

SELECTION OF DESTINATION AMONG THE ROMANIAN LABOR FORCE MIGRATION, IN TIMES OF ECONOMICAL CRISIS

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ABSTRACT: *In a world that is constantly moving towards globalization, we can not talk about the homogenization of world economies without considering the migration of labor, a phenomenon encountered in all states for which free movement of citizens is not a problem. Labor migration is a natural phenomenon in a dynamic economy based on skills and on the right of individuals to be mobile, with almost the obvious positive impact this can bring to both the country receiving human capital - reducing labor shortages , growth in production, declining aging of the working population, import and export contributions, and the country from which human capital migrates - vacancies, lowering unemployment rates, considerable sums sent home, improving living standards for families migrates, but the migration phenomenon is not properly managed, it can cause harmful effects particularly in the area of countries that supply human capital to other states. Negative effects range from demographics to those of human capital value and competence that may contribute to economic growth or tax losses due to state investment in the preparation of human capital that migrates later, and does not contribute to any way of paying taxes and taxes to the state. Lately, the public agenda is increasingly appearing that Romania suffers from the labor force migration, especially the highly qualified one, worrying the evolution of this phenomenon in recent years, especially in the context of the fact that the Romanian state has not has developed no policy of preserving young intelligent in Romania, nor has it shown its strong concern to find solutions to solve this problem.*

KEY WORDS: *migration, labor, skill, performance, career, labor market*

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1. INTRODUCTION

Migration has become a global phenomenon that affects most countries of the world. After the fall of communist regime, migration in Romania became a pressing concern, up to 15 percent of the total population leaving the country then. According to Eurostat, 96929 persons left Romania immediately after the revolution, due to the opening borders, reaching 170000 people that left our country in the next three years. During this period, 75% of permanent legal immigrants were ethnic Germans, Hungarians and Hebrew. Later, as a consequence of the restrictions on visas and work permits, migration rate in Romania has decreased, however temporary migration rate has seen an unprecedented explosion, making it a pressing concern, with profound social, economic and psychological consequences. Analyzing the dynamics of this phenomenon over 18 years of post communism, we can distinguish three periods that characterize migration in Romania:

- a first period, between 1990 and 1995, characterized by the emigration rate of 7 persons per 1000 inhabitants; the destination countries were Israel, Turkey, Italy, Hungary and Germany.

- a second period between 1996-2001, with an emigration rate of 7 persons per 1000 inhabitants; destination countries were Spain, US and Canada.

- a third period, from 2001 until now; due to the Schengen visas and the integration of Romania in European Union the emigration rate increased to 28 persons per 1000 inhabitants, the destination countries being Italy (40% of actively emigrants), Spain (18%), Germany (5%), Hungary (5%) and Israel (6%). Immigration to Romania was low, formed in general by people from poor countries. However, it is estimated that, due to Romania's EU membership, approximately 200000-300000 foreign workers will enter on the Romanian labor market during the period 2013-2015. (Tîrcă D.M., 2013).

2. CONCEPTUAL ISSUES

2.1. The concept of migration. The typology of migration

A migra, este un termen similar cu *a se mișca*, sens ce se regăsește și în înțelesul celorlalți termeni *a emigra* și *a imigra*, acesta vine din latinescul *migrare* care înseamnă a se deplasa, a se muta, a călători.

Migration is a process that has been taking place since the beginning of humanity. Migration flows as well as exodus are part of the history of humanity. The end of the nineteenth century was characterized by migration to economically developed areas. Approximately 40 million people emigrated to North America during this period, most of them coming from Germany and the United Kingdom (http://www.mai.gov.ro/Documente/Prima%20Pagina/STUDIU_migratie_2006_ultima_forma.pdf).

In the meantime, migration has turned into a regional process, motivated by the factors presented below:

- economic: low living standards, low wages, high prices;
- social: wars, invasions, conflicts among members of society;
- natural: mold, natural phenomena;

- political factors: deportations, colonization (Constantin D.L., 2004).

