

**Factors influencing emigration out of South Africa.**

by

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## TABLE OF CONTENTS

Acknowledgements .....	vii
Concept Declaration.....	viii
Abstract.....	ix
Opsomming.....	ix
CHAPTER 1: INTRODUCTION.....	1
1.1 Problem Statement.....	1
1.2 Research Objective .....	3
1.3 Work Plan .....	4
CHAPTER 2: OVERVIEW OF LITERATURE ON CENTRAL CONCEPTS.....	6
Theories on Migration .....	7
2.1The Sociological Theory.....	10
2.2 Economic Theory: Macro .....	28
2.3 Economic Theory: Micro .....	37
2.4 Geographical Theory.....	43
2.5 Unifying Theory.....	49
Emigration trends .....	53
CHAPTER 3: OVERVIEW OF GENERATIONAL THEORIES.....	66
3.1 Generational theories .....	66
CHAPTER 4: METHODOLOGY.....	72
4.1 The significance of the study .....	72
4.2 The research approach.....	73
4.3 The research design .....	73
4.4 The sample.....	74

4.4.1 Frequency distribution.....	75
4.5 The data collection procedure .....	79
4.6 The measurement instrument.....	80
4.7 Statistical data analysis .....	82
4.7.1 Factor analysis.....	83
4.7.2 Cronbach’s alpha .....	84
4.7.3 Measure of central tendency.....	84
4.7.4 Dispersion .....	84
4.7.5 Coefficient of variation.....	84
4.7.6 Analysis of variance (ANOVA) .....	85
4.7.7 Effect size .....	85
4.7.8 Scheffé test .....	86
CHAPTER 5: Results.....	87
5.1 Statistical analysis .....	87
5.1.1 Content validity .....	87
5.1.1.1. Content validity ration.....	88
5.1.2 Descriptive statistics.....	89
5.1.3. Factor analysis.....	92
5.1.5 Comparison between groups .....	98
5.1.5.1 Analysis of variance (ANOVA) .....	98
5.1.5.2 Scheffé test .....	104
5.1.5.3 Effect sizes.....	105
CHAPTER 6: Conclusion .....	107
Summary of the study.....	107

Conclusions .....	109
Recommendations.....	110
Suggestions from the findings of the study .....	111
7. References:.....	112
Appendix A: Emigrant Sex Distribution .....	122
Appendix B: Occupation by Gender and Age.....	125
Appendix C: Subject Matter Expert Questionnaire .....	139
Appendix D: Consent Form and Questionnaire.....	142

## LIST OF TABLES

Table 2.1 Immigration and migration figures.....	55
Table 2.2 Countries of migration.....	58
Table 4.1 Question one frequency distribution.....	75
Table 4.2 Question two frequency distribution.....	75
Table 4.3 Question three frequency distribution.....	76
Table 4.4 Question four frequency distribution.....	76
Table 4.5 Question seven frequency distribution.....	77
Table 4.6 Question eight frequency distribution.....	77
Table 4.7 Question nine frequency distribution.....	78
Table 4.8 Question ten frequency distribution.....	78
Table 5.1 Panel review results.....	88
Table 5.2 Descriptive statistics.....	90
Table 5.3 Rotated factor loadings.....	93
Table 5.4 Factors with corresponding variables.....	94
Table 5.5 Factors and variables statements.....	95
Table 5.6 Anova for factor 1: social and political situation.....	99
Table 5.7 Anova for factor 2: work experience.....	100
Table 5.8 Anova for factor 3: victim of crime.....	101
Table 5.9 Anova for factor 4: job satisfaction.....	103
Table 5.10 Scheffé test for factor 3: victim of crime.....	104

## LIST OF FIGURES

Figure 2.1 Push and pull factors.....	14
Figure 2.2 Four ideal types of transnational spaces.....	19
Figure 2.3 Institutional theory.....	25
Figure 2.4 World systems theory.....	27
Figure 2.5 Mechanisms that lead to equilibrium in migration.....	33
Figure 2.6 Labour market theory.....	36
Figure 2.7 Decisions in migration.....	41
Figure 2.8 Main factors that affect immigration.....	51
Figure 2.9 Different theories of migration.....	52
Figure 2.10 Countries of immigrants.....	57
Figure 2.11 Age groups.....	58
Figure 2.12 Net migration in major OECD areas.....	61
Figure 2.13 Foreign and national population by age group.....	63

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## **Concept Declaration**

I, Azaria Chasenski, declare that “Factors influencing emigration out of South Africa” is my own work. All the resources I used for this study are sited and referred to in the reference list by means of a comprehensive referencing system.

I declare that the content of this thesis has never before been used for any qualification at any tertiary institute.

**Azaria Chasenski**

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**February 2010**

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## **Abstract**

The purpose of the study was to construct a questionnaire to determine what factors affect emigration. The questionnaire consisted out of 51 items and was administered to 150 respondents who were South African citizens either living in South Africa or who have emigrated to another country. Factor analyses were applied to the 51 items and four factors were identified; these were social and political situation, work experience, victim of crime and job satisfaction. It was found during the ANOVA and Scheffé analysis that having a tertiary qualification will affect emigration. This information can be applied to attempt to retain educated individuals within South Africa in efforts to eliminate the so-called “brain drain”.

## **Opsomming**

The hoofdoel van die studie was om ‘n vraelys te ontwikkel wat bepaal wat die faktore is wat emigrasie affekteer. Die vraelys het uit 51 items bestaan en was toegepas op 150 respondente, wat Suid-Afrikaanse burgers is en wat huidiglik in Suid-Afrika woon of alreeds geemigreer het. Faktor analise was toegepas op die 51 items en 4 faktore was geidentifiseer naamlik: sosiale en politieke situasie, werk ervaring, slagoffer van geweld asook werkstevredenheid. Gedurende die toepassing van die ANOVA en Scheffé analise was daar gevind dat die besit van ‘n tersiere kwalifikasie wel emigrasie sal affekteer. Hierdie informasie kan aangewend word in Suid-Afrika in ‘n poging om gekwalifiseerde individue te behou, asook om die sogenaamde “brain drain” te probeer elimineer.

## **CHAPTER 1: INTRODUCTION**

### **1.1 Problem Statement**

In today's environment emigration is a prominent phenomenon affecting all industries. In organisations numerous valuable skills are being lost due to these incumbents emigrating, leaving the organisation with a gap that is hard to fill in the current scarce and critical skill environment. Emigration also affects the country in two ways; these are Socio- economic effects and Demographical effects. We will briefly look at each of these.

#### *Socio-economic effects*

Emigration trends show that certain characteristics are more predominate when it comes to the groups of people who emigrate out of South Africa. Some of these trends indicate there are certain age groups as well as professions who choose to go through the emigration route in search of better opportunities. (Hamilton, 1959; Massey et al, 1993 in Simelane, 1999: 44). This could result in valuable skills leaving the country.

There are also benefits for the country if individuals decide to leave. This move could open up employment opportunities for unemployed individuals as well as opportunities to provide skills training to the working population.

Todaro (in Simelane, 1999: 4) stated that: "the international coexistence of rich countries and poor countries creates a chronic dependence of the poor on the rich". The trend that emerges from this indicates that there is a rich country surrounded by poor countries and therefore migration patterns will indicate emigration to the rich country for opportunities. The economists call this trend a core-periphery relationship.

Most of the migration streams are in the direction of the rich country making them traditional receivers of immigrants.

### *Demographic effects*

The demographic characteristics are also affected by emigration and immigration. As discussed above due to the characteristics of individuals who emigrate, specific sections of the demographics of a country will be affected. Trends have indicated that the longer the distance from the origin country to the destination of the emigrant, the higher the likelihood that the emigrant is male. Female emigration is more prominent when the distance is shorter between the origin country and the destination country. The effects resulting from this trend is that the sex ratios in the origin country will change, by increasing or decreasing a specific sex.

The age of the emigrants also play an important part in demographics, reflecting in the age structures of the country. According to Hamilton (in Simelane, 1999: 4), emigration trends indicate that emigration is the highest among young adults, resulting in a relatively older age structure in the origin country.

The educational levels of emigrants are also a factor. Having educated individuals emigrate causes the origin country to lose a lot of valuable skills and knowledge, that could be applied in the origin country. Trends have also been identified related to education and emigration. Uneducated or poorly educated individuals will more than likely not emigrate unless an agreement was reached between the origin country and the new host country based on skills shortages or labour shortages.

All of the above mentioned factors and influences are also present in the new host country, and in some instances they get affected more by migration than the origin country. For the purposes of this study these will however not be discussed.

The problems South Africa faces in terms of emigration are directly linked to the above discussed factors. Critical and scarce skilled individuals are emigrating, leaving a gap in the employment market that can't be filled with the uneducated individuals that are left behind. It is therefore important to understand why individuals are emigrating, what their specific reasons are and factors that influence them, as well as the impact of emigration on South Africa. The questions we can therefore ask are:

- Why do South Africans choose to emigrate?
- What are the factors that influence emigration?

## **1.2 Research Objective**

The purpose of this study is to explore the reasons behind South Africans emigrating to other countries. This means determining why individuals would become expatriates and if there is a correlation between the individuals who do want to become expatriates' biographical factors and the various reasons for leaving. This will be done through developing a questionnaire that will identify various factors that might influence individuals to become expatriates.

This study can also provide an indication of individuals with qualifications or scarce and critical skills who would like to emigrate to other countries. This could prove to be valuable information as to the reasons for leaving. Out of this study, possible

alternatives and solutions to retain these individuals in South Africa can be determined to keep our skilled and educated labour force from disappearing.

The rationale to execute this research project is to determine the possible future of the labour market; also looking at how many critical/ scarce skilled employees is willing to leave their current positions and relocate to other countries. This could lead to possible answers as how to retain these individuals. In today's labour market, skills constitute a scarce commodity; therefore people who have skills are very sought after. South Africa is a sourcing ground for scarce and critical skills. Therefore, when individuals are offered similar positions in other countries, the rewards that are offered are far greater than what they can expect here in South Africa. Therefore it is critical to find out why individuals will leave and what can be done to retain these people.

Conversely, it also needs to be determined whether crime, violence and the economy have an impact on people's decision to leave - that more money and a career opportunity are not the only drivers that motivate individuals to emigrate. The study will therefore provide a holistic view on the factors that influence individuals to become expatriates.

### **Research question**

Based on the above discussion we can therefore determine that the research question should be: "What factors influence emigration?"

### **1.3 Work Plan**

The chapter break-down will be as follows:

- Chapter 1: Introductory chapter

- Chapter 2: Overview of literature on central concept(s)
- Chapter 3: Overview of generational theories
- Chapter 4: Description of the research methods to be used (Methodology)
- Chapter 5: The results of the study
- Chapter 6: The conclusion and recommendations

## **CHAPTER 2: OVERVIEW OF LITERATURE ON CENTRAL CONCEPTS**

The need for the study arose out of the vast number of individuals who choose to emigrate each year. Looking specifically at the Mining environment, the skills demanded for vacancies far outweigh the supply of skills. The supply of skills is not sufficient due to the fact that not enough recruits embark on training to acquire the required skills. In the same instance, the few recruits that do acquire the skills are targeted by other countries who offer, for example, higher salaries, better benefits, a safer lifestyle and so forth, more than what South African companies can offer. This has resulted in the classification of certain job groups to be declared critical or scarce skills positions (Department of Labour, 2008:7).

According to the Population Division of the United Nations (Department of Economic and Social Affairs, 2001: 11) it was made very clear that the world population of older individuals (aged 60 years and older) was increasing on an average rate of approximately 1.9% per year, whereas the overall population was only showing a 1.2% average annual growth. These percentages are indicated for the developed world, Africa however doesn't show such remarkable growth (Department of Economic and Social Affairs, 2001: 16). This does not however exclude Africa from the problems. One of the most prominent problems that have been identified is the skills shortages within all sectors and this has severely affected economic growth. This is further influenced by the lack of investment in education that has a direct influence on skill level. The few individuals, who have received the relevant education and skills, find themselves in great demand nationally as well as internationally. The availability of career opportunities world-wide has led to numerous skilled South Africans leaving the country and emigrating to another country to start a life there.

As can be seen out of the above it is necessary to try and understand all the factors that could possibly cause individuals to leave South Africa. Some of the literature that will be used in this study was not recently published, however these publications are often the original theories developed by individuals and are therefore seen as crucial to the discussion of the theories. Due to the nature of the study, limited studies have been done and this affects the availability of recently published documentation. A few factors that could possibly influence emigration will be briefly looked at and discussed.

The literature review will focus on the following sections:

- Theories of migration
- Emigration trends
- Age: generation x and y

## **Theories on Migration**

The New Zealand Treasury published a document in 2006 outlining the relationship between migration and the host country's economy. In this document highly aggravated theoretical models were used to explain this relationship. The trade models and the labour market models were used to conduct the comparison. The important part of their discussion relevant to this study is that they stated "the model predicts that labour migrates from regions where its marginal product is low to regions where its marginal product is high and that it will cross international borders to do so" (New Zealand treasury, 2006: 9- 10).

The first individual to develop a theory of migration was called Ernst Ravenstein. Ravenstein was an English geographer and used census data from England and Wales to develop his migration theory called "Laws of migration" (Hagen- Zanker,

2008:4). This theory identified the main cause for migration to be economic opportunities. Ravenstein also stated that as the distance to travel to the destination increases, migration decreases. This theory was the first theory to equate “push and pull” processes in terms of migration (Tsegai, 2005:28). Numerous other theories were based and developed from his theory as will be discussed later in this chapter.

According to Faist (2000: 301) in his book “The volume and dynamics of international migration and transnational social spaces” there are three major levels of analyses that influence migration. These levels are Micro, Meso and Macro. Each one of these can give an explanation as to why individuals might choose to emigrate. These levels will be briefly explained below.

#### Micro

The micro level focuses on individual values. This is where the individual improves and secures survival, wealth, status, comfort, stimulation, autonomy, affiliation and morality. At the micro level the decision is solely that of the individual. (Faist, 2000: 301-303)

#### Meso

Within the Meso level the focus lies on social ties the individual has. Here the ties can either be positive or negative; a positive tie with family or households; or a negative tie or weak ties with social networks. A symbolic tie will also have an influence; this is strongly connected to religious organisations and ethnic groups. The last Meso factor is the content of ties, for example obligations one has towards others. (Faist, 2000: 303-305)

#### Macro

The Macro level can further be divided between economic and political factors. The economic factor is defined by income and unemployment differentials. The political

factor is defined by international regimes; political repression; religious conflicts; demography and ecology; and lastly, the level of technology in the country. (Faist, 2000: 305-308)

Jakub Bijak compiled a working paper in 2006 called: “Forecasting international migration, selected theories, models and methods”, in this paper he discussed a brief overview of theories, how these theories can be used to conduct a model-based forecasting of migration and the current theories that are being used for the forecasting. Bijak acknowledges that international migration is of a very complex nature; the methods use various disciplines of science and therefore the models should consider and include the following: demography, geography, economics, statistics, sociology, political science or even theoretical physics (Bijak, 2006:3)

Five broad theories on migration have been identified. The three major levels of analysis as identified above are supported by these various theories respectively (Bijak, 2006:3). Firstly the Sociological theories are identified, According to Stouffer (1940:846) these can be explained as: “the number of persons going a given distance is directly proportional to the number of opportunities at that distance and inversely proportional to the number of intervening opportunities”.

The second theory is the Macroeconomics theory. The traditional explanation of this theory as is stated by Bijak (2006:8) based on the theories developed states: “Given wage differentials between two capitalist economies, one characterised by a surplus of labour (unemployment) and the other by a surplus of capital, migration and capital movements occur”.

Thirdly, Microeconomics was seen by Bijak (2006: 11), based on the Neo-classical theory developed by Sjaastad in 1962, as: “Prospective migrants choose the

destinations that are maximising the net present value of their expected future income, less various direct and indirect costs of migration”.

Fourthly, the Geographical theories are indicated. This theory states that the actual distances to travel, and the cost to travel various distances, will influence the decision of migration with individuals. (Bijak, 2006: 13)

The last theory, the Unifying perspective, is identified by the combination of various factors that influence migration. Due to the complex nature of this theory, no model has yet been designed and further research is being done by Massey to understand the theory and to develop the needed model. (Bijak, 2006: 15)

Each one of these different overall theories of migration will be broken down and discussed in terms of the theories that support them.

### *2.1 The Sociological Theory*

The Sociological theory has 4 main theories that support it. These include: Intervening Opportunities, Push-Pull Factors, Migrant Networks and Transnational Social Spaces. Each of these will be discussed individually.

- Intervening Opportunities

In 1940 a hypothesis was developed called “Intervening opportunities” by a social psychologist called Stouffer (1940: 846). Stouffer concluded that migration cannot only be explained solely by distance and population size, but should also include intervening opportunities (Stouffer, 1940:846). Therefore Stouffer (1940:846) stated that: “the number of persons going a given distance is directly proportional to the number of opportunities at that distance and inversely proportional to the number of intervening opportunities”.

Rogerson (2006: 32) explained Intervening Opportunities as: “individuals will firstly consider opportunities that are closest to them, and if they find them unacceptable they will go on to the next opportunity or opportunities”.

Based on the definition by Stouffer as to what intervening opportunities are, Strodbeck (1949: 492) developed a formula that can explain the theory, this can be illustrated as:

$$y = k \frac{\Delta x}{x}$$

“Y is explained as the expected number of migrants from a place to a particular concentric zone or distance band around that place,

$\Delta x$

is the number of opportunities within this band, and x is the number of opportunities intervening between origin and midway into the band in question”. Numerous opportunities have been identified that could possibly explain migration towards specific regions, these include: housing, employment as well as environmental factors (Jones, 1990: 193)

Lewis (1982: 55) explained that migration affects an individual in numerous ways. Migration is expensive to venture into and therefore as soon as the migrants come across a suitable opportunity their search will immediately stop.

A number of researchers have tested this model and have made various comments with regards to the applicability of the model:

Galle and Taeuber (1966: 11- 13) conducted a study based on this theory and found that the applicability of the model changes between the years 1940 and 1960. The results indicated that the 1940 data suited the model better than the 1960 data. This highlighted the fact that migration was becoming increasingly complex and that more factors affect the reasons for migration.

Jansen and King (1968: 519- 526) also conducted a study with the 'Intervening Opportunity' theory as their base. The study followed individuals in Belgium and tested whether individuals would be more inclined to emigrate to countries that spoke the same language as their own or if they would be willing to emigrate to a country with a different language to their own. The results showed that the participants would rather emigrate to a country that has the same language as their home country. Their study has showed that linguistic differences play an important role in migration and that the model does not necessarily cover all aspects that affect migration.

A gap has been identified in terms of what the theory includes. Major cities are over represented and are then often the most obvious choice to migrants. They then ignore all other possible intervening opportunities that might be outside of the major cities. Olsson (1967: 35- 36) stated that "since potential migrants could be viewed as analogous to consumers trying to satisfy their needs in a spatially given system, central place theory and migration might be connected via the concept of range... the potential migrant first decides in which type of place his intentions can be best fulfilled and then, by minimising cost and effort, moves to the nearest of these alternatives. This implies that a migrant would never move from place A to place B if there is a larger place C at a shorter distance from A".

These studies have highlighted the need to research other theories and their applicability in terms of migration, due to the fact that the intervening opportunity theory does not take all relevant factors, related to migration, into account.

- Push- Pull Factors

During the mid 1960's a theory and model was developed by Everett Lee. This theory was developed based on the "laws of migration" theory originally developed by Ravenstein at the end of the nineteenth century. Lee attempted to identify the main factors that affect the decision to migrate or not. Lee identified that there are positive, negative or neutral factors that affect the decision to emigrate; these factors can either be present in the origin country of the individual who wants migrate or the destination of the migration (Parnwell, 1993: 76)

Lee stated that negative situations or experiences in the place of origin can influence an individual to decide to migrate. In the same instance, positive situations or experiences in the destination can also affect the decision of emigration. These situations and experiences can affect the individual's decision to migrate more strongly than the bonds that particular individual may have with his or her home. The model below illustrates the "Push- Pull factors". (Parnwell, 1993: 76)

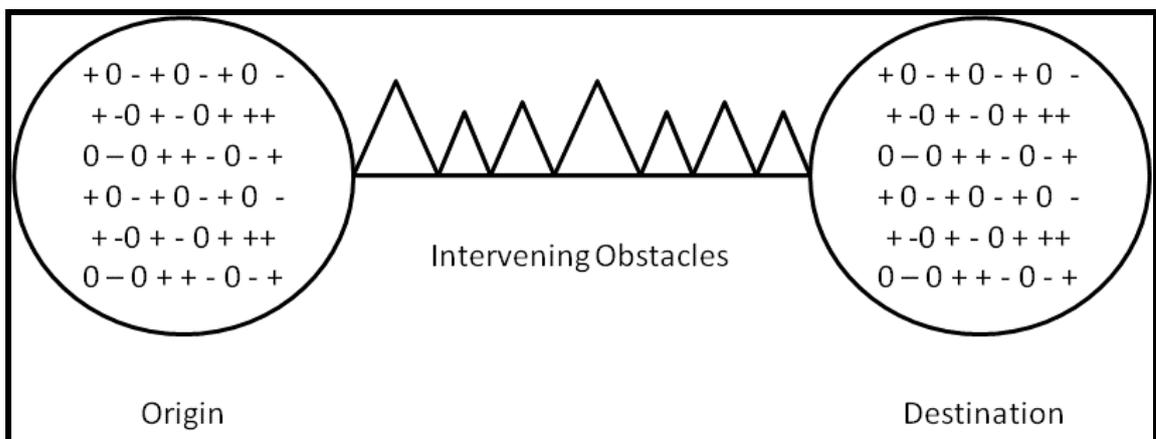


Figure 2.1 Push and pull factors (Source: Parnwell, 1993: 76)

The “Push- Pull” model can be explained based on the statements above, namely that if the place of origin has a negative affect or repulsive forces present; and the destination has attractive factors present, that will definitely affect an individual’s decision to migrate. Some “push factors” can include economical factors such as unemployment, underemployment, poor wages, political factors, etc. “Pull factors” can also include political factors, job creation, wealth, rights, etc. (Parnwell, 1993: 77)

This model, however, does not completely explain migration due to the resistance individuals have to relocating. The factors positively affecting the decision to migrate should be substantially more than the factors negatively affecting migration. It has also been identified that individuals’ personalities, as well as their specific circumstances, will affect their reactions to these positive and negative factors, therefore making predictions of their behaviour and decision to migrate almost impossible to predict (Bijak, 2006: 6)

A migrant’s decision to relocate is governed by risks and uncertainty, due to the fact that the migrant has complete knowledge of his current home environment, but not of the possible destination. The information the migrant might have of the destination comes from the media or from returned migrants. This information is often incomplete and does not necessarily present the complete picture to the migrant. This therefore leads to the uncertainty and risks due to the unknown conditions and situations in their destination (Parnwell, 1993: 77).

Lee (1966:50) identified another factor that affects migration; he called it “intervening obstacles” (as illustrated in the push and pull factor model above). These factors are seen as barriers to migration. Lee (1966:50-51) stated that these factors could affect the decision to migrate severely for those individuals who may not have the means to overcome them. These barriers can include: cost of travel, the spatial and cultural

distances between places, family attachments, personal anxiety, lack of information about opportunities and government restrictions on movement. The possible methods to overcome these obstacles are: money, contracts and qualifications. Lee also stated that gender, age, having dependants, and social class can facilitate or retard migration (Lee, 1966:50-51).

The first individual “Push and Pull” framework was developed by Lee. He identified the supply and demand sides of migration and how the individuals will react to certain factors. The model Lee created can be very useful in identifying the possible factors that affect individual’s decision to migrate. By examining these factors, the circumstances that influence migration can be determined and their impact on individuals identified. (Bijak, 2006: 6)

- Migrant Networks

Migrant networks can be defined as: “sets of interpersonal ties that connect migrants, former migrants and non-migrants in origin and destination areas through ties of kinship, friendship and shared community origin” (Massey, Arango, Hugo, Kouaouci, Pellegrino & Taylor, 1994: 728). This is categorised by individuals moving to destinations of completely different cultures or environments. These migrants will then form “clusters” of individuals who have the same origin or culture. It has been stated that an individual has access to a migrant network, if they are in contact with individuals who have migrated (Zhao, 2003: 500)

Li (1977: 478- 489) stated that, due to the critical information and contacts that are established through migrant networks, migrant networks are the most widely used method of finding employment. Migrant networks have been identified as playing a crucial part in the migration process.

