

## HUMAN RESOURCE MIGRATION IN ROMANIA IN THE PERSPECTIVE OF 2020 – 2025

NEDA DIANA-NICOLETA<sup>1\*</sup>, OPRÎȘONI ANDREEA-RALUCA<sup>1</sup>, GHERMAN REMUS<sup>1</sup>

<sup>1</sup>*Banat's University of Agricultural Sciences and Veterinary Medicine*

*“King Michael I of Romania”, Faculty of Management and Rural Tourism, Timisoara*

\*Corresponding author's e-mail: diana\_neda@yahoo.com

**Abstract:** *Human resource migration is a constant phenomenon in Romania, from the end of the 19th century to the present. Over time, our country has met economic and socio-political conditions of being human resource generator willing to migrate. This scientific work aims to analyze the impact that migration has had in Romania in the last decades and by using appropriate and specific calculation formulas in the field of human resources to give a forecast on the evolution of this spatial phenomenon in the perspective of the years 2020 – 2025.*

**Key words:** *migration, analysis, human resource usefulness, perspectives*

### INTRODUCTION

Migration is the phenomenon generated by the people who choose to change their residence for a period of more than 12 months. The international migrant is according to the International Organization for Migration that migrant who crosses at least one border in its path.

The factors that determine migration are numerous and relate to economic, social, political or cultural aspects. They can either cause the migrant to leave the country of origin or attract him to the country of destination.

In Romania the migration of human resources is a fact that has had a strong impact on the economy and the social environment. The perspective of migration in the current context needs to be looked at very carefully because at present a particular situation is encountered on the labor market: even if there is still the availability to migrate among the population, also it is a crisis of the specialized labor force in various sectors of activity. In conclusion, there are people who want and choose to leave the country although there are job offers.

A forecast made with the help of tools appropriate to the field of human resources is beneficial because it offers a perspective on the evolution of this phenomenon and a clearer view on the conditions that may influence migration [2].

### MATERIALS AND METHODS

In order to carry out this scientific work, we analyzed the statistical data on the migration, the determinants factors of this process, the main countries of destination and also the psychological profile of the migrant. The forecast offered as a conclusion is based on the ones listed above and also is based on a result obtained after using a specific calculation formula. This formula is an estimation model by which the migrant calculates the usefulness of his work taking into account only economic factors. The relationship between the income<sup>1</sup> and the expenses<sup>2</sup> in the country of origin and the one of destination is the most common reason that causes the Romanian migrant to leave the country.

### RESEARCH RESULTS

#### **Predisposition to migrate**

Regarding the evolution of the migration phenomenon in Romania, this can be delimited in several stages corresponding to major international events.

Thus at the end of the 19<sup>th</sup> century a large number of people emigrated from Europe to the United States, including about 250 000 Romanians, most of them from the Transylvania region. At the end of World War II and later until 1989, despite the restrictive

limits of labor mobility, there was another wave of migration, about 400 000 people, especially among Germans and Jewish ethnics.

At the end of 1990 after the change of regime, the first wave of migrants wishing to explore and work abroad was registered. So that around 100 000 people choose to leave the country by the end of the year.

Then from 1990 to 2002 according to statistical data, over 3.5 million jobs were lost due to economic restructuring. This fact was a reason for exposing the next wave of migration.

In 2007 Romania becomes a member of the European Union and with this status the population benefits from a much easier access to the European labor market. The impact of this change is also noted by the United Nations report, which advanced the figure of 3,4 millions Romanian immigrants registered between 2007-2015 [1, 3].

### Re-migration

The situation of the migration phenomenon of the last years is presented according to the statistical data in Table 1. It contains information on the evolution of the number of migrants and that of immigrants.

Table 1.

Migration flow in Romania

Year	2012	2013	2014	2015	2016	2017
Number of Emigrants	170 186	161 755	172 871	194 718	207 578	219 327
Number of Immigrants	167 266	153 646	136 035	132 795	137 455	165 946
<b>Net migration</b>	<b>-2 920</b>	<b>-8 109</b>	<b>-36 836</b>	<b>-61 923</b>	<b>-70 123</b>	<b>-53 381</b>

Source: Statistical Yearbook of Romania – 2018

A first conclusion from this statistical analysis is the balance of international migration. It is observed that in recent years Romania is experiencing the emergence of the phenomenon of "re-migration". That is because an increasing number of people who have migrated in the past after a while they choose to return home. This fact was first recorded during the economic crisis of 2009-2012 when a large number of migrants returned to Romania from European countries heavily affected by the crisis such as Italy, Spain or Greece.

A graphic expression of the above data shows mainly a constant increase in the number of emigrants and slight variation in the number of immigrants with an increasing tendency.

