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Determinants of Labour Migration Decisions – the case of Poland

Key words: migration, labour market

Abstract: The article concerns determinants of international movement of people from Poland to another countries for the purpose of employment with special consideration of relationship between labour market, income situation and institutions in Poland and migration. The starting point of the analysis of Determinants of Labour Migration Decisions – the case of Poland is the introduction including definitions, the outline of migration scale and identification of potential perspectives of the analysis. In the group of analyzed theories there are: neo-classical economics, new economics of labour migration, network theory, dual labour market, institutional economics. Among mentioned theories the attention is directed to: individual cost-benefit calculations and household perspective, differences in wages, diversification of risks to household income, probability of employment, condition of formal and informal institutions concerning labour market. The basis for the realization of theoretical identification of factors influencing labour emigration constitute the critical review of literature. Taking into consideration the dynamics of processes, the literature review will cover also new books, journals, reports and statistics published in English and Polish. In the next part, a descriptive analysis of identified factors in Poland is done. To attract research area the analyzed factors in Poland are compared to chosen countries such as Germany, UK, Ireland, EU-28 and EU-15. For the identification and analysis of factors secondary data are used. Article ends with the conclusions connected with determinants of labour migration decisions.

1. Introduction

Poland accessed the European Union in 2004. The EU enlargement was a milestone in the process of integration – eight former socialist countries from Central and Eastern Europe (A8 countries), Cyprus and Malta become the new members. Free movement of workers is a fundamental principle of the European Union. EU citizens are entitled to enjoy equal treatment

in access to employment, working conditions and all other social and tax advantages (Treaty on the Functioning of the European Union, art. 45). Migration from Poland is one of the most spectacular phenomenon observed in European Union (Kaczmarczyk, Okólski, 2008, p. 600; Watt et al., 2009, p. 4).

According to the United Nations definition, an international migrant is “any person who changes his or her country of usual residence” (United Nations, 1998, p. 9). Central Statistical Office of Poland (CSO of Poland) employs the following definition of international migration: “departure abroad and arrivals from abroad in order to settle for permanent residence or for temporary stay” (<http://stat.gov.pl/en/metainformations/glossary/terms-used-in-official-statistics/list.html#letterE>). Therefore migrant is related to a person who takes part in migration, on the other hand migration concerns an event (Agtmaal-Wobma et al., 2008, p. 2). From the perspective of the country of departure, migrant will be an emigrant while from the perspective of the country of arrival, person will be an immigrant.

The challenge of applying the standard definition of migration and acquiring statistics is still to be achieved. The availability, reliability and comparability with statistics on international migration pose the problem (Agtmaal-Wobma et al., 2008, p. 7; United Nations, 2011, p. 14). It is worth to add that institutions like United Nations formulate recommendations and practical guides about statistics on international migration (United Nations, 2011; United Nations, 1998) but the problem still arises from collecting the data.

According to the 2011 Polish Census of Population and Housing (NSP 2011) emigrants staying abroad temporarily longer than 3 months amounted to 2 017 501 people (table 1). The biggest part of emigrants chose United Kingdom. In the group of 100 people choosing as host country United Europe, 37 went to UK. Ireland and Germany are on the next positions in the ranking of the most popular host countries.

A number of interesting differences is observable after considering short and long-term migration. Emigrants staying abroad from 3 to 12 months form a group of 22% of all Polish emigrants staying abroad, the biggest part of people stay more than 12 months (78%). Concerning migrations for the period from 3 to 12 months (short-term), main destination of emigrants is also UK. Most popular directions considering short-term migration are Germany and Holland. The difference in number of migrants between the most popular host country and the second in popularity amounts approximately to 50 000 people, which is 52% of people choosing Germany. On the other hand analyzing long-term migrations top three countries are: UK, Germany and Ireland. It means that third the most popular host country is Ireland and not Holland.

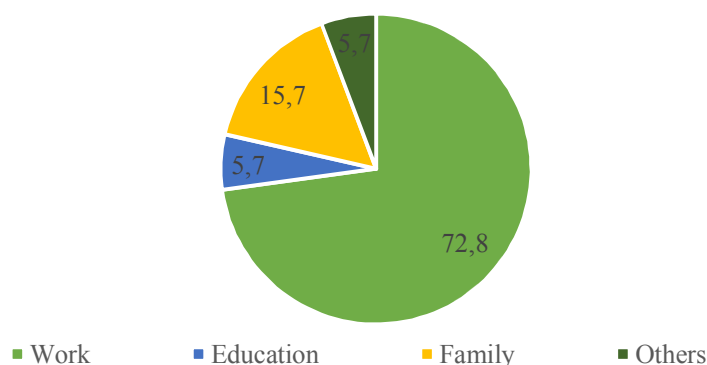
Table 1. Polish emigrants staying abroad temporarily in 2011

Time	More than 3 months	From 3 to 12 months	More than 12 months
Total	2 017 501	452 921	1 564 580
Europe	1 717 554	417 919	1 299 635
EU countries	1 643 686	395 238	1 248 448
including:			
Holland	105 848	45 731	60 116
Ireland	128 815	22 120	106 695
Italy	92 001	18 922	73 078
Germany	435 187	95 386	339 801
UK	611 712	145 252	466 460

Source: <http://stat.gov.pl/spisy-powszechne/nsp-2011/nsp-2011-wyniki/>

The causes of migration play the key role in understanding the phenomenon of emigration. In spite of small part of respondents interviewed about the cause of emigration, it can be concluded that mainly people emigrated due to employment reasons (chart 1). Education, family and other causes were much less frequently pointed out by responders.

