

The World's Potential Migrants

Who They Are, Where They Want to Go, and Why It Matters

By Neli Esipova, Julie Ray, and Rajesh Srinivasan, Ph.D.

Through advanced social and economic analysis, Gallup helps organizations, cities, and countries solve the world's foremost problems. For more information, please visit socialandeconomicanalysis@gallup.com or contact Sarah Van Allen at 202.715.3152 or sarah_van_allen@gallup.com.

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In today's age of unprecedented mobility, millions of migrants are on the move worldwide. Gallup's surveys of nearly 350,000 adults in 148 countries between 2007 and early 2010 suggest hundreds of millions more would join them if they could.

These surveys estimate the number of adults who say they would like to migrate permanently to another country if the opportunity arose and where they would like to go, rather than the number who actually will go or when. The magnitude of this desire for long-term migration demands leaders' attention, whether their countries are potentially on the sending or receiving end. Although the data indicate desire and not intent — many people who desire to move may never actually leave, and it may not even be feasible for them to do so — they do provide intelligence that helps leaders deal with migration issues proactively rather than reactively.

Gallup's robust global data make it possible to pinpoint who these prospective migrants are — their education, gender, age, employment status, and other characteristics — and identify the dynamics of their desire to leave their homelands. These data also provide clues as to where the next wave of potential migrants might come from, and where they might go.

What materializes is a clearer picture of nations potentially poised for brain gain or a mass exodus of their young people. This information is vital to a country's growth and wellbeing, as well as its ability to create the workforce it needs to move forward.

Key findings from Gallup's research:

- Nearly 700 million adults say they would like to migrate to another country permanently if they could — nearly four times the total number of adults and children that the United Nations estimates has already migrated. The U.S. is the No. 1 desired destination.
- Education and age are universal factors in people's desire to migrate: Young people and those with secondary education or higher are the most likely to want to migrate. Both factors have a bearing on some people's choices about where they would like to move.
- People who are underemployed are the most likely to desire to migrate, but employment status doesn't matter as much to some as it does to others. In addition, employee engagement — a worker's emotional attachment to his or her workplace — can be a factor.
- Gallup's Potential Net Migration Index suggests that if all adults worldwide who would like to migrate moved where they wanted, many developed countries could be overwhelmed and developing nations could lose valuable human capital. Highly developed countries could see a much larger influx of young people than of educated people.
- Regardless of a country's level of human development, the presence of transnational social networks has a significant positive relationship to the desire to migrate.

The Size of the Potential Adult Migrant Population Is Larger Than Reality

Key Points

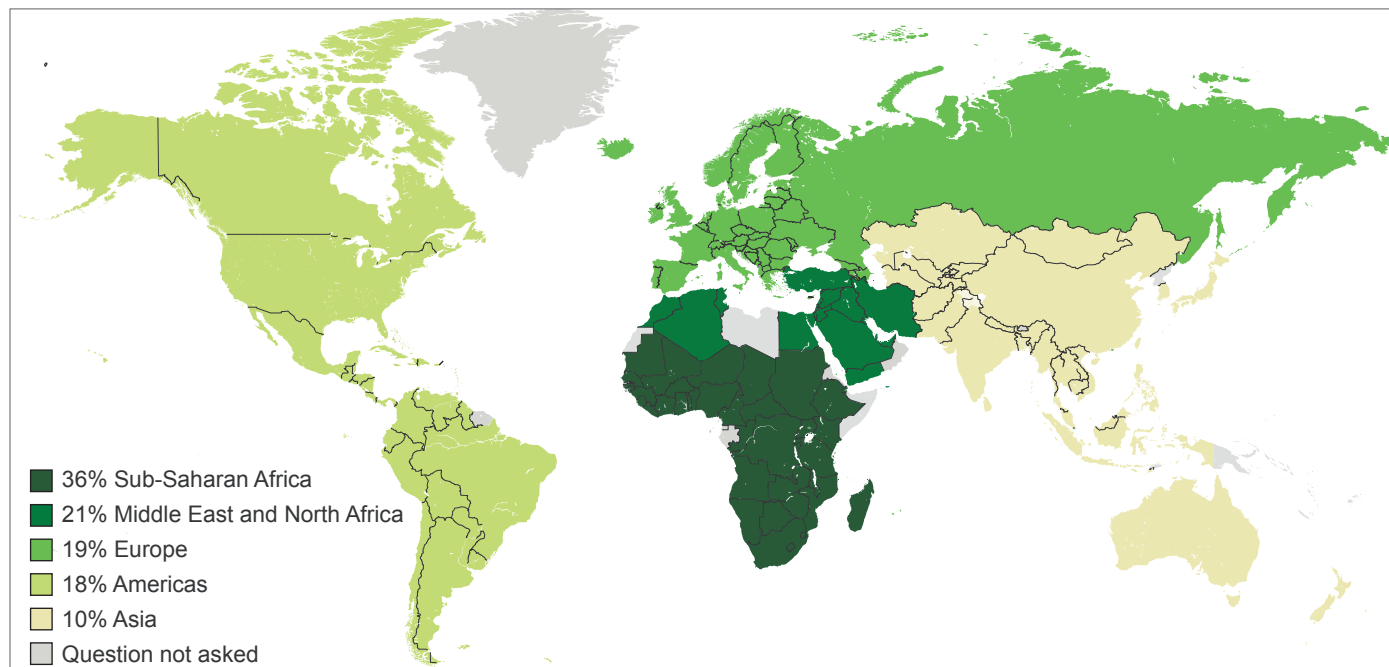
- The desire to migrate permanently is highest in sub-Saharan Africa and lowest in Asia.
- Fifteen countries attract about 70% of the 700 million who would like to migrate. The United States is No. 1.
- Twenty-five million or more potential migrants would move to the United Kingdom, France, Spain, Germany, Saudi Arabia, and Australia.

The United Nations Population Division estimates that in 2010, the number of international migrants exceeded 200 million. This includes adults and children. Although roughly 214 million have managed to settle outside their countries' boundaries, it appears that a much larger number of adults desire to migrate permanently if given the chance. Gallup finds about 15% of the world's adults say they would like to move to another country permanently if the

opportunity arose. This translates to roughly 700 million adults worldwide — more than the entire adult population of North and South America combined.

Around the world, residents of sub-Saharan African countries are the most likely to express a desire to move to other countries permanently. Thirty-six percent of the adult population in the region — or an estimated 166 million — say they would like to do this if the opportunity arises. Residents in Asian countries are the least likely to say they would like to move. But even though 10% of the adult population in Asia expresses a desire to move, this still translates to roughly 250 million adults because of the enormous population base.

Figure 1: Percentage of potential migrants from within each region



Fifteen countries attract about 500 million of the 700 million potential migrants worldwide. The United States is the top desired destination. Nearly one-quarter (24%) of these respondents — a proportion that translates to more than 166 million adults worldwide — name the United States as their desired future residence. With an additional estimated 46 million saying they would like to move to Canada, Northern America is the most desired region in the world among potential migrants.

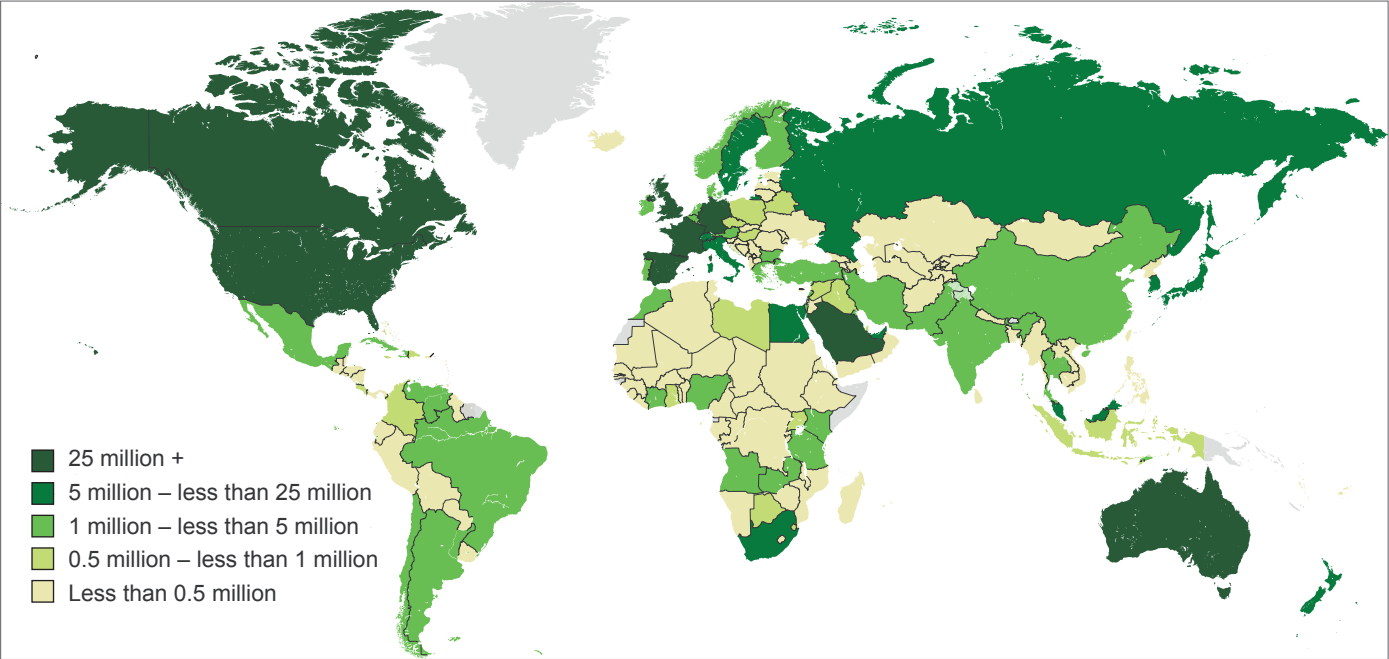
The rest of the top desired destination countries (those where an estimated 25 million or more adults would like to go) are predominantly European. Forty-six million adults who would like to move name the United Kingdom as their desired destination, 39 million choose France, 31 million would like to go to Spain, and 26 million would like to relocate to Germany. Outside Europe, 28 million name Saudi Arabia and 26 million name Australia as their destinations of choice.

