

## EMPLOYMENT PROBLEM IN THE GLOBAL WORLD

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Introduction: Since 1970's the phenomenon of Globalization has been felt increasingly in every field. Even countries that are closed to external world in one way or another have been under the influence of globalization. The recent advancements in technology and communication accelerated this change. With cooperation and union agreements between countries have made the impacts of Globalization felt in every field. As the impacts of Globalization have been socially, economically, and politically felt in individuals' lives and countries; labor life has received its share in this change. The changes in labor laws, qualifications of labor, occupational structures, and developments in many other areas resulted in employment being Globalized as well. Advantageous and disadvantageous labor markets have been formed and transition between them accelerated. These moves also influenced work life indicators and the differences and similarities between countries made the categorisation of countries easy. 1.Globalization and Employment: The developments in the social, cultural, and political areas are both expanding and shrinking the World. These developments occurring very rapidly and influence the Globe in every field. The concept of Globalization encompasses such processes as expanding and accelerating the relationships and interactions between nations, societies, and individuals (DPT: 2000,1). There is no single definition of Globalization but it is universally accepted that Globalization is a continuous process that occurs in many areas. While some see Globalization as a culprit behind increasing inequality in the World, Globalization and technological advancements had an effect to decrease gender inequality in the World. For instance, it is noted that due to technological advancements and urbanization resulted in increasing status of females in India (<https://mastercardcenter.org/insights/women-winners-globalization>). There are at least five dimensions of Globalization: (1) Common ecological constraints (2) Cultural globalization (3) Globalization of communication (4) Economic globalization (5) Political globalization (Christopher Chase-Dunn, Yukio Kawano, Denis Nikitin. Globalization:A World-Systems Perspective, <http://wsarch.dhall/wc98.htm>). The subject of employment also directly related to social, political, and cultural dimensions of Globalization. Many establishments have started to employ many foreign immigrants with the Globalization. The working immigrants also going through adaptation issues with organizational cultures in these establishments. The psychological well being of these immigrant workers are negatively impacted by both hiring and promotion processes due to negative circumstances that they face. For instance, a study with 23 professional Indians in the USA showed significant finding "the majority of participants acknowledged that they did enjoy working for their employers and felt the relationship with that organization has been satisfactory. However, they felt certain gaps in how their employers maintain relationships with them.Many participants expressed the same idea of employers only following the standard practices without going above and beyond to cater to immigrant employees" (Lan Ni, Employee Relations in the Globalization Context: Perceptions of Immigrant Professionals, <http://www.instituteforrelations-globalization-context-perceptions-immigrant-professionals/>). The Globalization, along with rapid technological developments, directly related to decreasing manufacturing sector business where low and middle skilled workers have been employed and also directly related to international trade and employment competition (Selamoğlu,2002:34). Currently, increasing business in the Globalized Word is service industry. Service industry needs workforce that

are qualified, up to date with technological advancements, well educated, bi-lingual as well as motivated individuals. This type of workforce is a great window of opportunity for the Globalized World. The entire World has become an employment area for them where borders are no longer significant. New business markets that have occurred in the Globalized World have also altered labor forms. These new labor forms include the following: teleworking, home working, temporary/part-time working, and outsourcing. The Globalization and with technological facilities enabled many firms to conduct businesses around the World. The best example of this would be Amazon e-business model. Many banks and financial institutions are now targeting people in various countries as potential clients. Call centers are being opened in a different country where the service is provided to clients around the World 24/7. For instance, employment cost is lower in the Middle East and in the South East Asia and such operations may be moved to such locations (Malik,2015:11). Firms would like to utilize the Global opportunities in order to decrease their costs. Employees in the developed countries are always concerned that their workplaces may be moved to a different country. For instance, Nokia shut down its location in Germany and moved it to Romania, consequently, 2300 workers lost their jobs in Germany. The Globalization moved from international trade to direct foreign investment. There are very different wage rates in OECD countries. Also, in 2008 United Auto Workers in the USA accepted 50% With the process of globalization and competitive states, there has been significant changes in the area of employment. Due to new employment types, workforce has started polarized and along with flexible work means payrate has started decline. While in the developed countries service industry is expanding, international trade and finance activities has been accelerated. As a result, production industries in the developed countries have started to move to developing countries. However, some industries in developed countries such as research and development and design where qualified and high paid workforce if required, employment rate has continued to increase (Uyanık,2008:213). Labour market and workforce conditions that have been altered as a result of global change and transformation, have been going through a similar process. Workforce have been altered structurally due to economic irregularity and modifications in the manufacture process. These novel changes also negatively impacted the global employment issues and as a result unemployment has become a permanent unsolvable issue. In the countries, with the exception of the developed countries, unemployment has increased poverty. Globally manufacture rates have increased along with production rates, however, global employment rate has declined and production per workforce has increased. In the developed countries, ratio to participation to workforce has declined (Uyanık, 214). Furthermore, the most significant unemployment issue in the Globalized World is youth unemployment, as indicated by Deborah Greenfield, ILO Deputy Director-General for Policy. Deborah Greenfield has stated “The alarming rise in youth unemployment and the equally disturbing high levels of young people who work but still live in poverty show how difficult it will be to reach the global goal to end poverty by 2030 unless we redouble our efforts to achieve sustainable economic growth and decent work. This research also highlights wide disparities between young women and men in the labour market that need to be addressed by ILO member States and the social partners urgently”. (<http://www.un.org/youthenvoy/2016/08/global-youth-unemployment-rise/>)

