

From international migration to transnational mobility?

Integrating perspectives
of individual migration and organizational mobility

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Work and Migration.
Social Work Perspectives on Workplace Integration
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From *migration* and *Expatriates* towards transnational mobility

Integrating perspectives of:

Sociology of Migration – individual migration

- types of migrants and of migration
- From immigration towards mobility by circular migration and EU-mobility

and

Sociology of Organization/Business Studies – organizational migration

- Types of intra-organizational mobility
- From expatriates towards normalization of mobility

1. From individual migration to multiple mobilities
2. From organizational assignment to multiple mobilities
3. Challenges in and for multiple transnational mobilities

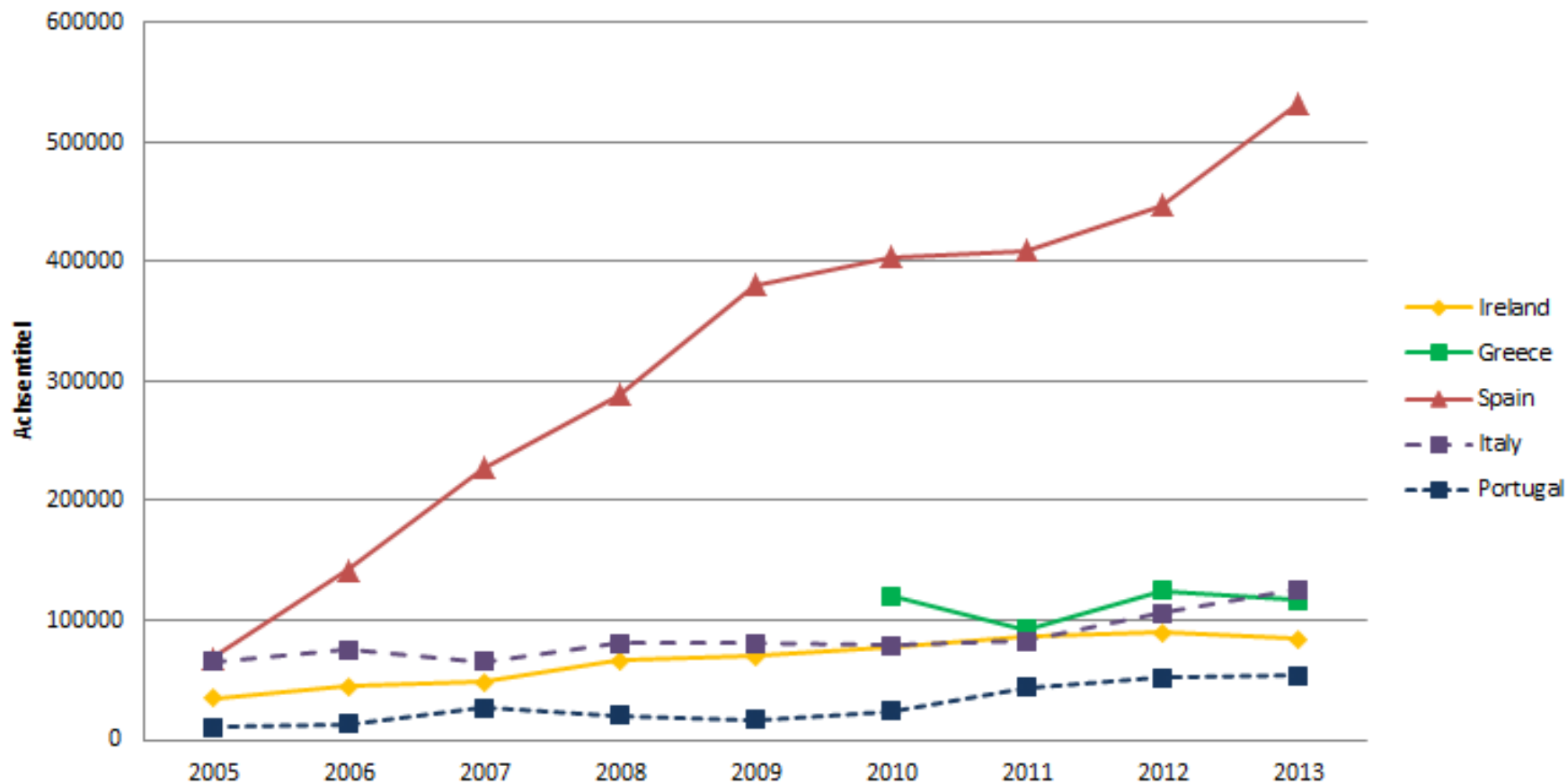
Four Ideal Types of Migrants

	Relation to region of departure	Relation to region of arrival	Main impulse for change of region	Time horizon of migration decision
Emigrant/ Immigrant	roots, descent departure, farewell	integration new homeland	economic socio-cultural	long term unlimited
Return-migrant	continuous point of life reference	maintain difference „host country“	economic political	short term limited
Diaspora-Migrant	reference to the Land of Promise	space of suffering or of mission	religious political organizational	medium term limited
Transmigrant	ambiguous mixture	ambiguous mixture	economic organizational	not determined sequential reversible

Pries, L., 1998: 'Transmigranten' als ein Typ von Arbeitswanderern in pluri-lokalen sozialen Räumen. Das Beispiel der Arbeitswanderungen zwischen Puebla/Mexiko und New York. In: Soziale Welt, Jg. 49, S. 135-150; Pries, L., 1999: Transmigrantes como una nueva figura en la migración laboral entre EEUU y México. In: Revista Iztapalapa (México), Vol. 18; Pries, Ludger, 2001: The disruption of social and geographic space. US-Mexican migration and the emergence of *transnational social spaces*. In: International Sociology, Vol. 16, No. 1, S.55-74

1. From individual migration to multiple mobilities

Figure 7. Emigration of EU Citizens from Countries Most Affected by the Crisis, 2005-13

