

Trade Policy, Migration, and Labour Markets: A Comparative Analysis of some Developing and Developed Countries

Adewale, M. A.¹, Bank-Ola, R. F.²

^{1,2}Department of Economics, Adeleke University Ede, Osun State. Nigeria.

ABSTRACT	ARTICLE DETAILS
This paper examined the intersections of labour markets, migration, and trade policy, emphasising the different effects seen in industrialised and developing countries within the framework of globalisation. It employed a comparative method to investigate how migration and trade liberalisation alter worker supply, demand, and pay structures in various economic contexts. Using theoretical frameworks of the Heckscher-Ohlin and economic theory-based models, the study analysed the impact of trade liberalisation on labour market outcomes (employment, wages, and income inequality) in some developing and developed countries. The comparative analysis highlighted challenges such as pay stagnation and job displacement in specific sectors of industrialised economies and opportunities such as economic expansion and employment creation in developing economies. The findings contribute to the ongoing discussions on the distributional effects of globalisation, highlighting the complex and occasionally different economic outcomes that industrialised and developing countries experience. Policymakers in both situations can benefit greatly from this study's insightful recommendations for balanced trade and migration policies that maximise globalisation's positive effects while reducing its negative effects on labour markets, income distribution, and social stability. The study concluded that because of differences in labour market systems and factor endowments, the combined effects of trade and migration will be very different in developing and developed countries. KEYWORDS: Trade, Policy, Markets, Labour, Development.	Published On: 28 June 2025 Available on: https://ijiissh.com/

1. INTRODUCTION

The labour market is crucial to any nation's economic growth (Textor, 2024). The examination of labour market and population movement dynamics must distinguish between migration, emigration, and immigration. The movement of individuals across national borders is called migration (Castles & Miller, 2009). Emigration is leaving home to start a new life in another country, whereas immigration is migrating to a new country (Borjas, 2014). Through these criteria, origin and destination nations profit from labour flows (Portes & Böröcz, 1989). The benefits derived from migration are more substantial for younger individuals, as they possess a longer lifespan to reap the rewards of increased earnings; thus, the present value of these gains from migration is elevated (Engler et al., 2020). Additional considerations encompass the degree of education and the skill sets that are particularly sought after in the countries of destination. The determinants influencing migration choices reveal that younger individuals, possess higher education levels, and exhibit greater skills are statistically more likely to emigrate. The significant financial opportunities associated with migration have given rise to an industry characterised by the involvement of recruiting firms and brokers who often resort to deceptive and exploitative methods. Enhancing the regulation of the migration industry would safeguard migrant workers from exploitation and significant depletion of their savings and assets (Rozhkov et al., 2021). Industrialised nations have increasingly focused more on immigration's economic impact (Human Development Report, 2009). Current policy discussions on the economic impact of immigrant workers in industrialised countries' labour markets have shown that, especially during economic downturns like the recent subprime crisis, workers often fear that immigrants "steal" their jobs or reduce their pay in the host nation. Public opinion polls show widespread concern that immigration would lower wages (US Bureau of Labour Statistics, 2009). Immigration may make native-born workers more competitive and reduce their pay and job prospects. Because immigration affects local labour markets more than emigration or other migration patterns, it is the key economic issue (Docquier et al., 2013). Emigration presents different problems and possibilities for home nations than immigration (Docquier &

Rapoport, 2012). Emigration of highly skilled people may benefit those left behind, but it may slow growth and worsen living standards. Because immigrants enhance their skills or return money and information home, economists call it "brain circulation" rather than "brain drain" (Saxenian, 2005). The multifaceted perspective of emigration disproves the idea that nation populations lose value when individuals leave (Stark et al., 1997). Due to labour market changes, workers must regularly upgrade their skills (Shen & Zhang, 2024). The industrialised nation of China is utilising regional institutions and partners to expand its influence in Central Asia. Local personnel qualification regulations are changing countrywide (Feigenbaum, 2024). These trends show that governments and the business sector must be resilient to create new earning possibilities (Ryder, 2021) and identify new growth and finance strategies during difficult times (Shen & Zhang, 2024) to increase public well-being.

A significant concern regarding international migration in the region is that the majority of migrants lack skills, characterised as individuals possessing only a secondary school education or lower. A significant majority of the workforce in Indonesia possesses an educational attainment below the secondary school level, with merely 2.1 percent achieving a university degree. Migrants originating from the Philippines exhibit a degree of resistance to this trend; however, it is noteworthy that the proportion of individuals possessing tertiary education remains a mere 14 percent. Nevertheless, an analysis of the educational attainment of migrants in relation to the populace of their countries of origin presents a more intricate perspective. The educational attainment of migrant workers tends to be marginally higher across all sending nations, with a particularly notable emphasis in the case of the Philippines (Ahsan et al., 2014). The information regarding migrant workers in the host country is very ambiguous. In Malaysia, where data is accessible, merely 40 percent of employed migrants have attained secondary education, while approximately 10 percent have achieved tertiary education.

