

ASIAN INTEGRATION AND FOREIGN WORKERS MOBILITY

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ABSTRACT

This paper aims to obtain empirical insight of the factors promoting foreign workers mobility in Asian integration, particularly within ASEAN plus Three countries. Using questionnaire as a qualitative research tool, this study tries to capture general perspective of Asian integration and common market idea as being implemented in European case. Motivation of this study is to provide a preliminary picture whether workers will start to another country if Asian integration start soon and what are the affectig factors. All of the finding results are consistent with several previous studies Study results demonstrate that almost all of respondents believe that foreign workers mobility is affected in Asian Integration by more job opportunity supplies. The most important factors in both foreign workers inflow and outflow is technology spillover Moreover, most respondents also agree that all foreign workers are being treated equally or even higher in some cases, compare to other local workers. If you have any question on the format, please send a message to wihando@pknstan.ac.id

Keywords : Foreign Workers, Asia Integration

INTRODUCTION

Asian integration will affect working situations within the region. Those situations will include changing competition in both job actors (workers) and job opportunity as well. Reactions of those upcoming conditions are vary, Some people reacts positively to open working market and some other are in opposite manner. It is important to gain a preliminary picture of Asian people perception regarding Asian integration especially in the issue of working competition, particularly in designing proper policy to minimize risks and optimize positive impacts. This study aims to provide the picture through the representative survey among foreign respondents the citizen of Asian countries involved in the integration.

The studies of migrant workers or foreign workers, as more convenient term used in several countries, has been attract many researchers recently. Several motives lie behind these activities ranging from economic issues to social issues and even to science as in health and spreading disease problems. In looking how important the topic is, especially for those people who being involved in social interaction process as their daily objective activities, foreign workers is not just a hot issue for an individual country as well as one particular region, it is a global object for every nation in the world must think of, since its effect not just influence a group of people but also almost every people in the world. Therefore, International Labor Organization (ILO), one of the institutions under United Nations, also put a great concern in this matter Since 1919, the International Labour Organization has maintained and developed a system of **international labour standards** aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In today's globalized economy, international labour standards is an essential component in the international framework for ensuring that the growth of the global economy provides benefits to all. What makes migrant workers issue to be very essential is, that migrant workers represent nationality symbol for every country. Thus, each action being received by a migrant worker, positive or negative, it will also affect relationship between these two countries. Furthermore,

migrant worker activity is providing important economical reasons in both home and host countries. Having as well as sending migrant workers for one particular country is believed to bring many advantages, in terms of money, technology and knowledge, for all the countries being involved.

This study replicates previous research done by International Labour Organization (ILO) in 2010 and 2019. The research conducted large scale public opinion survey of 4,020 nationals in four Asian migrant destination countries – The Republic of Korea, Malaysia, Singapore and Thailand -. Results reveal that the majority of respondents in all countries held unfavourable attitudes toward migrant workers.

Refer to the important theory from, one of the leading scholar, Balassa (1961) in economic integration process within a particular region. There are five stages of regional economic integration which are Free Trade Area, Customs Union, Common Market, Economic Union Integration and Total Economic. During the third stage, Common Market, regional integration is applying non barriers movement on production factors such as goods, service and equity flow. Having this condition is expected to provide more efficient resources allocation. Workers or people hired to do some jobs are very essential production factors. Therefore, workers mobility especially the one who is employed outside their countries or foreign workers is crucial since it will boost any parties economical improvement which involved within these activities. The term "migrant worker" refers to a person who is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national. However, in several countries the migrant workers term refer to illegal workers or outside their proper visa and permission. Thus, in order to get more convenient meaning, in this paper all migrant workers are refer as foreign workers as here in after.

Wickramasekara (2002) proposes several causes and consequences behind migrant workers mobility. Those aspects are ranging from higher incomes, social factors, adventure and safety which lead to other consequences such as technology and knowledge spill over inside the countries. Comparative perspective approach from European integration in defining foreign worker equal treatment is originated from academic and legal documents review. Whereas, Belilos (1997) description regarding employee drives and motivations based on Abraham Maslow's **hierarchy of needs** theory is also being referred in this study. The factors are consist of **physiological needs, safety needs, social needs, ego and self-actualization**.

The paper is organized as follows: chapter 1 describes objective study, research question and also overview of methodology being applied in this study. Chapter 2 illustrates the existing literature and present situation and current issues as well. Chapter 3 expresses comparative perspective, units and analysis. Chapter 4 discusses the main implications of our findings and provides some concluding remarks

Objectives

The objectives of the study are analyzing the attitude of Asian people regarding foreign workers mobility during Asian integration. Attitude matters since attitudes may translate into actions and behaviors that negatively impact on certain individuals and groups in society. The second objective is to identifying factors promoting foreign workers mobility in Asian integration. Obtained analysis results will have an important implication for policy makers and politicians so they may drawn to create policies in accordance with actual or perceived public preferences.

Research Questions

By analyzing empirical result of GSAPS students' perception about the factors promoting foreign workers mobility and Asian integration and describing other existing literature studies in this are, this paper aims to this following research questions which are:

- a) What are the perception of Asian people regarding foreign workers mobility during Asian integration?
- b) What are the factors promoting foreign workers mobility in Asian Integration?

METHODOLOGY OVERVIEW

Research methodology employed is qualitative research method by using questionnaire as a tool in gathering some valuable knowledge of the Asian integration and foreign workers mobility linkage. There are two groups of questions, which are personal information and technical questions. This methodology also refer to the research called "*Public attitudes toward migrant workers in Japan, Singapore, Malaysia and Thailand*" which held by ILO. The study done by distributing survey questionnaire which developed for the general public and by doing interview questionnaire to the key informants. Survey through questionnaires and interviews were chosen to deeply explore perception and attitude of selected respondents toward foreign workers mobility in Asian integration.

