



**BABES-BOLYAI UNIVERSITY**



**FACULTY OF ECONOMICS AND BUSINESS ADMINISTRATION**

**PhD Field - Economics and International Affairs**

**LABOUR MARKET IN ROMANIA IN THE CONTEXT OF  
INTEGRATION INTO THE EUROPEAN UNION**

**- PHD THESIS SUMMARY -**

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**KEY WORDS**

Labour Force Market, Human Capital, Employment, Migration, Labour Force Migration, Migration by Gender, Migration of Students, Remittances, Brain Drain.

## INTRODUCTION

Motto: “Man is the most valuable wealth of a country”

(Theodore W. Schultz)

In a world that is constantly changing, when periods of economic growth alternate with periods of crisis, the human resource is the strategic resource of the economy, the society.

Europe possesses rich and complex resources, such as a talented and creative labour force, a single market, a well-developed service sector, a prosperous agricultural sector, a solid knowledge and technology base. On the other hand, Europe is going through a period of transformation. The crisis has made years of economic and social progress be cancelled. The current major challenges Europe faces are globalization, population aging, finding new resources, and unemployment. The new economic structures, global changes require new ways of solving from Europe.

One of the saving solutions could be to create a well-trained labour force able to cope with the new challenges. The part-time work program and fixed-term employment contracts are more and more frequently encountered on the labour market. The highly centralised Romanian economy had to evolve towards a liberalised structure with well-defined market mechanisms. Moving from the centralised to the market economy, changing the manufacturing systems with a focus on introducing new technologies, changing the market, from the market focused on the Eastern countries, to the Western market opening both to Europe as well as to the US and even Africa, and the Romania’s accession to the European Union imposed the requirement for the restructuring of the labour market.

The Romanian labour force market has undergone major changes since 1989, due to mass privatizations and restructurings, resulting in major economic imbalances, high unemployment rates that have led to migrations both at regional and international level. Against the difficult conditions generated by the economic crisis, accompanied by the technological progress and the aging of the population, the Romanian economy faces many difficulties in the use of labour force, with a lot of gaps in the labour force market due to the lack of labour force in certain geographical areas or in some branches of the economy. We are witnessing a paradox on the labour force market,

where the unemployment rate reaches alarming thresholds in some age categories, and companies spend great efforts in finding skilled labour force.

Migration constitutes a global phenomenon that is of increasing interest to sociologists, researchers, geographers, economists but also to government circles in many countries, thus requiring a multidisciplinary analysis, the innovative element of this work being the labour migration from Romania to Spain from an econometric, social, demographic, political perspective. The present research is a qualitative one based on a series of hypotheses that have been analysed to determine the studying of the migration phenomenon from Romania to Spain during the period 1990-2015, of which some are presented below:

- Reasons for leaving Romania to Spain depend on gender, civil status, age, number of children, background, educational level, occupational status at the time of leaving the country;
- Migration to Spain is a social phenomenon. Individuals who have settled in the new country create real migrant networks that facilitate access to the labour market for their families and acquaintances by having access to valuable information about available jobs or obtaining housing;
- The level of remittances depends on the level of education, the level of income obtained, the occupational level, the status of the dwelling abroad and the reasons that cause the Romanians to send money in the country;
- The feminisation of migration is a known and accepted phenomenon at national, regional and international level.

In 2015, around 3% of the population (243.7 million people) was living outside the country of origin, the phenomenon taking the proportions to be seriously considered. Knowing migratory flows and their dynamics allows the adjustment of economic and social imbalances with an important role in reducing poverty. At the macro level, it can be seen that an important role in migration today is due to globalisation, economic, social and political factors.

## **RATIONALE FOR THE RESEARCH**

Governments attach increasing importance to comparisons with other countries to implement effective policies to increase the economic and social outlook for individuals, provide incentives to retain interest in education and schooling, and mobilise resources to meet the needs of employers who are under constant increase. Worldwide there are countries with a surplus of specialists in certain areas and countries who need staff with certain qualifications, and these discrepancies can be resolved through relocations from one region to another, i.e. with the help of migration. Migration is currently a source of work-ups in developed countries.

Migration affects the number and structure of the population by age, gender both in the origin and destination areas. In Europe, the aging of the population, in conjunction with the departure of young people, is a matter of concern to authorities who appeal to attract foreign students to their university centres and do their best to integrate them into the labour market, thus contributing to increased economic performance. Romania is no exception, the demographic changes related to the increased population aging plus an increasingly active population are a challenge that must take into account the financing and recruitment of the labour force in all economic fields.

The motivation of studying the migration phenomenon from Romania to Spain derives from the internal troubles determined by the current situation when this phenomenon became worrisome, when more and more young, qualified or less qualified people decide to leave for another country for economic reasons, and which, for most of the time, do not return, representing a double loss for the country of origin; first of all, a financial loss due to the costs of their training and schooling, and secondly, perhaps the biggest loss is related to the fact that these persons will not contribute to the growth and development of the country, where there is a gap that most of the times cannot be replaced.