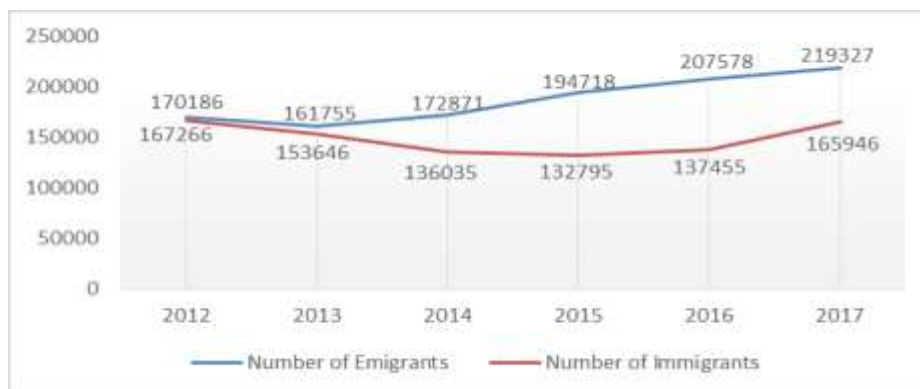


Figure 1. Migration flow graphic

### The real number of migrants in Romania

As mentioned above, the Romanian migrant has a predisposition to migrate, in search of a better place to live, but most of the time without having a clear period of time allocated to this process (*when he leaves, for how long he leaves, when is he coming back*). He receives the answer to these questions only after he stays abroad for a while and decides how his future will look like. The current statistical data on the real number of Romania migrants is still an approximate one with a wide margin of error, because by the accession to the European Union in 2007 no time limits were needed when leaving the country.

One problem that is often faced with the demographic statistics of migrants is "double registration". For example, an individual who chooses to migrate to Spain and register there as a migrant, if he chooses after a short while to leave Spain and to move to Germany, without announcing the Spanish authorities, he will remain registered for a long time in the Spanish database as a migrant. When he arrives in Germany he repeats the process and announces the authorities to appear in the state records as a migrant. In this way he is registered as a migrant twice, both for Spain and Germany.

### Migration corridors

Another component of the present analysis is the identification of the migration corridors that have been formed. The destinations chosen by the emigrants were mainly developed countries from the European Union, followed by far from North American states. The term corridor is used because migrants who choose to return from the same characteristic countries for emigrations, because they often migrate temporarily, are creating in this way a corridor. Figure 2 shows the total number of emigrants distributed by country of destination, between 2012 and 2017.

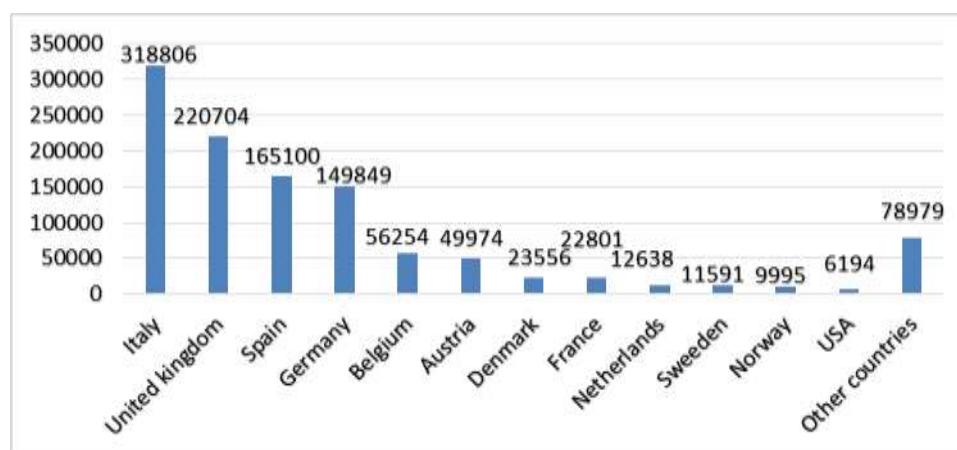


Figure 2: Total number of migrants divided on migration corridors (2012-2017)

### The determinants factors

Highlighting the factors that determine migration is another aspect of the present analysis. In Romania migration was mainly determined by the search for a better job. There are national studies that have demonstrated a direct connection between the value of the average net salary and the migration rate. But although in the last 10 years (2007-2017) the value of the average net salary increased by 128%, from 1042 lei to 2383 lei, the migration phenomenon has kept its trend. This is because the wage level continued to be low compared to that of other European countries, countries where the Romanians migrated predominantly. But also other factors of social nature such as family reunion or the network of friends who have left earlier influence migration because people who left in the past now represent a source of confidence regarding the country of destination.

