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Life cycle migration: mobility, connectivity and development

Stephen Little,
The Open University Business School, UK

Frank Go,
Rotterdam School of Management, Netherlands

C19 – C20 economic turn

- a spatial hierarchy involving resources, manufacturers and consumers replaced by distributed, often complementary production resources**
- resources flowing from a colonised periphery to a developed core and the distribution of goods and services replaced by a complex layering of labour and resource markets**
- "advanced" practices diffusing from centre to periphery replaced by strategies resembling the placing of stepping stones with transnational inward investors picking their distributed points of presence from a beauty parade of aspiring recipients**

New pressures of competition between locations

- **Across the globe many more cities and regions are striving for global visibility**
 - **As nodes in an economy of flows (Castells, 1987)**
 - **As loci of creative and artistic sectors (Florida 2002; Markusen and King, 2003)**
- **Objective:
enhanced inward migration, investment
and economic development**

Pressures on “Cohesion”

- **Global Production Chains became Global Production Networks**
- **“Zebra strategies” (Ohmae; 1995)**
 - play to the relative strength of the most developed components of national economies
 - create cross-border regional synergies
 - Malaysia-Singapore
 - Taiwan Straits
- **EU Regional Policy tries to reduce uneven development**
 - A problem within developed countries
 - Loss of skilled personnel through internal and external migration
 - Threat to political and social cohesion

Nature of Work

- **The very nature of work is changing**
 - a shift from muscle power and manual dexterity-based employment to jobs characterized by imagination, creativity and people skills.
- **The way work gets done is also changing**
 - a shift to smaller, networked organizations increasingly dependent on ICTs
 - a role for micro-enterprise and social entrepreneurship in downturn
- **Where work gets done is also changing**
 - in a mobile society people are working more and more in multiple locations over the course of a day or a week – spend about 40% of work time in central offices and 30% in home offices with the remainder in ‘third places’.

Source: The Future of Working Weblog

Mobilities and the new nature of work

- **Mobility of both financial and intellectual assets**
- **Tourism = movement of human and material assets**
 - seen increasingly as both a route to development but also a potential diversion of resources from locally to externally determined needs.
- **Mobility brings younger workers into ageing populations**
 - new EU member states to older member states
- **Gives older workers wider prospects for relocation at retirement.**

Demographic stratification

Longer term travel and relocation in an ageing population

- **Gap years – young people seek wider experience**
- **Semi-retirement and retirement – older people seek relocation**
- **Middle years constrained by family and work responsibility**

Older Mobility

- **Retiring generation in developed economies**
 - **Lifetimes of increasing mobility for work and leisure**
 - **Increased mobility of human and material assets post Bretton Woods**
 - **Increasing distance and frequency**
 - **Established lifecycle pathways extending across national boundaries**
 - **Long term movement to tourist locations**

Negative Impacts

- **Movement is often to peripheral areas with highly seasonal economies**
- **Elevated property prices deter younger population**
- **Shifting demography profile places strain on support services**
- **May exacerbate outward migration by younger workers**

Brain Drain to Brain Circulation

- **Most developed regions attract skilled workers at every level from the less developed areas**
 - Challenge to sustainability in all forms of development
- **Investment may not help**
 - infrastructure development can lead to the outward flow of both material and human resources
 - e.g. rural railways in C19 Ireland (Little and Hine, 2007)

BUT

- **If at least some of the migrant workforce can be persuaded to return with its increased capacity and capabilities, brain-drain can be replaced with brain circulation (Saxenian, 2006; Kale et al, 2005)**

Brain Circulation to IC Capture

- **Equally, if the capacities of individuals and groups circulating between developed and less developed locations through tourism can be tapped an additional resource for development can be established.**
 - **Face to face travel and engagement might allow intellectual capital offsets to be added to carbon offsets.**
- **A widening range of contact involves relocation for part or full-time residence at locations within and beyond the EU.**
 - **Patterns of repeat visits, (whether or not these lead to full time presence at retirement) can support a combination of face-to-face and virtual engagement with these destinations.**