Moreover, the present paper tries to provide answers to both civil society and authorities on questions such as: *Can we define a profile of the Romanian emigrant towards Spain? What are the causes, factors that determine this affluence of people to the Iberian Island? What could be done to determine migrants come back into the country? How does migration influence the structures*



*from the country origin and country of migration? What are the short, medium, and long-term repercussions of this phenomenon? Is migration to Spain a social phenomenon? What are the reasons why the statistical data differ so much from one source to another? Is cash remittance an advantage or a disadvantage for the individual and society?*

The migration phenomenon produces significant imbalances, especially among migrating individuals, who are forced to give up everything they have amassed until their departure (environment, culture, family, circle of friends, acquaintances, job, house, land, etc.) and to adapt to a new environment. Some of them will always be misfit, and perhaps only their offspring will be able to adapt to the environment and culture of the country of destination.

People's migration aims to find a better living, living and working conditions as close as possible to each person's desideratum. Causes of labour migration may be of an economic, political, social, cultural, religious, ideological or other nature. The most common form of migration from Romania to Spain is the migration from economic considerations, as resulting from the research carried out.

## **MAIN OBJECTIVES OF THE RESEARCH**

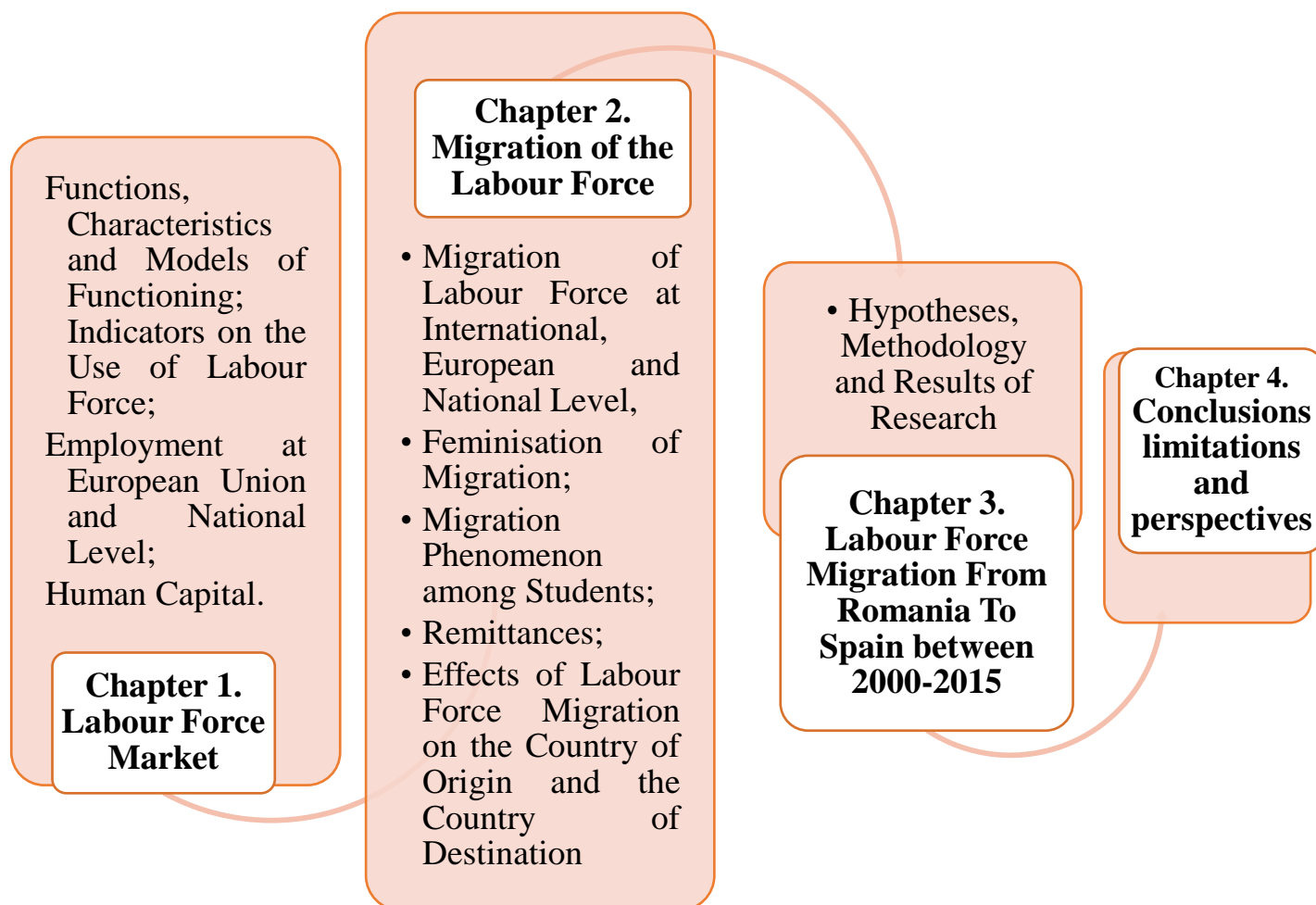
Studying the migration phenomenon is a particularly complex process as it implies profound consequences on individuals, their families, their countries or regions of origin and destination. Migration of labour force is often seen as a "necessary evil" since in many countries jobs that are not filled in by natives (usually for financial reasons) are accepted by migrants who accept lower incomes than natives, but who are considered, at the same time, a threat to the stability of the host country. However, the net global effect is positive, with migration being a multiple-benefit phenomenon for all parties involved, namely for countries of origin, destination and migrants.