In a report of the World Bank regarding international migration, two groups of factors were established: "push" and "pull" factors. Table 2 presents the two groups of factors, with the elements grouped according to the context they belong to [1].

**Table 2.**

<b>Determinants of migration</b>		
	<b>"PUSH" Factors</b>	<b>"PULL" Factors</b>
<b>Economic and demographic</b>	<ul style="list-style-type: none"> <li>- High poverty</li> <li>- Unemployment</li> <li>- Small salaries</li> <li>- High taxes</li> <li>- Poor health systems</li> <li>- Increased fertility</li> </ul>	<ul style="list-style-type: none"> <li>- Labour demand</li> <li>- Perspectives of high salaries</li> <li>- Potential to improve the standard of living personal or professional development</li> <li>- Health and education system</li> <li>- Strong economy growth</li> <li>- Technology</li> </ul>
<b>Political</b>	<ul style="list-style-type: none"> <li>- Corruption</li> <li>- Insecurity, violence, conflicts</li> <li>- Poor governance</li> <li>- Abuses of human rights</li> </ul>	<ul style="list-style-type: none"> <li>- Safety and security</li> <li>- Political freedom</li> <li>- Rights and freedoms</li> </ul>
<b>Social and cultural</b>	Discrimination based on: <ul style="list-style-type: none"> <li>- Ethnicity</li> <li>- Gender</li> <li>- Religion, etc.</li> </ul>	<ul style="list-style-type: none"> <li>- Reunification of the family</li> <li>- Friends network</li> <li>- Freedom from discrimination of any kind</li> </ul>

Source: World Bank – "Determinants of migration"

These groups of factors includes elements that impel the decision to migrate due to the conditions of the country of origin and others that represent elements of attraction in the country of destination. Regarding the Romanian international migrant, most of the determinants were from both categories, both "push" and "pull".

### **The utility of the human resource**

If so far within this scientific paper have been used demographic statistic, these being the quantitative component, then also the qualitative components that determine the migrant's displacement will be analysed. The profile of the Romanian migrant shows that although he is prone to migration, he generally choose destination countries from the European area, not far from Romania, as the main migration corridors show.

Regarding the adaptation in the country of destination, a study conducted in 2010 by Hofstede and his colleagues showed that Romanians tend to be oriented in the long term, that is they adapt easily, persist in their beliefs and are willing to sacrifice elements from present for future benefits [4].

When choosing to leave the country the Romanian migrant first takes into account the ratio between his income and expenses and those same ones in the country of destination. The evolution of these economic indicators in the last years is presented in Table 3. It is observed that although the incomes have increased, the same has happened with the expenses (*consumption, taxes, compulsory payments, purchases, investment payments, etc.*) and the difference resulting, meaning the surplus what remains to them, is relatively small compared to other countries in the European Union, by a similar calculation [5].

Table 3.

Medium revenue stream (per month/household)				
	2014	2015	2016	2017
<b>Income</b>	2500.72 RON 563 EUR	2686.77 RON 604 EUR	2944.60 RON 656 EUR	3391.67 RON 742 EUR
<b>Consumption</b>	1637.48 RON 368 EUR	1702.87 RON 383 EUR	1810.75 RON 403 EUR	2039.03 RON 446 EUR
<b>Balance</b>	863.24 RON 194 EUR	983,90 RON 221 EUR	1133.85 RON 252 EUR	1352.64 RON 296 EUR

Source: Statistical Yearbook of Romania – 2018

In the specialized literature there are numerous formulas for calculating migration potential, based on the relationships between different economic indicators (*income, expenses, unemployment rate, probability of employment, etc.*). In this case to give an example it was used the formula of the Present Value (PV) of the migration investment. The formula is based on the income flow in the country of origin and also in the country of destination and the unemployment rate.

$$PV_{ij} = \sum_{t=1}^n = \left[ \frac{1}{(1+r)} \right] [(E_{jt} - C_{jt}) - (E_{it} - C_{it})]$$

Where  $E_{jt}$  represents the migrant's income in the country of destination,  $E_{it}$  represents the income in the country of origin.  $r$  represents the unemployment rate in the destination country, which is related in this equation to the probability of employment.  $C_{jt}$  and  $C_{it}$  represent the costs of the migrant in the country of destination and in the country of origin. This formula demonstrates that an individual living in the country of origin  $i$  will choose to migrate to the destination country  $j$  where the  $PV_{ij}$  value is maximum [1].

#### Calculation

To illustrate the above calculation formula, we chose two countries, Spain and Germany, destinations where a significant number of Romanian migrants chose to leave. Table 4 shows the economic indicators from the component of the calculation formula, respectively the annual average incomes and expenses and the unemployment rate.