Chart 1. Emigrants staying abroad temporarily more than 3 months by causes (%)*

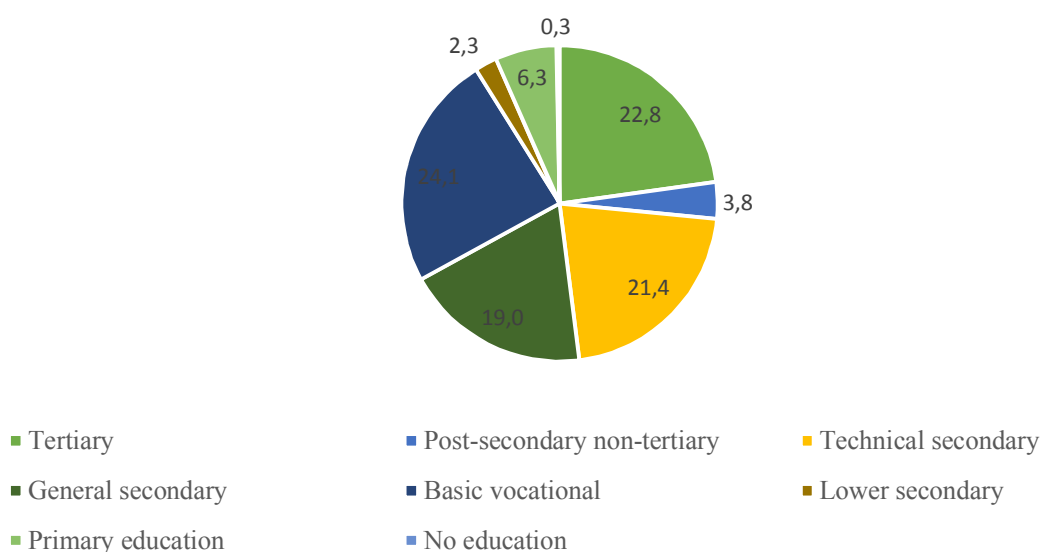


*Only 18,4% of all respondents were interviewed

Source: <http://stat.gov.pl/spisy-powszechne/nsp-2011/nsp-2011-wyniki/>

Group of emigrants is not differential by level of education. Each of approximately one fifth of emigrants staying abroad temporarily more than 3 months finished one of the following schools: general secondary, primary, technical secondary and basic vocational (chart 2). What is important, in the group of emigrants there were over 60% people between 25 to 49 of age (chart 3). In the group of 100 emigrants there were 19 in the group aged 25 to 29 years old and 17 around the age 30-34 years old. This situation is congruent with findings that young workers are relatively mobile (Heinz et al., 2006, p. 20).

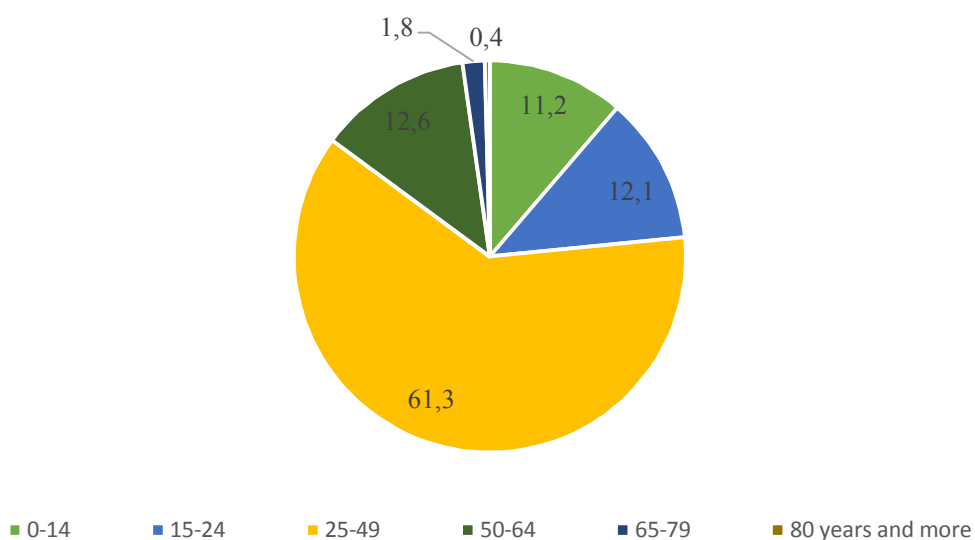
Chart 2. Emigrants staying abroad temporarily more than 3 months by educational level (%)*



*Only 19% of all respondents were interviewed

Source: <http://stat.gov.pl/spisy-powszechne/nsp-2011/nsp-2011-wyniki/>

Chart 3. Emigrants staying abroad temporarily more than 3 months by age groups (%)

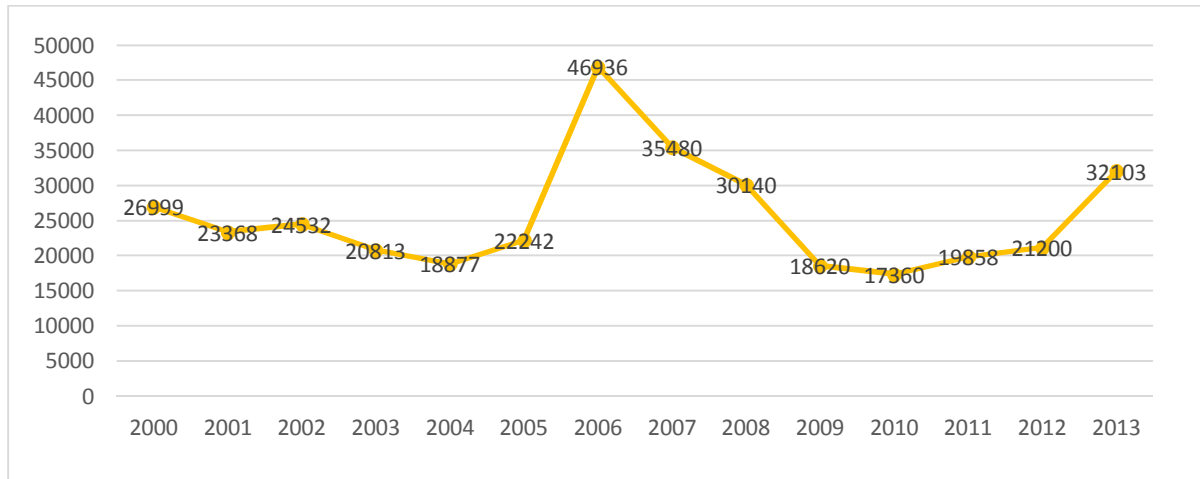


Source: <http://stat.gov.pl/spisy-powszechne/nsp-2011/nsp-2011-wyniki/>

Foreign departures for permanent residence are the part of long-term migration. According to Statistical Yearbook 2014 of Poland published by Central Statistical Office emigration for permanent residence in 2013 represented 48% of long-term emigration from Poland. At the same time, group of women was slightly bigger than men (53,7% to 46,3%). The domination of women in analyzed emigration group can be observed since 2009. This trend is

observable also in a worldwide area: “today women account for half the international migrant population” (UNDP, 2014, p. 76).

Chart 4. International emigration of population for permanent residence



Source: Central Statistical Office of Poland, Concise Statistical Yearbook of Poland.

In 2006 international migration reached a peak (46936 emigrants for permanent residence) (chart 4). From 2006 to 2010 number of analyzed emigrants gradually declined. From 2010 we can notice an upward trend in international emigration of population for permanent residence.