Sampling Methodology

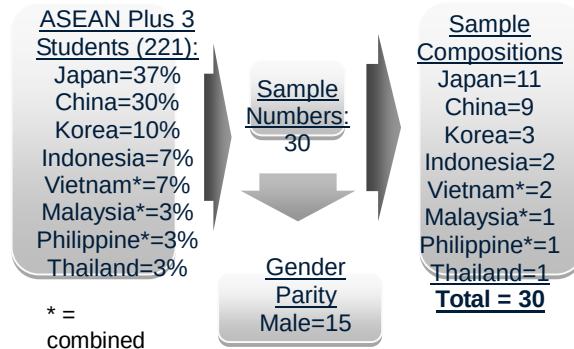
As in qualitative research methodology, the primary purpose of sampling is to collect specific cases, events , or actions that can clarify and deepen understanding. Qualitative researcher's concern is to find cases that will enhance what researchers learn about the processes of social life in a specific context.

In this study, qualitative methodology in nonprobability sampling is being applied in terms of choosing only GSAPS students from ASEAN Plus 3 countries. ASEAN plus Three students selection is also rely on purposive sampling methodology which applied to select members of a difficult-to-reach, specialized population and additionally to identify particular types of cases for in-depth investigation in obtaining deeper understanding of the subject being studied. Quota sampling of this study is gender parity or giving equal proportion of male and female respondents. Implementation of this action based on how to avoid gender bias from respondents in looking at a particular issue especially related with foreign workers mobility. Grinnel (2001) in *Social Work Research and Evaluation: Quantitative and Qualitative Approaches* (6th ed.), suggests of using "30-10" rule which is using sample number of 30 or 10% of population whichever is greater. Reasons are based on most basic type of statistical tests used in descriptive studies, in lieu of statistical "power analysis". "Power" is defined as *the ability of your study to find statistically significant effects, if in fact they are present*. Therefore, this requires an adequate sample size.

In this paper, the total number of population is 221, thus the required sample to be taken is 30, since it is bigger than 22 (221 multiply by 10%). More importantly, from 30 samples being taken in this study all of them are refer to the student's actual composition based on their nationality. The sample selection process and its composition is being described as follows.

Sample Selection Process

Figure. 1



For samples from Vietnam, Malaysia and Thailand are round up percentage number. This step was taken to get at least 3% which equal to 1 person. The countries being combined or included in those 3 selected countries are: Cambodia, Singapore, Hong Kong and Laos.

LITERATURE REVIEW

Public attitudes toward migrant workers

ILO (2010) identifies public attitudes toward migrant workers

In 2010, the International Labour Organization (ILO) conducted a large-scale public opinion survey of 4,020 nationals in four Asian migrant destination countries – the Republic of Korea, Malaysia, Singapore, and Thailand – to assess public attitudes towards migrant workers. The findings indicated somewhat greater support for migrant workers in the Republic of Korea and Singapore than in Malaysia and Thailand due to greater interaction with migrant workers in those countries. Overall, however, the 2010 survey findings revealed that the majority of respondents in all countries held unfavourable attitudes towards migrant workers (ILO, 2011).

Employing KAP (Knowledge, Attitude and Practice) Barometer score is a tool for comparing the level of support for migrant workers across different segments of the population, the study exhibits these interesting findings. First, in Singapore and Malaysia, the more highly educated people are, the more supportive they are of migrant workers. Secondly, in Korea, the older people are the more supportive they are of migrant workers. Furthermore, in both Thailand and Malaysia there is a very distinct difference in support between regions whereas in Singapore and Korea the support across regions is quite homogeneous. to conclude, across all four countries, those who know migrant workers personally, either through work or socially, show significantly higher levels of support.

The sequence study by ILO in 2019, expresses similar results with support for migrant workers was quite low in four sample countries. Whereas, there is evidence that support had declined somewhat in Malaysia, Singapore, and Thailand since 2010.

Factors promoting foreign workers mobility

Wickramasekara, P (2002) proposes causes of migrant workers movement in one particular area which are:

a. In search of higher incomes.

This is the most obvious and popular reason given, in this sense, high levels of unemployment and poverty in source countries act as a push factor in the decision to emigrate.

b. Lured by friends and relatives and social networks.

Networks of friends and relatives already working in destination countries serve as sources of information and anchor communities for newcomers.

c. In search of adventure, exploration, curiosity.

Some are interested in visiting other lands from a sense of adventure or for exploration and the emerging demand for labour may provide the required opportunity.

d. Fleeing from persecution and armed conflict.

In a number of cases, the migrants have no choice. They may simply be forced out because of armed conflict, persecution at home or environmental degradation.

**Nine Good Reasons to Love Labor Migration by Keith Griffin in
Wicrasemakara, 2002**

We live in a liberal world where markets are allowed to work their magic, except for one curious asymmetry: There are free flows internationally of manufactured goods and services, free flows of technology and intellectual property rights, and free flows of capital. Yet the flow of labor is severely restricted, and the rich countries are becoming not more liberal but less liberal.

This makes no economic sense at all. Greater international labor mobility - particularly of low-skilled labor - would benefit everyone, host countries and sending countries alike. To paraphrase Elizabeth Barrett Browning, "Migration, how do I love thee? Let me count the ways."

