

WHY INDIA CALLS BACK: AN EMPIRICAL INVESTIGATION OF REVERSE MIGRANTS

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The empirical paper analyses the reasons for the return of the skilled professionals back to their native country and provide a comprehensive migration psychology and fuel for future research implications. The major demographic variable taken was age in this perspective and in reference to it the changing or overlapping reasons offered by the respondents for their reverse migration or the process of contemplating it. The priorities and the orientations of the reverse migrants change with time and age as indicated by findings. I put up through this paper my argument that despite regional and demographic differences in employment patterns, the essential reasons for reverse migration are the same globally. Especially in the Asian context the cultural and the nostalgic factors combine and trigger the reverse return cases.

Keywords: age; culture; home country; region; reverse migration; skilled labor.

Introduction

India has been the second fastest – growing economy in the world, second only to China, averaging over 6 per cent growth per year over the past decade and a half. During the global recession, 2008-09, China and India witnessed slightly slower rates of growth, consequently their economies continued to catch up even during the crisis. While most of the world’s economies including the US and the EU are dealing with the recession, India’s GDP still grew 4.9% in 2008, 9.1% in 2009 and 9.7% in 2010. The United States witnessed a decrease of 2.7% in 2009 and a slight growth of 2.9% in 2010 (World Bank, 2010). EU economic growth also suffered from the 2008 global economic and financial crisis. Real GDP contracted by 4.3% in 2009 and recorded a moderate increase of 1.9% in 2010 (Eurostat statistics).

Despite existing economic problems or sluggish growth in recent times, India is still seen as a potential hub for sustained growth and potential development.

“The economy in India is healthier than that of North America and more growth focused for the next 10–20 years.” This is the new opinion which is distinctive from the popular views of global recession or nostalgia as the main reasons for reverse migration back to India (ILO, 2010).

The potential base of Skill growth cannot be denied at the high - end job segment. This has been further facilitated by the Push – Pull forces, where the Push force denotes the reduction of job opportunities in the West and the Pull forces refer to the abundant professional opportunities in the Indian economy. Reverse brain drain, which refers to the migration issue, whereby human capital

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moves in reverse from a more developed country to a less developed country that is developing rapidly, is commonly defined as 'brain drain'. It is also termed as a logical outcome of a calculated strategy, where migrants accumulate savings, also known as remittances, and develop skills overseas that can be used in their home country (Stark & Bloom, 1985).

Reverse brain drain can occur when scientists, engineers, or other intellectual elites migrate to a less developed country to learn in its universities, perform research, or gain working experience in areas where education and employment opportunities are limited in their home country. These professionals then return to their home country after several years of experience to start a related business, teach in a university, or work for a multi-national in their home country (Cyranoski, 2009).

This empirical paper has correlated demographic variables with select reverse migration factors and has offered plausible reasons and underlying forces behind the return of Indian expatriates abroad. Previous literature is extremely scarce regarding reverse migration though there is adequate literature on Migration or Brain drain. Also most of the past literature focused on reverse migration from U.S. primarily but this paper statistically analyzes the psychological and perceptual variables that make the Indian workers return back to their country from U.S, Gulf countries, European countries and others.

To sum up, the *first section* of the paper focuses on an extensive review of literature on reverse migration and also the destination country's (India) migration-reverse migration perspective from which the sample of the respondents have been taken.

The *second section* constitutes the Research Methodology and the detailed data analysis section once the research questions have been framed. The section contains a description of the main research instrument, the questionnaire followed by the interview method. The process of data collection has been highlighted; the statistical tools used for empirical analysis is elaborated in details with respective tables. The data analysis has been predominantly based on the age and region parameters.

The *third section* presents a concise snapshot of the findings, draws conclusions and narrows down to scope and implications for future empirical and conceptual research.

Review of Literature

Return migrations which close the "migration circle" until recently have not been a very popular subject of either political discourse or research (Ghosh, 2000; Stefansson, 2004; Harper 2005). Most studies on return migrations are purely statistical. But a few researchers have tried to make some propositions on return migrations: "for every emigration stream, there will be a return stream (...) most

emigrants intend to return when they emigrate (...). The propensity to return is greatest soon after migration (...) return will vary in response to economic conditions in the host country (...) [and] in the country of origin (...) most return takes places for personal and social reason than economic or political ones (...) return will be higher amongst those who have experienced no social mobility or occupational promotion in the destination country (...)" (King, 2000: 41).

