

LABOUR MIGRATION INSIDE THE COUNTRY AND ABROAD

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Abstract. *People want a perceptible improvement of the level of their life and they want that as soon as possible. Under the old regime employees remained at their first place of employment throughout their working life, but now the labour mobility is necessary in a market economy for a better and better improvement of the social life and therefore the individual conscience.*

Migration has existed since the beginnings of mankind, because of nomadic peoples. The phenomenon has not stopped in time, but has made changes and acquired new forms. Migration processes take place simultaneously and are growing in many countries. One of the long-term results of this development could be the nascence of multicultural societies, tending towards new concepts of citizenship or national state.

Most developed countries have become diversified societies and multiethnic due to migration, and those who have not yet reached this level, turned decisively in this direction. Migration phenomenon has socio-economic and demographic implications for both the exporting country and in the importing one, with just as many dilemmas. It is increasingly clear the discrepancy between the sovereign right of states seeking to protect domestic labour market and the fundamental rights of the man that is forced to migrate or chooses to migrate in order to find a workplace.

Keywords: *mobility, process migration, multicultural societies, citizenship, national state, labour market.*

1. Introduction

Migration is a phenomenon that represents the movement of crowds of people from one area to another, followed by a change of address and / or employment in a form of activity in their arrival area¹.

Migration phenomenon has always been characterized by transhumance, invasion, colonization, or caused, most often, by the attractions exerted by the richest regions upon the poorest populations.

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¹ Cătălin Zamfir, Lazăr Vlăsceanu (1993), *Dictionary of Sociology*, Babel Publishing House, Bucharest, p. 355

Migration causes were diverse, ranging from the economic causes to the social and political ones. People either left the area in order to find some development opportunities and a better socio-economic level, or took refuge in another area after disasters, wars, religious or political persecution.

Over time, this phenomenon has acquired new dimensions. People used to migrate to change their workplace and living conditions. Typically, individuals or families emigrated in search of jobs but most migrants were unskilled and therefore were employed for physical labour, heavy or unhealthy.

2. Labour migration inside the country

In case of domestic migration changes were visible from rural to urban areas; this phenomenon was characteristic for all societies under the industrialization phase.

Evolution of current migration has a very different causality and it trains also other population groups.

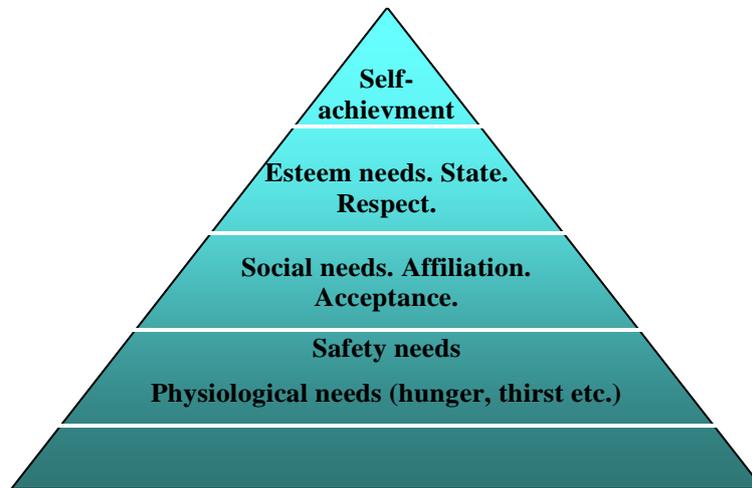
If we take into account Maslow's² theory (which is perhaps the simplest theory of human motivation), human action is based on motivation and on that basis we need to meet certain biological and basic necessities. Those who do not have made minimum of resources and these basic necessities are not satisfactory will tend to satisfy them by migrating to areas that can provide that minimum comfort considered necessary to their existence.

It is known that the needs are unlimited, but the available resources are limited. Thus, started from Maslow's needs, the man can satisfy five categories of needs when he claims remuneration as a result of his work:

- physiological needs as food, clothing, place for living;
- safety needs that can be met only through a secure job (health insurance, pension insurance);
- social needs, that can be met by making the organization a climate in which an individual feels good, because he needs social relationships also beyond family and friends;
- esteem needs – the more he works and he is more efficient, the more likely the individual may be moved up to a better position with a better salary;
- need of self-achievement, growth and development as a man.

² www.leadershipcenter.ro

Hierarchy of needs depends on personality, social-cultural environment and previous successes or failures of the individual.