The “positive effect” networks can have on migration are seen as assisting aspiring migrants to initiate their own business ventures, as well as the networks providing continuous support in terms of emotional, social and financial factors during the course of the migrant’s daily life. (Hu & Salazar, 2005: 2)

However, a “negative” side has also been identified. These negative effects are categorised as follows: migrants that are obliged to reciprocate certain obligations, migrants having no choice in accepting self-exploitive work, limited personal freedom, as well as restrictions on searching for or using alternative resources. (Hu & Salazar, 2005: 2)

Migration is often an exercise that has substantial costs attached to it. When a migrant can link to a migrant network the costs such as material cost, information cost and psychic costs can be shared or eliminated. Migrant networks tend to provide new migrants with specific job related information that can assist them in gaining a new job in their destination. These migrant networks will often arrange job interviews, or even jobs, for the new migrants. It will offer a supporting relationship to assist adaptation to their new environment. “Empirical evidence from around the world has shown that migrant networks have significant impact on sequential migration” (Zhao, 2003: 500).

An important channel has been identified through which migration networks facilitate out-migration. This is called circular migration. Circular migration is seen by Massey (1987: 1395- 1396) as ‘the returning of migrants to their origin country annually to maintain and strengthen social networks.’

Numerous studies have been completed relating specifically to China. One specific study done by Zhao (2003: 501) indicated that out of a sample of 705 migrant

workers, 75.6% of these migrants were assisted by relatives and friends. Numerous other studies have been completed that indicate similar results.

Research that Espinosa and Massey (1997: 38) conducted in the United States of America, in terms of Mexicans, indicated that people are more likely to initiate migration if they have a family member that has already been through the migration process. Ultimately it can be concluded that belonging to a migrant network helps facilitate the migration process, due to the fact that the risks and costs involved in migration are decreased or eliminated.

- Transnational Social Spaces

Studies initially started in early 1990 have originally identified the concept of transnational social spaces. These studies predominantly focussed on migration patterns of individuals from United States, Latin America and the Caribbean. The theory of transnational social spaces can be explained by means of numerous empirical studies that state that more migrants tend to move between different places, therefore living in numerous places across national boundaries. This theory highlights that there are connections between individuals and groups in terms of migration and crossing the border (Scheibelhofer, 2005: 603)

Transnational social spaces were defined by Faist (2000: 199) as follows:

“transnational social spaces consist of combinations of social and symbolic ties, their contents, positions in networks and organisations, and networks of organisations that can be found in multiple states. The spaces denote dynamic processes, not static notions of ties and positions”.

The concept of social capital is also present in this theory. Social capital was defined by Faist (2000: 199) as: “resources that help people or groups to achieve their goals in ties and the assets inherent in patterned social and symbolic ties that allow actors to cooperate in networks and organisations, serving as a mechanism to integrate groups and symbolic communities”.

The ties between individuals and groups in some instances facilitate migrations. Once the migration has been initiated these groups support the migrants in terms of assisting them to adapt to their new environment in the destination. The ties also facilitate the maintenance of relationships in the origin country. Transnational social spaces can be seen as linkages or “bridges” that assist in facilitating contact between the origin country and the destination country. (Faist. 2000: 195- 241)

Faist (2004: 1) defined institutions as: “sets of procedures and norms which regulate social activities. They may range from highly formalised structure and processes at one end of the scales to relatively informal ones at the other end. Even relatively informal processes may themselves become institutionalised through repetition or convention over time”.

Out of this definition it is evident that families, communities, businesses and political parties, to name a few, form part of the social structures. Institutions can either be formalised or non-formalised. Four ideal types of transnational spaces were identified by Faist (2004: 7) these are illustrated in the diagram below:

<b>Degree of Formalisation</b>	
<b>Low: Networks</b>	<b>High: Institutions</b>
<p><i>diffusion:</i> e.g. fields for the exchange of goods, capital, persons, information, ideas and practices</p> <p>(1)</p>	<p><i>small kinship groups:</i> e.g. households, families</p> <p>(2)</p>
<p><i>issue networks:</i> e.g. networks of business people, epistemic networks, advocacy networks</p> <p>(3)</p>	<p><i>communities and organisations:</i> e.g. religious groups, enterprises</p> <p>(4)</p>

Figure 2.2 Four ideal types of transnational spaces (Source: Faist, 2004: 7)

Firstly, “Diffusion” describes when businesses engage in exchanging goods, capital and services. In “diffusion” traditions and language are often brought to the destination country with migrants, and the destination country might include these traditions or languages into their own country. (Faist, 2004: 8)

Secondly, “Small groups”: Kinship systems are defined as a situation where a household has one of its members living in a different country to work there. These households have a home in the origin country, but also have a home in the destination country. The migrant will often send economical assets to the origin country to the household. This institution often lasts for only a short amount of time. (Faist, 2004: 8)

Thirdly, “Issue networks” can be described as a situation where a common goal is met by the exchange of services and information between persons and organisations. These networks often work together to advocate a cause such as

human rights, science or environmental protection. These structures often fight for the migrants and for fair treatment of them in their destination. (Faist, 2004: 8)

Lastly, “Transnational communities and organisations” are discussed. Transnational organisations represent structural controls over social ties. Transnational communities look at social and symbolic ties as a dominant factor in their lives. This is characterised by communities and migrants that often participate and support projects in the community, irrespective of whether the migrants still live abroad or if they have returned back to the origin country. (Faist, 2004: 9)

Transnational mobility seems to be ever increasing due to the global environment that exists. New demands for workers and work opportunities are created everyday and migration evolves to incorporate these changes. Bijak (2006: 7) states: “despite the potential attractiveness of this theory, its development is relatively recent, and it is still very far from a possible operationalisation for a practical use in migration forecasting”.

- Cumulative Causation

“Cumulative causation” was originally developed by Swedish economist Gunnar Myrdal and published in a book in 1957 called Rich Lands and Poor. This concept was later elaborated on by Douglas Massey (Heer, 2002: 33). Cumulative causation has been defined as: “migration is an evolutionary process that contributes to institutional and socio-economic change both at origin and destination, through various feedback mechanisms. Examples of the latter include the redistribution of income of households involved in migration, both in absolute and relative terms, as well as the redistribution of land and capital. These processes ultimately result in changes in the social hierarchy” (Bijak, 2006: 8).

“Causation is cumulative in the context of migration when every migratory move alters the social context within which subsequent migration decisions are made, typically in ways that make additional movement more likely” (Massey et al, 1993: 452).

A consequence of the above statement is that migrants become increasingly more privileged in their communities in comparison to the immobile non-migrant group. Due to this reason migration is seen as an activity that predominantly has positive gains; this is also known as “migrant culture”. This results in changes in the distribution of human capital in the origin regions. (Bijak, 2006: 8)

Stark and Wang (2001: 35) support the statement that the origin country’s original “brain drain” can be turned into “brain gain”. The limitation of migration will increase the human capital by improving the welfare of all workers. Stark and Wang (2001: 41)

Another definition is given by Bean and Stevens (2003: 33): “When large numbers of people have moved from one particular location to another, a process of cumulative causation is established whereby multiple ties to communities of origin facilitate ongoing and at times increasing migration”.

It is important to note that cumulative causation is an important element of a theory developed by Faist called transnational social spaces. “Social networks and institutions play special roles in the perpetuation of international migration via cumulative causation” (Massey et al. 1993: 451).

Massey (1999: 46- 48) identified seven factors that would increase the cause of additional migration. These are: “

1. Expansion of networks
2. Distribution of incomes
3. Distribution of land
4. Organisation of farm production
5. Culture of migration
6. Distribution of human capital
7. Social labelling”.

Out of the above factors it is evident that migrant networks have a tremendous influence on migration. The link between the theories of “cumulative causation” and of “migrant networks” is very clear.

MacDonald and MacDonald (1964: 82) first identified the term “chain migration” which explains the process of cumulative causation. This is explained as migrants moving to a destination country and establishing themselves there. By doing this, they prepare the way for other migrants from their origin country to also migrate to this destination country. This is also seen as strengthening the social migrant network to support future migrants.

Heer (2002: 35) both identified that cumulative causation can either have a positive or negative spiral. The negative spiral is that a poor individual, who does not have the means to support and nourish himself properly, loses his health and therefore the ability to work - resulting in this individual becoming even poorer than he originally was. The positive spiral is explained as circumstances that will change and resulting in a positive change for the migrant, leading to increasing wealth and status.

As can be seen from the above discussion, numerous studies have been done to test the theory of cumulative causation. These studies have predominantly taken place in the United States of America with the migration from Mexico. All these studies have proven the link between migrant networks and cumulative causation.

- Institutional Theory

Institutional theory was developed by Massey, and he explained institutional theory as: “organisations that are either private or voluntary that arise in developed countries to enforce the rights and improve the treatment of legal and undocumented migrants” (Massey *et al.*, 1993: 450).

Massey *et al.* (1993: 450- 451) went even further to define these organisations and the assistance they provide to migrants by saying: “Humanitarian groups help migrants by providing counselling, social services, shelter, legal advice about how to obtain legitimate papers, and even insulations from immigration law enforcement authorities. Over time, individuals, firms, and organisations become well-known to immigrants and institutionally stable, constituting another form of social capital that the migrants can draw upon to gain access to foreign labour markets”.

A study was done by Menjivar (2000: 23- 113) and discussed in a book “Fragmented ties: Salvadoran immigrants’ networks in America”. In this study she identified that numerous solidarity groups assist migrants in their quest to live and work in America. These groups are often churches that are located en route to the migrant’s destination. These groups provide numerous services to the migrants such as: shelter, food, clothing, as well as money at times to get them to their destination.

This theory is complimentary to the migration network theory, but extends the facilitation of migration to include organisations - not just individuals who assist migrants in their move from origin to destination. Some of these organisations can include: for profit entities, humanitarian organisations, NGO's and so forth. (Massey *et al.*, 1993: 451)

These institutions are governed by law and regulations to ensure assistance is provided to those that need it, but that the migrants enter the destination country legally. There is however a negative side to this, in that people smugglers also form part of the institutions, albeit illegally. These people smugglers target vulnerable individuals, who want to migrate, but do not have the knowledge of opportunities and aids that are available. They then fall prey to these smugglers who place them in unwanted and unsafe positions. (Jennissen, 2004: 55)

Jennissen (2004: 55) compiled a graphical representation of institutional theory in his thesis called "Macro- economic determinants of international migration in Europe". He illustrated institutional theory as:

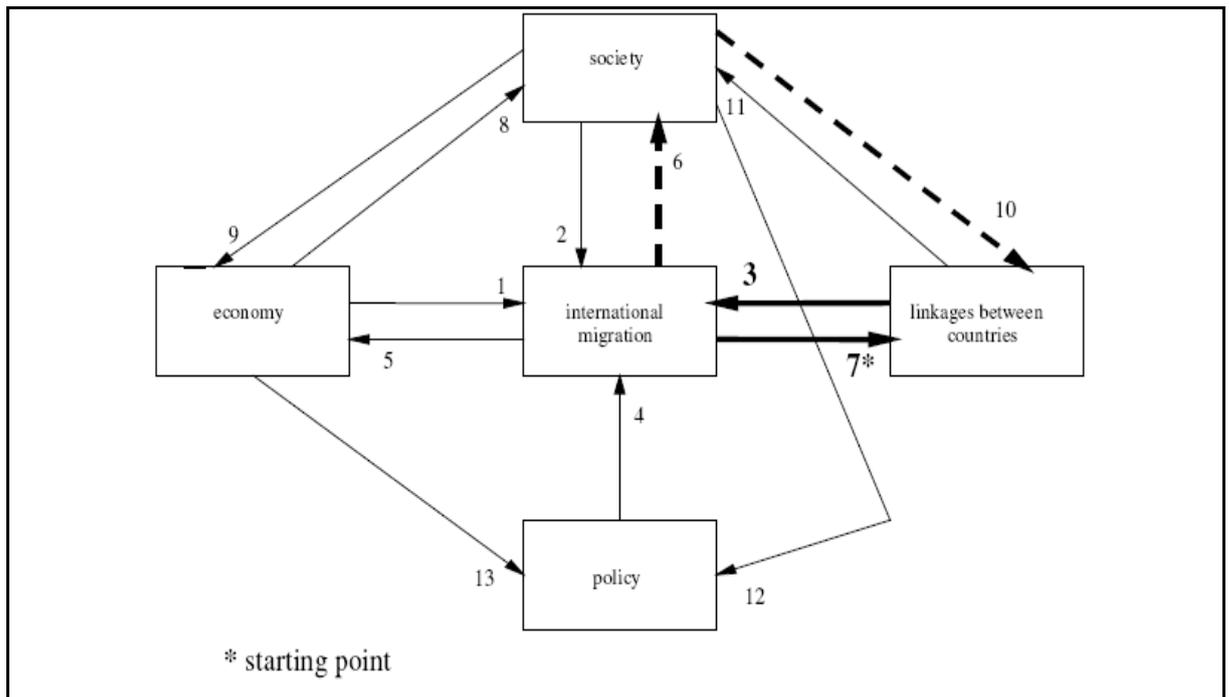


Figure 2.3 Institutional theory (Source: Jennissen, 2004: 55)

Jennissen (2004: 55) explained institutional theory, based on the illustration above, as: “Similar to network theory, institutional theory tries to explain why international migration is ongoing. Large international migration flows strengthen material linkages between countries. If, for instance, travelling between the sending and receiving country increases, cheap and frequent flight connections will be established. In this way, moving costs of future migrants will become lower (arrow 7). Subsequently such lowering costs of mobility may lower the threshold that deters potential migrants from migration (arrow 3). The cycle [7-3-7] reflects the mechanism initiated by institutions that are involved in the physical mobility of migrants. Institutions may also be working with already settled migrants (i.e. voluntary organisations that help migrants to settle down in the host society). These institutions strengthen cultural linkages between countries (arrow 10). They lower, for instance, the (psychological) costs because of the assimilation in the receiving society. So with respect to institutions that are engaged with already settled migrant populations, the arrows 6 and 10 may replace arrow 7 in the cycle [7-3-7]”.

Out of the above it is evident that migrant networks and institutional theory support and link to each other to form a critical base for migrants and can therefore also aggravate migration patterns.

- World Systems Theory

Immanuel Wallerstein developed the “World Systems Theory”. He defined the world systems as, "a world-system is a social system, one that has boundaries, structures, member groups, rules of legitimation, and coherence. Its life is made up of the conflicting forces which hold it together by tension and tear it apart as each group seeks eternally to re-mould it to its advantage. It has the characteristics of an organism, in that it has a lifespan over which its characteristics change in some respects and remain stable in others... Life within it is largely self-contained, and the dynamics of its development are largely internal... this is based on the contention that capitalism is a historical social system” (Wallerstein, 1974: 347).

This theory states that migration was originally established by the globalisation of market forces. Mullan (2006: 6) state that: “Capitalist development and expansion disrupts the existing social, economic and institutional order and induces wrenching dislocations of people from long-established, time-honoured livelihoods into wage-centred, competitive, transnational labour markets”.

World systems theory is a global perspective on international migration. Economic stagnation is caused through international trade. If one country has a strong economy while the other has a weaker economy, the country with the weaker economy will stagnate. This will negatively affect the country’s living conditions and therefore make migration an attractive opportunity. (Hagen-Zanker, 2008: 10)

There are however modern economic thinkers who state that they believe free-trade can be beneficial to a country and decrease migration from that country (Jennissen, 2004: 52). It is argued that free trade will assist in increasing the need for labour intensive, low cost products. This will create job opportunities for these unskilled individuals, reducing the need to migrate in search of job opportunities and wealth. This will also affect the advanced economy country in that they will import these products due to their affordability and might not produce them in their own country, resulting in a decrease in wages and job opportunities for lower income individuals. Migration will therefore become a less appealing option for those individuals living in the weaker economy country, who considered migration as an option. All this will result in equalising the opportunities available in both countries. (Jennissen, 2004: 52)

Jennissen (2004: 53) compiled a graphical representation of world systems theory in his thesis called “Macro- economic determinants of international migration in Europe”. He illustrated world systems theory as:

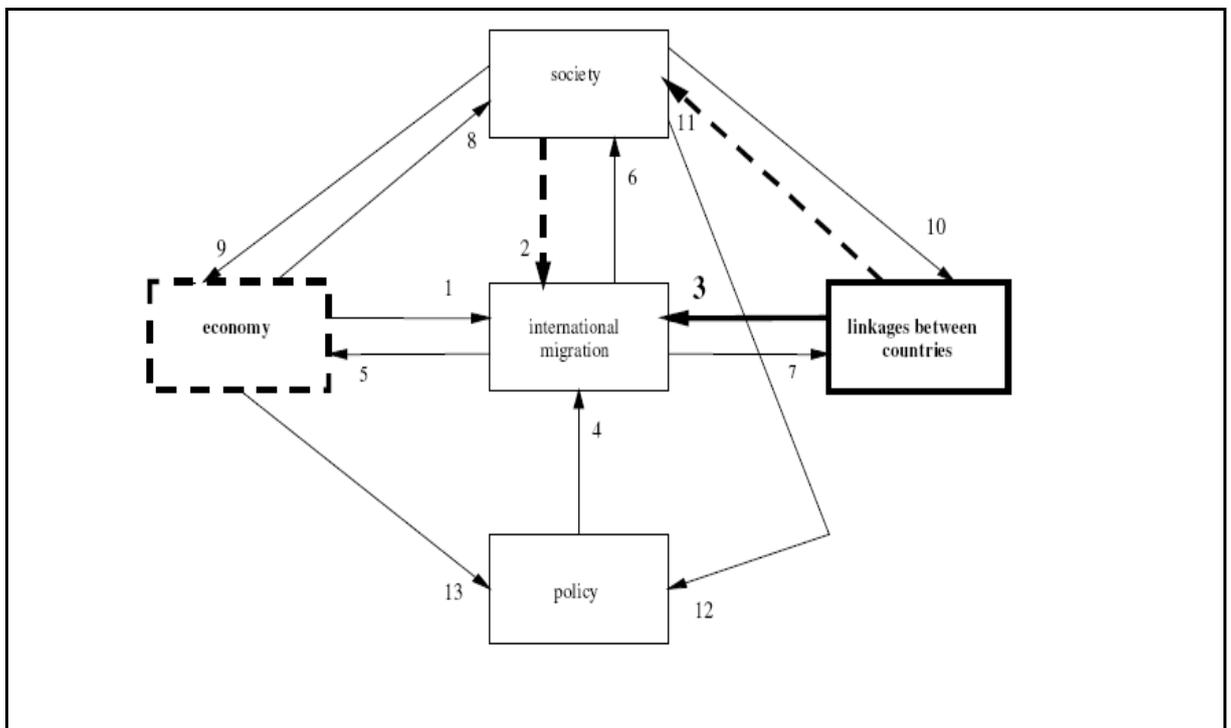


Figure 2.4 World systems theory (Source: Jennissen 2004: 53)

Jennissen (2004: 53) explained “World Systems Theory” based on the illustration above as: “The world systems theory may be seen as an explanation for the existence of differences in economic development that determine the volume of international migration directly (arrow 1) or indirectly (e.g. arrows 8 and 2). However, as the explanation of differences in economic development is rather controversial, the use of world systems theory is mainly as an explanation for the existence of linkages between countries, which are located over large geographical distance. In other words, the world systems theory can be used to explain the existence of migration flows that are determined by arrow 3 in the theoretical framework. Linkages between countries may also have an indirect influence on international migration via the society cluster. Cultural linkages can influence lifestyles within countries. In addition to the direct impact of large groups of immigrants on the native population and vice versa, the exchange of culture can also occur “at a distance”. Television programs, for instance, provide information about other cultures, by which a local culture can be influenced. Culture may have an impact on the attitude towards migrants. In addition, it may have an impact on the supply of labour. In post-modern societies, for example, people often prefer to work part-time as spare time, next to income, is also considered important. This indirect influence of (cultural) linkages on international migration can be depicted by the arrows 11 and 2”.

Hagen-Zanker (2008: 8) summarised world systems theory as: “migration follows the dynamics of market creation and structures of the global economy, but more individual motivations are not considered”.

## *2.2 Economic Theory: Macro*

The “Economic Theory: Macro” has 4 main theories that support it. These include: Classical, Neo-classical, Keynesian and Dual Labour Market. Each of these will be discussed individually.

- Classical

In 1954 Lewis developed the first macro economics theory called neoclassical macroeconomic migration theory. Bijak (2006: 8) states: “given wage differentials between two capitalist economies, one characterised by a surplus of labour (unemployment) and the other by a surplus of capital, migration and capital movements occur. The flows of both production factors in opposite directions, and the related convergence of wage levels, are a way of return to the economic equilibrium, where the wage differential reflects only the costs of undertaking migration”.

The classical theory is based on the equilibrium that is reached, that reduces the differences in the country’s unemployment and per capita income. The differences that exist between various locations are important factors that could effectively push people to migrate to certain destinations. (Bijak, 2006: 8)

This model is explained, and seen, as being part of economic development. Lewis developed this model out of trade theory and therefore assumes that labour is in surplus in relevant sectors and that perfect markets are in place. Therefore, any surplus that exists will be used by other sectors. An example that Lewis gave is: “the modern sector grows through capital accumulation and by poaching labour from the traditional sector. Rural workers are attracted by the positive wage differential and migrate to the urban sector”. Out of this we can see that there is a definite pull factor that leads individuals to migrate. In this example it is the wage difference in terms of what they can earn at home in the rural community or what they can earn in the modern or urban sector. (Hagen-Zanker, 2008: 6)

It is also however important to note that this cannot continue indefinitely. Numerous comments have been made to this effect. Migration based on wages can only happen until an equalisation in terms of wages has happened, or until the need for workers have subsided. (Hagen-Zanker, 2008: 6)

The main concept behind Lewis's model is how labour transforms in a dual economy. A dual economy in this instance is explained as developing countries that have two (dual) economic markets, one traditional (agriculture) and another modern (industrial). As a result of this explanation, Lewis's model is also known as Lewis's dual sector model of development. (Tsegai, 2005:32)

In terms of the above, Lewis's assumption is that the technological advanced modern sector will absorb any additional labour that is available from the unlimited traditional (agricultural) sector. The model argues that due to this, individuals migrate to the industrial sector for the positions that are available. Taylor and Martin (2001:5) state that production in the traditional sector will not decrease and the wages will also not rise in either the rural or urban sector.

Two major concerns have however been identified in terms of the Lewis model. Firstly, an unlimited demand in labour from the modern sector is questionable and cannot be sustained indefinitely. Secondly, during certain times of the year, the traditional sector does not have excess labour due to the demands of the sector. This can directly be linked to harvesting, planting and so forth in the community where every individual plays a crucial part in executing the tasks. (Tsegai, 2005:30)

- Neo- Classical

In 1970 Harris and Torado took Lewis's dual sector model and identified further refinements that can be made to this theory. Torado stated that the expected maximisation of income is a main decision point for potential migrants and their decision to migrate. Harris and Torado acknowledge the fact that, realistically speaking, urban wages will be higher than the agricultural earnings workers can earn. (Bijak, 2006:9)

A crucial decision for all potential migrants, that Harris and Torado identified, is that individuals will have to balance the possibility between the wage differences from urban to rural, as well as the likelihood of being unemployed. Individuals are likely to migrate if the costs of migration are exceeded in terms of their expected incomes versus their current or potential rural income. (Bijak, 2006:9)

The neo-classical models have however received criticism, due to the assumption that migrants have unlimited information available to them to assist them in terms of making a decision to migrate; and to be aware of the possible best alternative destination. Little to no attention has been given to the information systems available to the migrants, that they base their decisions on to whether migrate or not. (Cohen, 2006:129)

Cohen (2006: 130) further states: "Neo-classical models have also failed to integrate properly the different casual layers of the migration outcomes- the Micro level where the decision is formed, the Meso level where immigration laws and visas constrain and channel movements and the Macro level where long-term economic, environmental and demographic changes are relevant".

Out of this it is evident that this theory does explain migration and it is supported by studies. However, the focus on the monetary gain of migrants is dominant but other factors, such as networks, that may possibly influence migration, is not. Circular

migration is also not discussed through this theory and migration is seen as a permanent movement. (Cohen, 1999:130)

Massey (1999:19) identified several implicit propositions and assumptions with regard to the Neo-classical theory: “

1. the international migration of workers is caused by differences in wage rates between countries
2. the elimination of wage differentials will end the movement of labour and migration will not occur in the absence of such differentials
3. international flows of human capital(that is, highly skilled workers) respond to differences in the rate of return to human capital, which may be different from the overall wage rate, yielding a distinct pattern of migration that may be the opposite that of unskilled workers
4. international flows of workers are influenced primarily by labour market mechanisms; other kinds of markets do not have important effects on international migration
5. the way for governments to control migration is to regulate or influence labour markets in sending and/ or receiving countries”.