Table 1: Top desired destination countries for potential migrants in millions

Top Desired Destination Countries		
	Percentage who would like to migrate	Millions of adults (projected numbers based on percentages who would like to move)
United States	24%	166
Canada	7%	46
United Kingdom	7%	46
France	6%	39
Spain	4%	31
Saudi Arabia	4%	28
Germany	4%	26
Australia	4%	26
Italy	3%	22
Japan	2%	17
United Arab Emirates	2%	12
Switzerland	1%	10
South Africa	1%	9
Singapore	1%	8
Russia	1%	8

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Figure 2: Top desired destinations for potential migrants, projected in millions based on World Bank adult population figures



Potential Net Migration Could Change Nations

Key Points

- If all the adults who would like to migrate moved where they wanted today, some wealthy nations could see their adult populations double or even triple.
- Top desired destination countries would see a larger influx of young people than educated people.
- Developing countries would face potential losses in every area, but particularly among youth.

Gallup's Potential Net Migration Index

If all adults actually picked up and moved where they wanted — assuming the world is without borders — Gallup's Potential Net Migration Index suggests many of the top 15 desired countries could be overwhelmed.

Potential Net Migration Index scores are the estimated numbers of adults who would like to move permanently out of a country if the opportunity arose, subtracted from the estimated numbers who would like to move into it, as a proportion of the total adult population. The higher the resulting positive Potential Net Migration Index value, the larger the potential net adult population gain.

In Singapore, for example, subtracting the estimated 374,000 Singaporean adults who would like to move to another country if they had the opportunity from the 8.3 million adults who would like to move to Singapore and dividing that number by the total Singaporean adult population (3.6 million) results in a Potential Net Migration Index value — or a net adult population gain — of +219%.

Liberalized and aggressive policies that attract foreign workers help explain why a small country such as Singapore earns a spot among the top 15 and why it posts the highest Potential Net Migration Index of all

Table 2: Countries with highest potential net adult population gain

Gallup Potential Net Migration Index	
Countries with highest potential net adult population gain	
	Index score
Singapore	+219%
New Zealand	+184%
Saudi Arabia*	+176%
Canada	+160%
Switzerland	+150%
Australia	+148%
Kuwait*	+127%
Based on aggregated surveys in 148 countries and areas conducted in 2007 through early 2010.	
*Note: In the Gulf Cooperation Council countries, only Arab nationals and Arab expatriates were surveyed.	
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countries and areas. New Zealand, Saudi Arabia, Canada, Switzerland, Australia, and Kuwait round out the top countries with the highest potential net population gain.

Interestingly, the United States, which is the top desired destination among all potential migrants, does not make this top group in terms of potential net population growth. The United States' net migration value of +60% places it farther down the list, after Canada and several other developed nations that dominate the top. One caveat to consider, however, is that the population size of a destination country relates to its ranking. An increase of 60% in the U.S. population represents far more people than an increase of 219% in Singapore, for example, because of their population bases.

Developing countries, in contrast, dominate the bottom of the list. The countries and areas with the highest negative Potential Net Migration Index values are Sierra Leone (-56%), Haiti (-51%), Zimbabwe (-47%), Nigeria, the Somaliland region, and Ethiopia (all with an index value of -46%), and El Salvador, Liberia, and Comoros (all with an index value of -45%).

Gallup's Potential Net Migration Index rankings correlate strongly (.545) with the rankings of established migration

measures such as the United Nations Population Division's net migration rate per 1,000.

Potential Net Brain Gain and Potential Net Youth Migration Indexes

Gallup's Potential Net Brain Gain and Potential Net Youth Migration indexes, calculated with a similar approach to that of the Potential Net Migration Index, measure the potential net change to the adult population with the equivalent of a bachelor's degree or higher and the net change to the 15- to 29-year-old population.

Index scores worldwide indicate highly developed countries generally would see a much larger influx of young people than educated people. Only developed Asia would see significant brain drain.

Developing nations, in contrast, could potentially experience losses in every area — particularly among youth. Latin America, for example, could see similar losses in its total adult population and its most educated population, but losses among youth could be significant. Latin America's -27% score on the Potential Net Youth Migration Index means it could lose as many as 35 million young people. India in particular could potentially face brain drain; its Potential Net Brain Gain Index (-18%) is significantly lower than its Potential Net Migration Index (-6%).

Table 3: Potential Net Migration indexes in developed regions

Developed Regions Are More Likely to Attract Younger People Than Educated People
Percentage change in total 15+ population, highly educated 15+ population, and 15- to 29-year-olds

	Potential Net Migration Index	Potential Net Brain Gain Index	Potential Net Youth Migration Index
Australia/New Zealand/Oceania	155%	186%	271% ▲
Iceland, Norway, and Switzerland	110%	153%	--
U.S. and Canada	70%	22% ▼	167% ▲
EU in Western/Southern Europe	39%	25% ▼	121% ▲
Developed Asia	1%	-16% ▼	20% ▲

-- Index scores could not be calculated because the sample size of the educated or youth group dropped below 500.
Up or down arrows indicate that the index is statistically lower/higher than the total Potential Net Migration Index.
Based on aggregated surveys in 148 countries conducted between 2007 and early 2010.

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Table 4: Potential Net Migration indexes in developing regions

Developing Regions Could Face Losses in All Areas
Percentage change in total 15+ population, highly educated 15+ population, and 15- to 29-year-olds

	Potential Net Migration Index	Potential Net Brain Gain Index	Potential Net Youth Migration Index
China	-6%	-18%	-10%
India	-6%	-18% ▼	-9%
South Africa	-8%	-4%	-10%
Central Asia CIS	-8%	-9%	-11%
Europe CIS	-11%	-15%	-18% ▼
Developing Asia	-13%	-18%	-19% ▼
EU Eastern Europe and Baltics	-14%	-9%	-26% ▼
Caucasus	-14%	-18%	-23%
Mashreq	-14%	-21%	-15%
North Africa	-17%	-16%	-24% ▼
Latin America	-18%	-18%	-27% ▼
Balkans	-19%	-17%	-33% ▼
Caribbean	-20%	-11%	-29%
East Africa	-33%	--	-42% ▼
Central Africa	-36%	--	-44% ▼
West Africa	-38%	-38%	-46% ▼

-- Index scores could not be calculated because the sample size of the educated or youth group dropped below 500.
Up or down arrows indicate that the index is statistically lower/higher than the total Potential Net Migration Index.
Based on aggregated surveys conducted between 2007 and early 2010.

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Implications

While Gallup's findings reflect people's aspirations rather than their intentions, the implications of what could happen if hypothetical desires became reality are serious considerations for leaders to think about as they plan development and migration strategies now and in the future.

In Russia, for example, although it is one of the top 15 desired destinations for the world's potential migrants, the country's negative Potential Net Migration score of -7% suggests it is poised to lose a sizable chunk of its population that its workforce can least afford. Its scores on the Potential Net Brain Gain Index (-12%) and Potential Net Youth Migration Index (-13%) suggest these losses would come from its most educated people and its young people.

Russia is still struggling to stabilize its working-age population, which has been decimated after more than a decade of declining birth rates and high mortality rates. An influx of migrants could help Russia balance its population problem, but its negative score indicates that it likely needs to do more to attract working-age migrants.

This may be somewhat difficult for the Russian government and public to accept. In 2010, a majority of Russians (59%) told Gallup that immigration levels in their country should be decreased, and 6% said they should increase (18% said levels should stay the same). At the same time, 19% said immigrants mostly take jobs that Russians could take. The government, in kind, has continued to cut foreign worker permit quotas.

Worldwide, Younger, More Educated People More Likely to Desire to Migrate

Key Points

- People's desire to migrate in all parts of the world is strongly related to age and education. Some potential migrants' choices in ultimate destinations also vary a great deal by age and education, while others do not.
- The U.S. appeals more to the youngest and least educated adults, while Canada attracts slightly older and more educated adults.
- Japan attracts younger and less educated potential migrants. Australia appeals to those who are somewhat older, more educated, and more likely to classify their jobs as "professional."
- Saudi Arabia appeals more to older and less educated adults, while those who choose the United Arab Emirates are on average younger and more educated.

People's desire to migrate in all parts of the world is strongly related to age and education, two of the areas of greatest interest to countries that send or receive migrants.

Young people — arguably the most mobile population on the planet — are more likely to express a desire to relocate permanently. This includes nearly equal ratios of young men and young women in most regions of the world. But germane to the broader discussion about brain gain and brain drain, those with at least some secondary education also tend to be more likely to want to go than those with less education.

Some potential migrants' choices in ultimate destinations, too, vary a great deal by age and education, while others do not. Overall, most of the desired movement is from developing countries to developed countries, which largely reflects reality. Understanding these patterns is important to sending countries and receiving countries alike.