Furthermore, there has been a notable increase in the proportion of migrants with limited educational backgrounds, particularly in the last ten years: recent statistics indicate that nearly 40 percent of migrants possessed no formal education whatsoever. A significant proportion of migrants indicate "not applicable" when asked about their educational attainment. The data may exhibit bias, as labour force surveys tend to be more effective in capturing individuals with higher skill levels. A comparable demographic of unskilled migrants is observable in Thailand. The 2000 Thailand Census indicated that over 90 percent of migrant workers hailing from the Lao People's Democratic Republic and Myanmar possessed education levels below upper secondary, while a comparable 80 percent of workers from Cambodia were similarly situated in terms of educational attainment. In contrast to migrant workers, approximately 26 percent of Thailand's population possesses skilled qualifications, representing a notably greater proportion than that of migrant workers. The proportion of unskilled migrants is probably understated due to the exclusion of migrant workers in border regions, who tend to be undocumented and possess lower skill levels (World Bank, 2006). Nonetheless, there exists a notable migration of skilled workers from the region, rather than towards it. Approximately 3.5 million skilled migrants have departed from East Asia and the Pacific, predominantly relocating to Australia, New Zealand, and North America. A mere 4.2 percent of skilled migrant workers originating from Asia selected East Asian nations as their preferred destination. In examining the migrant population, it becomes evident that prominent receiving nations like Malaysia and Thailand exhibit a notably limited proportion of skilled migrant workers. This observation implies that individuals possessing education and skills are more likely to discover superior opportunities in regions such as Australia or North America. This phenomenon may arise due to the elevated returns on education in more affluent economies, coupled with the discriminatory policies in East Asian host nations that adversely affect skilled workers, including those that deter permanent migration (Ahsan et al., 2014).

World commerce, globalisation, and migration have merits and cons for employment creation (Ryder, 2021). Migration encompasses immigration and emigration of people across borders, creating complex labour market interactions that interact with trade policy and global market shifts (Hatton & Williamson, 2005). Immigration and emigration have various policy consequences owing to their unique labour market impacts, including destination country labour supply increases and origin country labour supply declines and skill distribution changes (Borjas, 2003). The inflows (immigration) and outflows (emigration) of people across borders create complicated labour market dynamics that interplay with trade policy and globalisation tendencies (Hatton & Williamson, 2005). Policymakers must consider how immigration and emigration affect labour markets differently. Immigration increases labour supply in destination countries, while emigration decreases labour supply and may change skill composition in origin countries (Borjas, 2003). Developed nations often adopt a discerning strategy when addressing immigration, considering it as a factor of social, economic, and human capital (Grebeniyk et al., 2021). An exemplary case is the United States, wherein the government endeavours to optimise the utilisation of every category of immigration. Highly skilled migrants have significantly advanced the evolution of science, technology, and medicine in the United States. The phenomenon of educational migration facilitates universities in securing supplementary funding, whereas low-skilled foreign labourers provide an economical workforce for small and medium enterprises. Nevertheless, migration cannot be regarded as an unequivocally beneficial occurrence. The government's inadequate handling of migration has led to escalating ethnic tensions, increased ethnic crime, the proliferation of unregulated and shadow economies, unlawful employment practices, and the rise of drug trafficking (Grebeniyk et al., 2021). Migration serves as a social impetus, so to speak. For example, in nations characterised by effective governance and minimal corruption, it serves as a catalyst for development. It fosters the development of human resources for expanding sectors, thereby encouraging investment and

competition, in contrast to nations plagued by systemic governmental issues that inadequately address corruption. Participation in a flawed system through migration contributes to the illegal labour market, enhances a shadow economy, and serves as a catalyst for various illicit schemes (Grebenyuk, 2017). This could potentially incite further deleterious outcomes, including ethnic strife or heightened domestic political discord.

These dynamics must be understood to generate effective developmental trade policies and strategies (Textor, 2024). International migration represents a multifaceted phenomenon that frequently yields considerable advantages for individuals and their families, notwithstanding the intrinsic risks associated with it. For numerous individuals, migration serves as a conduit for escaping poverty, presenting avenues for employment that can significantly enhance their income and elevate their overall quality of life. Individuals who migrate often transmit financial support to their families, which has the potential to alleviate significant economic difficulties for entire households (Grebenyuk, 2017). The financial contributions are instrumental in bolstering local economies, thereby improving access to education, healthcare, and vital services for individuals who continue to reside in their home countries. Nevertheless, the process of migration frequently presents a myriad of obstacles. A multitude of individuals commence this endeavour with a scant understanding of the intricate processes at play and the potential perils that may lie ahead. Irregular migration, notably, can subject individuals to considerable dangers, encompassing exploitation and abuse, alongside the financial strain of expensive smuggling operations (Grebenyuk, 2017). The absence of adequate information and support frequently results in significant errors, impacting both individual safety and financial investments. Consequently, it is imperative for governments to furnish transparent information regarding migration opportunities and the inherent risks, thereby assisting in the alleviation of these hazards and fostering safer migration practices.

This paper seeks to delve into the complex interplay between migration, trade liberalisation, and labour market outcomes, guided by three primary research objectives. Initially, it will examine the effects of trade liberalisation on employment markets in both advanced and emerging economies. Trade policies exert a profound impact on employment opportunities, wage structures, and the broader economic equilibrium. Grasping these dynamics is essential for evaluating the wider consequences of globalisation on labour markets. Secondly, the study will investigate the impact of migration on local labour markets, emphasising the skill levels of migrants. Diverse skill sets can significantly influence employment prospects and wage frameworks within host nations. Through a thorough examination of these dynamics, we can gain a deeper insight into the roles that migrants play in the economies they integrate into. Ultimately, the paper will examine the intricate relationship between trade policy and migration, particularly in terms of their impact on wage structures and employment stability under varying economic conditions. The interplay among these factors can unveil significant understanding of how labour markets respond to shifts in trade and migration dynamics.

