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DEPARTMENT OF BUSINESS AND MANAGEMENT STUDIES

**LABOR IMMIGRATION IN EQUATORIAL GUINEA AND ITS
EFFECTS: THE CASE OF MALABO**

A research project submitted to the Department of Business and Management Studies of the Pan African Institute for Development – West Africa (PAID-WA) Buea, in Partial Fulfilment of the Requirements for the Award of a Bachelor of Science (BSc) Degree in Sustainable Development with specialization in Human Resource Management.

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BUEA, APRIL 2018

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DECLARATION

I, Nardy **BUIYABÁN BICHUA** declare that this project is my original work and has not been presented for a degree in other Universities and that, all the sources of materials used for the project have been duly acknowledged.



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PAIDWA00259/BSc/2014



Date

CERTIFICATION

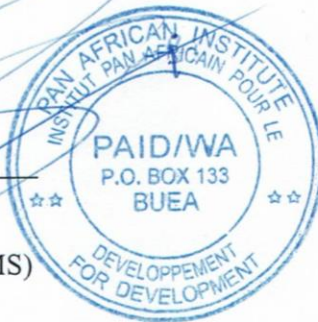
The project entitled: “**Labor Immigration in Equatorial Guinea and its Effects: The Case of Malabo**” is submitted to the department of Business and Management studies of the Pan African Institute for Development-West Africa (PAID-WA) Buea, by **Nardy BUIYABÁN BICHUA** Registration No, (**PAIDWA00259/BSc/2014**) for the award of a Bachelor of Science (BSc.) degree in Sustainable Development with specialization in Human Resource management.

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Date 11 AVR 2018

DEDICATION

To my Father and Mother Mr. Víctor Buiyabán Bueichekú and Mrs. María Del Amor Bichua Chou.

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The outcome of this research would not have been possible without the significant contribution, advice and assistance of the following person whom I am deeply indebted to. My profound gratitude and appreciation goes to my research supervisor Mr. Ngang Perez Morfaw for the encouragement, support and advices he gave me throughout my time as his supervisee. I have been extremely lucky to have him like supervisor. Thank you.

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ABSTRACT

Movement from place to place is as old as history. The specific objectives of the study were: firstly to identify the push and pull factors that led to labor immigration in Malabo, secondly to examine the positive and negative effects of labor immigration in Malabo, thirdly to propose a framework to address the immigration challenges in Malabo. A Survey research design was adopted for this study. The targeted population for this study were all nationals and non-national workers from 18 years and above in Malabo. The researcher made use of a multi stage sampling technique consisting of stratified, purposive and simple random sampling techniques. The study made use of both primary and secondary sources of data collection. Two sets of questionnaires were designed and administered to both national and foreign workers. Data collected was inputted in SPSS version 20.0 and the interpretation of the findings were made with the use of simple descriptive statistics. Regarding the push factors, it is clear from the economic findings that 58% of the respondent indicated that, the reason why they migrated from their country of origin was due to unemployment. From the socio-cultural findings, 67% of the respondents indicated that family transfer was the factor that pushed them from their country of origin to Equatorial Guinea. With respect to the pull factors, the economic findings revealed that 63% of the respondents indicated that what attracted them to Malabo was the employment opportunities in the country, while the socio-cultural findings revealed that 67% of the respondents indicated family reunification as the factor that pull them from their country of origin to Equatorial Guinea. The study also identified the positive and negative effects of labor immigration in Malabo. Positively, such effects included skill transfer and cheap labor while negatively, prostitution, illegal business transactions, and increasing crime wave. Therefore the researcher recommended that the Government and policy makers in Equatorial Guinea should regulate immigration flows to ensure that people entering the country have skills which can be used in the economy and that will contribute to the growth of the country. Some areas were suggested for further research.

Key Words: *labor immigration, push factors, pull factors, effects.*

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LIST OF ABBREVIATIONS

CCTV	Closed-Circuit Television
EG	Equatorial Guinea
EGCSP	Equatorial Guinea Country Strategy Paper
GDP	Gross Domestic Product
INEGE	National Institute of Statistics of Equatorial Guinea
OECD	Organization for Economic Co-operation and Development
PAID-WA	Pan African Institute for Development – West Africa
SPSS	Statistical Package for the Social Sciences
UNDESA	United Nations Department of Economic and Social Affairs
US	United States

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Migration is a global phenomenon affecting nearly majority of the nations on earth (UNDESA, 2012). The globalize era in which we live today have made global movement of people a reality in which differences among sending and receiving countries have become outdated. Contemporary transportation facilities have contributed on the mobility of individuals, it is easier, faster and economic for people to travel in today's interconnected sphere looking for better opportunities for them and their families. The volume of worldwide travelers has continuously been growing for the past fifteen years reaching 244 million in 2015, up from 222 million in 2010, 191 million in 2005 and 173 in 2000 (UNDESA, 2016). Data from the United Nations Population division of 2016 shows that in 2015, 67% of immigrants lived in Europe (76 million), Asia (75 million) and that North America accommodated the biggest amount of non-nationals (54 million), while Africa was (21 million), Latin America and the Caribbean (9 million) and Oceania (8 million). The amount of intercontinental immigrants residing in United States of America is close to 47 million, with an equivalence of about 19 % of the world's total. Germany accommodated 6 million of individuals from sending countries unlike The Russian Federation. The volume of individuals living in Saudi Arabia was 10 million. International immigrants were coming from middle-income States (157 million in 2015).

Between 2000 and 2015, the volume of individuals from middle-income states was greater than those of other income group. An enormous amount of immigrants of middle-income origin were accommodated in high-income nations. In 2015, of the 244 million global travelers, 104 million (43 per cent), were of Asian nationality (UNDESA, 2016). 62 million (25 per cent) were Europeans, 37 million (15 per cent) were from Latin America and the Caribbean. 34 million (14 per cent) were from the African continent. India ranked as the leading country in 2015 with highest worldwide immigrants (16 million), Mexico was the second in number (12 million). Other States were the Russian Federation (11 million), China (10 million), Bangladesh (7 million), Pakistan (6 million) and Ukraine (6million).

The 2030 Agenda for Sustainable Development acknowledged the impact of immigration on the development of the receiving States. It also explain that globalization have contributed in the improvement of certain areas in both sending and receiving states, which requires coherent and comprehensive responses (UNDESA, 2012).

High-income countries hosted more than 67% of all worldwide travelers. As of 2015, 173 million of the global migration population lived in high-income countries (Appendix 4). 124 million immigrants were accommodated in countries of Organization for Economic Cooperation and Development (OECD) States, and 49 million migrants were in high-income non-OECD nations. 71 million were hosted in middle or low-income countries. 61 million lived in middle-income nations and 9 million in the low-wages States (UNDESA, 2012).

High-income countries absorbed growth (81%) with the entire population of international migrants between 2000 and 2015. High-income OECD States accommodated extra 40 million immigrants while high-income non-OECD had 17 million in the high-income non-OECD countries. Despite the fact that high-income OECD States had a great volume of international immigrants, the development of this nations was slow for such countries (2.6% per year) from 2000 to 2015 than non-OECD high-income countries (2.9% per year). It was (1.5 % per year) middle-wages states and (1.2 % per year) on low-income countries (Appendix 5) (UNDESA, 2015).

African migration includes both migration between different African States or migration to other continents. Africa is a region of diverse migration circuits: between origin, destination and transit countries for labor migrants, and for brain drain circulation of professionals (Adepoju, 2016). In 2013, close to 31.3 million Africans were accommodated in other countries than their nation of origin. More than half of these people, (about 18.6 million people), are still living within Africa. Africa accommodates a quite amount of youths (aged 15-24 years) among all worldwide migrants (30 per cent). It should be noted that, about two thirds (65 per cent) of sub-Saharan African migrants remain in the region. This average conceals striking diversity among the regional blocs in the sub-Saharan regions by: 80 % West Africa, 60 % in Southern Africa and 52 % in East Africa. However, while in Central Africa, 23 % of migrants resides within the sub-region the North African migrants reside mostly outside the northern-region. Available data indicates that almost 3.3 million Africans live in Europe and North America. Migration in Africa is compelled

by the often push factors such as shortage of resources, mismanaged economies, unemployment, political instability, insecurity crime wave, population growth and environmental deterioration.

Africa is a continent of contradictions: though it is rich in resources, the sheer numbers of Africans living in poverty have grown, a fact reflected in the rapid increase in Africa's population (World Bank, 2015).

Available data indicates that about 3.3 million Africans hosts in Europe and North America (including more than 100,000 professionals), that about 23,000 African university graduates and 50,000 executives leave the continent annually, and that about 40,000 PhD-holders originally from the continent live elsewhere (Adepoju, 2010). It is estimated that foreigners (mainly people of African origin) represent 12 % of the highly qualified workforce in the USA, and that they also constitute about 11 per cent of the highly educated workers in Europe in 2010/2011 (OECD-UNDESA, 2013). About one third of researchers and engineers from poor African countries are employed in the Organization for Economic Co-operation and Development (OECD) countries.

Within the continent, the story is the same: a large portion of the migrants from Uganda, Kenya, Ghana and Nigeria to Southern Africa, especially to Namibia, Botswana and the Republic of South Africa, consists of professors, engineers, accountants, pharmacists and kindred professionals that help staff the universities and other tertiary institutions of the destination countries (Oucho, 2015; Adepoju, 2010). These skillful laborers usually chose to move because of the crises in their nation of birth, and due to other factors such as inadequate wages and a poor working environment. Emigrant nationals of Mali, Senegal and the Democratic Republic of the Congo are mostly artisans and vendors that have invigorated the informal sectors in destination country economies selling artefacts, recruiting locals as sales assistants and apprentices, and expanding consumer choices of African fabrics (Smith, 2014; Adepoju, 2003).

Countries of migration in Central Africa are mineral-rich Gabon, Equatorial Guinea and the Democratic Republic of Congo. The plantation and mining sectors in Gabon and Equatorial Guinea as well as palm plantations in Cameroon offered employment opportunities to immigrant laborers from the Central African Republic, Congo and Nigeria, along with merchants, local and service workers from Senegal, Mali, Benin and Togo. Gabon in particular depends on the employment contract with immigrants from other African states and from Europe, who set up approximately 25 % of the salary earners. In the eighties thousands of foreign workers from Burundi, Rwanda, Democratic Republic of the Congo and Congo Brazzaville arrived at Gabon

looking for better life and greater security. As urban unemployment soared to 20 per cent, a presidential decree was issued in 1991 to safeguard jobs for nationals and ‘Gabonese’ the labor force, and in September 1994, the regime endorsed decrees demanding non-nationals to register themselves and pay their residence fees, or leave the state by mid-February 1995. By the deadline, about 55 000 foreign nationals were expelled, while 15 000 had legalized (Adepoju, 2011).

1.2 Statement of the Problem

The inability for the government of Equatorial Guinea to absorb the 25000 to 50000 youth that supposedly joint the labor market each year according to Equatorial Guinea Country Strategy Paper (EGCSP) 2013-2017 is one of nation’s major challenges. This makes employment opportunities very limited due to the fact that Equatorial Guinea rely on the oil sector (which accounts 78% of GDP) which absorbs merely 4% of the active population. Besides, majority of the young people are unskillful, do not fulfil the criteria for entry into the labor market and lack access to information on employment opportunities, owed to the fact that there are few employment agencies. Technical and vocational education is suffering from dysfunctions at several levels, notably insufficient suitable training programs to attain the needs of the market demands and the shortage of pedagogical tools. Consequently, the State authorizes the entry of overseas laborers into the country and encourages the setting up of specialized training centers within major companies. The State is also focusing efforts on the training of middle and senior management to offset the current gaps and increase youth school-to-work transition capacity.

In 2013, the unemployment rate stood at 7.9% as a result of the famous “oil boom” which attracted foreign companies to Equatorial Guinea. The same year 126.100 persons emigrated, reducing the work force by almost 15.8 %. Top destination countries of emigration were Gabon, Nigeria, Belgium, Cameroon, Kenya, the Republic of Congo, United States, France, Sao Tome and Principe and Spain. In that same year 10.100 persons immigrated into the country, adding 1.3 % to the labor force. Immigrants were coming from countries such as: France, Sao Tome and Principe, Spain, Cameroon, Nigeria and the United States (World Bank, 2016). But in 2016, due to the fall of the prices in Oil and hydrocarbon, majority of this foreign companies closed down rising the unemployment rate to 12.9%. The combination of the facts described above have intrigued the researcher to examine the effects of labor immigration in Equatorial Guinea as well as studying the push and pull factors that have influenced the coming of these workers into Equatorial Guinea.

1.3 Objectives of the Study

1.3.1 Main objective

The main objective of this study is to investigate the factors contributing to labor immigration in Equatorial Guinea and how they affect Malabo.

1.3.2 Specific objectives

The specific objectives are as follows:

1. To identify the push and pull factors that led to labor immigration in Malabo.
2. To examine the positive and negative effects of labor immigration in Malabo.
3. To propose a framework to address the immigration challenges in Malabo.

1.4 Research Questions

In order to ensure the success of this research work, the following research questions were formulated:

1.4.1 Main Research Question

What are the factors contributing to labor immigration in Equatorial Guinea and how do they affect Equatorial Guineans in Malabo?

1.4.2 Specific Research Questions

1. What are the push and pull factors influencing labor immigration in Malabo?
2. What are the positive and negative effects of labor immigration in Malabo?
3. What framework can be proposed to address immigration challenges in Malabo?

1.5 Significance of the Study

1.5.1 Significance to Equatorial Guineans

The study is of immense importance to Equatorial Guineans as it will provide information concerning the factors that lead to labor immigration in Malabo as well as the effect of this coming in of foreign workers. The findings could help boost up the tourism industry which will in turn lead to development and increased opportunities.

1.5.2 Significance to immigrants

The study is of great importance to both the immigrants living in Malabo and to those immigrants that are still planning to migrate into Malabo as it will provide a clear understanding on the migration procedures to those presently living in Malabo and others yet to come.

1.5.3 Significance to the Government and policy makers

The study will be significant to the government of Equatorial Guinea as it will provide information that can be used to set a balance between the overseas residents and native population. It will also serve as a guide for the Government of Equatorial Guinea and policy makers to set up security and migration controls and prevention in order to minimize irregular movements and residence within the country.

1.5.4 Significance to the Researcher

The study will be significant to the researcher as it will help her acquiring knowledge and mastery of the topic. It will also serve as a base for further studies which the researcher intends to carry in the same area. Finally it will be of great importance because the completion of the thesis will grant the researcher an award of a Bachelor of Science (BSc) degree in Sustainable Development with specialization in Human Resource Management and also open doors to the researcher for employment in both Government and private companies in Equatorial Guinea.

1.5.5 Significance to the Academic Milieu

The study will be significant to the academic milieu because it will provide vital information which will serve as material for literature review for other researchers who wish to carry out research on this area of study.

1.6 Scope of the Study

➤ Geographical Delimitation

The geographical scope of the study covered was the mainland (Malabo) area of Equatorial Guinea. Malabo is the country's capital and it is situated in the north coast of the island of Bioko at coordinates 3° 45' N and 8° 46' E.

➤ Thematic Delimitation

The researcher acknowledges that, there exist a variety of indicators used to examine the push and pull factors responsible for labor displacement, but for the sake of relevance to the case study and coupled with the practicalities on the field, the researcher limited push and pull factors of immigration by subdividing them into economic and socio-cultural factors in order to analyze the indicators that were responsible for both movement. The indicators of economic push factors used in this work were unemployment, low wages, high interest rate, high inflation and currency

instability. At the level of socio-cultural push factors indicators such as family transfer, poor living condition, and unfertile land were identified.

The indicators of economic pull factors used in this work were employment, high wages, low interest wage, low interest rate, and currency stability. While socio-cultural pull factors such as indicators family reunification, fertile land, mutual friendship and hospitality of citizens, better living condition were identified.