I will give you nine ways in which greater freedom of migration would be beneficial:

1. It would raise total output and incomes in the rich, host countries;
2. It would increase efficiency in the use of the world's resources all around, in rich and poor countries;
3. It would increase the supply of entrepreneurship and reinvigorate the sclerotic economies of Western Europe and Japan and help to sustain growth in North America;
4. It would stimulate the creation of small business;
5. It would increase savings, investment, and human capital formation in the rich countries;
6. It would accelerate the pace of innovation;
7. It would increase the flow of remittances to poor countries; thereby
8. Accelerating the growth of per capita income in both groups of countries. Think of the growth of Western Europe in the 1960s, the growth in the Middle East in the 1970s and, for that matter, the growth in the United States in the late 19th and early 20th centuries. All of these periods of rapid growth were fueled by large-scale immigration.
9. Finally, for those of you who are worried about social security entitlements in your old age, immigration will alleviate the economic problems associated with the aging population in rich countries.

Whereas Ortega and Peri (2009) shows that bilateral migration flows are increasing in the income per capita gap between origin and destination. They also find that bilateral flows decrease significantly when the destination countries adopt stricter immigration laws. They also find that immigration increases employment one for one, implying no crowding-out of natives. In addition, investment responds rapidly and vigorously, and total factor productivity is not affected. These results imply that immigration increases the total GDP of the receiving country in the short-run one-for-one, without affecting average wages or labor productivity. Lastly, that the effects of immigration are less beneficial when the receiving economy is in bad economic times.

Management Perspective

Belilos, Claire (1997) indicate that Though each person has specific needs, drives, aspirations, and capabilities, at varying degrees of intensity, people's basic needs are the same, as illustrated by **Abraham Maslow** in the following model:



Figure 2. Maslow's Hierarchy Of Needs

Maslow explains the Hierarchy of Needs as applied to workers roughly as follows:

- Physiological Needs
basic physical needs: the ability to acquire food, shelter, clothing and other basics to survive
- Safety Needs
a safe and non-threatening work environment, job security, safe equipment and installations
- Social Needs
contact and friendship with fellow-workers, social activities and opportunities
- Ego
recognition, acknowledgment, rewards
- Self-Actualization
realizing one's dreams and potential, reaching the heights of one's gifts and talents.

Worker motivation must also be viewed from two perspectives:

1. Inner drives
2. Outer (external) motivators.

A person's *inner drives* push and propel him/her towards an employer, a particular job, career, line of study, or other activity (such as travel or recreation). It is these drives that Maslow delineates in his hierarchy of needs, and which we must understand and internalize, use as guidelines in our efforts to help employees feel motivated.

The outer (*external*) *motivators* are the mirror image the employer or outside world offers in response to the inner drives. In order to attract the "cream of the crop" of available workers, same as in his/her dealings with customers, the employer not only tries to satisfy these basic needs, but to exceed them - taking into consideration additional extraordinary needs individual workers have.

Most workers need to:

1. Earn wages that will enable them to pay for basic necessities and additional luxuries such as the purchase of a home, or travel
2. Save for and enjoy old age security benefits
3. Have medical and other insurance coverage
4. Acquire friends at work
5. Win recognition
6. Be acknowledged and rewarded for special efforts and contributions
7. Be able to advance in life and career-wise

8. Have opportunities for self-development
9. Improve their skills, knowledge, and know-how
10. Demonstrate and use special gifts and abilities
11. Realize their ideal(s).

The employer responds to those needs by offering and providing:

1. Employment
2. Adequate pay
3. Assistance to workers for their special needs (such as child care arrangements, transportation, flexible work schedules)
4. Job security (to the degree possible)
5. Clear company policies
6. Clear and organized work procedures
7. A stable, just and fair work environment
8. A safe work environment
9. Medical coverage and other benefits
10. An atmosphere of teamwork and cooperation
11. Social activities
12. Reward and recognition programs
13. Incentive programs
14. Open lines of communication (formal and informal)
15. Systematic feedback
16. Training and development programs
17. Opportunities for promotion
18. Company/ business information
19. Information on customer feedback
20. Sharing of company goals and objectives
21. Information on the market situation and industry
22. Future expectations
23. Plans for the future
24. Guidance and mentoring.

It is important that the employer discover other extraordinary needs applicants have before hiring them and know beforehand whether he/she can satisfy those needs or not. An employee may have:

- Family responsibilities and be unable to work shifts, overtime, or weekends
- Heavy financial responsibilities which he/she can meet only by working at two jobs, leading to exhaustion, "sick leave", and deficient work performance
- A desperate financial need for additional overtime and weekend remuneration
- Premature expectations of swift promotions.

Some other needs the employer can expect, for which company policies should be planned accordingly:

- If the company is in a remote location, all employees will have a need for more social activities
- Many single people look for dates and spouses at work
- Some women may not be ready to work late shifts unless the employer provides transportation back home
- Some workers may have a problem with drug or alcohol abuse.

In addition to needs and drives, adult workers have expectations from their employer - they expect:

- A knowledgeable, experienced, expert employer

- Clear and fair policies, procedures, and employment practices
- Business integrity
- Clear job descriptions
- Two-way communications
- Effective management and supervision
- Positive discipline
- Good company repute
- Good customer relations
- Company survival
- Opportunities for personal growth
- Company growth
- A share in the company's success.

Most of these needs, expectations and aspirations are unexpressed - it is up to the employer to develop a good system of company communications, employee relations, training and development that will lead to an environment of openness, cooperation, teamwork, and motivation that will benefit all the parties involved.