Much has been researched on the paramount impact of the global recession on the reverse migration. The global economic crisis that exploded in 2008 dramatically changed the context for international migration (Tilly, 2011). Reverse migration is mostly attributed to be an offshoot of this but this is only one-dimensional because there are other underlying factors of the home and the host country (social, political, cultural) apart from deciding demographic factors like age and region wise mobility trends.

Reyneri (2009) suggests that the behavior of return migration will depend crucially on context, introducing institutional factors. Immigrants will more often return to their home region, Reyneri posits, where the journey is inexpensive, the right to move back and forth is secure and social benefits are portable – all conditions that are especially present within the EU. Such reasoning also creates expectations about which *types* of migrants will be most likely to return home and/or decide not to migrate in the first place, in response to an economic downturn. Martin (2009) and Papademetriou and Terrazas (2009) lay out some predictions for the US case. Highly skilled guest workers, with marketable skills and limited-term contracts, will be the most mobile, they predict. One has to take into account that such forecasts are of immense importance in understanding the Asian reverse Migration trends. In doing so the key emphasis has to be on cross-national migration. Most cross-national migration flows from poorer to richer countries (Lowell, 2007): in 2010, of the top 10 bilateral migration flows, which represented a total stock of 36 million migrants, eight totaling 30 million flowed from poorer to richer countries (World Bank, 2010).

The pioneer of reverse migration literature starts basically from Borjas and Bratsberg (1996), with the literature on education incentives provided by emigration (developed by Stark *et al.*, 1997, 1998, Mountford, 1997, and Beine *et al.*, 2001), often known as the "Brain Drain with Brain Gain" literature.

A key parameter in determining the selection of return migrants and their level of schooling is the wage "premium" that they obtain upon return, relative to workers with similar characteristics who never migrated. We call this the "return premium". Such a premium determines the share of emigrants who return as well as their selection. In particular, if the premium is mainly a reward to the "entrepreneurial" capital developed abroad due to the connections and interactions established, we can think of it as independent of the level of education. This would be in line with several recent case studies which emphasize that returnees have been important

sources of entrepreneurship (Constant and Massey, 2002, McCormick and Wahba, 2001), particularly of start-ups in high-tech sectors in countries such as India (Commander *et al.*, 2008).

Besides Beine *et al.* (2001,2008) who used the estimation method, the simulation method was used by Mayr *et al.* (2009). The latter model has tried to quantify the impact on the human capital as well as wages of relaxing immigration restrictions in rich countries.

From the past theoretical background, it has been hypothesized (Haas et al, 2011) that (1) economic and sociocultural integration in destination countries and (2) strong social and economic ties with the destination country have a negative effect on the likelihood of return. It is important to acknowledge that this causality is also likely to work the other way around: migrants who already intend to return will feel less compelled to integrate into destination societies and will have stronger motivations to maintain social and economic ties with origin countries to prepare and facilitate their return.

The Indian Context

In many parts of India, it is rare to find a family without at least a single migrant (Mosse *et al.*, 2002). There exist two major types of outbound migration from India (Pandey, 1998): firstly, the migration of people with technical skills and professional expertise to countries such as the USA, Canada, UK and Australia; secondly, the migration of unskilled and semi-skilled workers to oil exporting countries of the Middle East. Most migrants in either category come from the southern states of Kerala, Tamil Nadu, Andhra Pradesh, in addition to the northern state of Punjab.

The developed countries are in the final phase of demographic transition. So, the mature labor force on the verge of retirement belonging to the industrialized nations necessitated the liberal immigration policies in countries like the United States during the 90's decade and early half of 21st century. Subsequently, the Indians were the major beneficiaries of the H1B visa. In the same vein, prior to recession, UK had Highly Skilled Migrant Programme (HSMP) and Australia pursued Skilled Temporary Resident Programme (STRP). The US, UK, Australia and Canada are major destinations of Indian skilled migrants. Other industrial countries like Germany, Singapore, and Japan are steadily gaining attractiveness for the Indian professionals (Bhandari et al. 2008). The migration of India born skilled manpower to the US is largely controlled by multinationals operating in microelectronics, informatics and telecommunications sectors (Holton, 1998, p. 55).