In the same line the positive and negative effect of labor immigration were analyzed. Positive effect of labor immigration identified were skill transfer, cheap labor, labor shortage, employment opportunities, payment of taxes, and increase of market size. While negative effect were remittances, illegal business operations/transactions, reduction of employment opportunities for citizens, prostitution, crime wave and social conflict.

➤ **Theoretical Delimitation**

The theories adopted in the study were Lee's Push and Pull Model (1966) and Sjaastad's Human Investment Theory (1962). This theories were adopted in order to have understanding of the factors driving migration and the cost and benefits incurred in the migration process.

➤ **Time Delimitation**

The time frame within which data for this work was carried out was three months that is from July to October 2017 which involved the presentation of the introductory letter from the school to the corporation and programming for the questionnaire to be administered.

1.7 Description of the Study Area

Equatorial Guinea is a small country located in the west coast of Africa, bordering the Bight of Biafra, between Cameroon and Gabon. The country lies at coordinates 1.6508° N, 10.2679° E. Equatorial Guinea has a total land area of 28,051 sq km. In 2015 the country has an estimated population of 1,222,442 inhabitants. It consists of the continental (Bata) and insular region. The insular region consists of five islands: Bioko, Corisco, Elobey Grande, Elobey Chico, Annobon.

Malabo, formerly Santa Isabel (until 1973) is the capital of Equatorial Guinea and the province of Bioko Norte. It is situated in the north coast of the island of Bioko, at coordinates 3° 45' N and 8° 46' E. (figure 1) It had an estimated of population of 339,395 inhabitants in 2015.

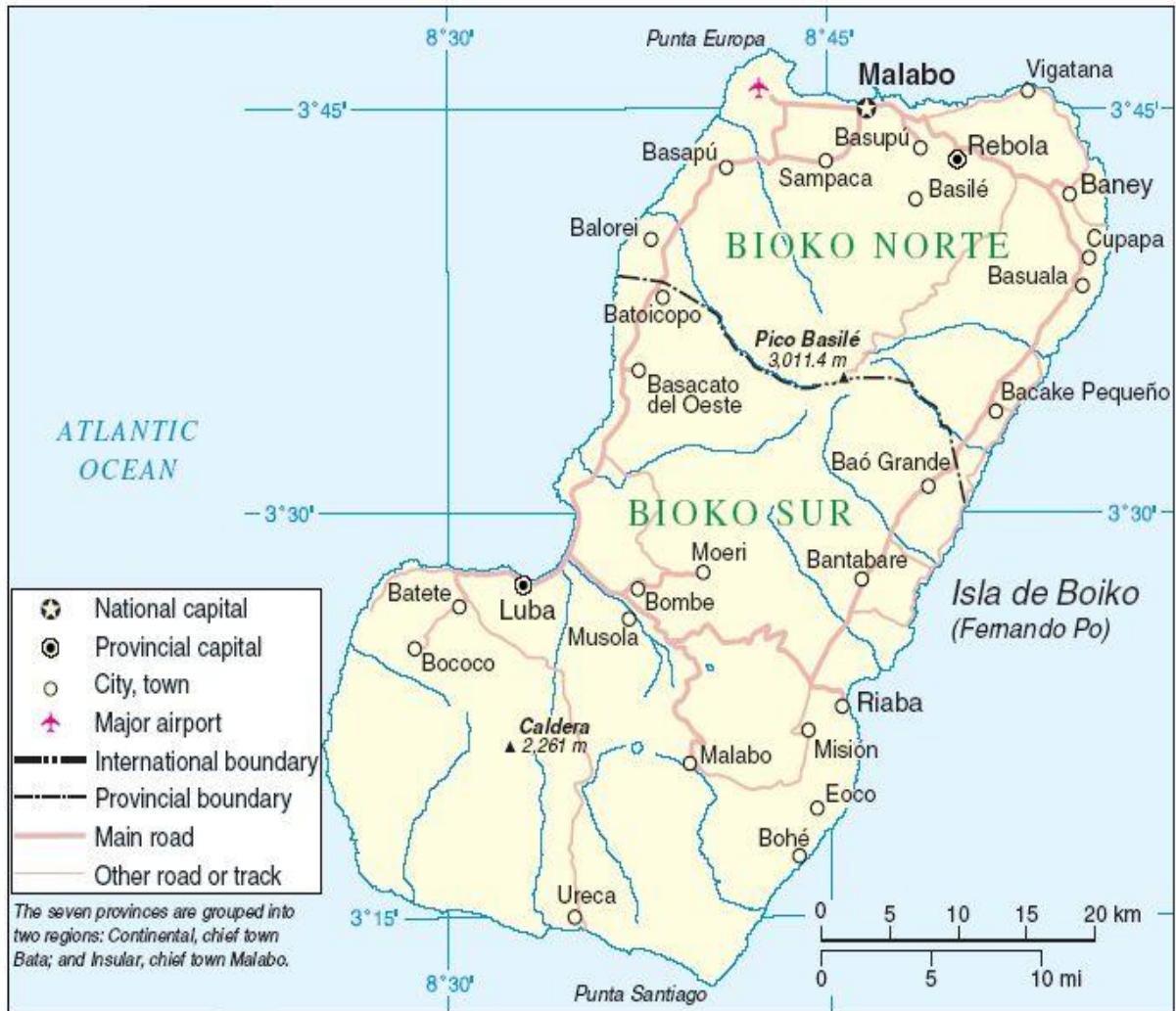


Figure 1.1 Administrative Map of Malabo

Source: African Development Bank, 2013

The Island of Bioko experiences equatorial climatic conditions similar to the Cameroonian climate. The island has a single, but long rainy season stretching from February to November. This island used to be covered almost entirely by a rainforest, but logging has significantly altered this feature. Malabo is the commercial and financial center. Its economy is based on the administration and other services. Trade is also one of the most prominent and important economic activities, especially since the arrival of US companies which exploit oil wells close to the coast. The main industry in the city is fishing, while petroleum, cacao and coffee are the main products of export. The chief imports are food (especially rice), beverages, and machinery.

1.8 Organization of the Study

This study is divided into five chapters. The first chapter comprises the introductory part which covers the background of the study, problem statement, objectives of the study, research questions, scope of the study, and significance of the study, description of the study area and the definition of terms. The second chapter which is the literature review focuses on the study of other authors concerning the subject matter and it is divided into four sections: conceptual review, empirical review, theoretical review and the gap identify in the literature. The third chapter is devoted to the research methodology and covers the research design, population of the study, sampling techniques, methods for data collection, methods of data analysis, validity and reliability and ethical consideration. The fourth chapter comprises the presentation and data analysis. The fifth chapter of the report is the summary of findings, conclusions and recommendations.

1.9 Definition of Terms

Labor immigration

According to the International Migration Law glossary on migration, labor migration is a process by which non-nationals workers travel into a different country for employment purposes. It may be contemporary or permanent depending on the nature and terms of employment of the host country. Nations figure out issues concerning international migration in their national immigration policy (IOM, 2004).

In the research “labor immigration” refers to the movement of both non-nationals in to Equatorial Guinea searching for jobs and better working conditions as well as well the internal movement of nationals from other cities such as Bata for employment opportunities.

Push factors

The International Migration law glossary on migration defines push factors as those factors that compel people to leave their country (IOM, 2004). The term push factors in this work make reference to those factors that force immigrants away from their actual place of residence. Such factors include: unemployment, unemployment, low wages, high interest rate, high inflation and currency instability, family transfer, poor economic conditions and unfertile land.

The researcher adopts the definition of the IOM (2004) because as it meets the criteria for the same factors considered for examination in this work.

Pull factors

The International Migration glossary law on migration defines pull factors as those factors that attract people to a new country (IOM, 2004).

The term pull factors in this research make reference to those factors capable of captivating labor immigrants to migrate into Malabo. Those factors include employment, high wages, low interest wage, currency stability, family reunification, fertile land, mutual friendship and hospitality of citizens, better living condition.

Effects

The term “effect” is defined by the Oxford Business Dictionary as a change which is as a result or consequence of an action or a cause.

In this study, the term is used to make reference to both positive and negative results that labor immigrants brings to the country.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

This section deals with the literature review concerning the works of other authors related to the subject matter and it is divided into three sections: conceptual review, empirical and theoretical framework. Furthermore, a separate section will be devoted to evaluating the gap identified in the literature and how the work shall attempt to fill this gap.

2.1 Conceptual Review

2.1.1 The Concept of Labor Immigration

Labor immigration is the mobility of humans from one location (be it the nation of birth or not) to another for economic and other social advantages. Labor migration involves the immigration of high-skilled, un-skilled low wage, and temporary labor. It can occur between continents, among countries or within a single country. Labor migrants, also called migrant workers travel from one area (after analyzing the environment in which they found themselves) to another for many reasons. The factors triggering migration are the “push factors” and the “pull factors”. The push factors refers to those aspects that compel a person, to depart from the area of residence and to go to a different nation. It includes: poverty, lack of opportunities, unemployment, underdevelopment, poor economic condition, depletion of natural resources, people’ life cycle (due to family transfer, retirement, job promotion, health conditions, etc.), etc. While the “pull factors” comprise those elements in the target country which inspire individuals to move. It includes: employment, improved living standard (nicer climate, better food supply, etc.), personal and professional development (Malinowski & Kaplan, 2013).

Other factors considered include: uneven distribution or spread of markets which deprived individuals from the opportunity of making a living, forcing them to seek work elsewhere and to sustain themselves and their families, and the advanced level of education in emerging countries, which help in endowing people (who are not skilled to find appropriate job in their homeland) with new skills. The movement of massive numbers of individuals in or out of an area encounters challenges for the home or host country (Malinowski & Kaplan, 2013). Such challenges are: demographic challenges (migrants bring variations in the organization of a population), economic challenges (alter the size and composition of the workforce of both home and host states), and

social challenges (brings one group of individuals together with other groups of people bringing better understanding among the group or conflict and discord). Migration can be measured through migration stock and migration flow. The first term make reference to the amount of migrants residing in a state at a particular point in time while the second speak of to the amount of migrants counted as moving or being authorized to move, to or from a country to assess employment or to establish themselves over a definite length of time (IOM, 2004). The main sources of migration are: population census, population registers, household surveys, administrative sources. (Malinowski & Kaplan, 2013).

The movement of workers (also called foreign or non-nationals workers) can be for societal and monetary advantage for both home and host nations. Given the benefits accruing from remittance, knowledge and technology transfers, some States actively endorse overseas to create employment for their citizens as one strategy to strengthen the financial development of the nation and bring about full employment. In many Asian, African, and Caribbean countries as well and the Pacific Islands, governments capitalize substantial public resources every year in efforts to gain access to employment markets abroad for their citizens, where salaries are often ten to twenty times local wages, and to help protect the rights and well-being of their citizens abroad (UNDESA, 2012).

In some countries of destination, labor markets dependent on foreign workers, being of permanent, circular or temporary residence. They often fill jobs that nationals' are unwilling to take and sometimes they complement the abilities of domestic workers rather than competing with them. They also contribute in enhancing the financial development of receiving countries implementing their entrepreneurial capacities (UNDESA, 2012).

2.1.1.1 Profile of labor Immigrants

2.1.1.1.1 Labor Immigration and Gender

Immigration is a miscellaneous activity that involves opportunities for individuals, societal and financial development but then again it comprises dangers such as violence, abuse and mistreatment of men and women alike. Gender is considered as the social attributes given to men and women, it helps in identifying what is to be done by men and what is to be done by women. It is a cross-cutting immigration problem and perhaps one of, if not greatest feature determining immigration. Major phases have been putting in place in migration research due to the affluence in writings and in research, which clearly establishes gender as a vital element the understanding

the reasons and impacts of global and inner migration, and that gender is significant to utmost, if not all, facets of immigration. Gender investigation explores the dissimilarities between men and women in a societal and monetary context so that policies, programs and schemes react to gender-specific equity. The gender scrutiny is essential to notify immigration plan and programming, and in understanding migration procedure and the connections with development.

The studies on gender migration, helps in defining the differences and resemblances among the respective migration behaviors of men and women. It looks at the effect of cultural, social, fiscal and political atmospheres on gender specificities and how these specificities impact immigration involvements; enlightens immigration and development changing aspects, for instance the different contributions that can be address by man or woman immigrant in the homeland through information transferals or remittances, or diverse motivations to inspire immigrants to come back and start a business upon their arrival; induce consideration of societal networks in the migration process etc. (IOM, 2009).

Women comprise about half of the worldwide international migrants (UNDESA, 2012). During the 1960s and 1970s the movement of personnel in Europe and USA were dominated by the male population, in that period women and children were migrants' dependents that is migrating due to the separation of the husband or male relative. But in the 1980s and 1990s due to the globalization of the world and the advancement of some countries, women started seeking for employment opportunities abroad in domains previously dominated by men given birth to what is actually known as feminization of migration.

2.1.1.1.2 Labor Immigration and Age

Great number of international immigrants are of working age. In 2015, 72 % of immigrants were aged 20 to 64 years, opposed to 58 % of the overall population. Younger people, below age 20, are likely to be underrepresented amongst international migrants. Globally, 15 % of all immigrants were below 20 age, compared to 34 % of the World population. 13% of worldwide immigrants were at least 65 years old, approximately two times as high as the proportion of people aged 65 and above globally (UNDESA, 2015).

The middle age of immigrants in the world has been increasing reaching 39 years in 2015 compared with 38 years in 2000. In Oceania there was a light difference of one year on the ordinary age of the immigrants, being 44 years in 2015 and 45 years in 2000. Contrary to Europe where there was an increase of three years, from 43 years in 2015 and 41 years in 2000 and to North

America with increase of four years from 42 years in 2015 and 38 years in 2000. In Latin America and the Caribbean the middle age of travelers was 36 years in 2015 compared with 40 years in 2000 while in Asia the average age was constant for both years with 35 years. Lastly in Africa the middle age of settlers was 29 years in 2015 and 27 years in 2000 (UNDESA, 2015).

2.1.1.1.3 Labor Immigration and Education

Individuals make massive investments in acquiring knowledge, skills, aptitudes and others educational attributes essential in the achievement of opportunities existing in the labor market. Education is therefore considered to be the key basis of remunerations both in the sending and receiving states. Although the choices on how much education to obtain and the outcome of traveling are often in sequence, people might make these elections simultaneously, choosing on homebased education with the idea to travel later. Sometimes people migrate only for educational purposes, to undertake training courses or acquire complimentary skills needed in the job market of the home country.

Immigrations may also affect learning attainments of individuals that do not decide to move, both in of origin and destination. It may add to variations in the skill base of both countries, touching all stages in education and causing educational externalities. And also lead to a specialization of non-migrant workforces in the receiving nation in areas where they have a competitive advantage. Furthermore, It may help in improving the financial condition of migrants' families, for instance through remittances, thus assisting children to go to school instead of working.

2.2 Empirical Literature

2.2.1 Push and Pull Factors of labor immigration

Hussain et al. (2004) studied the key motive behind the movement of 120 respondents of Faisalabad city in Pakistan. The study revealed that many of the respondents agreed that lack of job stood as focal cause for their immigration. In addition, the nonexistence of educational facility, poor health institutions, low paying jobs, poor rural settings, labor intensive agriculture production, family disorganization and polluted environment were identified as the issues that sent them away from their previous location. The findings revealed that education and employment were the core factors for their mobility. The study also revealed other factors that attracted immigrants which were better health establishments and services, high wages, better housing, public entertainment and better sewerage system.

