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# Characteristics of International Migration of Labour Force in Romania

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## ABSTRACT

*Lucrarea își propune să prezinte succinct principalele teorii explicative ale migrației internaționale în scop de muncă, reținând câteva concepte operaționale pentru cercetările românești: zonă de origine, de destinație, economie duală, rețele de migrație, capital social și cultural al migranților, etc. În partea a doua sunt extrase câteva tendințe ale migrației românilor în perioada post decembristă, din cercetările românești în domeniu.*

**Keywords:** migration, labor market, trends

## 1. THE THEORETICAL ASPECTS OF INTERNATIONAL MIGRATION OF LABOR FORCE

The concept of international migration of labor force is a part of the concept with a broader range of great interest to the sociological literature, the social mobility. The content of the term social mobility refers to the movement of individuals in a social space, from one social position to another in a continuum imaginary distributed hierarchical social positions. Mobility of individuals can be analyzed in territorial communities or in a wider social space, consisting of national and international communities. Sociological literature specialists identified several dimensions of social mobility, the classification most often cited is that obtained by Tumin (apud. Mihailescu, 2003), comprising six dimensions (spatial, temporal, of the content of mobility, unit of mobility, mechanisms of mobility, at the aspirational level).

In terms of social mobility one can analyze the content of social mobility of an individual's social status entirely and the elements of the social status mobility, taken separately. These are

the instructional mobility, residence mobility, job mobility, political, living standards etc. What is interesting to observe in the international mobility of labor is changing residence, generated by the change of the place of employment, the individual's profession, the system of values, with all the implications of this work. It is interesting to note that the mobility of elements of the social status of an individual in the social space entail the amendment of other elements, which are in an unbreakable connection. So in the case of international mobility of labor, although the individual decision to migrate is motivated by a desire to earn more to improve quality of his life and the family, workplace mobility entail residence mobility, values and aspirations, including mobility position in the structure of social positions in the area of origin and shaping of a position in the new social space of destination, since it can make the transferring of capital they acquired in the home area.

Theoretically, international labor migration has emerged with a deepening social division of labor and has grown along with the proliferation of means of travel in the geographic space. Economic modernization, particularly the process of industrialization, which created large differences in the economic development of countries world wide as possible information of individuals led to the globalization phenomenon in a relatively short time. Postmodern society creates the open and unlimited assertion of individuality, the opportunities are limitless and accessible as possible for each individual who seeks and is building its single identity. According to Lazăr Vlăsceanu the new modernity, which he calls „reflexive modernity“ offers unexpected opportunities assertion of individuality, including international migration. In this optic, one motivation of the individual decision to migrate to other socio-cultural contexts than the home would be just engaging in the search for identity. „The labor market and occupational mobility and are positioned coextensive. Occupational mobility and employment, together with geographical mobility individualizes equally in facilitating a continuous enrichment of the portfolio of life experiences and strategies. Stability is replaced by search, functional roles causes a perpetual search for meaning of life and life strategies, fatalistic destiny and the place that forbid the construction life of failure“ (Vlăsceanu, 2007, p.141).

International migration of labor is not a new phenomenon, specifically the contemporary world, every historical stage and almost all companies have experienced various forms of geographical mobility. Volume, dynamics, diversification, and the effects of contemporary international migration are based arguments that match assertion that mankind has now entered a new era of migration (Horvath and Anghel, 2009, pp 13-17). Arguing the claim it may be observed under the aspect of the volume and dynamics of migration that, in 1985-1990, the world population grew an annual average of 1.7%, while the average annual increase of migrants was 2.6%. Currently around 3% of world population can be considered migrant. Remaining at this dimension of migration we found the refutation of one of the regularities / laws of migration, made in the late nineteenth century by Ravenstein (1889, p. 286) that „the processes of migration extend gradually respecting the rule of geographical proximity, the meaning that advanced technological processes of transport and communications industries have made possible the development of systems for long-distance migration. All regarding the dynamics of the process, also the records and literature mention relatively rapid changes of destination countries. Thus, some southern European countries that long have provided immigrants to other parts of the world have recently become favorite destinations for a large number of migrants (Examples conclusive as Italy, Spain, Portugal). Just recently the trend is shaping the Western European countries, which entered the field of international migration since 1989, providing migrant developed countries are, in turn, the countries of destination (Voicu, Toth and Guga, 2008).

