

## THE ISSUE OF "BRAIN DRAIN" AND "YOUTH MOBILITY" EVENTS IN ROMANIA

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**Abstract:** *Human resource migration represents one of the three major changes that occurred in Romania after the 1989 Revolution, together with the change of the political regime and the economic restructuring. During the last 30 years millions of Romanians chose to leave the country and their reasons were economic, political or social. Regarding the profile of the Romanian migrant, he chose to leave Romania regardless of his age and level of education. The purpose of this scientific paper is to analyse the "brain drain" and "youth mobility" phenomena as major components encountered in the waves of migrants.*

**Key words:** *migration, young population, human resource, perspectives*

### INTRODUCTION

In the last 30 years Romania has undergone major changes both in political, economic and social terms. Regarding the national demography, there is a decrease in the birth rate, an aging population and perhaps the most important fact is the large number of emigrants registered every year.

These people who choose to leave the country are part of the active population, they are between the ages of 18 and 64 and came from any educational level. As their level of education is not very relevant in combating the migration phenomenon, at present, the "youth mobility" term which refers to the departure of young people from the country is becoming an increasingly pressing problem for Romania because its long-term consequences are immeasurable.

Another common phenomenon is the "brain drain", the departure of specialists from various fields. This fact also has disastrous consequences because Romania loses qualified human resources every year, specialists who could help to develop the economy and train other specialists and also lose the value of investment as a country in ensuring their education and training.

### MATERIALS AND METHODS

In order to carry out this scientific work, the official statistics on migration were used as working materials in order to reproduce the quantitative character of this phenomenon. Also were described the definitions of the two terms used, "brain drain" and "youth mobility".

Last but not least, a questionnaire was applied to a number of 50 students between the ages of 20 and 33, both males and females, in order to reveal a possible perspective on the availability of migrants. The questions contained in the questionnaire relate to both the subjective side of the respondents, through questions related to their perception of migration and those who have migrated but also from their objective side, through the fact that they were asked to answer questions such as: *where you want to work when you finish your studies or for what amount you would emigrate.*

**RESEARCH RESULTS**

**Terms**

"Brain drain" also called intelligence drain, brain export, brain drain is an expression used to denote mass emigration of group of intellectuals or well-trained professionals from a particular country. The reasons can be varied for the country of emigration, the social environment (*lack of opportunities, political instability, economic crisis, health risks, etc.*) being one of the reasons. For the target country for immigration, the following reasons can be listed: material opportunities, career opportunities, freedom, political stability, high standard of living, etc. [1,3]

Although the term originally referred to technical personnel leaving a country, its meaning has changed in "*leaving educated or professional people from one country, economic sector, or field to another country, usually for better pay or living conditions.*"

"Youth mobility" represent the geographical moving of the younger population from a country to another. The term is included in the social mobility category. The practice of youth mobility is diverse, ranging from short duration stays in another country to permanent migration.

Social scientists are interested in youth mobility due to the transformation potential of mobility: *what happens during a youth mobility experience.*

Also the political meaning of the term is important, in the European context youth mobility is a part of the freedom of movement principles, with student mobility viewed as a means of enhancing skills base

**Statistical data**

In Romania the number of those who choose to migrate corresponds each year to about 1% of the total population of the country. Most of the time they choose to start from economic considerations regarding the level of income and consumption. Despite the fact that from year to year the number of job vacancies is increasing, it is found that the number of emigrants is in an ascending trend. Table 1 presents the situation of the last years .

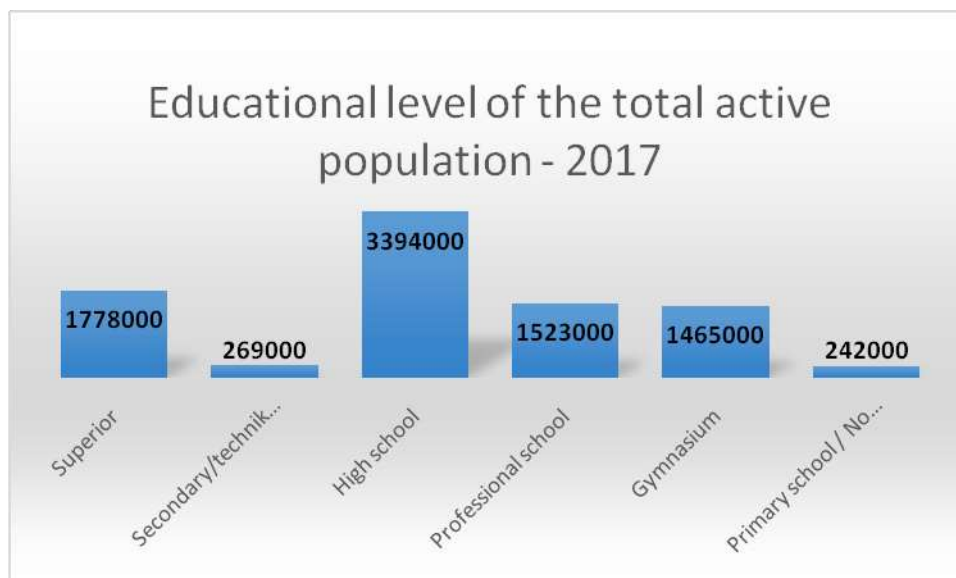
**Table 1.**

**Migration flow in Romania**

<i>Year</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>
Number of Emigrants	161 755	172 871	194 718	207 578	219 327
Job vacancies	30 643	38 523	49 954	59 753	59 987

*Source: Statistical Yearbook of Romania, 2018*

As regards the level of education of the total active population in Romania (*8 671 000 persons*), it is found that it is predominantly dedicated to higher and medium education, meaning an increased degree of preparation in various fields of activity. However the level of education does not represent a barrier that can prevent the Romanian emigrant from leaving the country in search for a better life. Figure 2 shows the structure of the active population in Romania by educational level.