Maslow's Pyramid

Personal factors influencing job satisfaction are: age, seniority and personality. A number of studies have shown that age and seniority are positively associated with favourable attitudes towards the job. Generally the attitude improves with age. The lowest one is reported by young employees. For this situation several explanations have been proposed. Usually, as people accumulate experience they move to positions involving more responsibility. Age and seniority usually get more power.

Labour migration as economic, social and political phenomenon presents a number of features. These include the fact that immigrants develop activities that are not in accordance with their education, skills and qualifications obtained in Romania. Labour migration often has negative effects on families and particularly on children's education. Thus the marriage rate and fertility decrease, while the divorce rate increases.

In the present period, work has become rather more than a necessity, a mean of existence a way of self-achievement or a way of solving an own interest.

Regarding the domestic migration, the trends are fairly stable. Since 1995 the North-East Area lost the largest number of people and this was confirmed in 2005.

Migration Flux by Region in 2005³

Regions	Out	In	Balance	%
North-East	47.150	43.430	3.720	-54,92
South-East	35.248	34.408	876	-12,9
South-Muntenia	40.517	39.333	1.184	-17,5
South-West Oltenia	29.848	29.168	680	-10,0
West	23.849	25.638	1.789	+26,4
North-West	28.742	28.426	316	-4,7
Centre	27.902	28.093	191	+2,8
Bucharest-Ilfov	39.312	44.108	4.796	+70,8

The Bucharest-Ilfov, West and Centre have attracted people because of high living standards and opportunities.

Net Internal Migration

Symbol: Mnx
 U.M.: persons
 Aggregation level: national, residence, age groups

Years	2000	2001	2002	2003	2004	2005	2006	2007	2008
Urban	-34938	-9490	-24696	-23485	-39554	-20537	-18649	-38002	-46157
0-5 years	-3573	-445	-1551	-745	-1704	-726	-636	-1229	-1586
6-14 years	-7321	113	-1045	602	-1389	-626	-397	-1313	-2283
15-19 years	-2645	-1595	-2168	-1891	-1853	-1021	15	-682	-717
20-24 years	1387	3261	855	925	-533	637	2719	1357	1142
25-29 years	3979	6643	4617	3964	1595	1780	2998	1035	-306
30-34 years	-682	2696	899	2221	441	1339	1359	-83	-2802
35-39 years	-3362	-1806	-2447	-1958	-3391	-1687	-1487	-2432	-3429
40-44 years	-6255	-4962	-5620	-5274	-5677	-3057	-2814	-3712	-4498
45-49 years	-5858	-5194	-6923	-7512	-8533	-5200	-5271	-6179	-5754
50-54 years	-4561	-4268	-5861	-7042	-8428	-5531	-6261	-8338	-8731
55-59 years	-2645	-2084	-2804	-3584	-4861	-3261	-4603	-7257	-7895
60 years and over	-3402	-1849	-2648	-3191	-5221	-3184	-4271	-9169	-9298
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³ Source: Statistical Yearbook of Romania, 2006.

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People with a greater willingness to migrate are usually young, working-age population, who migrate to urban areas in search of better jobs and a more attractive social life. It's usually about the young people aged between 20 and 39 years. It should be noted that while there is a phenomenon of migration to rural areas, specific to the population of 40 years and over and that affects the entire country.

Generally, that is the case of people that after the restructuring of state companies have failed to change their profile and thus were forced to return to rural areas where they can develop subsistence.

In the period of 2000-2005 domestic migration was dominated by urban-rural flows (557,091 people), followed by urban-urban flows (482,772 people) and rural-urban ones (476,319 people).

Urban population is more dynamic compared with the one in rural areas: 1,039,863 people left urban areas, going either to rural areas or to other cities, compared with 855,966 persons who have left rural areas.