When we talk about the phenomenon of migration, we first think that the emigrant leaves his country of origin, this being his starting point, and then, at his destination, to the country where the emigrant will settle. The decision to leave the country of origin is a capital decision, with major consequences for the person concerned, seeking to make a better future in another world.

Migration is a form of territorial or geographical mobility, the specific notes of which derive from the fact that it involves the following types of travel: outside the local community of residence; in order to change the residence, or the usual workplace, or both the place of residence and the workplace (Anghel R.G., Horvath I., 2009, pp.23-25).

a. International / Domestic. International migration refers to the movement of persons who leave their country of origin or country of residence for the purpose of definitive or temporary settlement in another country. In this case, the border is crossed. Within this category of migration, we encounter illegal and legal migration. Internal migration refers to the movement of persons within the territory of a country, such as migration from rural to urban areas.

b. Voluntary / Forced. At the core of forced migration are certain external events, such as natural war crimes, internal conflicts.

c. Individual / Meal. In the case of individual migration, the decision belongs to each individual. Also, the choice of modalities of migration is specific to each individual, the movement being specific from one individual to another.

d. Permanent/Temporary

e. Legal / Illegal. When talking about legal migrants, we are talking about those migrants accepted by the destination countries, or about the migrants that are being received by the respective states on the basis of respect for human rights and the international treaties that require it. Illegal migration can be defined as migration that is not in line with the legal regulations of the countries involved in migration. This kind of migration is also called irregular migration.

Types of external migration in Romania

Depending on the duration, regularity and the (legal or illegal) nature of the migratory act, the Romanians' external migration is presented today in several forms (Anghel R.G., Horvath I., 2009, p.25):

1. Final migration is often legal, well documented by the statistical figures registered in the statistical yearbooks. This includes streams where Romanian citizens settle in other countries with regular documents, who intend not to return to Romania, except as holidaymakers.

2. Temporary, circulatory migration is the second major migration form in which migration is not definitive, and citizens are proposing to return to Romania. In most cases, part of the family remains in the home country, and those who go to work abroad send money for their maintenance. Also here are students studying abroad, who have not made any decision to stay in the destination country forever. Also included are highly qualified staff, workers who work for a given period in another country, returning to the country when their employment contract ends. The first type listed is illegal, and the

latter are usually legal. The three forms can be transformed over time into final migration decisions, both legal and illegal.

3. Unlawful final migration is similar to legal definitive migration. The difference lies in the fact that the migratory act is not carried out in compliance with the laws of the country of destination. Entering into the destination country, as well as staying here, is at least in the beginning, illegal. Documenting the size of this stream is almost completely missing, making the flow very difficult to separate the temporary migration flank.

4. Unusual, atypical migration refers to those cases of forced migration, such as trafficking in women or international adoptions of children, legal or illegal.

2.2. European regulations about migration

New Member States (Romania and Bulgaria - and until recently Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Slovenia and Slovakia) are subject to temporary restrictions on the freedom of labor in other Member States. Romania's EU Accession Treaty provides that for the first two years of accession, access to the labor market in the Member States is strictly related to their national laws and policies. The application of temporary limitation and access control measures may be extended for a further period of three years. After this period, a Member State that has applied transitional measures may be authorized to continue to apply such transitional measures for another 2 years, but only if it undergoes a serious imbalance in the internal labor market. These transitional measures may not extend to more than 7 years. The removal of the restrictions is therefore achieved gradually, in three stages applicable to the transitional regime:

- First phase (2 years): 1 January 2007 - 31 December 2008
- Second phase (3 years): 1 January 2009 - 31 December 2011
- Third phase (2 years): 1 January 2012 - 31 December 2013.

At the moment, of the 11 Member States still applying restrictions at the end of 2011, two (Czech Republic and Italy) informed the European Commission that they have decided to apply the EU law governing the free movement of employees from 1 January 2012. The rest of the Austria, Belgium, France, Germany, Ireland, Luxembourg, Malta, the Netherlands and the United Kingdom) decided to maintain the restrictions until 31 December 2013. Moreover, Spain, despite having renounced transitional measures in 2009, decided to reintroduce this at the beginning of this year as a result of the high unemployment rate that reached 23.6%.