This seminar paper explores the implications of trade policy and migration on labour market outcomes in various developing and developed countries. This investigation aims to elucidate the impact of trade liberalisation on employment prospects, wage structures, and the dynamics of income inequality through a careful analysis of these factors. This comparative analysis is crucial for comprehending the diverse effects of globalisation across various economies. In pursuit of these objectives, the research utilises case studies drawn from a diverse array of both established and developing economies. These case studies facilitate a sophisticated comprehension of the interplay between trade policy, migration, and labour market dynamics. Nonetheless, the study recognises specific constraints, such as challenges related to data accessibility and the complexities involved in generalising results across varied national contexts. Furthermore, the research will not consider the influences of technological progress and alterations in domestic policy, both of which play a crucial role in shaping employment markets. In light of these constraints, the research endeavours to illuminate the intricate interconnections among trade, migration, and labour economics. This paper offers an in-depth examination of the ways in which globalisation influences labour market dynamics, with the ultimate goal of enlightening policymakers and stakeholders regarding the possible advantages and challenges linked to migration and trade. The sections of this paper will focus on conceptual review, literature review, discussion of results and conclusion. The Conceptual Review delineates theoretical frameworks such as the Heckscher-Ohlin model and dual labour market theory, elucidating the ways in which trade and migration transform labour demand and pay structures. The Literature Review provides tangible data, including deindustrialisation in Latin America resulting from trade liberalisation and productivity enhancements from intra-African migration. The discussion correlates results with aims, affirming wage polarisation in wealthy countries and precarious job creation in developing nations, while highlighting migration's dual function in addressing labour shortages and intensifying inequality. The Conclusion consolidates policy proposals, including retraining initiatives in affluent nations and remittance-fueled investments in emerging ones. Collectively, these parts provide a systematic, evidence-driven examination of globalization's disparate effects on labour markets.

2. CONCEPTUAL REVIEW

Economic and labour market theories that explain how globalisation impacts wages, employment, and labour mobility create the theoretical framework for studying trade policy, migration, and labour markets. These theories explain how migration and trade liberalisation affect labour markets in developed and developing nations by capturing the complex dynamics of worker supply and demand, wage adjustments, and cross-border labour mobility.

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Economic theories of trade and labour markets help explain trade policy's influence on labour dynamics. International economists use the Heckscher-Ohlin (H-O) model to import products that need scarce resources and export those that require abundant resources. According to this theory, trade liberalisation may cause wage adjustments and sectoral employment shifts as exporting sectors rise and import-vulnerable industries diminish (Ohlin, 1933; Krugman et al., 2018). This theory predicts that emerging nations with a big supply of low-skilled labour would see a surge in demand for it in sectors where it is a vital input, which might raise wages for this group (Krugman et al., 2018). Trade liberalisation may worsen wage inequalities in developed nations as low-skilled workers face global competition while high-skilled businesses benefit from expanded markets (Autor et al., 2013).

The Stolper-Samuelson theorem improves the H-O model by stating that trade liberalisation benefits each nation's plentiful component of production while hurting its scarce factor (Stolper & Samuelson, 1941). This theory suggests that emerging nations' labour-intensive industry may raise unskilled worker wages. In industrialised nations with capital-intensive industries, trade may increase returns to capital and lower wages for unskilled people (Goldberg & Pavcnik, 2007).

Migration theories help explain local labour market dynamics and worldwide worker movements. The neoclassical theory of migration states that workers move from low-wage to high-wage places until wage convergence (Harris & Todaro, 1970; Borjas, 2015). This hypothesis states that migration affects both sending and receiving nations' employment markets. An inflow of low-skilled migrants may lower salaries in receiving nations and alleviate labour shortages in their sectors (Peri & Yasenov, 2019). Labour outflows in sending nations may cause a lack of workers and increased wages in certain sectors, especially if highly skilled individuals depart, which might cause "brain drain" (Docquier & Rapoport, 2012).

The dual labour market hypothesis helps us understand migration, particularly in developed nations. This hypothesis claims that local people shun low-status, low-paying jobs in industrialised economies, leaving migrant labour needed (Piore, 1979). Migration may stabilise dual labour markets by filling labour shortages in low-wage sectors, maintaining economic stability without directly competing with local workers (Piore, 1979; Dustmann et al., 2013).

Labour market theories also show how trade and migration impact employment outcomes. With perfect commodity mobility but not labour mobility, the factor price equalisation hypothesis states that wages will converge across nations when trade barriers are abolished (Samuelson, 1948). However, emerging and developed economies often lack similar production practices, which is necessary for convergence (Krugman et al., 2018). Since pay elasticity, or how sensitive salaries are to changes in labour demand, varies widely across sectors and skill levels, trade and migration may affect high- and low-skilled labour markets differently (Autor et al., 2013).

The research will integrate these theoretical perspectives to assess how migration and trade policies affect labour market outcomes across national settings. Heckscher-Ohlin and Stolper-Samuelson models focus on trade liberalisation's sectoral changes and wage adjustments, while migration theories like neoclassical and dual labour market theory show how labour mobility affects wages, employment, and skill distribution. These theories provide a comprehensive framework for comparing how migration and trade affect labour markets in developed and developing countries, revealing the complex effects of globalisation on employment trends, wage structures, and social stability (Dustmann et al., 2013).

To examine the links between trade policy, migration, and labour market dynamics, this study presents an economic theory-based model that predicts differences in employment, earnings, and labour mobility between developing and developed nations. This model states that migration and trade liberalisation affect a nation's sectoral composition, labour market structure, and development (Krugman et al., 2018). The Heckscher-Ohlin and Stolper-Samuelson frameworks argue that countries will specialise in areas where they have a comparative advantage as their markets open to trade, increasing demand for some labour types and decreasing demand for others.

