

**INTERNATIONAL MIGRATION AND PECULIARITIES OF HUMAN  
CAPITAL**  
***MIGRAȚIA INTERNAȚIONALĂ ȘI PARTICULARITĂȚILE CAPITALULUI  
UMAN***

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**Rezumat:** *O mai bună gestionare a migrației internaționale, a lucrătorilor cu înaltă calificare ar putea oferi o oportunitate de a extinde fondul global de talente și de a utiliza talentele existente în mod mai eficient. Distribuția globală a talentelor este foarte neuniformă, iar resursele de care dispun țările pentru a-și dezvolta rezervele de talent variază substanțial. În perspectivă, capacitatea oamenilor, angajatorilor și guvernelor de a naviga cu succes în această rețea complexă a piețelor globale de talente va fi esențială pentru performanța lor.*

**Cuvinte cheie:** *migrare internațională, muncitori slab calificați, muncitori cu înaltă calificare*

**JEL CLASSIFICATION: F16, F22**

## **INTRODUCTION**

While receiving countries worry about immigration of low-skilled workers and refugee flows, countries of origin of migration worry that high-skilled workers will increasingly leave their territory. Indeed, global migration flows exhibit a clear skills bias, resulting in a highly unequal distribution of global talent. Much talent is wasted due to lack of access to basic necessities, education, and social and organizational frameworks that facilitate sustained creative endeavour. Closing this gap and reducing wasted talent benefits not only those individuals whose creative potential is realized, but also the global community as a whole, as the value created by these individuals ripples out to the public. The observed migration flows are the result of a complex tangle of multinational corporations and other employers seeking scarce talent, governments and other gatekeepers attempting to regulate these flows, and individuals seeking the best options within the constraints imposed on them. For exporting countries, the loss of highly skilled labour is a brain drain concern. On the positive side, highly skilled migrants can create much-needed links to global resources of knowledge, capital and goods — and some end up returning home with higher levels of social and human capital.

## **CONTENT**

*According to professor (David M. Hart, 2006), the methods of managing the global talent fund are the following:*

*Sovereignty-* Governments enter the situation because they limit the movement of people across borders, constraining the choices accessible to those who might consider relocating globally for economic reasons.

*Treaty-* The classic counterpoint to sovereign governance is governance by treaty. A treaty's parties give up some of their freedom of action in return for similar concessions from other parties. In

rare instances, non-compliance with international treaties can be punished with force; more often, much weaker normative or economic sanctions must be used instead.

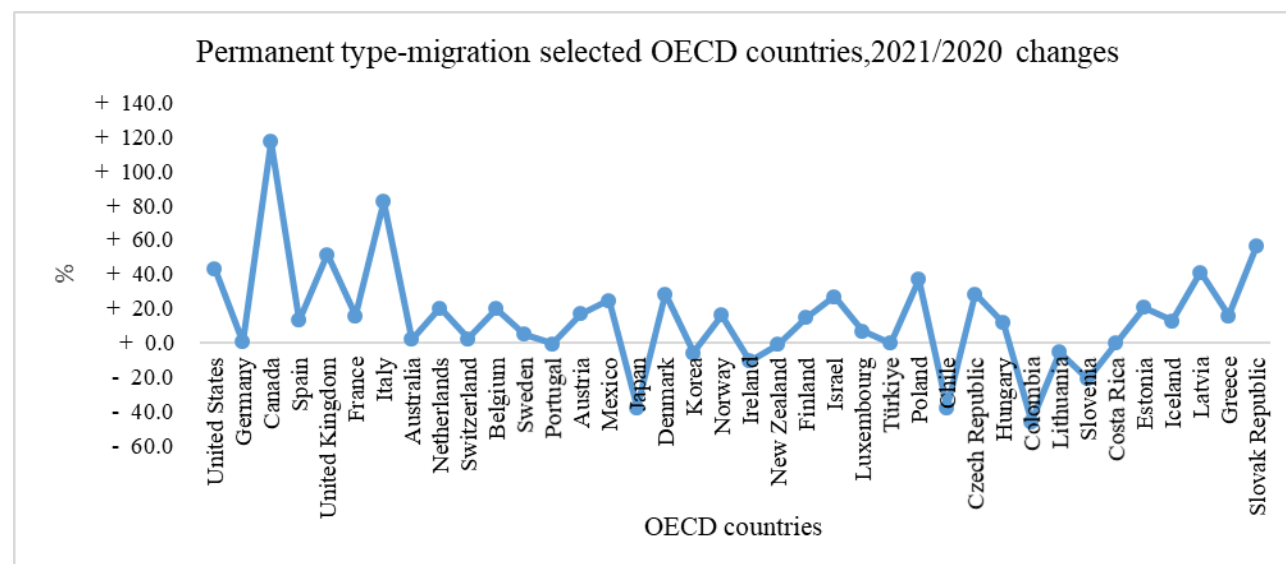
*Intergovernmental networks*- It's common to see sovereignty and treaty presented as mutually exclusive methods of resolving global problems. In practice, however, they are the poles of a spectrum of options that involve informal as well as formal arrangements for cooperation. Without a formal agreement, nations may coordinate their policies and actions.

