



MOTIVATION AND INTERGRATION OF HUNGARIANS WORKING IN LONDON

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Annotation

Recently, the proportions of people who are immigrating to achieve their aspirations in abroad are increasing rapidly.

Hungarians who have gained adequate training and qualifications can start working in their motherland. Previously a certain job is said to fulfill the employees for a long time, at least for the retirement as well. Nowadays, this is absolutely not true. In one hand it is not only because of the workers having increased demand and desire for new things, and hoping in their jobs, but in the other hand in these current conditions, they cannot find a suitable workplace for themselves, which it might be in accordance with their qualifications, their experiences as well and they could exploit that sufficient remuneration to benefit. People are not able to cover the increased subsistence by their domestic wages and revenues. For that reason, there are many people in Hungary who think about their life, opportunities, and possibilities as well.

If they worked abroad, how they would start, having abdicated their lives so far, leaving their families, in the hope of a better paying job. In one of my research named after the international career field, I have studied the living life of Hungarians in London. What are their motivations, how they can solve the differences between foreign cultures. What integration competencies do they have?

Most of us know the "cultural shock". There are several components of this shock. You should have to know the details of this period, because all of them who want to go to work abroad, have to prepare in advance. There are other conditions, circumstances, habits, custom and some difficulties of other civilization as well.

A new country may be "windows to finding opportunities" becoming what we want to be, doing what we want to create and feeling at home in a foreign country as well. But if we do not prepare, do not speak foreign languages, the life might be a failure venue there.

KEY WORDS: Migration, motivations of working abroad, skills for integration, cultural differences, cultural shock, creating stability zones

Introduction

Formerly if we heard that expression: migration, we associated mainly the process of the immigration and did not focus the emigration. That process could hardly come to our mind. (Hárs 2008)

But nowadays these themes are so up to date and we have to discuss about it.

Working abroad is part of the labor market in modern economies, and is closely related to the process of globalization. In a globalized labor markets the labor migration is considered to be so natural. The expansion of the capacity of the European countries appreciated in the European Union. (Hárs 2010)

Nowadays the field of migration is often talked about in media. That's why we can say that this is a timely topic. According to the statistical data, there is a continuously increasing emigration in this field. Most of the workers take a job abroad rather than in their own country. Those ones who have been working abroad for a long or a short time of a period, some of them never want to come home, because of their having final volition and decision or at least it seems to be.

This feeling is dual, because you have to cope with the idea that their lives would never be the same again, and with a hopeful look forward to the future, to implement their knowledge into money. If it is not possible to achieve at home, then go abroad. (Hárs 2008)

Moving is a part of our life. When we have to make a decision, not only knowing and understanding new things, searching challenges, but our natural curiosity are become the driving force as well. (Hárs 2010)

The spatial accessibility is not a problem any longer, because of the improving travelling conditions. You can get to London, in just a few hours providing cheaper services and affordable prices by low-cost airlines. Leaving their own country is considered to be a growing tendency because of the improvement of the spatial conditions.

Working abroad

Decisions on moving abroad are preceded by planning, thinking about a lot. But in some cases there are individuals who make a sudden decision and start to visit the unknown area. Respondents participating in my survey said that they had already strong hope that they can expect more abroad, for example in London in this case. New atmosphere, the challenges, and the novelty can also act as a motivation for them. In many cases, the experiences of these employees showed - even if they had job at home - they felt their service is really not necessary. They did not get neither an adequate financial remuneration, nor a morally appreciation. They become hopeless because of these reasons. This is a longer process, because the large number of employees is quite patient for a while, waiting for a better offer, sending the

Curriculum Vitae (CV), going to interviews, hoping of a better paying job. And then, when series of failures come, they can get into a „vicious cycle”, which could already frustrate them. If they were called to job interview, they may not be able to convince the employers because of being so hopeless. They are frustrated because there is a large amount of sending CVs on them without getting any answer by the companies, (the employers did not even respond in some cases). One has been experiencing so much failure and bad experiences and feelings by these situations, even if they have got a job. If there is no work, being without a permanent job, the situation is even more distressing, and the individual is becoming so hopeless and do not know what to do. The decision of working abroad is not so easy to take with respect at all. Leaving the own country after a recognition by step by step process. After that their lives would never be the same again any longer.