3. LITERATURE REVIEW

This sub-theme examines trade policy, migration, and labour market views to create the link. Globalisation has transformed the economy and job markets worldwide. Migration and trade liberalisation have been studied in recent decades to determine how globalisation influences workforce dynamics. According to Stiglitz (2017), globalisation has increased economic interconnection across nations, creating both benefits and challenges for job markets. Cross-border mobility of people, goods, and services has influenced employment, wages, and income distribution, often worsening the skills gap (Rodrik, 2018).

Intellectual Property Right (IPR)

Intellectual property (IP) refers to any original human innovation, including artistic, literary, technical, or scientific works, and it grants innovators legal rights to protect their creations for a certain time. These legal rights provide the inventor or assignee exclusive use of their idea for a predetermined time and are essential to the modern economy. For creation to benefit society, intellectual work must be acknowledged (Bhattacharya & Saha, 2011).

The study by Amassoma et al. (2020) investigates the relationship between international trade, intellectual property rights, and economic development in Nigeria as a developing country. The study revealed that a 1% rise in foreign direct investment, intellectual property rights, and trade corresponds to economic development levels. Nevertheless, Nigeria's excessive dependence on imported

goods and services obstructs the advancement of export-oriented trade and the broader progression of its economy. The coefficient, which quantifies the degree of intellectual property rights protection through innovation, exhibits a negative yet statistically insignificant correlation with the level of economic development. The research additionally revealed a sustained linear correlation among international trade, intellectual property rights, and economic advancement, indicating that while short-term impacts are notable, the long-term effects appear to be negligible. Despite its trade openness, Nigeria's excessive dependence on foreign goods and services fails to activate export-oriented intellectual property rights. Meanwhile, Li & Chen (2020) study employs a VAR model to examine the interplay between intellectual property protection, trade barriers related to intellectual property, and the trade dynamics between two developed countries, China and the U.S. The research indicates that the robustness of Chinese intellectual property protection serves as a Granger causality for the trade balance between China and the U.S., while the frequency of Section 337 (which addresses unfair trade practices in importation, allowing the U.S. International Trade Commission (ITC) to investigate complaints regarding unfair methods of competition, including intellectual property violations and if unfair practices are found, the ITC can issue remedies such as exclusion orders to prevent the importation of infringing products) investigations related to Chinese intellectual property acts as a Granger cause. This safeguard enhances the innovative capacity of enterprises in China and amplifies corporate exports. Nevertheless, the United States exhibits reluctance in advancing China-focused high-tech products, primarily owing to trade restrictions and technological barriers. The trade balance between China and the United States serves as a Granger cause for Section 337 Investigations related to Chinese intellectual property, indicating that the United States may exert influence over the barriers associated with intellectual property trade.

Tariffs

Tariffs apply to imported or, less often, exported goods. They create revenue but are frequently judged by their economic effect, which usually involves domestic producer protection and trading circumstances. Tariffs may leverage a nation's monopoly or monopsony position in global markets if local private companies are not using it (Scitovsky, 2018). Late nineteenth-century US economic growth made US a worldwide manufacturing behemoth. In this period, the developed country, US maintained high import charges that barred foreign items. Protectionism proponents associated high tariffs with rapid growth and industrialisation, a contested subject ever since. Analysts have claimed that high tariffs caused this (Irwin, 2000).

Sometimes the association between high tariffs and rapid output growth shows a significant causal relationship or that nineteenth-century protectionism was not ineffectual. This view has gained popularity in recent years to reconcile historical perspectives with protectionist trade policy proponents like Pat Buchanan. James Fallows and Michael Lind, "economic nationalist" authors, utilise this analysis of American history. Late nineteenth-century economic growth was linked to high tariffs. Causality is not implied by correlation (Irwin, 2000). Comparison among Countries

As noted by Okechukwu et al. (2023), tariffs exert a beneficial influence on developing countries such as Nigeria's Real Gross Domestic Product, resulting in a 20% increase for each unit increase. Nevertheless, the transparency of trade and fluctuations in exchange rates exert detrimental effects, resulting in a 20% and 82% decline respectively. In his analysis, Boer (2024) investigates the ramifications of a US trade policy (developed country) on the national economy since the 1960s, revealing that unforeseen hikes in import tariffs and uncertainties surrounding trade policy predominantly yield adverse outcomes for the macro-economy, offering minimal assistance in redistributing economic activity across various sectors or geographical areas. Unexpected protectionist tariffs diminish both foreign trade and domestic investment, while increased uncertainty surrounding US trade policy adversely impacts imports. Reversing the protectionist measures implemented in 2018/19 has the potential to yield a cumulative output increase of 4% over a span of three years.

Many academics debate how a nation's labour market institutions and regulatory framework impact globalisation. For instance, Freeman (2009) claims that nations with greater social safeguards may mitigate globalization's effects on employment and income. Rodrik (2011) agrees, suggesting that labour market laws affect how nations adapt to globalisation. In emerging nations, looser regulatory frameworks, higher compensation, and job uncertainty enhance income inequality and social instability. The World Bank (2019).

Trade liberalisation, which lowers trade barriers, affects workforce dynamics in industrialised and developing nations. Relocating workers to businesses that compete with imports may raise unemployment and wage suppression, particularly in regions that depend heavily on traditional manufacturing (Rodrik, 2018). Developed nations have also struggled. Low-cost manufacturers in emerging nations threaten indigenous manufacturing and textile sectors due to trade liberalisation (Autor et al., 2013). Lower-skilled workers' earnings have stagnated and jobs have been outsourced due to growing competition. Autor et al. (2013) found that manufacturing employment and pay growth dropped more in susceptible American labour markets due to Chinese imports. In European labour markets, trade liberalisation has worsened regional inequalities in employment outcomes (Dustmann et al., 2014).

