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# The Effect of Migration on the Labor Market in the Developed Countries: A Systematic Review

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**Abstract:** The effect of migration on the labour market has become a significant topic over the last decades, particulary in the labour markets of developed countries. This study investigates whether migration affects the labor market in the destination countries by asking the main research question which is how migration affects labour market aspects, negatively or positively. It also aims to provide a theoretical discussion about the topic of the study. A systematic review is used as a methodology to review the research questions and their roots in a much better way. The study concluded that migration has some negative and positive effectson native worker's wages, depending on the countries taken into consideration. Additionally, it has been also substantiated that less-skilled migrants are one of the reasons for lower wages and on the other hand, educated migrants help the destination countries to have a better economy and high wages for native workers.

## INTRODUCTION

Over the centuries, countless individuals have migratedto various other lands, regardless of the physical, social and also economic challenges, seeking better lives for themselves and also their families. Currently, many individuals live outside their country of birth and are estimated to number over 271.6 million or even 3.5% of the world inhabitants.

Migration remains one of the globe's most significant issues and migration is an increasingly vital characteristic of socioeconomic life in many countries, although, the demographic profiles of migration differ significantly[1, 2]. In fact, global migration is a huge power worldwide, inhabit forever outside their countries of origin, European migration trends at the advent of the new millennium are still somewhat distinct from those of just 50 years earlier[3, 4]. The rise of the Foreign-born population was one of the world's most significant socioeconomic and demographic transitions, over the last decades, specifically among first world countries. The economic, social, demographic and financial effects of this population transfer are of deep interest to both sending and receiving governments and have given impetus to significant assessments including the forth coming human development studies[5].

Migration has been a controversial topic, since, the foundation of the nation state. Throughout eras of intrinsic migration[6], it was not particularly unusual for an indigenous group to pose concerns on several grounds: economic, social, political and racial[7]. The subject of the current international argument on high rates of migration focuses primarily on its economic impact, i.e., that migration offers economic advantages to the community[8]. However, lower migration rates have an adverse effect on the indigenous population. The explanation that migrants steal jobs from locals and reduce their incomes is common and it affects migration policies in most host countries. Furthermore, this scenario has beena cause of panic for host countries regarding their native workforces[9].

One of the main issues in the public discourse on migration is the potentially adverse impact of migration, since, all areas of main stream society can be influenced, in particular, the wages and employment of native citizens[10]. Hence, it is important to examine and understand the factors affecting the integration of migrants and perhaps even the connections behind behaviors of rejection or acceptance of migrant integration[2]. Economic theory is well equipped to fully explain the potential consequences for economies receiving migration and the theoretical dimensions of the potential impacts of migration on the labor markets of the host economies are well identified[11].

Among the most divisive aspects of migration policy is the degree to which the arrival of migrants supports or harms less skilled and less educated native-born citizens[11]. Migration does indeed have a negative effect on some groups of people. Competition among migrant is probably concentrated on certain types of jobs that migrants can occupy readily. In particular, these include those that do not necessitate language proficiency, local knowledge or cultural understanding[12].

Migrants are a nonhomogeneous group of employees with varying ages and educational levels[13]. Some of them compete with specific native-worker groups and complement various other groups. Migrants might also enhance or reduce the average level of human capital[14].

The main question of this study is to find out and discuss how migration influences aspects of the labor market negatively or positively and which category is the most harmed in terms of the consequences of migration and how migration will affect native's wages and employment rates.

Migration has certain positive or negative impacts on local workers[15, 12]. On the one hand, the increased supply of labor seems to place downward pressure on average wages[16]. On the other hand, the consumption of migrants also tends to increase aggregate demand and thereby boosts demand for labor inputs[17]. In the meantime, migration may cause shifts in both labor demand and supply curves; its net influence on the equilibrium wage is theoretically unknown in its sign and is thus a research question[18]. Some research does not find an adverse impact of migration on wages or on the probability of unemployment, although, other research does. In the latter, the wages and the probability of unemployment of both less-educated citizens and migrants are adversely affected[19].

The literature likewise stresses that the influence of migration on the labor market does not always need to be limited to its influence on employment rates and salaries but can encompass various other system components of the labor market including innovations, manufacturing technology and also the product mix. The labor market, along with all the various representatives involved is a complex environment that demands considerable care when it comes to making predictions concerning the possible labor market effects of migration.

