Dynamics of Immigration Policy in Facing Global Mobility

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Abstract: Increasing global mobility due to globalization requires every country to have an adaptive and responsive immigration policy. Immigration policy plays a role in balancing national interests, security and openness to global dynamics. This study aims to analyze the dynamics of immigration policies in various countries in dealing with international migration flows and identify the challenges and implications of these policies on social, economic and political aspects. This research uses a qualitative approach with descriptive-analytical methods. Data was collected through a literature study which included analysis of immigration policy documents, international regulations, official government reports and related academic journals. Data analysis techniques are carried out by reducing data, presenting data, and drawing conclusions inductively to identify policy patterns implemented in various countries. In addition, this research applies source triangulation techniques to increase data validity by comparing various references from academic studies, government policies, and reports from international organizations such as IOM and UNHCR. The research results show that immigration policy continues to develop following global geopolitical, economic and social changes. Countries face a dilemma in balancing security aspects with openness to migrant workers and refugees. Some countries apply a selective, skills-based approach, while others focus more on protection and humanitarian aspects. This study emphasizes the importance of immigration policies that are flexible, evidence-based, and prioritize a balance between strict regulations and ease of mobility to support national stability and international cooperation.

Keywords: Global Mobility, Immigration Policy, International Cooperation, International Migration, National Security, Policy Studies.

1. INTRODUCTION

In the era of globalization, human mobility across countries has increased significantly. Factors such as developments in transportation technology, easy access to information, and global economic and political dynamics have also accelerated international migration flows. This phenomenon requires every country to have an adaptive and responsive immigration policy to manage the inflow and outflow of population more effectively (Castles, 2017).

Immigration policy has a crucial role in maintaining a balance between national interests and openness to global dynamics. On the one hand, this policy aims to ensure the security and sovereignty of the country, including preventing the threat of transnational crime, terrorism and abuse of illegal immigration (Geddes & Scholten, 2016). On the other hand, this policy must also provide space for labor mobility, cultural exchange, and increased foreign investment which can contribute to national economic growth (Hollifield, Martin, & Orrenius, 2014).

However, the dynamics of immigration policy are not free from complex challenges. Changes in geopolitical situations, humanitarian crises, and differences in regulations between countries often become obstacles in formulating balanced and effective policies. In addition,

policies that are too strict can hamper economic potential, while policies that are too loose can increase social and security risks (Papademetriou & Sumption, 2011).

In various countries, immigration policies continue to change in accordance with global developments. For example, the European Union's policy in managing the flow of Syrian refugees shows how flexible regulations can provide solutions to humanitarian crises, but also face the challenges of social and economic integration (Triandafyllidou, 2018). Meanwhile, the United States and Australia implemented a stricter approach with immigration restriction policies that focused on skills-based selection and national security (Borjas, 2016).

The involvement of international organizations such as the United Nations (UN) and the International Organization for Migration (IOM) also influences the direction of immigration policies in various countries. Global initiatives such as the Global Compact for Migration (GCM) aim to create a more coordinated and human rights-based migration framework (IOM, 2019). However, the implementation of this policy still faces resistance from several countries that prioritize domestic interests over international cooperation.

Through this study, we will discuss the dynamics of immigration policies in various countries in facing global mobility. This study will also explore various approaches applied in balancing aspects of security and openness, as well as their impact on social, economic and political stability in migration destination countries. Thus, it is hoped that this research can provide a deeper understanding of adaptive and sustainable immigration policy strategies amidst ever-growing global challenges.

2. RESEARCH METHODS

This research uses a qualitative approach with descriptive-analytical methods to understand the dynamics of immigration policy in facing global mobility. Data was collected through literature studies covering immigration regulations, official government reports, and related academic research. In addition, document analysis was carried out on immigration policies in various countries to compare the responses and strategies implemented in managing international migration flows. Data analysis techniques are carried out by reducing data, presenting data, and drawing conclusions inductively.

To increase the validity of the data, this research applies source triangulation techniques by comparing various references from scientific journals, policy reports, and interviews with experts or practitioners in the immigration field if possible. The focus of the analysis is directed at how immigration policies adapt to global mobility challenges, such as labor migration, refugees, as well as geopolitical and economic impacts. With this method, research is expected

to provide a comprehensive understanding of the development and implications of immigration policy in a dynamic global context.

3. RESULTS AND DISCUSSION

Changes in Immigration Policy in the Context of Globalization

In the era of globalization, immigration policy has become a central issue that has undergone significant changes. Globalization has opened national boundaries, allowing human movement more quickly and widely than before (Castles, 2013). However, on the other hand, countries also face challenges in maintaining sovereignty and national security, thus encouraging changes in their immigration policies.

One of the main impacts of globalization on immigration policy is increased labor mobility. Developed countries tend to open their doors to skilled labor to meet their labor market needs (Hollifield, 2004). In contrast, less skilled workers often face greater obstacles, especially due to strict regulations and selective policies towards migrants.