In terms of diversification it is found that migration processes are becoming more heterogeneous in terms of population structure involved in the process (if the migration was previously dominated by men, recently becoming more feminine), and in terms of objectives (business, labor, marriage, education, retirees who migrate to maximize purchasing power) and socio-professional stratification of the population engaged in migration (the migration process involved young people, pensioners, people without qualifications and highly qualified).

Another important dimension of contemporary migration is an increasing dependence on migration to and enhance migration issues involved, both in countries of origin and destination, which is currently the subject of analysis of a significant number of studies (see this all studies of Horvath and Anghel, 2009).

Evidently in explaining contemporary international migration can not be omitted structural changes of the global economy and position of national states to these changes as „national states can be seen as having a diminished capacity, but still exists in generating and/or controlling international migration „(ibid., 2009, p. 17).

The emergence and manifestation of international migration as a complex social phenomenon, the causes and major implications in the lives of individuals, their families and community life could not remain unnoticed by the representatives of social and human sciences. Early concerns migration occurred since the nineteenth century, but „the construction of theories in this area is basically a problem of the twentieth century and especially its last third“ (Arango, 2000, p. 283).

Our study does not aim of presenting theories of international migration, limiting themselves to saying that theoretical models developed to date provide important perspectives and conceptual frameworks and operational for any specific studies. In this regard we would like to mention a few concepts that are present in most approaches. Thus, in terms of causality migration literature states: there are differences of capital, particularly wages between countries of destination and origin, determined by supply and demand for labor. The individual decides to emigrate in a rational way, by comparing the monetary and nonmonetary benefits the country of origin and the destination (neoclassical economic theory) relative deprivation of families and households in the country of origin, the risk mitigation strategies adopted by remittances money to members who have migrated (new theory of migration), from the perspective of destination countries, migration is encouraged by the existence of segmented labor markets, namely a primary sector, characterized by well-paid jobs, which offers mobility upward desirable and a secondary sector, with jobs that require great effort, low pay and the inability of social mobility, which obviously are not attractive for local employment, but are accepted as immigrants, while they offer low wages, they are still higher than those offered in the home. The two segments are joined also the ethnic enclaves that once formed self-sustaining international migration (labor theory of segmented). Dependency theory and world system call into question the role of structural factors in generating migration emphasizing her contribution in preserving dependencies and underdevelopment in peripheral regions compared to the center. Thus, global cities (Global Cities), centers of concentration of economic power and global decision by the high demand for labor to extremes occupational hierarchy (on the one hand, highly skilled workforce and on the other hand, unskilled labor in difficult conditions), becoming the favored destination for Third World migrants.

The theory of migration networks, institutional approach to migration, as well as the social capital theory bring to analyze the perspective of sociological analysis can not be understood without the extraordinary complexity of the phenomenon. Migrant networks (relatives, friends, acquaintances), the solidarity manifested both in contact, moving, finding a job, the resources necessary to first benefit, ensure sustaining chain migration, causing the institutionalization and expansion of this phenomenon. Institutional perspective suggests that there are many institutions (ranging from staff, that firms, individuals, state institutions) involved in the migration process, regardless of their legal nature and by voluntary organizations involved in this process, facilitating him. The concept of social capital (understood as social relations based on trust, solidarity and reciprocity) introduce a dynamic perspective on migration, taking the benefits of international migration analysis when migration networks have been developed, helping to increase profits by reducing costs and risks associated with the process, facilitating transfers of capital, including increased likelihood of future occurrence of the phenomenon by attracting potential migrants. Cumulative causation (extension networks, distribution of resources, human capital, organization of the economy in places of

