

MIGRATION OF THE WORKFORCE – PANORAMIC VIEW

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ABSTRACT: Generally speaking, the population migration, and especially that of the workforce, has become a widespread phenomenon in Romania since the fall of communism, representing, maybe, one of the most important migratory fluxes at European level.

Nowadays, when the economic crisis has hit Europe, when the majority of the developed countries perform a more rigorous control over immigration, they are the most affected by a slow down of the economic growth. This being due, mainly, to the industries in which immigrants are employed, or to the vulnerability of the type of jobs which are immediately put at risk by a negative change in the country's economic strength.

Key words: spatial mobility, residential status, immigration-emigration

JEL codes: O15

Introduction

Profound transformations, produced in the socio-politic system in Romania after 1989 - such as the free circulation of people, as well as the economic collapse and that of the standard of living in Romania - which produced long-term unemployment and mass poverty - constituted the premises of the significant growth of the Romanian emigration level. As long as there is a respective negative economic gap between our country and the developed countries, the propensity towards emigration will not be diminished.

As far as Romania is concerned, there are concerns regarding the migrants' massive return home - under the conditions of the present economic crisis - which could give rise to a considerable growth of unemployment in Romania, and which could affect a part of the workforce.

Although the world economic crisis has determined, in certain situations, the migration back, the majority of Romanian immigrants are not convinced that coming home would represent the best solution.

Migration is a form of spatial mobility of the population from one locality to the other or from one country to the other, together with the change of the residential status.

Immigration is defined as the ensemble of the comings in, whilst emigration is regarded as the ensemble of the goings out. As a matter of fact, any migratory act is, at the same time, a migration and an emigration.

The migrant is the person who has migrated. Any migrating person appears in a double role: that of emigrant, from the perspective of the locality or country which he leaves, and that of immigrant, from the perspective of the locality or country where he settles in the new domicile.

In conclusion, migration cannot be produced if it involves a single population, because any coming in of the individuals into it means a going out from another one and vice versa. The phenomena that are constituted based on these events are closely connected one to the other and they are often regarded as one phenomenon, simply called *migration*, which could eventually be

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analysed from the view of its two components, especially when the interest is concentrated on a single population.

The great problems with which the demographic analysis of the migrations are confronted are originated, on the one hand, in the fact that those events - the immigrations and the migrations - are difficult to define, in such a manner that this definition could be generally accepted and then, once the definition has been stated, it is hard to discover and to register the actual production of the mentioned events. Even if it is clear that migration refers to the spatial movement of the individuals, which presupposes the crossing of the physical borders that delimitate the reference population, it is equally clear that - especially under the conditions of the modern world, when the spatial movements are so frequent - not any such movement represents a migration. For example, spending the holidays in another country as a tourist, the leaving away of those who live in a border area to work in a city from the neighbourhood country and the returning home at night; the business trips, the sportspersons' participation in different competitions in other countries, are all clear instances and everybody agrees that they are not migratory events. At the opposing pole, the definitive settlement in another country by adopting a new citizenship and giving up to the citizenship of one's country of birth, the settlement in another country due to obtaining a long term or permanent job, are clear instances of migrations.