3. Labour migration abroad

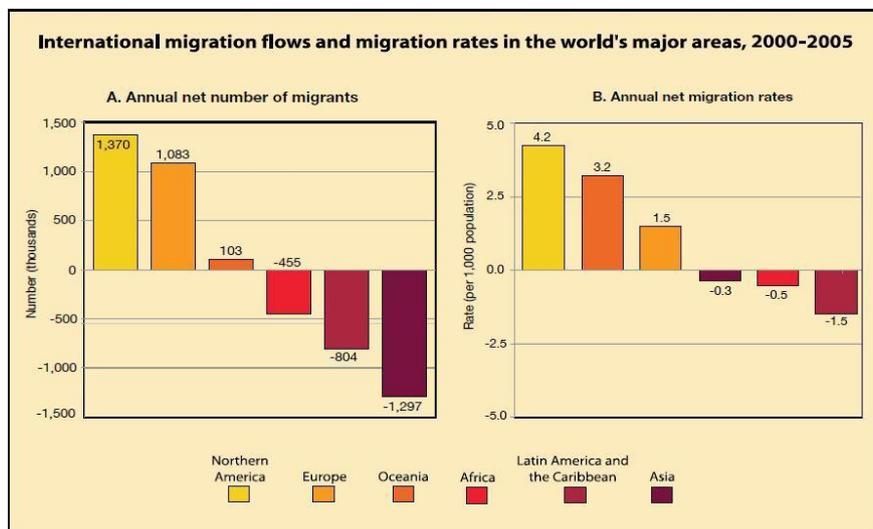
Migration has existed since the beginnings of mankind and it represents a more and more important component for fostering markets globalization, for corporatism and it is beneficial as a mean of regulating the labour market imbalances. The phenomenon has not stopped in time, but has made changes and acquired new forms.

Migration processes take place simultaneously and are growing in many countries. One of the long-term results of this development could be the nascence of multicultural societies, tending towards new concepts of citizenship or national state. Most developed countries have become diversified companies, multiethnic, and those who have not yet reached this level, turned decisively in this direction.

For researchers in the field of migration it has become clear that this phenomenon must be regarded as a normal and structural element of the human society throughout history. An important feature of population is the movement from one place to another. The right to move has been recognized worldwide for over half a century through the Universal Declaration of Human Rights.

Currently, the provisions of the Treaty on European Community stipulate the right of every EU citizen to move and freely establish residency on the territory of Member States, under the conditions laid down in the Treaty of Rome.

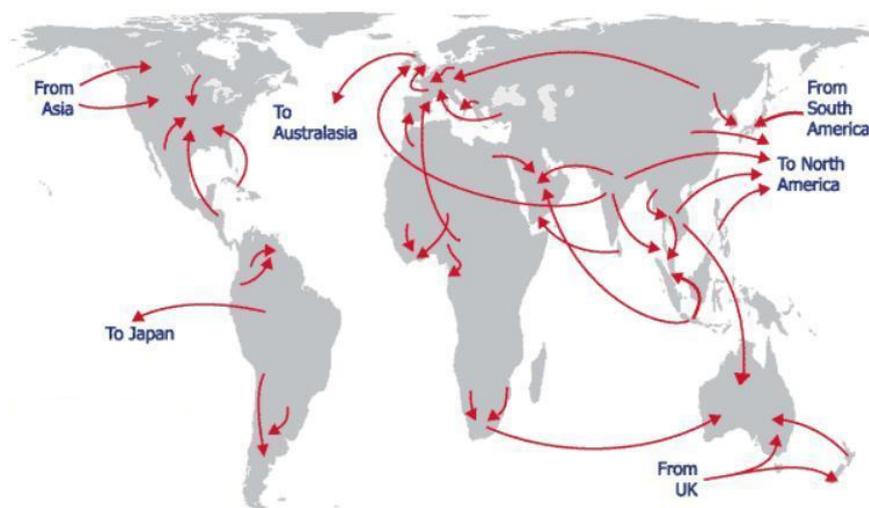
Increasing international migration began after the Second World War along with the possibilities of using high-speed transport and the development of international markets involving notably Europe and the U.S.A. This was the period of relative growth of migration from developing countries to the developed and the emergence of the phenomenon of „guest workers“. In the decades 1970 and 1980 global trends have favoured the controlled movements of temporary workers, immigrants' access being limited to those highly gifted professionally or those whose families had already been living in the country of destination. Globalization, trade liberalization and economic integration have encouraged labour mobility. Also, this trend has been and is supported by the gap in living standards between rich and poor countries; the type of mentality adopted and developed cultural forms. The publication World Migration 2003 of the International Organization for Migration, estimates that 2.9% of world population, ie one person out of 35, are migrants motivated by the desire of improving the lives economically. The highest level of migrants was in Oceania (19.1%) and the lowest one in Latin America (1.1 %) ⁴. The status of immigrants in 2005 was between 185-192 million people.



International representation of the migration rate

⁴ http://publications.iom.int/bookstore/free/WMR_2003.pdf p. 29.