The debates on migration are increasing, the opinions are both for and against this phenomenon, so that in the paper we highlighted the magnitude of this phenomenon, related to the actual and perspective reality.

The main objective of the research, which underlain the elaboration of this thesis, is determined by the approach of the migration in correlation with the economic evolutions, the demographic transformations that led to the depopulation of certain areas in Romania, the economic and social repercussions of this phenomenon, which gains increasing amplitude.

The basis of the scientific documentation has started from reviewing the bibliographic sources in the first two chapters, the last chapters being devoted to empirical research where direct documentation was performed by designing and applying questionnaires to more than 600 potential participants, analysing the results of the questionnaire, verifying the hypotheses formulated, collecting statistical data.

## PAPER STRUCTURE



The first chapter, *Labour Force Market*, begins with the delimitation between the notion of the labour market and the labour force market, analysing the main features of the labour market, among which we can recall the high degree of rigidity and inflexibility, the segmentation of this market at a general level, the segmentation being made on the main sectors of the economy and on a narrower scale both in terms of supply and demand for labour force, the need to regulate this market, the multidimensional and heterogeneous nature of the labour market.

Starting from the presentation of the main creation and functioning models of the labour market, among which we recall the classic model, the neoclassical model, the Keynesian model, the monetarist model, the unbalanced labour market model and the salary efficiency model, we addressed the features and characteristics deriving from each model. Some of the most important statistical indicators of labour force and labour productivity utilization and factors influencing labour supply and demand have been addressed.

At present, more than ever, quick and viable solutions are to be found in terms of increasing employment especially among young people aged 15-24, which is a major challenge at both European and national level, so that the main employment objectives have been established both at the European Union level and at national level, as well as employment issues in the European Union countries, including Romania, with a strong emphasis on the main objectives and means of meeting them in line with the 2020 Europe Strategy.

The importance given to the human capital through investment in education and research development as well as the definition of the concept of human capital, establishing the origins of this concept, the presentation of human capital components and types, the link between education, human capital formation and economic growth, as well as the correlation of the investment in human capital and the distribution of income are as many of the topics found in the first chapter.

The second chapter, suggestively titled *Migration of the Labour Force*, refers to general migratory aspects (the terminology and concepts used), classification of migration by space, length of stay, according to legality or by motivating factors.

Examining migration at international, European and national level has enabled a chronology of the literature, a stage of knowledge, in which we delineated the emigrant's profile in time and space, we have identified the most important destinations chosen by the migrants and the means the Romanian migrants have at their disposal when deciding to emigrate, we have determined the effects of labour migration on the countries of origin and destination and the measures that can be taken by the countries of origin to mitigate the risk of exploitation.

In the last part of the second chapter, the paper focuses on issues related to the phenomenon of feminisation of migration, on the importance of student migration at global and national level, on the preferences of Romanian students when deciding to study abroad, as well as on the reasons determining them choose one country or another.

The present research brings up the identification of the potential benefits of remittances and, at the same time, the potential disadvantages for the receiving country, the analysis of the factors influencing the behaviour of migrants regarding the level of remittances and the reasons that lead migrants to remit.

The last chapters also aim to disseminate the results of the empirical research carried out by testing hypotheses elaborated on the basis of the theoretical research, which led to drawing specific and general conclusions. One of the hypotheses underlying this research takes into account the influence of the level of preparedness on the decision to migrate, so we have highlighted the complexity of the "brain drain" phenomenon worldwide, at European and national level, through determining the causes that have led this important category of the population to leave the country that has prepared and trained them as specialists, the effects on the remaining population, and on the economy of the countries from which qualified personnel leaves, analysing the contribution these enlightened minds bring to the recipient countries.

The reasons for migrants' departure from Romania are not influenced by gender, but female persons who have decided to emigrate to Spain have found their first job in areas with a low or medium level of qualification, such as domestic labour, agriculture, tourism, health. The first job

in Spain, both among women and men who decided to emigrate, was obtained through the acquaintances, family members within 1-3 months, resulting in the creation of migrant networks which facilitate migrants' access to the labour market, with the negative consequence of getting these jobs without employment contracts, and thus migrants often become victims of discrimination and abuse.