Jennissen (2004:45) identified a model (below) that highlights the mechanisms that lead to equilibrium in migration.

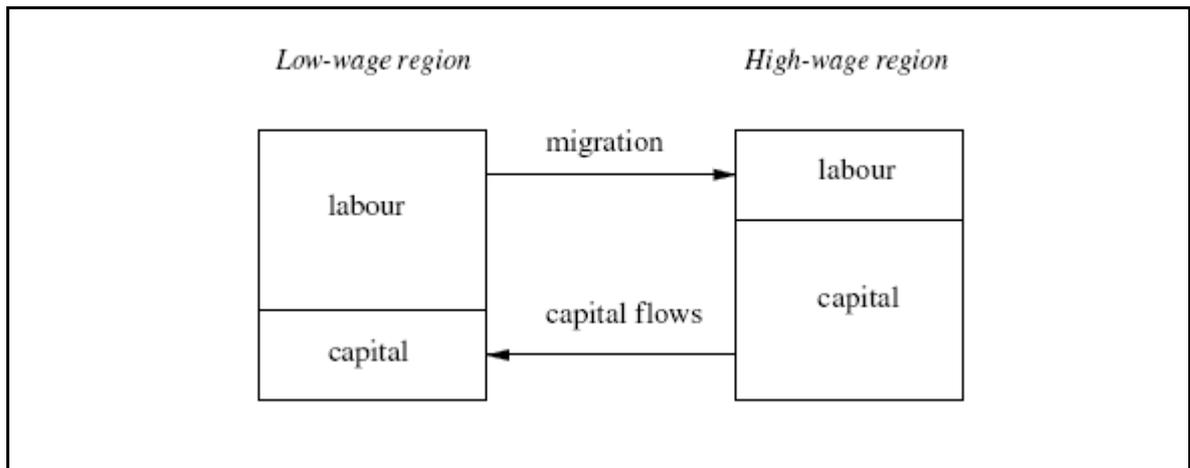


Figure 2.5 Mechanisms that lead to equilibrium in migration (Source: Jennissen 2004: 45)

Neo-classical economic theory is particularly suited to explain internal migration patterns, although this theory is currently being used to identify international migration flows. (Jennissen, 2004: 45)

- Keynesian

Heart developed his own theory called Keynesian economic theory in 1975 based on the Neo-classical principles. Bijak (2006: 9) however defines it as: “migration-induced labour market adjustments towards the economic equilibrium, through the elimination of differences in unemployment, not in wages”.

A distinction needs to be made between nominal wage and real wage in terms of labour supply dependency, this distinction is based on the role of money in the economy. The Keynesian point of view on money is considerably different from the neo-classical view. In the neo-classical theory money is seen as purely a medium of exchange, where the Keynesian theory sees it as a medium of exchange but also

sees it as a medium of saving. This can lead to migrants being attracted to more high nominal wage regions. (Jennissen, 2004:46)

The decision to re-migrate or to send money back to the origin is highly affected by the nominal wage more than the real wage. This can lead to the hypothesis of the neo-classical theory of international equilibrium to not exist. “In Keynesian theory migration is an equilibrium recovering mechanisms too. However, in this theory international migration removes unemployment differences rather than real wage differences” (Jennissen, 2004:46).

- Dual Labour Market

The observation on migration flow that is determined by labour demand characteristics at the destination was the basis from which Piore developed the dual labour markets theory in 1979 (in Jennissen, 2004:46). This theory states that developed countries require immigrant labour in their countries for their economies. Migration is seen as the result of structural labour demand, or pull factors, in the developed destination country. Bijak (2006:10) explained this as follows: “An important explanation is that wages are not only the price of labour, but also a proxy measure of the employee’s position in the occupational and social hierarchy. If there are labour shortages at the bottom of the hierarchy, the entrepreneurs would prefer to hire immigrant workers without aspirations to a higher social status, than to raise wages in order to attract local labour force. The latter option would require proportional wage increases in the whole sector to preserve the whole job ladder, and would ultimately lead to a structural inflation”.

The local population does not want to perform certain positions and would rather take on more attractive positions, leaving a gap that the migrants can fill. The migrants also tend to not have various institutions that protect them like unions and are

therefore more flexible in terms of what is required of them. Woman and children migrants are very dominant in the labour market due to the fact that they are very willing to take poorly paid jobs in unfavourable conditions, more so than other workers, especially the local population (Massey, 1993: 441- 443).

Out of the above, two sectors can be identified: a primary sector and a secondary sector. These were explained by Hagen-Zanker (2008: 7) as follows: the primary sector meets “basic demand” in the economy and consists of larger, better-established firms that provide more capital-intensive, better-paying jobs. The secondary sector meets fluctuating or seasonal demand and relies primarily on lower paid, labour-intensive jobs. Native-born workers tend to not work in the secondary sector due to the seasonality of the jobs available, but migrants, as discussed above, are willing to take these positions no matter the pay or temporary nature of the positions. The migrants are determined to stay in the destination country and will therefore accept any job that is available to them.

Piore (in Jennissen, 2004: 47) identified three possible explanations for the demand in migrant workers: “general labour shortages, the need to fill the bottom positions in the job hierarchy, and labour shortages in the secondary segment of a dual labour market”. The shortages could be due to motivational problems because the secondary sector positions are seen as bottom of the hierarchy, low social status as well as little to no opportunity for upward movement. The demographics can also affect availability of labour. Numerous reasons can affect this; some of which could be decline in birth rate, education levels increases, small percentage of teenagers seeking employment and so forth. Women were traditionally seen as a sourcing ground for these low level positions. However, women have increased their education levels and have moved into the primary sector. (Jennissen, 2004: 47)

Jennissen (2004:48) compiled a graphical representation of dual labour market theory in his thesis called “Macro-economic determinants of international migration in Europe”. He illustrated the dual labour market theory as follows:

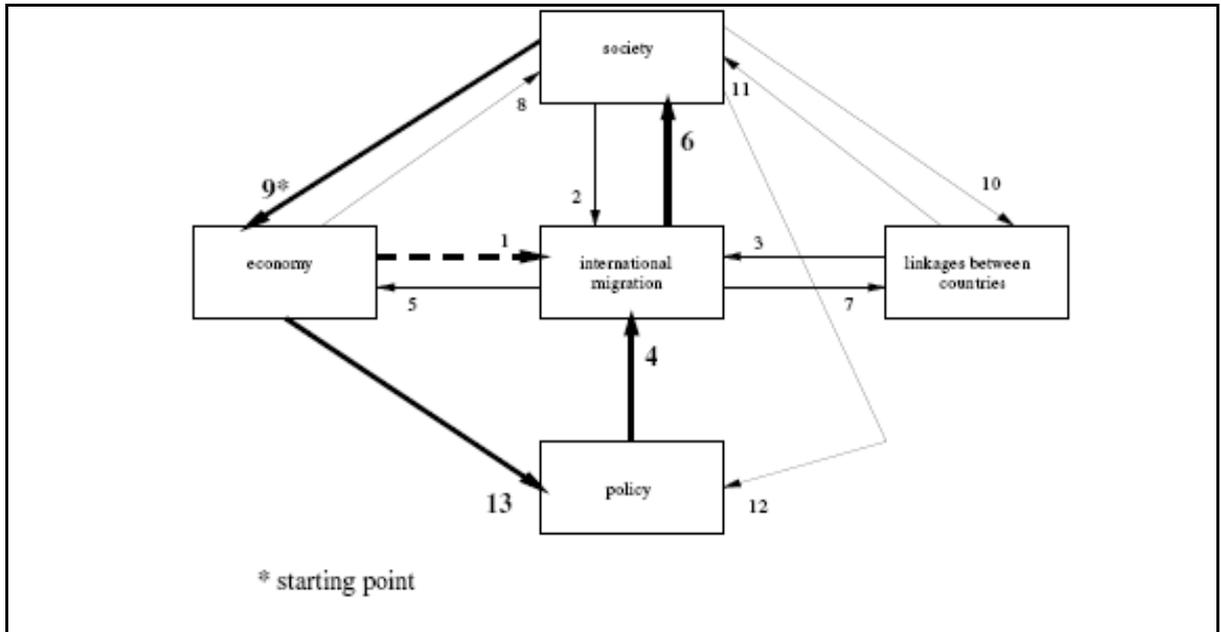


Figure 2.6 Labour market theory (Source: Jennissen 2004: 48)

Jennissen (2004:47) explained dual labour market theory, based on the illustration above, as: “In theory the causality chain [9-1-6-9] may reflect the dual labour market theory. Demographic and social changes in receiving societies may cause a decrease in low-skilled labour supply (arrow 9). Subsequently, the wages for low-skilled labour increase, which may result in rising immigration flows (arrow 1). Increasing immigration, then, may act on demographic and social developments (arrow 6), which again may cause changes in the labour supply (arrow 9). This way of thinking, however, is not very realistic. Where salary and employment conditions are concerned, Öberg (in Jennissen, 2004: 47) states that the gap between developing (sending) and developed (receiving) countries is so large that minor changes in salary and employment conditions only have an indirect influence on international migration through policy measures. Demand for skilled and unskilled

labour in receiving countries often determines the entry requirements of these countries (Böhning, 1998). Policies concerning search and eviction of illegal immigrants can also be determined by supply and demand of labour. In times of labour shortages, receiving countries lower their entry criteria (arrow 13), which enables more potential immigrants to enter these countries (arrow 4). These migrants cause an increase in low-skilled labour supply (arrows 6 and 9). Thus, the causality chain [9- 13-4-6-9] rather than [9-1-6-9] is the best reflection of the dual labour market theory”.

### *2.3 Economic Theory: Micro*

The “Economic Theory: Micro” has 3 main theories that support it. These include: Neo-classical, Value Expectancy and New Economics of Migration. Each of these will be discussed individually.

- Neo- classical

Neo-classical micro migration theory is based on the individual level migration decisions and was developed by Sjaastad in 1962 (Bijak, 2006:11). Bijak (2006: 11) explained: “treats migration as an investment in human capital, and a result of a rational cost-benefit analysis”. The theory explains that potential migrants will choose their potential destination based on the maximisation of the net present value of the income they expect in the destination, minus the indirect and direct costs that they expect for migration.

Massey et al (1993: 435) created a framework for this and set it out as the following equation:

$$ER(0) = \int_0^n [p_1(t)p_2(t)Y_d(t) - p_3(t)Y_o(t)] \cdot e^{-rt} dt - C(0).$$

“In the above equation,  $ER(0)$  denotes the expected returns from migration at the moment 0,  $n$  is the time horizon of the decision-making process,  $p_1$  is the probability of not being deported ( $p_1 < 1$  for irregular migrants),  $Y_0$  and  $Y_d$  are earnings at the origin and destination, while  $p_2$  and  $p_3$  denote the respective probabilities of finding a job. Further,  $r$  is the discount rate, and  $C(0)$  is the sum of all costs of migration, both economic and psychological (*idem*), although the latter seem to be very difficult to operationalise and measure”. (Bijak, 2006: 11)

The opportunity exists that the migrant might experience occupational upgrading, in other words, an investment might be made in the migrant to develop the individual in terms of new skills, and so to bring new employment opportunities. A very important component is the age of the migrant. The return on investment is worked out according to the remaining lifetime of the migrant. Therefore it is beneficial for migrants to move to the destination when they are still young enough to take this opportunity. The assumption is also made that the information is freely available to migrants to make these decisions. (Hagen-Zanker, 2008: 10)

Becker (1993: 385- 409) identified numerous ways to invest in human capital; some of these include factors such as: education and schooling, on-the-job training, conducting an economic analysis, considering the current political behaviour as well as analysing social issues, and the review of investments to improve the before mentioned.

Criticisms have been given in terms of this theory. Based on Fischer, Martin & Straubhaar, Hagen-Zanker (2008:10) stated that: “no risk and asymmetric information assumptions are dropped. The human capital approach is interesting and

useful in explaining the selectivity of migrants, but it is very hard to test empirically. It also ignores more structural influencing factors”.

Massey (1999:20) made the following conclusions on this theory that is different from the macro theory: “

1. International movement stems from international differentials in both earnings and employment rates, whose product determines expected earnings
2. Individual human capital characteristics that increase the likely rate of remuneration or the probability of employment in the destination, relative to the sending country (e.g. education, experience, training, language skills) will increase the likelihood of international movement, other things being equal.
3. Individual characteristics, social conditions, or technologies that lower migration costs increase the net returns to migration and, hence, raise the probability of international movement.
4. Because of 2 and 3, individuals within the same country can display very different proclivities to emigrate.
5. Aggregate migration flows between countries are simple sums of individual moves undertaken on the basis of individual cost-benefit calculations.
6. International movement does not occur in the absence of differences in earnings levels and/or employment rates between countries. Migration occurs until expected earnings (the product of earnings and employment rates) have been equalized internationally (net of the costs of movement), and movement does not stop until this product has been equalized.
7. The *size* of the differential in expected returns determines the size of the international flow of migrants between countries.
8. Migration decisions stem from disequilibria or discontinuities between labour markets; other markets do not directly influence the decision to migrate.
9. If conditions in receiving countries are psychologically attractive to prospective migrants, migration costs may be negative. In this case, a negative earnings differential may be necessary to halt migration between the countries.

10. Governments can control immigration primarily through policies that affect expected earnings in sending and/or receiving countries”.

- Value expectancy

Another behavioural model that was developed is called the value-expectancy model developed by Crawford in 1973 (Hagen-Zanker, 2008: 11). Hagen-Zanker (2008: 11) explains it as: “a cognitive model in which migrants make a conscious decision to migrate based on more than economic considerations”. The potential migrant evaluates whether his intended migration will actually lead to the outcomes and expectations that has been created, this is also seen as multiplication of values of migration. These values can be defined as wealth or autonomy, or whatever the specific goals are that the migrant wants to achieve. These values, however, are affected by personal and household characteristics that can include education and societal norms.

The values can also be of a non-economic nature such as security. These non-economic values are specific to the migrant and will create the motivation to migrate. Hagen- Zanker (2008: 11) explained that: “migration depends on the strength of migration intentions, indirect influences of individual and societal factors and modifying effects of constraints and facilitators”.

Bijak (2006: 11) explains the value expectancy framework developed by DeJong and Fawcett: “

$$MM = \sum_i P_i \cdot E_i .$$

The values of  $P_i$  refer to the preferred outcomes of migration, and  $E_i$  – to the ‘expectations’ of their realisation through migration which are hold by a potential migrant, and thus can be interpreted as subjective probabilities (sic!). The index  $i$  denotes the ‘values’ or ‘desires’ of an individual, that is, various dimensions of the decision-making problem”.

De Jong and Fawcett (1981: 54) developed a model explaining decisions involved in migration. This model is illustrated below.

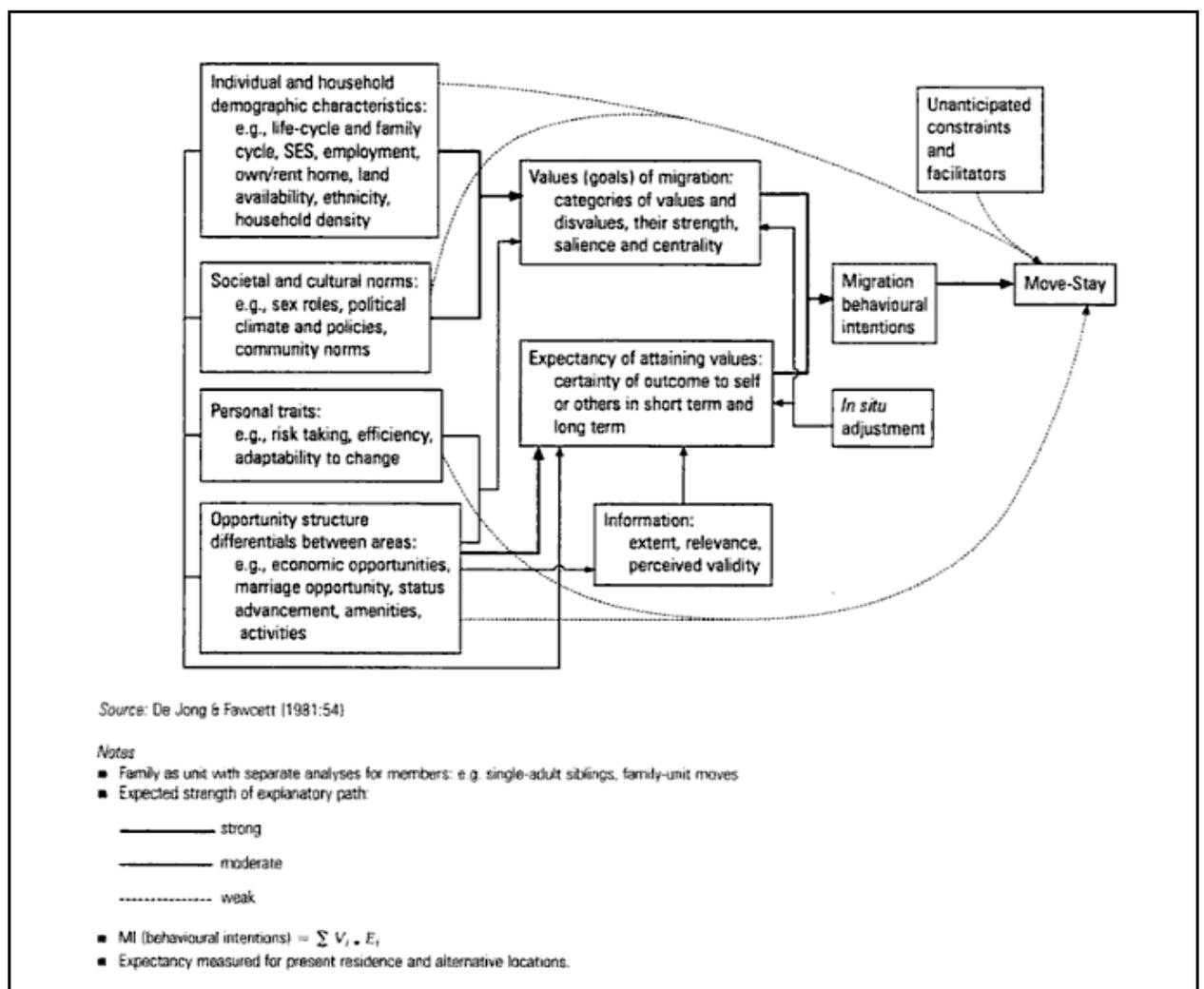


Figure 2.7 Decisions in migration (Source: De Jong and Fawcett, 1981: 54)

This model does not only include economic factors, but social and psychological factors as well. This makes this theory comprehensive and includes numerous factors that affect an individual's decision to migrate. De Jong and Fawcett (1981: 52) say that it is important to make a distinction between single individuals that migrate and family units, which includes the whole family or household.

De Jong and Fawcett (1981:56) stated that: "migration behaviour is hypothesised to be the result of (1) the strength of the value expectancy derived intention to move, (2) the indirect influences of background individual and area factors, and (3) the modifying effects of constraints and facilitators that become salient during the process of migration decision making".

- New economics of migration

The new economics of labour migration presented by Stark and Bloom (1985: 173-178) in 1985 explains migration as a decision that household members conduct together to ensure the overall wellbeing of the family. Jennissen (2004: 33) stated: "the collective decision not only maximises the expected income but also minimises risks related to different market imperfections. A recent development in micro theory model is the dynamic approach of network models".

It has been noted that migration processes link strongly with family patterns as identified by Bijak (2004:12). This theory results in the contention that migration is no longer just about the expected increased income, but rather "a minimising of risk" strategy by the household; the wage differential might not even play a role in the decision to migrate.

Stark (2003: 1- 15) stressed the fact that migration can be influenced by individual preferences, as well as possible saving that could be generated between the origin and destination countries. Often families will decide to send one of the family members to work in a foreign country, to assist them in mitigating short or long terms risks that could be caused by market failures and the like. The income that gets generated from the migrant is often used to live on, re-invest or to start and maintain small businesses (Bean & Stevens, 2003: 31).

Amendments were made to this theory and are now known by the abbreviation of “NELM”. Hagen-Zanker (2008:14) states: “the NELM can be linked to the broader risk and poverty literature, where migration is one of the strategies that poor households pursue in an environment of risks and missing markets”.

The strategy that households employ is called coinsurance. This is where the income of the household is diversified. The migrant will locate to a destination where work can be done in a different sector than that of his family. The household will support the migrant if unemployment affects him, and the migrant will in return send home remittance to the family to apply to the family business, to use in daily consumption or to invest. (Hagen-Zanker, 2008: 15)

“This arrangement is possibly due to a different time profile of risks. Due to coinsurance, each party is able to participate in temporarily risky behaviour” (Hagen-Zanker, 2008: 15). The household plays an important part in ensuring that this strategy is implemented and successful.

#### *2.4 Geographical Theory*

The Geographical theory has 4 main theories that support it. These include: Gravity theory, Entropy, Catastrophe theory, and Bifurcations and Mobility transition. These

theories look at spatial interactions, and they explain spatial movement. Each of these will be discussed individually.

- Gravity theory

The gravity theory is also known as the modified gravity theory, and was initially developed by Stewart in 1941 (Bijak, 2004: 13). The theory looks at the distance between origin and destination as well as the size of the origin and destination populations. The modified gravity model includes the behavioural content and the factors affecting the decision to migrate are included.

“Modified gravity models are frequently estimated in double logarithmic functional form, because this functional form yields reasonably good fits, and the coefficients obtained from it can be directly interpreted as elasticities of migrants’ response to change in the various independent variables of the estimated models” (Kok, 2003:28).

It is evident that migration decreases when the distance grows larger that needs to be travelled from the origin to the destination. Kok (2003:29) identified numerous factors that could contribute to this: “

- Distance is a proxy for the out-of-pocket costs of moving, such as those associated with gasoline and the “moving van”
- Opportunity costs rise with distance in the sense that longer moves sometimes require more time, which in turn means more foregone earnings if the individual is not involved in a job transfer
- Opportunity costs also rise with distance in that the greater the distance of the contemplated move, the more are forgone alternatives within that distance likely to enter the equation (Wadycki. 1974)

- Information costs rise with distance , which in turn requires greater search costs to offset the greater uncertainty associated with more distance locations
- Distance serves as a proxy for the psychological costs of moving, which can be offset by making more frequent trips or trips of longer duration back to the origin, where each type of return trip raises the cost of moving as a positive function of distance (Schwartz. 1973)
- If past migrants tended to move to nearby places, and if current migrants tend to follow past migrants, then current migrants tend to move to nearby places (Nelson. 1959; Greenwood. 1969)”

Over the last few years the distance that needs to be travelled in migration has become less of a deterring factor. The improvement of transportation and communication systems has aided the decision to migrate. The improvement of transportation and communication systems has also decreased the costs thereof, making it more affordable for potential migrants to migrate from their origin to their destination. (Bijak, 2006:13)

$$m_{i,j} = G \cdot \frac{P_i \cdot P_j}{d_{ij}^b}$$

Bijak (2006:13) explained Isard’s equation as i and j being the regions that migration will take place between,  $m_{ij}$  is the origin and destination population’s product, where  $P_i$  and  $P_j$  represent the populations. The distance between the two regions is represented by the  $b^{\text{th}}$  power and  $d_{ij}$  is the discounting factor.

Bijak (2006:13) stated that equation for Mobility Transition can be used to determine numerous values due to the fact that the notions of mass and distance can be defined in different ways. Bijak (2006:14) states that Lowry’s model considered

“related migration to unemployment rates, wage levels, numbers of persons in civilian labour force (non-agriculture) as well as in the armed forces, both at the origin and at the destination”.

- Entropy

The entropy theory was originally developed by Wilson in 1970. Criticism was given to the gravity models and that they needed a framework where by they can be rooted. Wilson therefore wanted to create a “statistical process to generate the distribution observed in the real world” (Lewis, 1982:58). For this, entropy is described as “the spatial distribution of flows which is the most probable of all possible configurations” (Lewis, 1982:58).

An equation for this theory is explained by Bijak (2006:14) as:

$$\sum_{ij} m_{ij} \ln(m_{ij}) \rightarrow \max.$$

The equation can be explained as i and j representing the interaction between the regions, and  $m_{ij}$  is migration. It must be noted that the maximisation will however be constrained by the distance that needs to be covered. (Bijak, 2006:14)

Due to the work Wilson has based on the gravity model, and the fact that he has provided a general statistical derivation of the model, numerous individuals now refer to the gravity model as the entropy maximising model. (Bijak, 2006:14)

“Not only has it provided a general framework to study the whole family of interaction gravity models, but it has also extended to derive further models” (Foot, 1981:102).