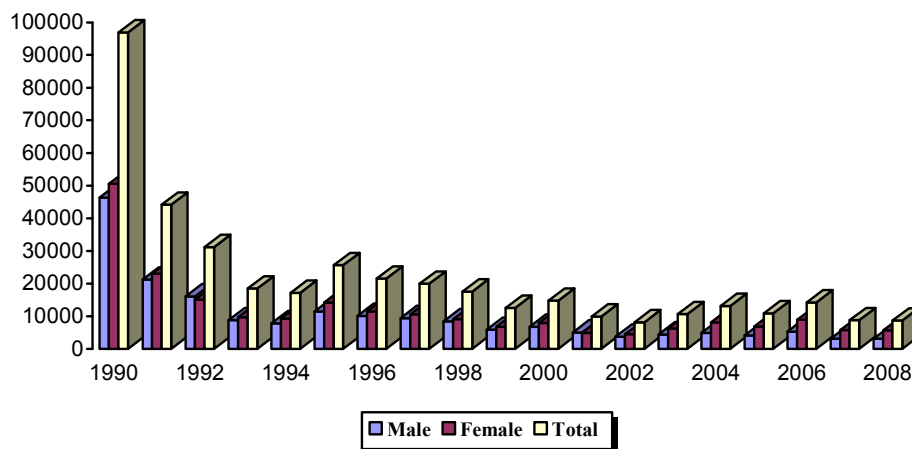
Literature review

The emigration dynamics in Romania

Emigration from Romania was one of the significant factors which contributed to the decrease of the population strength after 1990, an aspect confirmed by the series of statistic data presented in fig. no. 1.

After a massive flux, of over 96,929 persons who migrated in the year 1990, their *number* decreased slowly, getting to 17,146 in 1994. An important growth of the number of emigrants, with 8,529 persons, compared to 1994, is registered in 1995.

During the year 2008, the number of persons who emigrated grew to 8,739.



Source: <http://www.insse.ro>, POP309A

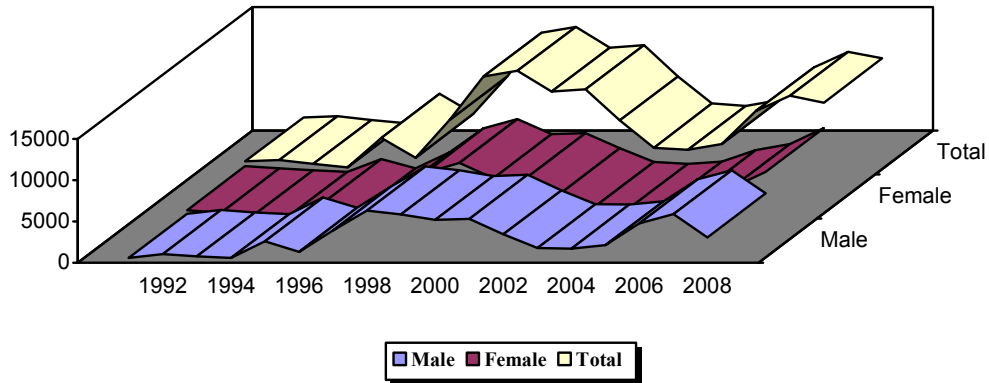
Fig. no. 1 – The evolution of emigrations in Romania during the period 1990-2008

The immigration dynamics in Romania

The changes that took place in the dynamics of the economic processes are also the direct result of the immigration tendencies.

Even if Romania is defined more as being an emigration country, it is also an immigration one, as it can be noticed in fig. no. 2.

Starting with the year 1991, the number of persons who immigrated to Romania's territory was of 1,602 persons, of whom 581 were men. At the end of 2008, the total number of immigrants grows with 62.6 %, getting to 10,030 persons, of whom 6,041 are men.



Source: <http://www.insse.ro>, POP310A

Fig. no. 2 - The evolution of immigrations in Romania during the period 1991-2008

As regards to the total immigrations in Romania, the maximum number attained was in the year 1998, of 11,907 persons, of whom 53 % were men. The immigration level decreases gradually, until the year 2004, when 2,987 persons are registered, of whom 1,690 are men.

Research methodology

Under transversal perspective for a given population, the emigration rate can be calculated by reporting the number of those events that happened during a calendar year, to the average population of that year. Thus, the emigration rate will be:

$$R_{em} = \frac{E}{P} \times 1000, \quad (1)$$

where,

R_{em} - represents the emigration rate

E - represents the emigration number

P - represents the population of that year

In order to analyse how fast or slow the emigration process was in Romania during the years 1990-2008, the emigration rate is calculated according to the above formula in the table no. 1.

As a whole, the emigration in Romania has had, along the 18 years, a descendent trend, starting with the historical maximum of 4.17 emigrations per thousand inhabitants in 1990, and getting to 0.4 emigrations per thousand inhabitants in 2008. During the period 1990-2008, slight growths compared to the previous year took place in the years 1995, 2000, 2003, 2004, 2006.