Although trade liberalisation has caused employment market winners and losers, it is widely acknowledged that appropriate policy measures may mitigate its risks. For workers affected by import competition, Blanchard and Willmann (2018) recommend active labour market interventions including retraining and relocation. These measures may assist workers enter international trade-profitable businesses by boosting labour mobility and flexibility.

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Globalisation also affects job markets in sending and receiving nations via migration. The neoclassical theory of migration states that pay inequalities drive workers to cross borders, balancing labour supply and demand (Borjas, 2014). Remittances from migration are often used to reduce unemployment and boost economic development in sending nations. According to the World Bank (2019), remittances to impoverished nations have reached a record high, and many families depend on them. Migration's impact on host nations' employment and wages is debated. According to some study, migrant labour may reduce wages for local workers with inferior skills, creating income inequality (Borjas, 2015). However, some research argue that migration has little influence on wages since migrant and local workers often complement each other in the labour market (Card, 2009). According to Peri and Yasenov (2019), migration may boost host countries' labour market efficiency by filling low-skilled, low-paying jobs that local individuals are less willing to take.

Import bans, quotas, and tariffs are sometimes used to protect local jobs and companies from worldwide competition. Protectionism is said to keep manufacturing and agricultural employment by reducing imports (Rodrik, 2018). In 2018, the US slapped tariffs on steel and aluminium to safeguard employment and boost domestic production (Fajgelbaum et al., 2020). Research suggests that such measures may temporarily boost employment in some sectors but ultimately raise consumer prices and make local firms less competitive.

Short-term employment gains from protectionism are often overshadowed by retaliatory tariffs, less export opportunities, and inefficiency in protected sectors. Farmers in the EU have received subsidies under the Common Agricultural Policy to protect domestic food production, which can distort the labour market and reduce jobs in non-protected sectors (Boulanger & Philippidis, 2015). Even if it may save employment in the near term, protectionism may hinder innovation and economic growth (Krugman, 2018).

4. METHODOLOGY

This article used comparative analysis to examine how migration and trade liberalisation affect labour supply, demand, and remuneration in various economic environments. Comparative analysis investigates examples to find similarities, differences, and trends. This technique helps explain complex phenomena like trade policy, migration, and labour markets by contextualising data in different socio-economic contexts. Comparative analysis involves choosing instances from wealthy countries like the US, Germany, and China and emerging ones like India, Brazil, Nigeria, and Argentina.

Data is collected from government papers, international bodies, academic literature, and statistics databases.

Using quantitative and qualitative data, the study supported or disproved its hypotheses. The study confirmed the assumptions and detailed particular results for each aim and hypothesis, using theme analysis and comparative insights to explain the complex linkages between trade policy, migration, and labour market dynamics.

Data analysis includes statistical comparisons and thematic analysis. Thematic analysis reveals repeating themes and patterns in qualitative data, revealing trade and migration socio-economic conditions. The study used triangulation, cross-referencing quantitative data with qualitative insights, to validate the results and present key findings with thematic analysis to make country comparisons clearer. Validity and reliability were prioritised in this study to support policy recommendations and future research. The research examined trade liberalisation, migration, and economic background in different nations. India, Brazil, Nigeria, and Argentina are case study nations, as are the US, Germany, and China. Trade liberalisation, migration, and trade-migration interactions were examined. International organisations provided quantitative data, while policy papers and academic literature provided qualitative data. The investigation compared developed and emerging nations' salary gaps and employment stability. Cross-case comparisons and contextual analysis examined how globalisation, technological development, and policy contexts affect trade and migration patterns.

Different trends between developed and developing countries are revealed by the comparative study. Studies examined include (Campaniello, 2014, Fasani et al., 2020, Scitovsky, 2018, Okechukwu et al., 2023, Boer, 2024, Amassoma et al., 2020 and Li & Chen, 2020) amongst others.

This research examines the complex relationships between trade policies, migration patterns, and labour market outcomes in industrialised and developing countries. The main objectives are to assess trade liberalisation's impact on labour market outcomes, migration's effects on local labour markets, and trade policy's role in migration. The study hypothesised that trade liberalisation will increase wage polarisation in developed nations, that migration positively affects job creation and wage levels in sectors with labour shortages, and that trade policies and migration can increase wage inequality in both developed and developing nations.

5. DISCUSSION OF FINDINGS

A. Trade Policies and its Effects

Impact of Trade Liberalisation on Wage Structures and Labour Demand

There is substantial evidence that trade policy significantly impacts wage structures and labour demand, with distinct consequences for industrialised and developing countries. Trade liberalisation tends to increase pay inequality in industrialised countries, and

migration affects various labour segments based on skill level while also boosting productivity. While trade policies can create jobs in developing countries, they don't always increase employment security or wage fairness, and migration—through remittances rather than the expansion of domestic labour remains a vital source of income stability. This implies that the effects of globalisation on labour markets are uneven, with unique possibilities and problems appearing in every economic setting (Rodrik, 2011; Stiglitz, 2012). Trade liberalisation in developed nations often leads to sectoral shifts in employment, as the demand for highly educated workers increases in export-oriented industries, which frequently exacerbates wage disparities. This dynamic supports the notion that trade policies favouring skilled workers over unskilled workers in developed countries—particularly those reliant on capital-intensive and technology-driven sectors—reinforce existing wage gaps (Autor et al., 2013).