In the paper, we created the profile of the Romanian emigrant who is represented by young people, fit to work, aged 20 to 24 years old, who emigrated in order to obtain a professional status abroad, the persons between the ages of 30 and 34 have emigrated due to the economic and political situation in the country, and those aged between 35 and 44 took this decision in order to reunite with the family. Married people migrate mainly for economic reasons, and single people, in addition to economic reasoning, migrate to acquire a professional status. Both people who have children and those without children have left the country due to economic reasoning as the financial resources were insufficient or they did not have a job, but the number of children did not influence the reason for leaving Romania.

From the training point of view, the vast majority of Romanian migrants in Spain only have secondary education completed, accessing jobs in line with their educational level and their specialisations. 55.1% of migrants originate from rural areas and their main motivation was the precarious economic situation. The same can be said of people originating from urban areas, which leads to the conclusion that the reason for leaving Romania was not determined by the migrant place of origin.

Irrespective of the amount sent by migrants from Spain to Romania, the analyses performed showed that most of the individuals (73%) sent money to support the family left at home and only a small part sent money to save them (9%) or for various investments (2.7%). The level of remittances depends on the level of education, the higher the level of professional training, the higher the level of remittances. Moreover, the level of remittances was dependent on the status of the foreign dwelling, the individuals who pay a rent abroad remit more as compared to the persons holding a property due to two considerations, namely that the owners of real estate abroad spend more with the maintenance of that property and they do not want to return to the country, with no

reasons to remit. Of course, the level of income affects the amounts sent in the country, therefore the data analysis resulted in that people with a net monthly gain in Spain varying between EUR 1,000 and 1,500 are the ones remitting the most (37.8%), followed by people with an income of ranging between EUR 500 and 1,000 who remit 23.4%.

The differentiated gender analysis shows that there are no significant differences between women and men in terms of the relationship between the educational level and the current occupation. For both sexes, the results returned the lack of a statistically significant link between the two variables, however, with regard to discrimination, the differences are statistically significant between women and men, almost 24% of women felt discriminated against on the basis of nationality compared to 15.5% of the men who declared it, gender discrimination was strongly resented amongst 17% of women who suffered discrimination, while only 1 man said that this would have happened.

The methodological support of this paper is based on representative papers from the foreign and domestic literature. The information used in the research is based on official data from the Romanian Statistical Yearbook, publications of the National Institute of Statistics, Eurostat, the National Bank of Romania, and reports published by different bodies and organizations such as the United Nations, the International Labour Organization, the International Organization for Migration, the Organization for Economic Cooperation and Development, the Organization for Security and Cooperation in Europe, the World Bank.

In order to carry out the empirical research, the labor migration questionnaire from Romania in Spain between 1990 and 2015 was developed and applied to the persons who emigrated to Spain, then the hypothesis were tested out by the descriptive evaluation of the variables, thus the frequencies were calculated for the qualitative and ordinal variables, both in absolute form and in relative form. In the case of numerical variables, the main descriptive parameters (mean, mode, median) and the distribution form (where necessary) were calculated. Depending on the characteristics of the variables, various assay tests were applied, the Hi-square test and the contingency coefficient was used for the nominal variables, and the Sommer, Spearman or Kendall tests (in the t- b version) was applied for the ordinal variables depending on the number of groups of variables concerned. The graphical view was performed using the structure circle and the strips or columns diagram.

In order to validate the PhD Thesis, the following articles were published in the studied field, also found in the Doctoral Thesis:

Pașca Cornelia Serena, Pop Alexandra Lucia, *Factors Influencing Romanian Students to Study Abroad*, Review of Economic Studies & Research Virgil Madgearu, vol. 9 issue 1, 2016, pp. 113-131, also found in the Doctoral Thesis at pages 101-104

Pașca Cornelia Serena, *Monetary Remittance – Romania Case Study*, Contemporary Economy Journal, 2016, vol. 1, issue 3, pp.50-59, also found in the Doctoral Thesis at pages 109-121

Pașca Cornelia Serena, *The Labour Market In Romania After 1990*, Strategii Manageriale, Revistă editată de Universitatea „Constantin Brâncoveanu” Pitești Year IX, no. IV (33) / pp. 192-200, also found in the Doctoral Thesis at pages 36, 39, 45-48, 81-82, 85, 90, 130, 142

Pașca Cornelia Serena, *Labour Market-Concepts, Functions, Features, Patterns*, Strategii Manageriale, Magazine edited by „Constantin Brâncoveanu” University Pitești Year IX, no. IV (33), pp. 201-209, also found in the Doctoral Thesis at pages 18-30

Pașca Cornelia Serena, *Capitalul uman – o investitie pe terme lung*, Economia Contemporană Magazine, vol. 1, no. 4, 2016, pp. 51-62, also found in the Doctoral Thesis at pages 48-62

## **CONCLUSIONS, LIMITATION AND RESEARCH PERSPECTIVES**

In Europe, the aging of the population, in conjunction with the departure of young people, are concern factors for the authorities. In countries with an aging population, migration provides the supplementing of the labour shortages through the entry of young people in the labour field who bring innovation and dynamism with them. In many countries, including Spain, jobs are not occupied by natives and migrants substitute the labour force needs. As a result of the research, we have highlighted the influence of various variables on the reasons that led to the departure from Romania. The variables were gender, age, civil status, level of training (the last form of education graduated and specialisation), family size (number of children), background, occupational status at the time of departure, the social and cultural profile of the Romanian emigrant.