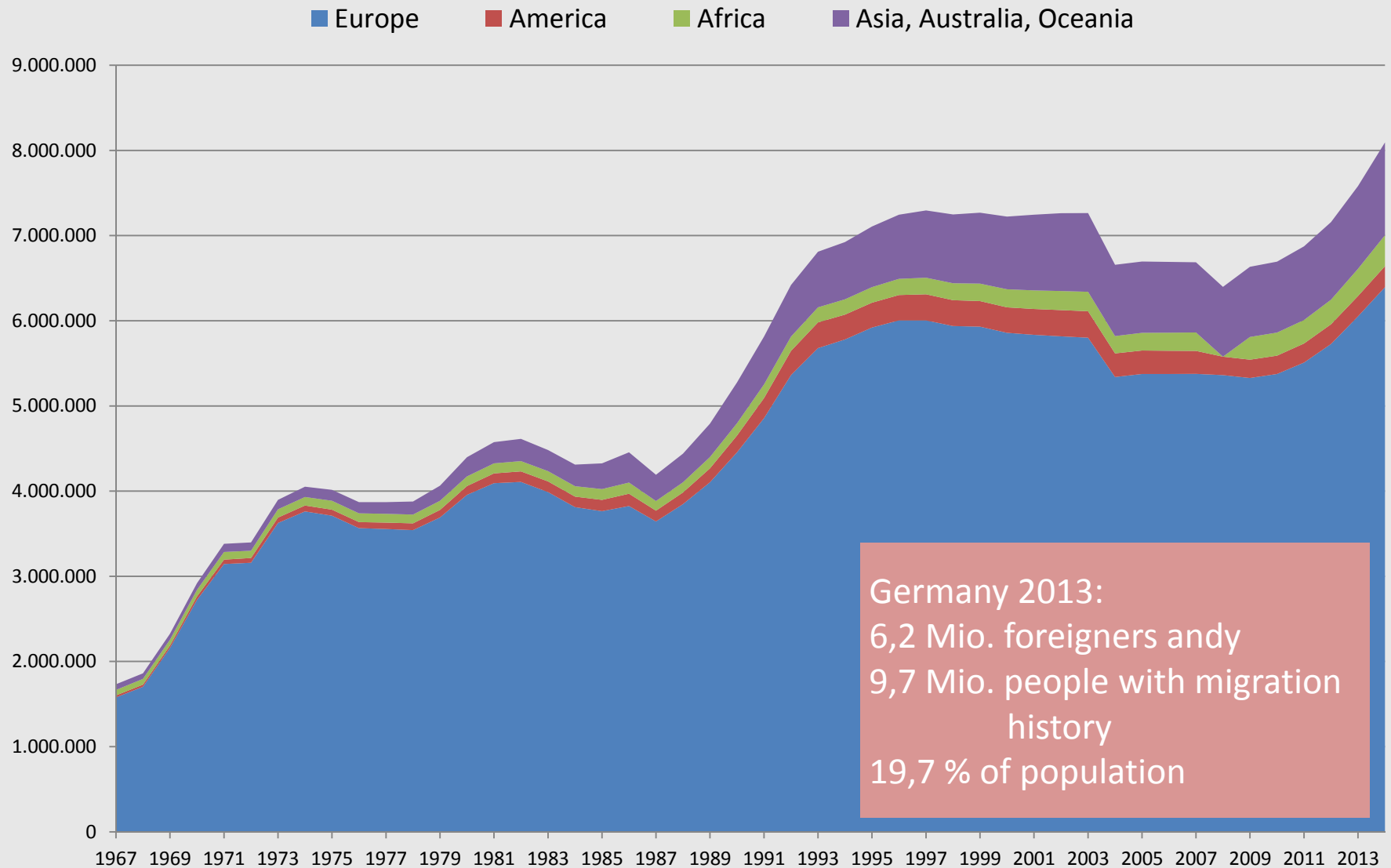


Quelle: Eurostat

<http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tps00177>

1. From individual migration to multiple mobilities

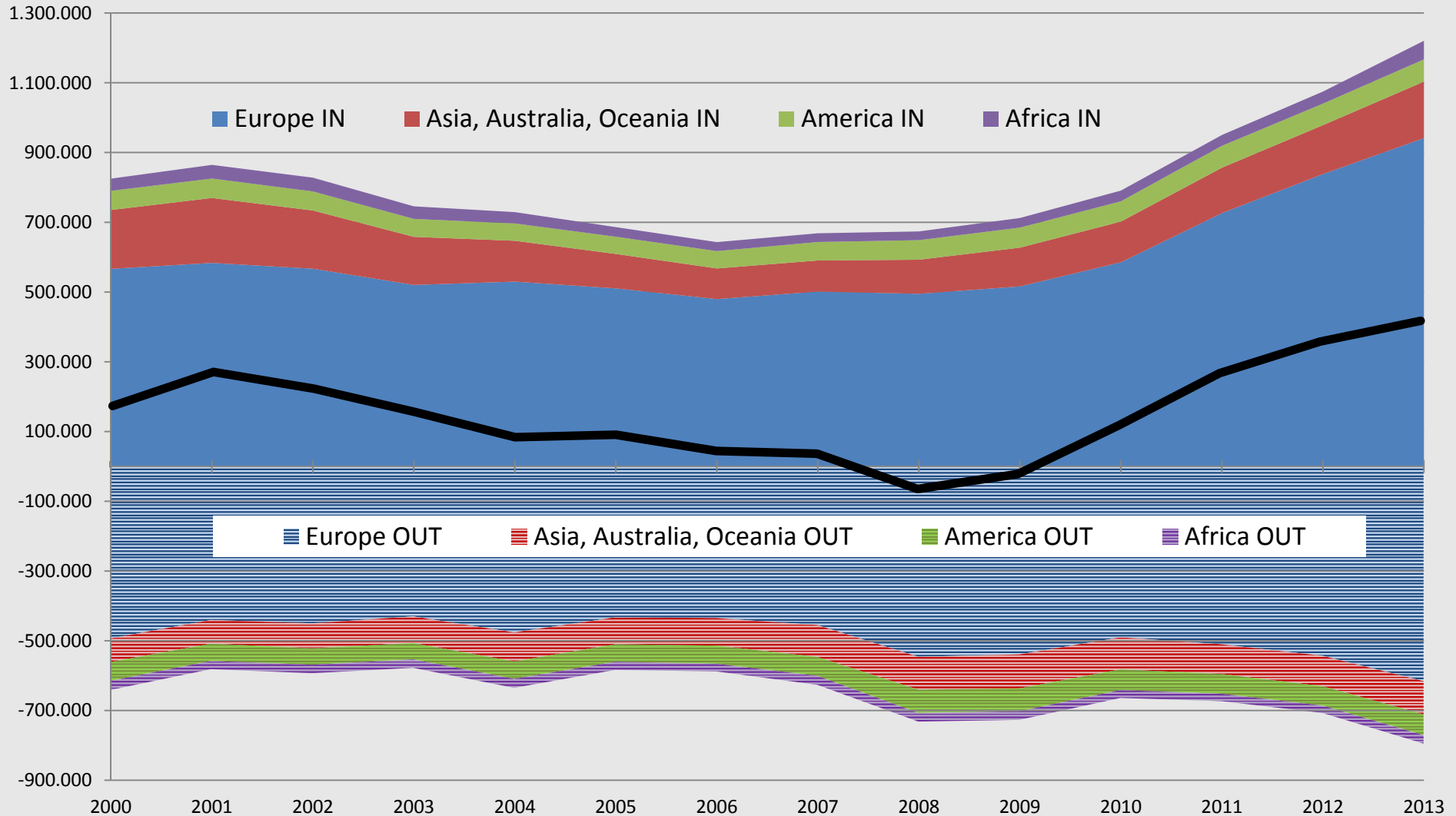
Number of foreigners living in Germany by region of origin 1967-2014



Source: Statistisches Bundesamt, until 1990 former FRG, until 1990 without region of origin/destination 'undefined' and 'no data'