From Financial Remittances to Social Remittances

- **People carry culture and value**
 - Destinations influenced by earlier paths
 - *Hippy trails and chain migration*
 - On-line maintenance of identity and linkage
 - *Necessary to ability to re-adjust on return*
 - *Potential to contribute from outside*
 - *Share destination information in real time*
- **Cultural constraints**
 - Strong expatriate community
 - *Limits absorptive capacity and ability to take on new ideas (Henry & Mohan 2003)*
 - *Limits impact and contribution to local economy*

Recapturing Skills

- **Return Migration Policies India and China**
 - Mismatch between requirements of Chinese and Indian firms and skill sets offered by returning skilled workers
 - Sectoral differences between e.g. software and pharma regarding technology and people
 - Differences in working culture in the Asian firms and western firms affects effective diffusion of knowledge specially in case of senior scientists returning to work in the India
- **Remote Capture**
 - Indian and Chinese enclaves in Silicon Valley electronically linked as “points of presence”
 - Electronic “Thirdspace” (O’Hara-Devereaux & Johansen, 1994)

Utilising wasted capacity

- **With the extended recession, large numbers of skilled workers in developed countries are either un- or under-employed, particularly this in older age groups**
 - (e.g. some 100.000 + skilled men and women in the Netherlands above the age of 50 are seeking in the context of the recent 'credit crunch')
 - a sizeable pool of skilled professionals have a range of associations from business and leisure travel whose talent is potentially wasted.

Tourism and IC Capture

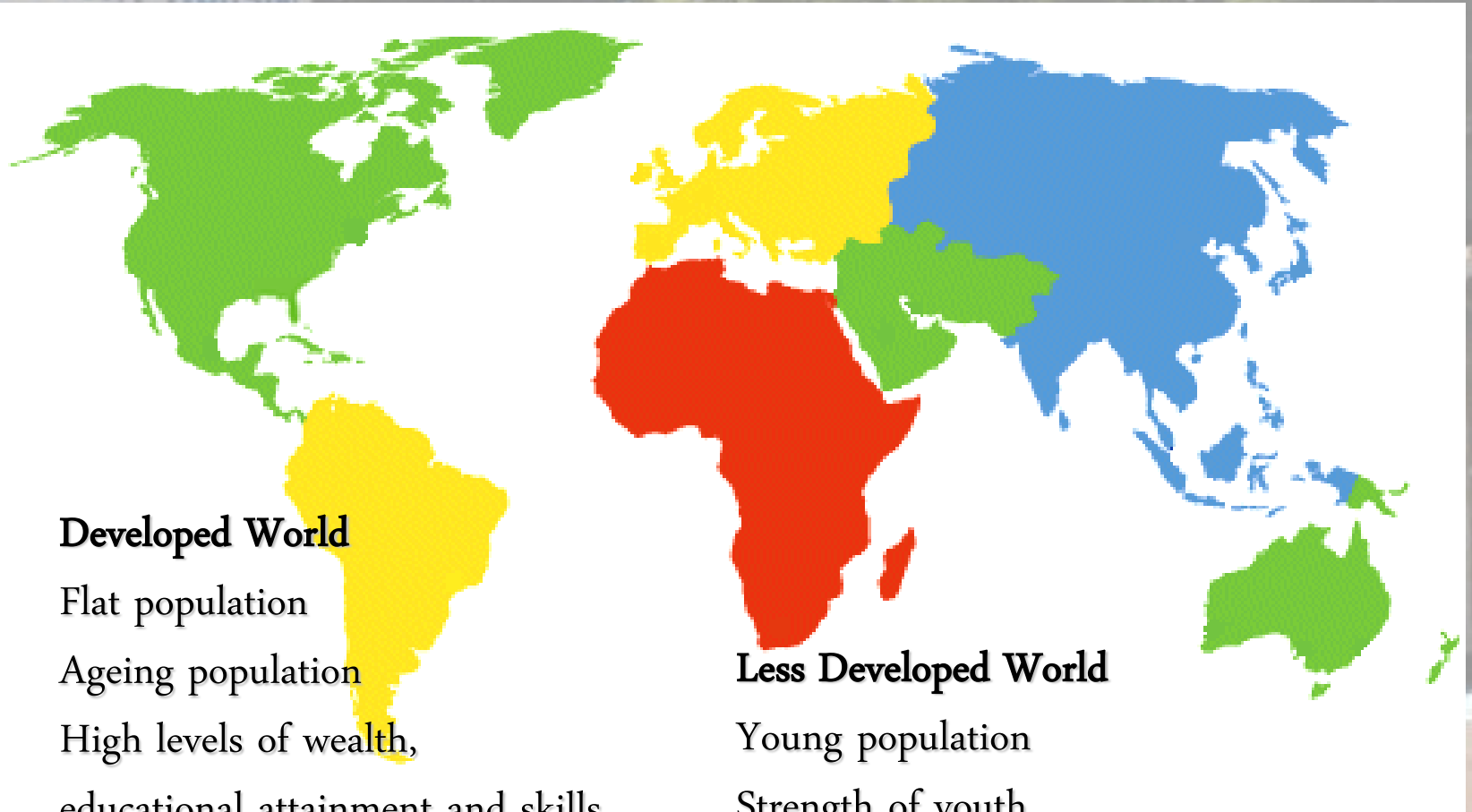
- **Tourism development begins to serve a wider range of economic objectives**
 - Australian youth visas for 12 month working holidays.
- **A widening range of movement involves relocation for part or full-time residence at locations within and beyond the E.U.**
 - Patterns of repeat visits, (whether or not these lead to full time presence at retirement) can support a combination of face-to-face and virtual engagement with these destinations
- **If older individuals and groups engage in economic activity (beyond spending their pensions) they become an additional resource for development**