From the study prepared it results that people who migrated to Spain are fit to work, between 25 and 64 years of age, with secondary education or no studies, the share of women being higher, the reasons chosen are mostly economic.

Both women and men went to work in Spain mainly because of the economic situation in the country as they did not have a job or in search of a better life.

Spain has been chosen as a destination country by migrant women in Romania because the persons leaving had low qualification, this being one of the countries looking for domestic work personnel such as childcare, elderly or sick people, house cleaning services, hotel or public catering jobs where the level of pay is small but higher than in Romania.

As a result of the research, we can say that people with a medium level of education, both female and male, who have worked according to their training, in areas such as agriculture, construction or domestic work left for Spain, but most of these jobs were provided on the "black" market when it came for the first job (61.1% of total respondents). The empirical analyses performed showed a relation of medium intensity between the educational level (the last form of education) and the reasons for leaving Romania by the migrants who left for Spain.

Most people who left due to the economic and political situation in the country were between 30 and 34 years old. The same age group is also modal for economic reasons and for a better living. Most respondents who left for a professional status are young, aged 20-24 years old. At the same time, most of those who left Romania with the purpose of family reunification were between 35 and 44 years old. Age influences significantly the reason for leaving, therefore younger people are, the more motivated they are to migrate, and the reasons that lead to the decision to migrate are different, by age category.

Most Romanian migrants in Spain are married. The exception is represented by persons who have emigrated to acquire a professional status, who are, for the most part, unmarried. A significant percentage of migrants from Romania to Spain was among the skilled workers (38.9%) or among the unskilled workers (14.7%) who left to work in the field of construction, agricultural, domestic or service sectors to the detriment of those with higher education (13.3%), therefore the hypothesis according to which poorly prepared or unprepared persons covering areas such as agriculture, construction choose Spain as the destination country, where they generally earn low incomes but which are higher than in their home country is true.



While most migrants have secondary, high school education, people who wanted a professional status mostly have university studies (faculty or college). People with secondary education or unskilled people have left the country for economic reasons and for a better living, the association between the reason for leaving the country and the specialisation is significant.

In this paper we have emphasised that migration is a social phenomenon. In the case of Spain, individuals who have left and settled in the new country make it easier to get jobs or housing for their families and acquaintances, creating genuine migratory networks. Furthermore, the social pressure exerted by individuals who have settled abroad on the persons remaining at home is high. As a result of the survey, the overwhelming majority (about 75% of the respondents) found their first job in Spain through their acquaintances - family, friends, colleagues, most of whom managed to find a job in a period ranging between one month and three months, followed by those who have found a job in less than a month.

The decision to migrate is influenced by the size of the family. The larger the family, the lower the chances of migrating. Of the total sample, 60.7% have at least one child. Of these people, 40.6% have at least one child who remained in the home country. Both people with children and those without children have left the country by economic reasoning – the financial resources were insufficient, the lack of a job, but the number of children did not influence the reason for leaving Romania.

Those who did not have a job in Romania (37.4%), those with a fixed-term job (8.5%) or unemployed (8.1%) were more motivated to emigrate as compared to the persons with indefinite period employment contract. For those questioned, we can point out that the occupational situation in the country did not significantly influence the migration decision in Spain.

More than half of the respondents who left the country originate from rural areas (55.1%) and their main motivation was the poor economic situation. The same can be said of people from the urban environment, which leads to the conclusion that the environment of origin does not influence the reason for leaving Romania.

Tests made to verify if there is a link between the specialisation and the reasons for choosing Spain as the destination country have resulted in the link being significant, the association of the two variables being of medium intensity. As regards the monthly net income obtained by Romanian migrants in Spain, it varies between EUR 1,000 to 1,500 for 38.4% of respondents to the questionnaire, 19.9% of the migrants earn revenues varying between EUR 500 and 1,000 and 15.2% earn revenues varying between EUR 1,500 and 2,000 per month.

A considerable percentage of respondents said they had found their first job in Spain through their acquaintances, but the work was done without a contract of employment (61%), the indefinite employment contracts representing a very small share (3.3%) among respondents.

As a result of the above results, we conclude that people who have gone to Spain did not ask for the services of a company specialised in this field, or to a public institution providing such services but to family members, to the circle of acquaintances already established there, the people who participated in the study stated that they chose Spain as an immigration country because of their social connections due to the existence of a Romanian community there, or because of the possibility of learning more easily the language (77.6% of the total number of people questioned).