Consequences of foreign workers mobility

Wickramasekara, P (2002) points out several consequences of sending to one country such as:

- As a safety valve for domestic unemployment and aspirations of educated workers for higher wages.
- Contribution of worker remittances to foreign exchange earnings.
- Skills acquisition by workers while overseas.

While for receiving countries the consequences are as follows:

- That migrant workers have made generally made a positive contribution to the host countries, both in terms of socio-economic development and in providing labour for jobs which the local people did not want to do.” (ILO/ACTRAV, 1996: 4).
- Some governments of labour-receiving countries earn sizeable revenues through levies on firms employing foreign workers, the burden of which may partly or fully be passed on to the workers themselves.

Economic integration

Based on economic integration theory by Balassa, Bela (1961), there several stages of integrating economics which illustrated as follows:

Table 1 Balassa's Economic Integration Stages Theory

No	Level	Main Component
1	Free Trade Area	Free trade within, but different external tariffs
2	Customs Union	Common external tariff
3	Common Market	Free movement of capital, goods, and labor
4	Economic and Monetary Union	Common Currency
5	Political Union	Creation of common political institution

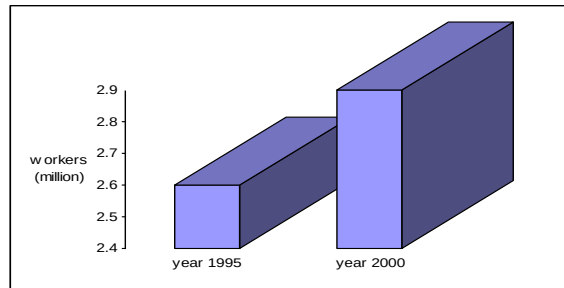
The critical timing for foreign workers mobility is during common market processes which required a free movement of capital, goods and labor.

Present Situation and Current Issues

Bloom and Noor (2000) find evidence that labor market integration increased sharply among East and Sout East Asia (ESEA) countries in the 1980s, with 9 percent of ESEA's labor

force participating either directly via labor mobility or indirectly via capital mobility or trade in cross-national labor market transactions in 1991, up from just 5.2 percent in 1980. They also find that trade is the dominant mechanism through which regional labor market integration occurred in the 1980s, with labor migration contributing only modestly to the process.

Chart 1 Asian Migrant Workers statistics



Furthermore, ILO key statistics above shows Asia absorbs an increasing proportion of its own migrant workers. Between 1995 and 2000, 40 percent of the 2.6 to 2.9 million Asian migrant workers (registered and undocumented) went to other Asian countries. The most important Asian receiving countries (the destinations for 1.4 million workers every year) include Japan, Taiwan (China), the Republic of Korea, Hong Kong (China), Singapore, Malaysia and Thailand.

Asia absorbs an increasing proportion of its own migrant workers. Between 1995 and 2000, 40 per cent of the 2.6 to 2.9 million Asian migrant workers (registered and undocumented) went to other Asian countries. The most important Asian receiving countries (the destinations for 1.4 million workers every year) include Japan, Taiwan (China), the Republic of Korea, Hong Kong (China), Singapore, Malaysia and Thailand. By contrast during 1970's and 1980's more than 90 per cent of Asian migrant workers moved to other regions. In 2000 Asian migrant workers made up 40 to 70 per cent of the labour force in the countries of the Gulf Cooperation Council (GCC). In the major receiving countries in East Asia they represented just over 4.2 per cent of the combined labour force. The exceptions are Singapore, where migrants make up 28 per cent of the labour force, and Malaysia, where the figure is 12 per cent.

The Philippines remains the largest supplier of labour – the annual outflow represents about 1 percent of the labour force – but new countries, like Mongolia and the Islamic Republic of Iran, are becoming labour exporters. Iran now sees an annual outflow of 285,000 workers and has a total of 3 million nationals working abroad.

In 2003 combined remittances from migrants to Asian sending countries were estimated at more than US\$40 billion. In 2004 India alone received some US\$23 billion and the Philippines US\$8 billion. These remittances made up a significant share of GNP; 8.6 per cent in the Philippines, 7 per cent in Pakistan, 6.5 per cent in Sri Lanka, 6 per cent in Bangladesh, 4.7 per cent in Indonesia, 3.1 per cent in India and 1.8 per cent in Thailand (2002-2003 figs.).

The global trend towards the feminization of labour migration is clearest in Asia. In the Philippines, Indonesia and Sri Lanka, women account for 60 to 80 per cent of those seeking work abroad. Most female labour migration is still focused on a limited number of occupations, notably domestic work and the entertainment industry.

Recent trends in Asian labour migration (Wickramasekara, 2002)

- Changing destinations.

Migration of workers from Asian countries has shifted from a predominantly Middle East - bound flow to an intra- Asian flow within the past decade. This is especially true of Southeast Asian countries while South Asia has continued to rely on the Middle East labour market. (Wickramasekara, 1996). The oil price boom in 1973 caused an explosive growth in migration to the region. According to Stalker (2000) the number of immigrants in the seven States of the Gulf Cooperation Council, rose from 1.1 million to 5.2 million between 1975 and 1990. The subsequent decline in oil prices, the Gulf war and the completion of many construction projects led to a sharp fall in the demand for migrant labour since the mid-1980s. At the same time, the volume of labour migration within the Asian region was growing with rapid economic growth in East Asia and the emergence of newly industrializing economies such as Malaysia and Thailand. Yet South Asia was still heavily dependent on the Middle Eastern countries. According to ILO estimates, there were about 6.5 million foreign workers in 1997 in seven Asian countries or areas: Japan, the Republic of Korea, Malaysia, Singapore, Thailand, Hong Kong (China) and Taiwan (China).

