

ROMANIANS IMMIGRATION AND EMMIGRATION, EU IMPACT-EMMIGRATION CASE

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ABSTRACT

The purpose of this paper is to present some alternatives/ solutions for the organizations from Romania affected by migration phenomena and also EU impact, from organization point of view. Based on data collected in a research, which can be extended correlated with EU statistics for the current situation in Romania and Europe the same, this paper will present the case of Romanians which intend to emigrate and can be a start for politics development at national level with EU impact. One limitation for the present paper are the data collected almost at 10 years ago; but the current Romania statistics sustain the Romanian population trend to emigrate abroad is still increased; accordingly the statistics at European level, Romania is the second after Siria(13%) with 3.4 mil Romanians working abroad. Implications of these findings suggest that management has to be open for new challenges worldwide and contribute for future organization and create the premises for modern tools and methodologies implementation and reconsider performance and career management tools and also immigrants as labor force alternative, to keep their labor force inside organization.

KEY WORDS: *migration, emigration, immigration, organization of future*

JEL CLASSIFICATION: *O15*

1. INTRODUCTION

In the context of Romania's becoming part of the European Union in January 2007, the organizations whose area of interest are on Romanian territory, being either multinational, national, administrative or non-governmental, have faced the same problem: the qualified and unqualified labor force had the opportunity to go to other European countries and look for a better job. The phenomenon's complexity comes from its amplitude, varying from one period to another and from one country to another. Our country has faced in the last years the labor force migration phenomenon, whose impact was felt especially by the business companies at the management level which has had to find optimal solutions to stay on the market under the current economic conditions. Romania and the whole Europe faced in the studied period of time the labor force migration phenomenon, both at the qualified and unqualified level, under the impact of the demographic factor. The European Union is one of the most important regional structures in the world, which is due not only to the volume of economic activities, but also to the greater will of more and more European states to adhere to this structure. This phenomenon affected our country as well, which on January 1, 2007 became member of the European Union.

Since 2000 to 2015 for Romanians number of emigrants increased with 7%, accordingly ONU statistics (INS, 2017). ONU dates demonstrate that around 3.4 mil Romanians worked abroad, in 2015 (INS, 2017) and the trend continued. To what concerns our country, the experts in

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demography have more possible scenarios for the population's evolution in the next 45 years (Ghetau, 2007). All of them depend on how birth rate evolves, but also on the level of mortality, of internal and external migration. Specialists consider that only a straightening birth rate would diminish the demographic decline (Ghetau, 2007).

The role of the organisation management and that of the human resources will be also essential in preparing the organisations, the business companies, to accept the foreign labour force, to integrate it in the local organisational culture taking into account the foreign culture particularities. The immigrants' successful integration may be an alternative for the Romanian companies to substitute the current labour force shortage.

Can performance management and career management be an alternative to influence the emigration from organisations, from the business companies? Can the use of immigrant labour force be an alternative to substitute the labour force shortage? These are questions that have received possible answers in my PhD Thesis, "Research Regarding Romanian Organizations' Readiness to retain Employees in the Context of the UE Expansion", published in 2015 (Mihalcea, 2015). These two systems could be used and adapted to the level of qualified and unqualified labour force on the background of reducing the salary discrepancies between Romania and the European Union.

The thesis, "Research Regarding Romanian Organizations' Readiness to retain Employees in the Context of the UE Expansion", has as main purpose the investigation of the labour force migration phenomenon and the analysis of its impact upon the organizations, business companies, in Romania. The conducted research had three main directions: emigration (case 1), abroad experience (case 2) and change (leaving) organization for other in Romania:

1. Those willing to emigrate
2. Those willing to go abroad temporarily with the intention of returning:
 - 2.1. Practice internship
 - 2.2. Scholarships
 - 2.3. Temporary employment agreement
3. Those willing to work in another organisation in Romania
4. Other situations

