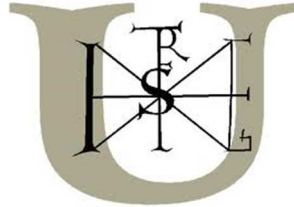


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THESIS OF DOCTORAL (PhD) DISSERTATION

**Migration potential and affecting factors in Hungary in the first decade of the
21st century**

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1. INTRODUCTION

The investment in human capital and the changes of the related economic performance have been put in the focus of interest by the society, researchers, as well as the economic policy actors. In our days, sustainability is given higher priority, too, in respect to which - if it is put at regional level - the following main objectives can be highlighted: preventing migration, fight against poverty, creating jobs, ensuring equal chances for rural population, health, safety, personal development, relaxation and, in general, meeting the increasing quality needs concerning life quality. The realisation of these objectives depends on two well-defined factors in Hungary and within the European integration: partly on the organisational, operational and finance frameworks of the European Union, its further expansion and the new power distribution and decentralisation within states. (Michalski–Saraceno 2000)

Globalisation (movement of goods, services and capital) affect - through demographic trends - the composition and volume of workforce, thus the economic growth capacity of countries in short, medium and long-run as well.

Major global changes happened all over the world in the second half of the 20th century, such as for example, the population explosion or information boom. Research has confirmed that there is close connection between economic growth and population growth. For example, during capitalism, the technical revolution in the centre countries launched quick economic development, due to which the social structure has changed thus inducing intensive population growth. Besides population explosion, however, the age pyramid of countries has also changed: the developing countries are younger, while the population is declining in most of the countries with higher-than-average income.

The declining population in itself would not be a problem, but the structural change of population is worrying because the decline entails the growth of mean age and average life expectancy at birth, in other words, ageing of society. Ageing, in turn, means that the number and ratio of dependent population is increasing which requires the reform of pension system, employment policy, educational policy and health. The growing social burden owing to the ageing population endangers even the economic competitiveness of EU. This economic uncertainty, as all the uncertainty factors, may lead to a decline in childbirth, and if less children are born, the ageing of society will be accelerated.

Today unemployment causes considerable problems in Europe, but the signs of labour shortage have also appeared. Soon, there will be a scarcity of workforce. If labour shortage is general, the production will be more expensive and it will react on growth because the higher costs cannot be simply built in prices and devolved on consumers, the global competition will not allow this (cheap Chinese goods). In this case, production will not be profitable, therefore economic growth will stop or slowed down. Migration can be a solution for these problems because the economy can be really efficiently operated if the free flow of labour force is not hampered in order to ensure optimum distribution. The examination of migration is rather complex, it includes security questions, issues of increasing crime connected with migration procedures, migration pressure from underdeveloped countries, etc.

The migration trends in the European Union should be analysed in detail because the migration waves among European countries have had a long history. I want to detail what tendencies were in European migration in the 20th and 21st centuries, what changes could be observed in the 21st century, what social characteristics can be attributed to the immigrants arriving to the European Union in the first decade of the 21st century.

The labour market is permanently changing in the modern market economy due to the globalisation, technical progress, production and financial innovation. The expansion of some industrial sectors or the decline of some others naturally influence job creation and job losses. All these processes affect

the intention to become active or inactive and also influence the number of the unemployed through job losses (inflow) and job finding (outflow), in other words, migration (Morvay 2012) and, consequently, the economic performance of the given country.

Due to the age discrimination, today the Hungarian labour market is divided, there is a dividing line at the age of 35-40. This dividing line is reflected not only in the wages, flexibility and skills, but in the age, too. Although the older generation have more experiences, multiple practical skills, but the youth speak languages, have up-to-date knowledge and more flexible abilities to acquire new skills. The selection of migrants according to age is important because:

- the admission of immigrants who are in poorer situation than the welfare system of the given country imposes substantial social burden and may hamper the success of integration;
- their pension is paid by the receiving country;
- the highly qualified mean human capital import. (Rédei 2007)

Therefore it is reasonable to examine the impact of age, its direction and strength on migration potential.

The Results chapter, following the review of professional references, is divided into two parts. In the first part, statistical data are used to examine the migration trends of the European Union, including the similarities and differences between the last century and the first decade of the 21st century. The second part discusses the migration processes in Hungary. In regards to the Hungarian migration, there was a strong protest and fear in some member states of the European Union before the accession that mass immigration could be expected from the integrating countries, including Hungary. I intend to examine this and to explore the characteristics of foreign citizens coming to Hungary with the help of statistical data.

With the help of my questionnaire and through a representative sample of 1200 persons, I examine the migration potential of Hungarian people, their intention to move as well as the factors influencing migration potential, their direction and strength.

On the basis of the above, I set the following main objectives:

- How has the reasoning of migration theories changed in the European Union in regards to international migration which accelerated and strengthened due to globalisation?
- What is the net migration balance in the countries of the European Union? What social and economic features have the immigrants arriving to the labour market of the EU?
- What is the place of Hungary on the unified market of the European Union and in international migration? For whom can be Hungary attractive? What are the social and economic characteristics of these immigrants?
- What is the migration potential of Hungarian people like? How has it changed in the recent years?
- What factors affect the migration willingness of Hungarians?
- What is the relation between factors and migration potential?
- What kind of groups can be formed on the basis of migration potential and how these clusters can be characterised?

2. THEORETICAL BACKGROUND OF RESEARCH

2.1. DEFINITION OF THE TERM OF MIGRATION

The term migration of Latin origin means the movement or wandering of the population within a country, or moving, settling from one country to another. Therefore in narrow sense, it means geographical locomotion. (Borjas 2000)

Migration is often – incorrectly – identified with the concept of mobility. Mobility is the free, physical movement of individuals within a country or by crossing country borders in order to find better life quality. Due to the improving information technology in the recent years it has been complemented by the virtual mobility (for example teleworking). (Rédei-Kobolka 2003) At the same time, mobility also means a move or change of position in the social hierarchy, which does not necessarily entail the change of residential address. Mobility connected with changing residence belongs to the concept of migration, thus it can be declared that all the migration is mobility, but not all the mobility can be considered migration

The basic feature of wandering can be approached from motion. Besides motion, mobility can be regarded as the most common concept which means motility. Two types of this, the spatial and social mobility can be distinguished. In respect to the topic, I intend to focus on mobility in space and be more nuanced on the basis of Illés (2000) approach. Migration, of course, can be further differentiated in terms of spatial access, individual intent or legal aspects. Human life, however, includes insisting on better living standards and conditions which is the inner motivation of mobility. Therefore it can be concluded that social advancement can be achieved much quicker by spatial movement (mobility). Until we do not know, who and where is located in the society, it cannot be decided who is mobile and immobile, who rose and who lowers. Therefore, considering it empirically, there is a very close interrelation between the examination of social status and mobility. (Róbert 1990)

By using migration as a synonym of wandering, it means a repeated demographic event which can happen to us several times during our life, therefore each event is distinguished on a parity basis, sequentially numbered. Thus, there is a first, second, etc. number migration event during our life. The periods between the events can be measured and a ratio can be set to determine how mobile we are throughout life. Wandering can be the result of individual or group will, determined by the general social, economic and political trends, individual intention and the everyday life together, at the same time. (Dabasi 2009a)

The concept of migration can be approached from other aspects, too. First of all that process is called migration, during which individuals or groups change their residence or society in a way that this shift becomes permanent from temporary. (Cseresnyés 2005)

The International Organisation for Migration says that migration is the mobility of a person or group of persons either within a country or crossing international borders. It is the population movement which includes all types of human mobility, regardless of length, composition and reasons, therefore migration includes the mobility of people who are forced to leave their residences, economic immigrants and people moving due to other reasons, such as family reunion. According to UN Secretary General Kofi Annan: “migration is the expression of the brave will of individual to overcome difficulties and live a better life.”¹

According to Rédei-Kobolka (2003) only the recognised mobility can be regarded migration, where the word ‘recognised’ is important because crossing of borders and legal criteria of humanitarian admission would be difficult to interpret due to the broken state borders.