*International migration determined by 'push' and 'pull' factors:*

Push factors	Pull factors
Wars, conflict, political instability, and economic crisis	Better quality of life and standard of living
Ethnic and religious persecution	Lower risk of natural hazards
Natural and man-made disasters, such as earthquakes	Varied employment opportunities, higher wages
Poverty	Good climate
Unemployment, low wages and poor working conditions	Better healthcare and access to education services
Shortages of food, water, or healthcare	Better shelter
Limited opportunities	Political stability

**Table 1. The factors that cause international migration**

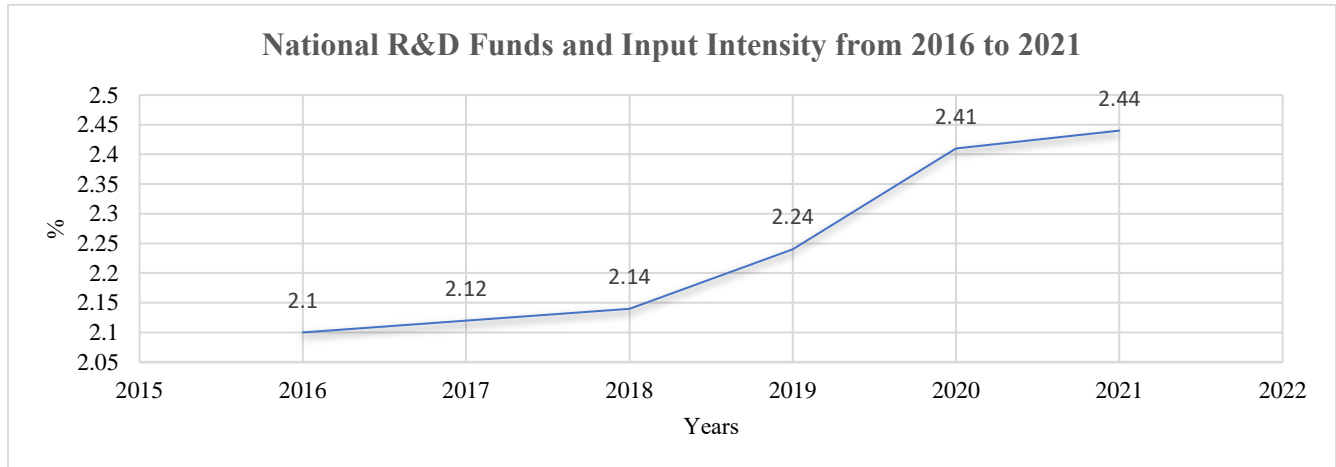
Source: Elaborated by the author, based on Study Smarter, (Study Smarter, 2023), accessed on 26.03.2023



**Figure 1. Permanent type-migration selected OECD countries, 2021/2020 changes**

Source: Elaborated by the author, based on OECD International Migration Database, (OECD, 2023), accessed on 26.03.2023

The 2021 rebound was largely driven by permanent-type migration to major receiving countries such as the United States (+43%), Canada (+117%), Spain (+13%), the United Kingdom (+51%), France (+16%), Italy (+82%) as well as Poland (+37%) (OECD, 2023). The United States remains the OECD country receiving the largest inflows of permanent immigrants in 2021 although inflows were 19% below their pre-pandemic level (Figure 1).