## LITERATURE REVIEW

International migration has major consequences for both countries of origin and host countries. Coppel *et al*.[20] categorizes four main kinds of economic impacts. First, migration has an influence on the labor market of the host country; it may affect the citizens in terms of employment rates and wages and on the other hand and it may reduce skills shortages. Secondly, it could have financial implications, since, the tax revenues the government could collect from migrants may not precisely offset what they receive for education and health services[21]. Thirdly, migration may have an impact on the demographic structure of both origin and host nations[20]. For instance, it has been claimed that migration could be a way to solve the problem of native senility in several counties in Europe and North America[22]. Lastly, migration can significantly contribute to economic growth in both the origin countries and destination countries. Migrant's remittances might be a significant source of money that motivates the source country's growth. On the other hand, the migration of a skilled labor force can reduce economic growth and productive capacity in the origin countries[23]. The feeling that migration is detrimental to the outcomes of indigenous people is likely to be based on the belief that migrant workers are much readier to accept poor working conditions. More generally, it could be that migrants offer some attractive traits for enterprises, so that, recruiters have inducements to substitute citizens for migrants[24].

**The impact of migration on wages and employment:** Mainstream economic theory does not anticipate lasting adverse effects deriving from positive net migration on average indigenous labor market end results over a time period and the labor market is actually assumed to adapt to a boost in the labor supply and to return to equilibrium levels of wages and also employment. However, in the short term, this needs an adjustment, the duration of which is an observational question. This adjustment might actually be achieved through lower salaries, reductions in hours and/or some rise in unintentional joblessness until the labor market has completely readjusted. Dynamic benefits (expertise transmission, advancement, productivity gains, innovation and so on) may imply that migration possesses a beneficial influence on indigenous labor market results, however, these are actually difficult to gauge. Short-term effects probably differ both in size and in time period, based on certain aspects of the economic situation, labor market enterprises and exactly how the skill mix of migrants compares to that of natives. The theory likewise forecasts that the distributional effects of migration will definitely have a positive effect on some groups in the local workforce but an adverse effect on others[25].

The result of migration is to lower genuine earnings in the economy, to the degree that the labor demand contour is actually downward sloping[26]. This creates an increase in welfare for locals and also distributional consequences, along with the phenomenon whereby losses incurred by indigenous workers are more than balanced by the revenue gains of capital owners. For a range of reasons, there are obstacles to the descending modification of incomes migration that might cause higher joblessness[27]. However, wage adjustments should finally, occur, except in cases where it is hindered by a lawfully binding minimum wage[28].

The influences of migration on the labor market depend on the skill sets of migrants, the skills of existing workers and the features of the host economy[29]. Additionally, in the short as well as long-run, when the economic situation and labor demand can easily adjust to the boost in the labor supply[30]. The prompt short-run impacts of migration on wages and the employment of existing workers, significantly depend upon the degree to which migrants possess skills that are substitutes or complement those of existing workers[31]. If the skill-sets of migrants as well as existing workers are substitutes, migration may be expected to increase competitors in the labour market and also push down salaries in the short run.

The closer the alternative, the more significant the negative wage impacts will be and the extent to which earnings fall and whether there is a lack of employment or even inactivity among existing workers relies on their desire to welcome the newly reduced salaries. If, meanwhile, the abilities of migrants correspond to those of existing workers, all workers experience improved performance which could be anticipated to trigger a rise in the salaries of existing workers. Along with expanding supply, migration can easily also enhance the demand for work. The consumer demand for services and goods will vitally expand because of migration. In the medium to long run, migration could be anticipated to bring about more investment[32]. Both impacts result in a higher demand for work and also thus, improved incomes and employment in the economy. Migration can intensify competition for existing job opportunities, however, it can also generate new jobs. The degree to which investment as well as labour demand react to migration relies on the features of the economic situation. During an economic slump, labor demand might respond more gradually and needs more time than in times of economic and financial growth. These theoretical factors indicate an essential concept, i.e., that the effect of migration on the employment and wages of existing workers depends on the details of time and location[33].

**The fiscal impact of migration:** Beyond the short-run financial effect of migrants which derives from the difference between migrant's tax obligation payments and associated public spending, an inclusive approach will evaluate the net present value of the fiscal effect of migrants over their whole lives (perhaps including the financial impact of their future grandchildren). This latter method requires the prediction of future potential growth, naturally a difficult issue. The financial effect of migration in the long-term depends upon the age of migrants when they arrive in the host nation. The net current value of the life-time financial effect of migrants is likely to be largest for those migrants who arrived in the first half of their functioning life (when their primary education no longer needs to be funded); specifically, if they are close to their peak wage). The skill set and ability levels of migrants matter, due to the fact that they condition their labor market results (involvement, lack of employment, salaries), in addition to their reliance on social advantages. The potential contribution of migration to the financing of pensions has been particularly discussed[34]. From a long-term point of view, the repercussions of migration for the viability of pay-as-you-go pension account systems relies on the actuarial profile of the system. Although, the transitory impacts of migration may last for a substantial time frame, these impacts are likely to remain restricted. The migration flows needed to deal with demographic imbalances that create several unsustainable pension regulations will actually be unrealistically large[35].