Developing a research agenda

Any programme of research into this area needs to include the application of the emergent 'open culture' of virtual worlds and social media, as well as the potential contribution from the formal tourism industry in creating development resources through a re-combination of work and leisure mobilities.

- **Global Partnership For Development**
- **A role for Old Hands in a Global Workforce**
- **Host Community Development**
- **A Design Paradigm Shift**

Global Partnership For Development



Developed World

Flat population

Ageing population

High levels of wealth,
educational attainment and skills

Less Developed World

Young population

Strength of youth

Lacking skills

Old Hands Back in Demand in Global Workforce

Senior Profile:

- Time & Money
- Experience
- Knowledge workers
- Increased mobility
- New literacy



Jerry Ash

Founder and Chief Executive
Association of
Knowledgework

<http://www.kwork.org/>

Seniors' Reasons for Continuing Work

- Working offers important safety cushion for financial well-being:
 - Uncertain future of pension systems
 - Declining value of personal savings
 - Few US retirees enjoy a pension
- But there are other reasons beside more money
 - More fun
 - Chance to relax and travel
 - Spending more time with family and friends
 - Working for enjoyment rather than money
 - Doing volunteer and charity work

Source: Institute for the Future, 2004 Ten Year Forecast www.iftf.org

Support Services sought by Seniors from Hosts

- **Top services required by aging populations:**
 - Health
 - Transportation
 - Financial Management
 - Entertainment
- **Seniors redefine old age as mobile and agile: New Rights and Responsibilities**
 - Migration patterns suggest opportunity for companies to work with communities to develop ad hoc infrastructures and services that meet needs of host and guest- populations