Extant literature has listed out a number of generic causes for migration (Castles and Miller, 1998; Skeldon, 1997). The attractions in the destination countries include higher levels of income, low poverty level or at least social support for the poor, low level of crime, opportunities for self-expression, opportunities for courtship,

avenues for career growth, and tolerance for religious practices, higher standard of living, family ties and cultural proximity, colonial ties, escape from wars and other calamities, escape from environmental degradation, escape from political oppression, prospects for entrepreneurial activities, escape from overcrowding, among others. Some studies show that it is the educated middle class that is most likely to migrate (Kritz, *et al.* 1995). Once someone migrates successfully, the same leads to a chain reaction: the migrant's colleagues, friends, relatives, and so on are more likely to migrate in that event, with the snowballing effect increasing exponentially with the passage of time. Thus, although mass migration is almost always through the same paths treaded by a few pioneers, over a period of time, it becomes a self-sustaining social mechanism (Castles, 2000).

India is one of the first countries where the phenomenon of reverse brain drain occurred. Previously, India was well known for being the country where numerous information technology students left for America for a better education and greater employment opportunities. The turning point was during the dot-com bubble. During this period many information technology experts were forced to return to India due to the slump and the loss of jobs in the United States (Chacko, 2007).

Besides the dot-com bubble crisis, the economic and employment opportunities that existed back home; interested many Indian entrepreneurs to improve the economic development in the home country, which increased the number of returning intelligentsias to India (Saxenian, 2005).

Migration over the years has happened for a number of reasons. Indians looked West to UK & US mainly for studies, while Gulf was the cash cow providing plenty of oil jobs. USA nevertheless ranks as the No. 1 country in 2010 as the destination of choice for Indian migrants with a whopping 45 million foreign born nationals. While many migrated abroad primarily to support their families back home it is no wonder then India is ranked No. 1 country in remittances as high as \$50 billion in 2010 (Chamikutty, 2011).

In a report titled 'Reverse Migration of Engineering Professionals into India', Kelly Services stated that an estimated 300,000 Indian professionals working overseas are expected to return between 2011- 2015. Cement, automobiles, oil & gas, alternate energy and construction are the main industries attracting reverse migrants. Kamal Karanth, managing director of Kelly Services India, says that it is difficult to judge because the movements in earlier periods are not well documented.

The report cited the top three reasons for reverse migration between the years 2008-2011, which were,

- Insecure job market
- Personal growth opportunities
- Native place

The report had described the west as having a “slowdown” and no longer possessing the “largest markets”. In contrast India is consistently “developing at a rapid rate, with its GDP set to be the world’s 3rd largest by the middle of this century (*ibid*, pp. 7).

Research Methodology and Data Analysis

The following research questions were framed;

- (1) How is the salient demographic variable (age) of skilled professional workers related to Reverse migration?
- (2) What are the essential home country variables for which Reverse Migration is taking place ?

The purpose of this research paper has been to obtain insights and probe into the causes on the select demographic and psychological variables behind the rising statistics concerning reverse migration and home country scope. Firstly, a descriptive statistics of mean comparisons have been done. This was followed by correlations and Regression analyses among the different variables. Friedman test was conducted and since there was a significant difference determined, Wilcoxon Signed Rank tests were further done.

The questionnaire was initially pre-tested with a number of professionals of various age groups to elicit feedback regarding the clarity of the instructions and the questions in the instrument. Comments and suggestions obtained from the pretest served as a basis for fine-tuning items, for evaluating the time necessary to complete the survey, and the final presentations of the questionnaire. Initially 10 reasons were charted down reflecting the cause of Reverse Migration, however on testing it on a small sample, it was concluded that 7 reasons were the most widely accepted ones. Hence the causal dimensions for Reverse Migration in the questionnaire were reduced to seven.

The final questionnaires were administered to executives of various companies who have already returned or are seriously contemplating return to their own country. The questionnaires were sent through several professional sites also. Interviews were mainly through Skype, telephone and face-to-face.