De Haas (2010) says that migration is a trend which is integral part of wide range of restructuring processes covered by term “development”, but migration has an inner, self-sustaining and self-decaying dynamics and it affects these types of transformation processes in itself. Therefore migration

¹ Address of Mr. Kofi Annan, Secretary-General, to the High-Level Dialogue of the United Nations General Assembly on International Migration and Development, New York, September 14, 2006

is not an exogenous (originating from outside) but it is a key part of wider social and development processes, thus the impact of migration on development is basically heterogeneous.

On the basis of different approaches, hereinafter I regard the term of migration as a recognised, repeated mobility which crosses geographical borders as the result of individual or group will and it is closely connected with development.

2.2. THEORIES EXPLAINING MIGRATION IN THE 21ST CENTURY

Theories discussing migration can be examined from different aspects.

Faist (1997) distinguished three levels of theories:

- Micro-level – where individual decisions motivate mobility – is distinguished on the basis of the degree of freedom and autonomy of migrant.
- Macro-level of migration – where the international relations among countries – is formed by the political, economic and cultural structure of the sending and receiving countries.
- The mezo-level of analyses is composed by the social relations between migrants and their groups, as well as the resources in their relations and the social capital (migration network).

On the basis of the above I intend to use the following migration theory articulation in the further part of dissertation in order to select the appropriate questions for the examination of migration potential to explain the first decade of the 21st century and to reveal the correlation among and the strength of factors determining the migration in the 21st century:

1. Behaviourist and equilibrium tradition
 - a) Theory of repulsion and attraction
 - b) Neoclassic theories
 - c) Equilibrium model of migration
 - d) New economics of migration
2. Historical structural approach
3. Theory of segmented labour market
4. Migration systems
 - a) World system theory
 - b) Network theory
 - c) Institutional theory
 - d) Theory of cumulative causation

According to the neoclassic model, the extent of international migration is connected directly with the degree of international wage rates among countries, but also considers the cost of mobility on the basis of the geographical distance between countries. The updated neoclassic models, however, say that decisions concerning migration are based primarily on the expected difference of wages and not on the absolute difference between actual wages. Both models presume that there would not be any international migration if there were no difference between wages (actual or expected wages) and the mobility would stop if the wages were levelled off. By analysing migration at individual level, it can be concluded that individuals have some properties (education, competence, labour market experiences, expertise, age) which favourably affect the size of wages which can be achieved in the target area. Migration will likely happen on the basis of these human capital features.

The new economics of migration, however, moves the focus from individuals to households, as decision-makers, which react on income risks and market failures (credit crisis, unemployment). These restrict the local income generating possibilities, prevent risk mitigation, and connect the place of households in local income distribution to their migration decision. Unlike neoclassic theory, the new economics of migration declares that migration is possible even if there is no difference in wages or employment rates because migration cannot be linked to the labour market conditions only.

As regards world system theory, the international mobility of labour force entails international capital movement (in opposite direction). Emigration necessarily flows from periphery to centres, even directly to global cities or countries which control capital movements.

According to the network theory, those who once undertook to move to another country will more probably do it again, which leads to a mobility repeated in time. Moreover, the model presumes that migration more likely happens to those who are in connection with migrants. By analysing the role of migrant networks at community level, the chance of migration is bigger in case of those, from the community of whom more people went abroad.

Institutional theory says that the demand and supply of immigration permits is not in harmony, therefore the number of those enterprises which provide help for legal (recruitment agency) and illegal (human trafficking) border crossing. This vulnerability encourages societies to act on behalf of migrants. Thus the presence and expansion of institutions assisting immigration increases the degree of migration.

The basis of theories explaining the migration in the 21st century is summarised in Table 1.

Table 1: Theories explaining migration of the 21st century

1. Behaviorist and equilibrium models				2. Historical structural approach
Repulsion - attraction theory	Neoclassic theories	Migration equilibrium model	New economics of migration	
Short-range migration. Phased migration. Towards large, quickly expanding centres. Frequency of women migration is higher.	Wage differences between countries. Macroeconomic: wage disproportions; unemployment rate; cost of mobility; Microeconomic: Voluntary and rational decision of the individual in order to improve his/her economic position.	Cost-benefit analysis of the individual. Fulfills migration allocation role. Approach of migration from neoclassic model and repulsion-attraction theory.	Income maximisation of households (production and consumption units) and reduction of costs.	Historical scales: consider the specialties in time and space. Structural: concentrates on those social forces which restrict individual activities.
Root cause:				
Economic in nature	Regional differences in labour demand and supply	Labour market imbalance errors	Diversification of wage differences and/or risks	Uneven development, capitalist „exploitation“; Historical connections of sending and receiving countries;

Table 1: 21. Theories explaining migration of the 21st century (continued)

3. Theory of segmented labour market	4. Migration systems			
	World system theory	Network theory	Institutional theory	Cumulative causation theory
Segmented labour market: Primary sector: high wages, employment security; Secondary sector: low wages, high fluctuation; Staff recruitment is the key method. Wage level doubles by the structural duplication of labour market.	Centre, periphery, semi-periphery International movement of labour force, goods and capital (opposite direction). Labour market structure is divided.	Relation (family, relatives, friends) networks are the main impetus of migration. Extent of network relations is the limit of migration launched. Networks make migration institutional, make it independent from the starting demand-supply state	Informal relation networks. Formal private and social institutions assisting immigration.	Each private migration decision modifies the social correlations. Positive feedback. Self-reinforcing process.
Root cause:				
Structure of labour force demand of receiving societies	Aggregated economic globalisation	Structural or individual factors	Gradual development of institutions assisting the admission of immigrants.	Structural or individual factors.

Source: own work

The reasons for international migration are explained in different ways. Ravenstein, for example, incorrectly states that international migration is moved by the same factors than inner migration. Zolberg, however, says that international migration is due to the labour force movements determined by the transnational capitalist economies. According to the world system theory, the capitalist economic conditions penetrate into the peripheral, non-capitalist societies thus creating a mobile population, who are willing to move abroad (centre-periphery theory).

Today, examining the migration of the 21st century, it can be concluded that the theories describing the former mobilities have changed or broken up due to globalisation or technology shifts.

The network theory and the repulsion-attraction theory appear at the same time in the current migration-explaining theories. Both models are rather descriptive than explanatory. In fact, they rethink or rationalise the push-pull theory. The theories based on the network models (world system and migration) actually explain complex (social, economic, political and cultural) repulsive and attractive effects, because the elements in the network are located seemingly random. They do not have any hierarchy in the traditional sense, but research proved that randomness is not typical for them, either. The “self-building” logics of network entails that over time some so-called “strongly connected” points are created - in a distribution of special patterns - the growth of which is self-reinforcing. Therefore, if they have more relations, their ability will increase to build further and quicker these relations. Thus in the network system, the structure of “strongly connected” points which compete with each other but cooperate according to a strict system will soon be developed.