1. Vom abschottenden Gastarbeiterland zum einladenden Einwanderungsland

Einwanderung und Auswanderung nach/aus Deutschland nach Regionen 1996-2013

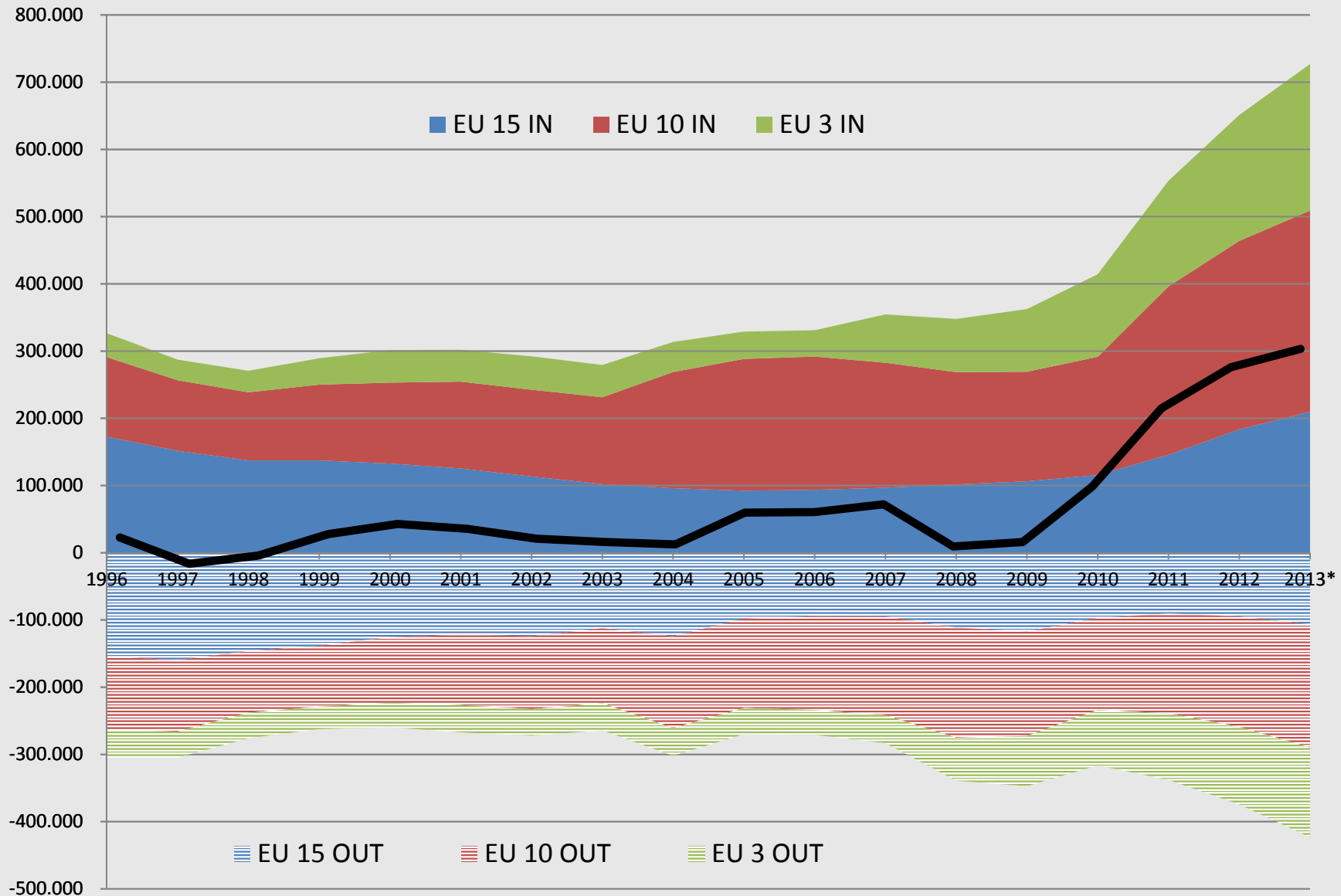


Statistisches Bundesamt (2000-2014): Fachserie. 1, Bevölkerung und Erwerbstätigkeit.,