Desired Destination Spotlight

U.S., Canada Attract Different Demographics

While Northern America is the top desired destination region for the vast majority of potential migrants, relatively few residents in the U.S. or Canada (10%) say they would like to migrate to other countries.¹ However, among those few residents in Northern America who desire to migrate, the European Union (44%) is the top choice, followed by migration within the region to Canada or the United States (17%).

Although both are viewed as attractive destinations, they appeal to different demographics. Gallup finds the U.S. appeals more to the youngest and least educated adults, while those who name Canada are on average slightly older and more educated.

Overall, both are poised to experience higher youth gains than education gains. But unlike Canada, the United States' Potential Net Brain Gain Index score (12%) is much smaller than its Potential Net Migration Index score (60%), which indicates that this country could attract more people, but not necessarily more educated people.

These differences may partly reflect the emphasis each country's immigration policy places on different categories of migrants. In the U.S., Department of Homeland Security statistics show family-sponsored migrants account for the largest percentage of those who become legal permanent residents each year,

followed by workers. The reverse is true in Canada, where government migration statistics show applicants with higher levels of education, job experience, and skills make up the largest portion of legal permanent residents, and those in the family category make up the second-largest portion.

Implications

The United States and Canada attract potential migrants for various reasons — personal, political, or economic — but opportunity is the common, overarching theme. People may see moving to these countries as a chance

to reunite with family members who have already moved, to find jobs, or to provide better lives for their children. Immigration policy and migrant policy, too, could play a role in the talent each nation attracts. Health and social services available to them as newcomers, and their future benefits as citizens, may be other factors.

Table 5: Potential migrants who would like to move to the U.S. or Canada, by age and education

<i>To which country would you like to move?</i>		
Asked of those who say they would like to move to another country permanently		
	United States	Canada
Ages 15 to 24	41%	27%
Ages 25 to 44	40%	48%
Ages 45 to 64	15%	19%
Ages 65+	2%	4%
Completed elementary education or less	40%	22%
Secondary education	51%	59%
Completed 4 years of education beyond high school and/or received 4-year college degree	9%	19%
Results based on multiple surveys in 148 countries between 2007 and 2010. The total sample of adults who would like to move to another country is 75,125.		
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¹Sample sizes of potential migrants from the U.S. and Canada are too small for meaningful analysis by education and age.

EU Has Highest Desired Intra-Regional Migration

Roughly 200 million adults around the world would like to move to a country in the EU, which is slightly lower than the estimated number who would like to move to Northern America. However, about half of the estimated 80 million adults who live in the EU would like to move permanently to another country *within* the EU. This is the highest desired intra-regional migration rate in the world. After destinations within the EU, residents of the EU who would like to move say they would move to Northern America (17%), and Australia and New Zealand (11%) if they could.

The rate at which people desire to migrate in the EU is similar to that in the Balkans (22%) and higher than in other parts of Europe (16%)². In all three regions, as in most places in the world, younger people are more likely to want to move. And, just like in other places, potential migrants from the EU are most likely to have at least some secondary education.

Although it is one of the most desired destinations worldwide, residents of the United Kingdom are the most likely in all the EU to say they would like to migrate; 30% of Britons say they would like to move if they could. They are most likely to want to relocate to Australia, the United States, Spain, or Canada. Austrians are the least likely in the EU to say they would like to migrate — 8% say they would like to move if they could. They are most likely to want to resettle in nearby Germany or in Canada and Australia.

Five of the top desired destinations worldwide are in the EU. Each of these countries attracts different people from all over the world. The United Kingdom is most likely to attract potential migrants from Nigeria, while France is most attractive to Chinese, Germany draws Russians, Spain attracts Colombians, and Italy appeals to Bangladeshis. Among these five EU countries, the United Kingdom and France are most likely to attract the youngest people, while Spain is slightly more likely to attract those with less education.

Nearly Half of Young People in Sub-Saharan Africa Would Like to Move

Sizable numbers of adults in sub-Saharan Africa — where more than a third of the population would like to migrate permanently — say they would like to move to Northern America (38%), the European Union (27%), and the Middle East and North Africa (10%). The United States, named by 33% of potential migrants, is the top desired destination; the United Kingdom (11%) is a distant second.

As is the case in other regions, young people in sub-Saharan Africa, particularly those in the 15-to-24 age group, are more likely to say they would like to migrate to another country permanently if they had the chance. In sub-Saharan Africa, nearly half (46%) of 15- to 24-year-olds say they would like to move. Some of this relatively high desire among youth may stem from cultural expectation, as well as economics. In West Africa, for example, where the percentages who desire to migrate are among the highest in the world, migration is considered a rite of passage among some groups.

But unlike other populations around the world, all regions are about equally appealing to younger and older sub-Saharan Africans who would like to migrate. There are some slight differences by educational attainment, however. The European Union is slightly more appealing as a destination to those who have at least some secondary (30%) or higher education (35%) than those with primary or less (25%).

While residents of sub-Saharan African countries are the most likely in the world to express a desire to move to other countries permanently, one country in the region is among the top 15 desired destinations in the world: South Africa. A more in-depth analysis of South Africa reveals some important implications for its migration policy.

² Iceland, Switzerland, and Norway

Desired Destination Spotlight

South Africa Appeals to Young in Sub-Saharan Africa

International migration remains an extremely sensitive subject in South Africa, which struggles simultaneously with a shortage of skilled labor and high unemployment. Gallup estimates about 8 million adults would like to move to South Africa.

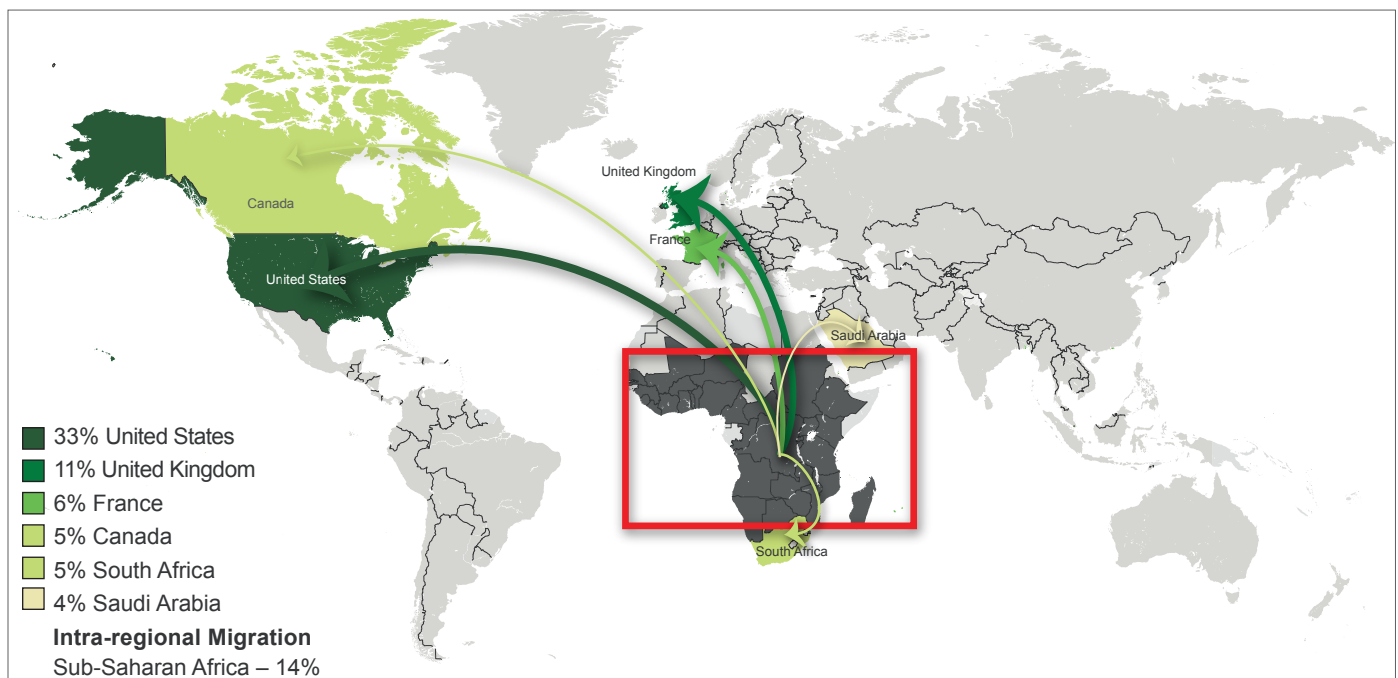
Most potential migrants who would like to move to South Africa are from other sub-Saharan African countries, which underscores South Africa's long history as a destination for cross-border migration. Forty-six percent of those who would like to move to South Africa are from southern African countries, compared with 19% from central Africa and 14% from east Africa.

The profile of these potential migrants skews young: 64% are between the ages of 15 and 29, while about one-third (34%) are between the ages of 30 and 65. The majority of those who would like to move have at least secondary educations, while a sizable 39% have elementary or less education. Very few, 3%, have more than secondary educations.

Implications

More than a decade after apartheid, South Africa is still laboring to create a coherent migration policy that “is responsive to South Africa's changing role in Africa, its complicated relationship between migration and development, and the problem of rampant xenophobia,” according to Jonathan Crush of the Southern African Migration Project. But until South Africa can develop enough skilled workers within its own population base to support its economy, it needs to focus on keeping South Africans with these skills at home and attracting highly skilled migrants abroad. While South Africa's Potential Net Migration Index score suggests that the country's adult population could increase as much as 13% through migration, its score of -3% on the Potential Net Brain Gain Index suggests it's not doing a particularly good job in this regard.