In addition to the root causes, however, it is advisable to examine the consequences of international migration, too. These are different in the sending and receiving countries, and asymmetric in respect to advantages and disadvantages. (Table 2)

Table 2: Impacts of migration

Possible positive impacts of migration on development	The possible negative impacts of migration on development
Increased global economic efficiency	Losing highly educated employees and declining quality of basic services in sending countries.
Individual profit (in most cases), especially if the new possibilities cannot be reached by employees in their own countries.	Slowing growth in sending country due to the decline in highly-trained workforce and negative externalities.
Transferring money home and currency inflow.	Lower returns on investments made in public education.
The unemployment reducing impact of migration in some sectors of the sending country.	Selective migration may increase income imbalances in the sending country.
Technology, investment and working capital inflow from diasporas.	The sending country does not receive potential tax revenues.
Increased trade turnover between the sending and receiving country.	There is a danger in case of “transferring economies” that dependency is formed due to transfers and the problem can be more serious if the transfers decline as time goes by.
The possibility of emigration can stimulate education and human capital investment	Inflation potential of transfers, especially in regard to the properties of some regions.
The charitable activities of diasporas enhance the development of local communities.	Decreasing size of “political classes”.

Source: IOM (2006:8)

The problem of migration cannot be examined only from one aspect, like, for example, brain drain, brain gain, or economic impacts. It should be analysed as a complex process, what impacts it may have on economic development in short and medium run, by using optimistic and pessimistic approach to migration according to de Haas.

Summing up on the basis of Fischer et al. (1997), migration in short as well as in medium run affect wages both in sending and receiving countries, due to the changes in available workforce (*quantity impact*) the allocatable production efficiency (*allocation impact*) and the redistribution of outputs (*redistribution impact*). The other channel, which influences the economic performance of the original destination in short and long run is whether migrants return with capital or transfer part of their income home (*repatriation impact*). Moreover, migrants contribute to financing public services in the receiving country, while they reduce tax revenues in the sending country, thus creating *community transfer impact*. Finally, the production structure may also change due to the allocation of available workforce and this may affect the value of export and import goods in both countries (*trade effect*).

If we start from the economic fact that migration can be a solution for employment policy, it is advisable to consider the Hungarian labour market phenomena. Not the legal limits restrict migration, but the individual abilities and skills. Considering this entails growing consciousness concerning (migration) decision.

Thus, in order to form an efficient strategy, the following possibilities should be built in the migration policy considering the regional and local conditions, as well as the subsidiarity, that is the decision should be made where it is created:

- admission on the basis of employment and education:
 - preferring those with extraordinary skills or high-level education with the criteria that they should be employed in their own professional field;
 - setting limits for the required unskilled workers (for 3D jobs) (only for those who come from countries other than EEA);
 - attraction of job creating investors, provided that they employ domestic staff and/or domestic suppliers;
- assisting the process of integration (catching up in the field of education, supporting language training, helping cultural coexistence, etc.).

The European Union aims to develop a common European migration policy which is based on a complex approach, thus it is part of this policy to ease the money transfers of migrants to home, to recognize diasporas and enhance the relations with the homeland (in order to help the development of the mother country). Basically there is a new approach in migration policy: it is connected with the circular, temporary migration which aims to utilize the expertise obtained in Europe back in the sending country, in contrary to brain drain. In respect to this, the objectives connected with migration appear in the budget of the EU, too, for example the issues of border control, refugees, integration and return of foreigners are helped by European funds. (Wetzel 2011)

3. MATERIAL AND METHOD

My research in the PhD dissertation is built up on the basis of two topics as the result of reference reviews. First of all – with the help of statistical data series - I examine the trends of migration in relation to the European Union and Hungary. In the second part, based on primary research, I analyse the migration potential and attitude in 2008.

The European and Hungarian migration in the 21st century, especially during 2000 and 2010, is examined with the help of databases from Eurostat, the statistical office the European Union, the Central Statistical Office (KSH), the International Monetary Fund (IMF), as well as the World Bank and OECD. On the basis of secondary data, I intend to examine how the direction of migration has changed from the 20th century in Europe and what are the directions of mobility today. The EU migration in 2008 is analysed in detail, in order to ensure appropriate background for the migration potential analysis evaluated in the second part of research and reveal the necessary contexts.

The analysis of migration data is made with statistical data sets. There can be some differences in the statistical organisation of migration data. The collection of data is made either at border crossing or through the immigration administrations, population registry offices, residential address offices. Data collection can be different depending on the starting point: either the real mobilities describe migration or the permissions are used to count them.

During the regular recording of migration, critical situation was observed in two points. One is the duration of stay, the other is the modification of the objective of stay. The first one makes the stock data, the second one makes the flow data less reliable.

The **stock data** come from census or the data source of residential address registry and show surplus at several points. The population census, on the one hand, provides information only every 10 years and the data are collected on the basis of private declarations, which have a number of uncertainties. In general, it is concluded that 3-5% of the population of a given country are beyond country borders during census. There can be a number of migration events during the 10-year census period which are not recorded because census can consider only the growth or decline of population. The other data source is the residential address registry or population registry, which are more suitable for data evaluation because they are based on formal documents.

The other source of data are the so-called **flow data**, which indicate the inflows and outflows for a given period, for example for one year. The problem in this case is that one person can be recorded in this category several times during one year, due to the modification of immigration regulations and the long time spent on assessing applications. The assessment can often take several years in many countries.

It is important to examine, how the key socio-demographic factors affect the migration potential (willingness) of Hungarian people in the early 21st century.

My first hypothesis (H1) is that the migration willingness of Hungarians in the early 21st century is directly affected by age, while income, achieving higher wages have only indirect impact on migration decisions.

The aim of people to change their residence, to migrate can be a recognition or decision-making process. Recognising that he/she can be a different person. Choosing a new residence can be made on the basis of several aspects, by comparing knowledge collected from closer or further environment. Four-fifth of the people participating in migration processes all over the world are unskilled who aim

to survive in the short run with migration. The less proportion, the skilled migrants want more, chance to accumulate intellectual and financial capital. (Rédei 2006)

My second hypothesis (H2) is that the migration willingness of Hungarians in the first decade of the 21st century is determined by the improvement of status and the former migration records.

With the examination of the hypothesis, I also wanted to find out, how mobile are the people living in their own property. Which demographical group has higher migration potential, what is the relation, if any, between the current status and the factors motivating willingness to move.

According to the perceptions of the 21st century, the experiences collected in several geographical locations are integral part of human resources and the social capital created this way has outstanding significance. (Rédei 2006) Therefore it is very important to examine, what factors affect migration potential and how, what is the direction and strength of these ways.

My third hypothesis (H3), according to which migration willingness is affected by age, income, language skills and educational qualifications, the relations and the strengths between variables can be determined, and on the basis of this the phenomena of mobility can be examined by using a path model.

I intend to confirm my hypothesis with my own questionnaire which ensures representative sample. In August 2008, in the frames of a roadshow survey, the Szociográf Ltd measured migration potential with my questionnaire by using the personal interview method. The representative sample – with the responses of 1200 persons – measured mobility willingness both within the country and abroad and also inquired about the factors affecting mobility.

Since both the independent and the dependent variables are categorised, I make cross table analysis. I use variance analysis to test the sameness of expected values of more populations, thus the sameness of expected values of more population can be confirmed. The variance analysis, which can be regarded as the generalisation of two-sample t-tests, is a statistical method to be used for comparing the expected value of more, populations of equal dispersion and normal distribution. This method is used for the analysis of relations between the cluster criteria measured in at least one interval scale of a population divided into parts according to at least one clustering criteria and the clustering variables. I try to find out whether the groups are statistically significantly differ in the metric variable. According to the null hypothesis of the test, the expected values of the groups are the same, which means that the clustering criteria influence metric variable. While the alternative hypothesis is the negation of this. Therefore, the alternative hypothesis does not mean that the expected value of each group is different, but that they cannot be regarded identical. In case of more information, when I intend to compare the expected values one by one, I use the so-called post-hoc test.

