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BOOK REVIEW

Jacques Poot, Brigitte Waldorf, Leo van Wissen (Eds.)**,** ***Migration and Human Capital***, Edward Elgar, Cheltenham, UK, Northampton, USA, 2008

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The book ***Migration and Human Capital***, co-edited by Jacques Poot, Brigitte Waldorf, and Leo van Wissen is a collective volume, gathering valuable contributions and aiming to investigate the interlink ages between human capital formation-dynamics and, the migration phenomenon.

The book is structured in 4 parts: from an introductory section – part A -, to the analysis of forms of internal migration - part B - , going through the study of human capital – part C-, while the last part - part D - is dedicated to international migration.

In the first 30 pages of the book, the editors offer an in depth analysis and a fresh perspective on the migration phenomenon in the present globalised context: migration nowadays is challenged by both inadequacy of the traditional explanatory models due to the dynamic in migrants' motives for migration – from the dominance of the financial reasons to the non-pecuniary ones, which led to new forms of migration, such as: family reunification, retirement migration, transnational mobility, international student and academic staff mobility – as well as to the development of repetitive migration experiences. The authors plead for the use of new modelling and forecasting instruments, able to properly describe and estimate the migration flows.

The analysis of the internal migration, based on case studies, is developed in the second section of the book. We found remarkable the structure of this section that opens with John Stillwell's brief, but comprehensive *literature review* on the most relevant inter-regional migration explanatory models (the micro theory approach based on Maier and Weiss – *discrete choice modelling* and the macro theory

approach based on the classical Lee's *push and pull* model and Myrdal's *selective migration flows* were finely connected in Cadwallaader (1989)[1] system of migration modelling, based on 4 sets of relationships: between aggregated migration and regional attributes, between regional attributes defined objectively and their perception by individuals, the integration of those place perception into aggregate utility functions, and their translation into aggregate migration flows. The author emphasizes the limits of various models, demographic or gravity based, and opens the debate for new insights on migration flows as resulted from diverse policy measures taken in both origin and destination countries, or, calibrated on macro data available – population size, composition and dynamic.

Another critique to the present forecasting tools used in the analysis of internal migration flows in Europe is brought by Leo van Wissen, Nicole van der Gaag, Phil Rees and John Stillwell, who opt for the use of non-demographic variables in projecting internal migration flows. The regional structural changes might be better reflected in non-demographic models, bridging and comparing both data on out-migration and in-migration. The third sub-section of Gunther Maier and Michael Vyborny explores whether the use of Social Network Analyis (SNA) is appropriate for analyzing internal migration flows in USA. The possible deficiencies resulted from the use of SNA consists in the very nature of migration: a directed relationship that limits the functions of SNA. The authors suggest combining more conventional tools of migration analysis with SNA in order to obtain new insights on explanatory models for internal migration flows, as well as to better exploit the potential of migration macro data.

Part C of the volume begins with Signe Jauhiainen's interesting approach on regional concentration of highly educated couples, based on Becker's human capital theory and Sjaastad's migration as an investment theory. The empirical analysis carried out by the author uses some Finnish micro data in multinominal logit model and concludes that education level has a relevant impact on locational choices of individuals, the educational level of both spouses has an interaction effect and that human capital concentration is influenced by the concentration of highly educated couples in certain areas. Still, more research is needed for identifying the reasons for specific regional concentration of the highly skilled. Brigitte Waldorf's spatio-temporal analysis of intellectual capital in the case of Indiana