Figure 3: Countries potential migrants from sub-Saharan Africa would like to migrate to



Choices Vary More With Age, Education in East Asia

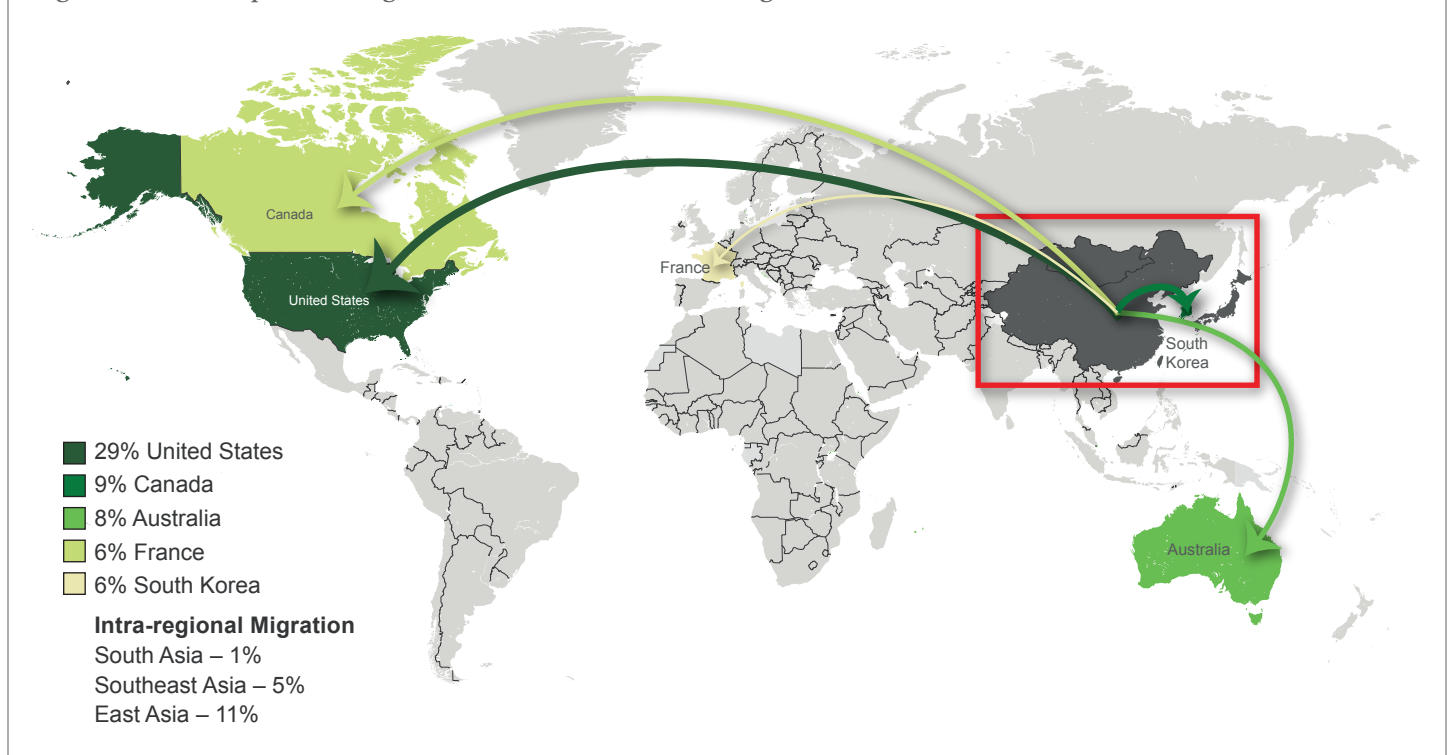
Choices for ultimate destinations vary more with age in east Asia, where the 8% of adults who say they would like to migrate represent a small segment of the population but translate to about 98 million adults. This group of would-be migrants identifies Northern America (38%), the European Union (17%), inter-regional locations (11%), and Australia/New Zealand (10%) as their top desired destinations for permanent resettlement.

Potential migrants in the region who would like to move to the European Union tend to skew younger, clustering in the 15-to-29 age range, while those who would like to move to Northern America and Australia and New Zealand tend to skew slightly older.

Northern America attracts those from east Asia with primary or less education versus those with secondary or higher education. The European Union, and Australia and New Zealand even more so, appeal to those in east Asia with secondary or higher education who would like to move.

A more in-depth examination of Japan, the sole country from east Asia to appear in the top 15 desired destinations, and Australia, which is a top desired destination globally as well as for potential migrants in east Asia, reveals some important potential implications for their respective migration policies.

Figure 4: Countries potential migrants in east Asia would like to migrate to



Desired Destination Spotlight

Japan Attracts Younger, Less Educated Crowd Than Australia

Despite labor shortages induced by an aging population and a general population decline, immigration is a contentious issue in both Australia and Japan. Together, the number of potential migrants who would like to move to Australia represents 4% of adults who would like to move overall — which translates into about 26 million adults — and those to Japan represent 3%, or about 17 million.

The profile of potential migrants that these two highly developed countries attracts is similar in regard to gender and income level, but Australia appeals to those who are somewhat older, more educated, and more likely to classify their jobs as “professional.” While the interest expressed in Japan by a younger potential migrant pool may be seen as a positive for an aging Japanese workforce, Australia’s profile of potential migrants reflects more of the selective nature of the country’s migration policy targeting highly skilled or educated migrants, resulting in an older profile. This has implications for the future as Australia’s population is also aging, although not as fast as Japan’s.

Australia, Japan Appeal Most to Others in Asia

If those who would like to resettle in Australia or Japan actually moved, the largest migrant pool would come from Asia, particularly east Asia. But the similarities end there. Australia is next-most attractive to potential migrants from the European Union. Twenty-four percent of potential migrants from the EU would choose to move to Australia, with half (12%) originating in the United Kingdom.

After potential migrants in its own region, Japan appeals most to those in Latin America. Nineteen percent of

potential migrants in Latin America would choose to move to Japan, with 11% originating in Brazil. Japan and Brazil actually have a lengthy migration history. Among Brazilians who say someone in their household works in another country, 7% say this person lives in Japan.

Japan, like other countries in developed Asia except Singapore, posts a negative Potential Net Brain Gain Index score, which suggests that it could potentially lose as much as 13% of its total population of educated adults.

Implications

Japan has been slow to open its borders to foreigners, even for temporary workers. Concerns about increased crime and misuse or abuse of existing immigration laws have the ability to keep the status quo on immigration policy despite economic pressures. But Japan faces a dilemma; its workforce is aging and its fertility rate remains among the lowest in the world. Gallup’s data suggest that a young labor pool is available to Japan; the country has but to tap it. In contrast, although Australia has a more liberal and flexible immigration policy, the recent economic downturn has brought a more negative tone to the debate about immigration. Australia, too, contends with an aging population, and while it appears to successfully be attracting older adults, it needs to look for ways to appeal to the younger set.

Men in Middle East and North Africa More Likely to Want to Move

Although as a region, the Middle East and North Africa (MENA) tends to be a net potential exporter of migrants, two countries — Saudi Arabia and the United Arab Emirates — are potential top recipients worldwide. Twenty-one percent of adults in the MENA region express the desire to migrate permanently. Their top desired destination regions are the European Union (42%), Northern America (18%), and countries within the region, particularly Arab Gulf countries.

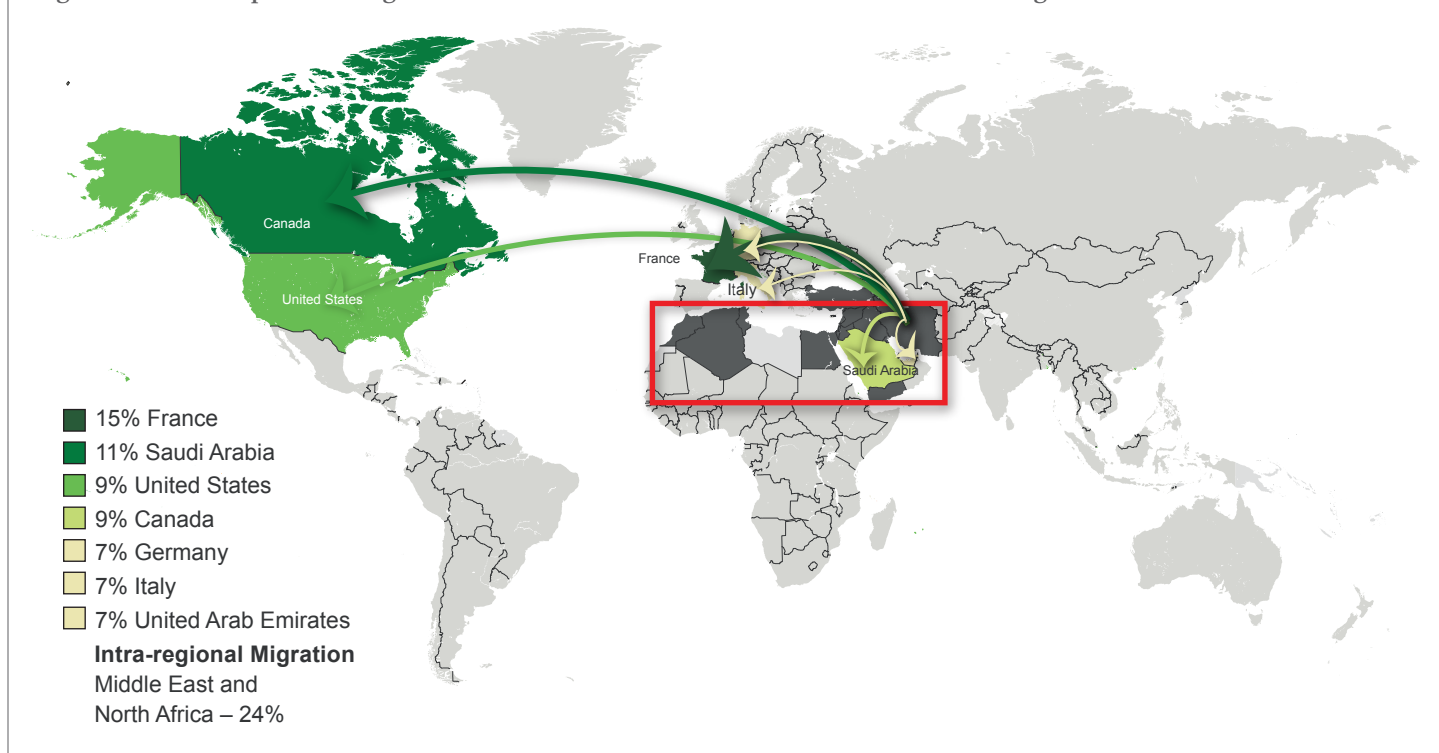
In the Middle East and North Africa region, potential migrants who would like to move to Northern America differ little by age, while those who would like to move to the European Union tend to be younger. Would-be migrants who would like to move within the region tend to be slightly older.

