

## **ADVANTAGES AND CHALLENGES OF GLOBAL MOBILITY**

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Nowadays, more and more companies comprehend the increasing significance of global mobility as “a developmental stepping stone” [1, p. 10]. As a matter of fact, the notion of mobility as such provides the atmosphere of “global competition for talent” [10]. In other words, training of socially, culturally, technologically mobile professionals is one of the main goals of modern educationalists and managers [10, p. 23]. The problem of mobility achieved the level of active consideration in the 1970s [2]. However, at that time occupational mobility was determined primarily as a willingness and ability to rapidly change the performed production tasks, job positions and even specialties. Thus, it was first regarded as the ability to quickly learn new skills under the influence of technological changes. It goes without saying that such an interpretation of the mobility concept is quite limited. Therefore, mobility of an individual is currently considered as a symptom of inner freedom, the ability to reject stereotypes and to look at life and professional situation in a new way. The analyzed data has been collected from the recent mobility surveys, as well as from fundamental studies of European scholars (such as N. Schneider). The assessed data reveal the debate around the issue and possible ways of coming to consensus.

Mobility is a quite capacious and ambiguous notion; indeed, its structure is rather complex. It is necessary to emphasize the polysemantic nature of the notion of mobility. Basically, mobility refers to a change of any kind. Hence, one can speak about social, cultural, occupational mobility and so on. Yet, most commonly the term is used to identify spacial changes, as well as changes in terms of job position [5, p. 136]. In fact, the scholars argue that special and social mobility are the most likely to impact the modern men [5, p. 136]. Tracing the origins of this phenomenon, Norbert Schneider, in his study “Einführung: Mobilität und Familie” (2005), attributes the origination of mobility to the influences of globalization – yet another major phenomenon of the 21st century which needs brief

consideration [6]. Mobility as an offspring of globalization process naturally possesses its basic features and peculiarities.

It is necessary to specify that the concept of globalization as such implies the process of transformation in the spheres of public interaction and spatial structure, involving the conjuncture and integration of all kinds of social activity and communication [2, p. 15). As a result, the frontiers between domestic affairs and problems of global significance become progressively blurred. It is necessary to observe that the ideas about globalization significantly diverge. For instance, the adherents of hyperglobalist perspective consider globalization and mobility as the opportunities to renovate the world and provide the favourable conditions in order to amplify business interactions and reorganize the management structures [4, p. 5]. By contrast, the skeptics reject the notion of globalization and mobility: “People are less mobile than goods, money or ideas; in a sense they remain nationalized, dependent on passports, and residence qualifications” [3, p. 32]. Thus, in the context of modern studies, globalization can be regarded both as a virtue and a vice or a whim of modernity.

Just as in case with globalization, the notion of mobility also raises a lot of controversies and debate. Indeed, mobility largely involves exchange of knowledge and skills, thus fostering mutual enrichment and better understanding between different countries. For instance, some scholars contend that it is necessary to focus first of all on the mobility of scientists, engineers and researchers [10]. In other words, it is essential to integrate mobility and talent [9], to focus upon the relationship between talent development process and mobility. Furthermore, the mobility of students and higher-education teaching personnel promotes the application of acquired skills and knowledge to the benefit of the development of their countries. Hence, the concept of mobility seeks to develop a creative personality, endowed with divergent thinking and ingenious abilities. In this context, Johanna Rolshoven associates mobility with the notion of “multilocality”, that is, a strategy of a mobile individual; a strategy which “ensures a reversibility in the mobility of the everyday” [7, p. 18]. Thus, multilocality is basically an act of connecting different worlds, a practice of “placing” of the self rather than an act of distancing” [7, p. 17]. Hence, mobility actually suggests numerous benefits for modern men. However, it is necessary to bear in mind that the implementation of mobility processes requires significant research and investigation. For instance, Norbert Schneider singles out a number of tendencies and consistent patterns within the social strata [8]. Particularly, such factors as age, sex, family situation and education trigger important differences in mobility. That is to say, one must carefully study the target groups and possible outcomes.

As a matter of fact, a group of scholars observe a number of challenges which the mobility process inevitable places in front of modern men. For instance, Detlev Lück and Norbert Schneider (2010) extensively discuss the effects of mobility on family life. As a matter of fact, the scholars conclude that “with increasing mobility, family foundation becomes more difficult to realize and family life becomes more difficult to organize” [5, p. 147]. In fact, childless women who are free from family obligations tend to be more mobile as compared to men; correspondingly, mobility often endangers the compatibility between professional life and family (especially for women). Furthermore, Norbert Schneider asserts that people who become dependent on occupational mobility (the scholar applies the term

“pendler”, that is a “suburban passenger”) are susceptible to stress, poor health and other risks [8].

Hence, the shortcomings of mobility are challenging indeed. However, this phenomenon is an integral part of the modern world, and its rapid pace cannot and must not be stopped. Therefore, it is necessary to stick to the right balance in this matter. For example, Norbert Schneider argues that the concept of mobility has to be implemented really carefully, namely, with due consideration of three basic questions: “How much mobility do we currently need?”; “How much mobility is currently reasonable?” and “How can the mobility-induced pressure be reduced?” [8].

Thus, during the development of mobility projects and programs, a number of social factors must be taken into account. That is to say, the drawbacks of the mobility process must be considered, as well as the best ways to alleviate the consequences of these shortcomings. It is essential to implement a reasonable tempo of mobility, so that the acceleration and intensification of modern world do not impair the quality of our lives.

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