By the linear transformation of variables, the principal component analysis helps to create artificial (hypothetic) variables (principal components) which are independent of each other and ensure the independence of variables without substantial information losses. The new artificial variables created by principal component analysis are independent of each other and the first few can explain the considerable ratio of variance of original variables. Regardless of the order of explanatory variables, the variance or information content of principal components is usually decreasing. The information content of each principal components can be found as own value calculated from the correlation matrix of explanatory variables. Since in general, some principal components can finely describe the information in the matrix, the others can disregarded, their number can be decreased.

The cluster analysis helped to find a solution for organising the population – on the basis of their similarity or difference – in the structure of migrant groups by grouping them in a way that all objects are put exactly in one cluster. The classification should be solid and optimal.

The method of principal component analysis helped to create a so-called migration potential variable. By using this and a path model I could estimate the strength and direction of factors affecting migration willingness.

Path model is nothing else than the set of regression models built upon each other. The variables in the path model are linked with arrows, indicating the direction of relations, in other words, I build causal model. The zero-order linear correlation between the independent variable (exogenous variable) and the dependent variable can be divided into two parts in the path model. One part is the direct impact of the independent variable on the ultimate variable, while the other part is the impact of the independent variable on this variable that is migration potential, through other, intermediate variables. (Székelyi-Barna 2008)

4. RESULTS

Two areas of research can be divided in the given chapter. In the first half of Results, on the basis of secondary research, I examine the migration trends in the European Union in the 20th century and in the first decade of the 21st century in order to explore the changes in the direction of migration. In the year of my primary research (2008) I analyze the immigration trends in the European Union in detail, in respect to social criteria for the development of appropriate migration policy in order to reach the long-term objectives of the EU set for 2020. In the second half of this chapter I use primary research (representative questionnaire of 1200 persons) to examine the migration potential of Hungarian people, the affecting factors, their strength and direction. In order to support the results of research I give high priority to the background time-series analysis of factors affecting domestic migration willingness in 2008.

4.1. SUMMARY OF SECONDARY RESEARCH RESULTS

4.1.1. Migration in the European Union

The social-economic situation of the Eastern-Central European countries can be well described by migration tendency. Following the collapse of the socialist system, some countries experienced mass migration of population. This and the negative rate of natural population increase has also contributed to the migration of people in these countries. It is a serious problem especially in the Baltic States where part of the Russian population returned to their homeland. Similar trends could be observed in case of other nations, too, in spite of the fact that the regulations were less rigorous in these countries (Poland, Slovenia and the Czech Republic). The collapse of socialism has started a migration wave from Central-Eastern Europe to Western Europe in the hope of better economic and more solid political life.

The immigration in the South-European countries - especially to Italy, Portugal and Spain - as well as to Austria, Ireland and the United Kingdom considerably increased between the 1990s and the early 2000s. During the same period, however, the number of immigrants going to Belgium, Germany and the Netherlands, decreased. In the early 1990s, there were some countries, for example Slovakia or Slovenia, where the ratio of emigrants exceeded the ratio of immigrants. This trend has changed in the recent decade and they have become host countries. In case of some countries, like the Czech Republic, Italy, Greece, Slovenia and Slovakia, the population has increased only with the immigrants. But there are some examples for the contrary, too, like in case of Germany and Hungary, where the population decline had been greater if they did not consider the positive migration balance.

2008 resulted positive net migration, which gave 71% of the total population increase, although the migration into the EU declined and the emigration grew. Immigration in some EU countries resolved not only an increasing population but also contributed to the rejuvenation of the population. By analysing the data of the temporary emigrations and immigrations, the decline of immigration which started in 2008, continued in 2009.

In 2008, Spain received the most immigrants, it was followed by Germany, the United Kingdom and Italy, where more than half million migrants arrived per country. These four countries were the targets for more than two-third of migrants going to the EU. Most of the people left Germany in 2008, which resulted negative net migration. The next to Germany were the United Kingdom and Spain. Emigration was a serious problem in case of Romania and Poland because in these member states as well as in Bulgaria and the three Baltic states, the number of emigrations was well above the number of immigrations. As regards the size of permanent population, the ratio of immigrants was the highest in Luxembourg, the second highest in Malta then Cyprus. The EU average (7.6 immigrants/1000 citizens) is exceeded even by the countries of the European Economic Area. In respect to

Luxembourg, not only the number of immigrants was the highest, but the number of immigrants per thousand inhabitants, too.

It is worth examining, how the number of immigrants change considering the total population of the target country because different results are received. (Table 3)

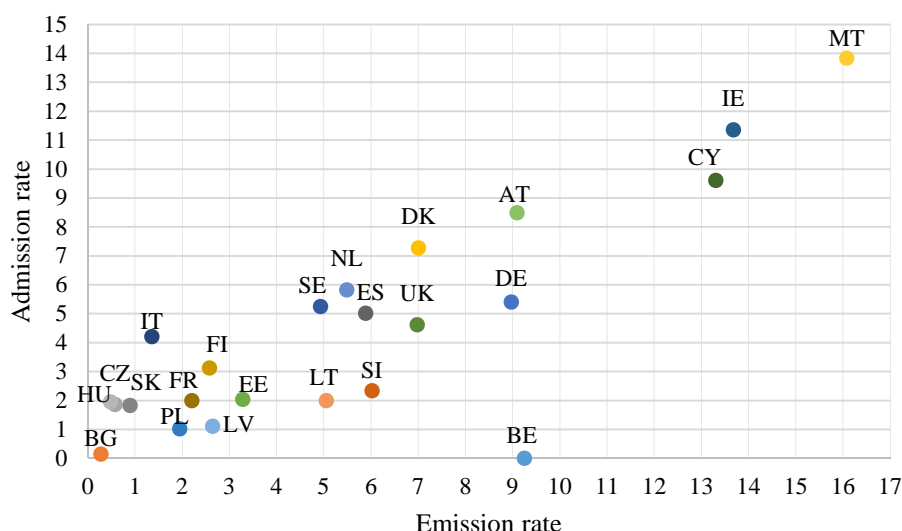
Table 3: Distribution of immigrants arriving to the European Union, 2008 (year of survey)

Number of immigrants	Number of immigrants/1000 citizens		
	under 5	5–15	above 15
–49	Hungary Slovakia Portugal Lithuania Estonia Latvia Poland Bulgaria		Luxembourg Malta Cyprus Slovenia
50 – 149		Ireland Austria Sweden Denmark Netherlands Czech Republic Finland	
150 –	France	Belgium United Kingdom Italy Germany	Spain

Note: No data are available in case of Greece and Romania

Source: own calculation on the basis of Eurostat data

The group of immigrants is formed not only of foreigners but the own citizens of the EU, too. 85% of the immigrants were not of EU nationalities, more than half of them arrived from outside the European Union into the EU, where the ratio of all the continents is nearly the same. The highest ratio of immigrants come to the EU from Asia and America, that is from moderately developed or less highly developed countries - on the basis of HDI indicator. In respect to EU migration in 2008, the distribution of men and women were almost the same and the average age of immigrants was lower than the average age of the target country. Examining the participation of member states on the basis of sending and receiving rates in the migration within the EU, the differences among the countries are considerable. EU immigrants arrive to the emitting countries in low numbers, thus the ratio compared to the population is low. The receiving countries are regarded attractive target countries for the citizens of the other member countries, where the number of EU immigrants compared to the population is significant. (Figure 1)



Source: own calculation and work on the basis of Eurostat data

Figure 1: Participation of European Union countries in the migration within EU, 2008 (year of survey)

4.1.2. Migration in Hungary

The number of Hungarian immigrants permanently increased during 2000 and 2010. The primary target country of Hungarians within Europe is Germany, the second one is Austria. Other significant targets are Spain, the Netherlands and the United Kingdom.