Canada received a record inflow of over 400 000 new permanent migrants, more than double the inflow in 2020. This makes Canada the third largest receiving country after the United States and Germany. In this latter country, permanent flows remained relatively stable. The unprecedented increased admissions in Canada aim at offsetting the shortfall of 150 000 new permanent residents in 2020 due to the COVID-19 pandemic and at filling critical labour market gaps.

Permanent flows rebounded in 2021 in all other OECD countries, with some notable exceptions. The measures against COVID-19 have still severely affected migration flows to Australia, Japan, Korea and New Zealand. Permanent inflows to Australia remained at a similar level in 2021 as in 2020 (fiscal years). Permanent migration flows to Chile and Colombia continued to decrease. In contrast, permanent migration to Mexico increased again in 2021 (+25% year on year) to a new record level, following a sharp rise in humanitarian admissions.

*Trends in the countries' labour policies on the example of China.*

According to the World Bank (World Bank, 2022), “human capital” consists of the knowledge, skills, and health that people invest in and accumulate throughout their lives, enabling them to realize their potential as productive members of society.” Modern economies rely heavily on investments in human capital as a growth engine and as the cornerstone of their ability to support key technology industries and foster scientific advancement. China’s ability to cultivate, attract, and retain human capital—or as Beijing more commonly puts it, national “talent”—will shape its competitiveness vis-à-vis the United States as a global power and impact the future of innovation and talent on the world stage (Briana Boland, 2022).

*Science and Technology.* China wants to overtake the world in terms of science and technology by the year 2049. Beijing has committed enormous resources and support to programs meant to draw in and guarantee the cultivation of talent in the sciences and technologies in order to accomplish this objective. According to the National Bureau of Statistics (Figure 2), \$441.3 billion, or 2.4 percent of China’s GDP, was invested in R&D by the government in 2020, an increase of 14.2 percent from the previous year (National Bureau of Statistics of China, 2022).

**Figure 2.** National R&d Funds Input Intensity from 2016 to 2021

Source: Elaborated by the author, based on National Bureau of Statistics of China, (National Bureau of Statistics of China, 2022), accessed on 27.03.2023

China is supposed to pay more attention to cultivating talent through its own efforts and strengthening its competitive edge in human resources as the development and national rejuvenation of the country depend on a quality workforce.

*In this context, the policy of China is based on the following principles (Xinhua, 2021):*

- ✓ Maintaining the CPC's total control of the human resources sector;
- ✓ Make the development of the nation's human resources a top priority;
- ✓ Concentrating on cutting-edge technology at the global level, the key economic sectors, the nation's pressing demands, and the health of the populace;
- ✓ Promoting the thorough development of talented individuals;
- ✓ Strengthening talent development-related institutional transformation;
- ✓ Bringing together the brightest minds and fully utilizing their knowledge;
- ✓ Fostering an environment where talent can be quickly recognized, highly valued, and respected, as well as completely displayed;
- ✓ Fostering the scientific spirit.

## CONCLUSION

Migrants typically remain within their regions of origin, often crossing into adjacent countries. Geopolitical events causing changed national boundaries prompt some migrations, while other inhabitants remain in place, becoming migrants in name only. Moreover, any transnational HSM operation system should be designed to grease the spread of knowledge from host countries back to source countries. similar spreads may do through return migration; educational, marketable and scientific relations; and investment and entrepreneurship. immaculately, these benefits will end up overbalancing the veritably real costs of leaving largely professed people from countries that are formerly starved of gift. At the same time, the colorful aspects of China's mortal capital stressed in this report all relate to China's intentions to come a leader in several orders of public competitiveness. The further success China achieves in perfecting the quality of its pool, the briskly the country will introduce and the more competitive China will come nationally on the world stage.

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