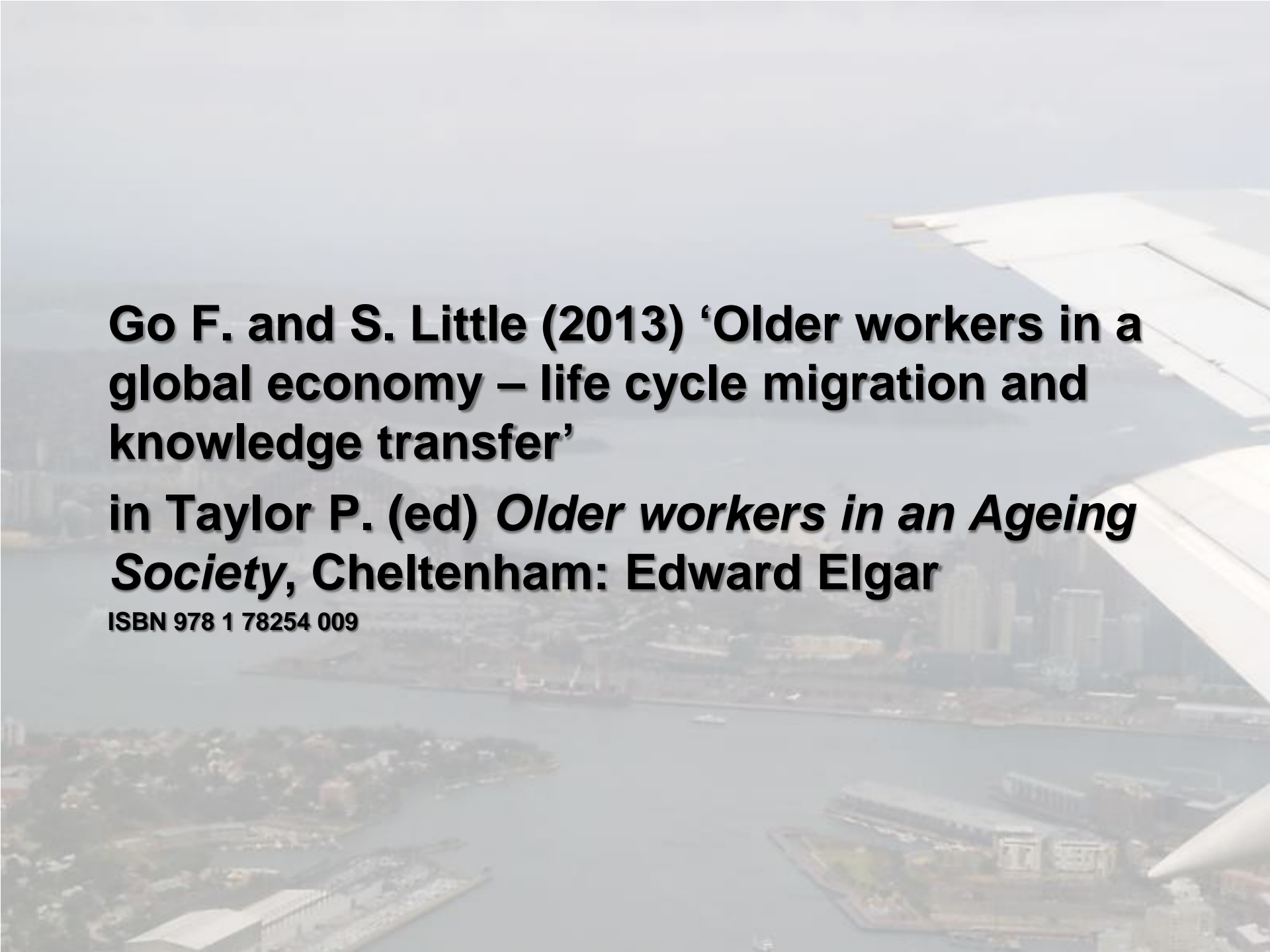
Source: Institute for the Future, 2004 Ten Year Forecast www.iftf.org

Design Paradigm Shifts

- **Shift in innovation from product life cycle to process life cycle paradigm akin to double loop learning**
 - More emphasis on “softer” elements of end-user support
- **Shift of design process into less hierarchical and more situated paradigms**
 - Open innovation
- **Organizational relationships shift from hierarchy to network or web paradigm, coalition formation and work constellations**

Emergence of a “Support Economy”

- **Distributed value is the origin of all structures**
- **Relationship economics**
- **Individual space and self-authoring markets**
- **Deep Support**
- **Federated Support Networks and their Enterprises and alignment**
 - **Source: S. Zuboff & J. Maxmin (2002). The Support Economy – Why Corporations are failing individuals and the next episode of capitalism, New York: Penguin**

An aerial photograph of a city, likely London, showing a wide river (the River Thames) and a dense urban landscape. A large, white, curved structure, possibly a modern building or a bridge, is visible on the right side of the image. The text is overlaid on the left side of the image.

Go F. and S. Little (2013) 'Older workers in a global economy – life cycle migration and knowledge transfer'

in Taylor P. (ed) *Older workers in an Ageing Society*, Cheltenham: Edward Elgar

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