Singh and Kaur (2007) in their study pointed out the causes of immigration as monetary, societal, psychological, governmental and natural. The study struggled to identify the essential push and pull causes of migration of the respondents to Ludhiana city of Punjab. The result of mean score of 90 migrant laborers indicated that poverty, low employment at native place and more employment and higher wages in Punjab were the major reasons for their movement. Additional important financial grounds of migration were indebtedness, small land holdings and low earnings in villages. The study stated other reasons for migration as well and described that economic and social causes were the central factors which forced the respondents to travel to Punjab.

Misra (2008) attempted to investigate the determinants of migration among 300 migrated laborers in Alang Ship Breaking Yard (ASBY) in Gujarat. The study revealed that both 'push' and 'pull' factors influenced the movement of individuals. It was found that 35 % of the respondents stated that 'pull factors' were the principal cause of their movement and 65 % mentioned that 'push factors' were the leading cause for migration. The lack of work in the home country, poverty, social and family disagreements were recognized as push factors of migration. The significant pull factors were the presence of friends and relatives and the accessibility of finance in the destination place. The study further found that families and other social network of the immigrants were not only providing information about the employment prospects in the host country but also helping in getting jobs and to diminish the budget of the journey by planning for the migrants' initial stay with them.

Parkins (2011) study the push and pull factor of emigration in Jamaica. The study revealed that direct and indirect effects of crime in general and violent crimes, occupational matching and professional development, lack of social and economic opportunities in particular, joint with appropriate work for the migrant's ability set, have send some of Jamaica's professionals to settle in First World Nations, taking their expertise which their home country has financed.

This have a positive effect on the destination location as these skills contribute to that country's development and growth. In return, such states offer migrants economic (e.g., skill-career match and ability to afford their desired lifestyle) and social chances (e.g., desired health care) currently unavailable in the homeland. The study made use of a comparative snapshot (feelings, expressions and thought) to assess migration decision making process of Jamaicans, the comparism was made among four group of people: those who are not migrating, those who are thinking of migrating, those who are in the process of migrating and finally those who have already migrated. Non-

probability sample was applied in this research (snowballing purposive and convenience sampling), as there were registries of people who have specified their emigration or immigration status, therefore the full population is not known.

2.2.2 Positive and Negative Effect of Labor Immigration

European Commission (2005) carry out a study on the impact of immigration on Germany's society. The study sought to look at the kind of effects that immigration has on the employment situation among the autochthonous population. This was done by looking at the impact on the wage level in the low-wage sector as well as that of highly qualified employees. The study found that immigration of workers into Germany has caused an increase in jobs and therefore triggered stronger economic growth. Particularly with the coming in of ethnic entrepreneurs (self-employed) who created their own jobs by starting their own business, enabling them to circumvent some of the barriers encountered in looking for a job, such as lack of or non-recognition of qualifications, a poor knowledge of the language, and insufficient access to relevant social networks or simply discrimination by local employers. And that the settling of immigrants businesses have helped in creating jobs for other immigrants and native labor. It also revealed that labor immigration have contribute in the expansion of national and international trade, due to the fact that an increasing number of immigrants set up their own businesses and respectively do trading with their countries of origin.

Ratha (2010), carry out a study on the impact of migration on economic and social development. The study provides a review of the literature on the development impact of migration and remittances on origin countries and on destination countries in the South. It was reviewed that the main channels for negative economic outcome for the destination countries were increased job competition that allegedly brings down the wages for the locals, and the increased fiscal burden for caring for a growing population of immigrants. Incoming migrants need to be integrated into the labor force, which intensifies the competition for existing jobs. Especially in times of economic downturn, the general public and the policymakers tend to become more worried about the potential adverse impact of immigration on natives' opportunities, and immigrants can be used as scapegoats to blame for rising unemployment even though no strong evidence exists to show that immigrants take natives' jobs. Another common worry reviewed was the downward pressure on salaries caused by an influx of migrant workers. Apart from the increased competition at the labor markets, increasing inflows of migrants impose an integration challenge in all areas of social life.

In many of the developing countries, however, policies to manage immigration are lacking while control of the same is failing to curtail the inflow of migrants due to scarce resources, weak administrative capacity, and porous borders. Some of the cross-border migration is often widely accepted, but sometimes immigrants even from neighboring countries are treated as unwanted foreigners. This inability to control migration and to integrate the newcomers has at times led to dramatic actions and great human suffering. When the economy is already under pressure, failure of integration has sometimes led to massive expulsions of migrants mostly in the South.

Orrenius and Zavodny (2013) study the effect of immigrants in the U.S labor market. The study attempted to find out the effect of immigration on economic output (gross domestic product, or GDP) and the rate of economic growth. The study revealed that immigrants help power and grease the economy's engines of the United States by increasing the labor force and enlarging the economy. Thus diminishing native-born workers' role in workforce growth and therefore declining labor force participation rates. It also revealed that the immigration surplus depends on the relative skill levels of migrants (So if the migrant skill composition is unlike that of natives, then immigrants are complementary to most domestic workers, which means immigrants and natives mutually supply what the other lacks. In this case, the immigration surplus is larger than it would be if migrants and natives were close substitutes, which is when one can perform the work of the other), host country institutions and spillover effects. The study concludes that both high and low-skilled immigrants tend to complement the native workforce and bring needed skills and manual labor. And that high-skilled immigrants in the United States alleviates shortages in key science, health and technology occupations and spurs innovation and investment in research and development. High-skilled workers also have a positive fiscal impact, contributing more in tax payments than they use in public services.

2.2.3 Measures to address immigration challenges

Ratha (2010), carry out a study on the impact of migration on economic and social development. The study identifies policies to manage immigration. The study found that in many of the developing countries, policies to manage immigration are lacking while control of the same is failing to curtail the inflow of migrants due to scarce resources, weak administrative capacity, and porous borders. Some of the cross-border migration is often widely accepted, but sometimes immigrants even from neighboring countries are treated as unwanted foreigners. This inability to control migration and to integrate the newcomers has at times led to dramatic actions and great human suffering. When the economy is already under pressure, failure of integration has

sometimes led to massive expulsions of migrants mostly in the South. There are also wider security concerns suggesting that migrants would be disproportionately involved in criminal activity than natives. For that reason Government need to provide support mechanisms for youth at risk, and ensuring proper integration of the migrants in order to diminish the risk of violence and manage the development impact of migration. The study also identified that although most remittances sent by migrants are legitimate transfers, the continued existence and use of informal channels has raised concerns of money laundering, terrorist financing and financial crimes leading to heavy regulation of providers of remittance services. The need for such alternative channels arise from the sustained high cost of remitting through formal financial institutions, cumbersome legislation related to money transfers, and mistrust of the migrants towards the financial institutions. Migration does not only imply movement of people, but also movement of cultures. Successful assimilation to the destination country requires the migrants to interact with the new society, while keeping the culture of the origin country alive creates a positive environment for the multicultural identity to form. On the other hand, some migrants may resort to the customs of the origin country more rigorously as they would have done back home. This highlights the importance of integration of the immigrants, and supporting them in the creation and formation of their new multicultural identity.

2.3 Theoretical Framework

2.3.1 Everest Lee “Push and Pull” Model (1966)

Assumption of the theory

This work generally assumes that:

- Economic condition such as higher wages lure people into cities and industrialized nations

The model was propounded by Everest Lee in 1966. It is a schematic framework for analyzing causes of migration. He elucidated the factors associated with the decision to migrate and the process of migration into four categories:

a) Factors associated with the area of origin

There are many factors which motivate people to leave their place of origin to outside, namely push factors.

b) Factors associated with the area of destination

There are very attractive forces at the country of destination to which the proportion of “selectivity” migrants is high.

c) Intervening obstacles

These are obstacles like distance, transportation, cost of movement, cultural barriers, immigration law which increase migrant selectivity of the area of destination.

d) Personal factors

Lastly, it is the personal factors on which the choice to move from the place to another depends, in an individual’s perception of the pull and push forces which influence actual migration. He categorizes the forces into “pluses” and “minuses” respectively, being the “pluses” the pull factors and “minuses” the push factors.

He indicated schematically the first three factors in a Chart as below figure 2.

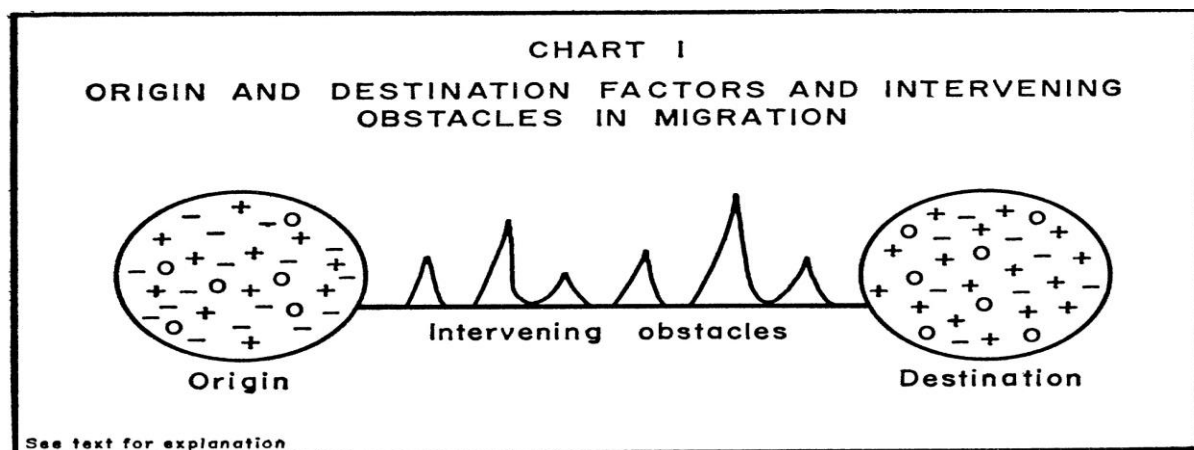


Figure 1.2. Lee's migration factor chart

Source: Everest S. Lee: “A Theory of Migration” *Demography*, Vol. 3, No. 1. (1966), pp. 50.

The first circle represent the country of origin and the second the circle the country of destination. The sign pluses represent the forces that attract people to a place (pull factors) and that of minuses represent the forces that push individuals from the area. The zeros signify the indifference of the individuals towards migration. Among the forces are the intervening forces or obstacles. According to Lee, it is the personal factors such as age, sex, race and education which alongside the push-pull factors and intervening obstacles that determine migration.

The hypotheses formulated within the framework of the factors associated with migration decision where: volume of migration, stream and counter-stream, and the characteristics of migrants.

A. Volume of Migration

1. The volume of migration within a given territory varies with the degree of diversity in the area included in that territory.
2. The volume of migration varies with the diversity of people.
3. The volume of migration is related to the difficulty of surmounting the intervening obstacles.
4. Unless severe checks are imposed, both the volume and the rate of migration tend to increase with time.
5. The volume of migration varies with fluctuations in the economy.
6. The volume and rate of migration vary with the state of progress in a country or in an area.

B. Stream and Counter- Stream

1. Migration tends to take place largely within well-defined streams.
2. For every major migration stream, a counter stream also develops.
3. The efficiency of the stream is high, if the major factors in the development of a migration stream were minus factors at origin. In other words, origin push factors are relatively more important than destination pull factors.
4. The efficiency of stream and counter stream tends to be low if origin and destination are similar.
5. The efficiency of migration stream will be high, if the intervening obstacles are great.
6. The efficacy of a migration stream varies with the economic conditions being high in prosperous times and low in times of depression.

C. Lee's characteristics of Migrants

1. Migration is selective.
2. Immigrants responding primarily to plus factors at destination tends to be positively selected.
3. Immigrants responding primarily to minus factors at the origin tend to be negatively selected or where the minus factors are overwhelming the entire population group, they may not be selected at all.

4. The degree of positive choice increase with the difficulty of the intervening obstacles.
5. The tendency to travel at certain times in the life cycle is important in the selection of immigrants.
6. The features of immigrants are intermediate between the characteristics of the population at origin and the population at destination.
7. Income levels are substantial variables in migration.

Significance of the Theory

The implication of this theory to the present study is that the theory helps to explain the factors driving migration decisions. And also show that immigration is not just “outside forces and pull/push factors but a deep conscious decision that individuals make in search of greener pastures.

Criticism of the theory

- Wages differentials: Although the assumption that individuals move from low to high wage areas might seem logical at first sight, this is not necessarily true at the individual level. Migration decision are influenced by the abilities and knowledge of immigrants and circumstances in particular financial areas where they expect to find employment both home and host destination.
- Push-pull model is also not able to explain return migration and the simultaneous occurrence of emigration and immigration from to the same area.
- Push-pull model don't pay consideration to the impacts of immigration and the way it may alter the structural contents of both sending and receiving countries.

2.3.2 Sjaastad Human Investment Theory (1962)

Assumptions of the theory

- Individuals make a rational cost-benefit calculation of the expected discounted returns of migration over future time periods, migrating only when the expected returns are positive
- The higher education and qualification increases the higher expected return on migration and thus increases the intention towards migration.

The theory was develop by Larry Sjaastad (1962). The theory conceptualizes migration as human capital investment presented a human investment decision involving costs and returns distributed over time. According to this theory, individuals migrate, if the existent value of all financial

benefits from migration is bigger than financial charges involved. The theory thus, involves costs and benefits from sending and receiving nations as well as transport costs. Benefits of migration are defined as the current cost of potential income gains resulting from the variation of wages between home and host countries. Non- financial benefits such as those rising from location preference are also included in the theory. Costs include moving expenses, opportunity costs of foregone earnings between jobs and non- monetary psychic costs such as the disutility of leaving one's own community and settling in an unfamiliar atmosphere. Sjaastad argued that a prospective migrant calculates the value of the opportunity available in the market at each alternative destination relative to the value of the opportunity available in the market at the point of origin, subtracts away the costs of moving (assumed to be proportional to migration distance), and chooses the destination which maximizes the present value of lifetime earnings

Sjaastad uses distance as a proxy for migration costs. He justifies this by pointing out that the greater is distance traveled, the greater are the monetary costs of migration such as transportation expenses, food and lodging costs for oneself and one's family during the move, and interruptions in income while between jobs. The migration decision is also very dependent on available information about job vacancies. Such information is both informal (provided by friends and relatives, for example) and formal (advertisements in publications and employment agencies)

Significance of the Theory

This theory tries to present implications that are useful to this study in the sense that the theory helps to explain the cost and benefits decision that individuals make before living their place of residence.

Criticism of the Theory

- Sjaastad assumes that in deciding to move, migrants tend to maximize their net real lifespan incomes. They also have, at least, a rough idea of what their lifespan income streams would be in the present place of residence as well as in the destination area and of the costs involved in migration. This assumption does not hold true most of the time otherwise we would have fewer unemployed migrants, some of whom stay long periods of time without finding a job.

- In Sjaastad's model, nonmonetary benefits of migration such as better climate and recreational opportunities, a desirable social, political, or religious environment, or more desirable quantities of public goods, available at the destination, are not counted in migration returns.

2.4 Gaps Identified in the Literature and How the Work Shall Attempt to Fill Them

Differences between home and host countries is one of the pillars of migration. An example was provided by a study carried out by Misra (2008) who found that inadequate employment opportunities in the home country, poverty, social and family disagreements were the push factors of migration. In this regard, many studies such as the works of Hassan, (2013), and Kanga *et al.* (2013) have been conducted to assess the consequences, impact, and implications of labor immigration in host countries. Nevertheless, this work will fill the gaps identified in the literature by investigating the reason for labor immigration into Equatorial Guinea from an economic and socio-cultural perspective. That is identifying the motives behind their migration decision.

Also, a lot of research works such as Adepoju, (2016), Injila, (2011) and Macpherson, (2000) have been carried out in order to assess the effects that labor immigration have in the country of destination. This research will study the effect of labor immigration in Malabo-Equatorial Guinea looking at both the positive and negative effects that this influx of foreign workers have brought to the country.