Table 1
Migration flows to the Middle East and Asia 1993 and 1998

Year Region	1993 Middle East	1993 Asia	1998 Middle East	1998 Asia
Bangladesh	94.1	5.9	60 (1997)	40.1 *
India	96.7	3.3	93.4**	6.6**
Indonesia	57.6	42.4	69.4	30.6
Pakistan	99.7	0.3	96.2	3.8+
Philippines	74.9	24.1	47.1	48.3
Sri Lanka	93.2	6.8	96.7	3.3
Thailand	2.2	84.7	9.3	64.4

Note: * Malaysia only; ** excluding the others category which cannot be allocated to either group; + others category which does not separate Asia;

Sources: based on Wickramasekara, 1995 and 2000a; ILO/ACTRAV country studies in South Asia; table 4.

- Temporary migration of labour.

Labour migration in Asia is mostly on fixed term contracts representing temporary migration. Permanent or settler migration still takes place on a limited scale to Australia and New Zealand. The short duration has obvious implications for recognition of migrant rights and their economic and social integration in receiving countries.

- A migration flow dominated by semi-skilled and unskilled workers.

Most migrant workers are unskilled or semi-skilled such as construction workers and female domestic workers. These workers face numerous problems in protection in both sending and receiving countries compared to skilled workers and professionals who move with foreign capital and enjoy more bargaining power.

- Explosive growth in irregular migration

The most important trend in total migration from the viewpoint of protection of migrant rights in Asia is the rising share of ‘irregular migration’ – commonly referred to as ‘illegal’, ‘undocumented’ or ‘clandestine’ migration. Since these workers have no legal status in the host countries, their rights are subject to frequent abuse as discussed later.

- Feminization of migration

Another observed tendency has been the increasing share of female workers migrating on their own for overseas employment. The bulk of them migrate for low wage occupations such as domestic work. Hong Kong (China) and Singapore represent the major destinations of domestic workers in Asia. A sizeable number migrate to the Middle East, especially Saudi Arabia and Kuwait as well. Entertainers also represent an important group of women migrants, mostly going to Japan. Women migrants are one of the most vulnerable groups in all countries. Commercialization of the recruitment industry.

The share of public employment services in sending workers overseas has fallen drastically giving way to a thriving industry of intermediaries in both sending and receiving countries. Some are large firms while many are unregistered small enterprises. It is well documented that the recruitment industry has been responsible for various malpractices and growth of irregular migration in the region.

Table 2 Migration Status of Asian Countries

1. Labour sending
 - Bangladesh, China, Indonesia, Nepal, Philippines, Sri Lanka, Vietnam
2. Labour sending and receiving
 - India, Malaysia, Pakistan, Thailand
3. Labour receiving
 - M Middle East, Brunei Darussalam, Taiwan (China), Japan, Republic of Korea, Hong Kong SAR, Singapore

Comparative Perspectives

This paper is based on two comparative perspectives which are Europe Union common market situation comparison than those that might occur during Asian integration and most importantly, the concept of factors comparison that affecting foreign workers mobility which come from previous studies than those obtained during questionnaire distribution processes.

The concept of a European labour market implies complete mobility of workers, and, in the Economic Community, mobility of workers between Member States. Free movement of workers was guaranteed to EU nationals by the Treaty of Rome, and was regulated by Regulation 1612/68. A very wide scope was given to the definition of persons covered by the term ‘worker’ (worker and employee) to cover all those engaged in economic activity, but also to include also students engaged in vocational training and unemployed persons looking for work. Free movement of self-employed workers was also guaranteed through Treaty provisions on freedom of establishment and freedom to provide services. Protection of migrant workers extends to their family members (spouses, registered partners, children, relatives and dependents), and included social advantages such as entitlement to housing and education.

The protection of migrant workers requires that discrimination based on nationality be prohibited. This includes direct discrimination and indirect discrimination, unless there is objective justification for the latter (for example, language requirements). There is equal entitlement to social security benefits, pensions and as regards working conditions and terms of employment, including trade union rights (free movement and trade union rights). However, important obstacles remain in the area of portability of some of these rights (portability of social security rights, portability of supplementary pensions). Derived from those description above, this study will take several proxies for equal treatment in Asian integration such as salary, additional facilities, tax paid, and insurance cost as well.

Wicrasemakara (2002) who suggests several points as determinants or factors of foreign workers mobility such as higher incomes, adventure, curiosity, friends and relatives and social networks and, fleeing from persecution and armed conflict. Consequently, this study builds up several proxies for motivating factors of foreign workers mobility which are salary, allowance and other benefits, reputation of the country, reputation of the company, being able to study the country's language, being able to study the country's culture, living costs, safety, economic importance for your country, political importance for your country, foreign worker's treatment in that country, visa issuance policy, religions similarity, cultural similarity, social welfare and working environment.