The questionnaire consisted of demographic information namely, age, marital status denoted by the word “family”, income and other details like years of work experience abroad and qualifications. The sample unit comprised of married, highly skilled working professionals (Engineers, medical practitioners, management professionals and software developers). However the main focus has been given to the age factor and the region of return. The key reasons incorporated were; contract not being renewed, economic instability in the host country, unstable job market, Family reasons, Increasing scope in India, Host country reservation for its citizens and the individual’s own cultural affinity.

170 questionnaires were circulated out of which 140 questionnaires were received. The completely filled questionnaires were 123 and the rest of 17 questionnaires were rejected due to incomplete information.

The sample was analyzed based upon age ranges, namely, below 30 years, 31 to 40 years, 41 to 50 years and 51 and above. Out of 123 respondents, 9, 63, 39 and 12 respondents were in the respective categories.

Mean comparisons and Spearman correlations were done for analysis followed by regression analysis.

Below 30 Years

The respondents below 30 years had identified unstable job market in the host country as the most significant reason for reverse migration ($M = 4.22$). It was followed by economic instability in host country ($M = 3.44$); host country reservations ($M = 3.33$) and increasing scope in India ($M = 3.11$). They have given least importance to own cultural affinity ($M = 2.78$), family reasons ($M = 2.56$) and the eagerness to start one's business ($M = 1.67$).

The findings are interesting as it reflects the young age group's perception about working abroad. The findings show they are more concerned with the economic and job instability in the host country which might create problems in their career abroad. Though they acknowledged good scope in their home country but are themselves not much willing to start own venture at this stage of life which may be due to lack of experience or lack of funds as they are mostly having less work experience. Again due to the young age they are more ambitious and practical in orientation, this has been shown by their lower rating of the socio-cultural factors in home country.

Between 31 to 40 Years

The respondents identified unstable job market ($M = 3.67$) in the host country as the main reason followed by economic instability ($M = 3.33$), host country reservation for its own citizens ($M = 3.13$), increasing scope in India ($M = 2.97$), start own business ($M = 2.84$), own cultural affinity ($M = 2.71$) and family reasons ($M = 2.6$).

It must be highlighted that the respondents of this age group are the highest in number in this study (63 out of 123 respondents) and constitute 51% of the sample taken. This demographic group is mostly in their middle level management, having spouse and one or two children with them. They showed concern with the unstable economic and job market in recent years which they apprehend strongly. The respondents acknowledge the potential of home country and entrepreneurial ventures along with imparting own country's cultural values to one's children.

Between 41 to 50 Years

The respondents form the second largest opinion group in the sample taken for the study (39 out of 123 respondents) which makes 32% of the sample size. They have cited the most vital reason for reverse migration as returning back to own culture (M = 3.67) followed by increasing scope in India (M = 3.36), start own business (M = 3.33), unstable job market in the host country (M = 3.26), economic instability (M = 3.21), host country reservations for citizens (M = 3.08) and family reasons (M = 2.85).

This age group has already spent a considerable part of their lives abroad and has been able to make substantial savings. Psychologically, this group of respondents has been found to be experiencing nostalgia and wants to return back to one's roots and culture. Some of the respondents are also in the process of planning to go ahead with their own venture in the home country. The bottlenecks related to host country job and economic instability have also been expressed by them. In a way this group of respondents is mentally and physically preparing to return back soon.

51 Years and Above

Here the respondents highly rated their attachment and reasons for return to own cultural affinity (M = 4.17) which they felt they had somewhat missed out in their stint abroad. This was followed by economic and job instability in the host country which were M = 3.33 and M = 3.17 respectively. The other lower preferred reasons were host country reservations (M = 3.00), increasing scope in India (M = 2.83), family reasons (M = 2.42) and to start one's own business (M = 2.17).

If we analyze the overall preferred responses of the sample, then it can be deduced that the most significant reason is the existing unstable job market (M = 3.53) followed by the economic instability (M = 3.33) in the host country. The expatriates' preference for own cultural roots (M = 3.16), host country reservations for its citizens also play a pivotal role in expatriate job market (M = 3.11). The conditions of the home country have also been attracting the migrant expatriates and this has been reflected by the perception of the increasing scope in India (M = 3.09), own cultural affinity (M = 3.16), to start own business (M = 2.85) and family reasons (M = 2.66).