Apart from economic factors, social and political aspects also influence changes in immigration policy. Refugee crises occurring in various parts of the world, such as those caused by conflicts in the Middle East, have forced many countries to adjust their policies in accepting asylum seekers (Betts, 2011). Some countries implement more open policies, while others tighten regulations to control the influx of migrants.

In a security context, the increasing threat of terrorism and transnational crime also influences immigration policy. Countries such as the United States and Europe have implemented stricter monitoring systems, such as the use of biometric technology in immigrant surveillance (Guild, 2009). This change aims to balance national interests and human rights.

The development of information technology also plays a role in changes in immigration policy. Electronic visa systems and digital-based immigration processing have accelerated administrative procedures and increased the efficiency of migration control (Choucri, 2012). This shows that technological innovation can be a solution in facing global migration challenges.

The European Union is an example of a region that faces a dilemma in immigration policy. With the existence of free movement policies within the Schengen zone, European countries have had to adjust their domestic policies to accommodate migrants from outside the area (Geddes, 2003). However, increasing migration flows often trigger political and social tensions within the country.

In Asia, immigration policy is also experiencing its own dynamics. Japan and South Korea, for example, have historically had strict immigration policies, but have recently begun to open up to foreign workers due to demographic pressures (Mori, 2019). Meanwhile, countries such as Malaysia and Singapore have long been major destinations for migrants from Southeast Asia due to their economic policies that are attractive to foreign workers.

In the context of developing countries, immigration policies are often influenced by economic interests and diplomatic relations with other countries. For example, Indonesia, as a country that sends workers abroad, must adapt its migration policy to the demands of the labor market in destination countries, such as Malaysia, Saudi Arabia and Hong Kong (Hugo, 2014).

Immigration policy changes are also often influenced by public opinion and the media. Growing anti-immigrant sentiment in some countries has prompted governments to tighten their policies, despite evidence that immigrants contribute positively to the economy (Facchini & Mayda, 2009). Therefore, immigration policy is not only technocratic but also political.

International organizations such as the UN and IOM (International Organization for Migration) have an important role in encouraging immigration policies that are more humane and based on human rights. International conventions on migrant rights are a reference for many countries in formulating their policies, although implementation still varies (Ghosh, 2000).

Overall, changes in immigration policy in the context of globalization reflect complex interactions between economic, political, social, and security factors. Countries must continue to balance national interests with global realities that demand more flexible and adaptive policies.

The future of immigration policy will likely be increasingly influenced by geopolitical and technological developments. Digitalization, climate change and global population dynamics will continue to be factors that determine how countries structure their immigration strategies in an increasingly complex era of globalization.

Immigration Policy Challenges and Implications

Immigration policy is a vital instrument in regulating the flow of human migration between countries. In the era of globalization, the phenomenon of international migration has become a major issue that affects various aspects of life, including demographics, economics, politics and socio-culture. International migration can occur voluntarily, such as seeking work or study opportunities abroad, or forced, such as refugees or victims of human trafficking

(Castles, de Haas, & Miller, 2020). This phenomenon poses complex challenges for countries in managing migration flows and ensuring harmonious social integration.

One of the main challenges in immigration policy is border management and national security. Countries face pressure to maintain their territorial sovereignty while accommodating the incoming flow of migrants. For example, the United States has tightened its immigration policies since 2016, especially along the border with Mexico, to prevent the influx of illegal migrants who could threaten national security (Massey, Durand, & Pren, 2016).

In addition, social integration is a crucial aspect of immigration policy. Countries need to ensure that migrants can adapt to local culture and values without sacrificing their original identity. Research shows that migration policies have significant implications for social integration, and it is important for countries to promote inclusive and sustainable integration (Berry, 1997).

In the Indonesian context, immigration policy has undergone a significant transformation with the enactment of Law Number 6 of 2011 concerning Immigration. This regulation aims to answer global challenges and maintain state sovereignty (Hadi, 2022). However, the implementation of this policy faces various obstacles such as inadequate infrastructure and overlapping authority between government agencies (Setiawan, 2023).

Changes in immigration policy also have an impact on foreigners and expatriates living in Indonesia. For example, the government has announced a number of changes in immigration policy aimed at attracting more qualified foreign workers, encouraging investment, and improving the immigration administration system (Suryani & Wijayanto, 2023). However, this change also brings challenges, both for the government and for foreign citizens and expatriates who already live in the country.

Apart from that, immigration policies must also consider human rights. Revisions to immigration policies can have implications for law and human rights, so it is important to ensure that they do not violate the basic rights of individuals (Amnesty International, 2021).

Differences in paradigms in handling refugees and asylum seekers also influence immigration policy. Countries have different approaches to dealing with this issue, which can affect diplomatic relations and international cooperation (Betts, 2013).