After all, the hope of a better quality of life has been the motivation to go away from the environment where they were born. They evaluate their current situation and future prospects, and eventually came to the conclusion that elsewhere they may implement their plans, earn enough money to live a living life. If we live in a challenging environment, we also do more to ensure such compliances. (Hárs 2008)

Professor Oded Stark (2003) in March in IIASA said in his lecture about “Rethinking the Brain Drain”: *“If the production does not encourage employees to achieve higher level of activity, then they will invest less to their own development of intellectual skills. The real positive test of migration is that people can acquire experiences, skills and transform them to intellectual capital forge in wealthier countries and then they return to an underdeveloped (poor) economic environment to use that knowledge. In a well-organized economy the costs and interferences due to the migration, which may be problem, can be solved more easily than if such policy does not exist.”* (Rédei, 2007)

Interesting data about immigration have been published by the British Government. According to these data the tenth most immigrants coming from Hungary to the United Kingdom, but most people are coming from Poland, India and Pakistan.

In 2014 in the U.K. six hundred thousand immigrants applied for social security number in order to be able to work and learn there. These data have been aggregated by the government and finally it showed that most people have come to the U.K. from Poland, circa 80 thousand persons, but more than 47 thousand from India and more than 38 thousand from Pakistan. (Daily Mail and Daily Sun)

About 33 thousand **Lithuanian**, 30 thousand Spanish, 24 thousand Italian, 23 thousand, Romanian, 22 thousand French and 19 thousand Latvian and Hungarians have arrived in the largest numbers. According to the data of the British Government, 18.110 persons asked for Social Security Number.

There are also the Portuguese, Irish, Chinese, Australians, Nigerians, Bulgarians, Germans, Slovaks, Czechs and Bangladeshis among the top 20 immigrant nation too.

According to the statistics, London still is the most popular city for immigrants in the U.K., but some nations prefer smaller cities. The Bulgarians like to settle in Herefordshire, the Poles like Northern Ireland, the Zimbabweans like Leicester, the Chinese, Afghans, Bangladeshis and Erithreians rather go to Birmingham. The Lithuanians go to the middle of England Peterborough, the Iraqis to the Northeast Hull, and the Slovaks to Warrington to a small city nearby Liverpool and Manchester. The Polish prefer to settle in west London in Ealing districts, the Australians in Hammersmith and Fulham districts, and the New Zealanders in south-west London in Wandsworth. The statistics shows the Hungarians preferences too, many of them settle down in North London in Haringey and in Brent district, like Romanians and Portuguese as well.

My research was mainly carried out in Brent district and nearby areas of Wembley Stadium.



Fig.1. Migration to U.K.

(Source: http://hvg.hu/vilag/20130403_Brit_adatok_Magy_arorszagrol_erkezik_a_tiz)

The city of London is one of the most popular destinations

What are the major reasons for job seekers decide to work in London? Who are they? Why do they undertake the integration difficulties to a foreign culture? Have they been caught up by the cultural shock as well? We can find answers by the interviews of Hungarian job seekers in London, after making analysis and data sources of them.

The interviews have been made by me in person during my survey for September 2013 – till April 2015. I examined those types of employees, who represent variety of occupations. There were 31 participants in my survey. My method was structured interviews and content

analysis. The novelty of the research method the spot interviews having produced in London and the follow-up system, for example what they do, what happened to them after some months later. I followed them up 4 months and then 3 months later.

Motivation

The reasons and motivations of Hungarians working in London have been changed for the past years. While formerly the focus was on the new desire for the adventure of the unknown field or language learning in native environment, these motivations were considered to be the main driving forces, but nowadays this trend has been taken a new direction.

Nowadays people go abroad for example to London in hope of better wages and better living circumstances. The causes of emigration are said by the interviewees participating in my survey, to be primarily the economic crisis, the uncertainty situation, the difficulties in living conditions, economic constraints, the impossibility due to foreign currency loans and hopeless situation, and their debt burden.