The relationship between spatial interactions models and optimising models is now clearly shown by using the entropy model. This will also now allow for the development of new models that can illustrate the linkages between the spatial interaction models and the optimising models.

- Catastrophe theory and bifurcations

Wilson also attempted to explain the spatial interactions in 1981 and called it the “catastrophe and bifurcations theory”. It states that a small change in parameters can have a substantial qualitative change in a system. (Bijak, 2006: 14)

“The word bifurcation means forking and is used in a broad sense for designating all sorts of qualitative reorganisations or metamorphoses of various entities resulting from a change of the parameters on which they depend. Catastrophes are abrupt changes arising as a sudden response of a system to a smooth change in external conditions” (Arnold, 2004:2).

Catastrophe theory can also be seen as jump transitions or any changes, and not smooth continuous processes as discussed in other theories. Catastrophe theory assists in describing an individual’s behaviour around migration. Numerous theories exist, but a cusp- catastrophe theory is better applied in practice. (Arnold, 2004:1)

Hamalainen (2005: 6) explains that: “At the micro level, we are concerned with individual behaviour and decisions, governed by utility considerations. Here, the choice has to be made between two countries, when the habit effect, signifying various sources of resistance, is potentially important. Such a choice can be modelled by means of a cusp catastrophe”.

Out of the above it is evident that disruptions can affect individuals' behaviour and in turn it can affect their decision to migrate or not. If certain disruptions exist in the country of origin individuals might be more inclined to migrate, but if disruptions appear in the destination country migrants might decide to move back to the origin country or not to migrate at all.

- Mobility transition

Zelinsky developed another geographical theory in 1971 called the mobility transition. In this theory the demographic transition concept is hypothesised to explain changes in spatial mobility. Bijak (2006: 15) interpreted Zelinsky's discussion of mobility transition as: "social modernisation caused an increase and a continuous diversification on human mobility patterns".

Migration patterns were mainly towards the borders and in some instances outside of the country's borders during the 18<sup>th</sup> and 19<sup>th</sup> centuries. In the second half of the 20<sup>th</sup> century the more advanced societies did not tend to migrate as much and migration therefore decreased, but the migration from rural to urban was on the increase during the industrialisation processes. (Bijak, 2006:14)

The advanced societies did however engage in short term migration to conduct business or for tourism; this is known as circulatory movements. In today's environment the increasing role of communication systems tend to decrease the need to embark on short term travel for business. (Bijak, 2006:14)

Kupiszewski (2002: 122) designed the mobility transition theory to create a framework where human mobility can be identified and described against.

Bijak (2006: 14) however criticises this theory by saying: “The hypothesis of substitution between spatial mobility and other means of communication seems increasingly important in the contemporary world of internet and telecommuting. The whole theory, however, would be very difficult to apply directly to migration forecasting, given the limited availability of data on various types of mobility and communication”.

### *2.5 Unifying Theory*

The Unifying theory has 2 main theories that support it. These are: “Migration systems theory” and “Multidisciplinary approach plus mobility transition”. Each of these will be discussed individually.

- Migration systems theory

The unified theories were developed to explain population flows. Migration systems theory was developed by Kritz et al in 1992 (in Goldberg & Solomons, 2002: 568). Zlotnik (1998:12- 13) defines migration systems theory as: “migration systems comprised of various sending and receiving countries characterised by similar migratory patterns. In such a dynamic system, migration is in a continuous interplay with historical, economic, cultural and political linkages between the countries, both on the micro and macro levels. The presence of feedback effects makes population flow both a cause, as well as an outcome of the other interactions”.

The interaction of micro and macro structures result in the migratory movement. The global evolution and the “global village” factor have affected migration to a large extent. There is still however a major deterrent to migration namely the rules and regulations that accompany migration. (Goldberg & Solomos, 2002:568)

Boyd (1989: 639) stated: “informal networks bind migrants and non- migrants together in a complex web of social roles and interpersonal relationships”. With migrants establishing themselves in their new destination they become part of the destination and start to accept their customs and languages, without giving up their origin country’s culture and language.

“Despite the clear advantages of such a synthesising and multi-perspective approach, it is at the moment too complex to be applied in practice, especially given the problems with availability and quality of internationally-comparable migration statistics”. (Zlotnik, 1998: 12- 13)

- Multidisciplinary approach plus mobility

Massey (2002: 142- 152) attempted to create a theoretical framework of international migration. For Massey migration transition has the follow determinants: economic, political, sociological and psychological.

“International migration in the post-industrial countries is an outcome of socio-economic development and integration process” (Massey in Bijak, 2006: 15).

Bijak (2006: 15) however states that: “at the current stage of development, these ideas are far from constituting an all-inclusive theory of migration, and seems hardly possible to be operationalised in practical application”.

*Theoretical conclusion:*

The model below highlights the main factors that affect immigration based on all the theories that were discussed. This model was developed by Mullan (2006: 12)

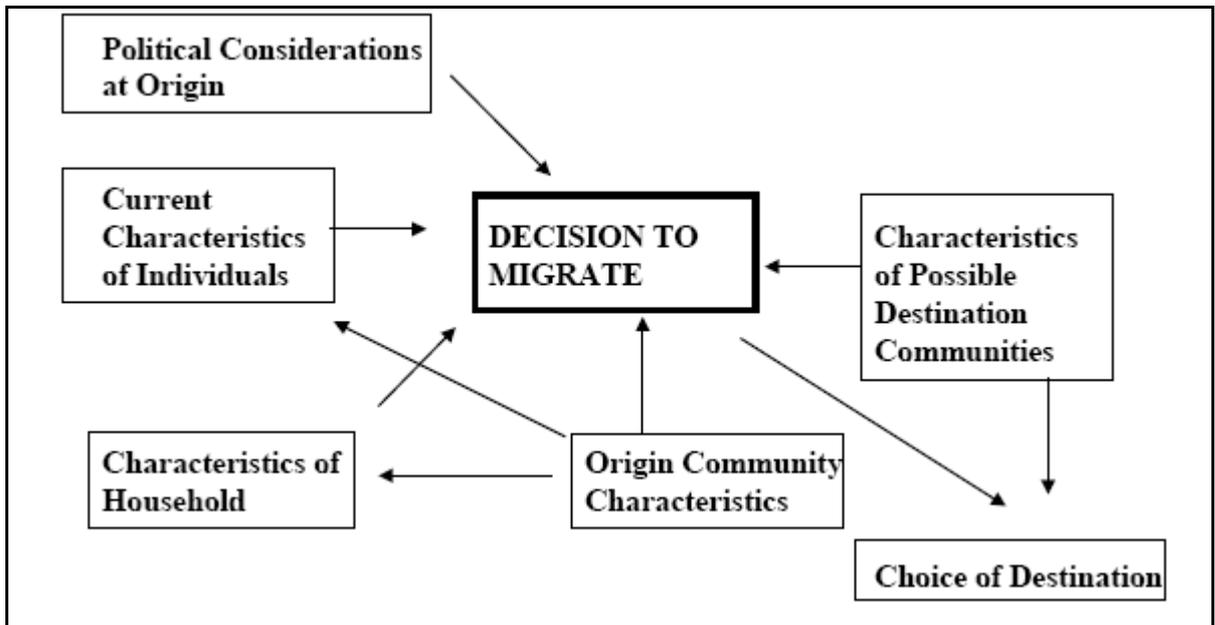


Figure 2.8 Main factors that affect immigration (Source: Mullan, 2006: 12)

The model below outlines the five different theories on migration as well as individual theories that support them.

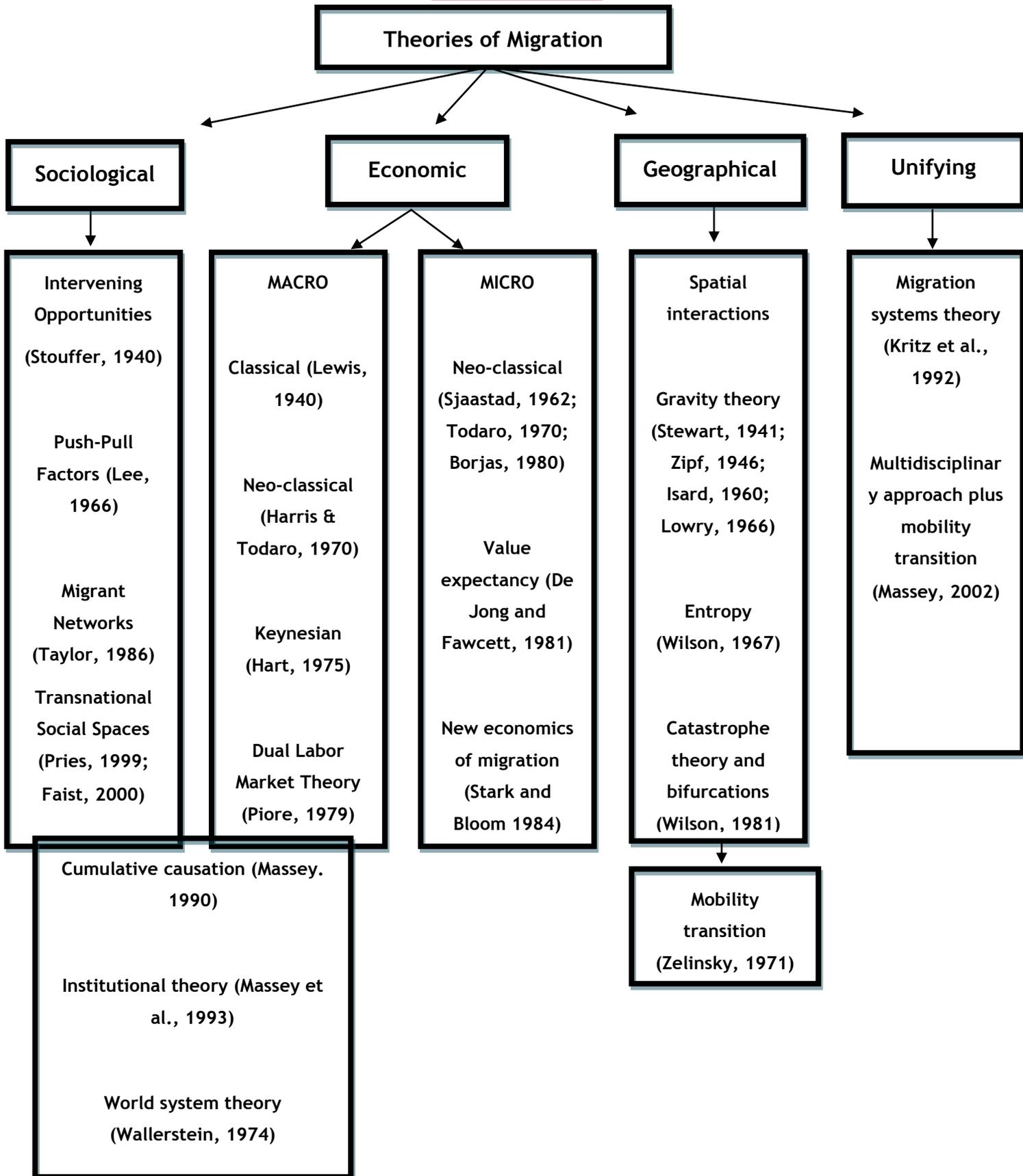


Figure 2.9 Different theories of migration (Source: Bijak, 2006: 5)

The most prominent and important migration theories were discussed in the section above. They highlight the factors and reasons why individuals might decide to migrate. It is evident that these theories do not necessarily conflict with each other but in some instances support and complete each other. It is evident that out of the theories there are numerous factors that influence individuals and their decision to migrate. It's not a quick decision that is made due to the fact that it has consequences not only for the migrant but also for the migrant's family.

### **Emigration trends**

Limited information is available on emigration trends of South Africa. Statistics South Africa does conduct trend analysis, as well as researches migration patterns. This, however, does not happen every year and therefore the information that is available does not necessarily reflect the current state of emigration in South Africa. The information that is available will be discussed to provide a general sense of what the South African emigration trends are.

Migration can be divided into two types namely: firstly, immigration or local migration and secondly, emigration, self declared emigrants or international migration. A study done by Simelane (1999:2) highlighted the migration across borders as well as within South Africa. The table below indicates the totals of immigrants, as well as emigrants and the net migration total. The net migration total is where the balance between immigration and emigration is indicated. The gross migration figures are the sum of the immigration and emigration figures. The table also indicates the number of professionals as well as semi professionals that immigrated or migrated, during the period of the study which was from 1970 to 1997. (Simelane, 1999:6-7)

Year	Total		Net	Gross	Prof, Semi Prof		Net	Gross
	Immigrants	Emigrants	Migration	Migration	Immigrants	Emigrants	Migration	Migration
1970	41,523	9,278	32,369	50,677	5,076	1,088	3,988	6,164
1971	35,845	8,407	27,554	44,136	4,282	907	3,375	5,189
1972	32,776	7,884	-1,232	14,536	345	1,074	-729	1,419
1973	24,016	6,401	-1,040	11,762	273	872	-599	1,145
1974	35,910	7,428	935	15,791	829	475	354	1,304
1975	50,464	10,225	1,573	22,023	5,183	1,242	3,941	6,425
1976	46,239	15,641	30,598	61,880	5,971	2,028	3,943	7,999
1977	24,822	26,000	-1,178	50,822	3,119	3,626	-507	6,745
1978	18,669	20,686	-2,017	39,355	2,309	3,254	-945	5,563
1979	18,680	15,694	2,986	34,374	2,310	2,479	-169	4,789
1980	29,365	11,363	18,002	40,728	3,764	1,723	2,041	5,487
1981	41,542	8,791	32,751	50,333	4,974	1,322	3,652	6,296
1982	45,784	6,832	38,952	52,616	5,844	926	4,918	6,770
1983	30,483	8,247	22,236	38,730	3,926	1,126	2,800	5,052
1984	28,793	8,550	20,243	37,343	3,920	1,169	2,751	5,089
1985	17,284	11,401	5,883	28,685	2,273	1,659	614	3,932
1986	6,994	13,711	-6,717	20,705	1,097	2,312	-1,215	3,409
1987	7,953	11,174	-3,221	19,127	1,071	1,973	-902	3,044

1988	10,400	7,767	2,633	18,167	1,377	1,396	-19	2,773
1989	11,270	4,911	6,359	16,181	1,410	1,043	367	2,453
1990	14,499	4,722	9,777	19,221	1,863	977	886	2,840
1991	12,379	4,256	8,123	16,635	1,834	803	1,031	2,637
1992	8,686	4,289	4,397	12,975	1,608	898	710	2,506
1993	9,824	2,013	7,811	17,902	1,454	356	1,098	1,810
1994	6,398	10,235	-3,837	16,633	1,103	1,960	-857	3,063
1995	5,064	8,725	-3,661	13,789	798	1,680	-882	2,478
1996	5,407	9,708	-4,301	15,115	843	1,970	-1,127	2,813
1997	4,103	8,946	-4,843	13,049	551	1,924	-1,373	2,475
<b>Total</b>	<b>625 172</b>	<b>273,285</b>	<b>351,887</b>	<b>898,457</b>	<b>69,407</b>	<b>42,262</b>	<b>27,145</b>	<b>111,669</b>

Table 2.1 Immigration and migration figures (Source: Simelane, 1999:6-7)

Simelane (1999:8) also states that these figures are largely influenced by 2 factors namely: socio-economic conditions and political events. Looking specifically at 1993, the emigration rate increased dramatically by about 90%, from 4 289 to 8 078. This can largely be attributed to the political violence and increase in the crime rate that was present at the time.

When looking at the Net Migration figures it is evident that immigration has been more prominent than emigration. Looking at all the figures from 1970 to 1997, the immigration figures indicate that 625 172 individuals immigrated to South Africa where only 279 350 left South Africa. Simelane (1999:9) states that a probable

reason that immigration figures are higher than emigration figures can be due to the fact that South Africa has been a major source employment opportunities to the SADC countries.

The figures indicating movement of professionals and semi professionals, show that for the period 1970 up and till 1997, there were 69 407 immigrants and 42 262 emigrants. Out of these figures we can see that South Africa was gaining semi-professionals and professionals and not losing them as has previously been assumed. It has however been reported that currently, however, South Africa is losing professionals and not gaining enough to make up for the losses experienced. This could affect the country's economic situation negatively, if South Africa does not have the professionals to support its economy with their services. (Simelane, 1999:10-11)

Looking at the figures it is evident that the emigration numbers have steadily increased over the years. For the period of the study, the lowest emigration percentage recorded was 6, 5% in 1974 and the highest emigration percentage was 21, 5% in 1997. The steady increase of emigration was explained by Simelane (1999:11) as: "The combination of low proportions of professionals and semi-professionals in the immigration streams and higher proportions in emigration streams could be explained by the following reasons:

- the country has been generally favourable to less skilled people;
- the effect of push factors within the country has been stronger than pull factors for professionals and semi-professionals. This may indicate that these people put much value on socio-economic and political stability. When conditions are against their expectations they are always willing and able to move to other places where they may find better conditions."

According to Statistics South Africa (2003: iv) a trend has emerged from self-declared emigrants from South Africa, which indicates a steady increase in emigration. Three major peaks have been evident since 1970 up and till 2003; these were 1977, 1986 and 1994. The major destination for these emigrants was the United Kingdom (UK). Emigration from South Africa to other countries other than the UK has gradually increased after 1994. It has however been noted that emigration increased dramatically with 48.8% from 2002 to 2003, the figures increased from 10 890 to 16 165.

The figure below illustrates the countries where immigrants to South Africa come from, as well as countries to where South Africa's emigrants go to. (Statistics South Africa, 2003: vii)

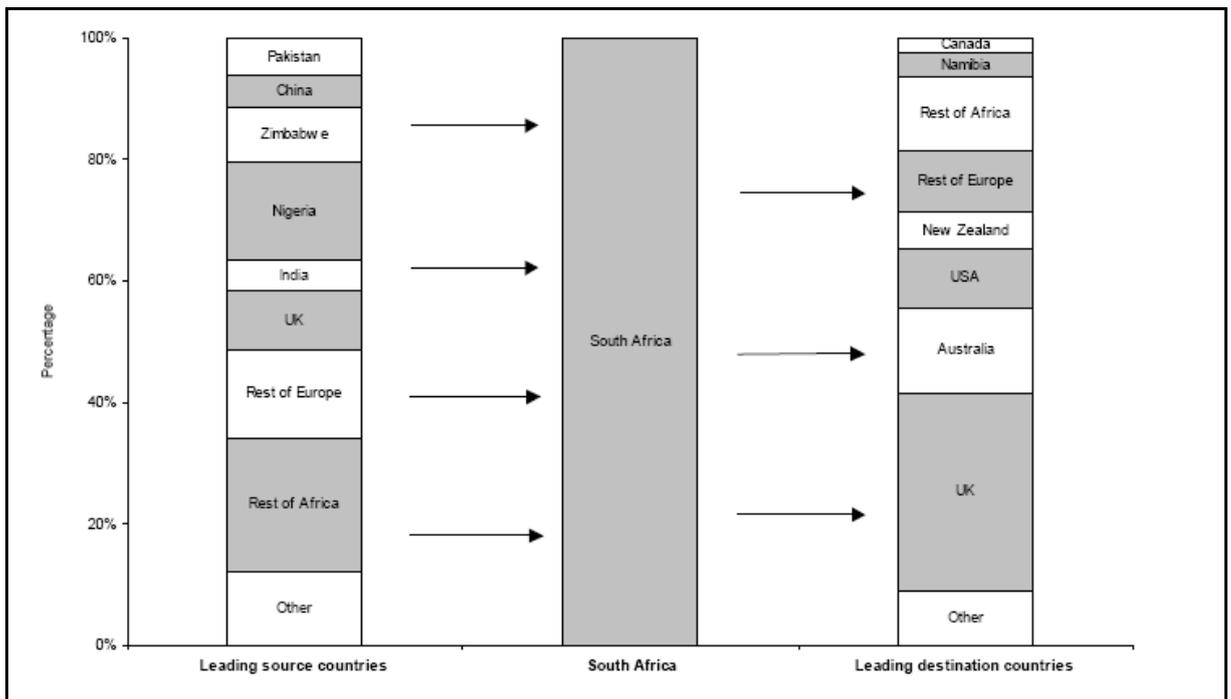


Figure 2.10 Countries of immigrants (Source: Statistics South Africa, 2003: vii)

The graph below illustrates the various age groups of immigrant as well as self-declared emigrants from South Africa during the year 2003. The age group that is most represented is from 30 to 34. (Statistics South Africa, 2003: vii)

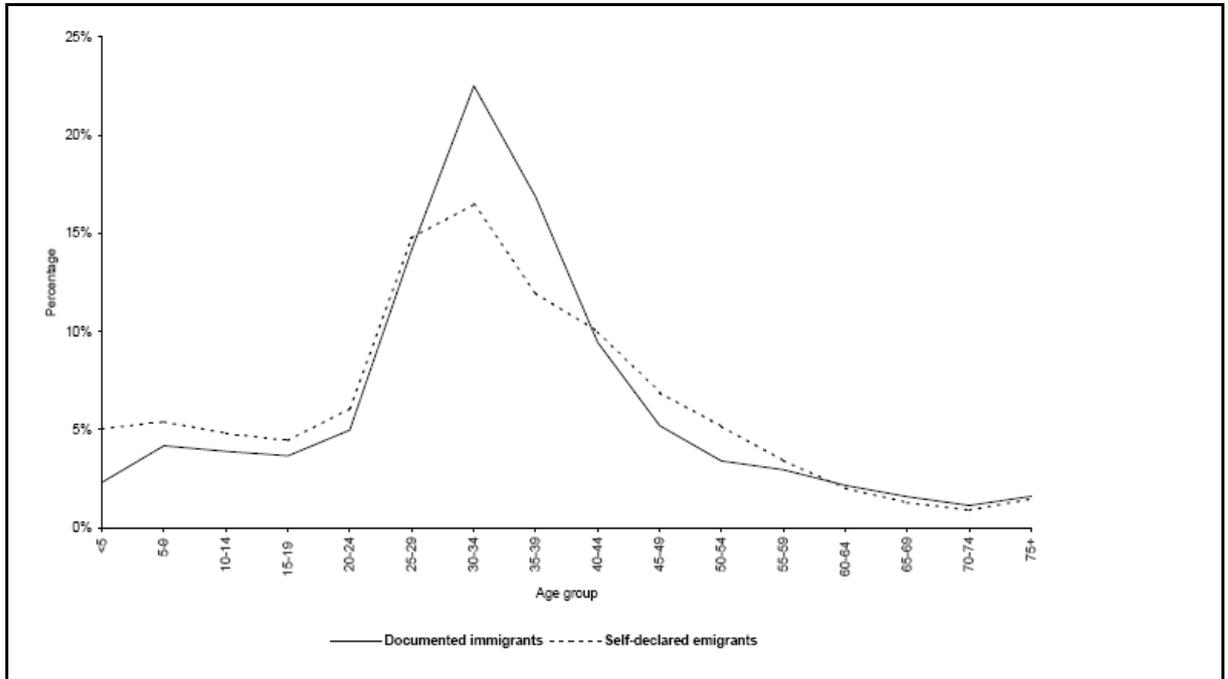


Figure 2.11 Age groups (Source: Statistics South Africa, 2003: vii)

The table below shows the various countries South Africans emigrate to and the numbers associated with South Africans living in those countries. (Statistics South Africa, 2003: ix)

Country	Census/survey date	Number of SA residents/citizens	Source
Canada	1986	18 785	Statistics Canada
Canada	1991	24 730	Statistics Canada
Canada	1996	28 465	Statistics Canada
Canada	2001	18 925	Statistics Canada
New Zealand	1991	5 655	Statistics New Zealand
New Zealand	1996	11 334	Statistics New Zealand
New Zealand	2001	14 913	Statistics New Zealand
Great Britain	1991	68 059	Census, Office of National Statistics (ONS)
Great Britain	2001	140 236	Census, ONS

Table 2.2 Countries of migration (Source: Statistics South Africa, 2003: ix)

The tables in appendix A illustrate the self-declared emigrant's sex according to the information provided to statistics South Africa (Statistics South Africa, 2003: 1- 7). Following these tables are tables that show the self-declared emigrant's occupation by age and sex. (Statistics South Africa, 2003: 45- 58)

Looking at the 12 tables (appendix B) that highlight the self- declared emigrants out of South Africa by occupation, age and sex the occupations that had the biggest totals of individuals belonging to those groups are:

- 700- Engineer, engineering technician, architect and related occupation
- 736- Accountant and related accounting occupations
- 989- Clerical occupations
- 906- Sales occupations
- 1 631- Managerial occupations (excluding government)
- 2 474- Scholar or students

(Statistics South Africa, 2003: 45- 58)

Out of the tables (in appendix B) it is indicated that the majority of woman self-declared emigrants have the following occupations:

- 257- Nursing
- 328- Accountant and related accounting occupations
- 735- Clerical positions
- 354- Sales occupation
- 453- Managerial occupations
- 1 191- Scholar or student

(Statistics South Africa, 2003: 45- 58)

Out of the tables (in appendix B) it is indicated that the majority of men self- declared emigrants have the following occupations:

- 579- Engineer, engineering technician, architect and related occupation
- 403- Accountant and related accounting occupations
- 543- Sales occupation
- 1 149- Managerial occupations
- 327- Artisan
- 1 253- Scholar or student

(Statistics South Africa, 2003: 45- 58)

According to a study conducted by the University of South Africa (Unisa), emigration is a growing trend with up to 100 000 people emigrating out of South African in the years 1999 to 2002. It is estimated that during a 10 month period in 2001, as many as 10, 262 individuals emigrated out of South Africa, but the real figure is believed to be much higher. The individuals who emigrate have a variety of skills that they are taking with them, leaving South Africa without those valuable skills. It is believed that the loss of 1 skilled person leads to the loss of employment of 10 unskilled labourers. The study showed that individuals emigrated to countries such as: Australia, New Zealand, Canada, United States and the United Kingdom. Some reasons these emigrants gave for emigrating are: crime and violence, HIV/ AIDS epidemic, rising unemployment and unsure political situation to name a few. (BBC News, 2002)

Due to the limited information available of South African trends for emigration, it is therefore necessary to turn to the international environment and look at trends that have been identified there to gain a better understanding of global migration and reasons thereof. The OECD countries have done numerous studies on migration

patters within their counties, the findings are outlined below. (Coppel, Dumont & Visco, 2001: 6)

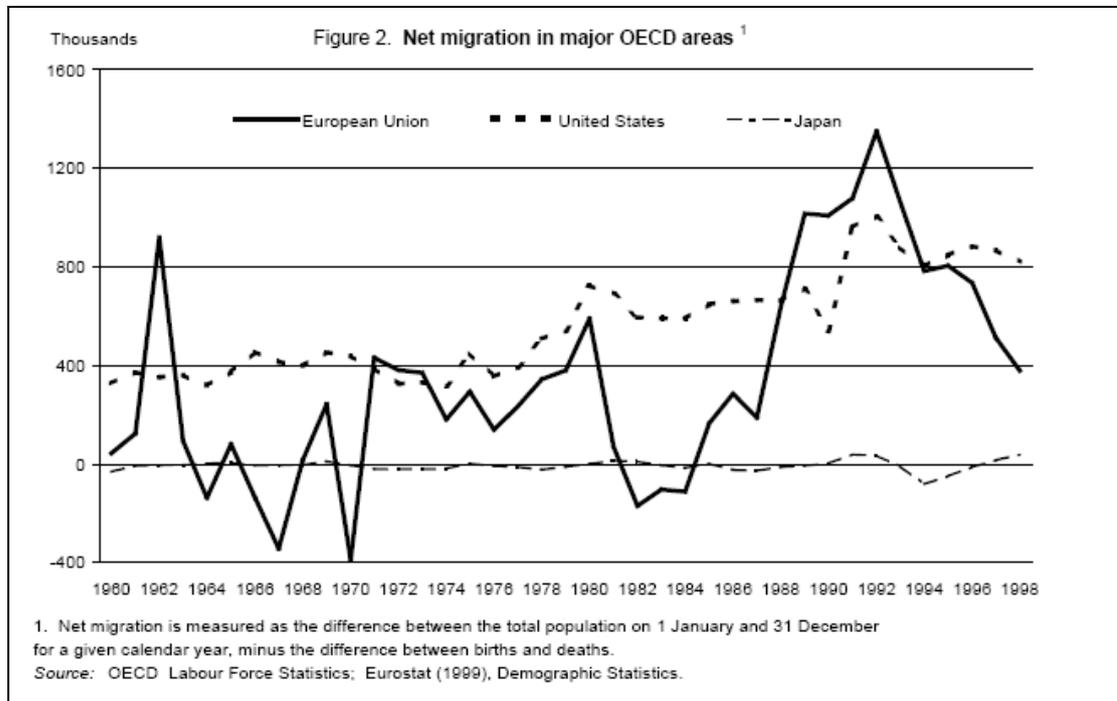


Figure 2.12 Net migration in major OECD areas (Source: Coppel, Dumont & Visco, 2001: 8)

As can be seen in the figure a definite rise was experienced during the 1980's and a peak was experienced during the 1990's. This was fuelled by asylum seekers, especially in Germany. This trend has however decreased due to stricter regulations and controls for immigration. (Coppel, Dumont & Visco, 2001: 8)

Numerous trends have been noted as to the type of migrants in OECD countries. For example, it has been noted that migrants to Germany are mainly from a Turkish and East European descent, where in Australia the majority of migrants come from an Asian background, or from New Zealand and the United Kingdom. It must however be stated that that the composition of migrants has changed over the last few years

compared to historic migration patterns. It is interesting to note that Chinese migrants now rank among the top 5 main nationalities that migrate to other countries, even though they still are in minority in those migrate countries. (Coppel, Dumont & Visco, 2001: 8)

Three main categories of migrants have been identified. Firstly it has been noted that in France and the United States in particular, a high percentage of migration has been due to family reunification. Secondly, the number of asylum seekers has increased and has been recorded as being 5% of arrivals during 1998 in the Slovak Republic and accounted for about 40% in Sweden. The third trend that has been noted is that of migration for work opportunities. (Coppel, Dumont & Visco, 2001: 8)

When looking at the migration statistics from 1988 until 1998, the population grew with approximately 13 million individuals. This can be seen as about 5% of Europe's population, where it has been indicated that Canada and Australia's growth has been 20% and the United States 10%. (Coppel, Dumont & Visco, 2001: 9)

In numerous European countries, as well as in Australia, a trend has been identified in respect of migration for work opportunities, that almost half of the adult migrant population has a lower secondary level education. This can be explained by the need for lower skilled work positions; for example in the manufacturing environment. (Coppel, Dumont & Visco, 2001: 9)

The figures below depict the population of foreigners as well as nationals in numerous countries. It has been noted that various European countries rely on immigration to ensure population and economic growth. The figures below, however, indicate that the age profiles are not very different between the nationals and migrants. This is therefore not sufficient to offset the aging populations of the country. (Coppel, Dumont & Visco, 2001: 21- 22)

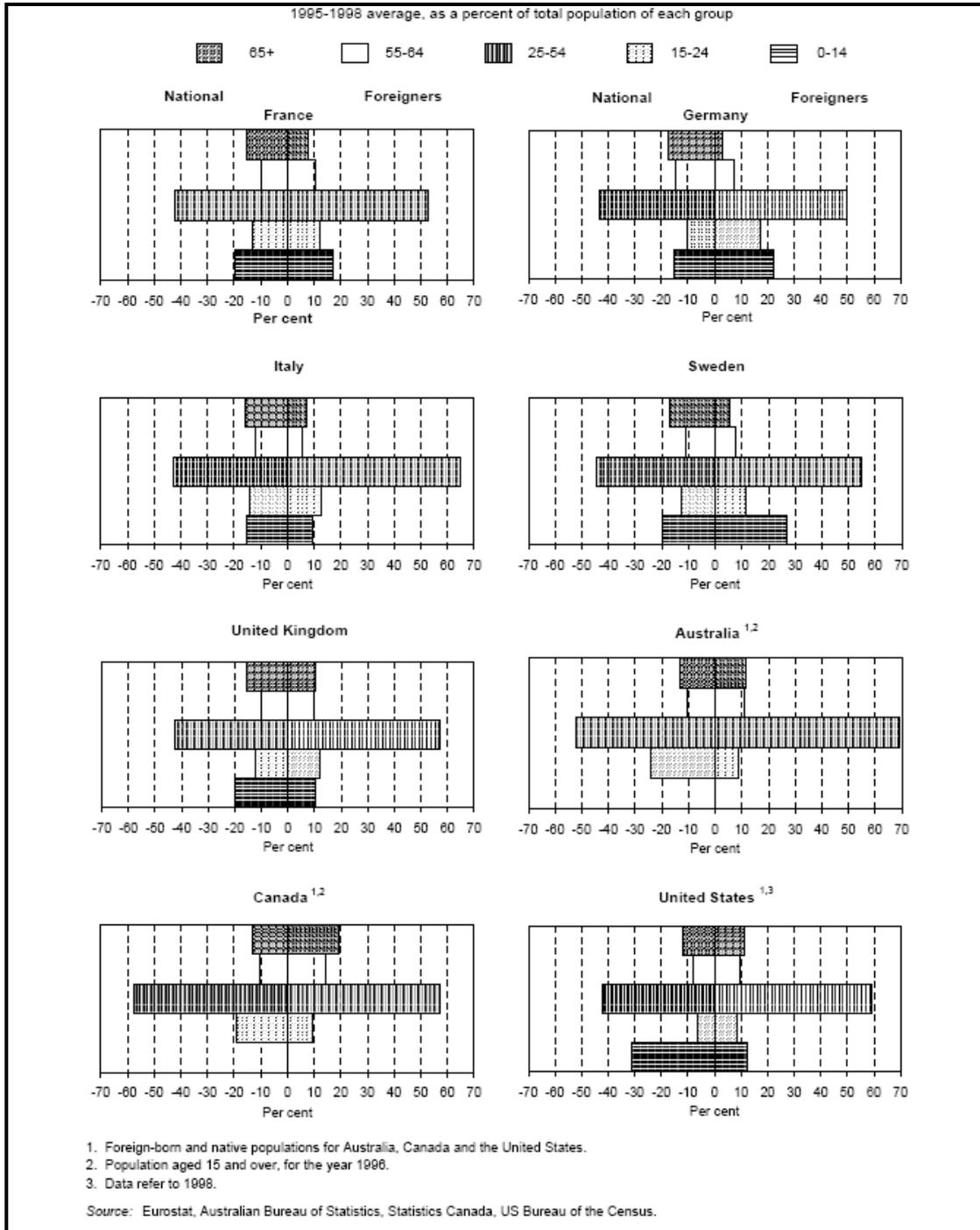


Figure 2.13: Foreign and national population by age group (Source: Coppel, Dumont & Visco, 2001: 22)

A report by the United Nations (in Coppel, Dumont & Visco, 2001: 23) stated that they “investigated the level of migration required to achieve population objectives in selected countries between 1995 and the year 2050. Maintaining the size of the population, or that of the working-age population (15 to 64 years), at their highest levels reached in the absence of migration after 1995, would imply migration flows for the EU that are not too different than those recorded over the past decade. On average, almost a million net immigrants per year would be required to keep the EU population constant over the period, and slightly more than 1 ½ million immigrants would be required to maintain a constant working-age population. In contrast, the same scenarios would imply lower net-migration for the United States, compared with recent experience. On the other hand, the level of net migration required in order to maintain the old-age dependency ratio at its 2000 level entails enormous increases in all countries and regions studied, implying very large increases in the overall population”.

Landman (2007) researched trends and compiled the following statistics: “Over the eleven years between Oct 1995 and Sept 2006 the:

Total population grew by:	17% (or 6, 8 mil people)
Age cohort 15 – 65 years grew by:	25% (or 6, 0 mil people)
Number of people employed grew by:	34% (or 3, 2 mil people)
Unemployed people grew by:	13% (or 0, 5 mil people)
Economy grew by about:	40%”

It is based on these figures that the important question is to ask, does this affect emigration and to what extent.

Migration data is largely determined by the systems used in the various countries; illegal immigrants have therefore not been used to calculate the trends of statistics. This needs to be kept in mind, since it can affect the results of the studies.

The migration theories discussed in this chapter provides numerous reasons for migration among various cultural groups. As is evident out of the emigration trends some of these reasons are validated. A study exploring these aspects, is therefore necessary to identify the key elements relevant to the South African environment. It has been discussed on numerous occasions that South Africa is losing valuable skilled individuals and therefore creating the so-called “brain-drain”. If the depletion of these skills is to be addressed, it is crucial to identify the reasons why these individuals choose to leave and live abroad. This study hopes to address specifically this aspect of migration.

The next chapter will discuss generational theories and the characteristics that generations have in terms of their requirements that might make certain generations more prone to migration than others.

## **CHAPTER 3: OVERVIEW OF GENERATIONAL THEORIES**

### **3.1 Generational theories**

Looking at the different generations present in workforces today, it is very important to look at the history of how they came to be and the underlying theories... Therefore there is a need to look at a theory called the Generational theory. This theory will be briefly discussed due to the fact that some of the migration theories made reference to the “age factor in migration”.

This theory was first identified by Margaret Mead. She was a sociologist, anthropologist, explorer and teacher. She spent most of her life researching the tribes in New Guinea and based on her experience there she identified three different cultures or generations. These are explained in the book “Mind the gap” (Codrington and Grant- Marshall; 2004:14) as: “the first one referred to above in which a grandparent could be sure that her past would be the future of her grandchildren.... The second culture (generation) was one in which old and young people alike could assume that it would be ‘natural’ for the behaviour of each new generation to differ from that of the preceding generation...the third culture (generation) is one where young people set the trends and are expected to differ from any of their elders in behaviour, attitude and value system.” (Codrington and Grant- Marshall; 2004:15)

Mead however did not popularise this theory; an American called Morris Massey however did this in the seventies. He was specifically involved with American professors to help them try and understand the “baby boom” generation. The generation gap affected institutions the most; specifically Universities, workplaces, schools and churches, the reason for this were the age gap between the pupils and the teachers. Massey’s work was however limited to the academic world and it took a book published in 1991 called “Generations, the history of America’s future, 1584 to

2069”, written by the Americans William Strauss and Neil Howe, to really present the generational theory to the world. (Codrington and Grant-Marshall. 2004:15)

This book was aimed at the academic world, but it became a best seller. Strauss and Howe decided to follow-up that book by writing “The Fourth Turning”. This was basically a rewrite of “Generations” aimed at non-academic readers. The book was based on numerous studies where it became apparent that cycles of four are all around us. This led them to their theory which stated that since 1584 America has had four cycles of generations, each with four phases. Based on this, they came to the conclusion that generation X is the 13<sup>th</sup> generation in the fourth cycle. They wrote the book “13<sup>th</sup> Gen: Abort, ignore, retry, fail?” based on this assumption. Following this book they wrote their latest book called “Millennials Rising”. This book is based on the current generations, namely the baby generation and the millennials. All this has led to numerous companies to look at the generational theory and its application to the workplace, as well as how to understand their workforce. (Codrington and Grant-Marshall, 2004:16)

Based on the above mentioned theories five generations can be identified. According to Codrington and Grant-Marshall (2004:17- 19) these generations are:

1. The GI (Hero) generation
2. The Silent generation
3. Baby Boomer generation
4. Xer generation
5. Millennial generation

For this study the focus will be on the Xer generation and generation Y. It is however important to also understand the other generations to get a clear indication of how they all fit together. These generations are described according to Codrington and

Grant-Marshall (2004:18) as being seen as 20 years apart, but this could change from country to country depending on what significant events took place within that country.

The GI (Hero) generation is classified as being born between 1900 and 1920. These people are very strong on the values of being obedient, as well as to do your duty for your country and community. During their later years, they still feel that each person should act appropriately at all times. Today this generation is also classified as being the wealthiest generation - they are better off than the generations that preceded them. (Codrington and Grant-Marshall. 2004:25- 29)

The Silent generation, is classified as being from 1920 to 1940. These people are very reserved and want security and stability. The Silent generation works hard even when they are retired and works carefully with the money they have. (Codrington and Grant-Marshall. 2004: 30- 35)

The Baby boomers are classified as being born between 1945 and 1960. This group is classified as growing up in prosperous times, but has to cope with hard times in the middle of their careers. They are not used to technology but will adapt to use the technology of the time. This group defines themselves through their work and believe success is measured by the hours of work you put in. They are very loyal to their employers and believe security comes with the seniority and promotion. They have had to adjust to women being in the work place. (Codrington and Grant-Marshall. 2004:36- 44)

The Generation Xers are identified as being born between 1961 and 1979. This generation is seen as very independent although they are characterised as being pessimistic due to the fact that they had to start work in tough times. This generation is use to women in the workplace and accepts diversity but it is still noticed. The

focus for this generation is quality of life; thus work and life balance is very important. For generation X there is a shorter term focus and they are looking out for themselves; therefore they would like to only be judged on their output and not their input. (Codrington and Grant-Marshall. 2004:47- 54)

Generation Y, or otherwise known as the Millennial generation, are characterised as being born between 1980 and 1995 (some researchers are of the opinion it includes people who were born up and till 2000). This generation is very technology dependent and are used to making and spending money. These individuals are optimistic and very confident. Education is important to them and they spend a lot of time focussing on their education. The generation Y'ers are comfortable with diversity and blur the line between the roles of men and women. These individuals want work with meaning and want personal satisfaction out of the work that they do. The big differentiator between generation Y and the other generations is that they have high income expectancy, will have more than one source of income and has no expectation of loyalty in a career that has been expected traditionally. (Codrington and Grant-Marshall. 2004:56- 64)

For this study it is important to know what makes the baby boomers, generation X and Y different from each other and how this might affect them in terms of deciding to migrate or not. Baby boomers are very loyal to organisations and believe hard work will reward you. The baby boomers are starting to retire now and the workforce is predominantly represented by generation X and Y. McGregor (in Kennedy, 2007:179-184) identified a difference between generation X and Y in terms of work. He stated that generation X theory assumes that they dislike work, need a lot of motivation and reward to perform their work, and that they are lazy. On the other hand generation Y theory assumes that these individuals are exactly the opposite.

Cam Marston (2007) identified three different categories that highlight the differences between the generations. The 3 different categories are: the demand to learn, control

of time and loyalty to the boss. Focusing on the demand to teach Marston (2007) stated that generation X and Y are orientated towards gaining more knowledge. They tend to move around from position to position to gain experience in a variety of skills.

Secondly, control of time highlights that these generations want more control over how they spend their time doing work. These generations want to work from home, have flexible hours and they require a balance between work and personal life. Generation X has however indicated that even though most of them have a two income household, they will not let their kids be affected by two workaholic parents. They demand that their kids are treated fairly and that the parent's working does not come at the expense of their children. (Marston, 2007)

Generation X and Y are not loyal to the company or organisation, but rather their boss. This is the person that gives them freedom in terms of their work times, mentorship as well as the opportunity to grow and learn. When these generations leave the organisation, it will often be because of the boss, and not the organisation. (Marston, 2007)

Spiro (2006:16) states that generation Y puts family and their community above their work commitments. Generation Y is very familiar with technology and feels comfortable in using it; they are very educated and more ethnically diverse in how they see the world. In addition to the factors that Marston (2007) identified, Spiro (2006:17) also identified a few characteristics of generation Y, including: high expectation from the employers, by expecting employers to be very involved in their development. The generation Y individuals want to be in charge of their own work, given small goals but with extremely demanding deadlines.

Generation Y has a need for immediate responsibility; they want to impact a project immediately and this impact must be important. Generation Y finds flexibility

extremely important due to the fact that they want to balance their work with their personal life and therefore require flexibility from the workplace. Generation Y also tends to be a team player and wants to work in a team. (Spiro, 2006:19)

Generation Y does not want their families to be neglected due to work, and therefore their focus is more on their families and that their work must adapt to their families not the other way around.

According to Cowan (2007) generation Xers have the following characteristics when it comes to the work environment: Generation Xers are efficient and work independently; they finish the job at hand on their own and are more self-reliant; and meet deadlines time and again. Generation Xers get more work done than any other generation and know what systems are in place that needs to be used to ensure work is conducted efficiently and effectively. These individuals also have excellent organisational skills.

Out of the above discussion we can see that generation X and Y have different needs and goals in terms of their work and personal environments. Based on these requirements, their reasons for migrating might be different. Generation Y might be more prone to migrate due to their loyalty being with their boss than with their organisation, where generation X is more loyal towards the organisation that they work for.

These differences between generation X and Y, could cause individuals to view migration differently, and therefore affect their reasons for migration. It is therefore important to explore the various aspects that might affect individuals during the decision making process around migration.

## **CHAPTER 4: METHODOLOGY**

Although the aim of the study is to look at the reasons for emigration, it is also important to determine if there are possible correlations with biographical factors that influence individuals in their decision making to relocate to another country.

By determining the reasons for emigration, patterns can be analysed to study tendencies based on biographical factors; the results thereof can then be used to develop strategies that could be used to retain skills in South Africa.

### **4.1 The significance of the study**

The study is important due to the fact that a skills shortage is present in the global market and business communities throughout the world are developing strategies to attract these skills. Within the South African context it is essential to understand the reasons behind individuals leaving South Africa and what it is that attracts them to other countries. Looking at the current skills shortage in South Africa and the growing number of expatriates, strategies need to be developed to retain skilled South Africans.

Therefore, the research question that needs to be answered is:

What factors influence emigration?

## **4.2 The research approach**

The research approach for this study started with a literature review in order to define the possible factors that could influence emigration. Secondly, a survey questionnaire was developed, based on the factors identified through the literature, due to the fact that no such survey related to the South African context could be found. This questionnaire was then distributed to gather the opinions of South Africans, which were analysed to provide an indication of factors influencing emigration.

A quantitative research approach was used for this study. Due to the fact that a questionnaire was used to gather information and that the results will be in numerical form, statistical methods were used to analyse the data that was received.

## **4.3 The research design**

The research design that was used is a “survey design”, more specifically the “randomised cross-sectional survey design” (Strydom, Fouché & Delpont, 2002:143).

The study was by nature explorative, due to the fact that the need to explore what the reasons were, if any, for emigration as well as their correlation with biographical factors.

The research method that was used is “Correlation Research”, as explained by Strydom *et al.* (2002: 110) as: “In correlation research we measure the strength of a relationship between two or more variables”. Correlation research was used to determine if there were relationships between the biographical factor of participants and the reasons for emigration, for example, Arnold, V.I. 2004. *Catastrophe Theory*. Germany: Springer- Verlag

In other words it tests whether a relationship exists between two identified variables. This provided an indication of possible factors that will influence an individual to decide whether or not to emigrate to another country.

Based on this, the hypotheses that were tested are:

H: Biographical factors will affect reasons for emigration

H0: Biographical factors will not affect reasons for emigration

#### **4.4 The sample**

The Population of this study was compiled from a working sample and was from all walks of life- not targeting a specific group- which assisted in gaining a variety of opinions to include all possible individuals. The only criteria that the population and sample needed to adhere to, was that the participants needed to either be living in South Africa, or have emigrated out of South Africa, and they must be South African citizens.

The sampling method that was used was non- probability sampling (Strydom *et al.*,2002: 207). The reason for this was that the sample needed to be drawn in a non-random manner, and therefore the specific sampling method that was used is a convenience sampling method. By using a convenience sampling method, it provided an opportunity to gather a lot of responses, without incurring excessive costs, or utilising a lot of time to obtain feedback. The sample size was aimed at a 150 participants, to ensure a large enough sample and therefore to provide valid data results for the statistical analysis of the study.

#### 4.4.1 Frequency distribution

The frequency distribution of the data will be discussed below.

I belong to the following age group	Frequency	Cumulative Percent	Cumulative Frequency	Percent
20- 30	53	33.54	53	33.54
31- 40	45	28.48	98	62.03
41- 50	37	23.42	135	85.44
51- 60	19	12.03	154	97.47
61- 70	3	1.9	157	99.37
71 +	1	0.63	158	100

Table 4.1 Question one frequency distribution

Table 4.1 has a cumulative percent that indicates that 85.44% of respondents selected options one to three, however options four to six only accounted for 14.56% of the responses and therefore options four, five and six were grouped together.

My race is:	Frequency	Cumulative Percent	Cumulative Frequency	Percent
White	136	86.08	136	86.08
Black	7	4.43	143	90.51
Indian	9	5.7	152	96.2
Asian	1	0.63	153	96.84
Coloured	4	2.53	157	99.37
Other	1	0.63	158	100

Table 4.2 Question two frequency distribution

The results in table 4.2 indicates that 86.08% of all responses selected the first item option and therefore this question will not be used for testing group relationships since it will not assist in indicating a meaningful relationship.

My sex is:	Frequency	Cumulative Percent	Cumulative Frequency	Cumulative Percent
Female	79	50	79	50
Male	78	49.37	157	99.37
Wrong response	1	0.63	158	100

Table 4.3 Question three frequency distribution

Table 4.3 above had a respondent that did not respond within the required item limits and this response was grouped into option two to provide a 100% cumulative percentage.