The research does not have as main purpose the investigation of a certain organization in Romania; the organisation concept was approached and the participants' opinion was investigated- those willing to emigrate, what made them leave the organisations, what would make them stay within the organisations they are part of- so that, based on these tendencies found through this research, recommendations, conclusions and different approaches should be provided for the Romanian organisations, especially for the business companies, in order to prevent leaving for qualified labour force. The current paper will present one hypothesis investigated in the research: Situation no. 1 described in the book's Appendix, published in 2015 (Mihalcea, 2015): "Romanian employees willing to emigrate"

2. METHODOLOGY

To achieve this scientific paperwork I used various bibliographical sources, and other materials and I conduct a direct research. The method used to investigate the labour force migration phenomenon is the sociological enquiry based on a questionnaire via the internet, my own creation. The internet is the way to gather the data in order to cover a large area of participants, from various fields. In order to promote this questionnaire on the internet, the site www.sallypro.ro was created. The data collection through the questionnaire was done between, November 2007-June 2008. The research ended with 408 participants whose answers were gathered in two stages: 140 in the first stage, and 268 in the second. The conclusions were illustrated only for the last 268 participants, this stage being the one when the particular samples of those willing to emigrate and of those who want to work abroad temporarily and then return to the country were distinctly visualized.

3. RESULTS AND DISCUSSION

In figure number, one can notice that the sample of the Romanians willing to emigrate represents 30% of the whole 100%. The percentage of those who want to leave the country is high, 70% (they want temporarily aboard experience, after come back) and 30% of which want to emigrate. The structure of the sample of those willing to emigrate is made up of Romanians who work in national companies with private capital, 22.4% and in multinational companies, 21.1%. A significant rate is represented by the public institutions, 14.47% and the Romanian companies, 16%. The highest percentage of those willing to emigrate is represented by the Romanians aged between 25-35 years old. The high percentage of 41% is represented by young people aged between 25-35 years old, who work in multinational and private companies. They work in public institutions, IT, electronics, starting from the specialist level, 31.17%, followed by the middle management level, 25.97% and qualified workers, 16.88%.

These data confirm the national tendency that Romania is facing, namely qualified labour force emigration, up to the execution level, confirming the theoretical objective set at the beginning of the research- to highlight the current tendency of the local labour force.

The research shows that those willing to emigrate are university graduates, 37.18%, have postgraduate studies, 26.92%, and high school graduates, 12.82%. These numbers support the tendency faced by Romania between November 2007 and June 2008, while gathering the data, namely losing the highly qualified and qualified labour force, the young Romanians' will (aged 25-35 years old) to go abroad.

The results can be extended based on the Romanians current figures (INS institute) which sustain the tendency of Romanians emmigration (INS, 2016). The statistics shows that in 2016 Romania was on third level in Top Five countries affected by migration phenomena. ONU data shows for 2016, 3.4 mil Romanians are leaving abroad (Eurostat, n.d). The analysis of those reasons that keep them inside the organisation and of those that make them leave contains elements to strenghten the premises at the basis of this research.

The table 1 presents the reasons that keep the Romanians within the organisation they are working.

Table 1. Reasons that keep the Romanians in the organisations they work, emigration situation

They like whay they are doing within the organisation	21%
They have the possibility to learn new things	12%
They enjoy being in the team they are part of	9,42%
They have financial security	8%
They like the organisation they work in	6%
They are afraid they cannot find another job because of their age	5.76%