While several research studies have discovered that the net short-run effect of the average migrant on budget balances is actually small, typically considerable cross-country variations arise. From a review of the assessment involving various states, Coleman and Rowthorn pointed out that the yearly financial influence of the stock of migrants is often below +/–0.5% of GDP[36]. The equilibrium seems to be clearly positive (although, reduced) in settlement nations, where migrants have a tendency to become a lot more proficient as well as dominate jobs, than native-born citizens. In the most recent migration nations, the short-term effect of migration has actually also been discovered to be positive because of the over representation of individuals of working-age amongst migrants and also the high employment rates of their family members[37]. The long-lasting effect has actually been evaluated to be positive, yet such evaluations are temporary where the new group of migration arrives[38]. The various demographic frameworks of migration reveal aspects of these cross-country distinctions, given the sharp diversification of the financial effects on different people.

For example, in the USA, according to Storesletten's estimates, an infant migrant would cost public financial expenditure of about four times annual GNP per capita while a 40-44-year-old high-skilled migrant would gain seven times annual GNP per capita. Nevertheless, the crucial key driver of these various fiscal influences is migrant's integration in the host states. This is specifically so in states with generous welfare and unemployment benefits. Migrants coming from developing nations usually have employment rates 10-20% points below those of native-born citizens[39]. This raisesproblems, not simply regarding the existing economic burden and monetary problems but also regarding its potential development if migrant's integration performance does not improve.

How do remittances affect the countries of origin? Another financial aspect of migration is related to the remittances which migrants send to their country of birth in order to help their families. By now, it is a well known fact that migrant's remittances are one of the major kinds of international financial flows[7]. These financial flows created by remittances have multiple crucial impacts on sending countries. For instance, in the first place, remittances become a cause of a positive relationship between migration and the development of labour productivity. Secondly, remittances can be directed to investments and the intensification of productivity in the source country`s economy[40]. In the long term, the increase in labour productivity will help the origin country in its economic development, too. In addition, remittances also increase household income by relieving financial limitations for members of the migrant's household who are left behind[41]. Due to the aforementioned reasons, for many emerging countries remittances are a fairly large contribution to GDP and in many countries received remittances amount to >1% of GDP[42].

## DISCUSSION

In this study, we found that the effect of migration on the local population is predominantly positive. This takes into consideration the fact that in the majority of destination countries, migrant's work certainly does not compete directly with that of natives in the labor market. Moreover, the impacts of migration most likely to vary, rely upon a wide range of factors including economic problems, labor market organizations and government policies. On the other hand, the effects of migration on the labor market rely on the ability and skills of migrants, the skill sets of existing workers and the characteristics of the financial situation in the destination country. Furthermore, there is a difference between the short and the long run when the financial conditions as well as labor demand may simply adapt to the increased job supply.

In addition, it has been found that educated migrants assist countries in achieving a much better economic condition and creating higher incomes for indigenous employees.

Global migration has significant growth implications for both source as well as destination nations. For a source nation, migration and the resulting remittances cause raised earnings as well as a decrease in poverty and enhanced health and well-being and ensure financial development. However, these profits can come with considerable social costs to the migrants as well as their family members. Considering that several developing nations are likewise huge recipients of migrants, they experience obstacles to the integration of migrants, competition for work between indigenous workers and migrants and also financial costs connected to the provision of social services to migrants.

The academic proof concerning the nature of the influence of migration (i.e., a financial burden or even a benefit) is actually mixed, however, the majority of research proposes that their influence on destination nation's financial planning is very limited. In most cases, the approximate influence is actually <1% of GDP (Table 1).