Most of the immigrants coming to Hungary are from Europe, typically from the neighbouring countries. Out of them, the presence of migrants with Romanian citizenship is clear and determinant in the Hungarian immigration. Out of Western-European countries, the migration of German citizens can be observed. In respect to Asian countries, the number of Chinese citizens is considerable. The higher economic development level of Hungary compared to the sending countries (except for the EU-15) can play an important role in the flow of foreign labour force into Hungary.

The conclusion, however, cannot disregard that the mobility of Hungarian employees with low educational attainment is lower towards the Western European countries with higher wages than the mobility of people from the Hungarian minorities of the neighbouring countries with lower price and wage level to Hungary. The difference between the two mobilities can be explained with language skills.

Examining the distribution of immigrants according to genders, it can be concluded that most of the migrants are men, due to the better mobility of men. The ratio of 20-39 age group is dominant both within men and women. Considering the marital status, the highest ratio of immigrants are single.

4.2. SUMMARY OF PRIMARY RESEARCH – DOMESTIC MIGRATION POTENTIAL IN 2008

Almost half of the population have moved during their life several times by changing permanent residence. I have proven it scientifically that a smaller proportion of men moved once or more times than women. At the same time, people younger than 30 years moved more than once in smaller proportion than the older ones. Greater proportion of people with higher education qualification moved more times during their life than those with lower school attainment. People with lower qualification usually move only once. People living in county seats are the most active migrants. Those who have already moved in their life at least once, usually changed their residences within their own settlement, but moving to other settlement within the region or within the country is also considerable. Most of the respondents moved in order to improve their housing conditions, while the second most frequent reason was employment.

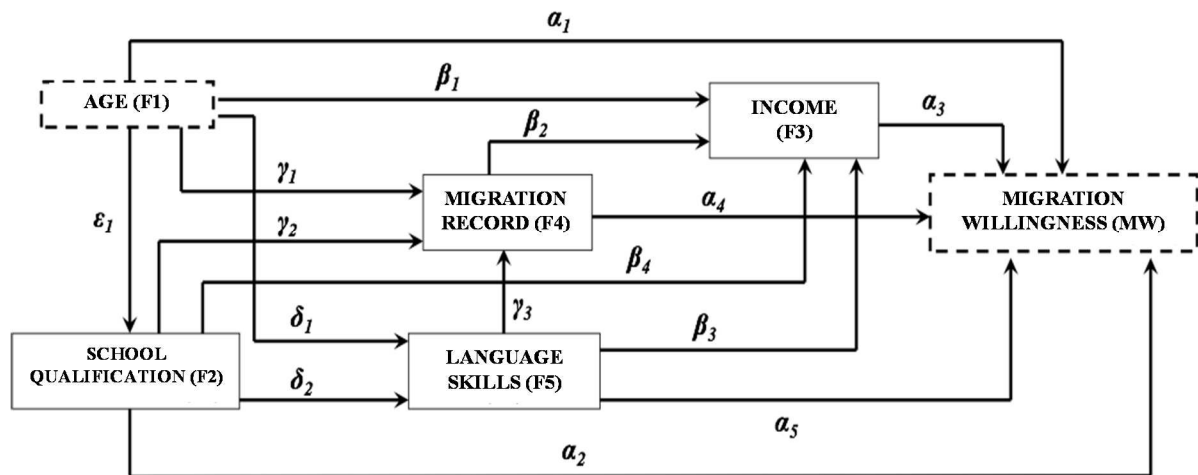
60% of respondents cannot imagine moving abroad, even temporarily. Higher proportion of women excludes the possibility of migrating, in contrary to men. Out of men, greater proportion can imagine working abroad or exchanging professional experiences than women, but more women than men would go temporarily abroad to learn languages. 7.6% of women, while 9% of men would move abroad permanently. By ageing, the proportion of those who would move abroad temporarily to perform some activities is decreasing. People aged 18-29 would move abroad in the greatest proportion to find work. As they become older, the proportion of those who would exclude the possibility of migrating abroad even for a shorter time is declining.

Almost half of the respondents did not completely rule out to be employed abroad at some time.

Higher proportion of women exclude the possibility of working abroad, in contrary to men. More men than women say that surely, or possibly would undertake jobs abroad. By ageing, the chance of taking a job abroad is declining. The higher is the school qualification, the lower is the proportion of those who rule out the possibility of working abroad. The tendency is reversed in case of those, who surely or probably would undertake jobs abroad. Less people out of those with higher wages rule out completely the employment in foreign countries. Most of those respondents who do not rule out working abroad would stay abroad for maximum one year and the ratio of those people who would permanently settle down is also considerable (13%). EU member states are very popular targets in case of foreign employment and settling down. Out of those who have already worked abroad, 65% see a chance to work again in another country. This ratio in case of those who have not been employed abroad yet is 33.75%. The reason for this is twofold: those who have worked abroad before know what they undertake and what are the advantages or disadvantages of a possible job. Those, however, who have not experienced this before, consider it unknown, disputable and doubtful, thus they are less inclined. There is a significant relation between language skills and the chance of working abroad. Only 20% of people without any command of foreign languages, while more than half of those speaking foreign languages regard employment abroad possible.

Many socio-demographic factors affect migration potential on the Hungarian labour market. Out of the six variables (gender of respondents, age, school qualification, household (single or in community), language skills and income) the partial impact of 4 can be regarded significant. The negative determination of age is the most significant in respect to migration potential, it is followed by the language knowledge, negatively affecting migration willingness. The role of gender can be scientifically proven, as negative coefficient of a dichotomous variable, so women can be regarded less mobile than men. Moreover, the household features of respondents can also be confirmed statistically, thus indicating that singles show higher migration willingness. The evaluation of income situation, however, and the school qualification to different degrees (under given conditions) do not exert statistically proven impact on migration potential (MP value).

With the help of a path model I mapped the way and strength of factors affecting migration willingness. The cognitive scheme used in the causation model is introduced on Figure 2. AGE (F1) is the starting, exogenous variable of the model, while the final “real” depending variable is the MIGRATION WILLINGNESS (MW). There are four, so-called intermediate variables in the scheme (SCHOOL QUALIFICATION (F2), LANGUAGE SKILLS (F5), MIGRATION RECORD (F4) AND INCOME (F3)). The variables in the path model are linked by arrows thus indicating the direction of the presumed relations.



Source: own work

Figure 2: Cognitive scheme of examination that is the logical structure of path model

Actually, in the path model I divided the linear correlation coefficient between the independent (AGE) and dependent variables (MIGRATION WILLINGNESS) into two parts. One part is the impact exerted by the independent variable directly on the “real” arising variable, the other part is the impact exerted by the independent variable, through other, intermediate variables on the final arising variable.

The set of regression model built upon each other was required for the additive distribution of Pearson correlation. The current scheme of thinking requires five model buildings.

The “strength” of each trail is given by the permanent replacement of equations, until the whole equation included only the independent variable of AGE (F1). Considering, however, the possible high number of “paths” - and thus the size of equation - I disregarded the algebraic replacement of the strength of the total trails, thus the strength of trails qualified as statistically relevant were quantified.

I examined in the model, how age (F1) as exogenous variable affect migration willingness (MW). The direct impact of F1 variable (α_1) helped to analyse its indirect impact and its impact on different ways. In order to perform this, I needed the above outlined regression models.

According to this, I have built statistical models, the main results of which are summarised in (M1, M2, M3, M4 and M5), the most important results are summarised in Table 4.

In model 1 (M1) I examined the impact of age (F1), educational attainment (F2), income (F3), migration record (F4) and language skills variables on migration willingness. The results prove that the dependent variable is affected statistically proven by only three of the presumed 5 explanatory variables, these are: the age, language skills and migration record. The former order also expresses the “power relations” of variables: the strongest - negative - impact is exerted by the age on migration willingness, while almost the same - positive - impact has the F4 and F5 variables. Since confidence intervals do not overlap even in absolute values, it can be declared that age has verifiably stronger impact than the other two presumed determinant.