As far as the structure on sexes of the emigrations during the period 1990-2008 is concerned, women featured more than men, except the years 1992 and 2001, when the masculine persons' emigrations are situated a little above the number of those of feminine sex, registering a difference of 1,018, respectively 100, in the year 1992.

If in 1990 the feminine persons' emigrations registered 50,594, which represent a value of 52.19 % of the total emigrations, at the end of the year 2008 they reduce to the value of 5,670, having a value of 64.88 %.

Table no. 1

The emigration rate in Romania during the period 1990-2008

Year	Emigrated persons	Stable Population	R_{em}
1990	96929	23211395	4,17
1991	44160	23192274	1,9
1992	31152	22811392	1,36
1993	18446	22778533	0,89
1994	17146	22748027	0,75
1995	25675	22712394	1,13
1996	21526	22656145	0,95
1997	19945	22581862	0,88
1998	17536	22526093	0,77
1999	12594	22488595	0,56
2000	14753	22455485	0,65
2001	9921	22430457	0,44
2002	8154	21833483	0,37
2003	10673	21772774	0,49
2004	13082	21711252	0,6
2005	10938	21658528	0,5
2006	14197	21610213	0,65
2007	8830	21565119	0,4
2008	8739	21528627	0,4

Source: <http://www.insse.ro>, POP 101A and 309A

As for the analysis of emigrations according to age groups, it can be noticed that emigration is more evident for persons between 26-40 years old, in comparison with the group 18-25, or with the persons over 40 (table no. 2). It is remarkable that the next position is occupied by the persons under 18, which means that most of the persons from the group 26-40 have emigrated together with their children.

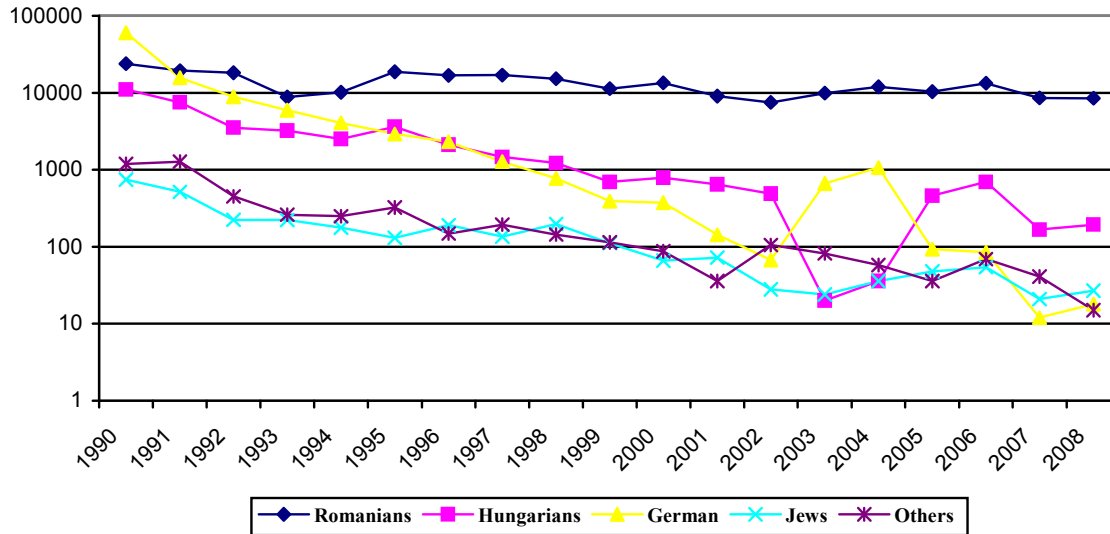
Table no. 2

The evolution of emigrations according to age groups in Romania during the period 1990-2008