Analyzing the labor force situation at European level, we can draw the following conclusions (www.anosr.ro/wp-content/uploads/2012/10/Tineri-competenti-pentru-Romania.pdf):

- The European population is continuously decreasing, which also affects the active population in the labor market (Romania's population in 2050 will be about 17 million, considered to be the second largest decrease in the EU after Bulgaria);
- Studies show that by 2050, the active labor market population will fall by more than 10% over the present situation (app. 50 million people);

- Population aging and increased life expectancy have a negative impact on the decrease of the EU labor force - in Romania it is expected that in 2050 the average age of the population will be about 50 years, as it currently stands at 38.7 years;
- Worldwide, the US attracts 55% of the highly skilled labor force, while the EU attracts only 5%;
- Due to the lack of a legal framework, third-country immigrants arriving in the EU are forced to work illegally and thus do not pay taxes and do not benefit from access to basic health, education and basic services;
- Although Romania and Bulgaria have been EU members for more than 5 years, immigrants from these countries continue to be discriminated at the level of the Member States, which is most reflected in the workplace.

2.3. Issues related to the size of migration in Romania

Although there is currently no institution that has a clear record of the number of Romanians who have left the country and are working abroad, it is estimated that at present there are about 3 million Romanians living and working abroad. In addition to the large number of citizens choosing to work in other states, an important issue is also the young intellectuals who choose to emigrate - according to the data provided by the National Institute of Statistics, of the total number of young immigrants aged between 25 and 34 who left Romania in 2009, 46.7% of them were emigrants with higher education, the number of which has been steadily rising in recent years.

A study by the Romanian Institute for Evaluation and Strategies earlier this year reveals that 51.6% of 18- to 35-year-old youngsters want to work abroad. The same answer was given by 75% of respondents with higher education in all age groups, which underlines the fact that most of those who want to emigrate are young people and citizens with higher education.

2.4. Analysis of the Romanians' external migration in the context of the economic crisis

In the picture of international migration, Romania can be regarded as a country of emigration, being used as a transit country to developed countries. The Romanian labor market is less attractive to immigrants.

It is very difficult to estimate migratory flows in the case of Romania, because the statistical records provide data only for the final migration. The official figures on migration reflect only a small part of the true extent of the phenomenon ([http // www.innse.ro](http://www.innse.ro)).

Emigration can be analyzed by age, gender, nationality and country of destination. Regarding the gender structure of emigrants in the period 2000-2009, official data reveal the domination of women. The share of women has increased in recent years, in 2007, representing more than 65% of total emigrants ([http // www.innse.ro](http://www.innse.ro)).

Important changes were also registered in the structure of emigrants by groups in the period 2000-2008. These variations were more pronounced especially among the

26-40 year-olds. Significant increases were observed in age groups 41-50 and 51-60 years, with levels of 19.30% and 13.06% respectively. This increase can be explained by the birth of children in the families of Romanian emigrants, which has led to the emergence of a new migration, that of persons over 50 who do not go abroad to work but to care for their grandchildren (www.innse.ro). From the structure of emigrants by age group, the highest share is recorded among those with the greatest professional opportunities, those aged between 26 and 40 years.

For Romania, emigrants are a net loss, which shows a still reduced capacity of society and the economy to generate adequate job opportunities and remuneration. For welcoming countries, Romanian immigrants are a competitive, high-performance workforce over a long period of time. The migration of Romanian workers abroad, confirming a dimension of neo-classical economic theory, was primarily to more economically developed countries where there was the possibility of obtaining a higher salary than that which would be obtained in Romania (<http://www.scrigroup.com/istorie-politica/stiinte-politice/Migratia-fortei-de-munca-in-UE55333.php>). It is also noticed that distance is not very important. Thus, flows flow to the more remote continents. Preferred areas are areas with high career prospects, as well as relatively easy integration conditions in new communities.