To identify determinants of labour emigration decisions of Polish actors, complex analysis have to be done. Multifaceted nature of the phenomenon requires theory that incorporates mixture of perspectives, levels and assumptions (Massey et.al.,1993; Haas, 2010; King, 2012, p. 11). Labour migration as the phenomenon concerning the labour market can be understood as the result of the interplay macro-environmental factors belonging to economic, political and social area. It is the phenomenon which can be analyzed on different levels – regional, whole country or organizations like EU or OECD. On the other hand, determinants may be analyzed from individual perspective or group of actors (household, family).

Migration decisions can be considered as the individual’s choice which rely on cost-benefit calculations. Individual, rational actor has to consider all expected expenditures and gains, which are the bases for the decision about emigration. Positive return will push the actor to departure abroad in order to find employment (Massey et al, 1993, p. 434; Eurostat, 1994, p. 96; Fertig et al., 2002, p. 10). Determinants which should be considered are from both sides – migrant and receiving country.

Lee (1966) systematized factors which facilitate or retard migration into four headings: factors associated with the area of home country, factors associated with the destination area, intervening obstacles and personal elements (Lee, 1966, p. 50).

According to new economics of labour migration, decision about migration is not made by individual, isolated actor, but the core decision maker are families or households (Heinz et al., 2006, p. 15; Massey et al., 1993, p. 436; Stark et al., 1985, p. 174). Families or households maximize expected income and minimize risks. Group of actors can diversify the allocation of labour resources in contrast to individuals. Migration is a strategy to diversify income in order to overcome market failures such as: limited social protection or social insurance, unemployment (Haas, 2010, p. 242).

2. Situation on the labour market as the determinant of international migration

Probability of getting job is the factor which can be analyzed in the group of potential benefits in individual cost-benefit calculations (Blanchflower et al., 2009, p. 141). Chances for a job are connected with, inter alia, the situation on the labour market.

Table 2. Employment rate in Poland and selected countries in 2004 and 2010-2014 (%)

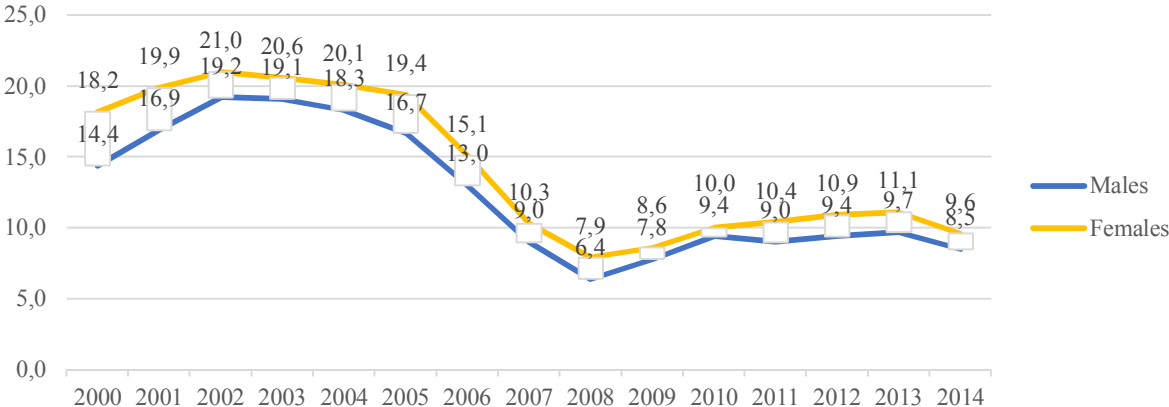
Time/Geo	Employment rate	2004	2010	2011	2012	2013	2014
EU (28 countries)	Total	64,4	64,1	64,2	64,1	64,1	64,9
	Males	70,3	70,0	70,0	69,6	69,4	70,1
	Females	55,5	58,2	58,4	58,6	58,8	59,6
EU (15 countries)	Total	64,8	65,3	65,4	65,1	65,0	65,6
	Males	72,7	71,2	71,1	70,5	70,1	70,6
	Females	57,0	59,5	59,7	59,8	59,9	60,6
Germany	Total	65,0	71,1	72,7	73,0	73,5	73,8
	Males	70,8	76,0	77,6	77,9	78,0	78,1
	Females	59,2	66,1	67,8	68,1	69,0	69,5
Ireland	Total	66,3	59,6	58,9	58,8	60,5	61,7
	Males	75,9	63,5	62,6	62,7	65,1	66,9
	Females	56,5	55,8	55,1	55,1	55,9	56,7
Poland	Total	51,7	58,9	59,3	59,7	60,0	61,7
	Males	57,2	65,3	66,0	66,3	66,6	68,2
	Females	46,2	52,6	52,7	53,1	53,4	55,2
United Kingdom	Total	71,7	69,4	69,3	69,9	70,5	71,9
	Males	77,9	74,4	74,3	75,0	75,4	76,8
	Females	65,6	64,5	64,4	64,9	65,8	67,1

Source: <http://ec.europa.eu/eurostat/data/database>.

Situation on the labour market is the result of many, correlative factors such as: economic growth, investment rates, labour productivity levels, economic structure, foreign

direct investments, inflation, structure of population, health status. In general situation on the labour market can be characterized by employment and unemployment rate. In 2004 and between 2010 and 2014 Poland stood out as the country with lower employment rate than all member countries in the European Union prior to the accession of candidate countries on 1 May 2004 (EU-15) as well as for all 28 EU countries (table 2). In 2014, Poland has the same rate describing persons in employment as a percentage of the population of working age (15-64 years) like Ireland, but what is worth to emphasize that in 2004 (during accession) the difference between countries within analyzed indicator was 14,6 percentage points. Generally men are in the better situation on the labour market considering employment rate. This tendency is observed in all chosen countries but in the observed time the biggest difference between males and females employment rate is reported in Poland. The exception was 2010 when Ireland was on the first position (table 2). Women also were more affected by unemployment than men (chart 5). The smallest gender gap in Poland was reported in 2010 (0,6 percentage points) and the biggest one was in 2000 (3,8 percentage points).