2. Migrations and Effects of Employment: As the World is getting more globalized, individuals are leaving their native countries due to civil wars, hunger, poverty, and expecting better quality of life, and these immigrants are changing the workforce profile in these hosting countries. These immigrants are willing to work in dangerous jobs without job security and for less, which consequently increase informal workforce in the hosting countries. In general, the local individuals in hosting countries request more payment for the same jobs that immigrants are willing to work for less. As this discrepancy in payments increase in time, this discrepancy would reflect in the number of unemployment figures and would results in social issues.

Figure 1: The Largest Numbers of International Migrants (2000 and 2015)

Source: UN, International Migration Report 2015, New York 2016, p.7 In 2015, 67 per cent of all international migrants in the world were living in just twenty countries. The largest number of international migrants resided in the United States of America: 47 million, equal to 19 per cent of the world's total (figure 3). Germany and the Russian Federation hosted the second and third largest numbers of migrants worldwide (around 12 million each), followed by Saudi Arabia (10 million), the United Kingdom of Great Britain and Northern Ireland (nearly 9 million), and the United Arab Emirates (8 million). Of the top twenty destinations of international migrants worldwide, nine were in Asia, seven in Europe, two in Northern America, and one each in Africa and Oceania (UN, 2016:8). As summarized above the aforementioned figure compares the twenty most immigrant hosting countries in the World. According to this figure, there is a significance change between the year of 2000 and that of 2015. For instance, in 2000 Turkey was not among the first twenty countries, however; due to the Syrian immigrants coming to Turkey, in 2015 Turkey entered the list as the nineteenth country hosting most immigrants in the World. It also needs to be noted that immigrant populations in some of the countries in the above list is more than the populations of most European countries. Figure 2: Age Distributions Of The Total Population and International Migrants Worldwide, 2015

Source: UN, 2016.p.13 In 2015, 72 per cent of all international migrants were aged 20 to 64 years, compared to 58 per cent of the total population.. Globally, 15 per cent of all migrants were under 20 years of age, compared to 34 per cent of the total population. Thirteen per cent of migrants worldwide were at least 65 years old, nearly twice as high as the percentage of persons aged 65 or over globally. This difference is due to a combination of factors, including the fact that, upon arrival, the majority of international migrants are of working age (UN, 2016:12). Approximately one third of immigrants are in the working age. In order to survive in the hosting countries and increase their quality of life, these immigrants will join in the workforce. This will subsequently increase unemployment issues in the immigrant hosting countries. However, the immigrant working age individuals would also be beneficial for some European and the Gulf countries where the local population cannot meet the workforce demand; Germany, Saudi Arabia, United Arab Emirates would be the best examples of such countries. Figure 3: Foreign-born employment Men/Total/Women,