[1] Stillwell, J. (2008), *Inter-regional Migration Modelling: A Review* in Poot et al (2008), Edward Elgar, Cheltenham, UK, Northampton, USA

state was based on 3 well-chosen research questions: did the distribution of intellectual capital across Indiana's counties changed over time? Do brain-rich areas concentrate in space? Are degree of rurality, accessibility and educational status related to an area's ability to accumulate intellectual capital? The main findings reveal that the closeness to the knowledge agglomeration greatly impacts on the growth of the knowledge population, the agglomeration of valuable human capital will generate positive spillover effects in Indiana and beyond, but the success of internalizing those benefits highly depends on Indiana's capacity to create appropriate infrastructure to welcome companies, entrepreneurs and mobile individuals. The same issues of human capital mobility is tackled in Kirsi Mukkala's chapter, the author highlighting that the regional knowledge transfer in high tech sectors depends on the individual's working region – the urban areas are the main receivers of regional worker flows, while the semi-rural and rural areas remain the main "exporters" of workforce. The issue of rural brain drain in USA is analysed in Audrey Muhlenkamp and Brigitte Waldorf's section. The authors chose to analyse the young, highly educated labour force in search for better payment and opportunities in the urban areas. The surprising results showed that the pecuniary pull factor is not functional in the case of young doctors, lawyers or engineers, whose earnings in rural areas are higher compared to the ones in urban areas. Still, the results cannot be generalized to the entire workforce and more in depth analysis is needed.

From the focus on internal mobility, the volume advances in the analysis of the international migration phenomenon in Part D. The negative perception on immigrants as "job thieves" is challenged by Simonetta Longhi, Peter Nijkamp and Jacques Poot. The authors provide a remarkable quantitative synthesis on the effect of immigration on the employment of native born, by using the area approach. Despite the fact that more research using various approaches is needed to depict the job creation *versus* job destruction effect of immigration, the authors re-confirm the general consensus that on the labour markets that faced structural changes the native workers are negligibly affected by the immigrants presence. Nevertheless, the authors claim the need for more studies, distinguishing between the short term and the long term effects of immigration on host labour markets.

The controversial matter of the socio-economic integration of immigrants, especially the second generation of migrants is approached by de Graaff et al. The authors stress that despite the problematic integration of migrants, we witness a constant interest and initiative in the Western European countries for selective migration, the best solution for covering the human capital deficit. This selectivity proved

to speed up the integration process when ethnic network externalities are weak or absent. Also, new studies focusing on host countries' programmes for socio-cultural integration might be considered as a potential area of research.

The Romanian migration phenomenon is remarkably analysed in Daniela Constantin, Valentina Vasile, Diana Preda and Luminita Nicolescu's chapter. The authors investigate the triple status of the country: transit country, destination country and, the most relevant one in quantitative terms, the origin country role. All these roles are changing in the context of European integration and globalization, the new member state progressively adopting the *acquis communautaire,* and introducing several changes within the institutional framework. Probably, the most challenging role that Romania has to perform in the near future is that of an immigration country: form a transit area chosen by migrants heading to the well developed countries in Western Europe to a destination country, especially form non–EU areas. A proper estimation of future migration outflows and inflows greatly depends on the analyses and data generated in the international migration system.

The next chapter of the book is dedicated to the interactivity between illegal migration and underground economy. Jesus Clemente, Gemma Larramona and Fernando Pueyo developed an assessment model of the relations between immigration policies, immigration composition and the underground economy size. The main findings reveal that the destination countries need to relax their quota policies in order to prevent the spread of underground economic activities, on the long term. Anyhow, the authors acknowledge that more complex examinations are critical, one of them focusing on tax revenues paid by migrants and the budgetary costs of quotas setting.

The last, but not least chapter of the book is Natasha Duncan's *Brain Drain, Brain Gain and Migration Policies* – the well developed countries are the real competing recruiters (*the predator behaviour*) on the international labour market, while the less developed ones face dramatic brain drain, fuelling the growth of the Eastern economies. The latter ones need to develop strategic policies to counterbalance this negative effect (we might link Duncan's conclusions to the Papademetroiu and Martin's *3Rs*[2]

[2] Papademetroiu D. G., P. Martin (1991), *The Unsettled Relationship: Labor Migration and Economic Development*, Greenwood Publishing Group

model: recruitment, remittances and return migration that needs to be developed by less favoured economies of the world).

Finally, we express our appreciation to the editors of the book for the remarkable effort to gather so many valuable contributions that brought useful and up dated insights on internal and international migration. Various stakeholders like academics, policy makers as well researchers should reflect on the book.