Chart 5. Male and female unemployment rate in Poland (%)

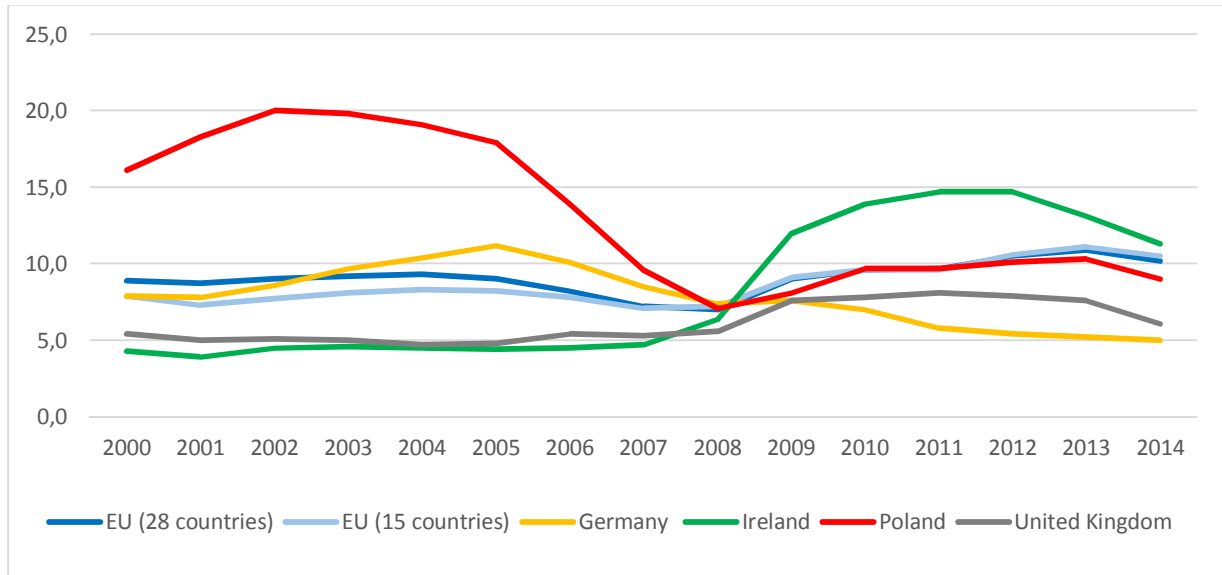


Source: <http://ec.europa.eu/eurostat/data/database>.

Poland between 2000 and 2007 had the highest unemployment rate in the group of analyzed countries (chart 6). Studies, such as that conducted by Heinz et al. (2006), have emphasized that high level of unemployment at home country in relation to a host country increase the motivation to migrate. Unemployment rate amounted to 19,1% in Poland in 2004 compared to 9,3% for all 28 European Union countries. In addition, a share of persons who have been unemployed for 12 months or more in the total number of active persons in Polish labour market amounted to 10,3% in 2004 (chart 7). More than half of unemployed Polish people stayed without job longer than one year in 2004. Half of unemployed longer than one

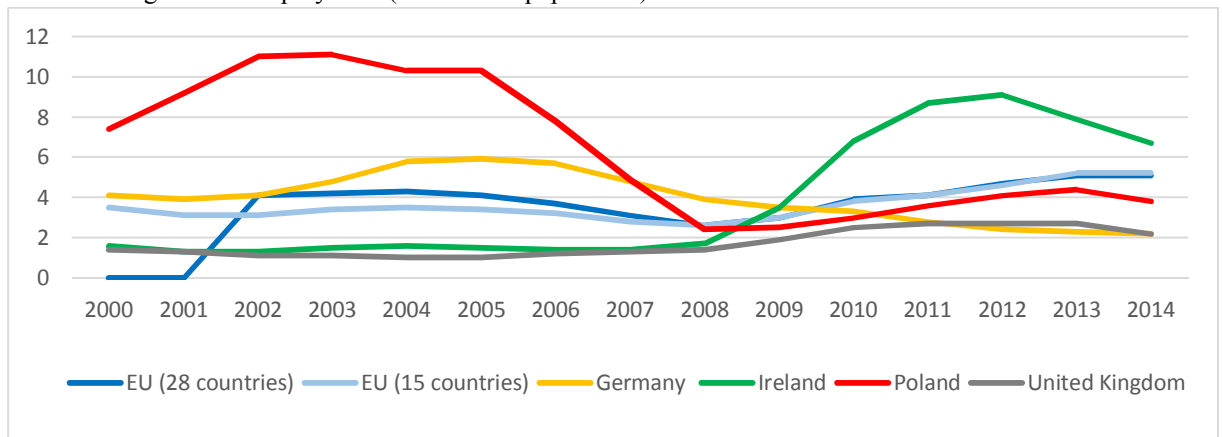
year had been unemployed for more than two years (5,1% labour force). The unemployment rate and long-term unemployment represented as percentage of active population after 2008 in Poland followed roughly the same development as in the EU 28 and EU 15 countries level.

Chart 6. Unemployment rate in Poland and selected countries (%)



Source: <http://ec.europa.eu/eurostat/data/database>.

Chart 7. Long-term unemployment (% of active population)