Table 1: Empirical comparison for the current study

| Researchers | Title | Methodology | Findings | In this study |
|---|---|---|---|---|
| Steven Raphael and Berkeley Lucas Ronconi | The effects of labor market competition with immigrants on the wages and employment of natives: what does existing research tell us? | Review | It has been found that migration has had only a modest effect on the labor market prospects of the native-born | The primarily positive impact of migration on the indigenous population. This is considering that in most destination nations, migrants do not compete directly with locals in the labor market, but instead have abilities that overall correspond with those of native-born citizens |
| Liesbet Okkerse | How to measure labour market effects of Immigration: A review | Review | It has been found that migration negatively impacts the wages of less-skilled workers also, the probability that migrants increase | The influences of migration on the labor market depend on the skill sets of migrants, the skills of existing laborers and the features of the host economy Additionally, there is a contrast between the short and the long-run when the |

Table 1: Continue

| Researchers | Title | Methodology | Findings | In this study |
|---|---|---|---|---|
| | | | unemployment is low in the short run and zero in the long run | economic situation and labor demand can easily adjust to the boost in the labour supply |
| Ricardo and Hausmann Ljubica Nedelkoska | Welcome home in a crisis: Effects of return migration on the non-migrant's wages and employment | Review | It has been found that there are positive effects on the wages of low-skilled natives and overall positive effects on employment | The effects probably differ, both in size and in the time period, depending on a variety of aspects including financial problems, labor market establishments and policies |
| Melika Shirmohammadi Mina Beige and Jim Stewart | Understanding skilled migrant's employment in the host country: a multi-disciplinary review and a conceptual model | Multi-disciplinary review and a conceptual model | It has been found that skilled migrants were equally paid or had higher wages than their destination country's native-born workers | The abilities of migrants correspond to those of existing laborers; all laborers experience improved performance which could be anticipated to trigger a rise in the salaries of existing workers |
| Giulia Assirelli Carlo Barone and Ettore Recchi | You better move on: determinants and labor market outcomes of graduate migration from Italy | Multi-variate analyses | It has been found that graduate migrants have better outcomes in terms of wages, unemployment risks, access to skilled employment and career satisfaction | Educated migrants help countries have a better economy and promote high wages for native-born workers |

Author's own construction in 2020

## IMPLICATIONS

Global migration is an ever-growing problem with significant consequences for both origin and host countries. Countless research studies reiterate the claim that tailored migration policies benefitting particular categories of migrants-for instance the educated and the young-could have major beneficial impacts on destination countrie's public finances. Nevertheless, most studies still focus on migration levels (recent or hypothetical) and not on specifically separating types of migrants in terms of the possible involvement of each type. This is particularly true in the non-academic literature.

Migration will influence economic development in several ways. Firstly, it increases population size, particularly of the working-age population. Secondly, the migrants who come have expertise and high skills. For instance, US data shows that professional migrants lead to innovation, creativity and technical development. However, the lack of globally comparative evidence has rendered it impossible to quantify the aggregate effect of net migration on economic growth. One survey of 22 OECD countries exploring these matters showed that the human capital created by migration had a positive but very limited effect on development.

Finally, the budgetary effects of migration often rely on migrant's impacts on tax contributions and the utilization of public services. This relates, for instance, to the labour market effect of migration, particularly if and to what degree migrant jobs cause more unemployment among domestic workers. Growing unemployment among local workers contributes to lower tax revenue and the consumption of welfare benefits[43].

## CONCLUSION

In numerous nations throughout the world, migration is a hotly discussed topic in the general public realm and much of the worry it causes focuses on migrant's influence on the host nation's labor market[44]. The purpose of the study is to indicate the consequences of migration on the labour market in the developed countries by answering the research questions.

First, regarding the widely held belief that migration has a destructive influence on the labour market outcomes of the indigenous population, the evidence, so far, indicates a primarily positive impact of migration on the indigenous population. This is the case, given that in the majority of destination nations, migrants do not compete directly with locals in the labor market but instead bring abilities that in overall terms correspond to those of native-born citizens. On the other hand, the arrival of particularly-trained and experienced migrants creates innovation, thus, helping in development and enhancing productivity in the destination country which benefits all workers. Nevertheless, those groups of workers most similar to migrants in terms of their ability are actually one of the groups most negatively influenced. It should also be proposed as a future research topic, that the public controversy regarding migration needs to examine this difficulty and also be frank concerning the possibility of total earnings from migration as well as its probable distributional impacts.

Ultimately, international financial flows caused by remittances have multiple positive significant effects on origin countries. For a source country, migration and the resultant remittances contribute to higher wages and poverty reduction, better health and educational conditions and enhance the growth of the economy. However, these gains can be accompanied by considerable social costs for migrants and their families. Since, several developing countries are also major recipients of foreign migration, they face challenges of absorbing migrants, employment competitiveness between migrants and locals and the tax costs associated with delivering social services to migrants.

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