Less educated potential migrants in the Middle East and North Africa region tend to be attracted to inter-regional locations, while Northern America appears to draw people

from the more educated groups — as in South Asia. There is no difference by educational attainment among potential migrants who would like to move to the European Union.

In most regions of the world, there is little difference between men's and women's desires to move to another country permanently. The Middle East and North Africa region is the exception to this trend: 25% of males versus 16% of females say they would like to leave their home countries. Desired destinations among men and women who desire to migrate, however, do not differ meaningfully.

Figure 5: Countries potential migrants in the Middle East and North Africa would like to migrate to



Desired Destination Spotlight

Saudi Arabia, United Arab Emirates Appeal to Different Backgrounds

Saudi Arabia and the United Arab Emirates are the sole representatives of the Middle East and North Africa region among the top 15 desired destinations for potential migrants worldwide. Together, the number of potential migrants who would like to move to Saudi Arabia represents 4% of adults who would like to move overall — which translates into about 30 million adults — and those to the United Arab Emirates represent 2%, or about 10 million.

Like the United States and Canada, these countries also share a border, relatively few would like to migrate, and they also appeal to people from different parts of the world and vastly different backgrounds. Gallup finds Saudi Arabia appeals more to older and less educated adults, while those who choose the United Arab Emirates are on average younger and more educated.

Saudi Arabia, United Arab Emirates Most Attractive to Asia

If those who would like to resettle in Saudi Arabia or the United Arab Emirates actually moved, the largest migrant pool would come from Asia, particularly South Asia — which is consistent with actual migration patterns over the past few decades. Asian workers dominate the sizable foreign workforce in these two countries, which by some estimates accounts for about 75% of the labor force in the United Arab Emirates and about 50% in Saudi Arabia.

It follows that the top two potential labor-sending countries to Saudi Arabia and the United Arab Emirates are in South Asia. Saudi Arabia is most attractive to Bangladeshis, while the United Arab Emirates appeals most to Indians.

Each country also appeals to substantial proportions of potential migrants from sub-Saharan Africa and within their own region. The United Arab Emirates, however, is more attractive to potential migrants in the Middle East and North Africa than Saudi Arabia. Saudi Arabia has a slight edge over the United Arab Emirates in sub-Saharan Africa.

But the potential migrant profile of who each country attracts from within their region looks very different — particularly in terms of education. Few potential migrants in the Middle East and North Africa region who would choose either of these countries have a university education. Among those who would like to move to Saudi Arabia, however, the majority have eight years of education or less. A majority of those who would choose to move to the United Arab Emirates have at least some secondary education.

Implications

Because the United Arab Emirates and Saudi Arabia attract different types of potential migrants, each needs to consider these desires and strategize accordingly. In Saudi Arabia, for example, the profile of potential migrants who are most attracted to the country — poorer, older, and less educated — may reflect the opportunities that are available in terms of jobs that nationals don't find appealing. As the country attempts to diversify its economy, however, it will need to be more effective at encouraging Saudi nationals to engage more in a private sector that is currently dominated by expatriates. Unless it is able to do that, in the short term, it will need to find ways to attract skilled and educated workers.

The World Wants a Good Job

Key Points

- Underemployed adults in many parts of the world are often the most likely to say they would like to move to another country permanently if given the chance. Job status makes little difference, however, in some places in Asia and sub-Saharan Africa.
- Millions of young people worldwide would move away from their countries permanently if they had the opportunity, regardless of whether they have jobs at home. In most places, except the Middle East and North Africa, Gallup finds that adults younger than 30 who are employed, underemployed, or not in the workforce are equally likely to desire to migrate.
- Workers who are engaged with their workplaces are less likely to want to move away from those workplaces — but only in some parts of the world.

Table 6: Employment status and desire to migrate, by region

<i>Employment and Migration Desires Around the World</i>					
Percentage who would like to move permanently to another country					
	Sub-Saharan Africa	Europe	Middle East/ North Africa	The Americas	Asia
Employed	35	18	18	17	9
Underemployed	38	25	27	22	11
Not in workforce	36	12	10	12	8

Based on surveys in 105 countries in 2009 and 2010. Results are projected to total population of each country aged 15 and older.

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People’s intrinsic need for a good job is evident among those who would like to migrate. Underemployed³ adults in many parts of the world are often the most likely to say they would like to move to another country permanently if given the chance. Job status makes little difference, however, in some places in Asia and in sub-Saharan Africa.

³ These results are based on interviews with 107,404 adults in 105 countries in 2009 and 2010. Gallup classifies respondents as “employed” if they are employed full time or are employed part time but do not want to work full time. Respondents are “underemployed” if they are employed part time but want to work full time or are unemployed. Those “not in the workforce” are not working and are not looking for and/or available for work. They may be full-time students, retired, disabled, or homemakers, though they may not fit any of these scenarios.

In Europe, the Middle East and North Africa, and the Americas, underemployed adults are significantly more likely than employed adults or those not in the workforce to say they would like to move to another country. In sub-Saharan Africa and Asia, similar percentages in each employment category express the desire to relocate.

Underemployed adults in sub-Saharan Africa — where Gallup finds more than one-third of residents desire to migrate permanently — in general are about as likely to want to move as adults in other employment categories. Job status also matters less in some places in Asia, where residents are the least likely globally to desire to migrate.

In developing Asia, which includes large countries such as China and India, among those relatively few who desire to leave, the employment situation makes little difference. But in developed Asia, which includes Australia, New Zealand, Singapore, Hong Kong, Japan, and South Korea, underemployed adults are clearly more likely to want to move than those in other employment categories.

Employment Matters, but Not to Everyone

Millions of young people worldwide would move away from their countries permanently if they had the opportunity, regardless of whether they have jobs at home. In most places, except the Middle East and North Africa, Gallup finds adults younger than 30 who are employed, underemployed, or not in the workforce are equally likely to desire to migrate.

Employment status makes a difference in the migration desires of older adults. In Europe, the Middle East and North Africa region, and the Americas, older, underemployed adults aged 30 to 65 are more likely to say they would like to migrate than those who are the same age and are employed or not in the workforce. In Asia and sub-

Saharan Africa, however, older adults who are employed or underemployed are equally likely to want to move.

MENA is the only region where younger adults' migration desires are more like older adults'. Underemployed young

adults in the MENA region are most likely to express a desire to resettle elsewhere — just like their older adult counterparts.

MENA's unemployment rate is the highest among the regions of the world, driven largely by high unemployment among youth. A mismatch between skills and available jobs, in tandem with new entrants flooding the job market, makes the market extremely competitive and finding quality jobs at home more difficult.

Within MENA, the migration desires of young adults in traditionally labor-receiving Arab Gulf states and labor-sending states differ by job status. In Arab Gulf states, young people's desire to migrate is relatively low and about equal in each employment group. However, across the rest of MENA, underemployed young adults are the most likely to want to relocate.

Age and employment status are global predictors of people's desire to migrate. This may at least partly explain why job status matters less to young people than to older adults in most regions. But the similarities in the migration desires of younger and older adults in MENA suggest there are multiple factors beyond age that affect the desire to move.

Employee Engagement Doesn't Necessarily Dim Desire to Move

Given the relationship between underemployment and the desire to migrate, one would think that workers who have formed a positive emotional attachment to their workplaces would be less likely to want to move away from them. After all, research by Gallup and others shows that engaged employees⁴ are more productive and more likely to withstand temptations to leave their employers. Gallup's data confirm this hypothesis — but only in some parts of the world.

⁴ Research by Gallup and others shows that engaged employees are more productive. They are more profitable, more customer-focused, safer, and more likely to withstand temptations to leave.