I have a qualification	Frequency	Cumulative Percent	Cumulative Frequency	Cumulative Percent
University	70	44.3	70	44.3
Matric	30	18.99	100	63.29
Technikon	29	18.35	129	81.65
Certificates	28	17.72	157	99.37
Other	1	0.63	158	100

Table 4.4 Question four frequency distribution

In table 4.4 the cumulative percent indicates that 99.37% of respondents selected options one to four, however option five only accounted for 0.63% of the responses and therefore option five was grouped together with option four.

I belong to the following nationality	Frequency	Cumulative Percent	Cumulative Frequency	Percent
South African	151	95.57	151	95.57
Zimbabwean	2	1.27	153	96.84
British	2	1.27	155	98.1
Other	3	1.9	158	100

Table 4.5 Question seven frequency distribution

The question as represented in table 4.5 indicates that 95.57% of all responses were for the first item option and therefore this question will not be used for testing group relationships since it will not assist in indicating a meaningful relationship.

My home language is	Frequency	Cumulative Percent	Cumulative Frequency	Percent
Afrikaans	61	38.61	61	38.61
English	88	55.7	149	94.3
African Language	7	4.43	156	98.73
Other	2	1.27	158	100

Table 4.6 Question eight frequency distribution

The cumulative percent in table 4.6 indicates that 94.30% of respondents selected options one and two, however options three and four only accounted for 5.7% of the responses and therefore options three and four were grouped together with option two.

I am a religious person				
	Frequency	Cumulative Percent	Cumulative Frequency	Percent
Yes	133	84.18	133	84.18
No	25	15.82	158	100

Table 4.7 Question nine frequency distribution

Table 4.7 above, indicates that 84.18% of all responses selected the first item option and therefore this question will not be used for testing group relationships since it will not assist in indicating a meaningful relationship.

I belong to the following religion				
	Frequency	Cumulative Percent	Cumulative Frequency	Percent
Christian	135	85.44	135	85.44
Hindu	1	0.63	136	86.08
Muslim	3	1.9	139	87.97
Jewish	1	0.63	140	88.61
Traditional African Religion	1	0.63	141	89.24
None	17	10.76	158	100

Table 4.8 Question ten frequency distribution

The question represented by table 4.8, indicates that 85.44% of all responses selected the first item option and therefore this question will not be used for testing group relationships since it will not assist in indicating a meaningful relationship.

The frequencies for questions five, six, eleven, twelve up to and including fifty-one did not indicate any abnormalities and therefore the data was not amended for these items and were used as is.

#### **4.5 The data collection procedure**

The data collection method that was used is a self-administered questionnaire, which was administered in an individual manner. The questionnaire was distributed to participants via e-mail, hand delivery or via the internet based questionnaire link, therefore a combination of the “Mailed Questionnaires” and “Questionnaires delivered by hand data” collection methods were used.

The questionnaire was completed by individuals in various provinces i.e. Gauteng, North West Province and Kwa-Zulu Natal. The reason for this was that groups of random individuals were easily reached through convenient sampling as discussed above. The questionnaires were distributed to various random individuals and were, after completion, sent back to the researcher. Due to the nature of the study, any individual could complete the questionnaire and no targeting of samples was necessary.

The questionnaire was also completed by individuals who emigrated out of South Africa and are currently living abroad. These individuals were reached through convenience sampling by including the link of the internet based questionnaire in an international newsletter sent out by the South African trade union Solidarity. The newsletter was sent as part of their “Kom huis toe” campaign, which is distributed to more than 3,000 South African emigrants.

The completion of the questionnaire was indicated to all participants as being completely voluntary and confidential and their acceptance was indicated by completing a consent form. Data obtained from the self administered questionnaires was captured onto an Excel spread sheet and imported into the statistical programme BMDP to conduct the necessary analysis.

#### **4.6 The measurement instrument**

The questionnaire used for this study was specifically developed for the study, and based on the theoretical research, factors were identified that could possibly affect emigration. The questionnaire was then developed to represent these factors by developing question items that address these factors. Each item was evaluated in terms of relevancy, and overlapping items were identified and removed.

The reason for developing a questionnaire is that no other questionnaire measures the constructs that are required for this study; the study was unique in that it was specific to South Africa and the South African context.

The instrument used was a statement questionnaire. The questionnaire had 51 statements where the responses were measured on a six point Likert scale. The participants rated the statements according to the level that they agree or disagree. The scale ranges from strongly disagree, disagree, somewhat disagree, somewhat agree, agree and finally to strongly agree.

Questions one to eleven were biographical in nature and provided a profile of the individual. These were:

- Age
- Race
- Sex

- Qualification
- Nationality
- Language
- Religion

Questions twelve to fifty- one were statements regarding possible reasons for emigration, whether individuals would emigrate and to what countries. These statements broadly included:

- Job satisfaction
- Critical skills
- Job opportunities
- Economic factors
- Unemployment
- Political factors
- Crime and violence
- Family factors
- Residency factors

The questionnaire measured the possible reasons for emigration, as well as the relationships between the reasons for emigration and the biographical factors. This provided an indication whether certain biographical factors influenced individuals to consider and initiate emigration.

To determine the validity of the questionnaire, a technique called “Content Validity Ratio”, developed by Lawshe, was used (Lawshe, 1975:28). According to the theory, the most suitable way to evaluate the content validity of a questionnaire is to have

individuals assess the questionnaire items. These individuals should be subject matter experts (SME) related to the field or methods used in the questionnaire.

A SME questionnaire was developed where the SME's rate the items within the questionnaire (see Appendix C). The rating indicated to which degree each of the items were applicable, and necessary or not, for the questionnaire. "The content validity ratio can be utilised to objectively gauge the content validity of items on an empirical measure:  $CVR = (2ng / N) - 1$ , where  $ng$  is the number of SMEs' who think the item is good and  $N$  is the total number of SME's. SME's rate the items on the measure in terms of representativeness (whether all aspects of a construct are represented equally) and fidelity (whether the item measures just the intended construct or other constructs as well). Content validity is more of a judgmental evaluation compared to criterion-related and construct validity. However, content validity is important - an empirical measure with low content validity cannot effectively operationalise a construct. Evidence of content validity is thus important to developing a valid empirical measure" (Nunnally & Bernstein, 1994: 303).

The questionnaire includes biographical and consent forms (see Appendix D)

#### **4.7 Statistical data analysis**

The questionnaire provided quantitative data that was captured on a computer into MS Excel by the researcher and was subsequently processed with a statistical program BMDP. The data was analysed and tested for a relationship between the biographical factors and the reasons for emigration. To enable the researcher to do this, the following statistical methods were used to analyse the quantitative data:

#### *4.7.1 Factor analysis*

Factor analysis was done to analyse relationships among a number of measurable entities. This statistical approach can be used to analyse interrelationships among a large number of variables and to explain these variables in terms of their common underlying dimensions or factors. (Hair, Black, Babin, Anderson & Tatham, 1992:104). For this study “Exploratory Factor Analysis” was used; more specifically, “common factor analysis” was used as the type of factoring.

“Common factor analysis” is used when the purpose of the research is to “identify latent variables, which contribute to the common variance of the set of measured variables, excluding variable-specific (unique) variance”, (Garson. 2009).

“Exploratory factor analysis” was used to determine the amount of factors that the variables load on. Initially, factor analysis was conducted to identify three factors and then subsequently four factors. The most successful extraction of factors was where four factors were extracted; this is due to the fact that all variables loaded on the identified factors.

Also used for this study was “canonical factor analysis”. This is also known as “Rao’s canonical factoring”. Garson (2009) stated: “canonical factor analysis seeks factors which have the highest canonical correlation with observed variables. Canonical factor analysis is unaffected by arbitrary rescaling of the data”.

This study made use of the “Varimax rotation method”. This rotation method maximises the variance of the squared loadings of a factor on all the variables. This method allows variables to either have a large or small loading on a factor indicating clearly on which factors the variables load (Garson, 2009).

#### *4.7.2 Cronbach's alpha*

“Cronbach's alpha” was used to test the reliability of the questionnaire. Cronbach's alpha is also known as a numerical coefficient of reliability (or consistency). Cronbach's alpha measures how well each individual item in a scale correlates with the sum of the remaining items (Stoker, 2008). An instrument can only be seen as reliable when it produces consistent and reliable responses, and Cronbach's alpha assists in determining this. If the inter-item correlation is high, Cronbach's alpha will also be indicated as high. If the inter-item correlation decreases, so will Cronbach's alpha also decrease. The alpha coefficient ranges in value from 0 - 1 to describe the reliability factors. A value of 0.7 is seen to be acceptable as a reliable coefficient score. If the Cronbach's alpha is low for all items, then a factor analysis is run to determine which items load highest on which dimensions (Reynaldo & Santos, 1999).

#### *4.7.3 Measure of central tendency*

Measure of central tendency is where an estimated centre of the data is determined; the mean was established in this case. The mean indicates the distribution added up and then divided by the number of values (Strydom *et al.*, 2002: 235)

#### *4.7.4 Dispersion*

Dispersion indicates the spread of values around the central tendency. This was measured through the standard deviation. The standard deviation indicates the spread of the values within the distribution (Niles, 2009).

#### *4.7.5 Coefficient of variation*

“Coefficient of Variation”, also known as relative reliability, was used to determine the amount of variation that occurred within the data set (Graphpad, 2007). The coefficient of variation was determined by dividing the standard deviation by the

mean. The results are expressed in terms of a percentage of the mean score (Brighton-Webs, 2006).

#### *4.7.6 Analysis of variance (ANOVA)*

The “analysis of variance”, or also known as ANOVA, was used to test the hypothesis that means among two or more groups were equal. This was done under the assumption that the sample was normally distributed. For this study, effect coding was used specifically, due to the fact that the study wanted to analyse the difference between the group’s means; for this there was no specific or obvious reference group (Engineering Statistics handbook, 2006)

#### *4.7.7 Effect size*

“Effect size” was used to contextualise the differences between groups. The effect sizes were determined by using the differences between the mean values of groups divided by the standard deviation (Coe, 2000). The effect size will take two groups and compare them to see if there are differences at all. The effect size quantifies the effectiveness of a specific intervention. Effect size is useful to report and interpret effectiveness. The effect size is a true measure of the significance of the differences between the groups. The effect size interpretation was based on the correlation analysis that is recommended for multiple regressions and correlation analysis. The ranges were:

Small effect:  $f^2 = .02$

Medium effect:  $f^2 = .15$

Large effect:  $f^2 = .35$

(White, 2006)

#### 4.7.8 Scheffé test

The “Scheffé test” was also used. The Scheffé test is a post hoc method and a type I error. According to Hair, Black, Babin, Anderson and Tatham (2006:424) “each method identifies which comparisons among groups have significant differences”.

The formula that was used is:

$CV = (k-1) F(k-1, N-k, \alpha)$ . The hypothesis gets rejected if the test statistic is greater than the critical value. The numerator will be close to zero if there is no difference between the means; this test is a right tail test.

All the abovementioned statistics were used in this study. The data analysis chapter will discuss all the results from the statistics, as well as how they were used to either accept or reject the hypothesis.

## **CHAPTER 5: Results**

To determine factors that influence emigration a questionnaire was developed and applied as discussed in chapter 4. A total of 158 respondents participated in the study but due to missing data, or data beyond limits, only 157 responses were used during the statistical analysis. Descriptive statistics were used to explain the sample and “parametric” statistics were used in terms of an ANOVA to determine the relationship between the variables.

The results will be discussed in the order that they were conducted.

### **5.1 Statistical analysis**

The section below describes the statistics that were conducted on the data that was received from the responses of the distributed questionnaires.

#### *5.1.1 Content validity*

The instrument was newly developed for this study, therefore the validity and reliability had to be tested. The reliability coefficient was tested using Cronbach’s alpha and the validity of the questionnaire was tested using factor analysis. The item validity was assessed by using Content Validity Ratio developed by Lawshe (Lawshe, 1975).

### 5.1.1.1. Content validity ration

The content validity ration was also determined by having subject matter experts (SME) rate each item in terms of its applicability and relevancy to the questionnaire. Numerous SME's were approached to complete the panel review questionnaire; however only five SME's responded. These SME's are experts in developing questionnaires and work in the environment where emigration is a constant factor in terms of business.

Participant Nr	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	
1	1	1	1	1	1	1	1	1	1	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
2	1	1	1	1	3	3	1	1	1	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
3	2	2	3	2	3	2	3	3	2	3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	
4	1	1	2	2	3	2	1	1	2	2	2	1	1	1	3	3	3	3	3	3	2	2	1	2	2	1	2
5	1	1	1	1	1	2	1	1	2	1	1	1	1	1	1	1	1	3	1	1	1	1	1	1	1	1	
5	1	1	0.6	1	-0.2	0.6	0.6	0.6	1	0.6	0.2	1	1	1	0.6	0.6	0.6	0.2	0.6	1	1	1	1	1	1	1	

Participant Nr	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2	1
3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2
4	2	2	3	2	1	1	2	1	1	2	2	2	2	1	2	2	2	2	2	2	1	1	1	3	3	2
5	1	1	1	1	1	1	1	1	1	1	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5	1	1	0.6	1	1	1	1	1	1	1	1	0.6	1	1	1	1	1	1	1	1	1	1	0.6	0.6	1	1

Table 5.1. Panel review results

In table 5.1, the panel review results are shown. The formula that was used to determine the validity is  $CVR = (2ng / N) - 1$ , where ng is the number of SME's who think the item is good and N is the total number of SMEs. A CVR value of .75 is seen as significant. Out of the above table we can see that questions 3, 5, 6, 7, 8, 10, 10, 11, 15, 16, 17, 18, 19, 28, 37, 48, and 49 were identified as not scoring 0.75. Questions

5, 11 and 18 scored extremely low and this indicates that the panel of SME's did not agree with the inclusion of the question in the questionnaire. Questions 3, 6, 7, 8, 10, 15, 16, 17, 19, 28, 37, 48 and 49 scored 0.6 which is slightly below the required 0.75. The reasons provided by the SME's for their rating was that they felt some of the questions overlapped or assessed the same construct or that the question was irrelevant. Question 3, 5, 6, 8 and 11 was however used in the analysis due to the fact that relationships between certain biographical factors and emigration factors required to be tested. A possible reason for the SME's rating these questions low could be their lack of understanding about which relationships needed to be measured.

The majority of the questions scored a value of 1 which is the ideal score for the CVR method. This indicated that the items included in the questionnaire are seen as relevant and applicable by SME's in the field.

### *5.1.2 Descriptive statistics*

The table below illustrates the descriptive statistics that were conducted; these include the mean and standard deviation.

Simple Statistics				
Variable	N	Mean	Std Dev	Sum
q21	158	3.78481	1.66394	598
q22	158	3.22152	1.58666	509
q24	158	2.53797	1.7581	401
q26	158	2.91772	1.59204	461
q43	158	3.91139	1.69066	618
q44	158	3.68987	1.6274	583
q45	158	3.48101	1.69571	550
q46	158	4.09494	1.57119	647
q47	158	2.81646	1.71482	445
q49	158	3.49367	1.59117	552
q50	158	3.25949	1.71609	515

Table 5.2 Descriptive Statistics

Table 5.2 identifies that the sample consisted of 158 respondents. The questionnaire that was applied for this study consisted of 51 statements, where these statements were rated on a six point Likert scale. The scale ranged from one, which indicated strongly disagree, to six, which indicated strongly agree. This scale was used consistently through-out the questionnaire, with the exception of question one to eleven where the biographical questions were asked. Questions sixteen to nineteen were converted due to the fact that the responses reflected negatively. This was due to the questions seeking negative responses, but the responses were reflected as positive.

For the descriptive statistics the biographical questions were not included in the analysis. Questions 12 to 20, 23, 25, 27 to 42 and 51 were not included in this analysis. These questions were not included due to the fact that they did not load on any of the factors.

The mean in table 5.2 indicates that most of the items received a positive or favourable response. The majority of the means scored higher than 3. Questions 24, 26 and 47 did, however, score lower than 3 with a mean of 2.53797; 2.91772 and 2.81646 respectively. This indicated a general disagreement with the statement.

When analysing the standard deviation (rounded up to 2 decimals), the standard deviation seems to be small. The smallest standard deviation of 1.58 is for question 46 that states: "I would emigrate for the work experience I could gain and apply in the international work environment". The mean for question 46 was also the highest at 4.09 indicating that the majority of the respondents agreed or strongly agreed to this statement.

Question 24 has the lowest mean at 2.54 and a standard deviation of 1.76, indicating that not all respondents agreed with the statement of "I would emigrate because I am unemployed". Question 47 has a similar response as question 24 with a mean of 2.82 and a standard deviation of 1.71, indicating that the respondents also did not all agree with the statement "I would emigrate because the company I currently work for has provided me with an international employment opportunity".

Looking at table 5.13 it is evident that the majority of the results indicate that most respondents agreed with questions 21, 22, 26, 43, 44, 45, 46, 49 and 50. This indicates that the mean is representative of the groups that were being tested and that the results are representative of the population the group was extracted from.

It is evident out of the results from question 24 and 47 that respondents would not emigrate for reasons of their current or future employment.

### 5.1.3. *Factor analysis*

“Factor analysis” was done to analyse relationships among a number of measurable entities. Exploratory factor analysis was conducted to reduce the number of items in the questionnaire.

The first step was to take the items and inter-correlate them; this produces eigen values for each of the items. The “Kaiser criterion” states that any factor with an eigen value of less than 1.0 does not load on that factor. The Kaiser criterion can, however, over- or under exaggerate the true number of factors. The other method is known as the “Cattell scree plot”. The components get plotted on an x axis and the y axis represents the corresponding eigen values. The scree plot indicates a curve based on the axis. When the curve drops it is suggested that all components after the initial drop is excluded. This method is seen as being subjective since the researcher can determine whether the curve is as desired. (Garson, 2009)

For this study the eigen values were firstly evaluated for three factors. The factors were rotated using Varimax rotation. The three factors did not accurately reflect all the variables where numerous variables overlapped and didn’t clearly load on the factors.

The inter-correlation was then determined based on four factors. The factors were rotated using the Varimax method. The eigen values were evaluated based on their loadings on the four factors. The variables loaded on only one of the factors with no overlapping and loaded on the factors identified.

The table below indicates the variables and the factors that they load on.



**ROTATED FACTOR LOADINGS (PATTERN)**

		FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4
Q16	1	-0.02	-0.014	0.239	0.629
Q17	2	-0.093	0.038	0.053	0.888
Q18	3	0.081	0.002	-0.106	0.516
Q19	4	-0.015	-0.011	-0.018	0.794
Q21	5	0.151	0.568	0.068	0.074
Q22	6	0.226	0.51	0.054	0.005
Q24	7	0.11	0.326	0.001	-0.113
Q26	8	0.172	0.41	-0.023	0.053
Q28	9	0.66	0.125	-0.032	-0.01
Q29	10	0.69	0.077	0.078	-0.123
Q30	11	0.959	-0.05	-0.048	0.04
Q31	12	0.98	-0.042	-0.109	-0.022
Q32	13	0.694	0.205	0.027	-0.009
Q33	14	0.749	-0.041	0.164	0.008
Q34	15	0.115	0.05	0.735	0.037
Q35	16	0.139	0.019	0.916	0.045
Q36	17	0.198	0.011	0.779	0.087
Q37	18	0.698	-0.076	0.237	0.012
Q38	19	0.763	0.005	0.159	0.081
Q39	20	0.848	-0.053	0.055	0.033
Q40	21	0.606	0.144	0.071	0.047
Q43	22	-0.012	0.648	-0.129	0.189
Q44	23	-0.007	0.743	0.121	0.026
Q45	24	-0.135	0.672	-0.261	0.023
Q46	25	0.117	0.759	-0.11	0.018
Q47	26	-0.077	0.463	0.068	-0.082
Q49	27	0.223	0.516	0.02	0.163
Q50	28	-0.068	0.653	0.228	-0.124

VP	6.283	3.867	2.372	2.226
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Table 5.3 Rotated factor loadings

Table 5.4 below identified the variables that load on a specific factor.

FACTOR ALPHA VARIABLES USED											
	0.9189	- ALL									
<b>1</b>	0.9501	Q28	Q29	Q30	Q31	Q32	Q33	Q37	Q38	Q39	Q40
<b>2</b>	0.8526	Q21	Q22	Q24	Q26	Q43	Q44	Q46	Q47	Q49	Q50
<b>3</b>	0.9256	Q34	Q35	Q36							
<b>4</b>	0.7885	Q16	Q17	Q18	Q19						

Table 5.4 Factors with corresponding variables

The factor with the corresponding question and statement as identified through factor analysis, is listed in tables 5.4 below.



<b>1</b>	28	I would leave South Africa because of the over population that occurs
	29	I would emigrate because of the illegal immigrants in South Africa
	30	I would leave South Africa because of the current political situation
	31	I would emigrate due to the fear of the future political situation
	32	I would emigrate due to the effect the political situation has on the real-estate market
	33	I would leave South Africa because of the crime and violence
	37	I would leave South Africa to prevent me or my family from becoming a victim of crime
	38	I would emigrate due to the current legal system in the country
	39	I would emigrate due to the little faith I have in the South African "law-enforcers"
	40	I would leave South Africa because of the current electricity crisis



<b>2</b>	21	I would emigrate because of the salary I could earn in another country
	22	I would emigrate because of the status I could have in another country
	24	I would emigrate because I am unemployed
	26	I would leave South Africa because I struggle to find work that I want to do
	43	I would move for the experience of living in a different country
	44	I would leave South Africa because of the companies I could work for in other countries
	45	I would emigrate for the work experience I could gain and apply when I return to South Africa
	46	I would emigrate for the work experience I could gain and apply in the international work environment
	47	I would emigrate because the company I currently work for has provided me with an international employment opportunity
	48	I would emigrate because the company I currently work for does not appreciate me
	49	I would emigrate due to the seemingly endless opportunities that get offered in other countries
	50	I would leave South Africa because I have been offered a work opportunity by an international company

<b>3</b>	34	I would emigrate because I have been a victim of crime
	35	I would emigrate because a family member was a victim of crime
	36	I would emigrate because a friend was a victim of crime

4	16	I am happy in my current position
	17	I feel my job is challenging
	18	My job is too easy
	19	My job satisfies me

Table 5.5 Factors and variable statements

Out of the above it is evident that the four factors identified can be classified as:

- Factor 1- Social and political situation
- Factor 2- Work experience
- Factor 3- Victim of crime
- Factor 4- Job satisfaction

It is clear that the measuring instrument does indeed measure what it has set out to measure and that four distinct factors represent the majority of the variables present in the questionnaire.

#### *5.1.4 Reliability coefficient*

“Cronbach’s alpha” was used to determine the reliability of the questionnaire. The alpha was found to be 0.86, which is seen as a high alpha. Generally Cronbach’s alpha is accepted at no lower than 0.7, but it can sometimes be accepted at a 0.6 level if the research is explorative. (Hair; Black; Babin; Anderson; Tatham, 2006:137)

### *5.1.5 Comparison between groups*

The objective of the study was to determine which factors affect emigration, as well as which, if any, biographical factors might influence individuals to emigrate. In this section the statistical analysis includes the analysis of variance (ANOVA), a Scheffé test and effect sizes.

#### *5.1.5.1 Analysis of variance (ANOVA)*

The analysis of variance, or ANOVA, was used to test if the respective independent variables influence the factors, as can be seen in table 5.14

**Dependent Variable: Social and Political Situation**

Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	15	27.299973	1.8199982	1.04	0.4144
Error	133	231.7186848	1.7422458		
Corrected Total	148	259.0186577			

R-Square	Coeff Var	Root MSE	f1 Mean
0.105398	32.92672	1.319942	4.008725

Source	DF	Type III SS	Mean Square	F Value	Pr > F
Age	3	2.16028816	0.72009605	0.41	0.7437
Sex	1	0.12387363	0.12387363	0.07	0.7902
Have a qualification	3	4.21455561	1.40485187	0.81	0.4925
How long have had qualification	5	10.27262576	2.05452515	1.18	0.3227
Work in field of studies	1	2.07760894	2.07760894	1.19	0.2768
Home language	1	1.91400103	1.91400103	1.1	0.2965
Active participant in religion	1	0.1077654	0.1077654	0.06	0.804

Table 5.6 ANOVA for factor 1: Social and Political Situation

When looking at the p-value for the variables in terms of factor one, it is evident that all of the factors exceed the significance value of 0.05. Therefore none of the above variables did affect factor one.