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CHAPTER THREE

METHODOLOGY OF THE STUDY

In this chapter of the work, the research methodology is outlined. It starts off by presenting, research design, study population, sample techniques, sources of data. The procedures for data collection as well as data analysis also form part of the discussions in this chapter. Discussion on issues of validity, reliability, ethical considerations and background of case study closes this chapter.

3.1 Study Design

Survey research design was adopted for this study. According to Kerlinger (1986), survey research design is the design that allows the researcher to use part of population for the study and then generalized the result on the whole. Survey research design was used for this study because the researcher intended to use quite a large population for the study, but because of lack of time and money, the researcher then used this design to allow her involve part of the population (sample) for the study and then generalized the result on the whole population

3.2. Study Population and Targeted Population

There were two types of study population for this work. The first population for this study involved all non-nationals at the working age of 18 years and above in Malabo. Data from the National Institute of Statistics of Equatorial Guinea (INEGE) revealed that there are a total of 209,611 foreign workers in Equatorial Guinea and 83, 844 foreign workers in Malabo.

The second set of population was made up of nationals at the working age of 18 years and above in Malabo. Data from the National Institute of Statistics of Equatorial Guinea (INEGE) revealed that there are a total of 155,963 citizens as workers in Equatorial Guinea and 93,577 workers in Malabo.

However, due to inability to retrieve some questionnaires from respondents and disqualification of inadequately filled questionnaires, the sample size dropped from 382 to 350 non-nationals which was still significant enough to represent the study population.

Therefore a total of 700 questionnaires targeting, two sets of population was retrieved from the respondents as nationals and non-nationals in Malabo.

3.3 Sample Size Determination

The sample size(s) of the participants in this study area was determined by applying the following formula as proposed by Krejcie & Morgan (1990).

$$S = \frac{X^2NP(1-P)}{d^2(N-1) + X^2P(1-P)}$$

Where:

S = required sample size

X= Z value (e.g. 196 for 95% confidence level)

N= population size

P= Population proportion (expressed in decimal) (assumed to be 0.5 (50%))

d= Degree of accuracy (5%), expressed as a proportion (.05); it is margin of error

For Migrant workers:

$$S = (1.96^2) (83,844) (0.5) (1-0.5) / (0.05^2) (83,844 - 1) + (1.96^2) (0.5) (1-0.5)$$

$$S = (3.8416) (83,844) (0.25) / (0.0025) 83,843 + 3.8416 (0.25)$$

$$S = 80,523.7776 / 210.5679$$

$$\underline{\underline{S = 382.41 \approx 382}}$$

The combination of the sample size formula above yielded a total required sample of 382 respondents as foreign workers in Malabo. However, due to inability to retrieve some questionnaires from respondents and disqualification of inadequately filled questionnaires, the sample size dropped to 350 non-nationals which was still significant enough to represent the study population.

For national workers (citizens):

$$S = (1.96^2) (93,577) (0.5) (1-0.5) / (0.05^2) (93,577 - 1) + (1.96^2) (0.5) (1-0.5)$$

$$S = (3.8416) (93,577) (0.25) / (0.0025) 93,577 + 3.8416 (0.25)$$

$$S = 89,871.3505 / 224.675$$

$$\underline{\underline{S = 4000.00 \approx 400}}$$

The application of the sample size formula above yielded a total required sample of 400 respondents as national workers in Malabo. However, due to inability to retrieve some questionnaires from respondents and disqualification of inadequately filled questionnaires, the sample size dropped to 350 nationals which was still significant enough to represent the study population.

3.4 Sample Techniques

The researcher made use of a multi stage sampling technique consisting of stratified, purposive, and simple random techniques.

Primarily, the population was categorized into groups of cities with the aid of a stratified sampling technique. These strata were named after the seven political provinces of the country: Bioko Norte, Bioko Sur, Centro Sur, Kie-Ntem, Litoral, Annobon, Wele-Nzas. From these 7 strata, a purposive sampling technique was used to select Malabo being the most influential town for business and politics in Equatorial Guinea.

In Malabo, the researcher used the list of registered companies provided by the National Institute for Statistics with the aid of a simple random technique to target 50 companies out of 300 registered enterprises. It should be noted that all the companies registered at least 10 migrant workers from different continents and countries. 7 migrant workers from each company with the aid of a systematic sampling technique constituted respondents from whom information about the push and pull factors influencing their movement into Equatorial Guinea was gotten. This was to facilitate the work of the researcher, and it was cost effective considering the fact that some of the questionnaires from the respondents could not be retrieved as such, these 7 workers from each company were the ones who actually participated in the work.

It should be noted that, all companies, registered at least ten migrant workers, therefore, the researcher used simple random technique most specially the hat and draw method to identify those 50 companies out of the registered 300 in Malabo which constituted the sample population for this research.

3.5 Method of Data Collection and Data Sources

This study made use of two sources of data; primary and secondary. Primary data was obtained from respondents on the field while secondary data was gotten from the annual reports of the

World Bank, International Migration Report, the International Labour Organization Report and the National Institute of Statistics of Equatorial Guinea (INEGE).

3.5.1 Primary Source of Data Collection

This study made use of questionnaires and interview as the main instrument for the collection of data. The questionnaire contained mostly closed-ended questions so as to ease data collection. Two types of questionnaires were constructed to get information concerning the topic. One questionnaire contained data for the push and pull factors of labor immigration in Malabo. This particular questionnaire contained six (06) items. For most of the questions, the respondents were required to tick against the most appropriate response. While the second questionnaire contained data for the positive and negative effect of labor immigration respectively. The questionnaire contained nineteen (19) items. In some items the respondents were required to tick against the most appropriate response and also needed the ranking of respondents' opinions based on a multi-fifth Likert scale. The questionnaires constituted 90% of the primary data used for the study and was administered to foreign workers living in Malabo. At the level of the interview, the researcher conducted 5 key informant interviews with immigration officials.

3.5.2 Secondary Source of Data Collection

Annual reports from international organizations and National Institute of Statistics of Equatorial Guinea (INEGE) as well as the works of academicians on this topic under study formed the secondary data used.

3.6 Analytical Approach

The data collected from the questionnaires was inputted on SPSS version 20.0 and analysed with the help of a qualified statistician. This exercise was later preceded by interpretation of findings based on analysis by making use of simple descriptive statistics. The method of data presentation was by the use of tables with frequency and percentage representations.

3.7 Validity and Reliability of Instruments

Issues of validity and reliability are two main essential characteristics which this research takes into account to ensure the quality of the investigation. Validity was taken into consideration. The questionnaire was constructed by the researcher, corrected and approved by the supervisor. Furthermore, upon construction of the data collecting instruments, the researcher submitted it to the research supervisor for scrutiny in which face, content and construct validity were checked.

Face validity was ensured as the research supervisor checked that the instrument was well constructed and was eligible to elicit the intended information. Content and construct validity were also ensured, as the research supervisor carefully examined the instrument to see that the questionnaire was constructed following the research objectives and following documented literature. Upon effecting the identified correction, the tools were submitted for endorsement confirming it worth as data eliciting instruments.

Reliability refers to the consistency of findings if the same data collection methods and analysis procedures are repeated. The questions in the questionnaire were designed respecting the principle of consistency from the research objectives, to the research questions taking into consideration the issues related to the problem and goals of the study on the subject. Pre-testing or pilot test was conducted to ensure the reliability of this work. A pre-test is defined as the first test carried out to detect errors that may appear on the data collection instrument, in this case, 60 questionnaires were used to run the pilot test of this study. After the exercise, corrective measures were taken regarding the technicality of some questions. Some of the questions that were considered vague were restructured, others not very necessary were removed, while new questions were added to target the specific variable more appropriately. Another contribution was that the questionnaires for nationals and foreigners were constructed in different languages, English and Spanish, so that respondents will be aware of the questions asked and have confidence to choose the appropriate answer that suit his/her opinion.

3.8. Ethical Considerations

Ethical considerations were not left out by the researcher as they are very relevant for a study of this nature. The case-study organization was assured of the confidentiality with which information provided from their organizations will be handled. Introductory letters gotten from school helped guarantee this assurance. Respondents sceptical about giving out information were also assured of anonymity of their identity, and this was evident as the questionnaires did not require the names of those surveyed. This aspect made respondents more open and relaxed to answer questionnaires with no fear of responses being linked back to them. Furthermore, those who declined to participate in the data collection exercise were not compelled or coerced in any way to do otherwise.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION OF FINDINGS

This chapter is concerned with the presentation of data gathered from the study as well as analysis and discussion of findings. The findings from the data analysed were obtained from the specific objectives.

4.1 Demographic Characteristics of Respondents

Table 4.1 Gender distribution of respondents

Gender of respondents					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	161	22.8	23.0	23.0
	Male	539	76.2	77.0	100.0
	Total	700	99.0	100.0	

Source: Author's Fieldwork 2017

Table above shows the gender representation of the sample population. The table 4.1 reveals that the population of this sample is comprised 161 females and 539 males making a population made of 77% male and 23% female.

Table 4.2 Age distribution of respondents

Age range of respondents					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-30years	119	16.8	17.0	17.0
	31-40years	182	26.7	27.0	44.0
	41-50years	252	35.6	36.0	80.0
	51-60years	140	19.8	20.0	100.0
	Total	700	99.0	100.0	

Source: Author's Fieldwork 2017

Table above represents the age ranges of the respondents. The table reveals that the age range of 18-30years occupies 17% of the sample population, 31-40years occupies 27%, 41-50 years occupy 36%, 51-60 years occupies 20%.

Table 4.3 Respondents level of education

		level of education		Valid Percent	Cumulative Percent
		Frequency	Percent		
Valid	O Level	112	15.8	16.0	16.0
	A Level	154	21.8	22.0	38.0
	Diploma	182	25.7	26.0	92.0
	Degree	196	27.7	28.0	66.0
	Post Graduate	42	5.9	6.0	98.0
	Others	14	2.0	2.0	100.0
	Total	700	99.0	100.0	

Source: Author's Fieldwork 2017

The table above represents the academic level of attainment of the respondents; the table shows that 16% acquired O'level , 22% acquired A'Level, 26% acquired a diploma, 28% acquired a Degree, 6% acquired a Post graduate certificate and the rest 2% acquired knowledge from other settings.

Table 4.4 Marital status of respondents

		Marital status		Valid Percent	Cumulative Percent
		Frequency	Percent		
Valid	Single	273	38.6	39.0	39.0
	Married	280	39.6	40.0	79.0
	Divorced	126	17.8	18.0	97.0
	Widowed	21	3.0	3.0	100.0
	Total	700	99.0	100.0	

Source: Author's Fieldwork 2017

From the table above the respondents' marital status reveal that 39% of the population is single, 40% is married and the remaining 18% is Divorced and the widowed respondents occupy 3% of the sample population.

4.2 Presentation of Findings According to Research Objectives

4.2.1 Presentation of Findings According to First Specific Research Objective

Table 4.5 Economic Push factors

		Economic Push factors		Valid Percent	Cumulative Percent
		Frequency	Percent		
Valid	Unemployment	203	57.4	58.0	58.0
	Low wages	112	31.7	32.0	90.0
	High interest rates	35	9.9	10.0	100.0
	Total	350	99.0	100.0	

Source: Author's fieldwork 2017

The table above represents the economic push factors that cause immigration into Malabo; it reveals that the 58% is a result of unemployment, 32% is as a result Low wages, and 10% is because of high interest rates in their home countries

Table 4.6 Socio-cultural push factors

		Socio-cultural Push factors		Valid Percent	Cumulative Percent
		Frequency	Percent		
Valid	family transfer	235	66.7	67.0	67.0
	poor living conditions	109	30.7	31.0	98.0
	Infertile land	7	2.0	2.0	100.0
	Total	350	99.0	100.0	

Source: Author's fieldwork 2017

The table above represents the socio-cultural push factors that are responsible for labour immigration to Malabo. Family transfer is 67%, Poor living conditions 31% and 2% is as a result of infertile land in the home country.

Table 4.7 Economic pull factors

		Economic Pull Factors		Valid Percent	Cumulative Percent
		Frequency	Percent		
Valid	Employment opportunities	221	62.4	63.0	63.0
	High wages	105	29.7	30.0	93.0
	Low interest rates	25	6.9	7.0	100.0
	Total	350	99.0	100.0	

Source: Author's fieldwork 2017

The table above represents the economic pull factors for labour immigration to Malabo. 63% is as a result of employment opportunities, 30% as a result of High wages and 7% as result of Low interest rates.

Table 4.8 Socio-cultural pull factors

		Socio-cultural pull factors		Valid Percent	Cumulative Percent
		Frequency	Percent		
Valid	family reunification	249	71.1	71	71
	Fertile land	7	2	2	73
	Mutual friendship and hospitality of citizens	94	26.8	27	100
Total		350	99.0	100.0	

Source: Author's fieldwork 2017

The table above represents the Socio cultural pull factors causing labour immigration to Malabo. 71% is as a result of family reunification, 2% as a result of fertile lands and 27% is as a result of mutual friendship and hospitality of the nationals.

4.2.2 Presentation of Findings According to Second Specific Research Objective

Table 4.9 Positive effect of labor immigration in Malabo

SUBSECTION 1: POSITIVE EFFECT OF LABOR IMMIGRATION					
	SA	A	N	D	SD
1. Skill transfer can be consider as one of the positive effect of labor immigration in Malabo.	29.0	39.0	21.0	10.0	1.0
2. Immigration of workers in Malabo provide cheap labor.	15.0	34.0	20.0	23.0	8.0
3. Immigration of workers in Malabo solve labor shortage problem.	17.0	35.0	21.0	17.0	10.0
4. Immigration of workers in Malabo provide employment opportunities to nationals and non-nationals.	36.0	32.0	13.0	18.0	1.0

5. Immigration of workers contribute to the economic growth of the country through the payment of taxes.	27.0	30.0	16.0	15.0	12.0
6. Due to the immigration of workers there is an increase of the market size of Malabo.	40.0	34.0	11.0	10.0	5.0

Source: Author's fieldwork 2017

Where: SD and D= strongly disagree and disagree represents a denial of positive effect of labor immigration to Malabo.

N=Neutral or Null which represents an indifference or no knowledge as concerns the positive effect of labor migration to Malabo.

SA and A= strongly agree and Agree; indicating acceptance of positive effect of labor migration to Malabo

As concerns skill transfer as a positive effect of labor immigration to Malabo, 29% strongly agreed, 39% Agreed, 21% were neutral, 10% disagreed and only 1% strongly disagreed. Thus a majority of the respondents that is 68% accepted skill transfer as a positive effect of labor immigration in Malabo. Whereas 11% refused and 21% were neutral.

In respect to the statement immigration of workers in Malabo provide cheap labor, 15% strongly agreed, 34% agreed, 20% were neutral, 23% disagreed, and 8% strongly disagreed. Thus a majority of the respondents that is 49% accepted the fact that immigration of workers into Malabo provide cheap labor and that it is a positive effect of labor immigration in Malabo. While 31% refused and 20% were neutral.

Concerning the statement immigration of workers in Malabo solve labor shortage problem, 17% strongly agreed, 35% agreed, 21% were neutral, 17% disagreed and 10% strongly disagreed. Thus a majority of the respondents that is 52% accepted the fact that immigration of workers into Malabo solve labor shortage problem and that it is a positive effect of labor immigration in Malabo. While 27% refused and 21% were neutral.

In respect to the statement immigration workers in Malabo provide employment opportunities to nationals and non-nationals, 36% strongly agreed, 32% agreed, 13% were neutral, 18% disagreed, and 1% strongly disagreed. Thus a majority of the respondents that is 68% accepted the fact that

immigration workers in Malabo provide employment opportunities to nationals and non-nationals and that it is a positive effect of labor immigration in Malabo. While 19% refused and 13% were neutral.