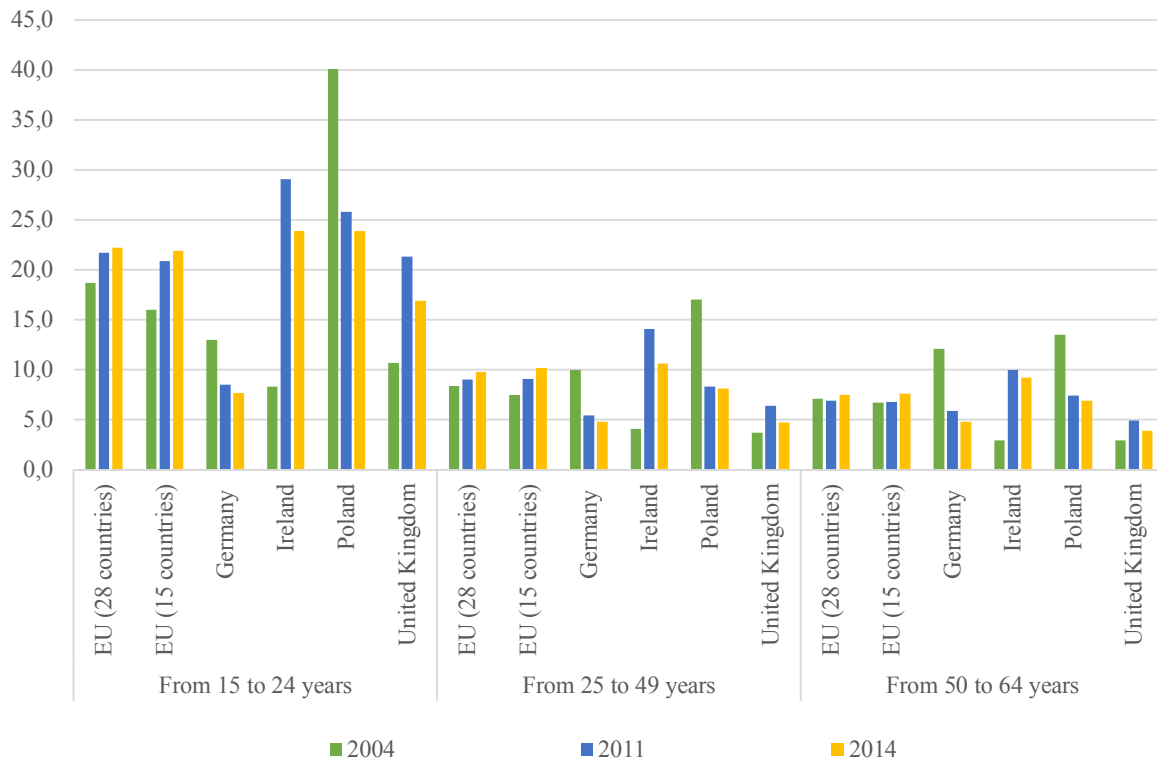


Source: <http://ec.europa.eu/eurostat/data/database>.

Youth unemployment rate is generally much higher than unemployment rate for persons in other age groups (chart 8). In 2004 youth unemployment rate in Poland was higher more than double unemployment rates considering persons aged from 15 to 24 in EU-28 and EU-15 and even five times higher than in Ireland. Other aged groups in Poland in 2004 were also in worse situation than in other analyzed countries. Confirmation of improving situation on the Polish

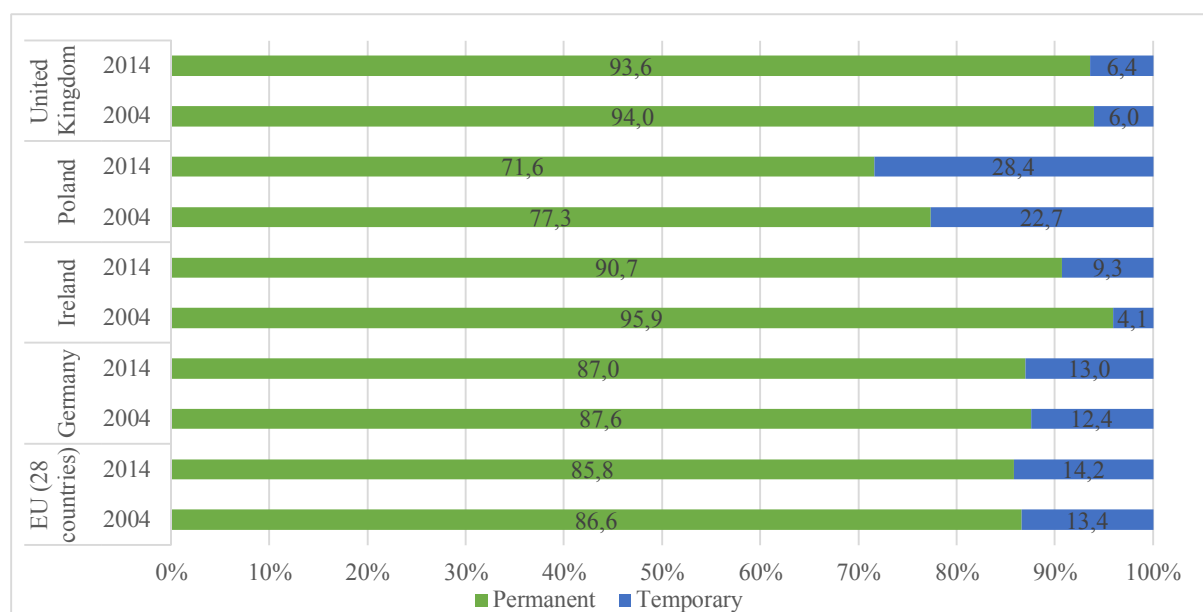
labour market compared to analyzed countries after 2008 is also unemployment rate by age groups.

Chart 8. Unemployment rate by age groups (%)



Source: <http://ec.europa.eu/eurostat/data/database>.

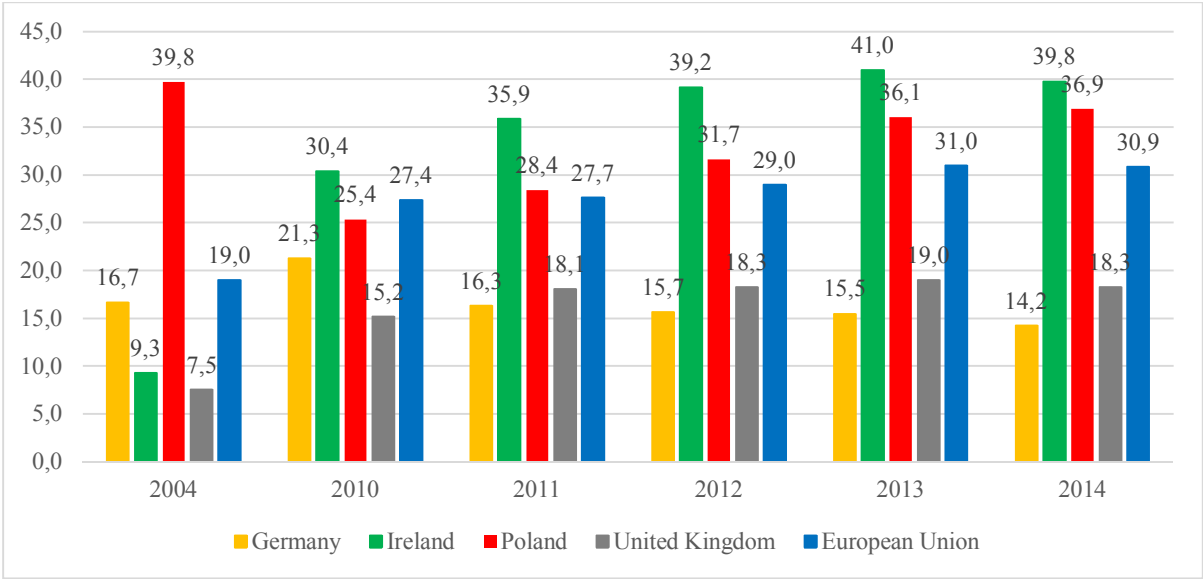
Chart 9. Permanent and temporary employment in Poland and selected countries in 2004 and 2014 (% dependent employment)



Source: http://stats.oecd.org/Index.aspx?DataSetCode=TEMP_D#

According to OECD Employment Outlook 2014 employment in Poland is low, additionally, Polish labour market is characterized as highly segmented (OECD, 2014, p. 1-2). Around 22% of dependent employment were temporary employed in 2004. This share enlarged to 28% of dependent employment in 2014 with average for 28 EU countries reported to 14%. In comparison to Ireland, United Kingdom and Germany, Poland come off even worst (chart 9). Also involuntary part-time workers would be included to the second segment of the labour market. Poland attracts attention in involuntary part-time workers within the group of European Union countries. The share of involuntary part-time workers in total part-time employment was around 40% in Poland in 2004, well above the average EU share of 19% (chart 10). At the same time, the share of involuntary part-timers as percentage of part-time employment was much smaller in United Kingdom, Ireland and Germany. After 2010 the difference between Poland and selected countries has been decreased, not because of better situation in Poland but worse situation in United Kingdom, Ireland and Germany.

