

THE WORKFORCE MIGRATION AND PROFESSIONAL TRAINING – A PARALLEL ANALYSIS

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Abstract

After passing the transition period and the Romanian integration into EU structures, the subject of migration gradually turned into a major area of interest which starts causing problems in various sectors of the national economy.

The sources of this problems are various and are starting from the global financial and economic turmoil and reaching the current educational system and the connection between training programs and the requirements of labour market. In an overview we can't appreciate more than estimated the size of the migration effects but the insufficient adaptation of the policies obviously requires a certain number of measures.

This paper aims to analyze if the labour market from Suceava County which was inevitably affected by national migration flows is adapted to the local and European market demand in terms of adaptation of the formal education and continuous training programs and to define some pathways for solving the local issues.

Keywords: Migration, formal education, labour market, migration wave

Clasificare JEL : F22, J24

1. Introduction

Few international economic transactions and agreements are affecting the living standards and the financial stability of developing countries in the same way that migration does. For some it is a priority to strengthen and promote the positive impact that migration has, as an opportunity for individuals to increase productivity in the interest of the country of origin, while others see migration as a safe and fast method to let the human resources of a country to effectively drain towards other horizons and in the economic interest of other horizons.

Naturally Romania, being also a member of the European Union has not been spared from this phenomenon, with its positive and negative implications, the country being known as a leading provider of workforce for the global market. Given the current context, characterized by globalization and internationalization, the human behaviour has been changed, the individuals are always looking for a better life, and migration has become an issue that affects all social, economic or cultural life of each country.

From our point of view, in Romania, migration as a complex social phenomenon, experienced two major reasons: first, manifested before 1989 called political migration and second, after 1989, called migration caused by social factors, the search for a better life in terms of quality.

2. The Romanian migration – an overview

The Romanian migration before 1989 had as main motivation the political regime but also the desire to work or study in countries agreed by the communist regime. After 1989, migration in Romania has experienced a rapid evolution. The first who left Romania were the Germans, Hungarians or Hebrew, followed by Romanian who went in a search of a better life. The full opening of borders, ending of restrictions on employment and including Romania in the common market starting 2007, was a new stage country's migration process.

The migration of Romania's recent social history can be structured in 4 major waves:

- the first wave of Romanian migration (1990-1995), with an emigration rate of 3‰;
- the second wave of Romanian migration (1996-2001), with an emigration rate of 7‰;
- the third wave of Romanian migration (2002-2006), with an emigration rate of 28‰;
- the fourth wave of Romanian migration (since 2007).

The fourth wave refers to a social phenomenon of migration that has special characteristics, with a high significance regarding the analytical level but also the macro social effects level, comparing to the first three waves of Romanian migration. The migration wave can be defined as a complex social phenomenon of temporary social mobility, in the purpose of employment or permanent, with bureaucratic consequences which means the definitive

change of residence, sometimes of citizenship or acquiring a new citizenship, while keeping the home country citizenship. [1]

Also, in this fourth wave the brain circulation phenomenon had been obviously increased. The brain circulation phenomenon represents a temporary migration cycle, made especially by young professionals - moving the purposes of studies/internships/exchange or profit, with the intention of returning to their home country as soon as identifies an opportunity, whilst also bringing knowledge, new skills and technology transfer. [2]

During the years from 1989-2012 Romania's stable population decreased by over 3.1 million people and more than 77% of the negative growth of the resident population in this period was caused by migration. The decrease in the resident population of Romania is based on three major causes:

- international migration, which led to an average annual reduction of Romania's population of almost 104,2 thousand people
- family planning, through various forms, has constantly reduced the annual number of births during the transition period
- high mortality throughout the years after 1990.

Another interesting aspect of the effects of international migration on employment comes from the selectivity of this phenomenon. Regardless the type of migration, young people are, predominantly, those involved in international movements.