Going back in causation model, the second regression was built to explain income (F3). Since this variable has not any substantive, significant partial impact on migration willingness, it can be regarded as “dead end” in respect to path model. Some important conclusions, however, can be drafted in regards to results. Regression proves the statement that the size of income is affected by the educational attainment, language skills and migration record. Comparing the strength of impact of the variables, it can be conclude that the most determinant factor is the educational attainment

while language skill and migration record variables have almost the same strength – although essentially marginal compared to the previous one.

I intended to explain migration record (F4) with model 3 (M3). It is an interesting experience that the partial impact of only one of the three involved variables, namely language skill (F5) can be regarded significant which refers to the fact that language skill is an important motivation factor in migration. The relation, however, can be true vice versa: the former migration activity can result higher level of language skills.

The statistical model (M4) analysing the impact of age and educational attainment on the level of language skills represents the expected results: the partial impact of both presumed variables is significant, although the impact of educational attainment is more substantial (CI does not overlap in absolute value).

Finally I made regression analysis to explain educational attainment. On the basis of this, age verifiably affect educational attainment, the impact is negative.

Table 4: Summary of regression model running results

		Standardised coefficients [Beta]				
M1	F1: $\alpha_1 = -0,288^{**}$ [-0,260 – -0,316]	F2: $\alpha_2 = 0,027$ [-0,030 – 0,057]	F3: $\alpha_3 = 0,090$ [-0,010 – 0,180]	F4: $\alpha_4 = 0,183^{**}$ [0,156 – 0,210]	F5: $\alpha_5 = 0,193^{**}$ [0,163 – 0,223]	
	$R^2 = 0,226$			$F\text{-szig.: } 0,000$		
M2	F1: $\beta_1 = 0,060$ [-0,061 – 0,121]	F4: $\beta_2 = 0,084^*$ [0,053 – 0,113]	F5: $\beta_3 = 0,086^{**}$ [0,054 – 0,116]	F2: $\beta_4 = 0,312^{**}$ [0,192 – 0,342]		
	$R^2 = 0,140$			$F\text{-szig.: } 0,000$		
M3	F1: $\gamma_1 = -0,008$ [-0,030 – 0,022]	F2: $\gamma_2 = -0,034$ [-0,071 – 0,003]	F5: $\gamma_3 = 0,245^{**}$ [0,213 – 0,277]			
	$R^2 = 0,056$			$F\text{-szig.: } 0,000$		
M4	F1: $\delta_1 = -0,276^{**}$ [-0,250 – -0,302]	F2: $\delta_2 = 0,352^{**}$ [0,326 – 0,378]				
	$R^2 = 0,228$			$F\text{-szig.: } 0,000$		
M5	F1: $\varepsilon_1 = -0,141^{**}$ [-0,112 – -0,190]					
	$R^2 = 0,200$			$F\text{-szig.: } 0,000$		

Note: * significant at 0.05 level and ** significant at 0.01 level.

Source: own calculation

By marking the ways which proved to be significant and by fitting the estimated (beta) coefficients into the path model, the impact of age on migration willingness can be analysed (non-significant paths are indicated with interrupted line) (Figure 3).

On the basis of regression results, the paths where the exogenous variable has statistically proven impact could be delimited. According to this, age exerts impact on migration willingness as follows (in the order of strength of paths):

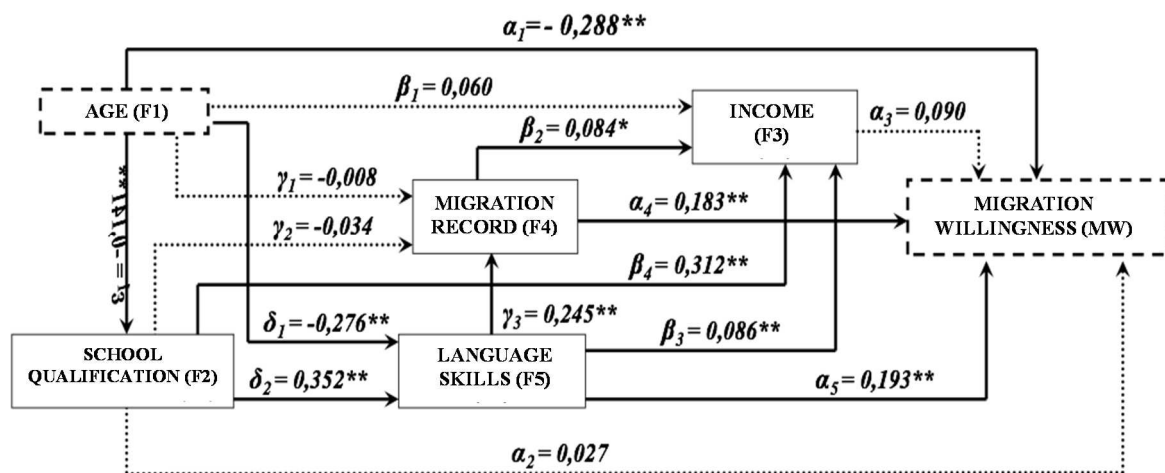
(W1) directly, the strength of impact: $-0,288$ (α_1);

(W2) on the “path” of age \rightarrow language skill \rightarrow migration willingness, the strength of which is: $0,053$ ($-0,276*0,193$);

(W3) by age \rightarrow language skill \rightarrow migration record \rightarrow migration willingness, where the degree of total impact: $0,012$ ($-0,276*0,245*0,183$);

(W4) by the line of age \rightarrow educational attainment \rightarrow language knowledge \rightarrow migration willingness, where the cumulated strength of determination: $0,009$ ($-0,141*0,352*0,193$); and:

(W5) by the line of age \rightarrow educational attainment \rightarrow language skills \rightarrow migration record \rightarrow migration willingness variables, where the volume of full determination: $0,002$ ($-0,141*0,352*0,245*0,183$).



Note: * significant at 0.05 level and ** significant at 0.01 level.

Source: own edition

Figure 3: Path model complemented with regression coefficients

Summing up, the impact of age on migration willingness can be divided into a direct and indirect impact in the model, that is the Pearson coefficient ($r = -0,376$) between the independent variable (age) and dependent variable (migration willingness) is divided into two parts. The direct impact of age is more significant ($-0,288$), because it gives more than 75% of the value of zero-order correlation, while the impact exerted through the examined ways give the remaining part. The negative impact of age on migration willingness is the strongest (W2) in regards to the fact that language skills – which are proved to be one of the key factors of migration - are decreasing by ageing. Although the determination power is slightly lower, but the impact of age appears on migration willingness through inserting migration record (W3) between language skills and resulting variable. It means that typically those who speak languages already have some migration records and consequently they are more mobile. The negative determination of age according to the above path can be confirmed through the educational attainment (W4 and W5) because the higher is the age, the lower is the level of education attainment, which verifiably result poorer language skills.

By using these variables I formed migrant groups (Table 5). The compaction of information in profile analysis has meant further alternatives for examination. I used the method of cluster analysis for this purpose.

470 respondents were put by the process in the first and largest cluster. The group formed this way can be characterized with moderate migration willingness. Analysing by other variables, they are mostly middle-aged, have school qualifications corresponding to the group average, it means they

have baccalaureate (38.7%) and a profession (37.9%). As regards language skills, poor command of languages is the dominant, the majority do not speak any foreign languages besides mother tongue. The households can be regarded the most populous in this cluster, approaching the average of 4 people.