Chart 10. Share of involuntary part-timers as % of part-time employment



Source: <http://stats.oecd.org/#>.

3. Income as the indicator of well being

Surveys suggest that higher standard of living can be analyzed in the group of pull factors (Blanchflower et al., 2009, p. 141). Standard of living can be described using average wages, GDP per capita or indexes presenting dimensions of quality of life.

It is argued that the wage differentials are related to probability of the migration (Heinz, Ward-Warmedinger, 2006, p. 16; Kim, 2011, p. 22). It has been suggested that people compare interpersonal income within their reference group. Depending on the results, actor feel relative satisfaction or relative deprivation. Income situation can push people to migrate from one country to another to change relative position (Stark, 1985, p. 173).

Table 3. Annual average wages in constant prices at 2013 USD in Poland in selected years

	In 2000 constant prices at 2013 USD exchange rates	In 2000 constant prices at 2013 USD PPPs	In 2004 constant prices at 2013 USD exchange rates	In 2004 constant prices at 2013 USD PPPs	In 2011 constant prices at 2013 USD exchange rates	In 2011 constant prices at 2013 USD PPPs	In 2013 constant prices at 2013 USD exchange rates	In 2013 constant prices at 2013 USD PPPs
Poland (US Dollar 2013)	11933	19748	11939	19758	13707	22684	13689	22655
in % of German wage level	26,8	47,6	26,5	47,1	29,7	52,9	29,2	51,9
in % of Ireland wage level	24,0	49,6	22,0	45,5	21,5	44,5	22,1	45,8
in % of UK wage level	26,2	51,8	23,8	47,1	27,6	54,7	27,8	55,0

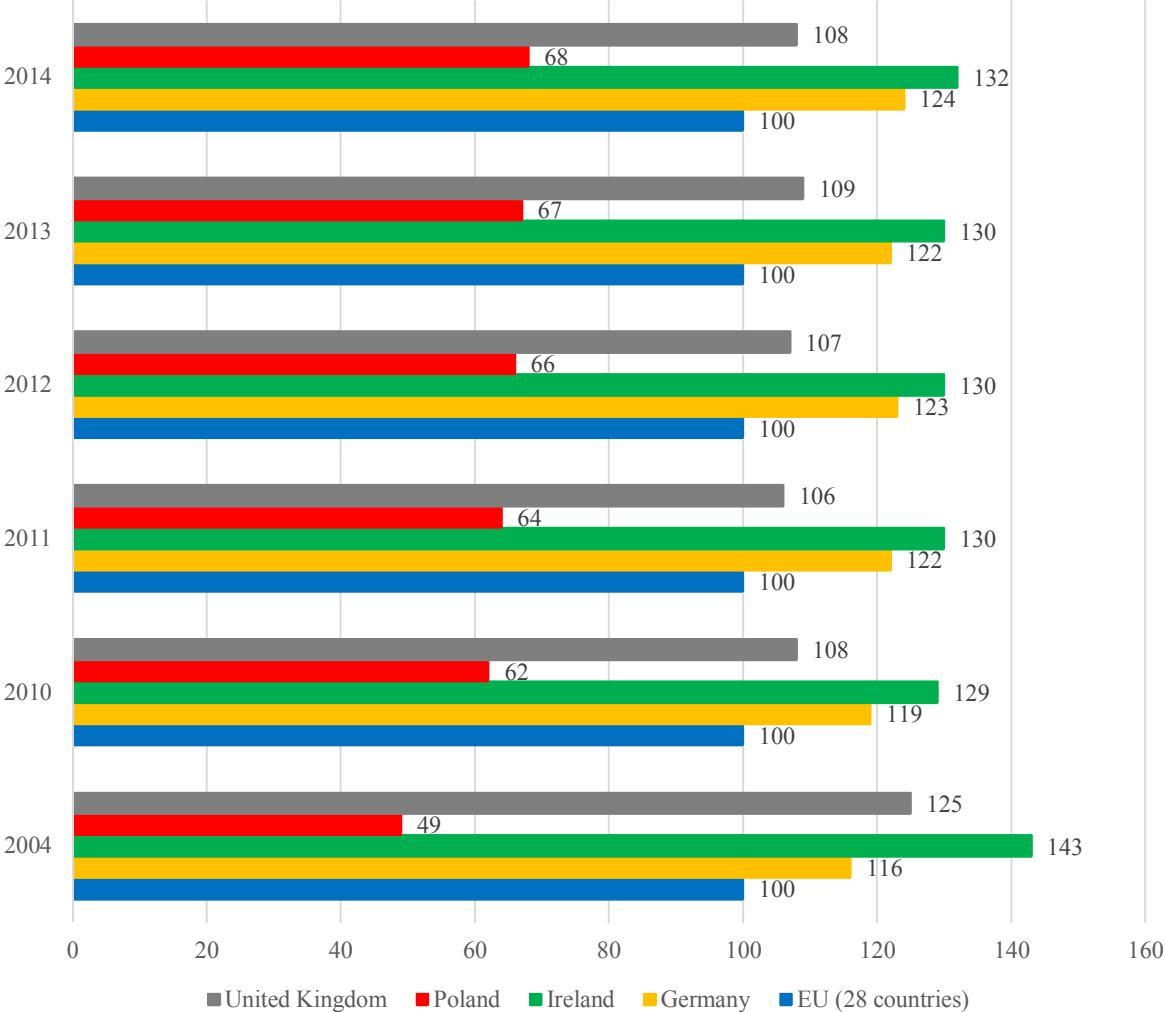
Source: own calculations based on: <http://stats.oecd.org/#>.