The paper had also explored the region wise variations of the responses in the sample. It must be mentioned in this context that majority of the research papers have focused on reverse migration from U.S.A. Only. This empirical paper had attempted to get the psychological dimensions affecting return migrants from other regions like U.K, Europe, Gulf and other countries thus creating an overall picture.

The regions worldwide were broadly divided into U.S.A, European countries, Gulf countries and others. 36% of the sample was from the Gulf countries, 30% from U.S.A, 20% from Europe and 14% were others (New Zealand, Australia).

Gulf Countries

In Gulf countries where majority of the respondents belong to have cited the most important U-turn factor to be the host country reservation for its citizens (M = 3.39) unstable job market (M = 3.32) and economic slowdown (M = 3.35). There is also the preferred dimensions, namely, own cultural affinity (M = 3.23), increasing scope in India (M = 2.93), to start own business (M = 2.91) and family reasons (M = 2.66).

The commitment to reduce the number of expatriates in the GCC via state-led labor market policies is referred to as Bahrainization, Omanization (Metcalf, 2007), Saudization (Al-Harbi 1997, Al-Dosary and Masiur Rahman 2005, Gulf 2008) and Emiratization (Tanmia, 2006)/ Emiratisation (Morris, 2005).

USA

The unstable job market (M = 3.65) poses a great concern among the expatriates which is coupled by one's own cultural affinity (M = 3.43). The other reason was cited to be host country economic instability, (M = 3.35), the favorable growth of India has been perceived to be having scope (M = 3.24), host country reservation for its citizens (M = 3.00), desire to start business (M = 2.92), and family reasons (M = 2.76).

Confronted with failing employment, several destination countries are tightening migration management. Even as tightening immigration is perhaps politically eye-catching in short term, it is also estimated to extend the modification to the fiscal catastrophe by lessening the labor market flexibility that industry requires for economy and continued existence. The Indian skilled migrants are in general cheaper and more flexible compared to national recruits. Many anecdotal reports of brain circulation are in air, suggesting perplexing reports from different sectors of economy. In the United States, while the number of migrants employed in manufacturing and construction has declined in recent months as the crisis has deepened, employment in wholesale and retail trade has held up, and the number of those employed in restaurants and hotels has increased (World Bank, 2009). The skilled migration to the United States and back has witnessed a temporary setback largely due to global economic recession, high unemployment in the United States, and reducing profits of companies.

European Countries

It is interesting to note that there is the same kind of trends of preferences found in the results from respondents in this region as from the findings in the USA sample. The highest reason cited was unstable job market (M = 3.96), economic instability of the host country (M = 3.32), host country reservations for citizens (M = 3.20), increasing scope in India (M = 3.12), own cultural affinity (M = 2.76), to start own business (M = 2.64) and family reasons (M = 2.36).

Country wise, India has a labor force of 2.7% (Katseli *et al.*, 2006a,2006b).The expatriate and immigrant labor market has been well theorized in contemporary research (Mayda, 2006; Facchini and Mayda, 2008) which shows that the labor market along with financial cost of immigration as well increase complications for outside labor inflows; and it is has been forecasted that the flow of skill from India to European countries ought to see a downward trend until economic revival process is marked and are converted into real gains in future. Moreover, the European countries have never had a program intended to encourage permanent settlement (OECD, 2006, working paper no. 250, pp. 41).

Others

Economic instability (M = 3.29) plays a major reason for reverse migration. The other reasons reflected are job market instability (M = 3.18), India's growing opportunities (M = 3.12), own cultural affinity (M = 3.00), family reasons (M = 2.88), to start own business (M = 2.82), and finally, host country reservations (M = 2.53).

With age being taken as the key variable, the correlations with other factors are analyzed.

It has been observed that there is a significant correlation between increasing age and job instability. It is but natural that for expatriates below 30 years there is more job instability due to lack of experience and lesser tenure in the host country. However, with age it is obvious the individual gains job experience in the host country and adjusts efficiently with the professional and social environment.