Thus, we observe that the current economic crisis also makes its presence felt in the evolution of migratory flows. A joint effort is required from EU Member States for the smooth management of migration and the labor market in order to create a sustainable future.

2.5. Causes of emigration

A. There are many causes which generate the migration of high qualified people. For a correct analysis I divided the causes in objective and subjective ones (Dănăcică D., 2010). There are a lot of subjective causes identified by specialists being decisive for this complex phenomenon. The unfavourable economical circumstances, the social and political situation, the violation of human rights and of academical freedom can produce psychological pressures on the person, generating the people's wished to find a place which can fulfil their dream. Another explanation is that within the New World Orders the societies belong to one of these two categories: meritocracy and oligarchy. Meritocracy draw the elites, while the oligarchy generates floods of human capital towards meritocracy societies.

The idea of elites rule in the new globalised society is much conveyed. In a meritocracy society a person must correspond to the criteria of the society in order to join the elites because the rules for joining are established. He must have a high intelligence, education, imagination and an adaptation capacity to the new technologies and discoveries that succeed very fast. A person is accepted in the elites only he fulfils a series of inherent parameters. The rejection of such a person even if he can fulfil a series of inherent parameters can be an opportunity to provoke conflicts and frustrations in the abreast of people, and also provoke the wish to emigrate to societies which offer them favourable conditions to develop and to professional fulfilment, which will recognize their own potential. Unlike the meritocracy society, the oligarchy society

means a series of parameters, called by Sam Vaknin transcendental, should be fulfilled so that a person can belong to the elites. A transcendental parameters doesn't depend on the person. It is a happening that slips the person's will. Such a transcendental parameter is gender, race, religion, genealogical tree, etc.

In order to take part into the elites, a person must belong to the white race, to be a male, and to belong to certain class. The oligarchy societies always generate floods of human capital to the meritocracy societies. Persons with high potential who have all the necessary conditions in order to join the elites are rejected because of unfair reasons, because they don't satisfy the transcendental parameters generating the tendency of leaving the state. In fact, the real cause of this brain drain phenomenon is precisely this conflict between meritocracy and oligarchy societies, conflict which generates a flood of human capital from oligarchy societies to meritocracy societies. Besides this, the financial issue is very often wet, the big difference between the earned incomes of a high qualified person from a developed country and the earned income of a high qualified person in an underdeveloped country (Dănăică D., 2010).

B. Objective causes The labour market of high qualified staff has been globalized and knew an unprecedented increase so that many factors appeared, factors which determine on the one hand the need of drawing of human capital from outside, and on the other hand the wish to emigrate towards societies which offer the fulfilment of people's aspirations. We can classified this complex objective causes in endogenous and exogenous causes. Endogenous of causes totalize the intern, economical, social and political circumstance within a state.

The example of the ex USSR is very suggestive. The opening politics of the president Gorbaciov led in time to the loss of the political control to the collapse of the economy, to the disappearing in time of the restrictions from the communist period concerning the floods of human capital, the labour migration. The increase of inflation, the stressed devaluation, the dramatically decrease of fund for the scientifically research led to the will of emigration among the high qualified persons. To all these we can add the contraction determined by the collapse of the economy due to the political changes, the input of foreign capital and the output of autochthonous capital. The institutions sustained by the state were the most affected, the state wasn't aware of the new issues so there is no efficient program which stops the flood of high qualified human capital. But the most endogenous objective cause is the low living standard in the birth countries of who choose to emigrate, the security and comfort, as well as the lack of material resources for the development of a research activity at the international standards (Dănăică D., 2010).

The exogenous objective causes are the engine which acts and determines the high qualified labour demand, the brain drain phenomenon. The globalisation affected the most regions of the world, the borders dimmed; the competition has an important role on the human capital market which is more and more global. The young researcher from Central and Eastern Europe are drawn by the "American dream" or the mirage of developed West European countries, leaving their birth country in order to search a better living standard and a professional fulfilment. As well as US and West European countries or developed Asian countries lead a draft politics of the high qualified staff from Central and Eastern Europe, benefiting of the results of foreigner researches of

whose professional forming they didn't contribute to, being exempted from educational costs generated by schooling of a potential researcher.