Units

Graduate School of Asia Pacific Studies of Waseda University

Waseda University as a leading role university is at the forefront of many Japanese universities in its aim to promote the internationalization of education and research, and it is actively involved in international exchange. Waseda ranked as number one university which has the biggest amount of international student in 2007. Being one of Waseda school branch, Graduate School of Asia Pacific Studies (GSAPSI, the first independent graduate school at Waseda University, was established in 1998 aims to develop professionals who will play an active role in the international society that includes the Asia-Pacific region. GSAPS is the first of its kind in Japan, as it focusses its researches on the Asia-Pacific region. Since GSAPS was founded in 1998, its students from not only the Asia-Pacific region, but from all the five major continents in the world. This is a result of a bilingual (Japanese-English) education system and the 'Triangle Method' of teaching involving students, the faculty members and external entities. In addition, there is also a comprehensive scholarship and award system for international students. All these factors have led to GSAPS gaining both domestic and international recognition. The motto of GSAPS education reads, 'To research from a global and regional viewpoint of the Asia-Pacific region, in the fields of history, politics, economics, industry, management, society, culture and international issue'. Based on this belief, GSAPS seeks to take the lead and works towards educational reforms. As a result GSAPS has been awarded by MEXT the special scholarship initiative, known as the 'Asia Regional Integration and Regional Cooperation Future Leader's Scholarship Programme' in 2007 for five years. The plan is to establish a research and educational center, unique from a global perspective, to produce talented individuals who comprehensively study issues of regional Asian integration and contribute academically and socially to Asian integration. Based on the knowledge and contacts developed through our previous 21st Century COE program "Creation of New Contemporary Asian Studies"(COE-CAS) that examined the establishment of an East Asian Community, this program will focus on training researchers and businesspersons who will support regional Asian integration. It is hoped that this proposed program will be the Asian equivalent to "ERASMUS" (the European Community Action Scheme for the Mobility of University Students). The attitude is that we should not only describe and construct theories concerning regional Asian integration from an external perspective, but we should also understand the process from the inside. This move to identify the obstacles to and process of regional Asian integration through cooperation with other Asian universities should be an excellent model for graduate school education in the future. Therefore, it is believe that gaining Asian integration perspective from GSAPS students is the most suitable approach.

ASEAN Plus Three

Many recent study literatures refer Asian integration as regional cooperation process within ASEAN Plus Three countries. Stubbs (2002) assumes that ASEAN plus Three will emerge as the

key organization in East Asia and these trends have led to the idea of “East Asia” becoming firmly embedded in the thinking and discourse of governments and opinion leaders around the region. ASEAN Plus Three cooperation comprised of 10 countries which are: 7 ASEAN Countries (Indonesia, Thailand, Philippine, Malaysia, Singapore, Brunei Darussalam, Vietnam, Laos, Myanmar and Cambodia) and three other countries, Japan, China and Republic of Korea. The organization, began in december 1997 and later being institutionalized in 1999, also named as east asian summit has goals to express greater resolve and confidence in further strengthening and deepening East Asia cooperation at various levels and in various areas, particularly in economic and social, political, and other fields.

Population

GSAPS students from ASEAN plus three countries population consists of 221 students which is being described as follows:

Table 3
ASEAN Plus Three students population

Country	MA Apr 08	PhD Apr 08	MA Sep 08	PhD Sep 08	MA Apr 09	PhD Apr 09	Total
Japan	28	7	11	6	27	4	83
China	16	1	24	7	19	0	67
Indonesia	7	1	0	0	8	1	17
Korea	5	0	6	3	7	1	22
Vietnam	3	2	5	0	0	0	10
Hong Kong	2	0	0	0	0	0	2
Thailand	0	2	5	2	1	1	11
Philippine	0	1	1	0	0	0	2
Cambodia	0	0	1	0	1	0	2
Singapore	0	0	0	0	1	0	1
Malaysia	1	0	1	1	0	0	3
Laos	0	0	0	0	1	0	1
Total	62	14	54	19	65	7	221

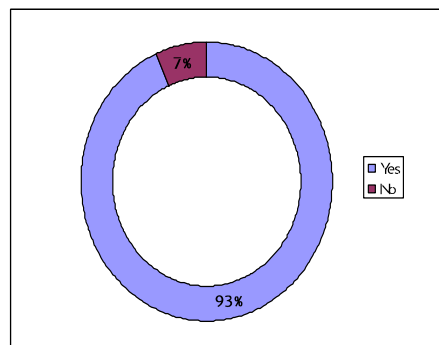
ANALYSIS

In this section, all of the empirical evidences as being collected in the survey are reported. The findings will be supported by analysis based on respondents’ answers and previous studies conclusion. Visual presentations like charts and graphs are also being displayed in order to give more clear and comprehensive point of view.

Findings number: 1

Questions:

Do you agree that Asian integration will provide more opportunity for Asian people to work in abroad in any Asian countries?

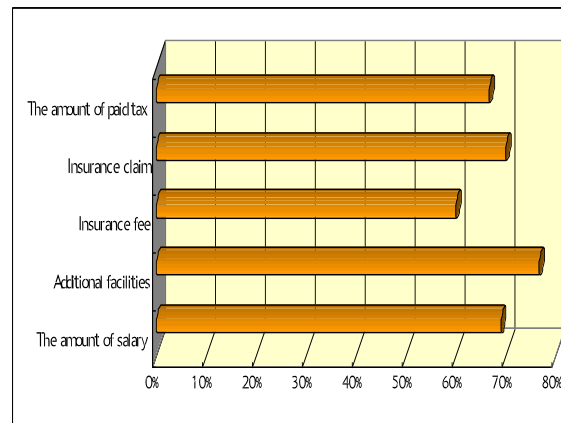


This implies that almost all of the respondents have positive attitude regarding foreign workers mobility and Asian integration. They also agree that a condition call Asian integration, where all the markets from countries being integrated in Asian integration, as in common market idea, will provide more opportunity for Asian people to work abroad in any Asian countries. By having more opportunity to work or obtaining sufficient job fields, consequently urge someone to move to new better place that provide him a a good opprtunity to improve his quality of life. Connecting point between work and quality of life improvement is likely to be in search of high income as being mentioned by Wicrasemakara (2002). Therefore, more opportunity to work is one of the most important point in accelerating foreign workers mobility especially in relation with Asian integration condition from Asian people perspective, which is represent by GSAPS Students. Respondent composition are exactly as follows:

Findings number: 2

Questions:

Which, if any, of the following compensations that foreign workers in your country should received?