1.2 Wanderungen Bevölkerung und Erwerbstätigkeit 2000-2013 (Deutsche und Nicht-

1. From individual migration to multiple mobilities

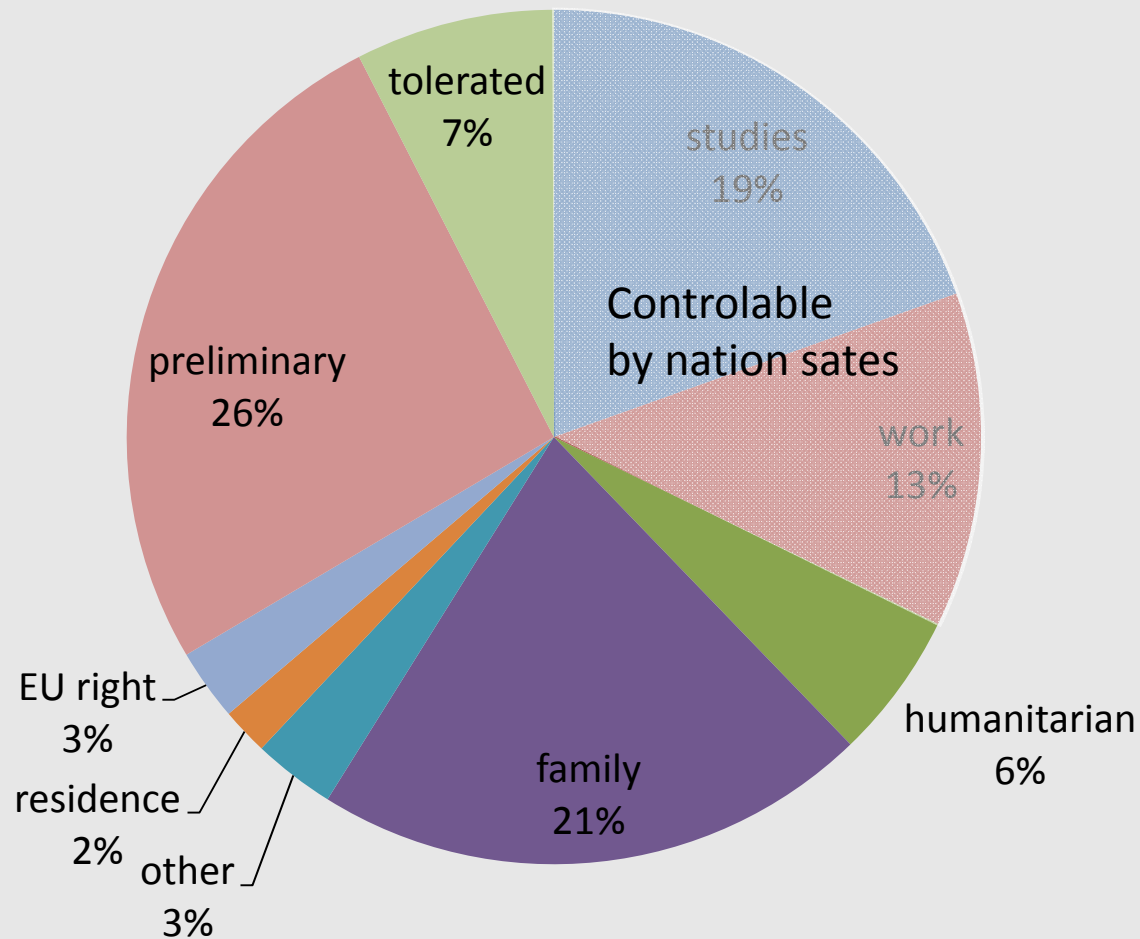
Inmigration and emigration Germany – EU by region of origin 1996-2013



Fuente: Statistisches Bundesamt (2014) Bevölkerung/Wanderungen/Vorläufige Wanderungen (solo personas No-Alemanas)

1. From individual migration to multiple mobilities

**Immigration from Third Countries to Germany by reason/Migration status in 2013
(total=363.000)**



Fuente: BAMF 2014: Das Bundesamt in Zahlen 2013. Nürnberg: BAMF, p. 76

1. From individual migration to multiple mobilities

Multiple mobilities

Dimension	Attribute		
Geographic centre of life	country of origin	country of arrival	both/other locales
Imagined Mobility	once, uni-linear	round trip	permanently
Motives for migration	economic	social/cultural	ecological
Social relations communication	country of origin	country of arrival	both/other locales
Production of resources	country of origin	country of arrival	both/other locales
Consumption of resources	country of origin	country of arrival	both/other locales
Identity, Belonging	country of origin	country of arrival	both/other locales

Classic guest-worker

Impoverished emigrant

Retired cosmopolitan

2. From organizational assignment to multiple mobilities

Patterns of personnel mobility according to temporality

Classical expatriate	Sent for 2-5 years abroad under privileged conditions with family
Short-term assignments. 3 – 12 months	Temporary troubleshooting or project assignments
Rotational assignments	Staff commute from the parent country to a workplace in another country for a short period followed by a break in the home country. Common in oil rings
International commuter assignments	Involves staff commuting from home country to a workplace in another country, usually on a weekly or bi-weekly basis
Frequent flyer assignments	Staff undertake frequent international bussines trips but do no relocate
Contractual assignments	Staff with specific skills which are essential for completing international projects are assigned for a limited period 6—12 months