Table 7: Desire to migrate by age, region, and employment status

Employment, Migration, and Age Around the World

Percentage who would like to move permanently to another country

	Employed	Underemployed	Not in workforce
Sub-Saharan Africa			
Aged 15 to 29	43%	44%	45%
Aged 30 to 65	31%	32%	22%
Europe			
Aged 15 to 29	27%	28%	26%
Aged 30 to 65	17%	23%	11%
The Americas			
Aged 15 to 29	27%	25%	26%
Aged 30 to 65	13%	20%	10%
Asia			
Aged 15 to 29	12%	14%	12%
Aged 30 to 65	8%	10%	5%
Middle East and North Africa			
Aged 15 to 29	25%	31%	14%
Aged 30 to 65	14%	23%	6%

Based on surveys in 105 countries in 2009 and 2010. Results are projected to total population of each country aged 15 and older.

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Table 8: Desire to migrate by employment and subregion in MENA

Employment, Migration, and Age in the Middle East and North Africa

Percentage who would like to move permanently to another country

	Employed	Underemployed	Not in workforce
Middle East and North Africa			
15 to 29	25%	31%	14%
30 to 65	14%	23%	6%
Arab Gulf states			
15 to 29	8%	9%	11%
30 to 65	8%	15%	3%
Other countries in Middle East and North Africa			
15 to 29	26%	32%	15%
30 to 65	15%	24%	7%

Based on surveys in 105 countries in 2009 and 2010. Results are projected to total population of each country aged 15 and older.

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Among workers in the CIS and European Union, those who are engaged at work are the least likely to want to migrate, which is consistent with the hypothesis that happier workers are happier staying put. In Latin America, sub-Saharan Africa, and East Asia, however, there is no difference in desire to migrate among those who are engaged, not engaged, or actively disengaged with their workplaces.

In South Asia and Southeast Asia, workers who are engaged at work are actually more likely to say they would like to migrate permanently to another country. Education alone does not help explain this difference. Greater aspirations and optimism about the future combined with better perceived opportunities for themselves and their families could explain this seeming anomaly.

India is an interesting case study in point. As mentioned earlier, Potential Net Migration indexes are all negative and the Potential Net Brain Grain Index in particular is significantly larger than the other two. This suggests that educated people do have a greater desire to leave the country. More compelling is the notion that those engaged at work or those intending to start a business in the next 12 months have a greater desire to leave the country than others.

Engagement at work for many does not appear to preclude their aspirational goals of settling overseas, which could be driven by social and economic reasons or conversely for a minority who are already working with multinational companies to seek an overseas engagement that could turn into a permanent move.

Among those with plans to start a business, the desire to migrate is four times as large as the rest. This could be explained partly by the larger proportion of youth who express plans to start a business. But it could very well reflect a certain sense of optimism and confidence about taking risks in general, whether it is with regard to moving to a different country or starting a business or both. Many engaged workers express a greater desire

to move to another country; consistent with this desire, these prospective business owners generally have a more positive disposition to the current business environment in the country.

Social Networks Relate to Migration Desire

Key Points

- The factors behind why 700 million say they would like to move permanently to another country vary by country, region, and level of human development.
- Regardless of their level of human development, the presence of transnational social networks has a significant positive relationship with desire to migrate.
- In addition to the common factors that appear to influence one's desire to migrate across human development groups and countries, there are also some unique factors at play within each human development group, underscoring the importance of developing policies at the local level.

People's desire to migrate is the sum total of factors that they perceive to be unappealing in their home country, also known as push factors, and social connections in potential destination countries that present them with perceived opportunities, also known as pull factors. Like their desire to migrate, the factors behind why 700 million say they would like to move permanently to another country vary by country, region, and level of human development.

Because human development levels vary so much from country to country, Gallup grouped the 103 countries surveyed in 2008 and 2009 according to their United Nations Human Development Index (HDI) scores into five categories. Gallup's groups correspond with the United Nations' categories of human development. These groups include very high human development,

high human development, medium human development (Gallup split this group because of the wide range in scores and distinct patterns that emerged in countries across the top half of this range compared with those in the bottom half), and low human development.

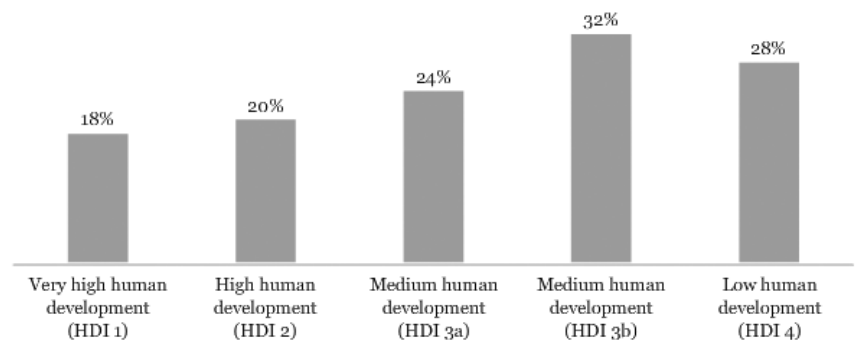
Across these five groups, the median desire to move to another country varies, but it tends to be higher in countries with medium to low human development.

Figure 6: Migration desire by human development group

Ideally, if you had the opportunity, would you like to move permanently to another country, or would you prefer to continue living in this country?

Across 103 countries surveyed in 2008 and 2009

■ Country-level median percentage who would like to move to another country



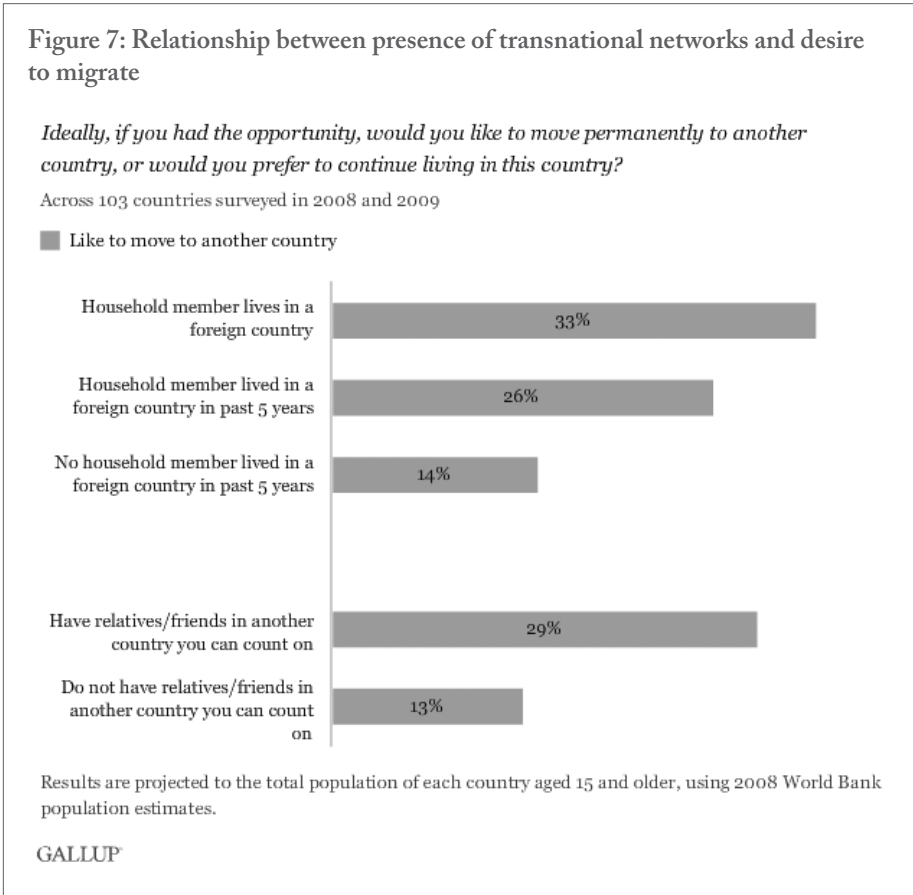
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Gallup then analyzed people's desires to migrate using several independent variables such as sex, age, education, confidence in national leadership, local institutions, local economic conditions, corruption in business and government, perceived opportunities for children, the presence of transnational social networks, and others across a wide range of countries and identified a core set of items that appeared to have a meaningful and systematic effect in countries cutting across all human development levels.

Gallup's major finding reinforces how important transnational social networks are to migration across the globe. Respondents who have relatives or friends who live

in a foreign country are more than twice as likely to say they would like to move to another country permanently if they had the chance. Even those with family or friends who have returned from abroad are more likely to desire to move.

conditions in their areas. In addition to the common factors that appear to influence one’s desire to migrate across human development groups and countries, there are also some unique factors at play within each human development group.



For example, in medium development countries such as the Philippines, Honduras, Ukraine, and Vietnam, economic factors are not significant predictors of desire to migrate when other attitudinal factors are taken into account. But in countries that are very highly developed, such as the United States, Japan, the United Kingdom, and Australia, the perception that corruption is widespread in the businesses in one’s country is a unique driver of desire to migrate. More details on unique drivers in each development group are provided in Appendix B.

Across every human development group, the presence of transnational social networks has a significant positive relationship with desire to migrate. Both past and current experience with family members or others having gone overseas is a source of confidence for future generations to explore those opportunities.