Mostly older respondents are put in group 2, with rather low migration activity. Presumably, the low migration potential can be explained by the low educational attainment (e.g. the ratio of those with maximum 8 grades primary school qualification is 26.5%, while ratio of skilled workers is 32.3%) and the lack of language skills. In respect to the characteristics of households it can be concluded that singles (e.g. widows) are in great proportion within the group.

The third group can be described as the cluster with the highest migration willingness. 330 respondents are put in the group, they are in their early 30s, and they mostly have higher educational attainment and intermediate language knowledge. As regards the command of languages, it should be noted that the ratio of those who do not speak foreign languages at all is the lowest in this group, it is 8.5%, in contrary to group 1, where this ratio is 61.9% and group 2, where 80.3% of people have no foreign language skills at all.

Table 5: Groups of migrants

Variables	Clusters		
	1	2	3
Migration potential (MP)	2.35	1.60	5.11
Age (KOR)	36.23	59.39	33.52
Education (ISK)	3.36	3.20	4.22
Language skills (NYELV)	0.56	0.33	2.93
No of people in household (HÁZT.FŐ)	3.81	1.97	2.88

Source: own calculation

In order to validate the formed cluster structure, I ran again the analysis with changed initials, which did not result any significant changes in the above published values, thus I approve that this typology is firmly fixed in the sample. As a further control examination I used independent sample t-test or one-way ANOVA models for each variable to see whether the difference is significant in the expected values of the three groups. The answer is yes in all cases and as it was expected from the applied procedure, the three groups significantly differ at the level of variables.

4.3. NEW AND NOVEL SCIENTIFIC RESULTS

Result (E1): I have proved it with scientific methods that the migration willingness of Hungarians depend directly on age, it is decreasing by ageing. Income and educational attainment are not key affecting factors in migration willingness. Besides age, language knowledge can be highlighted as a factor affecting potential.

Result (E2): I have proved with scientific methods that the improvement of living conditions especially housing is behind the migration willingness of Hungarians. The Hungarian people try to purchase own properties therefore they are willing to move, but mobility typically happens within the country to larger settlements. Mostly young people live in rents, who have higher migration potential due to their age.

Result (E3): I have proved with path model that the direct impact of age is the most significant in case of moving abroad, but it directly affects educational attainment, language skills and migration

record. These determine the spatial mobility of Hungarians. Hungarians can be categorised with the applied migration potential as an index number. (Table 6)

Table 6: Migrant groups

Variables	Migrant groups		
	Low migration potential	Medium migration potential	High migration potential
Age	Old (average age: 59 years)	Middle-aged (average age: 36 years)	Young adults (average age: 33 years)
Education	Primary	Secondary and/or vocational	Higher educational attainment
Language skills	Does not speak foreign languages	Does not speak foreign languages	Intermediate language skills
Heads in the household	Single	Family (typically 4 persons)	Family (typically 2-3 persons)

Source: own work

Group 1 includes mostly older respondents with rather low migration activity. The low migration potential is due to the lower educational attainment (e.g. the ratio of those with maximum 8 grades primary school qualification is 26.5%, while ratio of skilled workers is 32.3%) and the lack of language skills. In respect to the characteristics of households it can be concluded that singles (e.g. widows) are in great proportion within the group.

470 respondents were put in the largest cluster. They have moderate migration willingness. The members of the group are mostly middle-aged, have school qualifications corresponding to the group average, it means they have baccalaureate (38.7%) and a profession (37.9%). As regards language skills, poor command of languages is the dominant, the majority do not speak any foreign languages besides mother tongue. The households can be regarded the most populous in this cluster, approaching the average of 4 people.

The third group can be described as the cluster with the highest migration willingness. 330 respondents are put in the group, they are in their early 30s, and they mostly have higher educational attainment and intermediate language knowledge. As regards the command of languages, it should be noted that the ratio of those who do not speak foreign languages at all is the lowest in this group, it is 8.5%, in contrary to group 1, where this ratio is 61.9% and group 2, where 80.3% of people have no foreign language skills at all.

On the basis of the results I can draw up the thesis, that age is a determinant factor in the development of migration potential. It means that young people typically with higher educational attainment, good command of languages, typically not tied to own property, therefore they are more willing to migrate. The need for higher wage level does not appear directly in their decision-making.

4.4. CONFIRMATION OF RESEARCH HYPOTHESIS

On the basis of the research results, I summarize the conclusions of my hypotheses.

My first hypothesis (H1) is that the migration willingness of Hungarians at the beginning of the 21st century is affected directly by the age, while income and achieving higher wage level have only indirect impact.

A number of socio-demographic features influence migration potential on the Hungarian labour market. Out of the six variables involved in the examination (gender, age, educational attainment of respondents, household characteristics: live alone or in community, language skills and income) the partial impact of four can be regarded significant. The negative determination of age can be considered the most significant regarding migration potential. It is followed by the command of languages, affecting negatively the value of target variable. It can also be confirmed, that the role of gender, as negative coefficient of dichotomous variable, it means that the women can be regarded less mobile than men. Another experience that the characteristics of respondents' households can also be proven statistically, indicating that singles have greater migration potential. It is an interesting outcome regarding the model ran, that the assessment of income situation and the educational attainment (under given conditions) do not exert statistically proven impact on migration potential (MP value).

Therefore the hypothesis (H1) has been proved totally, and it can be concluded that the migration potential (MP) of Hungarians in the early 21st century is determined directly by age and indirectly by income.

My second hypothesis (H2) is that the migration willingness of Hungarians in the first decade of the 21st century is determined by the improvement of living conditions and the former migration record.

During the examination of the hypothesis I tried to find out how mobile can be regarded the people living in their own property. Which demographic group have higher migration potential, is there any relation between the current status and the factor motivating migration willingness.

I could conclude from the research, that the intent to move is connected with the improvement of living conditions, especially housing. I have stated that those who live in their own property, are willing to move but only within the country. People with at least average wages live in their own property, typically in settlements with 2000-10000 inhabitants or more. Rental property is typical mostly among the younger generation and is concentrated on big cities. Thus it can be concluded on the basis of the previous correlation, that the legal background of housing – besides the determinant impact of age - also counts in mobility. At the same time, there is a correlation between the foreign settling down and income level and the previous foreign work experiences affect the new intent to work abroad.

On the basis of the results, the hypothesis (H2) can be confirmed, that is the improvement of living conditions is behind the migration decisions of Hungarians. It is also affected by former migration records, but in spite of this, the possibility of moving abroad is rather weak. Thus I declare, that although there are some motivating factors which affect the mobility habits of Hungarians, but these are not so strong that they would move over long distances, for longer time or permanently.

My third hypothesis (H3) says that migration willingness is affected by age, income, language skills and educational attainment. The correlation and the strengths among variables can be

determined and on the basis of this, the phenomena of mobility can be analyzed with the help of path model.

On the basis of the results, this hypothesis was partly confirmed. The direct impact of age is the most significant, but it affects migration willingness through the examined paths, too. The negative impact of age on migration willingness is the strongest in regards to the fact that the higher is the age, the poorer is the language knowledge, which proved to be a key factor in migration. Age has an indirect impact on migration record, typically those, who speak languages, have migration experiences and – consequently – are proved to be more mobile. The negative determination of age can be detected in the previous ways through the educational attainment: the level of educational attainment is declining by ageing, which verifiably results lower language knowledge.

5. CONCLUSIONS

International migration has a long history, but the migration of people crossing borders has been substantially expanding in our globalised world. Due to the highly accelerated globalisation in the last half century and the consequent physical (cheaper, quicker long-distance passenger transport) and psychical (in general it can be declared that people have become more flexible, their immobility is diminishing) simplification of human mobility, as well as other trends going on in the areas of global policy and global economy, the migration crossing borders has become widespread.