origin, establishing a culture of migration) perpetuates migration, which-self without the need for the intervention of external factors. Systemic perspective (Constantinescu, 2002, p. 109) tries to capture the dynamic nature of migration, integrating issues involved in this process, both in the area of origin and destination, based on the idea that international migration flows can be understood by migration of a group of countries that exchange relatively large numbers of migrants between them. The intention is to capture the complexity of addressing current phenomenon by including the analysis of the factors that intervene at different levels: macro, meso and, albeit to a lesser extent, micro, acting in different contexts: economic, political, social, demographic in a time perspective, taking into account factors such as historical, and changes in the process to go.

International migration, seen as a steady history of social life, which acquired new dimensions and structures in contemporary society is a highly complex phenomenon, conditioned by multiple factors, which are multiple levels. Therefore, none of the theories, taken separately, do not have sufficient explanatory power regarding the phenomenon. On the other hand, the obvious attempts of construction of theoretical models highly comprehensive, with a high degree of generality and predictability have not had the expected effects. We believe, the solution is the coverage in the study of particular phenomena, recorded in cultural, political, social distinct, with the intention of studying multiple levels, the effects on areas of destination, as well as those of origin, detecting how the combination factors specific to each particular context.

Therefore, we believe that, although taken separately, none of the theories described is not a complete explanatory value of each can be accepted ideas, concepts and perspectives, taken as hypotheses to be tested in specific contexts, discover features, causes and effects, which can be controlled and directed towards a beneficial development groups and communities concerned.

## II. THE CHARACTERISTICS OF MIGRATION PHENOMENON IN ROMANIA AFTER 1989

International migration of the Romanians is a comparatively recent and actual knowledge of its size is not an easy approach and the fact that most Romanian migrated illegally. However, the concern for estimating the phenomenon, its causes and its implications, the procedures and travel destination was and is quite sustainable. Romanian researchers, particularly sociologists surveyed interesting, which made it possible to know with sufficient precision the phenomenon.

In late 2006, the Soros Foundation launched the first national research on the migration of Romanians working abroad (Sandu, 2006): The study included quantitative research, but also qualitative (Toth et al., 2007), which can break interesting data on the profile of people who have gone abroad to work, and evidence about the causes and consequences of migration after 1989.

In March 2007 launched a second study (Serban and Toth, 2007) that analyzes the successive changes of the relevant laws and public duties of the institutions involved and the effects of these changes. The program continued during 2007, through a focused approach to issues, which previous tests have revealed that among the most important effects of migration.

The studies cited were able to collect data pertinent in several dimensions, we are trying to gather further, considering them landmarks in subsequent approaches, including their own (Sandu, 2006, pp 17-40):

The intensity of the phenomenon, suggesting that over one third of the country's households, about two million and half had at least one member abroad after 1989, the share of persons of 18-59 years who worked abroad since 1989, is the at least 12%.

Stages and directions of migration:

- A first phase of temporary emigration for work abroad was that between 1990 and 1995, characterized by rates of emigration year have risen by 5 %. It was during primary exploration of Europe by Romanians seeking work and a gain higher than the country of origin, in which almost one fifth of the total departure for work turned to Israel. In the early '90s, Israel and Turkey were the main centers of attraction to work. Italy, Germany and Hungary were second-class destinations;
- The second stage of exploration by Romanian is one of Europe between 1996 and 2001, with temporary emigration rate of 6-7%, in which Italy is leading the attractiveness of Romanians who want to work abroad, Israel crossing the second in order of preference at the time. At this stage, the five countries in the first stage is added Canada and Spain, exploring extending to the extreme continental Europe and to America;
- After obtaining access to the Schengen area in January 2002, the process is amplified. Working abroad is a mass phenomenon, with a rate of temporary emigration ranged between 10 % and 28 %. The hierarchy of preferences are changing again. Maximum attraction is to Italy (50%) and Spain (25%).