Some sources estimate that in 2010, the number of people with legal immigrant status internationally reached 214 million and in 2050 will increase to 450 million⁵. To those ones they added the 19 million refugees and at least 10 million illegal immigrants. One of the major causes of such migration is the increased and diversified offer of employment.



Areas of main trends of international migration

4. Labour migration in the European Union

A new economic study quoted by BBC explains that rich Western European countries have benefited from open borders to skilled immigrants. Thus, 26,500,000 people in Europe have the status of immigrant workers representing about 4% of the total workforce⁶. Some economists have calculated the impact of migration from East to West jobs in the EU enlargement. In a report it has been indicated that the West income and production will increase, not decrease as many fear. On the other hand, economists warn that the poor area in Southern Europe will suffer most⁷.

In the European Union labour migration has stimulated policies that led not only to a high level of employment, but also to improve and modernize the existing social security systems and the creation of a Community system to ensure social protection of migrant workers.

⁵ http://publications.iom.int/bookstore/free/WMR_2010_ENGLISH.pdf p. xix

⁶ <http://www.ilo.int/public/english/dialogue/sector/papers/health/wp245.pdf> p. 10.

⁷ http://www.umar.gov.si/fileadmin/user_upload/konference/06/20_marques.pdf p. 21.

Free movement of persons, in particular workers, has clear advantages for both the old EU Member States – mainly in countries of destination for migrant workers – and for new and future member states. It is possible for the crises effect to reconfigure to some extent these advantages. It is clear that the migration of skilled labour will increase living standards. Such findings are in contradiction with the statements of politicians and other economists. Authorities in rich countries have long supported free migration of labour in certain key sectors such as healthcare or education. On the other hand there were many others who debated this policy for fear of the effects that the unlimited labour migration would have on workers in destination countries. Major companies will invest in countries that can provide highly skilled workforce since these industries – technology, pharmaceuticals, telecommunications etc. – are dependent on human capital. As some economists estimate the income from rich countries in Northern Europe will rise to 5.6% if labour migration from east to west is allowed⁸.

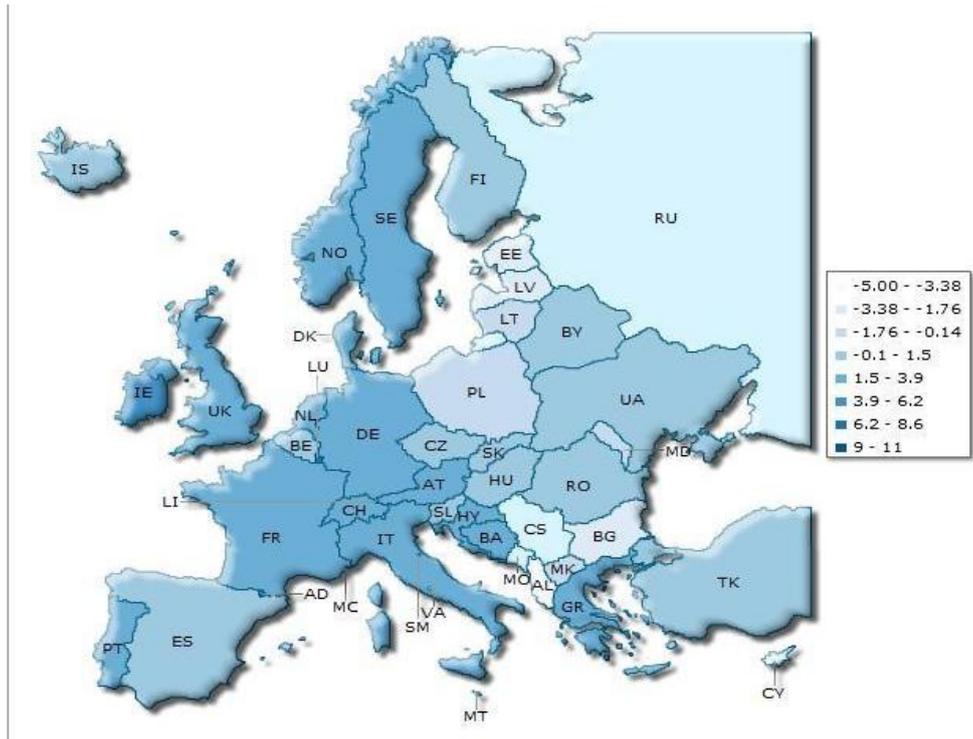
However, Southern Europe will suffer. Industries in Spain, Italy and Greece tend to have a lower and lower value and the priority of the companies investing here is rather the cost and not quality jobs. Increased presence of highly skilled labour force will affect the local companies business. At the same time, the workforce tends to go to Northern Europe, which has a rapidly expanding economy. Overall result, according to that study, there could be an income decrease of up to 8.7%. Consequently, the priority of immigration policy after EU enlargement would be to strengthen the economies of the Southern region and not raise barriers to labour flow to the North.