Table 4.

Economic indicators – 2017				
	Medium Income (€)	Medium Costs (€)	Unemployment rate (%)	PV results
<b>Romania</b>	742	446	4.9	-
<b>Germany</b>	1945	1285	3.8	59.2
<b>Spain</b>	1820	950	17.2	28.7

Source: Statistical Yearbook of Romania – 2018

$$PV_{Romania-Germany} = \sum_{t=1}^n = \left[ \frac{1}{(1+3.8)} \right] [(1945 - 1258) - (742 - 446)] = 59.2$$

$$PV_{Romania-Spain} = \sum_{t=1}^n = \left[ \frac{1}{(1+17.2)} \right] [(1820 - 950) - (742 - 446)] = 28.7$$

$$PV_{Germany-Romania} = \sum_{t=1}^n = \left[ \frac{1}{(1+4.9)} \right] [(742 - 446) - (1945 - 1258)] = -66.23$$

As can be seen from the above calculations, the difference in incomes from the countries of destination and the balance between incomes and expenses in relation to that in Romania, make the PV value positive. An inverse calculation of the PV, with Romania as the destination country would give a negative result, which means that if an individual would choose to migrate from Germany, Spain or another country from the formed migration corridors, the reason for leaving it is not the potential material benefit, definitely it would be another one.

### 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 country will look like on medium and long term of the future.

Externally it is observed that most of the destination countries are part of the European Union, countries with a developed economy and a higher standard of living than in Romania. They need workforce to support their own economy, consumer policy, to stop the aging population and increase fertility rates. The large human resources basins to which they are addressed have been and are currently the countries of Central and Eastern Europe, economically less developed countries. This is why they bring special social measures for immigrants, such as free language courses, aids to pay the rent or utilities, social assistance for minors and others.

As far as the European space is concerned, major changes are taking place here: the United Kingdom is leaving the European Union and currently the Brexit agreement that will regulate also the situation of immigrants has been postponed for more than three years. Also Switzerland announces the elimination of visas for Romanian and Bulgarian citizens, but is still working on a plan to protect their employees from the influx of migrants. Another sensitive issue is the magnitude of the number of legal and illegal immigrants arriving in Europe from Africa and the Middle East. They in turn seek to find a job, to integrate faster into society, accept jobs with a lower payment and this also affects the possibility for the Romanian migrant to find a good job.

Internationally two other important states such as the US and Canada are announcing measures that may favour the influx of Romanian immigrants. The US is currently in talks to withdraw visas for Romanian citizens and Canada has eliminated them two years ago.

In conclusion migration has strong consequences for Romania, both economically and socially. The long-term cost of this demographic phenomenon is immeasurable as value.

A forecast for 2020-2025 shows that the migration phenomenon will persist, at an average share of 1% of the total population, predominantly in the form of temporary migration for an indefinite period, with the phenomenon of re-migration persisting.

### REFERENCES

- [1]. ANGHELACHE C., 2018, Migration determinants and economic models, Revista română de statistică – Supliment Nr.5/2018
- [2]. ANGHELACHE C., 2017, Migrația și Remitențele – modele statistico-econometrice utilizate în analiza impactului remitențelor în dezvoltarea economică, Revista română de statistică – Supliment Nr.6/2017
- [3]. IFTIMOAIU C., 2018, "Analiza statistica a migrației externe după aderarea României la Uniunea Europeană", Revista română de statistică – Supliment Nr.12/2018

- [4]. **DAVID D.**, 2015, Psihologia poporului român, Editura Polirom, pp. 98-101
- [5]. Anuarul Statistic al României – 2018
- [6]. United Nation, International migration Report 2017
- [7]. Institutul National de Statistică al României, 2014, Migrația Internațională a României
- [8]. United Nation Report, Trends in International Migrant stock: The 2017 revision
- [9]. \*\*\* [www.bnr.ro/cursul-de-schimb-3544.aspx](http://www.bnr.ro/cursul-de-schimb-3544.aspx)
- [10]. \*\*\* [www.dw.com/ro/salariile-in-germania-venitul-brut-si-net](http://www.dw.com/ro/salariile-in-germania-venitul-brut-si-net)
- [11]. \*\*\* [www.oim.ro](http://www.oim.ro)
- [12]. \*\*\* [www.revistadestatistica.ro](http://www.revistadestatistica.ro)
- [13]. \*\*\* [www.statistik.arbeitsagentur.de](http://www.statistik.arbeitsagentur.de)
- [14]. \*\*\* [www.unmigration.org](http://www.unmigration.org)
- [15]. \*\*\* [www.worldbank.org](http://www.worldbank.org)