In respect to the statement immigration of workers contribute to the economic growth of the country through the payment of taxes, 27% strongly agreed, 30% agreed, 16% were neutral, 15% disagreed, and 12% strongly disagreed. Thus a majority of the respondents that is 57% accepted the fact that immigration of workers contribute to the economic growth of the country through the payment of taxes and that it is a positive effect of labor immigration in Malabo. While 27% refused and 16% were neutral.

Table 4.10 Negative effect of labor immigration in Malabo

SUBSECTION 2: NEGATIVE EFFECT OF LABOR IMMIGRATION					
	SA	A	N	D	SD
1. Remittances can be consider as one of the negative effect of labor immigration in Malabo.	15.0	43.0	22.0	13.0	7.0
2. Illegal business operations/transactions can be consider as one of the negative effect of labor immigration in Malabo.	26.0	37.0	19.0	14.0	4.0
3. Labor immigration in Malabo reduces employment opportunities for nationals.	28.0	29.0	24.0	16.0	3.0
4. Prostitution can be consider as one of the negative effect of labor immigration in Malabo.	22.0	25.0	23.0	19.0	11.0
5. Crime wave can be consider as one of the negative effect of labor migration in Malabo.	17.0	25.0	19.0	28.0	11.0
6. Social conflict can be consider as one of the negative effect of labor migration in Malabo	18.0	21.0	24.0	26.0	12.0

Source: Author's fieldwork 2017

Where: SD and D= strongly disagree and disagree represents a denial of negative effect of labor immigration to Malabo.

N=Neutral or Null which represents an indifference or no knowledge as concerns the negative effect of labor immigration to Malabo.

SA and A= strongly agree and Agree; indicating acceptance of negative effect of labor immigration to Malabo

As concerns the statement remittances can be consider as one of the negative contribution of labor immigration in Malabo, 15% strongly agreed, 43% Agreed, 22% were neutral, 13% disagreed and only 7% strongly disagreed. Thus a majority of the respondents that is 58% accepted the fact that remittances can be consider as one of the negative contribution of labor immigration in Malabo. Whereas 20% refused and 22% were neutral.

In respect to the statement illegal business operations/transactions can be consider as one of the negative effect of labor immigration in Malabo, 26% strongly agreed, 37% agreed, 19% were neutral, 14% disagreed, and 4% strongly disagreed. Thus a majority of the respondents that is 63% accepted the fact that illegal business operations/transactions can be consider as one of the negative effect of labor immigration in Malabo. While 18% refused and 19% were neutral.

In respect to the statement labor immigration in Malabo reduces employment opportunities for nationals, 28% strongly agreed, 29% agreed, 24% were neutral, 16% disagreed, and 3% strongly disagreed. Thus a majority of the respondents that is 57% accepted the fact labor immigration in Malabo reduces employment opportunities for nationals and therefore can be consider as one of the negative effect of labor immigration in Malabo. While 19% refused and 24% were neutral.

As concerns the statement prostitution can be consider as one of the negative effect of labor immigration in Malabo, 22% strongly agreed, 25% Agreed, 23% were neutral, 19% disagreed and only 11% strongly disagreed. Thus a majority of the respondents that is 47% accepted the fact that prostitution can be consider as one of the negative effect of labor immigration in Malabo. Whereas 30% refused and 23% were neutral.

In respect to the statement crime wave can be consider as one of the negative effect of labor migration in Malabo, 17% strongly agreed, 28% agreed, 19% were neutral, 25% disagreed, and 11% strongly disagreed. Thus a majority of the respondents that is 42% accepted the fact crime wave can be consider as one of the negative effect of labor migration in Malabo. While 39% refused and 19% were neutral.

In respect to the statement social conflict can be consider as one of the negative effect of labor migration in Malabo, 18% strongly agreed, 21% agreed, 24% were neutral, 26% disagreed, and 12% strongly disagreed. Thus a majority of the respondents that is 39% accepted the fact that

social conflict can be consider as one of the negative effect of labor migration in Malabo. While 38% refused and 24% were neutral.

4.2.3 Presentation of Findings According to Third Specific Objective

Table 4.11 Measures to address the negative effects of immigration

Measures to Address the Negative Effects of Immigration										
	SA	%	A	%	N	%	D	%	SD	%
Remittances										
The government makes use of financial quotas to discourage money sent out of Malabo as remittances	105	15.0	70	10.0	35	5.0	210	30.0	280	40.0
The government levies high taxes to discourage the process of sending money as remittances out of Malabo	14	2.0	91	13.0	14	2.0	245	35.0	336	48.0
Illegal Businesses										
Immigration police officers conduct border checks of luggages and persons moving in and out of Malabo	343	49.0	217	31.0	28	4.0	56	8.0	56	8.0
Police officers perform frequent patrols to control illegal business transactions in Malabo	322	46.0	256	37.0	21	3.0	70	10.0	28	4.0
Community Vigilante groups are established to guard and report cases of illegal businesses in Malabo	49	7.0	105	15.0	42	6.0	245	35.0	259	37.0
Unemployment for Nationals										
The government practices a policy to preference Equatorial Guineans first to provide employment for nationals	196	28.0	175	25.0	7	1	168	24.0	154	22.0
The government highly invest on professional capacity building for citizens to equip them with appropriate skills for the job market	147	21.0	119	17.0	35	5.0	196	28.0	203	29.0
The government implements a policy to diversify the economy in order to develop and promote other sectors for job opportunities	105	15.0	105	15.0	63	9.0	168	24.0	259	37.0
Prostitution										
The government prohibits all acts of prostitution in Malabo	56	8	119	17.0	0	0.0	161	23.0	364	52.0
High financial penalty is established for defaulters in the act of prostitution	77	11.0	133	19.0	14	2.0	238	34.0	238	34.0
Considerable jail term exist for defaulters in the act of prostitution	42	6.0	84	12.0	35	5.0	273	39.0	266	38.0
Crime Wave										

The government invest on capacity building for officials of the National Security on ways to manage modern criminality	161	23.0	203	29.0	63	9.0	140	20.0	133	19.0
CCTV cameras are installed in major towns and institutions to transmit visual record of human activity	98	14.0	140	20.0	21	3.0	154	22.0	287	41.0
Social Conflict										
There exist a commission to promote shared values and culture between immigrant workers and national workers	294	42.0	336	48.0	7	1.0	28	4.0	35	5.0
The commission is effective and efficient in reducing social conflict between immigrants and national workers	21	3.0	70	10.0	49	7.0	252	36.0	308	44.0

Source: Author's fieldwork 2017

Where: SD and D= strongly disagree and disagree represents the denial of the measure to address negative effects of immigration

N=Neutral or indifferent represents an indifference or no knowledge as concerns the measure to address negative effects of immigration.

SA and A= strongly agree and Agree the acceptance of the measures to address negative effects of immigration

As concerns financial quotas, 105 (15.0%) strongly agreed that the government makes use of financial quotas to discourage money sent out of Malabo as remittances, 70 (10.0%) of the respondents agreed, 35 (5.0%) were indifferent while 210 (30.0%) disagreed and 280 (40.0%) strongly disagreed respectively. Thus 25% of the respondents accepted the fact that government makes use of financial quotas to discourage money sent out as remittances, whereas 70% refused and 5% were neutral

On the same line, the researcher questioned the use of other measures such as taxes. In this regard, only 2.0% of the respondents strongly confirmed that the government levies high taxes to discourage the process of sending money as remittances out of Malabo, while 13.0% just simply agreed. 2.0% where neutral, 35.0% disagreed and 48.0% strongly disagreed to this statement. Thus 15% of the respondents accepted the fact that Government levies high taxes to discourage the process of sending money as remittances out of Malabo, whereas 83% refused and 2% were neutral.

At the level of illegal businesses, the researcher discovered that 49.0% of the respondents, strongly agreed to the fact that the Immigration police officers conduct border checks of luggages and persons moving in and out of Malabo. Those who agreed were 31.0%, while 4.0% were indifferent. On this same issue 8.0% of the respondents disagreed and strongly disagreed respectively. Questioning the frequency of police patrols as a measure to prevent illegal businesses 46.0% of the respondents strongly agreed that police officers perform frequent patrols to control illegal business transactions in Malabo 37.0% agreed, 3.0% were indifferent 10.0 disagreed while 4.0 strongly disagreed. 7.0% of the respondents strongly agreed that Community Vigilante groups are established to guard and report cases of illegal businesses in Malabo, 15.0% of the respondents agreed, and 6.0% of them were neutral while 35.0% disagreed and 37.0 % strongly disagreed.

Assessing measures to address unemployment for nationals, 28.0% of the participants for this study strongly confirmed that the government practices a policy to preference Equatorial Guineans first in order to secure employment for nationals. On the same issue 25.0% agreed 1.0% were indifferent 24.0% disagreed while 22.0% of the participants strongly disagreed. Furthermore, the researcher assessed government investment on capacity building for nationals. In this light, she discovered that, 21.0% of the respondents accepted in the strongest terms that the government highly invest on professional capacity building to equip citizens with appropriate skills for the job market. It is important to know that 17.0% of the respondents agreed to this statement while 5.0% were neutral, 28.0% disagreed and 29.0% strongly disagreed. Also 15% of the respondents for this study strongly agreed and agreed respectively that the government implements a policy to diversify the economy in order to develop and promote other sectors for job opportunities. 9.0% of the study participants were neutral, 24.0% disagreed and 37.0% strongly disagreed.

Another crime wave which the researcher sought measures to address it was prostitution. Data from the field revealed that, only 8.0% of the participants for this study strongly accepted the fact that the government prohibits all acts of prostitution in Malabo. This was closely followed by a 17.0% level of agreement while this time no participant wanted to neutral thus it recorded a 0.0%. But 23.0% of the respondents and 52.0% of them agreed and strongly agreed to the statement. Also, 11.0% of the respondents strongly agreed that high financial penalty is established for defaulters in the act of prostitution, 19.0% agreed, 2.0 were indifferent, 34.0% agreed and strongly agreed respectively. On the same line, 6.0% of the respondents strongly confirmed that Considerable jail term exist for defaulters in the act of prostitution, 12.0% of the participants

agreed while 5.0% of them were indifferent. But a majority of them 39.0% disagreed and 38.0% strongly disagreed.

Furthermore, the researcher continued to seek ways to address other challenges such as crime wave plaguing Malabo. In this regard, 23.0% of the participants for this strongly agreed that the government invest on capacity building for officials of the National Security on ways to manage modern criminality, 29.0% agreed, 9.0% stayed neutral while 20.0% disagreed and 19.0 strongly disagreed. On the same line 14.0% of the participants for this work strongly confirmed that CCTV cameras are installed in major towns and institutions to transmit intelligence signal to the security, this was closely followed by 20.0% of the respondents agreeing while 3.0% were indifferent and 22.0% of them disagreed. 41.0% strongly disagreed to the statement made.

Finally, the researcher examined measures to address social conflict. An over whelming majority of the respondents (42.0%) strongly accepted the fact that there exist a commission to promote shared values and culture between immigrant workers and national workers 48.0% agreed, 1.0% were neutral 4.0% disagreed and 5.0 strongly disagreed. At the end, 3.0% of the respondents strongly agreed that the commission is effective and efficient in reducing social conflict between immigrants and national workers, while 10.0% agreed also. 7.0% of the respondents decided to remain silent over the issue while 36.0% of them disagreed and 44.0% of them strongly disagreed.

4.2. Findings from the Interview

In order to provide further clarification on the quantitative data presented above, as well as established a balanced data, five key informant interviews were conducted with immigration officers, and some staff from the ministry of foreign affairs and ministry of labor and social security.

4.2.1 Measures to Address Remittances as a negative Effect of Labor Immigration in Malabo

From the interviews, it was observed that remittances constitute a significant proportion of income leaving Malabo for the home country of immigrant workers. These views were echoed by one of the financial directors of a commercial bank in Malabo. This was his response after being asked to comment on the ways to address the issue.

Researcher's Question: Mr. Director the researcher will be delighted to first of all know the impact of huge sums of money leaving Malabo as remittances and what measures can you propose to address this challenge?

Finance Director's Response: *"...You must first of all understand remittances did not begin today. As such its impacts are very diverse. However, within the context of Malabo, remittances have the potential to drain the economy of the City of Malabo. I tell you it's very deadly to minimize its effects but this is what happens most often. We see migrant workers sending hundreds of millions back to their home countries for diverse reasons and we can do nothing because there is no law restricting the quantity of money sent out and the frequency of sending such money."*

It is important to note that the finance director, went further in his explanation to propose some measures to combat this challenge. He gave three solid proposal in his explanations. Hear him

"...In my humble opinion, I will suggest that the government of Equatorial Guinea should establish a policy instituting a quota on the amount of money which is sent out from migrant workers regarding their status and level of income in Malabo. Secondly the frequency of a migrant worker sending money back home to relatives should be strictly regulated. And thirdly the cost of sending remittances should be reviewed by increasing the tax or charge of such transactions"

4.2.2 Measures to Address Illegal Businesses as a negative Effect of Labor Immigration in Malabo

The researcher went further to ask one immigration police officer his point of view on the state of illegal businesses in Malabo with respect to migrant workers. This was his response after being asked the question.

Researcher's Question: Officer, in your capacity as an immigration police chief can you describe the level of illegal business transaction in Malabo and in what ways do you think these illicit operations can be tackled?

Immigration Police Response: *"Malabo just like any other cosmopolitan city faces illegal business operations in diverse ways. However, the dynamics differ according to the respective sociocultural characteristics making up the population of the Cities. In Malabo especially at the border we experience all kinds of illegal businesses ranging from arms smuggling, drug trafficking, human trafficking, child labor, human parts and many more. You know it is at the border that everything happens. We've got a lot of work here, I tell you there is not even a day that passes by without tracking down such transactions."*

From the Police officer's response, it seems clear to the researcher that, the government is very much aware of the existence of such illegal business transactions and possibly their syndicates.

This confirms why a huge majority of the employees (63%) confirmed that Illegal business operations/transactions can be consider as one of the negative effects of labor immigration in Malabo. However, the researcher requested the police officer to propose some measures which could solve the problem and this is what he had to say

Immigration Police Response: *“...my friend let me begin by telling you that the measures that I am giving you had been given to the government not once or twice but I cannot explain why they are reluctant to act. Already we at the border have increased our border security checks especially after the incidence where arms were discovered in a bag of Garry from a neighboring country entering Guinea. My colleagues at the main land are performing frequent patrols to control illegal business transactions in Malabo. You see! We are doing our best. But what we think the government should do which is not difficult but we don’t know why they are finding it difficult is to permit the creation of community vigilant groups that will report cases of illegal businesses in their respective localities to the security forces. These transactions all happen in the communities and if such groups are created they will be the eyes of the security in the quarters”.*

4.2.3 Measures to Address Unemployment for Nationals as a negative Effect of Labor Immigration in Malabo

At the level of assessing the negative effects of Labor Immigration in Malabo unemployment for nationals was discovered to be one them. This was evident by the fact that 57% of the respondents confirmed that Labor immigration in Malabo reduces employment opportunities for nationals. As such the researcher wanted to know which measures have the government adopted or can be adopted to solve this problem. In an interview with one of the inspectors in the ministry of labor, the researcher posed this question to him.

Researcher’s Question: Mr. Inspector, considering the fact that a considerable percentage of Equatorial Guineans are complaining that the influx of Labor immigrants in to Malabo have reduced their chances of gaining jobs what do you think can be done?