In addition to this, it should be taken into account also the immigration of unskilled workers on a large scale which will help „unpretentious” employment in rich countries and that can have values that could be hardly verified or controlled. Unlike the scenario used until now, an influx of unskilled labour does not necessarily mean economic growth, but may be considered by some analysts as an increased cost and problems associated with the periphery.

The immigrant workers are on average younger than the rest of the workforce and are distributed in a wide range of activities in the economy: agriculture, construction and civil engineering, light industry, tourism, hotel and catering sector, household chores or various services including computer.

⁸ http://www.umar.gov.si/fileadmin/user_upload/konference/06/20_marques.pdf p. 33.

Aliens have a much higher share in some sectors than in the total workforce. Typically, this over-representation occurs in the secondary sector. In Germany and Italy, for example, less than a quarter of the foreign workforce is employed in mining and industrial sector. In Austria, Belgium, France and Southern European countries, foreigners are mostly in construction field.



This entry includes the figure for the difference between the number of persons entering and leaving a country during the year per 1,000 persons (based on midyear population). An excess of persons entering the country is referred to as net immigration (e.g., 3.56 migrants/1,000 population); an excess of persons leaving the country as net emigration (e.g., -9.26 migrants/1,000 population). The net migration rate indicates the contribution of migration to the overall level of population change. High levels of migration can cause problems such as increasing unemployment and potential ethnic strife (if people are coming in) or a reduction in the labour force, perhaps in certain key sectors (if people are leaving)⁹.

⁹ <http://www.indexmundi.com/map/?v=27&r=eu&l=en>

In general, aliens are more vulnerable to unemployment than nationals. Also, aliens are affected differently by unemployment, depending on their nationality. These differences are due to economic trends, but also to the nature of the activities of foreigners. The same influences have foreign population and demographic structure of migrants when they arrived in the host country. The employment rate of migrants is determined by their profiles.

Unemployment varies by age, sex, nationality, category of migrants (refugees, a family member or worker), skills, experience and length of stay. Knowledge of host country contributes significantly to employment and integration into society.

The European Union countries consider that there is desirable an integrated and comprehensive approach for a better management of migration. Member States should establish the exact conditions under which citizens of other countries may enter and reside in their territories, rights and obligations of such persons and ensure access to information for people concerned and functional control mechanisms.

Current foreign policies and programs of the European, in support of human rights, strengthening democracy, reducing poverty, creating jobs and improving the overall economic situation of countries involved in the labour movement in migration, are essential instruments that can reduce the migration pressure. The use of these tools will need to be more effective to give a lasting effect propagation results.

5. Conclusions

In conclusion, people work because they expect a reward for their work, a raise, a promotion, experience, desired performance and even their overcome. To receive that reward they are willing to migrate to areas where there are opportunities for moral and financial reward but also to achieve desired performance. In recent years, these opportunities represent targets both for women and men.

For this reason, domestic migration and labour mobility increased continuously after 2000 until 2004. In 2005 Romania registered a migratory flow of 272,604 people or 1.3% of the total population of the country.

At the regional level net migration source regions are Northeast, Southeast, South, Southwest and Northwest, while the West, Centre and

Bucharest-Ilfov are collectors of these flows. In all regions there is an increase in migration to rural areas where subsistence farming is practiced. This can be considered a worrying situation in Romania, considering that a major part of the workforce is employed in agriculture and labour productivity in this sector is low.

Attracting and use of human resources from other geographical areas, however, creates other problems, both social and economic. The balance is broken both in the area of origin of this workforce and also in the relocation area. The impact is both at the individual level, by forcing adaptation to another culture and social organization, but also at the macro level of society where they are inserted in and of the society of origin.

The impact of national migration represents the affecting of some sectors (construction, services, manufacturing) that faced with a shortage of labour until the last quarter of 2008, and currently the unemployment is alarming at the national level as a result of the crisis that had a strong effect upon various sectors (construction, retail, banking).

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