Conventional descriptions of migrants seeking better opportunities for themselves or their children are clearly borne out by these data across countries in all development groups — whether it is dissatisfaction with one’s current perceived standard of living or economic

Policies Need to Be Made at the Country and International Levels

While Gallup's findings reflect aspirations rather than intent, they suggest hundreds of millions are feeling pulled or pushed, for various reasons, toward countries other than their own. Viewing these desires through the lens of human development is only one way to look at these data. Factors that fuel the desire to leave one's country vary by country, region, and human development level, but a common theme is opportunity — whether it is the chance to reunite with family members who are already abroad, to start a new business, to feel free to express one's views without fear, or to live where children are treated with respect.

Who these potential migrants are, where they'd like to go, and why, will continue to be crucial for leaders in countries of origin and destination to understand as they develop migration and development strategies in the global “new normal.” Gallup's data reinforce that these strategies need to be forged at the country level and operate coherently within broader regional and international frameworks. Each country faces its own struggle with migration policies, but they do not face these challenges alone.

As regional trading blocs and agreements are developed, these results suggest that south-north flows or from developing to developed countries will likely be a mainstay as long as perceived economic opportunities beyond country boundaries are prevalent.

Survey Methods

Results are based on telephone and face-to-face interviews with 347,717 adults, aged 15 and older, in 148 countries from 2007 to early 2010. The 148 countries surveyed represent about 95% of the world's adult population. In Gulf Cooperation Council countries, only Arab nationals and Arab expatriates were surveyed. Potential Net Migration Index scores for countries where non-Arab expats make up more than 50% of the adult population are not reported: United Arab Emirates and Qatar. Index scores are not reported for countries where total sample sizes are 500 or lower because of the volatility in the index as measured by the margin of error: Belize, Cyprus, Guyana, Iceland, Luxembourg, Malta, Slovenia, and Trinidad and Tobago.

For most countries, aggregated sample sizes (across multiple years of surveys) range between 1,000 and 4,000 interviews. A total of 8,196 interviews were conducted in India, 7,561 in China, and 7,010 in Russia.

The Potential Net Migration Index is measured on a scale of -100 (meaning the total adult population of the country would leave) to infinity (meaning the potential inflow of adult population to the country is unlimited and depends on the number of adults who want to move in from around the world). As with any survey-based estimate, the Potential Net Migration Index has a corresponding margin of error for each country, calculated using the Standard Error of the index. Sample size, size of the country, and range in population projection weights affect the Potential Net Migration Index margin of error.

The index for each country and range at the 95% confidence level are presented in the table in Appendix A. For example, the Potential Net Migration Index for El Salvador is estimated at -45%, meaning if all adults who desire to move in and out of the country did so, the adult population would decline by 45%. With the margin of error at the 95% confidence level, this estimate ranges from -48% to -43%. Gallup estimates that Singapore's adult population would increase by 219%; with the margin of error, this estimate ranges from +168% to +270%.

Gallup's Potential Net Migration Index is based on responses to the following questions:

Ideally, if you had the opportunity, would you like to move permanently to another country, or would you prefer to continue living in this country?

(If "would like to move permanently to another country":) *To which country would you like to move?* [Open-ended, one response allowed.]

Appendix A

Potential Net Migration Indexes

Potential increase or decrease in overall, highly educated, and youth population
The lows and highs represent the 95% confidence interval.

	Potent ial Net Migrat ion Index			Potent ial Net Brain Gain Index				Potent ial Net Youth Migrat ion Index		
	Low	High			Low	High		Low	High	
Singapo re	219%	168%	270%	317%	133%	501%	537% ▲	375%	699%	
New Zealan d	184%	152%	216%	178%	127%	229%	235%	144%	326%	
Canada	160%	147%	173%	144%	120%	168%	301% ▲	266%	336%	
Switzer land	150%	127%	173%	--	--	--	--	--	--	
Austral ia	148%	133%	163%	187%	146%	228%	276% ▲	228%	324%	
Swede n	78%	63%	93%	64%	44%	84%	181% ▲	129%	233%	
Spain	74%	68%	80%	107% ▲	85%	129%	140% ▲	124%	156%	
Ireland	66%	38%	94%	39%	13%	65%	128%	62%	194%	
United Kingdo m	62%	56%	68%	13% ▼	4%	22%	235% ▲	213%	257%	
France	60%	53%	67%	22% ▼	7%	37%	168% ▲	145%	191%	
United States	60%	54%	66%	12% ▼	3%	21%	152% ▲	138%	166%	
Botswa na	39%	27%	51%	--	--	--	46%	26%	66%	
Norwa y	35%	21%	49%	15%	-3%	33%	--	--	--	
Austria	33%	24%	42%	61%	36%	86%	43%	21%	65%	
Denma rk	28%	18%	38%	65%	27%	103%	47%	19%	75%	
Finlan d	28%	10%	46%	--	--	--	--	--	--	
Italy	23%	18%	28%	9%	-6%	24%	74% ▲	57%	91%	
Malaysi a	23%	14%	32%	11%	-5%	27%	34%	13%	55%	
Portuga l	23%	14%	32%	-12% ▼	-26%	2%	62% ▲	35%	89%	
Netherl ands	17%	8%	26%	1%	-12%	14%	--	--	--	
Germa ny	14%	10%	18%	40% ▲	26%	54%	66% ▲	54%	78%	
South Africa	13%	7%	19%	-3%	-16%	10%	21%	11%	31%	
Greece	11%	3%	19%	12%	-15%	39%	12%	-9%	33%	
Belgiu m	9%	2%	16%	-14% ▼	-23%	-5%	--	--	--	
Israel	7%	-4%	18%	-7%	-19%	5%	4%	-14%	22%	
Zambia	5%	-5%	15%	3%	-33%	39%	-3%	-14%	8%	
Namibi a	2%	-7%	11%	--	--	--	7%	-7%	21%	
Bulgari a	1%	-10%	12%	--	--	--	--	--	--	
Japan	1%	-3%	5%	-13% ▼	-18%	-8%	23% ▲	13%	33%	
Panam a	1%	-11%	13%	--	--	--	-14%	-24%	-4%	
Thailan d	-1%	-5%	3%	3%	-13%	19%	-4%	-13%	5%	
Croatia	-2%	-10%	6%	--	--	--	-13%	-26%	0%	
Turkme nistan	-2%	-9%	5%	--	--	--	-3%	-14%	8%	
Czech Republ ic	-4%	-9%	1%	4%	-11%	19%	-14%	-24%	-4%	
Costa Rica	-5%	-10%	0%	3%	-18%	24%	-14%	-23%	-5%	
Indone sia	-5%	-9%	-1%	--	--	--	-7%	-14%	0%	
Tajikist an	-5%	-10%	0%	-15%	-27%	-3%	-8%	-15%	-1%	
China	-6%	-9%	-3%	-18%	-30%	-6%	-10%	-16%	-4%	
India	-6%	-9%	-3%	-18% ▼	-26%	-10%	-9%	-14%	-4%	
Uzbeki stan	-6%	-11%	-1%	-6%	-20%	8%	-8%	-16%	0%	

Potential Net Migration Indexes

Potential increase or decrease in overall, highly educated, and youth population
The lows and highs represent the 95% confidence interval.

	Potent ial Net Migrat ion Index			Potent ial Net Brain Gain Index			Potent ial Net Youth Migrat ion Index		
	Low	High		Low	High		Low	High	
Venezu ela	-6%	-10%	-2%	-13%	-24%	-2%	-8%	-16%	0%
Russia	-7%	-10%	-4%	-12%	-17%	-7%	-13%	-19%	-7%
Egypt	-8%	-12%	-4%	-16%	-27%	-5%	-13%	-19%	-7%
Pakista n	-8%	-11%	-5%	-19%	-33%	-5%	-9%	-14%	-4%
South Korea	-8%	-15%	-1%	-29% ▼	-37%	-21%	-4%	-18%	10%
Turkey	-8%	-12%	-4%	--	--	--	-10%	-16%	-4%
Argenti na	-9%	-13%	-5%	--	--	--	-15%	-22%	-8%
Benin	-9%	-17%	-1%	--	--	--	-13%	-25%	-1%
Laos	-9%	-14%	-4%	-11%	-26%	4%	-15%	-22%	-8%
Rwand a	-9%	-14%	-4%	--	--	--	-12%	-20%	-4%
Armen ia	-10%	-20%	0%	-20%	-33%	-7%	-18%	-39%	3%
Belaru s	-11%	-15%	-7%	-9%	-19%	1%	-28% ▼	-36%	-20%
Urugu ay	-11%	-16%	-6%	--	--	--	-22%	-31%	-13%
Angola	-12%	-20%	-4%	--	--	--	-11%	-22%	0%
Hong Kong	-12%	-21%	-3%	-28%	-40%	-16%	-5%	-33%	23%
Kazakh stan	-12%	-16%	-8%	-9%	-18%	0%	-17%	-24%	-10%
Burun di	-13%	-18%	-8%	--	--	--	-18%	-25%	-11%
Estonia	-13%	-20%	-6%	-18%	-27%	-9%	-28%	-41%	-15%
Bosnia and Herzeg ovina	-14%	-22%	-6%	--	--	--	-26%	-39%	-13%
Brazil	-14%	-18%	-10%	--	--	--	-23%	-29%	-17%
Iraq	-14%	-21%	-7%	--	--	--	-14%	-26%	-2%
Mexico	-14%	-18%	-10%	-22%	-32%	-12%	-21%	-29%	-13%
Monte negro	-14%	-23%	-5%	--	--	--	-21%	-37%	-5%

-- Index scores could not be calculated because the sample size of the educated or youth group dropped below 200.
Up or down arrows indicate that the index is statistically lower/higher than the total Potential Net Migration Index.
Based on aggregated surveys conducted in 2007 through early 2010.