In the Thesis, we dealt with the reasons that influence the level of remittances from Spain to Romania, taking into account variables such as the reasons for the remittances, the net income obtained in Spain, the educational level, the occupational level and the status of the dwelling abroad.

As a result of the study, it can be noticed that regardless of the amount sent, the majority of the respondents (73% of the total respondents) sent home money to support their families, and only a small part managed to send money in order to save (9%) or invest (2.7%) it. Most of the respondents (43.2%) send to Romania, on an annual basis, under EUR 1,000, 37.8% send between EUR 1,000 and 3,000, amounts ranging between 3,000 and 5,000 are sent by 14.4% of the respondents, a percentage of 4.6 % remit over EUR 5,000 annually.

Regarding the analysis of the remittances level with a net income level, the two-dimensional analysis of the data revealed that the persons who earned between EUR 1,000 and 1,500 per month

are the ones who remit the most (37.8%), followed by the persons who have an income of between EUR 500 and 1,000, who remit in a percentage of 23.4%. The connection between the amount sent annually by the Romanians left to Spain to the monthly income achieved is statistically significant, the link being of medium intensity.

People with secondary education were the ones who sent the most money in the country, and this is also due to the fact that these people represent the largest part of Romanian migrants in Spain. The highest amounts, over EUR 10,000 annually, were sent by people who graduated higher education, but there are also people who have completed post-high school and foremen who sent over EUR 15,000 annually. The fact that people with a high level of qualification do not remit as much as secondary education people can be explained by the fact that people with higher education originate from families who do not need the financial help of the persons who left the country, or it might be due to the fact that people very close to them left with them abroad. The data analysis shows that the amounts sent annually by the Romanian migrants depend both on the last form of education graduated and the specialisation.

The level of remittances depends on the occupational level. Immigrants will remit less if the workplace is stable because they feel safe and do not fear that they will have to return to the country. Moreover, people who do not have a job or have a fixed-term job will remit less as compared to people with permanent employment contracts because in the first case first financial resources are limited or non-existent. The empirical analyses have highlighted that the link between the amount sent by the Romanians in Spain and the present occupation is statistically significant, to a large extent, the association between the two variables being of medium intensity.

Individuals who own a home abroad spend more on managing it as compared to those on rent or in a boarding house, so the first category will remit less. Moreover, when staying in in a boarding house or renting, there are more people in the same building and the expenses are shared, leaving more money to remit. Last but not least, people who own a property abroad do not think of returning to the country, with no reasons to remit.

The phenomenon of feminisation of migration has been addressed both in terms of the state of knowledge and empirically. Spain was chosen as the country of destination by female persons who migrated from Romania, as the demand for labour force in this country requires a low level of qualification. The assumption that migrant women are educated but provide unqualified work is not confirmed in the case of Spain, from the analysis and processing of the questionnaires it results that 22% of female respondents work in hotels or restaurants, and only 15% of female respondents who responded to the questionnaire graduated high school (so they are skilled in a certain field), provided unskilled work (housekeeping) in Spain, and 7% had their first job in the health field, most of the respondents having current occupations in line with their educational level.

As I have already mentioned, people with secondary education or graduated high school secondary were the ones who left for Spain, and not highly qualified people. As a result of the multidimensional analyses, there is no significant difference between women and men in relation to the relationship between the educational level and the current occupation. For both genders, the results returned the lack of a statistically significant link between the two variables.

Migrant women suffer discrimination more than men, they suffer from double discrimination, discrimination due to being women and discrimination due to being migrants. The distribution on the two genders reveals that almost 24% of women felt discriminated against on the basis of nationality compared to 15.5% of the men who declared the same. Moreover, over 17% of women were discriminated against on the basis of gender, while only 1 man said that this would have happened to him.

Regarding the period when the Romanians emigrated to Spain, there are no significant differences between the two genders, in both cases the data analysis returned as a result that the majority of the Romanians emigrated between 2001 and 2010 due to the visa-free in Schengen area (2002) and the integration of Romania into the European Union (2007).

Due to the fact that the main reasons that led to the migration of the Romanians to Spain are of an economic nature, the motives of return, besides those related to loneliness, missing the family and the loved ones, are also of an economic nature, this can be achieved by increasing the number of

jobs in both urban and rural areas, where a fairly large number of emigrants come from. The mere raising of the number of jobs is not enough to make people return, but it should be corroborated with raising the salary level as compared to that of Spain. Because the people who have left have adapted to a higher standard of living than the one in Romania, it is unlikely that, without at least these cumulative factors, they will return to the country.

The dramatic drop in Romania's total population, high levels of poverty and social exclusion in some areas of the country, reduced labour market participation, emigration of the work fit population are grounds for concern for the labour force market. The labour force market is the market of the most important production factor - labour - which, in its turn, is made by man, without whom nothing could be accomplished, the man being the one who integrates into society through labour.