Souces: Author PhD Thesis

The data above confirm the fact that the Romanians who want to emigrate are motivated to remain within the organisation by other elements apart from the financial ones. One can notice that, on the first place is the activity they are doing, 21%, on the second place is the possibility to learn new things, 12%, and on the third one is the team, 9.42%. These first three reasons that keep them within their organisations are supported by the participants' age: between 25-30 years old, 41%, and between 18-25 years old, 26%; the young people, apart from the financial aspect of a job, have in mind other elements as well, such as those mentioned in the chart above. This is supported by their

training level. The sample of those willing to emigrate is made up of trained young people, university graduates, 37%, and with postgraduate studies, 27%. In order to validate the sample's representativeness, certain synthetic descriptive statistical indicators were used: central tendency indicators (mode, median, average), spreading or variability indicators (average deviation, dispersion, standard deviation). For the representative situations (investigating the Romanian employees' reasons for staying in the organisations they work, investigating the reasons for leaving and identifying their training level to work in a team with immigrants), in order to process the information and interpret the study's pragmatic objectives, the same indicators will be applied, calculated for the three distinct objectives, for both analysed situations: emigration and temporary work abroad.

By applying the synthetic indicators, which are typical, representative values describing the whole distribution, the following results are obtained for the situation described above in table 1 (Mihalcea, 2015):

1. Mode (Mo), the most direct expression of the typical (representative) value which in the above situation is 3.
2. Median (Me) = (N+1) /2, namely 8.5
3. Average (m) = $\sum x/N$, namely 6.27

Synthetic spreading indicators

1. Average deviation is calculated according to the formula $\sum(x_i-m)/N=0$

Average deviation is 0.52 in the case above

2. Dispersion or square average deviation has the formula $\sum(x_i-m)^2/N$, and it is 20.3.

Based on this, standard deviation (s) is radical of the dispersion value, and it is 4.5.

3. Variation Coefficient (cv) has the formula $s/m*100$ and it is 0.3, namely 30%.

The higher the variation coefficient, calculated based on the other statistical indicators, the more we can say that the average is less 'representative' for the corresponding distribution, given the high spreading rate. For the studied situation the conclusion is that spreading is middle and the average is representative enough, meaning that the sample can be considered representative for the analysed situation.

Analysing the reasons that make the Romanians leave the organisations, we can notice that they choose to emigrate mainly for a better salary, but also the results mentioned in the Table no. 2 show that there are other elements as well that influence them in choosing to leave the organisations they work. The participants consider that stress and pressure at work is an important element that influences them to leave their organisations.

Table 2. Reasons that make them leave the organisation, emigration situation

A better salary	7.35%
Stress and pressure at work	5.25%
They want to work abroad	4.62%
There are no promotion opportunities	4.41%
Routine	4.41%
They want promotion	4.20%

Sources: Author PhD Thesis

By applying the same synthetic indicators for the questions that got the answers above, we get the following results:

1. Mode (Mo) is 1.

2. Median (Me) = $(N+1)/2$ is 19.5

3. Average (m) = $\sum x/N$ is 2.63

Synthetic spreading indicators

1. Average deviation is 2.56 in the case above

2. Dispersion or square average deviation is: 192.9

3. Standard deviation (s) is 13.8, and variation coefficient (cv) is 5.3, meaning 53%; this coefficient shows that spreading is higher for this question and it has a low representativeness (see appendix no.8). This low representativeness is mainly caused by the great number of options that the participants could choose when completing the questionnaire.

The indicators show that the Romanian employees have as main element to influence their decision to emigrate the salary and other elements such as: stress, wish for promotion and experience what working abroad implies.

Taking into account the participants' age, salary was predictable to appear as the main element (7%) to influence their decision of leaving. One may notice at this age segment some tendencies: the will to learn as much as possible in an organisation, the wish to avoid stress and exhaustion at work, the need to experiment what working abroad means. This hierarchy of reasons that determine the young people to leave their organisations, at the moment of completing the questionnaire, emphasises the novelty element that the young people look for in an organisation. If the Romanian organisations exploit this need of this age segment, they will benefit from their activity on a long term. The organisations should offer learning experiences to the young people, and identify what novelty elements mean to them, define these and offer the possibility to make the most of them. The future organisation is the one that will manage to approach an appropriate management for these tendencies. By investigating the Romanians' preparation degree to work in a team with immigrants, from the segment of those willing to emigrate, one can notice that:

- 53.25% feel prepared;
- 24.68% feel very prepared to work in teams with immigrants.