Year	The age of the emigrated person					
	under 18 years old	18-25	26-40	41-50	51-60	61 years old and over
1990	25298	13570	25589	9790	11311	11371
1991	14837	7949	10863	3533	3356	3622
1992	5540	7807	10195	2861	2249	2500
1993	4119	3608	5683	1822	1407	1807
1994	4597	3036	5901	1569	959	1084
1995	5137	4180	10875	2803	1245	1435
1996	4198	3447	8347	2701	1332	1501
1997	4145	2559	8091	2490	1143	1517
1998	6371	1795	5379	1690	864	1437
1999	4290	1357	4244	1236	664	803
2000	4372	1513	5717	1551	657	943
2001	2860	938	4017	1013	429	664
2002	1233	1029	3972	915	417	588
2003	1677	1426	5438	1159	449	524
2004	1417	1920	7174	1414	577	580
2005	765	1408	6359	1355	545	506
2006	963	1726	8198	1782	839	689
2007	1003	1062	4979	982	460	344
2008	1214	1107	4722	974	445	277

Source: <http://www.insse.ro>, POP309B

An emigrants' more detailed study stirs the curiosity over the nationality of those who left, situation which is presented in the fig. no. 3.



Source: <http://www.insse.ro>, POP309C

Fig. no. 3 – The evolution of emigrations according to nationalities in Romania during the period 1990-2008

In the year 1990 the total number of the persons who emigrated grew to 96,929, 61.9 % of whom were of German nationality and 24.6 % of Romanian nationality. Until 1994, a decreasing tendency of all nationalities' emigrations, can be noticed. That year, growths at the level of the persons of Romanian nationality's emigrations are registered. Starting with the year 1995, growths in the number of emigrations by Hungarian nationals are seen - a nationality that comes second after persons of Romanian nationality. During the years 1996-2003, the emigration tendency is descendent, although slight fluctuations are registered for this period. In 2004 the number of emigrants of Romanian nationality registers a growth of 4,425 persons in comparison with 2002, and that of the emigrants of German nationality one of 995 persons. The growth of the departures of those of Romanian nationality gets to 13,296 until 2006, which represents a value of 93.6 % of the total emigrations.

The presentation of the migrations evolution in Romania may continue, taking into account the favourite destination of the emigrants, as well. Both in 1990, and in 2007, the favourite destination was and still is Germany, even though the value of the emigrations having Germany as a destination decreased from 68.21 % in 1990, to 21.5 % in 2007.

In the top of the Romanian emigrants' preferences, in 1990, there follows Hungary, USA and Austria, while in the year 2007, there follows in decreasing order after Germany, Canada with 1,787 emigrations, USA with 1,535 and Italy with 1,401.

It is a noticeable fact that, from the beginning of the period until 2001, no emigration to Switzerland, Slovakia, or Spain was registered. At the end of the year 2007, according to the available data of the National Institute of Statistics, only 1.3 % of the population who emigrates chooses as destination Switzerland, only 0.12 % chooses Slovakia and 1.56 % Spain.

As in the case of emigrations, under statistical aspect, immigration is measured with the help of the immigration rate, reporting the number of immigrations which took place during a calendar year, to the average population of the respective year. The immigration rate will then be:

$$R_{im} = \frac{I}{P} \times 1000, \quad (2)$$

where,

R_{im} - represents the immigration rate

I - represents the number of immigrations

P - represents the population of the respective year

With the help of the series of time, calculated by the National Institute of Statistics, using the above formula, the evolution of immigrations in Romania can be analysed, of those that took place during the period 1991-2008, table no. 3.

Table no.3

The immigration rate in Romania during the period 1991-2008

Year	Immigrated persons	Stable population	Rim
1991	1602	23192274	0,06
1992	1753	22811392	0,07
1993	1269	22778533	0,05
1994	878	22748027	0,03
1995	4458	22712394	0,19
1996	2053	22656145	0,09
1997	6600	22581862	0,02
1998	11907	22526093	0,52
1999	10078	22488595	0,44
2000	11024	22455485	0,49
2001	10350	22430457	0,46
2002	6582	21833483	0,3
2003	3267	21772774	0,15
2004	2987	21711252	0,13
2005	3704	21658528	0,17
2006	7714	21610213	0,35
2007	9575	21565119	0,44
2008	10030	21528627	0,46

Source: <http://www.insse.ro>, POP 101A and 310A

The immigration rate in Romania generally had an ascendant trend, starting with 0.06 persons per thousand inhabitants in 1991, and getting to 0.46 persons per thousand persons in 2008.