In contrast, the effects of trade liberalisation in developing countries are more varied. While it can stimulate job creation in export-oriented industries such as manufacturing and agriculture, it also exposes workers to market volatility. Consequently, wages in these sectors may fluctuate significantly, and although new jobs may be created, their quality and security often remain inadequate, leading to a highly unequal distribution of income (Goldberg & Pavcnik, 2007). According to a study by (Busse et al., 2024), it was reported that trade liberalisation, on average, has adversely affected manufacturing employment in developing nations, especially at the regional level, with the most pronounced effects observed in sub-Saharan African such as South Africa and Latin American nations especially Brazil (Arbache et al., 2004), Argentina (Galiani & Sanguinetti, 2003) and India (Dhamija, 2023) compared to developed countries such as USA and Germany. In these locations, trade liberalisation has facilitated deindustrialisation.

This aligns with Hypothesis 1, which posits that trade liberalisation will increase wage polarisation in developed countries. While the discussion touches on relevant aspects for Hypothesis 2 regarding developing countries, the primary focus remains on the impacts in developed nations, solidifying its alignment with Hypothesis 1. Understanding these interconnected dynamics of trade policy, liberalisation, and migration is critical for addressing the socio-economic challenges posed by these shifts.

Trade Liberalisation on Workers Demand in Developed and Developing Countries

Trade policies significantly influence the demand for specific skills within the workforce, in addition to affecting employment levels. In developed countries, trade liberalisation typically raises the demand for highly skilled workers, as businesses seek individuals capable of managing complex supply chains and performing specialised tasks that are less vulnerable to external competition (Helpman et al., 2010). Conversely, in developing nations, the growth of Labour-intensive industries for export often leads to an increased demand for low- to medium-skilled Labour (Wood, 2017). This disparity in skill demand between developed and developing countries highlights the importance of specialised educational and vocational training programs that equip individuals with the necessary skills to adapt to evolving global market needs.

In liberalised economies, high-skilled workers generally command wage premiums, a trend observed in both developed and emerging markets, reflecting the differential impacts of trade policies on skill levels (Dustmann et al., 2017). The phenomenon of "skill-biased technological change," associated with globalisation, is often cited as a contributing factor to this trend, as industrialised economies increasingly require workers who can adapt to new technologies and processes. Consequently, global trade policies create complex socio-economic challenges by driving employment shifts and widening wage disparities between skilled and unskilled workers (Goldberg & Pavcnik, 2007). These findings support Hypothesis 1, which posits that trade liberalisation will increase wage polarization in developed countries. Understanding these dynamics is crucial for developing effective trade policies that address the needs of diverse labour markets while mitigating wage disparities.

Trade policy constitutes a multifaceted framework that impacts labour markets, migration trends, and economic dynamics, as trade agreements can facilitate long-term development thereby addressing the root causes of displacement and migration provided they consistently advocate for sustainable development and genuine market liberalisation (Schmieg, 2019). The impact of trade agreements on migration may be both beneficial and bad; however, if they result in increased per capita income, they may temporarily encourage migration (Schmieg, 2019).

Market access and tariff policies are critical factors influencing employment, pay structures, and migration trends. Over the past decade, bilateral trade agreements have progressively influenced market access requirements. Trade agreements typically afford trade partners reduced tariffs, resulting in varying tariff rates for the same commodity based on its origin. From an exporter's viewpoint, market access is contingent not only upon the disadvantages faced by exporters in comparison to local producers but also on the relative advantages or disadvantages that exporters possess in relation to other foreign rivals. Tariffs influence these elements (Fugazza & Nicita, 2017). The deficit relative to domestic rivals is determined by the tariff imposed on the individual item, and the advantage or disadvantage compared to other competitors is dictated by the preferred margin. The preferred margin is closely associated with preferential access.

High-income nations frequently offer non-reciprocal preferential access to least developed countries to promote the latter's economic development by incentivising their exports. Similarly, regional trade agreements represent a prevalent method of reciprocal preferential access, wherein reduced or eliminated tariffs are imposed on items coming from member states to promote trade collaboration. Such agreements, by granting some trading partners reduced tariffs, inherently discriminate against those not included in the trade pact (Fugazza & Nicita, 2017). Enhanced market access enables nations to export products and services with greater

ease, resulting in heightened demand for skilled labour in export-driven sectors. This may also entice foreign investment, generating employment possibilities and augmenting migrant flows.

Naghavi & Strozzi (2015) found that migration serves as an additional conduit for knowledge transfer, enhancing innovation in developing countries with a heightened demand for skilled labour in knowledge-intensive sectors, contingent upon a robust level of IPR protection. Countries with strong intellectual property rights laws may draw more international investment, resulting in job growth and possible salary enhancements for skilled labour. Comprehending these processes is crucial for properly tackling the socio-economic difficulties presented by globalisation and trade liberalisation. Services, including finance, education, and healthcare, contribute to trade liberalisation by generating new employment possibilities and elevating the need for trained experts. Trade agreements that promote service exports can stimulate economic growth and foster a more adaptable labour market. As service sectors grow, there may be an uptick in the movement of skilled service workers, mitigating labour shortages in certain areas and impacting local pay structures.

B. Migration and its Impact

Effects of Migration on Wages and Employment

Migration flows have varying effects on employment markets, influenced by the legislative framework and economic environment. In developed countries, the inflow of migrant labour increases the supply of both skilled and unskilled workers, impacting employment availability and wage levels across various industries. High-skilled migration can stimulate innovation and productivity growth, often without significantly affecting wage levels in higher-skilled segments. Conversely, low-skilled migration tends to drive down wages in low-wage jobs (Dustmann et al., 2013).