Multinational corporations have access to the labour force from any part of the world, distances are no longer a problem due to modern transport and communication technologies, reaching from one continent to another in just a few hours, and, at the same time, in several places with the help of the internet. The reasons for choosing a destination in favour of another are related to living conditions and career opportunities.

Migration is a phenomenon, an economic and social "mega-trend" but also a costly economic, cultural and human act. Migration can support or increase the population of an area, contribute to the rejuvenation of the labour force, or save some countries with reproductive problems, where birth rates are very low and the phenomenon of aging is becoming more acute. Migration is an unstoppable phenomenon, adulterated by some and challenged by others.

International labour force migration has multiple and complex effects on international economic relations, on national economies involved, and on individuals. It is an ample process that must promote international cooperation, a process that determines the rights and responsibilities of everyone, where everyone can benefit (countries of origin, countries of destination, individuals and the society).

It is only by eliminating the large gaps between the underdeveloped or developing and developed countries can we achieve the respect of individuals' rights, the elimination of exploitation and the progress of all mankind. Differences between nations as well as wage differences will determine the migratory process continue.

The structural changes that have taken place in our country, from the transition from agriculture to industry and later on to services, have led to drastic changes in the occupational sphere, with the need to shift labour force to other sectors, or to other destinations.

The demographic picture of Romania does not look very good. Between 1990 and 2015, we were able to witness a drastic decrease in Romania's total population due to the low fertility rate, negative natural growth, infant mortality, which is at the highest levels in the EU as well as due to emigration, which unfortunately will continue to grow in the next 35 years, with the country's population falling by 20% until 2050, reaching just over 15 million inhabitants

Romania has been one of the most important emigration countries in Europe since 2000, but it is also a transit and destination country for migrants, especially those from EU third countries. Although the national and international data on Romanian migrants differ, their number is around 3 million people, representing almost 20% of the total population, the average age of Romanian migrants at international level being in 28 years old in 2015 compared to 2000 when this age was 63 years old, which means young, fit to work people left the country.

Most migrants chose to work overseas because of their family or acquaintances who have made it easier for them to get a job (often undeclared work, unfortunately) for a better living, to support their families from a financial view, for saving or investment purposes.

The behaviour of migrants who remit money in their country of origin is influenced by factors such as gender, age, level of education, marital status, income level, and time spent abroad, the amounts sent being higher or lower depending on the factors mentioned above.

Remittances can often have positive effects on the sender, the beneficiaries and the countries of origin, but there are also negative effects due to rising inflation, rising inactivity and unemployment, since those who receive these amounts prefer not to look for a job anymore.

The global trend is the qualified people moving towards the temporary migration with all the contradictions and inequalities that result from treating migrants in different countries. Lately, there has been a significant increase in cross-border mobility of skilled workers to all economic sectors, leading to a struggle between countries to attract skilled workers. Most jobs in a knowledge-based economy require, besides education, at least at tertiary level, a sustained improvement in skills and the acquisition of new expertise, so that the demand for education is on the rise. The study revealed that people who chose Spain as a destination country have a medium level of education or are unqualified, working in areas such as agriculture, construction, homework or the services sector, obtaining relatively low incomes, but above the income they could earn in their home country doing the same work.

The attraction factors of skilled migrants are: high income and earnings, increased professional development opportunities, research facilities and substantial budget allocation for this field, modern educational system, better working conditions and better career advancement, a certain political stability in the country to which they are heading.

From the point of view of "brain migration", Romania is an area of interest for companies and international research centres, providing labour force for them but also having to develop migrant policies to reduce the skills shortages which exists on the domestic labour force market.

In Europe, brain drain is a structural problem that is still unresolved. Since 2000, the largest increases in emigration rates recorded by European countries have been in Albania (9.1 percent), Romania (8.3 percent), Moldova (6.3 percent), Bulgaria (4.6 percent) and Lithuania (4.5 percent). Romania has suffered huge losses of human intelligence since the mid-1990s when an alarming number of specialists (engineers, scientists, researchers) left for countries like the United States, the United Kingdom, France, Ireland or Germany. The substantial reduction of the R & D budget to less than 1% of GDP, as well as the weak development of private research institutes, has led to

massive outflow of researchers, teachers, healthcare professionals, most specialists have left because of scholarships or substantial salary schemes promises as well as to obtain a prestigious social status.

EU countries, but not only, aim to attract young labour force with a high level of education capable of counteracting the negative effects of population aging. Highlights such as the magnitude of the migration phenomenon, the exodus of the highly skilled labour force, the money remittances of migrants and their role in the development of poor areas are just a few of the topics dealt with in this paper, which deserve careful analysis in the future and which we will continue to deepen.