Inspector’s Response: *“Generally unemployment is a global issue now and every country whether rich or poor is feeling the pinch. I will propose my solutions from two dimensions, but first of all I will quote the famous statement ask what have you done for your government not what the government has done for you. This means it is the responsibility of the citizens to make Malabo great again and they should stop complaining of losing jobs to foreigners. Why are they complaining when they do not have the necessary skills? You are an equatorial Guinean, let me*

ask you how many of your friends are willing to even go to school and do what you are doing? Why then should they complain when they don't even have the required qualifications to work? So you get the point! Right? That is where the problem lies and unless we assume the responsibility these foreigners we take it all I tell you the truth”

“...However, I think the government on its part has a significant role to play. I will give you few of them which if implemented will greatly change this country. Firstly I think the government should establish a policy to preference Equatorial Guineans first to provide employment for nationals. Even in America, Trump says Americans first. Secondly the government should highly invest on professional capacity building for citizens, to equip them with appropriate skills for the job market and finally, the government should strengthen its policy to diversify the economy effectively in order to develop and promote other sectors for job opportunities. It should be closely followed up because most policies in this country end up only in paper”

4.2.4 Measures to Address Prostitution as a negative Effect of Labor Immigration in Malabo

At the level of assessing the negative effects of Labor Immigration in Malabo prostitution was discovered to be one them. This was evident by the fact that 47% of the respondents confirmed that prostitution can be consider as one of the negative effects of labor immigration in Malabo.. As such the researcher wanted to know which measures have the government adopted or can be adopted to solve this problem. In an interview with one of the staff in the ministry of social affairs, the researcher posed this question to her

Researcher's Question: What do you have to say regarding the level of prostitution in Malabo and what measure can be adopted to manage it effectively?

Management's Response: *“You are asking me a very difficult question. You know humans are human and can only be controlled to a certain extend. For me, I will tell you clear that prostitution cannot be completely eradicated but there are ways through which the government can put checks to limit its activities in Malabo. Firstly I think the government should make it legal by passing a law which prohibits all acts of prostitution. I hear our neighboring country Cameroon passed a law against adultery. We can do same in Equatorial Guinea. Secondly, a very high financial penalty ranging from 1000,000 FCFA to 5000,000 FCFA should be established for defaulters in the act of prostitution. Also extensive jail term should be instituted for defaulters in the act of prostitution”*

4.2.5 Measures to Address Crime Wave as a negative Effect of Labor Immigration in Malabo

At the level of assessing the negative effects of Labor Immigration in Malabo Crime Wave was discovered to be one of them. This was evident by the fact that 42% of the respondents confirmed that crime wave can be consider as one of the negative effects of labor immigration in Malabo.. As such the researcher wanted to know which measures have the government adopted or can be adopted to solve this problem. In an interview with the delegate general for national security, the researcher posed this question to him.

Researcher's Question: Mr. Delegate, considering the fact that a considerable percentage of Equatorial Guineans are complaining that the influx of Labor immigrants in to Malabo have increased domestic and international criminality, what do you think can be done?

Delegate's Response: *"I appreciate your effort in what you are doing. Honestly very few of you people take time to get to the field to solve societal issues. I encourage you to continue. But as you know this is the department of national security and much needs to be kept secret. However, for the purpose of your research I will give you what you need to know. Presently, the government is building the capacity of police officers on how to track down criminality both domestic and international. Capacity building programs sponsored by the government is open on ways to manage modern criminality. Also what I think the government should do which is not doing is to install CCTV cameras in major towns and institutions to transmit intelligence signals to the security officers. By doing so we can control the entire city of Malabo under video surveillance. This is all I can give you."*

4.2.6 Measures to address social conflict as a negative Effect of Labor Immigration in Malabo

At the level of assessing the negative effects of Labor Immigration in Malabo social conflict was discovered to be one of them. This was evident by the fact that 39% of the respondents confirmed that social conflict can be consider as one of the negative effects of labor immigration in Malabo. As such the researcher wanted to know which measures have the government adopted or can be adopted to solve this problem. In an interview with delegate for social affairs, the researcher posed this question to her.

Researcher's Question: Madam Delegate, considering the fact that Equatorial Guineans are in constant conflict with Labor immigrants in Malabo what do you think can be done to solve this problem?

Delegate's Response: *"Firstly I will like to differ with you a little. Social conflict is a natural phenomenon which is bound to occur as humans from different cultures and backgrounds interact on daily basis. Even in the Developed World and other emerging countries such practices are bound to occur, so I don't want you coin it as if Equatorial Guinea or Malabo really has issues with social conflict. However, as the delegate of social affairs I think we are doing a great job to improving the social climate of work for both our citizens and foreigners. As you already the government through the ministry of social affairs created the commission to promote shared values and culture between immigrant workers and national workers. This is a great move but what I think the government should do is to first of all make the commission independent so that it could be effective and efficient in reducing social conflict between immigrants and national workers."*

4.3 Discussion of Findings

4.3.1 Discussion of demographic Findings

The findings of this study revealed that majority of respondents 539 (77%) are males while the minority are females 161 (23%). The result also revealed that age majority of the respondents (36%) were between the age group of 41-50 years. This was closely followed by the age group 31-40 years with (27%) of the respondents. Furthermore, the study revealed that 28% of respondents acquired a degree. It also revealed that majority of the respondents 40% are married.

4.3.2 Discussion of Findings for Objective One

The findings of objective one of this study revealed that the economic push factors of labor immigration in Malabo include unemployment (58%), low wages (32%), high interest rate (10%), while the socio-cultural push factors included family transfer (67%), poor living conditions (31%), and infertile land (2%). It also revealed that economic pull factor of labor immigration in Malabo include employment opportunities (63%), high wages (30%) and low interest rate (7%) while the socio-cultural pull factors included family reunification (71%), fertile land (2%), mutual friendship and hospitality of citizens (27%). This finding is in line with the study of Singh and Kaur (2007) who found out in their study that poverty, low employment at native place and more employment and high wages were the main reasons of migration. This finding is also in line with the study of Misra (2008) who found lack of work in the home country, poverty, social and family disagreements were the push factors of migration and that families and other social networks of the immigrants such as the presence of friends and relatives and the accessibility of finance in the destination place where the main pull factors of immigration.

4.3.3 Discussion of Findings for Objective Two

The findings of objective two of this study revealed that there is skill transfer due to labor immigration and that majority of the respondents which accounted 68% accepted the fact that labor immigration brings about skill transfer; It also found that immigration of workers into Malabo provide cheap labor, as majority of respondents which accounted 49% accepted the fact that labor immigration provides cheap labor. The study further revealed that immigration of workers in Malabo solve labor shortage problem as majority of the respondents which accounted 52% accepted the fact that labor immigration solve labor shortage problem. It also found that immigration of workers in Malabo provide employment opportunities for both nationals and non-nationals as majority of the respondents 68% accepted the fact that immigration of workers provide employment opportunities for both nationals and non-nationals. It further revealed that immigration of workers into Malabo contribute to the economic growth of the country through payment of taxes as majority of respondents 57% accepted that immigration of workers contribute to the economic growth through payment of taxes. It was also revealed that due immigration of workers into Malabo increase the market size of Malabo as majority of respondents which accounted 74% accepted the statement. This is in line with the study of the European Commission (2005) which found that the immigration of workers into Germany has caused an increased in jobs and also strengthen the economy growth of Germany. The study revealed that the coming in of self-employed workers have contributed in the creation of businesses which have been a support for creating jobs for other foreign and native labor. It is also in line with the study of Orrenius & Zavodny (2013), which found that the immigration of high and low-skill workers in the United States complement the native workforce and bring needed skills and manual labor. And that high-skilled immigrants in the United States alleviates shortages in key science, health and technology occupations and spurs innovation and investment in research and development. Furthermore, the immigration high- skilled workers also have a positive fiscal impact, contributing more in tax payments than they use in public services.

The same findings of the study for this objective revealed that remittances can be consider as one of the negative effect of labor immigration and as majority of the respondents which accounted 58% accepted the fact remittances is a negative effect of labor immigration in Malabo; It also found that illegal business operations/transactions can be consider as one of the negative effect of labor immigration in Malabo as majority of the respondents that is 63% accepted the fact that illegal business operations/transactions is a negative effect of labor immigration in Malabo. The

study further revealed that immigration of workers in Malabo reduces employment opportunities for nationals, as majority of the respondents that is 57% accepted the fact labor immigration in Malabo reduces employment opportunities for nationals. It also found that prostitution can be consider as one of the negative effect of labor immigration in Malabo as majority of the respondents that is 47% accepted the fact that prostitution is a negative effect of labor immigration in Malabo. It further revealed that crime wave can be consider as one of the negative effect of labor migration in Malabo as majority of the respondents that is 42% accepted the fact that crime wave is a negative effect of labor migration in Malabo.

It was also revealed that social conflict can be consider as one of the negative effect of labor migration in Malabo as majority of the respondents that is 39% accepted the fact that social conflict is a negative effect of labor migration in Malabo.

4.3.3 Discussion of Findings for Objective Three

As concerns financial quotas, 15.0% of the respondents strongly agreed that the government makes use of financial quotas to discourage money sent out of Malabo as remittances while only 10.0% of the respondents agreed. 5.0% were indifferent while 30.0% as well as 40.0% of the respondents disagreed and strongly disagreed respectively.

This finding is contrary to the study of Singh and Kaur (2007), who found out in their study that the government of India has fixed quotas above which remittances cannot go out of the country.

At the level of illegal businesses, the researcher discovered that 49.0% of the respondents, strongly agreed to the fact that the Immigration police officers conduct border checks of luggages and persons moving in and out of Malabo. Those who agreed were 31.0%, while 4.0% were indifferent. On this same issue 8.0% of the respondents disagreed and strongly disagreed respectively. This finding is also in line with the study of Misra (2008) who found out that high border security checks are being instituted in Singapore to reduce the level of illegal businesses operating in the country.

The researcher examined measures to address social conflict. It is important to note that an overwhelming majority of the respondents 42.0% strongly accepted the fact that there exist a commission to promote shared values and culture between immigrant workers and national workers 48.0% agreed, 1.0% were neutral 4.0% disagreed and 5.0 strongly disagreed. At the end, 3.0% of the respondents strongly agreed that the commission is effective and efficient in reducing

social conflict between immigrants and national workers, while 10.0% agreed also. 7.0% of the respondents decided to remain silent over the issue while 36.0% of them disagreed and 44.0% of them strongly disagreed. This study is in line with the work of Orrenius & Zavodny (2013), who found that the establishment of a commission to promote shared values and culture greatly influenced the performance of employees in the United States of America.

4.4 Implications of the Findings

4.4.1 Implications for Specific Objective One

The findings of specific objective one of this study revealed that the economic push factors that led to labor immigration into Malabo were unemployment (58%), low wages (32%), and high interest rates (10%) in their home countries. This implies that unemployment is the major economic factor that pushed labor immigrants from their present locations. It further implies that job security for nationals is at stake because the influx of migrant workers will increase the supply of labor and such it becomes readily possible for a migrant worker to take the place of national workers for any reason. It also revealed that the socio-cultural push factors that led to labor immigration to Malabo were family transfer (67%), poor living conditions (31%) and infertile land (2%) in the home country. This implies that family transfer is the major socio-cultural factor that pushed labor immigrants from their respected locations. It further indicates that a significant proportion of the immigrants in Malabo migrated for family ties and illustrated the influence of the African family in today's business environment.

At the level of level of the pull factors, the findings revealed that the economic pull factors for labor immigration to Malabo were employment opportunities (63%), followed by high wages (30%) and 7% as low interest rate. This implies that Malabo host a multiplicity of employment opportunities which migrants see as a destination for greener pastures. Constituting a majority of the economics pull factors, this insinuates that the city will serve as a commercial hub not just for Malabo but for the entire Central African sub region. The findings also found that the socio-cultural pull factors that attracted labor immigrants into Malabo were family reunification (71%), fertile land (2%), and mutual friendship and hospitality of citizens (27%). This has a great implication to the city of Malabo because it stands as the highest socio-cultural factor influencing the entering of foreign workers into Malabo. It further reveals that, a significant proportion of the population never had the idea of work as a persuading factor attracting them to Malabo. However, be they as it may, their present occupation shows that they are all workers, meaning even though

they did come for work, may be other reasons must have forced them to gain employment. This may be an important aspect for further studies, investigating the reasons why over 71% of migrants in Malabo decided to look for employment which was not their cultural factor for entering Malabo. On the same line, fertile land revealed (2%) as a socio-cultural factor for entering Malabo. It implies that very few foreign workers went to Malabo for agricultural purposes, meaning the sector still leaves very few things to be desired by the immigrants. The government of Malabo will therefore have a lot to do to encourage immigrants into agriculture. Finally, mutual friendship and hospitality of citizens recorded (27%) as a pull socio-cultural factor that influenced the movement of migrants into Malabo. This implies that the hospitable and welcoming attitude of the citizens greatly influenced the movement of migrants.

4.4.2 Implications for Specific Objective Two

From the findings of objective two 68% of the respondents for this study revealed that skill transfer is a positive effect of labor immigration in Malabo. This implies that, the coming in of foreign workers have a positive contribution because it brings about skills development and knowledge transfer to national workers thereby giving them the necessary mastery and competence especially in areas where they needed further understanding. Furthermore, 49% of the respondents indicated that immigration of workers into Malabo provide cheap labor. This implies that the continued influx of the potential employees into Malabo in the name of immigrants will make the country a goldmine in terms of labor this may equally extend to the entire country becomes a significant factor for corporate profitability all things being equal. Therefore, from the perspective of the researcher based on the findings, it is profiting for Equatorial Guinea to make its policy moderate so that the country takes advantage of this great resource. On the same line, mindful of the fact that the country is relatively a small state with a youthful population, 52 % of the respondents confirmed that immigrant workers in Malabo contributes significantly by solving the labor shortage problem. This implies that the coming in of foreign workers greatly help in filling positions that nationals are not willing to do or consider undignified. To the researcher, this should be looked upon, because South African and other emerging countries today are witnessing socio-economic instability due to the influx of foreign workers some years back when the South Africans refused to do certain jobs which were consider mean. 68% of the respondents of this study also found that immigrant workers in Malabo provide employment opportunities for both nationals and non-nationals. This implies that, the coming in of migrant workers brings about the creation of new areas of employment and as consequence provide work to both citizens and non-citizens. It is

also important to note that 57% of the respondents revealed that immigrant workers into Malabo contribute to the economic growth of the country through payment of taxes. This implies that they are a potential source of national income or revenue in Malabo. This tax money can be used to serve weaker sections of the society through welfare programs. Similarly, 74% of the respondents indicated that, the immigration of workers into Malabo increase the market size of Malabo. This implies that, the coming in of foreign workers will naturally expand the demographic market size of Malabo and will eventually lead to an increase in revenue and cash flow for companies operating in the City.

The findings of research objective three of this study revealed the negative effects of migrant workers in Malabo. To begin 58% of the respondents said that remittances is a negative effect of labor immigration. This implies that the money send back home by labor migrants have a negative contribution or consequence in Malabo as it contributes to the reduction of the Gross Domestic Product (GDP) of the city and even to the migrants because they usually work as slaves to feed relatives back home. At times it also sends a wrong signal to the relatives of migrant workers, that “all is well” which is capable of influencing their decision to migrate to Malabo, thinking they will come and make much money as their relatives. This may lead to frustrations when such people come to Malabo and find it difficult to achieve the least of their dreams. The data also revealed that 63% of the respondents accepted the fact that migrants contribute to the spread of illegal business operations/transactions in Malabo. This is a very serious issue because it implies that, the continued influx of migrants increases different forms of black marketing for which a significant portion of the income is not accounted for in the national income statistics, it facilitates the entering of contraband products and even arms smuggling. Other inhuman business transactions such as child labor, drug trafficking and human trafficking, may therefore become highly prevalent in Malabo if the necessary measures are not put in place to either limit the influx of migrants or carry out intelligence screening. 57% of the respondents of this study further revealed that immigration of workers in Malabo reduces employment opportunities for nationals. This implies that the more high skilled workers come into Malabo the less low-skilled national workers will have access to employment since only those who have the required skills for the positions will be hired. It was also noted that 47% of the participants for this study revealed that prostitution is as a negative effect of labor immigration in Malabo. This implies that the city dwellers of Malabo as well as the citizens of the entire country of Equatorial Guinea are exposed to a wide range of health related illnesses which may proceed from prostitution. This a very serious problem because it will mean

that the health of the nation's workforce will be severely affected, and when this happens employee performance will drop which can literally affect the productivity of the respective companies for which they are employed and eventually the national productivity will fall. Moreover, diseases contracted from prostitution are usually venereal leading to a high mortality rate if adequate medical attention is not taken. On the same line 42% of the respondents accepted the fact that crime wave is a negative effect of labor migration in Malabo. Even though relatively small as compared to the percentage of other factors, 42% is a very crucial issue for the city of Malabo. This will mean that business within Malabo as well as those in other parts of the country will become vulnerable to encountering all types of crime including robbery, fraud just to name few. Furthermore, this will affect the international rating of the country in terms of ease of doing business thereby preventing international investors from carrying out substantial investment in Malabo. At the social dimension 39% of the respondents accepted the fact that social conflict is a negative effect of labor migration in Malabo. This creates a hostile environment which affects performance by making work challenging. Also it increases social tension in the community between the local inhabitants and foreigners.