2.6. The effects of migration

Speaking about the effects of migration in the short term, they are easy to quantify and are generally positive and relate to economic and social issues - emigrants have vacated jobs in Romania, thus lowering the unemployment rate, the living conditions of the migrant families were improved due to the 4-5 billion euros a year in the country from those who left, exploded housing construction and sales of equipment and goods to equip them, the number of cars and consumption was stimulated. On the other hand, the demographic perspective of the phenomenon reveals a reality whose results we will experience in the long term.

Much of the demographic decline is due to migration, and to an overview of the future of the country's population, things are not at all pervaded by the fertile population leaving Romania and representing more than half of the migrant population, and the possible children they are losing she could have been born in the country, given that the birth rate in Romania is extremely low, reaching the absolute negative record last year, according to the National Statistics Institute.

Analyzing the long-term economy, we can correlate the massive migration of young people, especially those with higher education, with a low economy, unable to generate sufficient work and adequate remuneration. Young people with the greatest potential in developing the economy, which could help create new jobs through business development, could make significant contributions in all areas of public interest - health, education, engineering, commerce, public administration - choose to emigrate, thus losing all the benefits that could affect the country from their work. And the losses are not only economic, but also intellectual and scientific, given the contributions that they may have in research, innovation and increasing civic engagement and accountability.

With the departure of young people in the country, the investment that the state is making for their training, investments amounting to 10,000 euros for the pre-university level and about 13,000 for graduates who have also received higher education, are also lost. Moreover, at the tax level, not only are the expenses related to education, but also the taxes and taxes that these young people would pay to the state if they would stay and work in Romania.

2.7. Solutions to counteract the effects of emigration

Most economists investigating this phenomenon considered that highly qualified people's migration represented a negative externality for their natal country. The new approaches of this phenomenon offer as a possible solution regarding the highly qualified people left abroad as a potential gain and not a loss. (Sandu S., 2006). If the natal country could find a way to valorise this human resource, if it could take advantage on the experience they gained in the receiving country, the problem would be solved.

Two ways of counteracting this phenomenon have been suggested: either those who left are offered enough good reasons to come back, or by constituting Diaspora and

using them to develop the mother society. If this flux were a bilateral one, a two-ways street, the highly qualified people's natal country might play a beneficiary part. Still the return of these highly qualified people is a complicated process that depends on a series of conjectural factors very hard to control, such as the economical ones, but also the social, political ones etc. Laying only on affective connections in a world of pragmatism might be a lost game. As for the Diasporas constitution and using for the mother society benefit, it seems to be a more veridical and spread option.

The labour market globalisation and attenuation of the communicational borders makes their use possible without physically returning in the origin country. It's even more advantageous for the country in question, benefiting of their individual researches and of the ones of the cognitive socio-groups they have adhered to, with minimum investments. This alternative, at least from the economists' point of view would seem much more advantageous.

However the first one is far from being obsolete and the second one is far from proving its supremacy. It's difficult to say which way should be chosen. The brainrain phenomenon is insufficiently investigated and it's difficult to keep its effects under control. The free circulation of the human capital can lead to the increase of disparities between the world states and to global tensions amplification, but it can also have an important contribution to attenuate disparities in the income distribution on world-wide level. But this depends on the way governments will act, on their internalisation politics, on the way they will know how to find and use means leading to benefit and not to loss on account of this phenomenon. That is the reason why a detailed investigation of this phenomenon is necessary.

3. CONCLUSIONS

The migration of the intelligentsia in Romania, especially among young people, has put us in a difficult situation of valuable people who could contribute in the medium and long term to the growth of the economy and the living standard in Romania. In the context of the bleak forecasts on Romania's economic and demographic future, the lack of public policies to support young graduates who choose to stay and work in the country and the lack of investment to preserve the valuable human capital of this country will lead us to a degradation irremediable society, which will be most reflected in the quality of public services, the medical and education system and the standard of living in general.

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