Source: OECD Data \*The foreign-born employment rate is calculated as the share of employed foreign-born persons aged 15-64 in the total foreign-born population (active and inactive persons) of that same age. Foreign employment at the present time has increased with Globalization where borders become insignificant. The above figure summarizes the foreign-born employment rates in the selected thirty-two countries. The figure shows that the foreign-born employment rates have increased. Also, in the all of these thirty-two countries male employment rate is higher than that of female, however; in some of these countries the employment rate differences between females and males do not appear to be significant. The number of international migrants (persons living in a country other than where they were born) reached 244 million in 2015 for the world as a whole, a 41% increase since 2000. The fact that many individuals, for various reasons, have been living in foreign countries has altered the countries demographic structures, which subsequently directly impacted labor market. The immigration population is currently about  $\frac{1}{4}$  billion and continuously increasing, which has become one of the most significant problem of the World. Some 55 million persons in OECD countries aged 15 and over are working outside their country of birth. Between 2000/01 and 2010/11, an additional 16 million international migrants were employed in the OECD, representing about 703. Globalization and Unemployment: Unemployment is the very important problem in the World. All countries try to solve it. World Employment Social Outlook Trends, published by ILO in 2016, included these assessments in relation to recent the negative impacts of economic conditions on employment: The economic weakening

has caused a further increase in global unemployment. In 2015, the number of unemployed people reached 197.1 million – approaching 1 million more than in the previous year and over 27 million higher than pre-crisis levels. This increase in the number of jobseekers in 2015 occurred mainly in emerging and developing countries. The employment outlook in some of these countries, notably those in Latin America, as well as some Asian countries (especially China) and a number of oil exporters in the Arab States region, is expected to have worsened in recent months (ILO,2016:1). The report summarized the following points for the international institutions and countries to take precautions and develop policies in order to improve the negative trend in the World’s employment market: The need to address these long-term trends adds urgency to the calls by the ILO for a shift in economic and employment policies. It is particularly important to strengthen labour market institutions and ensure that social protection systems are well designed, in order to prevent further increases in long-term unemployment, underemployment and working poverty. A rebalancing in reform efforts is also needed. In particular, financial reforms need to ensure that banks perform their role of channelling resources into the real economy and into investment for sustainable enterprise expansion and job creation (ILO,2016:3). Figure 4: Unemployment, total (

Source: Worldbank Data The above graph depicts the annual trends of unemployment. The unemployment rate that had been increasing since 1992 started to decrease in 2002, but with the Global crisis started to increase again in 2008. After that the unemployment started to drop again and in 2016 occurred at approximately ILO Director-General Guy Ryder has stated: “The significant slowdown in emerging economies coupled with a sharp decline in commodity prices is having a dramatic effect on the world of work.“Many working women and men are having to accept low paid jobs, both in emerging and developing economies and also, increasingly in developed countries. And despite a drop in the number of unemployed in some EU countries and the US, too many people are still jobless. We need to take urgent action to boost the number of decent work opportunities or we risk intensified social tensions”

(<http://www.ilo.org/ankara/news/WCMS446733/lang--tr/index.htm>). *Conclusion : Employment UNDESA(2013).WorldMigrationinFigures.SELAMOGLU, A.1GelismisEtkelerdePstihdamPoli* 2Ybl : 2002, pp.33–63 *SHAHZEB, A.M.(2015).TheImpactofnewWorkingMethods APsychosocia* 224. *WorldBankDataChristopherC.–Dunn, Y., DenisN.Globalization : AWorld–SystemsPerspec* <http://wsarch.ucr.edu/archive/papers/c-dhall/wc98.htm> (Accessed2017–07–16) <http://www.ilo.org/lang--tr/index.htm> (Accessed2017–07–10) *LanN.EmployeeRelationsintheGlobalizationContext : PerceptionsofImmigrantProfessionals, http://www.instituteforpr.org/employee-relations-globalization-context-perceptions-immigrant-professionals/* (Accessed2017–07–10) <https://mastercardcenter.org/insights/women-winners-globalization> (Accessed2017–07–06) <http://www.un.org/youthenvoy/2016/08/global-youth-unemployment-rise/> (Accessed2017–07–16)

<http://www.unric.org/en/latest-un-buzz/30032-the-number-of-international-migrants-has-grown-faster-than-the-worlds-population> (Accessed 2017-07-10)