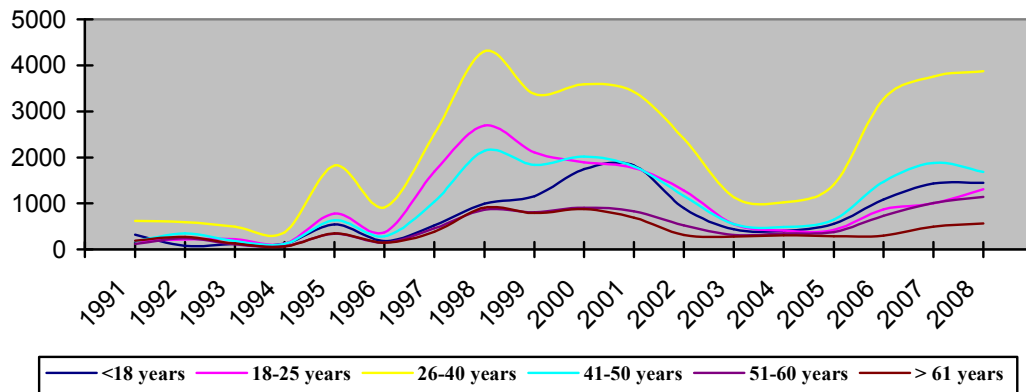
The highest immigration rate took place in 1998, when in Romania immigrated 0.52 persons per thousand inhabitants, compared to the minimum immigration level that took place the following year, when only 0.02 persons per thousand inhabitants immigrated.

Generally speaking, the immigration rate in Romania experienced higher values starting with the year 2000.

As in the case of the emigrations, a criterion of the immigrations analysis can be developed taking into consideration the age group of the persons who enter the Romanian territory, a situation illustrated by fig. no. 4.

The largest share of the persons who immigrated in Romania belong to the age segment 26-40, persons already formed, who also have a high working potential. The value of this age segment, in the total of the persons who immigrated, is relatively constant during the entire period 1991-2008, and it varies between 38.8 % in 1991 and 38.6 % in 2008.

Until 2002 the next place is occupied by the age segment which varies between 18-25, made up by graduates or last year students, with good perspectives and also with working potential.



Source: <http://www.insse.ro>, POP 310B

Fig. no. 4 – The immigrations evolution in Romania during the period 1991-2008

Starting with the year 2000, the age segment between 41 and 50, an active workforce, whose potential can be still used, will occupy the second place as value in the total of immigrated persons, a tendency which will be maintained until the end of the crisis period.

The migration period looked upon from the immigrations point of view, can be also analysed from the immigrants' nationality viewpoint. In this respect, until the present time the largest number of persons who immigrated are of Romanian nationality (table no. 4).

Table no.4

The immigrations evolution on age groups in Romania during the period 1991-2008

Year	The nationality of the immigrated person				
	Romanian	Hungarian	German	Jews	Other nationalities
1991	1196	89	118	98	101
1992	1434	61	105	47	106
1993	1041	53	81	34	60
1994	723	52	23	16	64
1995	3753	325	162	95	123
1996	1797	131	42	18	65
1997	6035	320	87	69	89
1998	11241	406	80	88	92
1999	9600	274	56	69	79
2000	10753	163	37	40	31
2001	10088	125	34	76	27
2002	6353	102	33	50	44
2003	3038	88	30	65	46
2004	2673	107	55	84	68
2005	3446	97	41	64	56
2006	6042	95	38	72	1467
2007	6689	237	99	106	2444
2008	7111	301	108	61	2449

Source: <http://www.insse.ro>, POP310C

Practically speaking, during the period 1991-2008, we can say that the population's main component, evidenced statistically, was constituted by repatriation. The percentage of persons of Romanian nationality, in relation to the total of immigrants, varies between 74.6 % in 1991 and 70.9

% in 2008. Until 1993, the second place as value is occupied by persons of German nationality, but at a very large differential, that is 7.3 % in the year 1991 and 6.38 % in the year 1993. Starting with this year and until 2006, a growth of the immigrants of Hungarian nationality can be noticed: an aspect which confers upon them the second position in relation to the immigrants' nationality. It is also interesting to notice the fact that the last three years make possible that the second place to be occupied by immigrants of other nationalities, these having a value that is between 19.01 % in 2006 and 24.41 % in 2007.