Table 3 shows gap wage levels in 2000, 2004, 2011 and 2013 in constant prices at 2013 USD exchange rates and purchasing power parity. It is not confirmed which measure of wages should be used to analyze cost-benefit decision which is considered by potential migrant. Wage differentials at exchange rates are more important for short-term migrants or group of these, who spend most of their income in Poland. On the other hand wage levels converted at purchasing power parity may be more suitable for consideration of long migration flow, because this measure accounts for differences in price levels in the home and host countries (Heinz, Ward-Warmedinger, 2006, p. 16). Wage levels converted at constant prices at 2013 USD exchange rates ranged in 2004 in Poland between 26,5% of German wage level, 23,8% of UK and 22,0% of Ireland wage level. Taking into account purchasing power parity for annual average wages, Poles in 2004 would buy approximately two times less than German, Irishman or British (table 3). High wage differentials can be seen between Poland and selected countries taking to consideration spending earned abroad money in home country as well as host country.

GDP per capita can be considered as a measure of potential income. Data from chart 11 shows the volume index of GDP per capita in purchasing power standards (PPS) which is expressed in relation to the European Union (EU-28). The index of Poland is lower than 100 in all analyzed years, it means that country's level of GDP per head is lower than the EU average.

Index in United Kingdom, Germany and Ireland exceed EU average so the difference between Poland and these countries is even more. In 2004 GDP per head (in US Dollar, constant prices, reference year 2010) amounted to 15 864 in Poland, however in United Kingdom it was 35 615, Germany 36 184 and Ireland 45 227.

Chart 11. Index of GDP per capita in PPS (EU 28 = 100)



Source: <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=tec00114>.

It has been suggested that tendency to migrate is more correlated with Human Development Index (HDI) than it is with GDP per capita (Blanchflower et al., 2009, p. 142). This suggestion can be particularly important for the case of Poland because this country has been reported on the list of highest positive differences between gross national income per capita rank and Human Development Index rank within very high development group in 2013 (table 4). Poland like Germany, Ireland and United Kingdom was reported in the very high human development category (<http://hdr.undp.org/en/data>). In 2013 Poland, taking to the

account three basic dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living, was put at 35th position out of 187 countries and territories with 0,83 HDI value (table 5). Germany took the highest position within analyzed group of countries (6th HDI rank in 2013), Ireland and United Kingdom were in the second ten (Ireland - 11 HDI rank and United Kingdom – 14 HDI rank). Over the 2008 and 2013 Poland changed position by three places up, on the other hand Ireland fell by six positions, United Kingdom by two and Germany by one.

Table 4. Highest positive differences between gross national income per capita rank and Human Development Index rank in the group of very high development, 2013

Country	Gross national income per capita rank	Human Development Index rank	Difference
New Zealand	30	7	23
Australia	20	2	18
Republic of Korea	33	15	18
Ireland	28	11	17
Poland	51	35	16

Source: UNDP, 2014, p. 37.

Table 5. HDI index in Poland, Germany, Ireland, United Kingdom in selected years

Country	HDI value								
	1980	1990	2000	2005	2008	2010	2011	2012	2013
Germany	0,74	0,78	0,85	0,89	0,90	0,90	0,91	0,91	0,91
Ireland	0,73	0,77	0,86	0,89	0,90	0,90	0,90	0,90	0,90
United Kingdom	0,73	0,77	0,86	0,89	0,89	0,90	0,89	0,89	0,89
Poland	0,69	0,71	0,78	0,80	0,82	0,83	0,83	0,83	0,83

Source: <https://data.undp.org/dataset/Table-2-Human-Development-Index-trends-1980-2013/v8j2-3vi9>.

Better life index is another indicator that enables comparison well-being across OECD countries through 11 topics: housing, income, jobs, community, education, environment, civil engagement, health, life satisfaction, safety, working-life balance (OECD, 2015, p. 4). Recent evidence shows: “Poland ranks above the average in personal security, education and skills, and social connections, but below average in health status, income and wealth, subjective well-being, jobs and earnings, environmental quality, and housing” (OECD, 2015). In general, Poles are less satisfied with their lives than Irish and British people, Germans and the OECD average. When asked to rate their general satisfaction with life on a scale from 0 to 10, Poles gave it a 5,8 grade, while Irish people and Germans gave 7,0 grade, British 6,8 and the OECD average was 6,6 (<http://www.oecdbetterlifeindex.org/countries/united-kingdom/>). Better life index confirms previously mentioned findings concerning Poland.

4. Institutions

North used team sports analogy, a set of formal and informal rules and enforcement defined as set of the game. Therefore institutions with their ways of enforcement shape human interactions. Formal rules include written constitutions like: political and economic rules and additionally contracts. On the other hand informal constraints come from socially transmitted information and in this group are included: family and kinship structures, taboos, customs, traditions, routines, conventions (North 1990, p. 47, 83). The elements which are especially important in the context of institutions are organizations. Organizations include political, economic, social and educational bodies. In other words they are groups of individuals connected by common target.

On one hand it is pointed that institutional framework influence the way in which economy evolve, which in turn influence migration decisions (Gradstein, 2006, p. 7; North, 2005, p. 49; Caragliu et al., 2013, p. 11). Actors are pushed from home to host country by the dissatisfaction with economic opportunities (Kahanec et al., 2009, p. 13).

In contrary Kahanec and Zimmermann pointed out that quality of public goods influence the migration decision (Kahanec et al., 2009, p. 11). Public goods are defined as being nonrival in consumption and having nonexcludable benefits (Samuelson, 1955, p. 350). The government is a provider of public goods and a corrector of externalities (Bernauer et al., 2006, p. 2; Holcombe, 1997, p. 3-5).