4.4.3 Implications for Specific Objective Three

Findings from the questionnaires in respect to the measures to address remittances as negative effect of labor immigration in Malabo revealed that 15% of the respondents agreed that government levies high taxes to discourage the process of sending money as remittances out of Malabo. The implication of this is that Government does not actually use high taxes to discourage money transfer, this can be seen from the fact about 83% of the respondents is off the opinion that Government does not implement this measure.

Furthermore, measures to address illegal businesses as a negative effect of labor immigration in Malabo revealed that 80% of the respondents agreed that Immigration Police Officers conduct border checks of luggage's and persons moving in and out of Malabo. This implies that officers have not been checking luggage's and also controlling the people that have been coming into Malabo, therefore contributing to a massive settling/engagement of illegal business.

In respect to the measures to address the unemployment of national as a negative effect of immigration in Malabo, 61% of the respondents denied that the Government implements a policy to diversify the economy in order to develop and promote other sectors for job opportunities. This implies that there is a need for the Government to develop sustainable policies for the country by

promoting other sectors such as agriculture, fishery, mining, etc. so as to provide job security to Equatorial Guineans.

In respect to measures to address prostitution as a negative effect of immigration in Malabo, 77% of the respondents denied that the Government prohibits all acts of prostitution in Malabo. This implies that Government have not develop policies to band prostitution in Malabo, and there is a need for such policy because it will provide health security to both immigrants and nationals.

In respect to measures to address crime wave as a negative effect of immigration in Malabo, 63% of the respondents denied that Closed-circuit television (CCTV) are install in major town and institutions to transmit intelligence signal. This implies that the population of Malabo is suffering from crime wave and the Government need to provide solutions to that in order to grant national security to the population.

In order respect to measures to address social conflict as a negative effect of immigration in Malabo, 90% of the respondents denied that there exist a commission to promote shared values and culture between immigrant workers and national workers. This implies that there is a collision of cultural background between the immigrants and the natives which brings conflict in the society, therefore there is a need for the Government to settle commission to solve this problem.

4.5 Limitations of the Study

The limitations in this study are described as the restrictions that were beyond the control of the researcher. Within the context of this project, the researcher encountered the following challenges.

Firstly, the respondents for this study were very busy, making it difficult to find employees who could spare some of their time to answer the questionnaire. For this reason, the researcher had to spend much time that the required in the field so as to be able to get the respondents answer the questions not as to satisfy the researcher but to objectively answer the questionnaire to get the right information.

Secondly, another challenge very crucial was the fact that, many copies of the questionnaires had to be rejected because they were either incompletely filled or could be retrieved because employees misplaced them. However, the researcher had to make available replacements for missing copies of the questionnaires and those that were disqualified because they were incompletely filled. This had to expand the budget for the researcher significantly and delayed the time for the data

collection and analysis. Thirdly, this study was undertaken only in the city of Malabo. Therefore, generalizing results to the entire country of Equatorial Guinea will be debatable.

CHAPTER FIVE

SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1 Summary of findings

5.1.1 Summary of Findings for Objective One: To identify the push and pull factors that led to labor immigration in Malabo.

Regarding the push economic push factors influencing labor migration into Malabo, 58% of the respondents confirmed that unemployment was their main reason why they migrated from their home country.

With respect to the push socio-cultural factors influencing labor migration into Malabo, 67% of the respondents confirm that family transfer was their main reason why they migrated from their home country.

On the same line, the economic pull factors attracting labor immigrants into Malabo was examined. 62% of the respondents confirmed that employment opportunities was their main reason that influenced their migration decision into Malabo.

As concerns the socio-cultural pull factors attracting labor immigrants into Malabo, 71% of the respondents indicated that family reunification was their main reason that influenced their migration decision into Malabo.

5.1.2 Summary of Findings for Objective Two: To examine the positive and negative effects of labor immigration in Malabo.

In discussing the positive effects of labor immigration in Malabo, 68% of the respondents confirmed that skill transfer is a positive effect of labor immigration in Malabo. Also 49% of the respondents confirmed that cheap labor is a positive effect of labor immigration in Malabo. Furthermore, 52% of the respondents confirmed that immigration of workers in Malabo is a positive effect of labor immigration in Malabo as it solves labor shortage problem. Equally, 68% of the respondents confirmed that immigration of workers in Malabo is a positive effect of labor immigration in Malabo as it provides employment opportunities to nationals and non-nationals. Similarly, 57% of the respondents confirmed that immigration of workers in Malabo is a positive effect of labor immigration in Malabo as it contributes to the economic growth of the country

through the payment of taxes. Likewise, 74 % of the respondents confirmed that immigration of workers in Malabo is a positive effect of labor immigration in Malabo as it increases the market size of Malabo.

In respect to the negative effects of labor immigration in Malabo, 58% of the respondents confirmed that remittances is a negative effect of labor immigration in Malabo. Additionally, 63% of the respondents confirmed that illegal business operations/transactions constitute a negative effects of labor immigration in Malabo. Furthermore, 57% of the respondents confirmed that immigration of workers in Malabo is a negative effect of labor immigration in Malabo as it reduces employment opportunities for nationals. Equally, 47% of the respondents confirmed that prostitution in Malabo is a negative effect of labor immigration in Malabo. Similarly, 42% of the respondents strongly agreed that crime wave is a negative effect of labor immigration in Malabo. Likewise, 39% of the respondents strongly agreed that social conflict is a negative effect of labor immigration in Malabo.

5.1.3 Summary of Findings for Objective Three: To propose a framework to address the immigration challenges in Malabo.

As concerns financial quotas, 70.0% of the respondents denied that the government makes use of financial quotas to discourage money sent out of Malabo as remittances. On the same line, the researcher questioned the use of other measures such as taxes. In this regard, only 2.0% of the respondents strongly confirmed that the government levies high taxes to discourage the process of sending money as remittances out of Malabo, while 13.0% just simply agreed. 2.0% decided to neutral, 35.0% disagreed and 48.0 strongly disagreed to this statement. In respect to the measures for illegal businesses transactions, 80.0% of the respondents accepted that Immigration Police Officers should conduct boarder checks of luggage's and persons moving in and out of Malabo, 83% accepted that police officers should perform frequent patrols to control illegal business transactions in Malabo. 72% of the respondents denied that community vigilante groups have not being established to guard and report cases of illegal business in Malabo. As concerns the measure for unemployment for nationals, 53% of the respondents accepted that Government should practice policies that will give preferences to Equatorial Guineans in matters of employment opportunities. Equally, 53% of the respondents accepted that Government should invest on professional capacity building for citizens to equip them with appropriate skills for the job market. Also 30% accepted that should implement polices to diversify the economy in order to develop and promote other

sectors for job opportunities. In respect to prostitution, 75% of the respondents denied that Government prohibits all acts of prostitution in Malabo. In respect to crime wave, 525 of the respondents agreed that the Government should invest on capacity building for officials of the National Security on ways to manage modern criminality. As concern social conflicts, about 90% of the respondents agreed that the Government should establish a commission to promote shared values and culture between immigrant workers and national workers.

5.2 Conclusion

Based on the findings obtained from the analysis of the research objectives we can say that labor immigration is not just a contemporary concept, it started from time immemorial and has come to stay. However, the dynamics of its evolution in the twenty first century business environment, characterized by the advent of modern day technology, new modes of transportation and globalization has attracted the attentions of the international community. This may not be a surprise to the younger generation, but greatly puzzles the men and women who were born much earlier as to how the future will be with the changing trends and uncertainties they never witnesses before now in the job market both as migrant and non-migrant workers. From this study, it's observed that many countries in Europe, Asia, America and across Africa more than ever are now rephrasing foreign policy with respect to immigration. Thus Equatorial Guinea is not an exemption. The study proved that both push and pull factors did influenced the movement of migrant workers into Malabo, but the pull factors over rided the push, implying that the city provided a conducive environment for migrant labourers to work freely and also provided favourable conditions for doing business. This is evident by the daily influx of migrants from all over the world as well as investors especially from develop and emerging countries establishing small, medium, and large scale companies in Malabo. Nevertheless, be they as it may, the findings of this research also exposed the fact that, this daily influx of migrants has impacted Malabo both positively and negatively. Even though, their positive contributions are tremendous and cannot be undervalued or disesteemed, the negative effects according to the researcher have brought more evil than good. The figures do not lie but rather provide a logical foundation for re-strategizing the immigration policy in Malabo-Equatorial Guinea. Facts such as 42% of the respondents confirming that crime wave is a negative effect of labor migration in Malabo, 47% revealing that prostitution is a negative effect of labor immigration in Malabo and 57% accepting that immigration of workers in Malabo reduces employment opportunities for nationals, do not only pose a threat to the local city dwellers of the country's political capital, but constitute a great challenge in terms of national security

against terrorism, health security against HIV and Labor security against unemployment affecting economic growth and living standard of not just the city dwellers in Malabo, but equally extends to the entire country. This justifies the frequent boarder closure and high intelligence screening of immigrants upon entering the country. Nevertheless, Equatorial Guineans are proud of the newly developed skills and the socio-cultural diversity that these immigrants have brought to Malabo. It's a legacy to the city and a heritage for the nation.

5.3 Recommendations

Based on the researcher's field finding and considering that labour migration is a phenomenon that touches all corners of the world, the following recommendations were made:

5.3.1. Recommendations for Objective One

As a recommendation, the researcher proposed that the Government and policy makers of Equatorial Guinea should take proactive measures to diversify the economy of the country in order to provide job security to Equatorial Guineans. The recommendations was made based on the findings that employment opportunities (67%) in the country was identified by the respondents as the main reason for labor immigration into the country.

5.3.2. Recommendation for Objective Two

As a recommendation, the researcher humbly suggested that Government and policy makers of Equatorial Guinea should review the country's migration law so as to establish policies that will help in taking advantage over the positive effects that labor immigrants brings to the country. Settling this policies will be of help to boost the country's economy and endowed Equatorial Guineans with skills and expertise needed for the progress and development of the country. This recommendation was made from the fact that 68% of the respondents confirmed that skill transfer is a positive effect of labor immigration. And also from the findings that 68% of the respondents confirmed that labor immigration into the country brings about employment opportunities for both national and non-national workers.

The researcher further suggested that there is a need for the Government and policy makers of Equatorial Guinea to take measures such as the intelligence screening by allowing only skilled workers to immigrate for work in order to prevent illegal and inhuman business transaction within the country. The recommendation was made from the fact that 63% of the respondents confirmed labor migrants contribute to the spread of illegal business operations/transactions.

5.3.3 Recommendation for Objective Three

The researcher strongly proposed measures that can be used to minimize or tackle the negative effects that immigration into Malabo have brought to the city and to the country as a whole. This will help to strengthened the national security and create a conducive environment for both immigrants and natives. The recommendation was made from the fact that the negatives effects of immigration identified constituted a great challenge for the city, so the researcher show the necessity to develop a framework for the Government.

5.4. Suggested Areas for Further Research

The researcher has pinpointed some other areas that can be crucial for further studies of Equatorial Guinea in line with labor immigration.

- Displacement of indigenous workers by foreign workers in Equatorial Guinea's job market.
Case study: selected construction companies in Malabo.
- Globalization and its implications on the small oil rich country of Equatorial Guinea.
- Assessment of the push and pull factor of labour immigration in Equatorial Guinea. The case of sole proprietors in Malabo.

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APPENDICES

APPENDIX 1: Questionnaire 1

**PAN AFRICAN INSTITUTE FOR DEVELOPMENT –WEST AFRICA
P.O.BOX, 133, BUEA, CAMEROON**



DEPARTMENT OF BUSINESS STUDIES AND MANAGEMENT STUDIES

PROGRAM: HUMAN RESOURCE MANAGEMENT

**Project Title: LABOR IMMIGRATION IN EQUATORIAL GUINEA AND ITS EFFECTS:
THE CASE OF MALABO.**

Dear respondent,

I am NARDY BUIYABÁN BICHUA, a bachelor's degree student at the Pan African Institute for Development Buea Cameroon. I am conducting a research on "Labor immigration in Equatorial Guinea and its effects: The Case of Malabo". The information you will provide here will enable me complete my dissertation. This questionnaire has been design for a scientific and purely academic work. Answers will be treated confidential and only for the purpose of which the questionnaire has been established. There will be no negative consequences for not answering any question but you are highly encouraged to respond freely, as this will help in examining the effect of this "search of opportunities" in the socio-economic development of Equatorial Guinea

Instructions: Please place a tick ☒ in the box to answer the option that best suit your opinion in the following statements

SECTION A: DEMOGRAPHIC DATA

1. Gender of respondent:

Male ☐ Female ☐

2. Age of respondent:

18-30 years ☐ 31-40 years ☐ 41-50 years ☐ 51-60 years ☐

3. Level of education:

O level ☐ A level ☐ Diploma ☐ Degree ☐ Post-graduate ☐ Others ☐

4. Marital Status:

Single ☐ Married ☐ Divorced ☐ Widowed ☐

SECTION B: Identifying the “push” factors” responsible for labor migration in Equatorial Guinea

Subsection 1: Push factors

1. Push factors are those factors that force people to move from one place to another. Which of the following push factors led you to migrate?

a) Economic push factors

- I. Unemployment ☐
- II. Low wages ☐
- III. High interest rate ☐

b) Socio-cultural push factors

- I. Family transfer ☐
- II. Poor living conditions ☐
- III. Infertile land ☐

SECTION B: Identifying the “pull factors” responsible for labor migration in Equatorial Guinea

Subsection 2: Pull factors

2. Pull factors are those factors in the target country which encourage people to move from the country of origin or residence. Which of the following pull factors encourage you to migrate?

a) Economic pull factors

- I. Employment opportunities ☐
- II. High wages ☐

III. Low interest rate

IV. Inflation rate

V. Currency stability

b) Socio- cultural pull factors

I. Family reunification

II. Fertile land

III. Mutual friendship and

Hospitality of the citizen

IV. Better living condition

SECTION C: MEASURES TO ADDRESS IMMIGRATION CHALLENGES

	SA	A	N	SD	D
Remittances					
The government makes use of financial quotas to discourage money sent out of Malabo as remittances					
The government levies high taxes to discourage the process of sending money as remittances out of Malabo					
Illegal Businesses					
Immigration police officers conduct border checks of luggages and persons moving in and out of Malabo					
Police officers perform frequent patrols to control illegal business transactions in Malabo					
Community Vigilante groups are established to guard and report cases of illegal businesses in Malabo					
Unemployment for Nationals					

The government practices a policy to preference Equatorial Guineans first to provide employment for nationals					
The government highly invest on professional capacity building for citizens to equip them with appropriate skills for the job market					
The government implements a policy to diversify the economy in order to develop and promote other sectors for job opportunities					
Prostitution					
The government prohibits all acts of prostitution in Malabo					
High financial penalty is established for defaulters in the act of prostitution					
Considerable jail term exist for defaulters in the act of prostitution					
Crime Wave					
The government invest on capacity building for officials of the National Security on ways to manage modern criminality					
CCTV cameras are installed in major towns and institutions to transmit visual record of human activity.					
Social Conflict					
There exist a commission to promote shared values and culture between immigrant workers and national workers					
The commission is effective and efficient in reducing social conflict between immigrants and national workers					

Thank You for offering your time!!!