Dependent Variable: Work Experience					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	15	28.5500863	1.9033391	1.79	0.0424
Error	133	141.5226853	1.0640803		
Corrected Total	148	170.0727716			

R-Square	Coeff Var	Root MSE	f1 Mean
0.16787	30.80719	1.031543	3.348383

Source	DF	Type III SS	Mean Square	F Value	Pr > F
Age	3	2.37043568	0.79014523	0.74	0.5285
Sex	1	0.79398388	0.79398388	0.75	0.3892
Have a qualification	3	1.41016925	0.47005642	0.44	0.7235
How long have had qualification	5	6.72186987	1.34437397	1.26	0.2835
Work in field of studies	1	0.61714216	0.61714216	0.58	0.4477
Home language	1	1.00191893	1.00191893	0.94	0.3336
Active participant in religion	1	1.21562226	1.21562226	1.14	0.2871

Table 5.7 ANOVA for factor 2: Work Experience

For factor two the p- value for the variables was all above the significance value of 0.05. Therefore all of above variables did not affect factor two.

Dependent Variable: Victim of Crime					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	15	54.3195754	3.621305	1.47	0.1272
Error	133	328.7303873	2.471657		
Corrected Total	148	383.0499627			

R-Square	Coeff Var	Root MSE	f1 Mean
0.141808	42.28347	1.57215	3.718121

Source	DF	Type III SS	Mean Square	F Value	Pr > F
Age	3	7.39384535	2.46461512	1	0.3964
Sex	1	1.83280669	1.83280669	0.74	0.3907
Have a qualification	3	25.04972349	8.34990783	3.38	0.0203
How long have had qualification	5	5.92772703	1.18554541	0.48	0.7909
Work in field of studies	1	1.96089631	1.96089631	0.79	0.3747
Home language	1	6.85562748	6.85562748	2.77	0.0982
Active participant in religion	1	0.04209303	0.04209303	0.02	0.8964

Table 5.8 ANOVA for factor 3: Victim of Crime

When looking at the p- value for the variables in terms of factor three, the variables “age, sex, how long have had qualification, work in field of studies, home language and active participant in religion”, all have a p-value that is greater than the significance value of 0.05. Variable three, “have a qualification”, however, has a p-value of 0.0203, which is smaller than the significance value of 0.05 and therefore indicates that the variables have an effect on the factor. This also indicates that the ANOVA identified a significant difference among the groups. This relationship between the groups identified will be explored further by using the Scheffé test in a section to follow.

Dependent Variable: Job Satisfaction					
Source	DF	Sum of Squares	Mean Square	F Value	Pr > F
Model	15	27.0087375	1.8005825	1.49	0.1184
Error	133	160.9998382	1.2105251		
Corrected Total	148	188.0085757			

R-Square	Coeff Var	Root MSE	f1 Mean
0.143657	39.42338	1.100239	2.790828

Source	DF	Type III SS	Mean Square	F Value	Pr > F
Age	3	5.60013767	1.86671256	1.54	0.2066
Sex	1	0.0606828	0.0606828	0.05	0.8232
Have a qualification	3	4.95882813	1.65294271	1.37	0.2561
How long have had qualification	5	2.08847637	0.41769527	0.35	0.8847
Work in field of studies	1	2.15412406	2.15412406	1.78	0.1845
Home language	1	2.31006232	2.31006232	1.91	0.1695
Active participant in religion	1	0.23154977	0.23154977	0.19	0.6626

Table 5.9 ANOVA for factor 4: Job Satisfaction

For factor four the p- value for the variables was all above the significance value of 0.05. Therefore all of above variables did not affect factor four.

### 5.1.5.2 Scheffé test

Table 5.10 below highlights the relationship that was identified during the analysis of variance (ANOVA) for factor three: Victim of crime.

Scheffe's Test for f3			
NOTE: This test controls the Type I experiment wise error rate, but it generally has a higher Type II error rate than Tukey's for all pair wise comparisons.			
Alpha			0.1
Error Degrees of Freedom			133
Error Mean Square			2.5
Critical Value of F			2.7
Comparisons significant at the 0.05 level are indicated by ***.			
q4 Comparison	Difference Between Means	Simultaneous Confidence	95% Limits
3 -1	0.1274	-0.8896	1.1444
3 -4	0.3827	-0.8289	1.5943
3 -2	1.1192	-0.0713	2.3097
1 -3	-0.1274	-1.1444	0.8896
1 -4	0.2553	-0.7617	1.2723
1 -2	0.9918	0	1.9836 ***
4 -3	-0.3827	-1.5943	0.8289
4 -1	-0.2553	-1.2723	0.7617
4 -2	0.7365	-0.4541	1.927
2 -3	-1.1192	-2.3097	0.0713
2 -1	-0.9918	-1.9836	0 ***
2 -4	-0.7365	-1.927	0.4541

Table 5.10 Scheffé test for factor 3: Victim of Crime

The Scheffé test was conducted due to the fact that the ANOVA identified a group where statistically significant differences occur, and where the variables have an effect on the factor. The test results above indicate that group one (university) and group two (matric) significantly differ from each other in terms of factor three “victim of crime”. It should be noted that even though a statistically significant difference has been identified between the two groups, both of these groups responded positively to the response of the statements and therefore the degree of agreement in terms of the statement is where the degree of significance is determined. This indicates that there is a significant difference in the response given by individuals with a University qualification compared to individuals with a matric qualification in terms of items related to the grouping “victim of crime”.

#### *5.1.5.3 Effect sizes*

The effect size is determined when there are statistically significant differences. The following scale will be used to evaluate the effect size:

Small effect:  $f^2 = .02$

Medium effect:  $f^2 = .15$

Large effect:  $f^2 = .35$

For this study, only factor three “victim of crime” and question four “I have a qualification”, statistically significant differences were identified for groups one (university) and two (Matric). The effect size was determined by using the groups’ mean, standard deviation and sample size. The result indicated by Cohen’s effect size, was based on the sample size and was found to be 0.64 which is seen to be a large effect when using the scale above. The Cohen’s derived effect size was

computed to be 0.65, which is also seen as a large effect size, when using the above scale.

When looking at the effect size based on sample size, namely 0.64, it can be said that the average score of the respondents with a University qualification exceeds the scores of 73%, of the respondents that have a matric qualification. This indicates a lower degree of overlap among the groups in terms of their responses.

The results in terms of the affect on the study will be discussed in chapter 6.

## **CHAPTER 6: Conclusion**

### **Summary of the study**

The literature that was discussed and presented in Chapter 2 and 3 identified various theories on why individuals migrate. The majority of the literature identified migration networks, job opportunities, political, as well as safety related situations as the factors and reasons for emigration. A questionnaire was developed based on the theories to include the majority of these factors and to assess what factors are relevant to the South African population. The hypothesis that was set for this study was:

H: Biographical factors will affect reasons for emigration

H0: Biographical factors will not affect reasons for emigration.

Out of the results from chapter 5, we can see that the hypothesis was confirmed that biographical factors did affect the reasons for emigration; the null hypothesis is therefore rejected. The results, however, only supported educational levels as a factor and none of the other biographical factors identified and tested affected the factors significantly, as was seen in tables 5.6, 5.7, 5.8 and 5.9. More specifically, a university qualification and a matric qualification indicated significant differences in terms of their responses for the items clustered under the factor “victim of crime”, as identified by factor analysis.

The conclusion that can be drawn from this is that educated individuals will be more prone to consider emigration, or to even initiate the emigration process, than

individuals who do not have a formal education; based on being a victim of crime or having family and friends who are victims of crime.

The section to follow will discuss the conclusion of the study in more detail in terms of the study as a whole.

## **Conclusions**

The purpose of the study was to identify factors that influence emigration out of South Africa. To this end, a questionnaire was developed based on constructs identified through the research on various migration and generational theories. The questionnaire consisted of 51 items that measured biographical factors, as well as possible reasons for emigration, these included:

- Age
- Race
- Sex
- Qualification
- Nationality
- Language
- Religion
- Job satisfaction
- Critical skills
- Job opportunities
- Economic factors
- Unemployment
- Political factors
- Crime and violence
- Family factors
- Residency factors

150 respondents completed the questionnaire and rated the above factors on a 6 point Likert scale, based on the suitability of the factors on their possible reasons for emigration.

From the results presented and discussed in chapter 5, the following conclusions can be made:

- The factor analysis yielded 4 factors which were interpreted as: social and political situation, work experience, victim of crime and job satisfaction, as was identified in tables 5.3 and 5.4.
- Cronbach's alpha indicated the reliability of the questionnaire as 0.86, which is seen as a high value of reliability.
- From the ANOVA it is clear that the various levels of education differ statistically significant from one another, where the p-value was equal to 0.0203, which was smaller than the significance value of 0.05 (tables 5.6, 5.7 5.8 and 5.9).
- The results of the Scheffé test indicated a difference between having a matric qualification and a university qualification, as indicated in table 5.10.
- The results indicated that having a matric qualification or a university qualification will affect their reasons for emigration if they were a victim of crime.

## **Recommendations**

Should similar studies be conducted, or be based on this study in the future, the following should be considered:

- It is recommended that the questionnaire be adjusted to exclude the items that were indicated as not relevant.
- It is recommended that an item be included in the questionnaire to differentiate between South African citizens who currently live in South Africa, are in the process of emigration and those who have already emigrated and are living abroad.
- It is suggested that the questionnaire is applied to a larger sample, as to ensure a more representative sample of all biographical demographics, and thus to ensure more comparison opportunities.

### **Suggestions from the findings of the study**

From the study it became evident that there are a multitude of factors that could affect emigration. It is however evident that those individuals who are educated need to be retained, to ensure South Africa does not lose the valuable skills they possess. There have been widespread discussions on the critical skills being lost to other countries and the shortage of these skills within South Africa.

South Africa is a developing country with great potential in terms of developing its resources. One of the main concerns is the shortage of skills to optimise these resources. It is crucial that the skilled and educated individuals within South Africa are retained to ensure the successful continuation of the development currently being experienced. If government and private sector organisations alike can develop strategies to offer these educated individuals better opportunities within South Africa, the decision to emigrate might become harder for some. Government, however, has a number of problems that need to be addressed, as pointed out in the study, to ensure that a viable option can be provided to South Africans to entice them to stay in South Africa rather than seeing emigration as the only option.

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## **Appendix A: Emigrant Sex Distribution**



1. HISTORICAL TABLE  
1.1 MIGRATION - DOCUMENTED IMMIGRATION AND SELF-DECLARED EMIGRATION  
1.1.1 TOTAL - 1950 TO 2003

YEAR	DOCUMENTED IMMIGRANTS			SELF-DECLARED EMIGRANTS			NET GAIN/LOSS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
1950	13 663	6 594	7 069	14 956	8 219	6 737	-1 293	-1 625	332
1951	15 890	8 017	7 873	15 546	8 478	7 068	344	-461	805
1952	18 975	9 851	9 124	9 877	5 228	4 649	9 098	4 623	4 475
1953	17 267	8 816	8 451	10 324	5 345	4 979	6 943	3 471	3 472
1954	16 719	9 106	7 613	11 461	6 058	5 403	5 258	3 048	2 210
1955	16 684	8 979	7 705	12 636	6 527	6 109	4 048	2 452	1 596
1956	15 238	8 305	6 933	13 031	6 680	6 351	2 207	1 625	582
1957	14 631	7 701	6 930	11 034	5 503	5 531	3 597	2 198	1 399
1958	14 701	7 688	7 013	8 954	4 427	4 527	5 747	3 261	2 486
1959	12 598	6 358	6 240	9 502	4 732	4 770	3 096	1 626	1 470
1960	9 805	5 193	4 612	12 705	6 452	6 253	-2 900	-1 259	-1 641
1961	16 373	9 168	7 205	15 046	7 769	7 277	1 327	1 399	-72
1962	20 972	11 312	9 660	9 162	4 547	4 615	11 810	6 765	5 045
1963	38 013	20 513	17 500	7 272	3 570	3 702	30 741	16 943	13 798
1964	40 896	22 447	18 449	8 293	4 125	4 168	32 603	18 322	14 281
1965	38 337	21 082	17 255	9 479	4 770	4 709	28 858	16 312	12 546
1966	48 051	26 317	21 734	10 289	5 404	4 885	37 762	20 913	16 849
1967	38 937	20 756	18 181	11 289	5 954	5 335	27 648	14 802	12 846
1968	40 548	21 677	18 871	10 945	5 744	5 201	29 603	15 933	13 670
1969	41 446	22 233	19 213	9 313	4 915	4 398	32 133	17 318	14 815
1970	41 523	21 804	19 719	9 278	4 718	4 560	32 245	17 086	15 159
1971	35 845	19 104	16 741	8 407	4 376	4 031	27 438	14 728	12 710
1972	32 776	17 038	15 738	7 884	4 058	3 826	24 892	12 980	11 912
1973	24 016	12 507	11 509	6 401	3 271	3 130	17 615	9 236	8 379
1974	35 910	18 644	17 266	7 428	3 804	3 624	28 482	14 840	13 642

1. HISTORICAL TABLE  
1.1 MIGRATION - DOCUMENTED IMMIGRATION AND SELF-DECLARED EMIGRATION  
1.1.1 TOTAL - 1950 TO 2003 (CONCLUDED)

YEAR	DOCUMENTED IMMIGRANTS			SELF-DECLARED EMIGRANTS			NET GAIN/LOSS		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
1975	50 464	26 827	23 637	10 255	5 227	5 028	40 209	21 600	18 609
1976	46 239	23 647	22 592	15 641	7 951	7 690	30 598	15 696	14 902
1977	24 822	12 437	12 385	26 000	13 459	12 541	-1 178	-1 022	-156
1978	18 669	9 334	9 335	20 686	10 680	10 006	-2 017	-1 346	-671
1979	18 680	9 274	9 406	15 694	8 010	7 684	2 986	1 264	1 722
1980	29 365	14 987	14 378	11 363	5 594	5 769	18 002	9 393	8 609
1981	41 542	21 937	19 605	8 791	4 462	4 329	32 751	17 475	15 276
1982	45 784	23 640	22 144	6 832	3 369	3 463	38 952	20 271	18 681
1983	30 483	15 721	14 762	8 247	4 108	4 139	22 236	11 613	10 623
1984	28 793	14 833	13 960	8 550	4 238	4 312	20 243	10 595	9 648
1985	17 284	8 713	8 571	11 401	5 766	5 635	5 883	2 947	2 936
1986	6 994	3 418	3 576	13 711	6 796	6 915	-6 717	-3 378	-3 339
1987	7 953	4 042	3 911	11 174	5 443	5 731	-3 221	-1 401	-1 820
1988	10 400	5 287	5 113	7 767	3 772	3 995	2 633	1 515	1 118
1989	11 270	5 928	5 342	4 911	2 374	2 537	6 359	3 554	2 805
1990	14 499	7 806	6 693	4 722	2 331	2 391	9 777	5 475	4 302
1991	12 379	6 607	5 772	4 256	2 060	2 196	8 123	4 547	3 576
1992	8 686	4 544	4 142	4 289	2 063	2 226	4 397	2 481	1 916
1993	9 824	5 126	4 698	8 078	..	..	1 746	..	..
1994	6 398	3 175	3 223	10 235	4 877	5 358	-3 837	-1 702	-2 135
1995	5 064	2 314	2 750	8 725	4 194	4 531	-3 661	-1 880	-1 781
1996	5 407	2 606	2 801	9 708	4 656	5 052	-4 301	-2 050	-2 251
1997	4 103	2 053	2 050	8 946	4 340	4 606	-4 843	-2 287	-2 256
1998	4 371	2 157	2 214	9 031	4 376	4 655	-4 660	-2 219	-2 441
1999	3 669	2 091	1 578	8 487	4 143	4 344	-4 818	-2 052	-2 766
2000	3 053	1 505	1 548	10 262	5 126	5 136	-7 209	-3 621	-3 588
2001	4 832	2 575	2 257	12 260	5 815	6 445	-7 428	-3 240	-4 188
2002	6 545	3 718	2 818	10 890	5 224	5 666	-4 345	-1 497	-2 848
2003	10 578	6 549	4 029	16 165	8 059	8 106	-5 587	-1 510	-4 077

## **Appendix B: Occupation by Gender and Age**



3. SELF-DECLARED EMIGRANTS

3.1 SINGLE AGES AND GENDER

AGE	TOTAL	MALE	FEMALE	UNSPEC.	AGE	TOTAL	MALE	FEMALE	UNSPEC.
<b>TOTAL</b>	<b>16 165</b>	<b>7 904</b>	<b>8 106</b>	<b>155</b>					
-1	112	47	65	-	25	372	150	216	6
1	193	109	82	2	26	414	171	242	1
2	168	83	83	2	27	486	199	287	-
3	190	102	86	2	28	545	235	302	8
4	151	78	73	-	29	570	240	328	2
-5	814	419	389	6	25-29	2 387	995	1 375	17
5	193	91	98	4	30	533	218	309	6
6	179	93	81	5	31	562	257	303	2
7	185	103	80	2	32	569	251	309	9
8	159	82	72	5	33	550	266	282	2
9	156	76	80	-	34	448	202	245	1
5-9	872	445	411	16	30-34	2 662	1 194	1 448	20
10	163	80	81	2	35	460	244	214	2
11	156	69	81	6	36	382	200	180	2
12	163	88	73	2	37	401	212	188	1
13	152	75	77	-	38	355	160	195	-
14	143	79	63	1	39	334	168	161	5
10-14	777	391	375	11	35-39	1 932	984	938	10
15	131	70	61	-	40	348	180	163	5
16	144	75	69	-	41	329	167	160	2
17	139	65	72	2	42	332	173	155	4
18	148	80	66	2	43	308	180	124	4
19	155	90	64	1	44	298	172	124	2
15-19	717	380	332	5	40-44	1 615	872	726	17
20	125	60	61	4	45	272	139	130	3
21	157	84	73	-	46	279	160	114	5
22	182	81	101	-	47	214	125	88	1
23	231	97	133	1	48	198	105	90	3
24	285	103	178	4	49	150	81	67	2
20-24	980	425	546	9	45-49	1 113	610	489	14



3. SELF-DECLARED EMIGRANTS  
3.2 OCCUPATION BY GENDER AND AGE

OCCUPATION		TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>GRAND TOTAL</b>										
	T	16 165	3 180	980	2 387	2 662	3 547	1 947	876	586
	M	7 904	1 635	425	995	1 194	1 856	1 077	448	274
	F	8 106	1 507	546	1 375	1 448	1 664	842	421	303
	U	155	38	9	17	20	27	28	7	9
<b>TOTAL - ECONOMICALLY ACTIVE</b>										
	T	10 540	84	626	2 085	2 322	3 002	1 634	593	194
	M	5 695	42	275	915	1 147	1 779	1 040	376	121
	F	4 738	40	346	1 153	1 155	1 196	566	213	69
	U	107	2	5	17	20	27	28	4	4
<b>PROFESSIONAL, SEMI-PROFESSIONAL AND TECHNICAL OCCUPATIONS</b>										
	T	4 316	11	176	890	1 003	1 247	671	252	66
	M	2 254	5	68	402	497	694	390	158	40
	F	2 025	5	107	483	500	545	270	90	25
	U	37	1	1	5	6	8	11	4	1
<b>ENGINEER, ENGINEERING TECHNICIAN, ARCHITECT AND RELATED OCCUPATION</b>										
	T	700	2	22	145	148	207	120	43	13
	M	579	1	16	115	117	183	103	36	8
	F	112	-	6	30	30	22	12	7	5
	U	9	1	-	-	1	2	5	-	-
<b>ENGINEER AND RELATED TECHNOLOGIST/TECHNICIAN</b>										
	T	601	2	16	129	119	176	112	35	12
	M	511	1	11	105	101	156	99	31	7
	F	82	-	5	24	17	18	9	4	5
	U	8	1	-	-	1	2	4	-	-
<b>INDUSTRIAL/PRODUCTION</b>										
	T	90	-	2	15	16	31	18	4	4
	M	71	-	2	10	15	26	13	3	2
	F	13	-	-	5	-	3	2	1	2
	U	6	-	-	-	1	2	3	-	-
<b>CHEMICAL</b>										
	T	7	1	-	1	2	2	1	-	-
	M	7	1	-	1	2	2	1	-	-



3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>ARCHITECT AND RELATED OCCUPATIONS</b>									
T	72	-	2	10	23	24	7	5	1
M	47	-	2	5	12	21	3	3	1
F	24	-	-	5	11	3	3	2	-
U	1	-	-	-	-	-	1	-	-
<b>LAND SURVEYOR AND RELATED OCCUPATIONS</b>									
T	14	-	1	5	2	3	1	2	-
M	12	-	-	4	2	3	1	2	-
F	2	-	1	1	-	-	-	-	-
<b>NATURAL SCIENCE OCCUPATIONS</b>									
T	593	-	41	160	147	157	67	18	3
M	386	-	21	91	98	108	54	12	2
F	201	-	20	66	48	47	13	6	1
U	6	-	-	3	1	2	-	-	-
<b>PHYSICAL SCIENTIST AND RELATED OCCUPATIONS</b>									
T	13	-	-	1	9	1	1	1	-
M	11	-	-	1	8	1	-	1	-
F	2	-	-	-	1	-	1	-	-
<b>GEOLOGICAL SCIENCES OCCUPATIONS</b>									
T	15	-	-	3	-	4	5	3	-
M	11	-	-	1	-	3	5	2	-
F	3	-	-	2	-	-	-	1	-
U	1	-	-	-	-	1	-	-	-
<b>MATHEMATICAL AND RELATED OCCUPATIONS</b>									
T	14	-	2	3	9	-	-	-	-
M	10	-	1	1	8	-	-	-	-
F	3	-	1	2	-	-	-	-	-
U	1	-	-	-	1	-	-	-	-
<b>COMPUTER SCIENCES OCCUPATIONS</b>									
T	348	-	32	113	90	91	20	2	-
M	213	-	17	64	55	62	13	2	-
F	131	-	15	46	35	28	7	-	-
U	4	-	-	3	-	1	-	-	-



3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>CHEMICAL SCIENCES OCCUPATIONS</b>									
T	37	-	1	11	8	8	7	1	1
M	23	-	1	4	4	8	6	-	-
F	14	-	-	7	4	-	1	1	1
<b>BIOLOGICAL SCIENCES OCCUPATIONS</b>									
T	22	-	2	1	3	8	6	2	-
M	10	-	-	-	-	5	4	1	-
F	12	-	2	1	3	3	2	1	-
<b>AGRICULTURAL, FORESTRY AND FOOD SCIENCE OCCUPATIONS</b>									
T	9	-	1	-	2	2	2	2	-
M	5	-	-	-	1	1	2	1	-
F	4	-	1	-	1	1	-	1	-
<b>NATURAL SCIENCES TECHNOLOGIST</b>									
T	1	-	-	-	1	-	-	-	-
F	1	-	-	-	1	-	-	-	-
<b>NATURAL SCIENCES TECHNICIAN</b>									
T	134	-	3	28	25	43	26	7	2
M	103	-	2	20	22	28	24	5	2
F	31	-	1	8	3	15	2	2	-
<b>MEDICAL, DENTAL AND RELATED HEALTH SERVICES OCCUPATIONS</b>									
T	766	1	23	128	190	221	138	53	12
M	243	-	2	31	50	74	56	24	6
F	520	1	21	96	140	147	82	28	5
U	3	-	-	1	-	-	-	1	1
<b>MEDICAL PRACTITIONER, PHYSICIAN</b>									
T	192	-	2	23	39	64	41	20	3
M	128	-	1	12	18	46	35	14	2
F	63	-	1	11	21	18	6	5	1
U	1	-	-	-	-	-	-	1	-
<b>MEDICAL SPECIALIST</b>									
T	18	-	-	6	2	4	4	2	-
M	7	-	-	1	-	2	2	2	-
F	10	-	-	4	2	2	2	-	-



3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>MEDICAL PROFESSIONS NEC</b>									
T	11	-	1	2	2	5	-	1	-
M	4	-	-	2	1	1	-	-	-
F	7	-	1	-	1	4	-	1	-
<b>DENTAL PROFESSIONS</b>									
T	25	-	1	7	7	5	4	1	-
M	15	-	-	5	4	2	3	1	-
F	10	-	1	2	3	3	1	-	-
<b>VETERINARY SCIENCES PROFESSIONS</b>									
T	29	-	-	3	12	6	6	2	-
M	14	-	-	1	6	2	5	-	-
F	15	-	-	2	6	4	1	2	-
<b>PHARMACEUTICAL PROFESSIONS</b>									
T	72	-	1	16	25	13	10	6	1
M	37	-	-	7	11	8	7	3	1
F	35	-	1	9	14	5	3	3	-
U	1	-	-	-	-	-	-	-	1
<b>NURSING PROFESSIONS</b>									
T	267	1	7	40	59	84	56	15	5
M	10	-	-	-	2	4	-	2	2
F	257	1	7	40	57	80	56	13	3
<b>TECHNICIAN: MEDICAL AND RELATED SCIENCES</b>									
T	3	-	-	1	1	-	1	-	-
M	3	-	-	1	1	-	1	-	-
<b>HEALTH SERVICES PROFESSIONS NEC</b>									
T	28	-	3	3	8	7	4	3	-
M	11	-	1	-	1	5	2	2	-
F	17	-	2	3	7	2	2	1	-