**Figure 1. Educational level of the total active population, 2017**

Source: Statistical Yearbook of Romania – 2018

Regarding the inclination towards migration of young people in Romania, apart from the economic, political and social factors, another component is the average knowledge of at least two foreign languages. In a report of the European Union it was showed that Romania occupies the 3<sup>rd</sup> place, after Luxembourg and Denmark in the number of foreign languages, on average two foreign languages for young people between 18 and 35 years old.

This feature complements the profile of the young migrant, who is confident that he can manage to develop professionally and personally outside the borders of the country, based on his skills and knowledge. [2]

### Questionnaire

To complete the analysis that is the basis of this scientific work, we have developed a questionnaire with eight questions that I have applied to a group of 50 students, men and women, between 19 and 33 years old. The questions in this questionnaire had the role of highlighting their perception of migration, the impact that can have those who chose to migrate and returned back to the country and also what would be their expectations if they choose to migrate.

#### Answers

1. At the first question of the questionnaire, "Where do you want to activate when you finish the faculty?" the answers were the following:
  - Private sector / employee : 10 persons
  - Entrepreneur / own boss : 35 persons
  - State system / budget employee: 5 persons
2. "You plan to emigrate?"
  - Yes : 10 persons
  - No : 40 persons
3. "What do you think about those who emigrate?"
  - They have family/friends who already work there and it is normal for them to go too: 0 persons

- They are unhappy with how things are going in Romania: 25 persons
  - They want more money: 25 persons
4. "Which you think are the first impediments when you migrate?"
- You don't know the language and it is difficult to integrate/get a job/change your work place: 40 persons
  - You realize that the money are not so many at the end of the month after you pay your expenses: 10 persons
  - There are no impediments: 0 persons
5. "Do you think you would adapt easily?"
- Yes, I am sure: 20 persons
  - I don't know because I haven't tried yet: 15 persons
  - No, It will be hard for me at the beginning: 15 persons
6. "Do you think it is good for those who have migrated to return back in Romania?"
- Yes, they could help the country to develop: 35 persons
  - Yes, Romania needs them on the labor market: 5 persons
  - No, they are doing well there: 5 persons
  - No, all those who go outside the country are coming back changed and they think they are superiors: 5 persons
7. "Where do you think it is proper to migrate?"
- Europe (European Union) : 30 persons
  - North America (USA, Canada) : 20 persons
  - Other countries: 0 persons
8. "For what salary would you migrate?"
- No matter, as long as I am abroad: 0 persons
  - 800 – 1500 Euro: 10 persons
  - 1501 – 2500 Euro: 25 persons
  - I think I am good enough to earn more than that: 15 persons

## CONCLUSIONS

The phenomenon of migration is widely encountered internationally. In Romania it is determined by internal as well as external factors. As a result of this scientific work it can be concluded that this demographic mobility is determined internally by the economic level of development, by the living conditions, by the possibilities of individual development and by the own perception on how the medium and long term future of the country will look like.

As a first conclusion regarding the result of the questionnaire, after the first three questions it is observed that in the medium and long term the current students want, after finishing their studies, mainly to become entrepreneurs, to be their own boss. Very few of them consider the idea of emigrating and if they choose to do so, they would do it because they fell unhappy with how things are going in Romania or because they want more money, as they think they have done those who have migrated so far.

At questions 4 and 5 the confidence in their own forces was analysed in what concerns a possible emigration in the future. Thus from the answers given it can be

observed that the respondents are aware of the existence of impediments but at the same time they are sure that their adaptation period will not be a very long one. This is an encouraging factor for the Romanian emigrant in his decision to migrate, as shown in a study conducted in 2010 by Hofstede and his colleagues, Romanians tend to be long-term oriented, that is they adapt easily, persist in their beliefs and are willing to sacrifice elements from the present for future benefits.

Regarding a possible return to the country after a period of migration, the young respondents are of the opinion that their contribution to the development of the country is a significant one, the proof is the majority of the answers for this statement. A small percentage is given by those who think the well-being that they would lose when they return to the country or that they could be reintegrated more difficult because they could be viewed with scepticism by those who remained at home and not they are used to their different ideas of development.

Questions 7 and 8 confirm that the main migration corridors will continue to be the ones already known, Europe and North America. As for the last question of the questionnaire, the financial component is still the one underlying the decision to migrate.

As a consequence, these demographic phenomena studied in this scientific paper have a major impact on the future of Romania, internal measures are needed to stop them, especially as externally, in the countries where young people have migrated in large numbers, the respective countries apply numerous social measures to attract the young population towards them.

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