The analysis of immigration could be continued, taking into account the immigrants' native country, as well. If in 1994, the largest part of the immigrants, in percentage of 26.08 % came from Germany, that is 229 persons, in the year 2007, the value in percentage of 41.97 %, is owned by the immigrants from the Republic of Moldavia, that is 4,019 persons. The number of immigrants from the Republic of Moldavia occupies the first place starting with 1995, when it rises to 1,019 persons, which represents 22.85 % from the total of immigrated persons.

Understanding migration as an exchange of populations between different areas, the difference between the two components of migration (immigration and emigration), taken in absolute figures, helps to determine the net migration, or the migratory balance.

The net migration or the migratory balance, represents the quantity of individuals that affects, in a positive or negative way, a country's population, as a consequence of the migration phenomenon.

Thus, the net migration or the migratory balance will be:

$$NM \text{ or } MB = I - E, \tag{3}$$

where,

NM - represents the net migration

MB - represents the migratory balance

I - represents the absolute value of the immigrations

E - represents the absolute value of the emigrations

A positive net migration or a positive migratory balance signifies the fact that the host country is attractive to people of other countries. The higher this balance is, the higher the force of attraction is. In this case, the number of immigrants is greater than that of emigrants.

Table no. 5

The migratory balance in Romania during the period 1991-2008

Year	Immigrated Persons	Emigrated Persons	MB = I - E
1991	1602	44160	- 42558
1992	1753	31152	- 29399
1993	1269	18446	- 17177
1994	878	17146	- 16268
1995	4458	25675	- 21217
1996	2053	21526	-19473
1997	6600	19945	-13345
1998	11907	17536	- 5629
1999	10078	12594	- 2516
2000	11024	14753	- 3729
2001	10350	9921	429
2002	6582	8154	- 1572
2003	3267	10673	- 7406
2004	2987	13082	- 10095
2005	3704	10938	-7234
2006	7714	14197	- 6483
2007	9575	8830	745
2008	10030	8739	1291

A negative net migration or a negative migratory balance highlights the lack of a country's attractive quality, the more prominent the characteristic, the greater the negative migratory balance.

We will analyse next how attractive Romania is or is not, as a consequence of the migration process that Romania underwent during the period 1991-2008.

Based on the data comprised in the table no. 1 and in the table no. 3, as well as with the help of the above formula, we calculate the migratory balance (table no. 5), that was registered in Romania, until the year 2008.

The amplitude of the negative migratory balance, which characterises the situation in Romania, is clearly defined both in table no. 5, and in fig. no. 5.

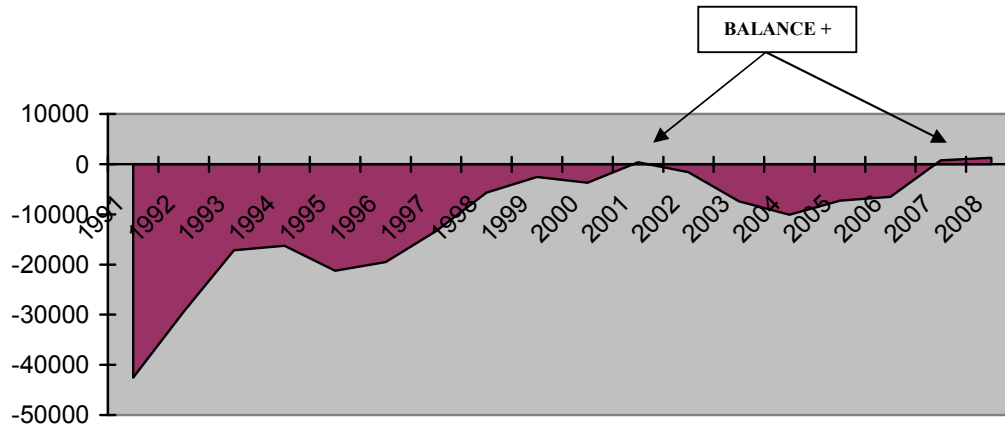


Fig. no. 5 – The evolution of the migratory balance in Romania during the period 1991-2008

One can notice very high negative values starting with the year 1991, which decrease in a higher or lower rhythm until 2001, when the first positive balance (albeit of a very low value) is registered, for only one year.