Changes occur in terms of volume departure. In the pre - Schengen phenomenon is doubled compared to 1990-1995 phase and the period after 2001 compared with the previous one has been a tripling of the intensity of the phenomenon of migration for work abroad.

The option to work abroad has been stratified according to different categories of people:

- More young adults went to work more than adults or older people;
- Men had a higher share than women in migration for employment;
- For men the 18-59 years group, departures were most intense in rural areas.
- Women's model is different residential migration: temporary migration abroad is stronger in women of 18-29 years in rural than in girls of that age group in urban areas, in contrast, temporary migration is stronger in women of 30-59 years in urban versus rural ones.

The departures for work abroad are strongly regionalized. In the pre - Schengen .1996 to 2001, temporary migration abroad were relatively equal intensities of the three great provinces of Romania, in Moldavia, Wallachia and Transylvania.

- After 2001, Moldavia is by far the largest exporter of labor abroad, followed by Wallachia and Transylvania, close parameters (Idem, 2006, p.16) the intensity of temporary emigration. Western and southwestern part of the country, by Crisana - Maramures, Banat and Oltenia, is in third place in terms of intensity of temporary emigration abroad.
- Bucharest and Dobrogea records, regardless of the stage, the reduced temporary migration abroad
- Regionalization of temporary emigration is marked not only by differences in intensity of the phenomenon but also the clear structure of a system of streams that have specific origins and destinations
- Literature (Guilmoto and Sandron, 2001) mentions the role of emigration in the production networks of international migration, networks of friends, relatives, some agents and companies that facilitate the movement, finding a job and support to ensure the conditions housing and living up to find employment
- Depending on the dominant way to find employment at their destination, the 2006 study noted the following networks:
  - „path relatives' specific to those who left to work in Spain;
  - „the way friends and relatives' specific way to Italy;
  - „the way foreign friends“ practiced mainly for travel to nearby countries such as Turkey and Hungary;
  - „way of brokerage firms“ in Romania, with a major role in migration to Germany, Israel and Greece.

Work at destination. The dominant pattern is one in which migrant looking for a job already has a relative at the destination. This „fixes him up, most times illegally, a job relative in the country. The percentage of clandestine work is increasing from 34% in 1990-1995 to 53% in 2001.

Construction sites for men (98%), housekeeping for women (88%) and agriculture (72% men and 28% women) are the main occupations of the Romanians abroad share domestic activities tripled the total work done by Romanian abroad between 1990-1995 and 2002-2006.

Illegal practices of occupation are very high for domestic employment and agricultural employment in the destination country. In general, illegal employment was much higher in Turkey and Italy and the legal in Germany, Greece, Israel, Canada and the United States.

Intentions to migrate. As actual departures, emigration intentions to work in shifting to places as: Italy (34%) and Spain (20%). It follows, at a big distance Germany and the USA.

The share of those who would like to go to work abroad in the coming year, of all people of 18-59 years is approximately 11%. A quarter of them, however, have no way of structuring a departure plan. Another quarter of potential migrants have shaped the idea of plans for departure. A share of about 40% of those who have expressed intent to leave have already started accumulating the resources or the establishment of arrangements for departure

Strongest intentions for temporary migration for work is recorded in young men in rural areas of Moldova and Banat. Among the factors favoring substantial departure abroad intention to retain: that of being worked abroad, frustration related to their material situation, knowledge of a language (Italian, Spanish or English, in particular), there is a good stock of personal relationships -family and membership in a household where someone has worked abroad.