In developing countries, the effects of migration are more indirect, as outbound migration can lead to "brain drain," where the departure of skilled workers hampers productivity in critical sectors like healthcare and education. However, the negative consequences of this talent loss may be somewhat offset by the stabilising effects of remittances from migrant workers, which enhance household incomes and boost consumer spending as is evidenced by results from a study by Gnimassoun, (2025) which shows that intra-African immigration has a positive and significant impact on labour productivity in Africa and this impact is greater than the effect of immigration in the global sample and primarily occurs through improvements in total factor productivity and capital efficiency, which is consistent with the international factor mobility approach. The larger effect of intra-African immigration compared to that of immigration for the entire sample appears to be in line with the Heckscher-Ohlin theory of factor price equalisation with free trade.

The results also show that the positive effect of intra-African immigration operates through the improvement of total factor productivity and the efficiency of physical capital. Moreover, at the sectoral level, intra-African immigration positively and significantly affects labour productivity only in the services sector. Caiumi and Peri (2024) examined the impact of immigration on wages and employment in the United States, demonstrating that immigrants significantly complement the productivity of native workers. This mitigates the competition effect, leading to an increase in native wages and an enhancement of the employment-population ratio among native workers in response to inflows. Post-2000 data indicate that immigrant inflows increasingly favoured individuals with college degrees, contrasting with previous trends. Furthermore, the complementarity between these skilled immigrants and native workers was substantial enough to enhance, rather than detract from, the wages of less educated American workers. Simulations examining the wage and employment effects of immigrants over the two decades leading to 2020, utilising updated and more accurately estimated coefficients of 0.05 indicates a distinct positive and complementary impact of immigrants on the wages of less educated natives, without evidence of employment displacement among the majority of native workers. This discussion aligns with Hypothesis 3, which posits that migration will have segmented effects on wages and employment in the receiving country.

These findings underscore important policy considerations for both industrialised and developing nations. Industrialised countries must address the wage gaps exacerbated by trade liberalisation through fair wage laws that promote broad economic benefits, targeted skills training, and labour rights. Additionally, immigration policies could be adjusted to balance the advantages of high- and low-skilled migration, incorporating safeguards against wage suppression in low-wage industries (Rodrik, 2011). Overall, understanding the interplay between trade policy, liberalization, and migration is crucial for formulating effective labour market strategies.

Effects of Trade and Migration on Wage Structures and Employment Stability

Furthermore, directing remittances from migrant workers towards productive investments, such as local business development and education, can sustain long-term economic growth (Clemens, 2011). In developed countries like USA, Immigration has increased GDP and improved incomes for native-born workers, but it can also lead to uncertainty and pay repression. Immigrant Labour complements native-born workers with similar qualifications, reducing rivalry and preventing pay repression. Immigration also influences federal taxation and expenditure balance, as immigrants contribute more than native-born households (Costa et al., 2024). However, housing costs are attributed to the U.S. housing market's inability to meet demand. Immigrants enhance the economy's

human capital and innovation, promoting sustained growth. Policy improvements that grant full Labour market rights to immigrants can benefit the entire U.S. economy (Costa et al., 2024). This discussion aligns with Hypothesis 5, which asserts that trade and migration have combined effects on wage structures and employment stability, as it emphasizes how the interplay between trade policies and migration strategies can influence labour markets and economic stability in developing countries such as Nigeria, India and Brazil. Understanding these connections is crucial for crafting effective policies that harness the benefits of both trade and migration.

Effects of Migration and Trade Liberalization on Labour Markets

Migration, labour market outcomes, and trade liberalisation interact in complex and multifaceted ways. Although migration and trade have often been studied separately, recent research highlights their significant combined effects on labour markets. According to Dustmann & Preston (2019), open economies tend to experience inflows of people, goods, and services, demonstrating that trade and migration are mutually reinforcing processes. This dual mobility can enhance labour market flexibility; however, if not managed carefully, it may exacerbate social conflicts and inequality.

For example, trade-related job losses in industrialised countries can increase the demand for inexpensive migrant labour, particularly in sectors where outsourcing is impractical (Goldin, 2011). Furthermore, the influx of migrant labour may worsen the adverse impacts of import competition by suppressing wages in low-skilled industries (Rodrik, 2018). Conversely, the exodus of skilled workers from developing countries, coupled with the growth of export-oriented sectors, can create labour shortages and lead to wage increases, particularly in urban areas.

To effectively navigate these dynamics, policymakers must design strategies that balance the benefits and drawbacks of globalisation, ensuring that the interplay between migration and trade is optimized for labour market stability. Overall, this discussion underscores the idea that trade and migration collectively influence wage structures and employment stability, thereby supporting Hypothesis 5. Understanding these connections is essential for developing effective policies that leverage the positive aspects of both trade and migration.

Comparison among Countries

Tariffs

As noted by Okechukwu et al. (2023), tariffs exert a beneficial influence on Nigeria's Real Gross Domestic Product, resulting in a 20% increase for each unit increase. Nevertheless, the transparency of trade and fluctuations in exchange rates exert detrimental effects, resulting in a 20% and 82% decline respectively. In his analysis, Boer (2024) investigates the ramifications of US trade policy on the national economy since the 1960s, revealing that unforeseen hikes in import tariffs and uncertainties surrounding trade policy predominantly yield adverse outcomes for the macro-economy, offering minimal assistance in redistributing economic activity across various sectors or geographical areas. Unexpected protectionist tariffs diminish both foreign trade and domestic investment, while increased uncertainty surrounding US trade policy adversely impacts imports. Reversing the protectionist measures implemented in 2018/19 has the potential to yield a cumulative output increase of 4% over a span of three years.