In terms of countries of origin, such departures are a loss. Migration makes that the long-term investment in education of these young people doesn't give results to the state of origin (the one that pays all or part of tuition), but to the state of destination. On the long term, this type of departures are affecting the capacity of develop for the society of origin, depriving it of some of its most capable individuals. [3] In this way the remittances associated to this migrant workforce could be regarded as compensation for the human capital outflows. [4]

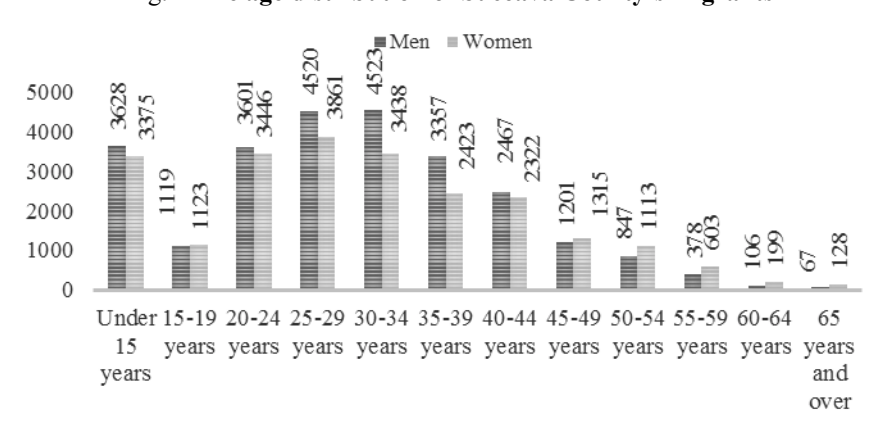
3. The Suceava county analysis on migration, jobs and education

In this paper we tried to conduct an analysis of international migration to the European Union from Suceava County and how the workforce from Suceava is qualified for the European market requirements, using the centralization of statistical data, information collected personally on the ground and statistics from the European Union level. This proposed analysis called the “Requirements – Training” Analysis was conducted to see if the local workforce and training programs are in a certain accordance with the local demand but also with the European demand.

Following this parallel analysis, we intend to provide, if it's needed, a set of strategies in order to improve imbalances, if any. In this regard we have organized the following analysis: on one hand we tried to describe the phenomenon of migration from Suceava County, structured by age and sex, followed by analysis of correspondence between training and labour market requirements. In other words, we tried to see if the training services currently offered in Suceava County are consistent with the local needs but also with the needs of the European labour market.

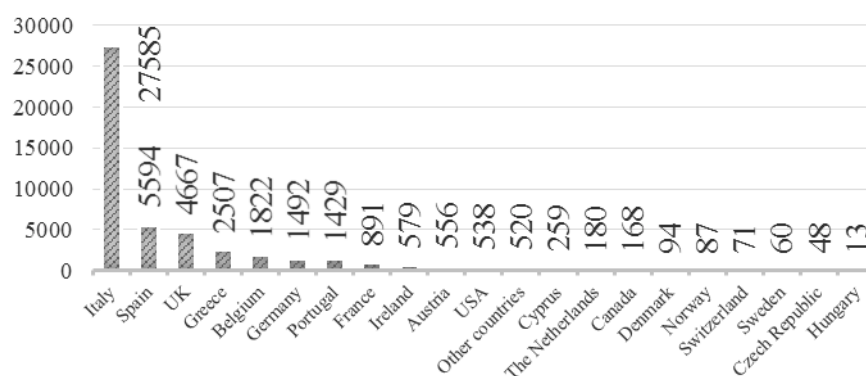
Suceava County is located in the NE part of Romania, occupying an area of 8553.5 square kilometres, representing 3.6% of the country, being the second county by surface in the country. Suceava County's population is about 19% of the Northeast Region, counting 631866 inhabitants in 2013. The county is recognized worldwide for the natural beauty and local customs, as well as the beautiful painted monasteries unique in the world and widely recognised. In terms of education, the county operates several high schools, colleges and post-secondary schools with different profiles, and a state university – the “Stefan cel Mare” University. The county has not been spared by migration, the 2011 census data showing that 49160 people emigrated from Suceava until this date, of which 25814 are men. The age distribution is shown in the figure below [5]:

Fig. 1 The age distribution of Suceava County's migrants



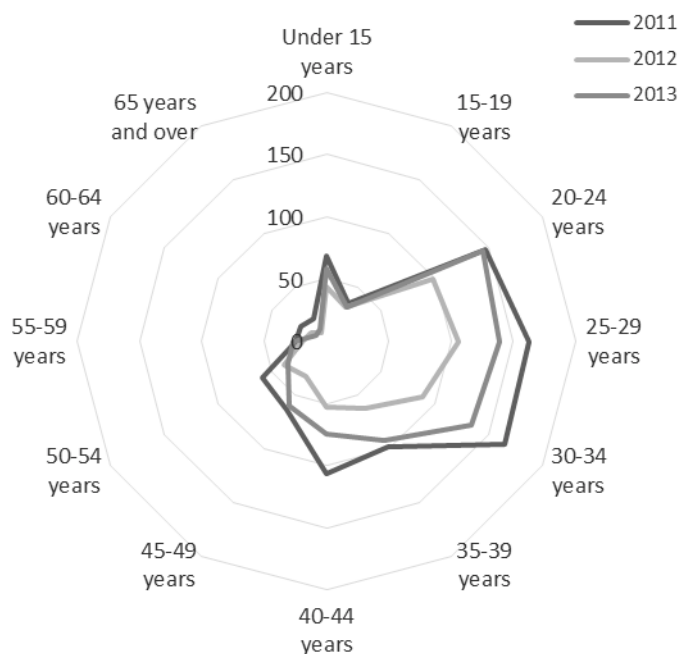
In terms of destination countries, the distribution is the following [5]:

Fig. 2 The destination countries distribution of Suceava County's migrants



The data presented show the majority of young people of Suceava migrants (between 20 and 34 years mostly), mostly men and the predisposition to Italy as the destination country followed by Spain. Over time it could be concluded that Italy had some extremely attractive assets for Romanian migrants: diverse offer of jobs for unskilled workers of all ages (especially women), the language (Italian is a language with a Latin origin like Romanian), Italy it's relatively close to Romania compared to other countries. Spain relied on similar strengths but here we can say that distance played a negative role comparing to Italy. Migration to Italy has intensified as a result of migrant networks that were built here but also the family reunions or permanent establishment in this country. In third position is the United Kingdom (especially England), whose share in top destinations will increase in the future as a result of British policy opening regarding the Romanian and Bulgarian workers. Regarding the latest data it can be seen in Fig. 3 that the number of migrants had decreased between 2011 and 2012, mostly because of the economic crisis effects within Europe which made some classic destination became unattractive, but it had increased in 2013 with some new destination [6].

Fig. 3 The age distribution of Suceava County's migrants between 2011 and 2013



To see if there is a match between jobs and training Suceava County, we centralized the local available jobs in the last 12 months, based on the information received by interviewing the employees from Suceava County's Authority for Employment (AJOFM) and the jobs available on the European jobs network's portal (EURES) from the last 6

months. We also analysed the educational offer, both in terms of schools, local university and training programs for the unemployed offered by the authorities (through AJOFM).

The county's economic profile is relatively diverse, most of the companies are working in retail, manufacturing, wood processing, followed by tourism, construction and transport. Regarding the average number of employees, the latest data are from the Romanian Statistical Yearbook from 2013 which shows that from a total of 237900 civils employed, one half are occupied in Agriculture, forestry and fishing, followed by Industry (15,43%), Wholesale and retail, repair of motor vehicles and motorcycles (11,98%) and Construction (3,91%). There were 13881 registered unemployed (5789 women) at the end of the 2012 year. [7]

Comparing the offer of jobs with existing training, the situation is as follows in Table 1:

Table 1: The “Requirements – Training” Analysis for Suceava County

Jobs offered in the last 12 months by the local job market	Jobs offered by the European job market - the last six months (EURES)	Training programs offered by high-schools, colleges and post-secondary schools	Training programs offered by the AJOFM	Training programs offered by the university
Construction worker / Electrician / Construction unqualified worker		Construction, installer and public works / Electrical	Installer / Construction worker	
Electronic engineer, transport and telecommunications		Automation electronics / Electro mechanics		Applied Electronics / Electrical engineering in the field of economic and electronics
Workers cutting and planing of wood / Wood industry technician / Forestry unqualified worker		Wood manufacture / Forestry	Carpentry Worker	Forestry
Truck driver / Heavy machinery driver / Cargo driver / Passenger driver / Community transport driver / Forklift operator / Crane driver	Truck driver / Forklift operator			
Machinist / Mechanic	Auto mechanic	Mechanics	Auto mechanic	Mechatronics / Mechanical economic engineering / Car manufacturing engineering
Tin worker / argon welding / Blacksmith concrete worker /	Auto painter / Tin worker			
Worker on roads maintenance, highways, bridges, dams / Water-sewer master builder / Unqualified worker on roads maintenance, highways, bridges, dams				
Dealer / Sales Representative / Sales Agent / Broker / Commercial worker / Handler	Broker	Trade / Economic	Commercial worker	Commerce, tourism and services / Business Administration / Economics and economic communication
Agricultural worker		Agriculture		
Manufacturing worker/ Textile confectioner	Production worker / Production operator / Assembler / Assembly worker	Textile and leather industry	Worker in leather and imitation leather clothing	
Food industry worker / Baker / Pastry chef		Tourism and Nutrition / Food Industry	Pastry chef	Food Engineering
Restaurants and hotels worker / Chef / Chef assistant / Waiter	Chef / Kitchen specialist / Waiter	Tourism and public alimentation	Chef / Waiter seller in food units / Administrator of pension house	Food engineering / Geography of tourism / Economics of commerce, tourism and services
Child caregiver / Babysitter / Housekeeper	Child caregiver			Social assistance
Security agent			Security agent	
	Manicurist / Stylist	Aesthetics and human body hygiene	Hairdresser / Barber / Manicurist / Pedicurist	
	Mailman			
	Nurse / Anaesthesiologist / Caregiver	General nurse / Medical assistant for spa – physiotherapy and recovery		Spa – physiotherapy and recovery
	Masseur			Spa – physiotherapy and recovery / Physical therapy and special motility
	Personal trainer / Yoga staff	Sport		Physical and sports education

4. Conclusions

The “Requirements – Training” Analysis showed that this parallel analysis can provide some relevant results for subsequent shaping of migration policies and training that takes into account human resource but also labour market trends. Thus, from this analysis we can conclude some important points:

- There are jobs on the local market covered by the training programs. The main interest for development should be for short-term training of adults because high school lasts for a longer time (4 years) and appeals to a younger age. So, with a brief training an unemployed can train himself quickly for job that is really requested on the job market. There are some jobs that are not covered by the short-term courses but are covered by high school and university (electronics, forestry, agriculture). In order to immediately cover the needs we recommend the organizing of short-term trainings in these areas just because training in high schools and university last longer.
- Regarding the driver jobs it was normal that those are not covered by the courses from this analysis because they are covered by driving schools.
- There is a category of jobs in construction of roads and bridges that are totally not covered by the local training offer, which require some quick solutions.
- Regarding the migrant workforce and how it is prepared for the European job market, we can see that are requirements partially covered by the local training offer (the manufacturing), very well covered requirements (kitchen, nursing or styling) but also not covered requirements (mailman, yoga staff, masseur). All this might be suitable to short-term trainings, noting that some of them require good knowledge of English which can be fortunately achieved by training in Suceava.
- In this analysis we didn’t present the full offer of courses because fortunately it is very diverse, but we observed that there are several trainings unmatched with the local and European job requirements. Of course it is possible that some training programs have been popular in the past or are expected to be popular in the future on the job market but it is extremely important to design the training offer in accordance with market demands.

The “Requirements – Training” Analysis can be an extremely useful tool in training strategy development for a county, region or national level and with a dynamic analysis we can efficiently determine the trends in this field.

Acknowledgements

This paper has been financially supported within the project entitled „*SOCERT. Knowledge society, dynamism through research*”, contract number POSDRU/159/1.5/S/132406. This project is co-financed by European Social Fund through Sectoral Operational Programme for Human Resources Development 2007-2013. **Investing in people!**”

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