The answers given by the respondents are classified into three groups which are higher treatment, equal treatment and lower treatment for each addressed question above. For first question “the amount of paid tax at the same salary”, 20% respondents states that it should be higher, 67% equal and 13% lower. In “insurance claim” issue, 20% agree to give higher insurance claim, 70% chooses equal and 10% lower insurance claim for foreign workers in their country. Whereas, in “insurance fee” problems their answers are 20% higher, 60% equal and 20% lower. For “additional facilities” provided to foreign workers, 16% prefer to give higher additional facilities compensation, 77% equal number of facilities and only 7% select lower compensation for additional facilities. Lastly, for “the amount of salary at the same position” question the answer the answer are 24% decide to give higher salary, 69% prefer equal salary and 7% choose to give lower salary.

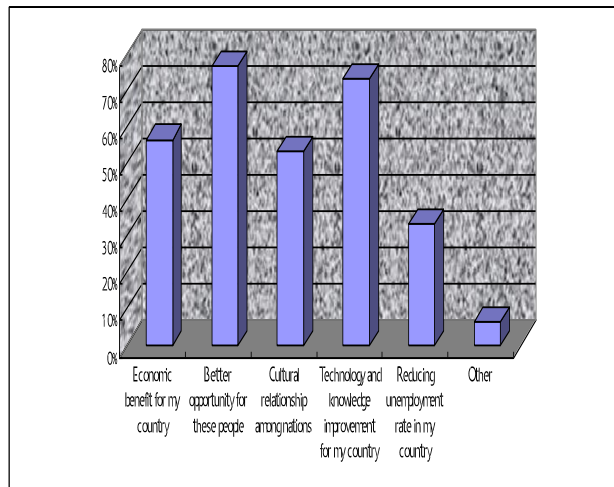
Based on description above, all the “equal” answers ranks dominantly (>60%) in every question being asked to the respondents. Therefore, all of the respondents agree to give equal treatment to

foreign workers. This condition, surely, support foreign workers mobility to the host or recipient countries in which already happening in Europe Union common market integration. From these answer can be conclude that respondents as citizen of host countries do not object if their government provide equal or even higher compensation for workers from abroad. This condition reflects that there is positive attitude toward foreign workers incoming mobility in their country.

Findings number: 3

Questions:

If you agree, please indicate the benefit of the policy that allows people from my country for working abroad (benefit of foreign workers outflow)



This purpose of asking the “benefit of sending people for working abroad (foreign worker outflow)” question is to evaluate the respondents understanding to such kind policy and positive consequences that comes together with it. The analyzing process of this question based on the respond on “very important” answer, this measurement taken is to give clearer and more precise picture of all our respondents reactions. All the very important answers are described, from the highest to the lowest, as follows: the first rank is 77% respondents believe that there will better opportunity for these people who like to work abroad, 73% assume foreign workers outflow policy will bring “technology and knowledge improvement for home country, the third ranks is “economic benefit for my country” reasons for 57%. The rest answers are 53% for cultural relationship among nations, 33% for reducing unemployment rate and 7% other reasons.

All the best three answers are very consistent with the preceding theory being conducted by Wickrasemakara (2002) which are:

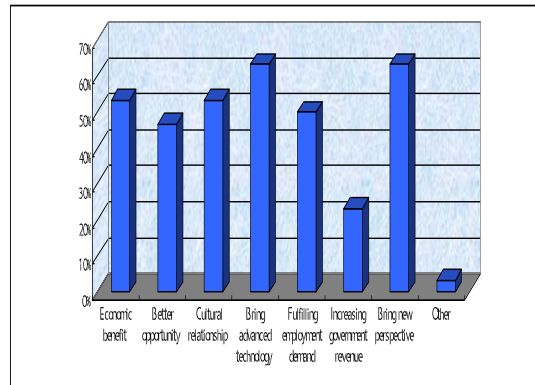
- As a safety valve for domestic unemployment and aspirations of educated workers for higher wages (better opportunity).
- Contribution of worker remittances to foreign exchange earnings (economic benefit).
- Skills acquisition by workers while overseas (technology and knowledge improvement).

This finding express consistent positive attitude toward foreign workers from the sending countries point of view. The conclusion is supported by the perspective that all foreign workers from their countries will be treated nicely and wil bring back positive impact through technology advancement to their hometown.