APPENDIX 2: Questionnaire 2

**PAN AFRICAN INSTITUTE FOR DEVELOPMENT –WEST AFRICA
P.O.BOX, 133, BUEA, CAMEROON**



DEPARTAMENTO DE ESTUDIOS EMPRESARIALES

PROGRAMA: GESTIÓN DE RECURSOS HUMANOS

Título del proyecto: LA INMIGRACIÓN LABORAL EN GUINEA ECUATORIAL Y SUS EFECTOS: EL CASO DE MALABO

Querido entrevistado,

Me llamo Nardy BUIYABÁN BICHUA, estudiante de licenciatura en Pan African Institute for Development- West Africa (PAID-WA) Buea, Cameroon. Estoy realizando una investigación sobre “La inmigración laboral en Guinea Ecuatorial y sus efectos: El caso de Malabo”

La información que usted proporcionará aquí me permitirá completar mi tesina. Éste cuestionario ha sido diseñado para un trabajo científico y puramente académico. Las respuestas serán tratadas confidencialmente y sólo con el fin con el que se haya establecido el cuestionario. No habrá consecuencias negativas por no responder a ninguna pregunta pero se les anima a que respondan libremente, ya que esto ayudará a examinar el efecto de esta búsqueda de oportunidades en Guinea Ecuatorial.

Instrucciones: por favor marque la casilla ☒ para responder a las opciones que mejor se adapten a su opinión en las siguientes declaraciones

SECCIÓN A: DATOS DEMOGRÁFICOS

1. Sexo: Masculino ☐ Femenino ☐

2. Edad: 18-30 años ☐ 31-40 años ☐ 41-50 años ☐ 51-60 años ☐

3. Educación: Secundaria ☐ Bachillerato ☐ Diploma ☐ Licenciatura ☐ Máster ☐
Otros ☐

4. Estado Civil: Soltero/a ☐ Casado/a ☐ Divorciado/a ☐ Viudo ☐ Otros ☐

S/ N	SECCIÓN B: EXAMINANDO LOS EFFECTOS POSITIVOS DE LA IMMIGRACION LABORAL EN MALABO	INDICADORES DE MEDIDA				
		Totalmente de acuerdo	De acuerdo	Neutral	Desacuerdo	Totalmente desacuerdo
NB: por favor marque (✓) el indicador que mejor se adapte a las declaraciones siguientes						
	1. La transferencia de técnicas de trabajo/tecnología puede ser considerada como uno de los aspectos positivos de la inmigración en Guinea Ecuatorial. ¿Hasta qué punto está de acuerdo con esta afirmación?					
	2. La inmigración de trabajadores en Guinea Ecuatorial proporciona mano de obra barata . ¿Hasta qué punto estás de acuerdo con esta afirmación?					
	3. La inmigración de trabajadores en Guinea Ecuatorial soluciona el problema de la escasez de mano de obra . ¿Hasta qué punto estás de acuerdo con esta afirmación?					
	4. Los trabajadores inmigrantes en Guinea Ecuatorial ofrecen oportunidades de empleo a nativos o no nativos. ¿Hasta qué punto estás de acuerdo con esta afirmación?					
	5. La inmigración laboral contribuye al crecimiento económico de Guinea Ecuatorial mediante el pago de impuestos . ¿Hasta qué punto estás de acuerdo con esta afirmación?					

6. El flujo de inmigrantes contribuye en el aumento del comercio en Guinea Ecuatorial. ¿Hasta qué punto estás de acuerdo con esta afirmación?					
SECCIÓN C: MEDIDAS PARA SOLUCIONAR LOS EFECTOS NEGATIVOS DE LA IMMIGRACIÓN					
	TA	A	N	TD	D
Remesas					
El gobierno hace uso de cuotas financieras para desalentar el dinero enviado desde Malabo como remesas.					
El gobierno aplica altos impuestos para desalentar el proceso de envío de dinero como remesas desde Malabo.					
Negocios ilegales					
Los agentes de la policía de inmigración realizan controles fronterizos de equipajes y personas que entran y salen de Malabo					
Los agentes de policía realizan frecuentes patrullas para controlar las transacciones comerciales ilegales en Malabo.					
Se han establecido grupos comunitarios de vigilancia para proteger e informar casos de negocios ilegales en Malabo.					
Desempleo para nacionales					
El gobierno practica una política de preferencia ecuatoguineana primero para proporcionar empleo a los nacionales.					
El gobierno invierte mucho en la formación de sus ciudadanos equipándolos con las habilidades adecuadas para el mercado de trabajo					
El gobierno implementa una política para diversificar la economía a fin de desarrollar y promover otros sectores para oportunidades de empleo					
Prostitución					

El gobierno prohíbe todos los actos de prostitución en Malabo					
Se establece una alta multa financiera para los/las que ejerzan la prostitución					
Existe un plazo de cárcel para los/las que ejerzan la prostitución					
Delincuencia					
El gobierno invierte en la formación de los funcionarios de la Seguridad Nacional sobre formas de gestionar la delincuencia moderna					
Existen cámaras de vigilancia en las principales ciudades e instituciones para transmitir un registro visual de actividades humanas					
Conflicto social					
Existe una comisión para promover valores culturales entre los trabajadores inmigrantes y los trabajadores nacionales					
La comisión es efectiva y eficiente para reducir conflicto social entre inmigrantes y trabajadores nacionales					

Gracias por ofrecer su tiempo!

APPENDIX 3: Equatorial Guinea: Socio-economic indicators, 2010-2015

Table 12 Equatorial Guinea socio-economic indicators, 2010-2015

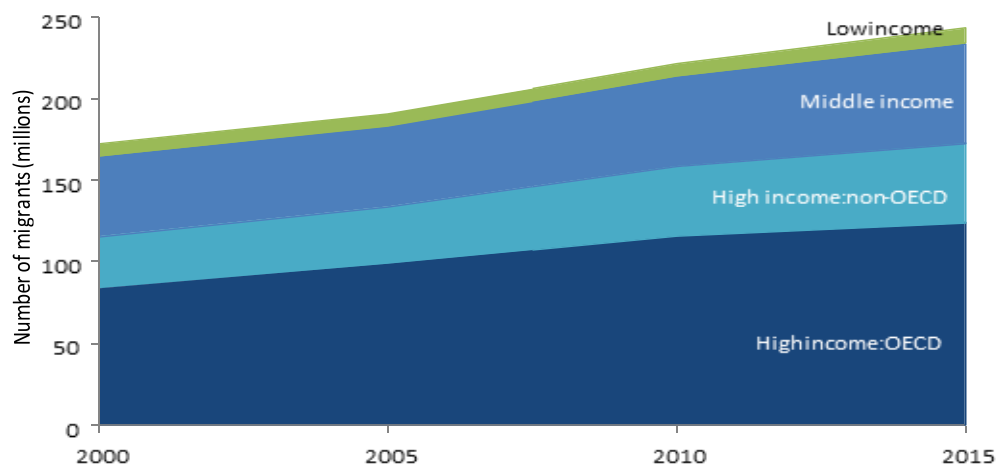
	2010	2011	2012	2013	2014	2015
GDP growth rate (per cent, constant price)	-3.8	1.9	5.8	-6.5	-0.3	-10.2
Inflation rate (per cent)	5.3	4.8	3.4	3.2	4.3	3.5
Government revenue (Millions of US dollars)	4,342.9	6,037.8	6,257.7	5,454.0	5,223.7	3,016.5
Government expenditure (Millions of US dollars)	5,081.7	5,864.0	7,881.1	6,738.4	6,274.3	3,611.3
Government balance	-739	174	-1,623	-1,284	-1,051	-595
Government balance as per cent of GDP	-6.4	1.1	-9.0	-7.5	-6.8	-4.7
Net ODA received (Millions of US dollars)	84.7	24.3	14.2	4.3	0.6	...
Balance of Payments (Millions of US dollars)						
Current Account (Millions of US dollars)	-2,793	-1,565	-388	-688	-1,551	731
Goods, Credit (Exports)	10,332	14,306	17,349	15,776	14,761	10,129
Goods, Debit (Imports)	5,485	6,972	6,905	5,785	5,475	3,630
Balance on Goods	4,847	7,334	10,444	9,991	9,284	6,499
Services, Credit (Exports)	...	...	...	...	...	...

Services, Debit (Imports)	...	...	...	...	...	...
Balance on services	-2,055	-2,638	-3,038	-2,690	-2,908	-1,974
Balance on Goods and Services						
Balance on income	-5,477	-6,155	-7,545	-7,682	-7,635	-4,971
Balance on current transfers	-108	-107	-249	-308	-291	-284
Capital Account	0	0	0	0	0	0
Financial Account	2,404	2,602	2,956	1,846	-447	79
Direct investment (net)	2,374	1,975	985	731	320	316
Portfolio investment (net)	0	0	2	2	2	2
Other investment (net)	-330	627	1,969	1,113	-767	-238
Memorandum item:						
Reserves (Millions of US dollars)	2,354	3,054	4,282	4,396	3,177	2,004
Reserves (months of imports)	5.1	3.9	10.1	7.8	8.4	5.9

Source: IMF, World Economic Outlook Database, October 2015; IMF Country Report No. 15/260, Article

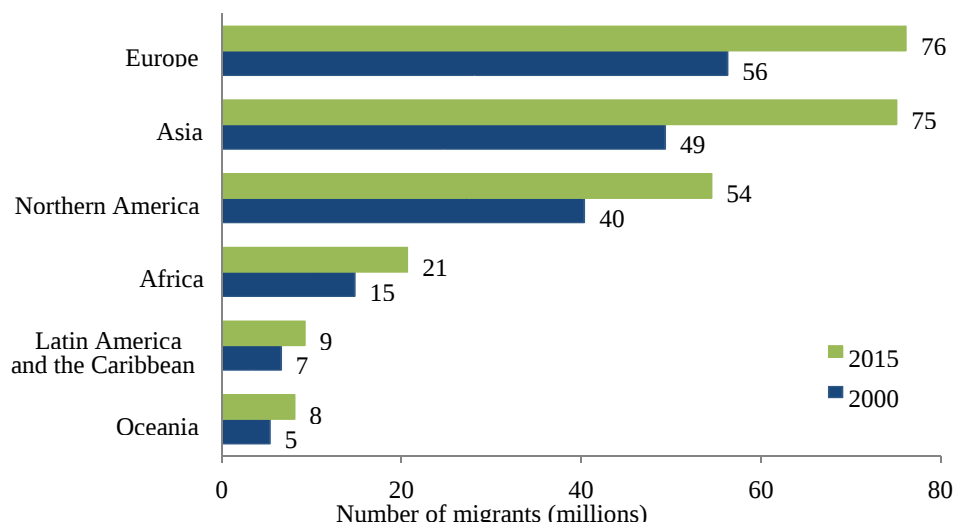
IV consultation: Equatorial Guinea, 2015; OECD, Table 25: ODA Receipts and Selected Indicators for Developing Countries and Territories

APPENDIX 4: Number of international migrants by income group of country or area of destination, 2000 to 2015



Source: United Nations, Department of Economic and Social Affairs, Population Division (2016). *International Migration Report 2015: Highlights key facts*. New York: United Nations.

APPENDIX 5: Number of international migrants by major area of destination, 2000 to 2015



Source: United Nations, Department of Economic and Social Affairs, Population Division (2016). *International Migration Report 2015: Highlights key facts*. New York: United Nations

APPENDIX 6

INTERVIEW GUIDE

Dear Interviewee,

I am **NARDY BUIYABÁN BICHUA**, an under graduate student of human resources management at Pan African Institute for Development Buea. I am carrying out a research on “**AN INVESTIGATION OF THE FACTORS LEADING TO LABOR IMMIGRATION IN EQUATORIAL GUINEA AND ITS EFFECTS ON THE COUNTRY: CASE STUDY OF MALABO**” The information given will be kept **confidential** and used **solely for academic purposes** and respondents’ identity shall be kept **anonymous**.

Thanks for your time and contribution to my study.

1. Mr. Director the researcher will be delighted to first of all know the impact of huge sums of money leaving Malabo as remittances and what measures can you propose to address this challenge?
2. Officer, in your capacity as an immigration police chief can you describe the level of illegal business transaction in Malabo and in what ways do you think these illicit operations can be tackled?
3. Mr. Inspector, considering the fact that a considerable percentage of Equatorial Guineans are complaining that the influx of Labor immigrants in to Malabo have reduced their chances of gaining jobs what do you think can be done?
4. What do you have to say regarding the level of prostitution in Malabo and what measure can be adopted to manage it effectively?
5. Mr. Delegate, considering the fact that a considerable percentage of Equatorial Guineans are complaining that the influx of Labor immigrants in to Malabo have increased domestic and international criminality, what do you think can be done?
6. Madam Delegate, considering the fact that Equatorial Guineans are in constant conflict with Labor immigrants in Malabo what do you think can be done to solve this problem?

Appendix 7

CONSENT FORM

Part I: information sheet for health personnel participating in the study.

Title of study: *AN INVESTIGATION OF THE FACTORS LEADING TO LABOR IMMIGRATION IN EQUATORIAL GUINEA AND ITS EFFECTS ON THE COUNTRY: CASE STUDY OF MALABO*

You are invited to take part in a study entitled as aforementioned. However, to participate in this study, it is of paramount importance that you understand why the study is being carried and what it will involve. We admonish you to carefully read the information provided. Do not hesitate to ask questions if you have any doubt(s).

Risk and discomfort

There will be minimal risk involved in the study. It is an observational study implying that participants will only be required to provide answers to a written questionnaire and information for a checklist survey.

Benefits of the study

The information you will provide will help us to identify and establish potential basis for the development and appeal of strategies to improve healthcare delivery by informing health personnel of the implications inappropriate skill level.

Remuneration (compensation) or incentives

There will be no financial remuneration for participating in the study. The questionnaire will be administered to health personnel at their workplace, thus no need for displacement cost.

How Confidentiality will be managed

The researcher will introduce herself with the aid of Authorization letters from the Regional delegation and from PAID-WA Buea. All data collection tools will be anonymous. Codes instead of names will be used to identify questionnaires. During data collection the questionnaires will be stored in a secured bag from whence it shall be moved to the statistician office for entry and analysis. At the end of the study, all data collection tools will be kept for further research if need arises. During in-depth interviews, do not disclose any personal information.

Right to refuse or withdrawal from study

You may refuse to participate in the study. Also you have the right to withdraw from the study at any point in time without giving a reason for your decisions. These will not mal our response towards you.

Contacts

In case you (the participant) have some issues to clarify or suggestions to make with respect to the study, you can contact the researcher below from PAID-WA Buea.

Researcher:

Phone number:

E-mail:

Supervisor:

Email:

Phone number:

E-mail:

Part II: Consent Form

Name of investigator:

Contact details: phone number:

E-mail:

1. I confirm that I have been informed on the purpose and relevance of this study. ☐
2. I understand that my participation is voluntary and that I am free to withdraw at any time. ☐
3. I also understand that the information I provide during the study is anonymous and confidentially. ☐
4. I agree to take part in the above study. ☐

Signature of investigator

Signature of Interviewee

Date: _____