Intellectual Property Rights (IPR)

The study by Amassoma et al. (2020) investigates the relationship between international trade, intellectual property rights, and economic development in Nigeria. The study revealed that a 1% rise in foreign direct investment, intellectual property rights, and trade corresponds to economic development levels. Nevertheless, Nigeria's excessive dependence on imported goods and services obstructs the advancement of export-oriented trade and the broader progression of its economy. The coefficient, which quantifies the degree of intellectual property rights protection through innovation, exhibits a negative yet statistically insignificant correlation with the level of economic development. The research additionally revealed a sustained linear correlation among international trade, intellectual property rights, and economic advancement, indicating that while short-term impacts are notable, the long-term effects appear to be negligible. Despite its trade openness, Nigeria's excessive dependence on foreign goods and services fails to activate export-oriented intellectual property rights. Meanwhile, Li & Chen (2020) study employs a VAR model to examine the interplay between intellectual property protection, trade barriers related to intellectual property, and the trade dynamics between China and the U.S. The research indicates that the robustness of Chinese intellectual property protection serves as a Granger causality for the trade balance between China and the U.S., while the frequency of Section 337 (which addresses unfair trade practices in importation, allowing the U.S. International Trade Commission (ITC) to investigate complaints regarding unfair methods of competition, including intellectual property violations and if unfair practices are found, the ITC can issue remedies such as exclusion orders to prevent the importation of infringing products) investigations related to Chinese intellectual property acts as a Granger cause. This safeguard enhances the innovative capacity of enterprises in China and amplifies corporate exports. Nevertheless, the United States exhibits reluctance in advancing China-focused high-tech products, primarily owing to trade restrictions and technological barriers. The trade balance between China and the United States serves as a Granger cause for Section 337 Investigations related to Chinese intellectual property, indicating that the United States may exert influence over the barriers associated with intellectual property trade.

CONCLUSION AND RECOMMENDATIONS

All things considered, as established in the findings, trade policies (liberal or protectionist) have a big impact on wages, employment, and the demand for skills in both developed and developing countries. It has been demonstrated that trade liberalisation increases employment in export-oriented businesses, but it also weakens domestic labour markets, which frequently results in job displacement and wage disparities (Autor et al., 2013; Goldberg & Pavcnik, 2007). On the other hand, protectionist policies may impede economic dynamism and eventually hurt other sectors by decreasing their competitiveness, even though they may temporarily preserve some employment (Rodrik, 2018). Additionally, the demand for various skill levels is influenced by trade policies, which perpetuates wage disparities and calls for flexible policy measures to facilitate worker transitions in the face of global economic changes (Dustmann et al., 2017).

Developing countries need access to advanced economy markets because this entry allows them to develop their export capabilities which leads to acquiring foreign currency needed for importing capital goods. At the beginning of the Uruguay Round in 1986 developing countries sought entry into markets where they held an advantage especially in agricultural and textile sectors while their involvement in past GATT trade discussions had been minimal. Advanced economies had previously decreased trade restrictions in sectors that benefited them according to Stiglitz & Charlton (2005). Despite being shaped by developed countries' priorities the Uruguay Round adopted a weak approach toward balancing economic disparities. The WTO agreements maintain many unequal structures between different economies.

This study on Trade Policy, Migration, and Labour Markets: A Comparative Analysis of Some Developing and Developed Countries uncovers essential insights on the influence of trade liberalisation and migration patterns on wage structures and labour demand. Principal findings indicate that trade liberalisation in industrialised countries often elevates the demand for highly trained labour while intensifying pay inequalities between skilled and unskilled workers. This supports Hypothesis 1, which asserts that trade liberalisation will enhance wage polarisation in wealthy nations. In contrast, the ramifications of trade liberalisation in developing nations are intricate, frequently yielding employment growth in export-driven industries while simultaneously causing market instability and substandard job quality, as evidenced by several studies.

The ramifications for trade policies are substantial. In industrialised nations, there is an urgent necessity for measures to tackle the expanding pay disparities intensified by trade liberalisation. This can be accomplished by equitable pay legislation, specialised skills training, and labour rights safeguards. Moreover, immigration policy must be adjusted to equilibrate the advantages of high- and low-skilled migration, while implementing protections against wage reduction in susceptible industries. Trade policy in developing nations should prioritise the enhancement of employment stability and quality by incentivising industries that offer stable jobs. Strategies must also encompass optimising the productive utilisation of remittances from migrant workers to ensure sustained long-term economic growth.

The study further establishes that trade liberalisation tends to widen the pay gap in industrialised countries by benefiting industries that require highly qualified workers and driving down salaries in low-skilled industries. Significant job opportunities can be created by trade in developing countries, but these are frequently characterised by lower wage stability and quality, indicating that the advantages of trade are not shared equally. Additionally, migration affects labour markets in different ways. In developed migration typically increases productivity and addresses sector-specific manpower shortages, while in underdeveloped countries, skilled labour loss persists despite remittance gains.

The study's findings suggest that the establishment of stable and equitable labour markets on a global scale hinges on the implementation of balanced trade and migration policies. Specifically, developed countries can foster economic prosperity by enacting policies aimed at narrowing wage disparities and promoting the development of advanced skills. This approach aligns with findings that trade liberalization in developed nations often exacerbates wage inequality by favouring high-skilled industries (Autor et al., 2013). The benefits of trade policy for developing countries include stable wages together with worker protection in at-risk industries as well as job stimulation strategies. The employment gains from trade liberalization in developing countries tend to reduce wage stability according to research by Rodrik (2011). Migrant labour policy must use measures that support knowledge retention among migrants and ensure remittance funds direct towards business investments. The implementation of proper policies helps develop two essential benefits: it preserves skilled workers from leaving while increasing the value of remittances that support developing countries' income stability. A proper comprehension combined with strategic management of trade policy connections between migration and labour markets stands vital for establishing an inclusive global economy which distributes the benefits of globalization equitably.

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