3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>EDUCATIONAL AND RELATED OCCUPATIONS</b>									
T	666	1	17	100	123	234	130	48	13
M	202	1	1	18	36	75	45	18	8
F	457	-	16	82	85	158	83	28	5
U	7	-	-	-	2	1	2	2	-
<b>HUMANITIES AND RELATED OCCUPATIONS</b>									
T	1 198	2	36	269	281	333	178	80	19
M	662	-	14	109	148	202	111	63	15
F	526	2	22	159	131	128	64	16	4
U	10	-	-	1	2	3	3	1	-
<b>LEGAL OCCUPATIONS</b>									
T	124	-	-	23	30	33	17	17	4
M	76	-	-	12	11	20	14	16	3
<b>RELIGIOUS PROFESSIONS</b>									
T	97	-	2	4	15	38	24	8	6
M	71	-	2	3	9	27	18	7	5
F	24	-	-	1	6	11	5	-	1
U	2	-	-	-	-	-	1	1	-
<b>SOCIAL SCIENCES OCCUPATIONS</b>									
T	113	-	3	23	26	33	19	8	1
M	36	-	1	1	6	14	8	5	1
F	77	-	2	22	20	19	11	3	-
<b>PERSONNEL AND MANAGEMENT SERVICES OCCUPATIONS</b>									
T	33	-	2	9	1	14	5	1	1
M	12	-	1	1	-	7	3	-	-
F	21	-	1	8	1	7	2	1	1



3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>ACCOUNTANT AND RELATED ACCOUNTING OCCUPATIONS</b>									
T	736	2	27	198	192	176	99	36	6
M	403	-	10	85	112	106	58	27	5
F	328	2	17	113	79	67	40	9	1
U	5	-	-	-	1	3	1	-	-
<b>ECONOMIC OCCUPATIONS</b>									
T	78	-	2	12	15	31	8	9	1
M	60	-	-	7	10	26	8	8	1
F	16	-	2	4	4	5	-	1	-
U	2	-	-	1	1	-	-	-	-
<b>HUMANITIES AND RELATED OCCUPATIONS NEC</b>									
T	17	-	-	-	2	8	6	1	-
M	4	-	-	-	-	2	2	-	-
F	12	-	-	-	2	6	3	1	-
U	1	-	-	-	-	-	1	-	-
<b>ART, SPORT AND ENTERTAINMENT OCCUPATIONS</b>									
T	393	5	37	88	114	95	38	10	6
M	182	3	14	38	48	52	21	5	1
F	209	2	22	50	66	43	16	5	5
U	2	-	1	-	-	-	1	-	-
<b>ARTIST, PLASTIC ARTS</b>									
T	25	-	3	1	11	3	6	1	-
M	13	-	-	1	4	2	6	-	-
F	12	-	3	-	7	1	-	1	-
<b>DESIGNER</b>									
T	101	1	10	25	32	22	6	2	3
M	36	-	1	10	14	8	3	-	-
F	65	1	9	15	18	14	3	2	3



3. SELF-DECLARED EMIGRANTS  
3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>ARTIST, PERFORMING ARTS AND RELATED OCCUPATIONS</b>									
T	115	1	6	33	33	28	12	2	-
M	55	1	4	10	16	17	6	1	-
F	60	-	2	23	17	11	6	1	-
<b>AUTHOR AND RELATED OCCUPATIONS</b>									
T	99	1	13	22	27	25	6	3	2
M	46	1	6	12	8	15	2	2	-
F	53	-	7	10	19	10	4	1	2
<b>SPORTS OCCUPATIONS</b>									
T	53	2	5	7	11	17	8	2	1
M	32	1	3	5	6	10	4	2	1
F	19	1	1	2	5	7	3	-	-
U	2	-	1	-	-	-	1	-	-
<b>MANAGERIAL, EXECUTIVE AND ADMINISTRATIVE OCCUPATIONS</b>									
T	1 729	-	54	235	352	591	359	109	29
M	1 206	-	30	134	206	432	290	89	25
F	494	-	24	97	142	147	62	20	2
U	29	-	-	4	4	12	7	-	2
<b>LEGISLATIVE, EXECUTIVE AND MANAGERIAL OCCUPATIONS (GOVERNMENT SECTOR)</b>									
T	69	-	3	9	7	23	14	10	3
M	39	-	1	6	2	14	10	4	2
F	30	-	2	3	5	9	4	6	1
<b>MANAGERIAL OCCUPATIONS (EXCLUDING GOVERNMENT SECTOR)</b>									
T	1 631	-	51	225	343	554	336	97	25
M	1 149	-	29	127	203	412	272	84	22
F	453	-	22	94	136	130	57	13	1
U	29	-	-	4	4	12	7	-	2
<b>ADMINISTRATIVE OCCUPATIONS</b>									
T	29	-	-	1	2	14	9	2	1
M	18	-	-	1	1	6	8	1	1
F	11	-	-	-	1	8	1	1	-



3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>CLERICAL AND SALES OCCUPATIONS</b>									
T	1 895	10	141	448	389	489	282	107	29
M	788	2	46	131	131	265	147	49	17
F	1 089	7	93	315	253	221	130	58	12
U	18	1	2	2	5	3	5	-	-
<b>CLERICAL OCCUPATIONS</b>									
T	989	7	80	251	224	226	139	47	15
M	245	1	16	44	44	77	43	13	7
F	735	6	64	206	176	149	92	34	8
U	9	-	-	1	4	-	4	-	-
<b>SALES OCCUPATIONS</b>									
T	906	3	61	197	165	263	143	60	14
M	543	1	30	87	87	188	104	36	10
F	354	1	29	109	77	72	38	24	4
U	9	1	2	1	1	3	1	-	-
<b>TRANSPORT, DELIVERY AND COMMUNICATIONS OCCUPATIONS</b>									
T	142	1	16	34	30	31	19	8	3
M	99	1	7	15	24	25	17	8	2
F	43	-	9	19	6	6	2	-	1
<b>TRANSPORT OCCUPATIONS</b>									
T	130	1	16	31	25	29	19	6	3
M	89	1	7	13	19	24	17	6	2
F	41	-	9	18	6	5	2	-	1
<b>COMMUNICATIONS OCCUPATIONS</b>									
T	12	-	-	3	5	2	-	2	-
M	10	-	-	2	5	1	-	2	-
F	2	-	-	1	-	1	-	-	-



3. SELF-DECLARED EMIGRANTS  
3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>SERVICE OCCUPATIONS</b>									
T	272	7	56	72	55	53	18	9	2
M	142	5	26	33	33	29	12	2	2
F	129	2	30	38	22	24	6	7	-
U	1	-	-	1	-	-	-	-	-
<b>PROTECTIVE SERVICE OCCUPATIONS</b>									
T	78	3	9	14	20	20	8	3	1
M	59	3	5	10	16	16	7	1	1
F	18	-	4	3	4	4	1	2	-
U	1	-	-	1	-	-	-	-	-
<b>CATERING AND ACCOMMODATION SERVICES OCCUPATIONS</b>									
T	102	2	31	29	15	17	6	1	1
M	55	1	18	16	6	10	3	-	1
F	47	1	13	13	9	7	3	1	-
<b>PERSONAL AND RELATED SERVICE OCCUPATIONS</b>									
T	69	1	12	21	15	13	3	4	-
M	21	-	3	7	8	2	1	-	-
F	48	1	9	14	7	11	2	4	-
<b>SERVICES OCCUPATIONS NEC</b>									
T	23	1	4	8	5	3	1	1	-
M	7	1	-	-	3	1	1	1	-
F	16	-	4	8	2	2	-	-	-
<b>FARMING AND RELATED OCCUPATIONS</b>									
T	34	-	2	5	11	4	5	6	1
M	26	-	2	4	6	4	5	4	1
F	7	-	-	1	4	-	-	2	-
U	1	-	-	-	1	-	-	-	-
<b>FARMER, FARM MANAGER</b>									
T	31	-	1	5	10	4	4	6	1
M	24	-	1	4	6	4	4	4	1
F	6	-	-	1	3	-	-	2	-
U	1	-	-	-	1	-	-	-	-



3. SELF-DECLARED EMIGRANTS  
3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
FARMING AND RELATED OCCUPATIONS NEC									
T	3	-	1	-	1	-	1	-	-
M	2	-	1	-	-	-	1	-	-
F	1	-	-	-	1	-	-	-	-
ARTISAN, APPRENTICE AND RELATED OCCUPATIONS									
T	366	4	13	68	81	111	61	23	5
M	339	3	9	65	80	104	53	21	4
F	26	1	4	3	1	7	7	2	1
U	1	-	-	-	-	-	1	-	-
ARTISAN									
T	346	3	11	65	77	108	57	21	4
M	327	2	9	63	76	104	50	20	3
F	18	1	2	2	1	4	6	1	1
U	1	-	-	-	-	-	1	-	-
APPRENTICE/TRAINEE									
T	5	-	-	1	-	2	1	-	1
M	3	-	-	1	-	-	1	-	1
F	2	-	-	-	-	2	-	-	-
TRADE RELATED OCCUPATIONS									
T	15	1	2	2	4	1	3	2	-
M	9	1	-	1	4	-	2	1	-
F	6	-	2	1	-	1	1	1	-
PRODUCTION SUPERVISOR, MINER, QUARRY AND RELATED WORKER									
T	73	1	9	17	24	9	9	4	-
M	46	1	7	10	14	6	8	-	-
F	27	-	2	7	10	3	1	4	-
PRODUCTION FOREMAN/-SUPERVISOR									
T	25	1	3	4	9	5	2	1	-
M	13	1	2	1	5	2	2	-	-
F	12	-	1	3	4	3	-	1	-
MINING, QUARRY AND RELATED WORKER									
T	3	-	-	1	1	-	1	-	-
M	3	-	-	1	1	-	1	-	-



3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONTINUED)

OCCUPATION	TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
<b>OPERATOR, PRODUCTION AND RELATED SEMI-SKILLED WORKER</b>									
T	35	-	4	9	12	3	4	3	-
M	21	-	3	5	7	3	3	-	-
F	14	-	1	4	5	-	1	3	-
<b>LABOURER AND OTHER UNSKILLED WORKER NEC</b>									
T	10	-	2	3	2	1	2	-	-
M	9	-	2	3	1	1	2	-	-
F	1	-	-	-	1	-	-	-	-
<b>OCCUPATION UNSPECIFIED AND NEC</b>									
T	1 713	50	159	316	377	467	210	75	59
M	795	25	80	121	156	220	118	45	30
F	898	25	77	190	217	243	88	30	28
U	20	-	2	5	4	4	4	-	1
<b>TOTAL - NOT ECONOMICALLY ACTIVE</b>									
T	5 625	3 096	354	302	340	545	313	283	392
M	2 209	1 593	150	80	47	77	37	72	153
F	3 368	1 467	200	222	293	468	276	208	234
U	48	36	4	-	-	-	-	3	5
<b>HOMEMAKER</b>									
T	1 238	3	29	107	244	407	243	129	76
M	17	2	-	1	1	8	4	1	-
F	1 220	1	29	106	243	399	239	128	75
U	1	-	-	-	-	-	-	-	1
<b>CHILD - NOT SCHOLAR/STUDENT</b>									
T	1 008	1 007	-	-	-	-	-	-	1
M	511	510	-	-	-	-	-	-	1
F	487	487	-	-	-	-	-	-	-
U	10	10	-	-	-	-	-	-	-

3. SELF-DECLARED EMIGRANTS

3.2 OCCUPATION BY GENDER AND AGE (CONCLUDED)

OCCUPATION		TOTAL	-20	20-24	25-29	30-34	35-44	45-54	55-64	65 +
SCHOLAR, STUDENT	T	2 474	2 068	297	101	5	-	-	-	3
	M	1 253	1 071	134	46	1	-	-	-	1
	F	1 191	971	159	55	4	-	-	-	2
	U	30	26	4	-	-	-	-	-	-
LABOUR DISABLED	T	7	1	-	1	1	2	2	-	-
	M	3	1	-	-	1	-	1	-	-
	F	4	-	-	1	-	2	1	-	-
PENSIONER	T	403	-	-	-	-	-	-	116	287
	M	193	-	-	-	-	-	-	54	139
	F	203	-	-	-	-	-	-	59	144
	U	7	-	-	-	-	-	-	3	4
OTHER	T	502	18	28	94	91	138	70	38	25
	M	235	10	16	33	45	69	33	17	12
	F	267	8	12	61	46	69	37	21	13

## **Appendix C: Subject Matter Expert Questionnaire**



## Panel Review of Emigration Questionnaire

Please rate the below questions that are included in a questionnaire to establish reasons for emigration. Please evaluate each question in terms of its applicability in the questionnaire to determine possible reasons for emigration. The rating is as follows: 1= essential, 2= useful but not essential and 3= not necessary. Please provide a comment on the questions that you have rated as not necessary to indicate the reason for the rating.

	Statement	Essential	Useful but not essential	Not necessary	Comments on questions not necessary
1	I belong to the following Age Group: 1) 20-30; 2) 31-40; 3) 41-50; 4) 51-60; 5) 61-70; 6) 71 and older	1	2	3	
2	My race is: 1) White; 2) Black; 3) Indian; 4) Asian; 5) Coloured; 6) Other	1	2	3	
3	My Sex is: 1) Female; 2) Male	1	2		
4	I have a qualification: 1) University; 2) Matric; 3) Technikon; 4) Certificates 5) No	1	2	3	
5	I have had my qualification for: 1) 1-2 Years; 2) 3-5 Years; 3) 6-10 Years; 4) 11-20 Years; 5) 21-30 Years 6) 31 + Years	1	2	3	
6	I currently work in the field of my studies: 1) Yes; 2) No	1	2		
7	I belong to the Following Nationality: 1) South African; 2) Zimbabwean; 3) Mozambiquan; 4) Kenyan; 5) British; 6) Other	1	2	3	
8	My home language is: 1) Afrikaans; 2) English; 3) African Language 4) Other	1	2	3	
9	I am a religious person; 1) Yes; 2) No	1	2		
10	I belong to the following religion: 1) Christian; 2) Hindu; 3) Muslim; 4) Jewish; 5) Traditional African Religion; 6) None	1	2	3	
11	I am an active participant in my religion: 1) Yes; 2) No	1	2		
12	I am interested in emigration	1	2	3	
13	I would leave South Africa to live and work in another country	1	2	3	
14	I would leave South Africa permanently	1	2	3	
15	I would leave South Africa for only a short amount of time	1	2	3	
16	I am happy in my current position	1	2	3	
17	I feel my job is challenging	1	2	3	
18	My job is too easy	1	2	3	
19	My job satisfies me	1	2	3	
20	I have a critical skill that would make me desirable to another country	1	2	3	
21	I would emigrate because of the salary I could earn in another country	1	2	3	
22	I would emigrate because of the status I could have in another country	1	2	3	
23	I would leave South Africa due to the economic factors i.e. petrol price, Rand vs. Pound exchange rate etc.	1	2	3	
24	I would emigrate because I am unemployed	1	2	3	
25	I would emigrate due to the fear of becoming unemployed	1	2	3	
26	I would leave South Africa because I struggle to find work that I want to do	1	2	3	
27	I would leave because of the poverty in South Africa	1	2	3	



28	I would leave South Africa because of the over population that occurs	1	2	3	
29	I would emigrate because of the illegal immigrants in South Africa	1	2	3	
30	I would leave South Africa because of the current political situation	1	2	3	
31	I would emigrate due to the fear of the future political situation	1	2	3	
32	I would emigrate due to the effect the political situation has on the real-estate market	1	2	3	
33	I would leave South Africa because of the crime and violence	1	2	3	
34	I would emigrate because I have been a victim of crime	1	2	3	
35	I would emigrate because a family member was a victim of crime	1	2	3	
36	I would emigrate because a friend was a victim of crime	1	2	3	
37	I would leave South Africa to prevent me or my family from becoming a victim of crime	1	2	3	
38	I would emigrate due to the current legal system in the country	1	2	3	
39	I would emigrate due to the little faith I have in the South African "law-enforcers"	1	2	3	
40	I would leave South Africa because of the current electricity crisis	1	2	3	
41	I would leave South Africa because I have family in another country	1	2	3	
42	I would emigrate because my family wants to emigrate	1	2	3	
43	I would move for the experience of living in a different country	1	2	3	
44	I would leave South Africa because of the companies I could work for in other countries	1	2	3	
45	I would emigrate for the work experience I could gain and apply when I return to South Africa	1	2	3	
46	I would emigrate for the work experience I could gain and apply in the international work environment	1	2	3	
47	I would emigrate because the company I currently work for has provided me with an international employment opportunity	1	2	3	
48	I would emigrate because the company I currently work for does not appreciate me	1	2	3	
49	I would emigrate due to the seemingly endless opportunities that get offered in other countries	1	2	3	
50	I would leave South Africa because I have been offered a work opportunity by an international company	1	2	3	
51	What country would you emigrate to? 1) New Zealand; 2)Australia; 3)UK; 4) Canada; 5)America; 6)Other	1	2	3	
<b>Any comments or suggestions for questions to be included into the questionnaire?</b>					
				Previous questionnaires developed/ experience with emigration	
Name and signature					
				Qualification	
Date					

## **Appendix D: Consent Form and Questionnaire**

Faculty of Economic and

Management Sciences

**Department of Human Resource  
Management**

**Informed consent for participation in an academic  
research study**

**Dept. of Human Resource Management**

**A study of factors influencing emigration out of South Africa**

Research conducted by:

Mrs. A. Chasenski (22116509)

Cell: 072 200 2604

Dear Respondent

Purpose: This study investigates perspectives on emigration out of South Africa to other countries.

**Participants:** Any person can be a participant in this study. For this study a variety of individuals are required to test if correlations exist between opinions and various biographical factors. A minimum of 100 participants are required for this study.

**Procedure:** You will be required to complete a questionnaire that will ask biographical questions as well as your perspective on emigration.

Completion of the questionnaire takes approximately 10 to 15 minutes. Participation in this study is completely voluntary; if at all possible please try to answer all the relevant questions. After completing the questionnaire please contact Azaria Chasenski via e-mail (Azaria@kragemedia.co.za) to arrange for collection of questionnaire. Please fill in the questionnaire within 7 working days from receiving it.

**Risks and benefits:** There are no risks or benefits associated with this study.

**Compensation:** No compensation will be offered

**Voluntary participation:** Participation in this study is voluntary. You can decide to not participate. You are free to withdraw from the study at any time, at no penalty.

**Confidentiality:** All identifying information obtained from this study will be kept strictly confidential, except as may be required by law. Any information that could be used to identify you will be kept secure. Data files will not contain potentially identifying information. Upon written request, we will send you a copy of the findings of the study.

**Consent:** I have read and understood the above information, have had any questions answered satisfactorily, and I willingly consent to participate in this study. I accept that the information I have provided will be used in this study as well as any study that is based on this study and its results. I understand that if I should have any questions about the study, I can contact researcher, Azaria Chasenski by email (Azaria@kragemedia.co.za). I have received a copy of this consent form.

---

**Respondent's signature**

---

**Date**

## Emigration Questionnaire

Please answer all of the following questions honestly. The scales that you can indicate your answer on is 1) Strongly disagree; 2) Disagree; 3) Somewhat Disagree; 4) Somewhat Agree; 5) Agree and 6) Strongly Agree. Please use these scales to rate your opinion on the subject matter, unless specified otherwise.

Statement		Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
1	I belong to the following Age Group: 1) 20-30; 2) 31-40; 3) 41-50; 4) 51-60; 5) 61-70; 6) 71 and older	1	2	3	4	5	6
2	My race is: 1) White; 2) Black; 3) Indian; 4) Asian; 5) Coloured; 6) Other	1	2	3	4	5	6
3	My Sex is: 1) Female; 2) Male	1	2				
4	I have a qualification: 1) University; 2) Matric; 3) Technicon; 4) Certificates 5) No	1	2	3	4	5	
5	I have had my qualification for: 1) 1-2 Years; 2) 3-5 Years; 3) 6-10 Years; 4) 11-20 Years; 5) 21-30 Years 6) 31 + Years	1	2	3	4	5	6
6	I currently work in the field of my studies: 1) Yes; 2) No	1	2				
7	I belong to the Following Nationality: 1) South African; 2) Zimbabwean; 3) Mozambiquan; 4) Kenyan; 5) British; 6) Other	1	2	3	4	5	6
8	My home language is: 1) Afrikaans; 2) English; 3) African Language 4) Other	1	2	3	4		
9	I am a religious person; 1) Yes; 2) No	1	2				
10	I belong to the following religion: 1) Christian; 2) Hindu; 3) Muslim; 4) Jewish;	1	2	3	4	5	6



	5) Traditional African Religion; 6) None						
11	I am an active participant in my religion: 1) Yes; 2) No	1	2				
12	I am interested in emigration	1	2	3	4	5	6
13	I would leave South Africa to live and work in another country	1	2	3	4	5	6
14	I would leave South Africa permanently	1	2	3	4	5	6
15	I would leave South Africa for only a short amount of time	1	2	3	4	5	6
16	I am happy in my current position	1	2	3	4	5	6
17	I feel my job is challenging	1	2	3	4	5	6
18	My job is too easy	1	2	3	4	5	6
19	My job satisfies me	1	2	3	4	5	6
20	I have a critical skill that would make me desirable to another country	1	2	3	4	5	6
21	I would emigrate because of the salary I could earn in another country	1	2	3	4	5	6
22	I would emigrate because of the status I could have in another country	1	2	3	4	5	6
23	I would leave South Africa due to the economic factors i.e. petrol price, Rand vs. Pound exchange rate etc.	1	2	3	4	5	6
24	I would emigrate because I am unemployed	1	2	3	4	5	6
25	I would emigrate due to the fear of becoming unemployed	1	2	3	4	5	6
26	I would leave South Africa because I struggle to find work that I want to do	1	2	3	4	5	6



27	I would leave because of the poverty in South Africa	1	2	3	4	5	6
28	I would leave South Africa because of the over population that occurs	1	2	3	4	5	6
29	I would emigrate because of the illegal immigrants in South Africa	1	2	3	4	5	6
30	I would leave South Africa because of the current political situation	1	2	3	4	5	6
31	I would emigrate due to the fear of the future political situation	1	2	3	4	5	6
32	I would emigrate due to the effect the political situation has on the real-estate market	1	2	3	4	5	6
33	I would leave South Africa because of the crime and violence	1	2	3	4	5	6
34	I would emigrate because I have been a victim of crime	1	2	3	4	5	6
35	I would emigrate because a family member was a victim of crime	1	2	3	4	5	6
36	I would emigrate because a friend was a victim of crime	1	2	3	4	5	6
37	I would leave South Africa to prevent me or my family from becoming a victim of crime	1	2	3	4	5	6
38	I would emigrate due to the current legal system in the country	1	2	3	4	5	6
39	I would emigrate due to the little faith I have in the South African "law-enforcers"	1	2	3	4	5	6
40	I would leave South Africa because of the current electricity crisis	1	2	3	4	5	6
41	I would leave South Africa because I have family in another country	1	2	3	4	5	6
42	I would emigrate because my family wants to emigrate	1	2	3	4	5	6



43	I would move for the experience of living in a different country	1	2	3	4	5	6
44	I would leave South Africa because of the companies I could work for in other countries	1	2	3	4	5	6
45	I would emigrate for the work experience I could gain and apply when I return to South Africa	1	2	3	4	5	6
46	I would emigrate for the work experience I could gain and apply in the international work environment	1	2	3	4	5	6
47	I would emigrate because the company I currently work for has provided me with an international employment opportunity	1	2	3	4	5	6
48	I would emigrate because the company I currently work for does not appreciate me	1	2	3	4	5	6
49	I would emigrate due to the seemingly endless opportunities that get offered in other countries	1	2	3	4	5	6
50	I would leave South Africa because I have been offered a work opportunity by an international company	1	2	3	4	5	6
51	What country would you emigrate to? 1) New Zealand; 2)Australia; 3)UK; 4) Canada; 5)America; 6)Other	1	2	3	4	5	6