The situation until 2001 can be explained, both by the great number of persons who emigrated, having a general tendency of decrease, but registering slight changes, as well, and also by the low number of immigrants, registered at the beginning of the analysed period, which starts to grow in a much slower rhythm than that of emigrations. It is a relevant fact that during this period Romania has lost an important part of the population, its structure being presented in the analyses made on emigrations.

Starting with 2002 and until 2007, the migratory balance is expressed in negative values again, but of a much lower intensity than in the previous period.

In the last two years positive values of the migratory balance are registered, much higher than in 2002, but which only cover a small part of the population loss registered in the previous period. This aspect is due to both the small number of immigrants registered in the years 2007 and 2008, and to the growth of the number of immigrants, in particular those coming from the Republic of Moldavia, as we have noticed in the immigrations analysis, according to the provenience country.

Conclusions

Emigration has experienced an undulating evolution, but with a tendency towards decrease. The reasons for migration varied at times, as well as the territorial distribution of the main fluxes. Thus, we can distinguish two periods: the ethnicity period, from 1990 to 1992, when emigration was concentrated on the German and Hungarian ethnics' departure for their forerunners' countries of origin and/or the families' gathering; and the stage after 1993, characterised by the predominance of the Romanians' massive migration.

After 1995, and, especially after 2000, the main motivation becomes the economic one, expressed by temporary emigration for reasons of obtaining work. Starting with the year 1993, the number of emigrants of Romanian nationality surpassed that of the emigrants of other nationalities (fig. no. 3).

The emigration structure according to age groups outlined in the table no. 2 reflects the greater tendency to leave of persons who were aged between 26-40, in fact those who have the greatest opportunities to realise their professional goals and objectives.

While for Romania the emigrants represent a net loss, reflecting the capacity, still reduced, of the economy and society to generate opportunities of work and corresponding remuneration, for the *host* countries the benefit is substantial: an already trained workforce, capable of high performance and competitive work, obtained with minimal costs.

Migration represents an ever more important component of contemporary society, a stimulant factor of the globalised markets, an instrument of regulation of the unbalances met in the regional/local work markets. The migration for work represents the most dynamic form of circulation of the potential active population at present.

Even if, for the time being, Romania is distinguished in the international migration picture as an emigrating country, with a little attractive work market for the immigrants and being interesting rather from the point of view of the transit to the developed countries, as it can be seen in the table no. 5, Romania is, at the same time, an immigration country.

The sustainment of Romania's economic growth at high parameters will certainly claim, some manpower which, though not being ensured by the generations much too little in number born after 1990, will have to be ensured by recovering the migrants who had temporarily gone to Europe especially during the latest period, and by activating the long-term unemployed, the rural population, and the generations that are around the a retiring age or even those people who have already reached the age of retirement.

Taking into account that the working age population's volume in Romania will be more and more influenced during the next decades by the natality decrease seen after 1990, Romania will have to attract some external workforce, encouraging more and more immigration. This phenomenon as partially triggered by the use of more workers coming from the Republic of Moldavia. Just as, for Western Europe, Eastern Europe is a reservoir of workforce which is more qualified than that of Africa or Asia, sharing the same cultural and religious values without major difficulties to adapt and integrate, for Romania, too, the interest for compatible populations will prevail.

For our country, the negative consequences of emigration are primary economic, but the economic growth and the creation of new jobs with attractive salaries in Romania would be able to reduce the fluxes and would stimulate the returns by reducing Romania's degree of *rejection* of its own workforce. Work abroad represents a problem for the country, for the governing bodies: who should do something (much more than they have done until now) so that those persons who are physically capable of work and are of working age could find lucrative jobs in Romania, which would allow said persons to enjoy a decent standard of living.

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