019
(Source: World Bank, 2019)

Table 2. Top countries receiving remittances (2005–2018) (current USD billions)

2005		2010		2015		2018	
China	23.63	India	53.48	India	68.91	India	78.61
Mexico	22.74	China	52.46	China	63.94	China	67.41
India	22.13	Mexico	22.08	Philippines	29.80	Mexico	35.66
Nigeria	14.64	Philippines	21.56	Mexico	26.23	Philippines	33.83
France	14.21	France	19.90	France	24.06	Egypt	28.92
Philippines	13.73	Nigeria	19.75	Nigeria	21.16	France	26.43
Belgium	6.89	Germany	12.79	Pakistan	19.31	Nigeria	24.31
Germany	6.87	Egypt	12.45	Egypt	18.33	Pakistan	21.01
Spain	6.66	Bangladesh	10.85	Germany	15.81	Germany	17.36
Poland	6.47	Belgium	10.35	Bangladesh	15.30	Viet Nam	15.93

Table 3. Top countries receiving remittances (2005–2018) (current USD billions)

2005		2010		2015		2017 ^a	
United States	47.25	United States	50.78	United States	61.86	United States	67.96
Saudi Arabia	14.30	Saudi Arabia	27.07	United Arab Emirates	40.33	United Arab Emirates	44.37
Germany	12.71	Russian Federation	21.45	Saudi Arabia	38.79	Saudi Arabia	36.12
Switzerland	10.52	Switzerland	17.76	Switzerland	25.40	Switzerland	26.60
United Kingdom	9.64	Germany	14.68	China	20.42	Germany	22.09
France	9.48	Italy	12.89	Russian Federation	19.69	Russian Federation	20.61
Republic of Korea	6.9	France	12.03	Germany	18.03	China	16.18
Russian Federation	6.83	Kuwait	11.86	Kuwait	15.20	Kuwait	13.76
Luxembourg	6.70	Luxembourg	10.65	France	12.79	France	13.50
Malaysia	5.68	United Arab Emirates	10.57	Qatar	12.19	Republic of Korea	12.89

Table 4. New Asylum Seekers as a share of Population in %

No.	Countries	5/2015 to 4/2015	New Asylum Seekers as a share of Population in %
1	Germany	5,73,360	7.09
2	US	1,50,875	0.47
3	Sweden	1,50,273	15.52
4	Turkey	1,34,441	1.75
5	Italy	93,396	1.55
6	Austria	90,137	10.6
7	France	76,619	1.2
8	Netherland	45,683	2.71
9	UK	43,132	0.68
10	Switzerland	41,823	5.11
11	Belgium	39,459	3.52
12	Finland	33,065	6.04
13	Norway	29,269	5.7
14	Denmark	22,144	3.93
15	Canada	17,578	0.5
16	Greece	16,372	1.48
17	Australia	15,992	0.68
18	Spain	12,851	0.28
19	Poland	11,546	0.3
20	Japan	6,993	0.06