

citizens of developing countries. While there are some positives to these movements, factors such as the globalizing economy, rising expectations, and political and social turmoil have led to severe, and in some cases crippling losses of trained personnel. Africa, for instance, lost 70,000 highly skilled professionals between 1960 and 1980.¹⁶ The familiar "push" factors, such as political conflicts, repression, and lack of economic opportunity are today being supplemented by some "pull" factors. As a recent study by the Hudson Institute argued: "Although most governments in industrial countries will resist these movements of people for social and political reasons, employers in the developed world are likely to find ways around government barriers. The combination of [aging populations], slow workforce growth, fewer women left to enter the workforce, earlier retirements, and a shrinking share of the world's high school and college graduates virtually guarantees that many industrialized nations will face labour shortages during the 1990s. When they do, a growing array of occupations and labour markets will become internationalized.... At the highest skill levels, the labour market has been international for many years."¹⁷

This long-term trend may have been slowed by the recent recession, but it remains in place. For example, "in the United States...laws and regulations in the 1990s make it easier for professionals to immigrate [and] for the first time, all the major OECD countries are net immigration areas."¹⁸ While emigration can help Third World economies financially — remittances from emigrants total in the bil-

16. Salt, John, "The Future of International Migration," *International Migration Review*, Vol. XXVI, No. 4, 1992, p. 1097.

17. Johnson, William B., "Global Work Force 2000: The New World Labor Market," *Harvard Business Review*, March-April 1991, p. 123.

18. Martin, Philip L., "International Migration: A New Challenge," *International Economic Insights*, March/April 1992, p. 2.