As a result of these paper, a series of conclusions and recommendations can be implemented that can constitute topics to be addressed in the future:

- better integration of immigrants into the countries of destination by granting the same facilities in housing, social and health services, education or granting the same social, cultural rights as those of the natives;
- supporting the development of indigenous agriculture and providing favourable conditions for the employment of the population in these areas, especially among the young population;
- creating an infrastructure whereby the distances from the rural to the urban area can be quickly travelled, without having to resort to internal migration, while leading to the development of the rural areas;
- continue the development and implementation of legal migration measures for all categories of migrants coming from both the EU and third countries of the EU;
- development of economic activities in relation to the profile and resources of the areas. Linking vocational training to medium and long-term needs in areas affected by emigration. Supporting activities that do not require leaving home (for example, online businesses);
- establishing long-term objectives for Romania and observing them, by decision-makers supported by public opinion and opinion-makers to stop the wastage of human and financial resources in economic policies that only aim annual results;



- a sustainable and credible policy approach to migration also requires tackling the problem of illegal migration;
- there is a close collaboration between educational institutions, companies, employers, government to create a school curriculum tailored to medium and long-term needs in the labour market so that there are no such great discrepancies between theory and practice.
- increasing the number of prestigious educational units would reduce the number of migrants, at least among students, and would increase that of immigrants who, after completing their studies, can make the decision to remain in the country;
- like internships, strengthening partnerships between educational institutions and various companies or organizations so that students can actually work as volunteers or part time employees during the summer or during the year to gain experience that is so necessary nowadays;
- a continued concern from the authorities should be to support access to the labour market for young people and vulnerable groups.

Several reasons emerge from the literature why migrants send money to their countries of origin for personal reasons, sending money because they intend to return to the country and use those amounts, safety reasons or investment reasons. The reasons why women decide to migrate are vast, starting from economic reasons and reaching to reasons related to women's empowerment in society, family reunification, to provide better education and livelihood for their children, the destinations chosen are the industrialised countries searching for domestic work such as childcare, elderly or sick people, home cleaning, healthcare, hotel or restaurants services, with Asia, Eastern Europe and Latin America as the origin areas.

Migrants, who are often perceived as people without a country, considered either adventurous or unconscious, are forced to give up everything and sell their labour force to get rid of the precarious situation they are in.

The profile of the Romanian migrant underwent changes over the years, so that in the first years after the Revolution, secondary education middle-aged men from urban areas represented the largest share among migrants, after 2000, the share of women in the total migratory flow increased,

work fit people, with secondary or higher education, both from the urban and the rural areas migrated. In order to have an overview of the migration process, the migrant needs to get as much information as possible about the conditions that await him / her in the country of destination, the bodies he / she can address if case of need, the risks to which he / she is subject and the ways of return to the country, otherwise he / she is liable to become a victim of discrimination or abuse.

Phenomena such as unemployment, poverty, poor state of the economy, low wage levels, stagnation of technical and investment progress have led to labour migration, a situation that can be rectified by increasing technical and investment levels, which leads to the creation of new jobs, income growth, economic recovery and poverty reduction.

Although in recent years the number of jobs in Romania has increased, leading implicitly to an increase in the standard of living, for certain segments of the population, mainly jobs for graduates of higher education were created, which did not lead to substantial growth of the living standards for all categories of population. There is a need for sectors such as production, construction, agriculture and tourism to grow well enough to put pressure on wage growth to the point where most of the country's population is engaged in work so that the work supply overcome the demand, only at that time, and with the support of the authorities in the country, there would be chances that a significant proportion of people going to work in Spain would return. Although the unemployment rate began to decline in 2014-2015, the economy has shown signs of recovery, labour supply has started to grow, this growth has not been a unitary one across the country but rather channelled at the level of the big cities, and there is still no favourable climate to the return of emigrants to the country.

Even if the above premises were fulfilled, many of the emigrants would be reticent about the possibility of returning to Romania, as shown by the study, so that 63% of the migrants consider that the chances of return are small, 10.4% do not even consider this possibility because they have adapted to the way of life and living in Spain and it would be difficult for them to give up on for a way of life in Romania that they are not very sure of, 2.8% consider with great optimism the possibility of returning to the country and 23.7% of the respondents think that this is the step to be taken.

*\*\*\*LIMITATIONS OF THE RESEARCH*

The fact that only a female person has children who have remained at home is a limitation and subject of future research, so that the number of children left behind will be an important criterion for any future research.

Moreover, the fact that the number of children seems to be dependent, it could show that some of the women in the sample gave birth in Spain after the emigration process, which may be a possible research in the future.

Spain is a country that facilitates family reunification, a large number of respondents emigrated to reunify their family. A possible topic of future research can be the comparative analysis between Spain and other countries preferred by Romanians such as Italy, Germany, France or England.

A possible topic of future research can be the influence of various variables (gender, age, education, social status, income level) as regards the choice of a country as the destination country by the Romanians.

An in-depth analysis of several countries of destination confirming or negating the assumption that migrant women are educated but performing unskilled work.

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