Source: own elaboration

Patterns of personnel mobility and its relative weight change over time

- In a survey of 203 international companies in 2005 managers indicated an internationally mobile workforce of over 35.000 people, 40% of all air traffic has a work-related purpose
- In 2009, 64% of assignments were long term, 22% short term, and 11% one way
- Growing use of alternative forms of international assignments, 62% of respondents suggested that their organizations were seeking alternatives to long-term assignments
- PricewaterhouseCoopers reports that over 50% of companies surveyed expect the use of short-term assignments to increase their operations in the future
- For the future, 36% of respondents were considering commuter policies, 35% localization, 28% extended business travel, 21% short term, 16% long term, 16% developmental, 15% one way (permanent), 11% local hire, 4% graduate, and 3% virtual-team policies
- In 2009, 72% of respondents indicated that companies were reducing bonus payments as a response to the economic conditions.

Sources: Brookfield Relocation Report 2010, Collings et al. 2007; HP 2005; Sambharya et al. 2005; Tahvanainen et al. 2005

2. From organizational assignment to multiple mobilities

Sample structure of case studies

	Headquartered in Germany	Headquartered in Mexico
FPOs	Volkswagen, Bosch, Hella, Bayer, Evonik, SAP, Kronos	Nemak, Condumex Cemex
NPOs	CAMEXA, Goethe Institute, German Schools Abroad, DVV International, German Academic Exchange Service, several political foundations (Friedrich Ebert, Friedrich Naumann, Heinrich Böll, Konrad Adenauer, Rosa Luxemburg),	ProMéxico

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and



3. Challenges in and for multiple mobilities

Emigrant/ Immigrant	<ul style="list-style-type: none">• In some cases irregular employment• Niche occupations, job queues, elevator effect, discrimination• Often non-recognition of qualifications and professional experience
Return-migrant	<ul style="list-style-type: none">• In some cases irregular employment• Niche occupations, job queues, elevator effect, discrimination• Often non-recognition of qualifications and professional experience• Transferability of social security rights
Diaspora- Migrant	<ul style="list-style-type: none">• In some cases irregular employment• Close involvement in transnational organization and its logics• Loyalty conflicts, lack of autonomy
Transmigrant	<ul style="list-style-type: none">• In some cases irregular/precarious employment as port of entry• Transnational inequality structures in the sense of multi-local reference systems, makes organizing difficult

3. Challenges in and for multiple mobilities

	characteristics	challenges
Posted worker	Sent from one EU country to another by an employer to carry out specific work (often construction work)	Wage differentials are exploited Sent to high-income countries as cheap laborers Lack of information about rights Poor working conditions despite EU-regulations
Expatriate	Sent abroad by the headquarters (long-term assignments of 2–5 years)	Different working conditions in country of arrival and country of origin depending on home country of headquarters, dependent on contractual status
Inpatriate	Sent from another country to the headquarters (long-term assignments)	Unequal working conditions
3rd country national	Sent from one foreign subsidiary to another (long-term assignments of 3–5 years)	Unequal working conditions
Trans-patriate	Sent to a subsidiary under local contract conditions	Multi-tier system among mobile workers
Flex-patriate	Frequent travel (abroad) Often sent for troubleshooting	Blurred line between working time and leisure Travel time no longer counts as working time
Circular commuters	Multi-local belonging and multi-local roots	Different working conditions in different locations

Conclusions:

1. Differentiation of patterns of individual migration towards transnational mobility
2. Differentiation of patterns of organizational mobility towards transnational mobility
3. Individual and organizational mobility have to be analyzed jointly!

Consequences for social work:

1. Social work has to be conceptualised in pluri-local and transnational worlds
2. Social work as embedded in social spaces: problems and challenges, but also resources and solutions as intertwined in transnational social spaces
3. Convergence of individual migration and organisational mobility towards transnational mobility has impacts on (transnational) family life, remittances, transferability of rights, living conditions of retired persons etc.

Thanks for your attention!



Ludger Pries (ed.) (2008): Rethinking Transnationalism. The Meso-link of organisations. London: Routledge.

Thank you!
 Merci!
 Danke!