Also, it was found that the individual expatriate's own cultural affinity had a positive correlation with age. Though the young expatriate is more ambitiously inclined and sidelined the culture factor in the initial years but with age as the individual acquires a family, there is the tendency to incorporate one's own culture to one's children and there is a reinforcement of the nostalgia factor too.

Friedman Ranking test was done which indicated significant differences among the variables.

Hence, to determine the differences among the factors, Wilcoxon Signed Ranked test was done. Unstable job Market in the host country and family reasons are having significant differences with most of the variables here.

If unstable job market and family reasons are analyzed there is significant difference ($.000 < 0.05$). A significant difference is observed in increasing scope in India and unstable job market ($0.04 < \alpha = 0.05$); in unstable job market and the desire to start own business ($.003 < \alpha = 0.05$); unstable job market and host country reservations for citizens ($.001 < \alpha = 0.05$).

There was no significant difference determined among own cultural affinity and economic slowdown. Family reasons are having significant difference with

TABLE 1 : CORRELATIONS AMONG KEY FACTORS
Correlations (Table 1)

	Age	Unstable Job Market	Family Reason	Increasing Scope in India	Start own business	Economic instability in the host country	Host country reservation for its citizens	Own Cultural Affinity
Age	1							
Unstable Job Market	-0.224 0.013	1						
Family Reason	0.031 0.732	-0.075 0.412	1					
Increasing Scope in India	0.051 0.572	0.087 0.336	0.107 0.24	1				
Start own business	0.128 0.157	-0.048 0.602	-0.007 0.939	1				
Economic instability in the host country	-0.042 0.642	0.145 0.11	-0.119 0.192	-0.09 0.323	1			
Host country reservation for its citizens	-0.051 0.574	-0.065 0.474	-0.163 0.072	0.103 0.663	0.148 0.012			
Own Cultural Affinity	0.343 0.000	0.094 0.299	-0.065 0.464	0.012 0.895	0.04 0.663			

• Correlation significant at 0.05 level (2-tailed) & N = 123

TABLE 2: WILCOXON SIGNED RANK TEST

	<i>Unstable Job Market</i>	<i>Family Reason</i>	<i>Increasing Scope in India</i>	<i>Start Own Business</i>	<i>Economic Instability in the Host Country</i>	<i>Host Country reservation for its Citizens</i>	<i>Own Cultural Affinity</i>
Unstable Job Market		-3.500 0.000	-2.052 0.040	-2.928 0.003	-1.370 0.171	-3.216 0.001	-1.471 0.141
Family Reason	-3.500 0.000		-1.100 0.271	-0.891 0.373	-3.400 0.001	-2.320 0.020	-1.939 0.052
Increasing Scope in India	-2.052 0.040	-1.100 0.271		-1.421 0.155	-0.919 0.358	-0.505 0.614	-1.407 0.159
Start Own Business	-2.928 0.003	-0.891 0.373	-1.421 0.155		-1.683 0.092	-0.928 0.353	-1.194 0.232
Economic Instability in the Host Country	-1.370 0.171	-3.400 0.001	-0.919 0.358	-1.683 0.092		-0.949 0.343	-1.048 0.295
Host Country reservation for its Citizens	-3.216 0.001	-2.320 0.020	-0.505 0.614	-0.928 0.353	-0.949 0.343		-0.289 0.773
Own Cultural Affinity	-1.471 0.141	-1.939 0.052	-1.407 0.159	-1.194 0.232	-1.048 0.295	-0.289 0.773	

economic instability (.001, alpha = 0.05) and own country reservations (0.02 < alpha = 0.05).

To analyze the relationship among the various variables, regression analysis was done. Age has been taken as dependent variable whereas the seven reasons for return migration as independent variables. To check whether the model is significant, the p- value of F test was analyzed. The p-value is 0.001 which is less than alpha = 0.05, the model is statistically significant. The R-squared is 0.195 which means that approximately 19% of variability of age is accounted for by the variables in the model