In the examination of international migration, I made my research focusing on the migration in respect to the European Union. At the beginning of the 21st century, the European Union faced the greatest challenge in its history. The process of expansion, the accession and integration of new member states has not been unknown in the history of the European Union, but the volume and the special characteristics of the candidate countries raised a lot of questions. Out of these, the most important was the problem of the free flow of people. Europe of the last, the 20th century was characterized by East-West mobility, which was stopped due to the cold war but goes on again. By the development of communication and transport and due to their speed and cheapness it has become possible to move to great distances and to create active networks. The movement of migrants has formed new economic and social relations which affect both the receiving countries and the emitting countries.

Examining the migration of the 21st century, it can be concluded that the theories describing the former migrations have changed or collapsed due to globalisation and the technology shifts. The network theory and repulsion-attraction theory appear simultaneously in the current theories explaining migration. In fact, the rethinking or rationalising of push-pull theory is going on. The theories based on network model (world system and migration) actually explain complex (social, economic political and cultural) repulsive-attractive impacts because the elements in the network are randomly located. They do not have any hierarchy in the traditional sense, but they cannot be fully characterized by randomness, either. The “self-building” power of network entails that over time some so-called “strongly connected” points are created - in a distribution of special patterns - the growth of which is self-reinforcing. Therefore, if they have more relations, their ability will increase to build further and quicker these relations. Thus in the network system, the structure of “strongly connected” points which compete with each other but cooperate according to a strict system will soon be developed. Migrants often threaten the wages and jobs of formerly arrived migrants, while they meet a complementary role on the labour market of the receiving country.

The possibilities of migration are limited in the regional equilibration, the regional labour market differences do not change substantially owing to the mobility. The failure of equilibration is due to the imperfect mobility and the slight sensitivity of labour force to wage differences.

In regards to the Hungarian migration, there was a strong and increasing protest and fear in some member states of the European Union (especially in Germany and Austria) before the accession that mass immigration could be expected from the integrating countries, including Hungary.

It is true, that almost half of the Hungarian population moved more times during their life by changing permanent residence and only one-fifth of respondents did not move at all. The willingness to move either within the country or crossing borders is higher in case of those with higher educational attainment than those with lower school qualifications. Moreover, the most active migrants live on county seats. Those, who moved at least once in their lives, mostly changed residence within their own settlement. The primary research indicates that the majority of respondents moved in order to improve their housing conditions, while the second most frequent reason was employment. By the analysis of the sample it was revealed that the migration potential of Hungarians is very low, because most of the respondents ruled out even the possibility of temporarily moving abroad.

By examining the migration owing to the Hungarian employment, it was revealed that 78.5% of the respondents moved at least once in their life but only 17.9% admitted that the movement was made because of employment. Most frequently, the improvement of housing conditions was behind moving. Almost half of respondents did not rule out completely to undertake jobs abroad in the future. The research has revealed that higher proportion of women do not exclude the possibility of employment abroad, in contrary to men. Higher ratio of men than women say that will surely or probably take a job abroad. Moreover, the chance to take jobs abroad is declining by ageing. More people belonging to age group 18-39 intend to work abroad, while this ratio is considerably decreasing in older ages. By increasing school qualifications, the proportion of those who rule out the possibility of employment abroad is decreasing. The higher is the educational attainment, the higher is the possibility of working abroad. Ratio of those who rule out the possibility of employment abroad. There is a significant relation between income and foreign employment. In case of those who have at least average income, the chances to sign for a work abroad is higher than in case of less affluent. So the possibility of working abroad is increasing by the growth of income. Those respondents, who have already worked abroad, see greater chance to go abroad again but regarding duration, most of the respondents envisages work for less than one year. There is also a significant relation between language skills and chance of foreign employment. Only 20% of those not speaking foreign languages can imagine to work abroad, while 57% of people with language skills would take jobs abroad. As regards the target country of employment, the respondents can be divided into two groups: they choose either some nearby countries, like Austria or Germany, where travelling home is easier and they do not have to break away from the family; or they consider England or Ireland as primary targets, where they can freely sign for jobs after the accession. More than half of those, however, who have worked abroad before would go again to find jobs in other countries. As time goes by, the ratio of those who would move abroad temporarily to perform some activities is declining. In respect to settling down abroad, the Hungarians also prefer the neighbouring EU countries. I have confirmed that there is relation, but weak, between own property and foreign employment targeting better living conditions. Although some conclusions can be made, but there is not any significant relation between the level of those who speak languages and the income level.

Therefore, as a final conclusion, it can be declared that the Hungarians do not mean any threat to EU countries, because the migration willingness of Hungarians is very low and in case of foreign employment they prefer one-year duration. Although the intent to move is stronger among young people and people with higher educational attainment, it is rather due to collecting expertise or learning languages abroad.

The impact of age on migration willingness was proved on the basis of path model, which can be further divided into a direct and indirect impact. The results proved that the direct impact of age is more significant because it gives more than 75% of zero-order correlation value, while the impact exerted through the examined path gives the remaining part. The higher is the age, the poorer is the language knowledge, which is one of the key factors of migration. The impact of age appears on migration willingness through inserting migration record. It means that typically those who speak languages already have some migration experiences and consequently they are more mobile. The negative determination of age according to the above path can be confirmed through the educational attainment because the higher is the age, the lower is the level of education attainment, which verifiably result poorer language skills.

Hungarian people can be categorised with the applied migration potential, as an index figure.

Group 1 includes mostly the older respondents with rather low migration activity. The low migration potential is due to the lower educational attainment and the lack of language knowledge. People with moderate migration willingness belong to the largest cluster. They are typically middle-aged, they have school qualifications corresponding to the group average, and it means they have baccalaureate and a profession. As regards language skills, poor command of languages is the dominant, the

majority do not speak any foreign languages besides mother tongue. The third group can be described as the cluster with the highest migration willingness. 330 respondents are put in the group, they are in their early 30s, and they mostly have higher educational attainment and intermediate language knowledge.

The low migration potential is also due to the fact that the Hungarian people are less mobile, they do not leave family, friends and property (especially real estate) behind for some uncertain future, even if the wages are very good. It can also be concluded that higher proportion of labour force migration can be expected primarily among well-educated young people, mostly for shorter and only rarely for longer time. Thus the EU member states can have young, dynamic and highly trained labour force whom they need. It can be declared that the richer countries of the EU will admit those whom they need. Highly qualified intellectuals and skilled workers will easily find jobs, even more so the young people who speak languages and are not married. They will try to keep away everybody who come from oversupplied professions. I would like to underline that the Hungarian labour force emerging in Europe due to the free movement of labour does not affect and does not change the labour-market conditions at EU level. Focusing, however, on growth and employment, the following should be encouraged on the domestic labour market:

- development of efficiency at workplaces and quality of work
- enhancing the life-cycle based approach to work;
- implementing integration-oriented labour market, making work more attractive and efficient;
- improving the adaption to labour market needs by modernising the allocation services and growing efficiency;
- enhancing flexibility together with the safety of employment and reducing the segmentation of labour market;
- ensuring employment-friendly wages and creation of other fringe benefits;
- expanding and improving investments in the field of human resources; and
- adjusting the educational and training systems by considering the new requirements of competence.

Thus, for the development of an efficient strategy, the following possibilities should be built in the migration policy considering the regional and local conditions, as well as the subsidiarity:

- admission on the basis of employment and qualification:
 - preferring those who have extraordinary skills or higher qualifications provided that they should work in their own professional field;
 - setting limits for the required unskilled (for 3D jobs) (only for those who come from countries other than EEA);
 - attracting job creating investors provided that they employ domestic staff and/or domestic suppliers;
- enhancing integration (catching up in the field of education, supporting language training, helping cultural cohabitation, measures to improve tolerance index, etc.).

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