Findings number: 4

Questions:

If you agree, please indicate the benefit of the policy that allows people from abroad for working in my country (benefit of foreign workers inflow)



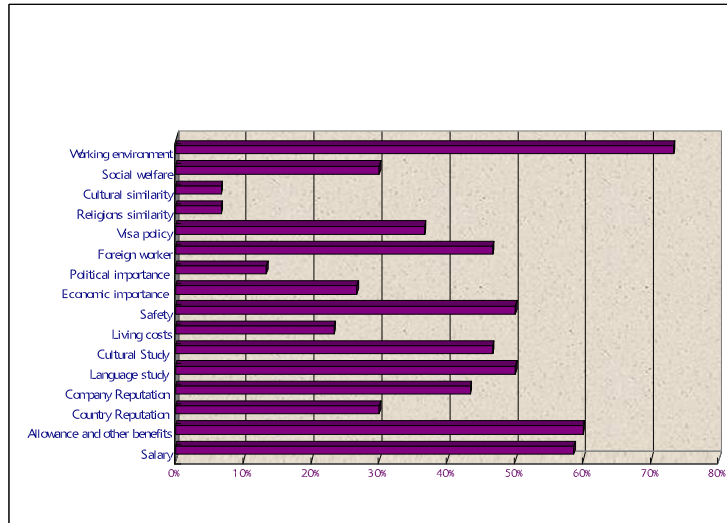
Similar with previous question, this purpose of asking the “benefit of receiving people from abroad for working (foreign worker inflow)” question is to assess the respondents perspective to the foreign worker inflow policy and positive impact of its.. The same analyzing process with preceding question, the respond measurement is based on “very important” answer. The very important answers rankings from the first to the fourth are: 63% responds to “bring advanced technology” idea and 53% reactions to both notion in “Economic Benefit” and “Cultural Relationship”. Finally, other answers are 50% for fulfilling employment demand, 47% for better opportunity, 23% increasing government revenue and 3% for other motives. Refer to the results the main responds is bringing advanced technology and new perspective or well known as spill over effect is very inherent with many previous studies and other existing literatures.

This finding shows deeper confirmation regarding positive attitude towards foreign workers. It strengthen positive believe that foreign workers inflow will provide positive effects to their home countries. It reflects with the statements incoming foreign workers will bring advanced technology, new perspective and economic benefit.

Findings number: 5

Questions:

Which, if any, the following factors influence you to work in a particular foreign country?



Unlike the previous studies, Wickrasemakara (2002) who suggest in search of higher income as the most important factor that might drive someone to work abroad, this study offer a new more essential aspect that motivate one person to go across his home countries which is working environment factor as a whole the answer can be Illustrated in priority order, as follows:

1 st	Working environment	73%
2 nd	Allowance and other benefits	60%
3 rd	Salary	59%
4 th	Safety	50%
5 th	Language study	50%
6 th	Foreign worker treatment	47%
7 th	Cultural Study	47%
8 th	Company Reputation	43%
9 th	Visa policy	37%
10 th	Social welfare	30%
11 th	Country Reputation	30%
12 th	Economic importance	27%
13 th	Living costs	23%
14 th	Political importance	13%
15 th	Religions similarity	7%
16 th	Cultural similarity	7%

This phenomenon above can be explained by the following study conducted in Asian Barometer, 2004. *“Finding a Path toward Regional Integration in East Asia”, Akiko Fukushima and Misa Okabe, Human Belief and Values in Striding Asia, Asian Barometer Survey 2004*

*“ Although overall economic development remains the key to over all well-being, countries in the region shares common policy agendas such as **environment, health and safety** are considered important across national boundaries in East Asia”.*

To sum up, in terms of the most important factor that motivate someone to work abroad for Asian people is, working environment factor rather than salary or allowance and other benefits aspects. Therefore, it is needed to be considered by policy maker or other parties who being involved in creating Asian common market during Asian integration process, that establishing a

good conducive working environment will strengthen foreign workers mobility within all Asian countries.

The results answer the second research question which is what factors promoting foreign workers mobility in Asian integration. Interestingly, the number one is working environment rather than other economic benefits like allowance and salary. Therefore, this finding should be follow up by designing policy to providing better working environment especilly to foreign workers.

CONCLUSION

This study conclude that thereis positive attitude towards foreign workers mobility especially during Asian integration processes. It can be reffered from the fact that almost all of respondents (93%) believe that foreign workers mobility are increased in Asian integration because of more working opportunities. They also agree about the positive impact of foreign workers mobility Consistent with previous study, the most important factors in foreign workers mobility both inflow and outflow is technology spill-over (63% and 73%) aspect. Moreover, most students agree that all foreign workers are being treated equally compare to other local workers.

Secondly this papet also reveals important factors to promote foreign workers mobility are working environment, allowance and compensation benefit, salary and safety. The most respondents (73%) answer that the most essential aspect that drives someone to go abroad to work is working environment factors instead of other reward factors.

In contrast to research results by ILO, this study argues positive attitude towards foreign workers mobility. The findings also confirm that most respondents tend to support foreign workers movement especially during Asian integration phase. The facts can be explained by at least two perspective:. First, most respondents are coming from educated background that have bachelor degree. Most of them are aware with the issue and well prepared to face challenging situation that so called Asian integration. Secondly, the positive attitude can be derived from the perception that foreign workers movement in the scope of Asian integration. Therefore, people represented by the respondents tend to behave more open and more friendly compare to if the foreign workers come from other regions like Africa, America and Europe.

Having all of the results, this study suggests policy makers and other parties involved in foreign workers mobility to establish a strong foundation of Asian integration common market by implementing all of the contributing factors. Those factors include more opportunity to work, excellent working environment and attractive compensation factors are believed to be factors that promote foreign workers mobility.

Furthermore, in order to maintain positive attitude toward foreig workers, government need to promote positive compaign, inclusion, social interaction and community engagement to existing foreign workers. Hopefully, these efforts will create more positive attitude and bigger economic impact to host and receiving foreign workers countries.

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Notes

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| 1. | Figure 1 | Sample Selection Process |
| 2. | Figure.2 | Maslow's Hierarchy Of Nee |
| 3. | Figure 3 | Balassa’s Economic Integration Stages Theory |
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| 6. | Table 2 | Migration Status of Asian Countries |
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