TABLE 3: F- TEST

<i>ANOVA (b)</i>						
<i>Model</i>		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	Regression	14.124	7	2.018	3.989	.001 (a)
	Residual	58.169	115	0.506		
	Total	72.293	122			

a. Predictors: (Constant), Own Cultural Affinity, Host country reservation for its citizens, Increasing Scope in India, Start own business, Unstable Job Market, Family Reason, Economic instability in the host country

b. Dependent Variable: Age

TABLE 4: REGRESSION/BETA ANALYSIS

Coefficients (a)		Unstandardized Coefficients		Standardized Coefficients	<i>t</i>	Sig.
<i>Model</i>		<i>B</i>	<i>Std. Error</i>	<i>Beta</i>		
1	(Constant)	1.431	0.411		3.48	0.001
	Unstable Job Market	-0.179	0.058	-0.266	-3.09	0.003
	Family Reason	0.006	0.05	0.01	0.111	0.912
	Increasing Scope in India	0.023	0.046	0.042	0.494	0.622
	Start own business	0.05	0.046	0.093	1.09	0.278
	Economic Instability in the host country	0.005	0.053	0.009	0.1	0.921
	Host country reservation for its citizens	-0.055	0.055	-0.086	-0.996	0.321
	Own Cultural Affinity	0.179	0.043	0.353	4.203	0.000

a. Dependent Variable : age

To compare the strength of the coefficient to coefficient for other variable, Beta coefficients were analyzed. In the given sample, unstable job market has the largest Beta coefficient, -0.266 and own cultural affinity has the smallest Beta coefficient, 0.353. Thus, a one standard deviation increase in unstable job market leads to a 0.266 standard deviation decrease in predicted age, with the other variables held constant. And, a one standard deviation increase in own cultural affinity in turn, leads to 0.353 standard deviation increase age with the other variables in the model held constant.

The unstable job market ($b = -0.179$) is significant ($p = 0.003$) & the coefficient is negative which indicates that high instability of job market is significantly related to lower age. Thus, it validates the same correlation between both the variables. Family reasons ($b = 0.006$) is not significant ($p = 0.912 < \alpha = 0.05$). Increasing scope in India, start own business, economic instability in the host country and host country reservation for its citizens are also not significant as their respective p -values are greater than $\alpha = 0.05$. Own cultural affinity ($b = 0.179$) is significant ($p = 0.000$) and the coefficient is positive which indicates that high own cultural affinity is significantly related to growing age. It also validates the same correlation with both the variables.

Conclusions and Future Research Implications

The paper has empirically reviewed the research questions formulated at the beginning of the paper regarding insights on the causes of return migration and the predominant impact of age as a determinant. The findings are interesting in the sense that it reflects the curious working of the same human mind over the years and the shift in priorities. The perceived job instability and economic doldrums in the host country has definitely created a sense of unsettlement in the minds of the

return migrants. At the same time the Indian rootedness towards own rich culture of traditions and family ties cannot be denied, this is in a way a broader Asian perspective where individuals belong to high-context cultures. Interviews have demonstrated two key feedbacks: firstly, expatriates want their children to inculcate the native culture and values and secondly, family reasons also play a considerable role it can be also applicable to the extended families in the home country, related inheritances and responsibilities. The perceived satisfactory amount of savings over the years in the host country and regular remittances also fosters entrepreneurial dreams at home country in future. Surprisingly, despite the recent economic and political bottlenecks in home country (in this case India), expatriates had still expressed faith in the potential and scope in the home country as compared to host country.

The question inevitably arises about the future implications of this trend in mobility: whether this is a passing phase or a relatively permanent one? What kind of professional settlement can this group of migrants receive from the home country? How will the children adjust with the newly acquired lifestyle?

Room for introspections exist for further research and shall impart immense value to demographic research in the areas of dissonance or satisfaction after stay in home country, the level of professional settlement, the initial nature of resistance and the perceived opportunity cost, the tangible and intangible contributions to the society, the cultural and social angle of re-settlement and last but not the least cases of rethinking patterns in returning back to previous host or some other foreign country, if so in what capacity.

One can corroborate the above issues with the researchers (Dumont and Spielvogel, 2008) that return migration correlates more to economic, social and political developments in the country of origin than to the job markets in destination countries. Where the development gap between countries remains large –such as between the United States and China (until very recently), India, –return migration is typically seasonal, for investment or entrepreneurial activities, or for retirement (Zhao, 2002; Saxenian, 2006).

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