Types of migration. In Romania after 1989 occurred following types of migration (Constantinescu, 2006):

- The migration of ethnic Germans, Hungarians and Jews by nation-states dominated the first years after 1989, encouraged by policies of destination states (Germany, Hungary, Israel);
- Repeated movements on short trade in nearby countries (former Yugoslavia, Poland, Turkey, Hungary, Moldova).
- The clandestine migration work called in early migration of opportunity
- The permanent migration to traditional emigration countries naturally occurs in all movements begin and continue during the 15 years. Canada, USA Australia, New Zealand are destinations that attract a large number of individuals. Such departures responding to selection criteria developed in accordance with country-destination needs assessment;
- Migration from a contract of employment is characterized by legality leaving the country and residence during employment. Departures through employment may be: the average state (Germany, Spain), departures mediated brokerage firms that provide employment contracts abroad (Israel) and individual working under contract without a legal form of mediation (mediators may be illegal or migrant secures one going under the contact as it has in the next country of destination)
- Migration for studies is a specific type of motion immediately after the 1989 Romanian space.

It is a legal migration, targeting individuals involved in higher levels of education and incentives are based both on the country of origin and destination countries (developed countries of Europe or North America).

Investments with revenues from international migration (Grigoras, 2006, pp 41-47)

Research-based nationally representative survey of 2006 showed that about 7% of households currently receive income from international migration. 5% of households stating that they live better now compared to recent years also indicate that this is due to migration resources. About 10% of each type of investment in the past five years is carried out with international migration.

Regarding the type of expenditure - the most important are investments in housing (expansion / modernization but construction or purchase), followed by purchases of household goods, cars and

other long-term assets.

Productive activities financed with money from migration appear to be different depending on the residential environment - rural money is invested primarily in activities of agriculture, while in urban areas, money is invested in other types of businesses.

Migrant households appear to be more long-term assets than households that have the same socio-economic but without migration experience.

Migration for employment and entrepreneurship are life strategies closely linked. As migrant accumulates material capital, human and relational abroad and meet their basic needs, it tends to invest this capital in productive activities, become entrepreneurs on their own. For a large part of Romanian migrants, working abroad is an „interim strategy“ before implementing a business strategy, which revealed the strong relationship between work experience abroad and orientation towards entrepreneurship, the level of behavior, and the level of intent.

## CONCLUSIONS

- International migration is an old phenomenon, the emergence and enlargement is related to the deepening international division of labor, the expansion process of industrialization, development of transport means and the exponential growth of media to individuals.
- In postmodern society, mankind has entered a new era of migration, characterized by increased volume, the dynamics and effects of international migration.
- While it is not a new phenomenon, concern for its research and development of explanatory theories in the field is a comparatively recent. If early concerns migration occurred since the nineteenth century development of explanatory theories in the field was a problem of the twentieth century;
- International migration, seen as a steady history of social life, which acquired new dimensions and structures in contemporary society is a highly complex phenomenon, conditioned by multiple factors, which are at the multiple level. Therefore none of the theories, taken separately do not have sufficient explanatory power of the phenomenon. On the other hand, obvious attempt construction of theoretical models highly comprehensive, with a high degree of generality and predictability have been expected effects. Migration research in specific social and cultural contexts in the formulation of proposals for reducing its negative effects is an acceptable solution. In this sense theories, concepts and experience are of great use;
- In Romania on international migration, the effect of the general phenomenon can talk after the year 1989. Although very new phenomenon, Romanian research showed concern for estimating the phenomenon, its causes and its implications, the procedures and travel destination of migrants, which made it possible to know with sufficient precision the phenomenon. In this regard are national research on the migration of Romanians abroad, made by the Soros Foundation in 2006 and 2007 is representative. The studies included quantitative research, but qualitative, which were separated interesting data on the profile of people who have gone abroad to work, evidence about the causes and consequences of migration, after 1989, data on the phenomenon, the destination of migrants in different periods, types of migration, as well as information on how to apply the relevant laws and the social policies implemented by institutions and individuals involved in these tasks.

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