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Potential Net Migration Indexes

Potential increase or decrease in overall, highly educated, and youth population
The lows and highs represent the 95% confidence interval.

	Potent ial Net Migrat ion Index	Low	High	Potent ial Net Brain Gain Index	Low	High	Potent ial Net Youth Migrat ion Index	Low	High
Azerbaijan	-15%	-19%	-11%	-19%	-28%	-10%	-25%	-32%	-18%
Georgia	-15%	-20%	-10%	-17%	-24%	-10%	-24%	-35%	-13%
Hungary	-15%	-21%	-9%	0%	-30%	30%	-20%	-40%	0%
Poland	-15%	-19%	-11%	-13%	-22%	-4%	-28% ▼	-35%	-21%
Sri Lanka	-15%	-21%	-9%	--	--	--	-30% ▼	-37%	-23%
Madagascar	-16%	-24%	-8%	--	--	--	-28%	-40%	-16%
Jordan	-17%	-21%	-13%	-29%	-40%	-18%	-22%	-29%	-15%
Lithuania	-17%	-22%	-12%	-13%	-24%	-2%	-31%	-41%	-21%
Syria	-17%	-22%	-12%	--	--	--	-21%	-28%	-14%
Ivory Coast	-18%	-24%	-12%	--	--	--	-24%	-33%	-15%
Kyrgyzstan	-18%	-22%	-14%	-20%	-32%	-8%	-25%	-32%	-18%
Paraguay	-18%	-23%	-13%	--	--	--	-29%	-35%	-23%
Chad	-19%	-24%	-14%	--	--	--	-23%	-30%	-16%
Nepal	-19%	-23%	-15%	--	--	--	-24%	-30%	-18%
Chile	-20%	-24%	-16%	-20%	-38%	-2%	-35% ▼	-43%	-27%
Ecuador	-20%	-24%	-16%	-15%	-28%	-2%	-25%	-31%	-19%
Mongolia	-20%	-27%	-13%	-30%	-40%	-20%	-28%	-39%	-17%
Niger	-20%	-24%	-16%	--	--	--	-25%	-30%	-20%
Togo	-20%	-28%	-12%	--	--	--	-20%	-31%	-9%
Ukraine	-20%	-24%	-16%	-24%	-30%	-18%	-31%	-39%	-23%
Mali	-21%	-26%	-16%	--	--	--	-30%	-37%	-23%
Romania	-21%	-25%	-17%	-22%	-36%	-8%	-38% ▼	-47%	-29%
Serbia	-21%	-27%	-15%	--	--	--	-39%	-51%	-27%
Taiwan	-21%	-27%	-15%	-33%	-43%	-23%	-28%	-41%	-15%
Vietnam	-21%	-25%	-17%	--	--	--	-32%	-39%	-25%
Bolivia	-22%	-27%	-17%	-30%	-42%	-18%	-31%	-38%	-24%
Iran	-22%	-26%	-18%	-36% ▼	-45%	-27%	-31%	-36%	-26%
Latvia	-22%	-26%	-18%	-19%	-28%	-10%	-35%	-44%	-26%
Philippines	-22%	-26%	-18%	-36%	-46%	-26%	-28%	-34%	-22%
Djibouti	-23%	-28%	-18%	--	--	--	-29%	-35%	-23%
Guatemala	-23%	-26%	-20%	-21%	-38%	-4%	-29%	-34%	-24%
Yemen	-23%	-30%	-16%	--	--	--	-26%	-35%	-17%
Mauritania	-24%	-28%	-20%	--	--	--	-31%	-37%	-25%
Tanzania	-24%	-29%	-19%	--	--	--	-30%	-37%	-23%
Morocco	-25%	-29%	-21%	--	--	--	-37%	-43%	-31%
Kenya	-26%	-30%	-22%	--	--	--	-35%	-40%	-30%
Mozambique	-26%	-30%	-22%	--	--	--	-31%	-36%	-26%
Tunisia	-26%	-30%	-22%	--	--	--	-36%	-41%	-31%
Palestinian Territories	-27%	-31%	-23%	-15%	-46%	16%	-35%	-40%	-30%
Afghanistan	-28%	-32%	-24%	--	--	--	-31%	-37%	-25%
Kosovo	-28%	-36%	-20%	--	--	--	-31%	-44%	-18%
Macedonia	-28%	-34%	-22%	--	--	--	-46% ▼	-57%	-35%
Algeria	-29%	-33%	-25%	--	--	--	-36%	-42%	-30%
Sudan	-29%	-33%	-25%	--	--	--	-33%	-40%	-26%
Bangladesh	-33%	-36%	-30%	--	--	--	-41%	-46%	-36%

Potential Net Migration Indexes

Potential increase or decrease in overall, highly educated, and youth population
The lows and highs represent the 95% confidence interval.

	Potent ial Net Migrat ion Index	Low	High	Potent ial Net Brain Gain Index	Low	High	Potent ial Net Youth Migrat ion Index	Low	High
Burkina Faso	-33%	-37%	-29%	--	--	--	-45% ▼	-51%	-39%
Cambodia	-33%	-37%	-29%	--	--	--	-39%	-45%	-33%
Colombia	-33%	-37%	-29%	--	--	--	-45% ▼	-50%	-40%
Guinea	-35%	-41%	-29%	--	--	--	-45%	-54%	-36%
Honduras	-35%	-39%	-31%	--	--	--	-42%	-46%	-38%
Moldova	-35%	-38%	-32%	-39%	-46%	-32%	-52% ▼	-57%	-47%
Albania	-36%	-42%	-30%	--	--	--	-53% ▼	-63%	-43%
Cameroon	-38%	-42%	-34%	--	--	--	-51% ▼	-55%	-47%
Uganda	-38%	-42%	-34%	--	--	--	-45%	-50%	-40%
Congo (Kinshasa)	-39%	-45%	-33%	--	--	--	-47%	-54%	-40%
Peru	-39%	-42%	-36%	-33%	-43%	-23%	-48% ▼	-53%	-43%
Nicaragua	-40%	-43%	-37%	-41%	-49%	-33%	-48% ▼	-52%	-44%
Ghana	-41%	-45%	-37%	--	--	--	-51% ▼	-56%	-46%
Malawi	-42%	-46%	-38%	--	--	--	-48% ▼	-54%	-42%
Senegal	-42%	-46%	-38%	--	--	--	-56% ▼	-61%	-51%
Congo (Brazzaville)	-43%	-50%	-36%	--	--	--	-48%	-57%	-39%
Dominican Republic	-43%	-54%	-32%	-42%	-51%	-33%	-43%	-70%	-16%
Comoros	-45%	-51%	-39%	--	--	--	-60% ▼	-67%	-53%
El Salvador	-45%	-48%	-42%	--	--	--	-53% ▼	-57%	-49%
Liberia	-45%	-50%	-40%	--	--	--	-49%	-57%	-41%
Ethiopia	-46%	-52%	-40%	--	--	--	-61% ▼	-69%	-53%
Nigeria	-46%	-49%	-43%	--	--	--	-54% ▼	-58%	-50%
Somalia and region	-46%	-51%	-41%	--	--	--	-59% ▼	-65%	-53%
Zimbabwe	-47%	-51%	-43%	--	--	--	-59% ▼	-63%	-55%
Sierra Leone	-56%	-60%	-52%	--	--	--	-64%	-69%	-59%

-- Index scores could not be calculated because the sample size of the educated or youth group dropped below 200.

Up or down arrows indicate that the index is statistically lower/higher than the total Potential Net Migration Index.

Based on aggregated surveys conducted in 2007 through early 2010.

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Appendix B

HDI4: Low Human Development (HDI Scores Lower Than .50)

In the low human development group, which includes Afghanistan and several countries in sub-Saharan Africa, political factors (indicating that corruption is widespread in government, expressing disapproval of country leadership, and indicating that most people in one's country are afraid to express their political views) are not significant predictors of desire to migrate when other attitudinal factors are taken into account. It's entirely possible that people in this category live in such dire poverty that they are more focused on survival — affording food and shelter — than they are on the relative constants of corruption and repression.

HDI3b: Medium Human Development (HDI Scores Between .50 and .649)

As previously noted, the HDI3b group, which includes countries such as India, Haiti, Angola, and Pakistan, stands out from other groups. In contrast to what one would expect, lack of confidence in one's local police or the belief that the country's children are not treated with respect do not drive migration desires. Instead, intent to start one's own business stands out as a uniquely strong predictor of desire to migrate in this group.

HDI3a: Medium Human Development (HDI Scores Between .65 and .79)

Countries in the HDI3a group are also considered medium development countries and include the Philippines, Honduras, Ukraine, and Vietnam. Economic factors (indicating that economic conditions are poor, the national economy is poor, or that it is a bad time to find a job in one's country) are not significant predictors of desire to migrate when other attitudinal factors are taken into account.

HDI2: High Human Development (HDI Scores Between .80 and .89)

Russia, Mexico, Brazil, Malaysia, Turkey, and several others fall into the HDI2 or high human development category. Notably, the effect of having family members abroad or of having family members who have gone abroad and returned is stronger than in other HDI levels.

HDI1: Very High Human Development (HDI Scores .90 and Higher)

Countries in the HDI1 group are very highly developed and include the United States, Japan, the United Kingdom, and Australia. The perception that corruption is widespread in the businesses in one's country is a unique driver of desire to migrate in these countries. Interestingly, in all countries analyzed, the existence of transnational social networks is a predictor of desire to migrate — except Australia.

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