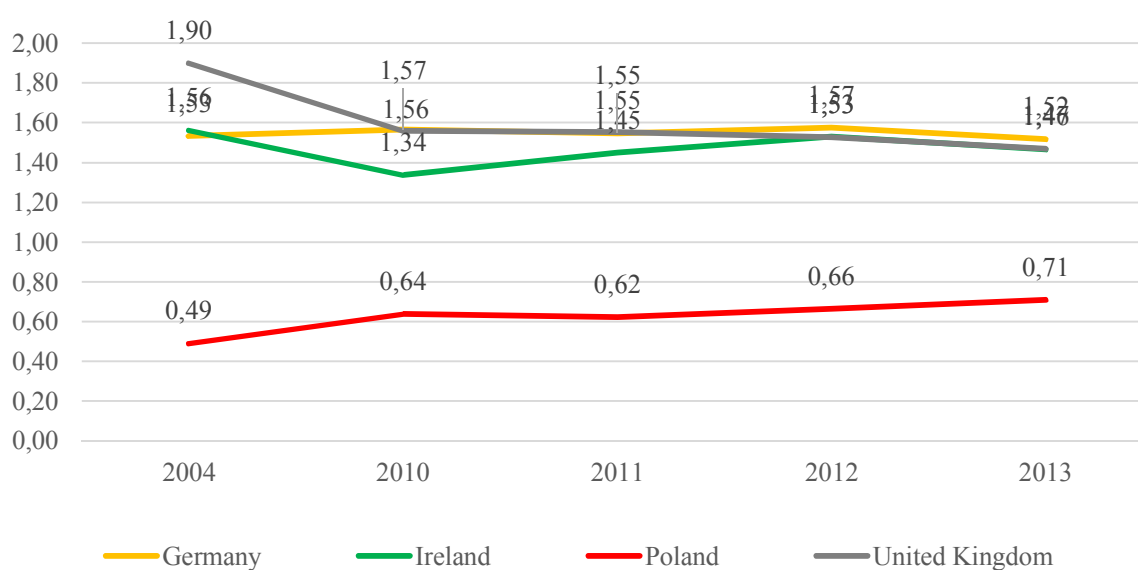
The Worldwide Governance Indicators (WGI) provide a broader picture of traditions and institutions by which authority is exercised. Indicators include six dimensions of governance: voice and accountability, political stability and absence of violence, government effectiveness, regulatory quality, rule of law and control of corruption (table 6) (Kaufmann et al., 2010, p. 4). The index varies from -2.5 to 2.5, the higher the note, the higher the rating of analyzed dimension of governance. It has been suggested that public goods influence migration decision and within this context it is worth to pay special attention to one dimension of WGI – government effectiveness. Poland taking into account government effectiveness which reflects perceptions of the quality of public services, civil service as well as policy formulation and implementation with the index value 0,49, was on 25th place in group of all 28 European Union countries in 2004 (chart 12, table 6). Poland has been ranked higher only than Croatia, Bulgaria and Romania. Germany (11th position), Ireland (10th position) and United Kingdom (8th position) were characterized better. The chart 12 shows that these countries were reported higher in all selected years.

Table 6. The Worldwide Governance Indicators

Country	2004		2013	
	Index	Rank	Value	Rank
Voice and Accountability				
Germany	1,47	8	1,41	7
Ireland	1,49	7	1,31	10
Poland	1,00	20	0,97	16
United Kingdom	1,61	6	1,32	9
Political Stability and Absence of Violence				
Germany	0,63	16	0,93	11
Ireland	1,17	5	0,88	14
Poland	0,11	25	0,95	9
United Kingdom	0,15	24	0,48	23
Government Effectiveness				
Germany	1,53	11	1,52	8
Ireland	1,56	10	1,46	11
Poland	0,49	25	0,71	22
United Kingdom	1,90	8	1,47	9
Regulatory Quality				
Germany	1,49	9	1,55	8
Ireland	1,60	7	1,58	7
Poland	0,81	25	1,05	16
United Kingdom	1,76	5	1,77	5
Rule of Law				
Germany	1,63	7	1,62	9
Ireland	1,53	9	1,72	7
Poland	0,40	25	0,79	20
United Kingdom	1,62	8	1,67	8
Control of Corruption				
Germany	1,86	8	1,78	6
Ireland	1,30	12	1,54	9
Poland	0,11	26	0,55	18
United Kingdom	1,96	6	1,68	7

Source: <http://info.worldbank.org/governance/wgi/index.aspx#home>.

Chart 12. Government effectiveness in Poland and selected countries



Source: <http://info.worldbank.org/governance/wgi/index.aspx#reports>.

Considering all dimension of governance measured in Poland, country was always in the second ten in the group of 28 EU countries in the year of EU accession (table 6). However situation has been changed in 2013. In all analyzed aspects we can observe moving up trend in the ranking.

Literature suggest that informal institutions relies on convenient and low-cost access to information and powerful social sanctions (Lu, 2014, s. 196). View of migration by the network theory is connected with informal institutions. Network effect decreases costs and risk of migration due to lack of information. High costs and risks may be reduced via information acquired from friends and relatives working in the region of destination. This reduction leads to higher, expected returns to migration and therefore increases the probability of moving (Massey et al., 1993, p. 449; Heinz et al., 2006, p. 19; Eurostat, 1994, p. 99).

On the other hand, it is possible to analyze institutions and migration from different perspective. Values, norms and interests may influence the probability of migration. We can characterize Poles as society for whom work, family and additionally following the customs are important. According to World Values Survey Wave 2005-2009 and 2010-2014 over 60% of respondents from Poland reported that work is very important in life (<http://www.worldvaluessurvey.org/WVSONline.jsp>). At the same time during research conducted 2005-2009 and 2010-2014 tested group suggested extremely high importance family in life. 92% of respondents indicated answer “very important” during last research and 93% in previous one. Over 70% admitted that the characteristics: “tradition is important to me; to follow the customs handed down by religion or family” is “very much like them” and “like them” (<http://www.worldvaluessurvey.org/WVSONline.jsp>).

5. Concluding remarks

The migration phenomenon is extremely interesting because of the complexity. Decisions undertaken by individual people or whole families influence their lives as the example can be mentioned: investment in human capital, well-being and separation. From macro perspective determine situation on home and host country, social benefits, migration policy, consumption, supply and labour demand, education system, national health care.

Determinants as the causal factors play the key role in the study of the phenomenon (Elsner, 2013, p. 531). Migration should be analyzed as the outcome of systematic factors (Fertig, 2002, p. 11). It has to be outlined that actor or household concern push and pull factors associated with appropriately home and host country and additionally important role play personal elements. In the literature it can be found a lot of arguments that economic factors

cannot fully explain the determinants of migration. Detail and complete analysis from a broader perspective require economic, sociologic, philosophical and political studies including regional disparities. Because of the complexity of the analyzed phenomenon only chosen elements from economic area have been considered. Chosen elements: situation on the labour market, income differences, condition of institutions indicate to broad difference between Poland and selected countries. Poland compared to chosen countries and average for EU-28 or EU-15 reported undoubtedly the worst situation. All chosen elements play role of push factors. The individual priorities of actor or families/households influence the significance of analyzed elements.

Ireland, Germany and United Kingdom have been chosen because of their popularity as the host countries within the group of Polish emigrants staying abroad temporarily more than 3 months.

After abolition of discrimination based on nationality between workers of the Member States migration for the employment purposes from Poland to chosen countries were easier and became more popular. It is worth to highlight that mentioned in the article determinants wouldn't be essential without EU enlargement and free movement of workers.

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