We can see that receiving extra income is quite inviting thing that is why people can change their location as well and they are willing to change. However, the international labor migration is not only for searching for better wages and jobs, but also can offer new opportunities, economic advance for the their families of the employees as well. And beside these the unknown environment, may get a new home as well. (Poór-Karoliny 2013)

Nowadays, the motivations for working in London are as follow:

1. Better payment
2. Better living standards
3. Better working conditions
4. Learning a new language
5. Gaining new experiences
6. Knowing the foreign culture
7. Friendships (to make friend- and relationships)

Integration

However, the new environment can create new problems for them as well, such as integration, language difficulties, and cultural differences (cultural shock). Sometimes they realize that their plans have been failed. I have examined the sample, Hungarians working in London; and I interviewed them what things did help them to integrate, how could they cope with the cultural differences. The integration to the new environment has especially been helped by the interpersonal relationships and competencies, language skills and cultural curiosity.

Those Hungarians working in London can easily integrate who have previously studied English language, knowing the foreign culture, the customs, and have more knowledge about the U.K.

The interviewees said that searching for the company of the locals, the open-mindedness, the receptiveness, the

cultural empathy, flexibility, tolerating uncertainty, patience, respect, creating zones of stability, had helped them as well. After the arrival to another culture, the "cultural shock" cannot be eliminated, all expatriate workers can catch up, the Hungarians living and working in London as well.

6 sections of the Cultural shock:

1. *The beginning of the relationship*: this is a new situation, the period of the comparison; everything is new and full of expectations. It's almost a euphoric condition.
2. *The real culture shock*: the cultural differences are more and more emerging and feeling of uncertainty is increased by. "What am I doing here? Are you sure you want this? Do I want it for me? "Everything is so doubtful.
3. *The superficial adaptation*: the emigrants want to survive, and the feeling of being lost is increasing. "I have to integrate!"
4. *The period of depression and isolation*: people struggling and they have lack of self-confidence.
5. *Learning and integration*: they can understand and learn the differences between cultures and they begin to integrate.
6. *Autonomy and independence*: they have enough self-confidence, understand the local people and connect and meet them who represent his/her own culture. (Csath 2008)

Those employees who have been living and working there for a long time, they've passed the sections of the Cultural shock as well. (Szekeres 2007)

But those people who were only recently staying in the U.K., they must integrate, even if they have already lived abroad elsewhere else. The environment in London should be known well, and the habits you need to be understand and be able to accept.

Six respondents of 30 persons sample

1. Interviewee: Originally he is an Electrical Engineer, and now he works as an operator in London: *"The motivation of my migration is better wages. You can easily integrate as an engineer, if you speak the language well."*

(After 5 years working in London, he came home; and he wants to stay in Hungary).

2. Interviewee: He was working as a manager in a business department in Hungary, now he is a waiter in London: *"They are right who leave their own home. Because, without an effective form of support or long-term debt you have no chance as young people to „stand on their own feet“at all. If you are an information technology engineer, or/and a programmer, you could earn enough money and be successful in your career."*

(His plan is to stay and work abroad forever).

3-4. Interviewees: Two ladies were working as office assistants in Hungary and they are pickers in a warehouse in London: *"We have been living in U.K. nearly for one and a half year, and we often had sleepless nights because of the sense of how to proceed. What I cannot really get used that we'll always be considered as*

immigrants.” (One of them had already come home to Hungary).

5. Interviewee: In Hungary he was working as a unit manager for an insurance company. Now he is a waiter in London: *"I have been living here for three years, but I have no homesickness at all. I missed my family a little bit at first. I am satisfied because I know that I can support them, which help me to solve the problems and do my tasks ahead."*

(He does not want to come home to Hungary. And his family moved there too in 2015).

6. Interviewee: Medical doctor in Hungary and in London too: *"The most important arguments included that the payment is infinitely better abroad. In many cases it means millions! It is also true that the cost of living is higher here. But I have to tell you that for us, it is also so inspired that we can work in the best conditions in hospitals. The circumstances of healthcare are much better in the U.K and in Western Europe than in Hungary! That is the truth."*

(He is going to stay in London as well).