Apart from that, immigration policy can also be influenced by international political principles, such as *One China Policy*. This principle influences Indonesia's immigration policy towards Taiwanese citizens in the aspects of visas, residence permits and immigration supervision (Cheng, 2019).

In the context of national defense, immigration policy can be a tool to strengthen superior and competitive human resources. By integrating the spirit of national defense, the country can direct immigration policies to strengthen superior and competitive human resources (Sakti, 2022).

Effective immigration control is also a challenge. Immigration is a matter of the movement of people entering or leaving Indonesian territory and its supervision in order to maintain the upholding of state sovereignty (Herlambang, 2021).

Apart from that, deportation of foreign nationals who violate immigration regulations also has socio-economic impacts that need to be considered. It is hoped that the findings from this research will provide a valuable contribution to our understanding of the challenges faced by countries attempting to manage immigration, as well as the global implications associated with deportation policies (Gibney, 2013).

Overall, immigration policy faces various challenges and has broad implications that require a comprehensive and collaborative approach from all stakeholders. Thus, it is important for countries to continuously evaluate and adapt their immigration policies according to global dynamics and domestic needs.

Country Adaptation Strategies in Managing Global Mobility

Global mobility has become an inevitable phenomenon in the current era of globalization, where the movement of individuals, goods, services and information across national borders occurs with unprecedented intensity. Countries around the world are required to develop effective adaptation strategies to manage the dynamics of global mobility.

One of the key aspects in managing global mobility is the development of a comprehensive global mobility strategy. This strategy offers a strong structure and guidance for companies in mobilizing employees across borders, which must be aligned with the business plan, workplace values, and company vision. Implementing this strategy helps businesses smoothly transition employees who live in other countries or travel frequently (Globalization Partners, 2023).

In addition, global strategic management is important in facing challenges and creating competitive advantages. This management involves managing an organization's resources and capabilities to achieve long-term goals in the context of a changing global business environment. This includes strategic planning, implementation, monitoring, and adaptation of strategies to exploit opportunities and overcome challenges in the global market (Ciputra University, 2023).

The role of regional cooperation is also an important factor in the country's adaptation strategy. For example, Singapore is able to take advantage of regional cooperation within ASEAN to increase its capacity in global competition. Through ASEAN, Singapore can form a coalition with other countries to combine comparative advantages in certain areas, so that they can jointly protect their production to face competitors from outside the region (Global Transformation, 2023).

In the Indonesian context, although the Global Goal on Adaptation (GGA) framework does not yet have measurable targets for priority areas, Indonesia has set a risk reduction target of 2.87% of Gross Domestic Product (GDP) through adaptation strategies and actions prepared in the NDC Adaptation Roadmap. However, Indonesia needs to clarify the definitions of sectors for the next NDC, for example the definition of the food and water sectors, as well as sectoral approaches to adaptation efforts that need further analysis (IRID, 2023).

Global human resource management is also a crucial aspect in managing global mobility. Good human resource management is the key to the success of a company's global operations in the target country. The quality of a country's human resources can reflect the country's level of progress (Billy Andrian, 2023).

Additionally, global mobility management technology plays an important role in improving international assignments. Integrated mobility tools and platforms are a lifesaver, especially as HR teams learn the importance of working effectively in the midst of a crisis (Mercer, 2023).

Countries also need to address human resource challenges in the era of globalization, such as technological change, global competition, multiculturalism, labor mobility, and adaptation to rapidly changing business environments. Human resource management must play a strategic and proactive role in formulating appropriate policies and strategies to overcome this challenge (Marbun, 2023).

In the military world, effective global leadership requires a combination of strategic leadership, military diplomacy, and the use of modern technology in decision making. Military leaders at the global level must be able to adapt to geopolitical changes, technological advances, and the demands of multinational operations (Pelopor Wiratama, 2023).

National leadership transformation is also important in facing challenges and opportunities in the era of globalization. By understanding the dynamics of international relations, the impact of economic change, and the role of social media, leadership strategies that are responsive to the global context can be developed (Innovative Journal, 2023).

Overall, the country's adaptation strategy in managing global mobility requires a multidimensional approach that includes developing a global mobility strategy, strategic management, regional cooperation, global human resource management, use of technology, and leadership transformation. With a comprehensive and adaptive approach, countries can take advantage of the opportunities offered by global mobility while addressing emerging challenges.

4. CONCLUSION

Based on the results and discussion above, it can be concluded that kImmigration policy is a crucial instrument in managing global mobility which is increasing due to globalization. Every country faces challenges in balancing security, economic and human rights aspects in its immigration policies. Policies that are too strict can hinder economic growth and labor mobility, while policies that are too loose can create social and security risks. This study also highlights how various countries, including Indonesia, are adapting their immigration policies to respond to geopolitical changes, humanitarian crises, and global labor market dynamics. With an adaptive and collaborative approach, immigration policy can contribute to social, economic and political stability in facing global challenges.

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