These data are also supported by the age average of those willing to emigrate, which shows that the ones who would integrate the easiest in multicultural teams are the young people. The mostly affected organisations- business companies- by the lack of qualified and unqualified labour force should take into account these data which show that young people are the ones skilled to work in mixed teams. But, according to this study, they want to emigrate. The study shows that the organisations should identify the young people's potential and make the most of it through programmes dedicated to this age segment.

By investigating the reasons why the Romanians think the foreigners would come to work in Romania I have found out that:

- 33.59% would come to start their own business;
- 16.79% to gain new experience;
- 12.98% for better earnings.

These figures show that, when running the research between November 2007 and June 2008, in the opinion of those willing to emigrate, Romania seemed interesting for the foreign labour force to start a business, in a rather high percentage. The professional category that would come to work in Romania is represented by the top management, and would stay in our country only for 1-3 years. The Romanians willing to emigrate do not think that foreign labour force may be an alternative for the labour force shortage. It can be considered as such only for the management level and on a short term, 1-3 years.

Thus, the initial premise of this study, namely foreign labour force- immigrants can be an alternative to substitute the labour force shortage in Romania- for the studied period, November 2007-June 2008, is proved valid only for the management level and on a short term, for this segment of Romanians willing to emigrate. 60% of the Romanians willing to emigrate consider there is no concern for work evaluation and appreciation and there is no possibility of career

development in the organisations they work. The participants also believe in self-managed career and in that on a short term, not in that on a long term, within the organisation they work at the moment of completing the questionnaire.

These percentages show the employees' confidence in the career management systems within the organisations they are part of. It is obvious that organisations should work on their perception of career; the employees do not have enough confidence in the systems of a career managed by the employer, and choose to manage themselves their career systems inside the organisation.

The figures confirm the hypothesis according to which, beyond the financial aspect, there are other elements that influence the Romanians willing to emigrate not to leave the organisation. The fact that they do not believe in career on a long term, do not consider there are any preoccupations with evaluation and work appreciation from the organisation's part, may be an alarm signal for the Romanian organisations that have to review their approach regarding the systems they use.

The results of the study support the two premises at the basis of this research, according to which these two systems, performance management and career management, can influence the young people's decision to emigrate if they are correctly implemented within the organisations. The first three preferences among the emigration destinations are Australia, 16%, Canada, 11%, and Great Britain, 7% and they would choose to remain there for the rest of their lives (Mihalcea, 2015). The results of the case study show that the Romanian organisations, where the participants were working at the moment of completing the questionnaire, were not prepared to retain the well, and very well-prepared labour force, 68% of which is represented by young people aged 18-35 (Mihalcea, 2015).

4. CONCLUSIONS

The answers to the questions identifying the reasons for which the Romanians did not leave their organisations and those for which they did had the role of contributing to the consolidation of the initial premises: performance management and career management may be alternatives to influence the leaving from organisations. The fact that the Romanian employees wish for more than the financial part is proved by the answers to the questions in the questionnaire. These answers confirm the two premises: performance management and career management may be seen as alternative solutions to retain the employees inside the organisation.

The results for the third premise - the use of immigrant labour force as an alternative to substitute the labour force shortage - are confirmed only at the top management level, at the middle level and thirdly for the unqualified workers, 19%. This percentage supports the third hypothesis, namely the use of immigrant labour force as an alternative to substitute the labour force shortage at the management level, which would be durable on a short term (Mihalcea, 2015).

Taking into consideration the trends sustain by figures since 10 years, EU context regarding migration, UK Brexit, and also the trends for losing qualified employees for better salaries in EU, the alternatives proposed in the initial research are still actually and for Romanian business companies immigrants labour force can be a solution.

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