Results and conclusions

Before the travelling, we have already to know about the integration competency elements and the deeper stages of the culture shock. Expand your knowledge; language learning and careful preparation are also necessary. We should study the culture and habits. Do not go abroad without adequate financial resources and knowledge! Please check and think about what to do. How will you find a job? Where can you inquire about the local conditions of employment?

Let you put aside your prejudices, give you a chance! The human relations should be nurtured (personal contacts, social networking sites, groups) as well. All the information is useful and share with each other to help them to integrate. (Hofstede-Pedersen 2002)

If you get a job, even before the conclusion of the contract, you should check the company via the Internet. We have to ask for a written employment contract. Working without permission is prohibited. Document have been written in a language that is not our native, or you are not so fluent you can ask for a help of an interpreter assistance or a friend who speaks and understand in English well. If you do not understand the meaning of the construction you do not underline it.

In workplace, for example the self-help groups can help one another, mainly the new entrants. Do not pay attention to whether fully accept you or not. Be innovative, feel enough strength to change your lives, and be adventurous. Everything has its sunny side. Explore the area and its beauty, and enjoy your life.

All migration researchers argue that migration is as old as mankind. This is true, but nowadays we must consider being some safety implications with it. The conflict is inherent in the migration, movement, and also in availability of space. Migration involves security challenges not only for the host society but for the immigrants as well. There are advantages and disadvantages, as usual.

Table 1. Shows the most important factors. The host countries will benefit, because the migrants do such kind of works, which jobs has not already been undertaken by members of the host society.

The structural unemployment problem is known in developed societies. There are many people who are unemployed, because they do not have adequate qualification for that job or there are only such opportunities and specific job offers for them, which they are not willing to undertake. (Szabó 2006)

It is important to mention that this paper do not analyze this brand new migration from Syria and other Arabic countries coming to the E.U. nowadays. This “flow” is often called “migration”, but these kind of moving are not my topics in this publication

Table 1. Advantages and disadvantages of the migration

Host Security		Security of the immigrants (settlers)	
Advantage:	Disadvantage:	Advantage:	Disadvantage:
- Low prestige performing works - Demographic rejuvenation - Varied society - Diversity of the services, multiculturalism - Resettlement in certain countries	- Increasing crime (illegal work, smuggling of people) - Foreign habits, less identity caused by different cultures - Increasing social differences, decreasing sense of security - Competition on the labor market amongst the poor	- Better living standards - Job - Social safety net	- Threats via extremist groups - Discrimination - Residential segregation
Defensive assets		Defensive assets	
- Limited affiliation (quota, education, Brain drain) - Border surveillance		Ethnic and religious solidarity, unity	

(Source: Primary research by the author via Szabó A. Ferenc: A Nemzetközi migráció és korunk biztonságpolitikai kihívásai, The International migration and security policy challenges now, 2006:11)

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Summary

The enlargement of the EU has had a great influence on the development of employment, on the labor flows, and therefore the willingness to work increases in the EU member countries as well. (Poór 2013)

We can see different work intensities amongst working in the EU member states, but overall, a growing proportion appears. In this process, due to the economic crisis a little slowing down was seen, but it is only temporary. There are countries where the direction of migration flows has been increased. Because of their proximity to Hungary, Austria and Germany are the two most common countries of destination, where the practice of emigration, has essentially unchanged. Employees also direct towards new countries where they can find large variations of jobs. According to the statistic we can say that the structure of employment is different in some countries. In Austria and in Germany, typically skilled workers are working, while the U.K. labor market attracts more educated labor. It is clear that in these countries, especially in the United Kingdom, there is a major presence of the over-qualified foreign workers.

However, it is important to mention that some flow start, to the direction of the parent countries. In the future the labor migration will play a significant role in the political, social and economic decisions as well. It does not matter at all whether this trend shows how the employees go to work abroad. What will be the consequences in the future? What solutions would be needed in order to keep the "knowledge" in Hungary and invite employees leaving abroad? It is not always so easy to find a job after working abroad and coming home to Hungary. The accumulated financial resources allow the individuals to find a new job in their home country, waiting for the best job offer. They may try to get a job as a registered unemployed in the hope of finding the right job or go abroad again.

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