

MIGRATION – EFFECTS AND SOLUTIONS

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ABSTRACT: There are three main flows that influence workforce performance—worker migration, the dissemination of knowledge, and overseas development assistance.

For the present paper we decided to deal with the analyses of these three, yet mainly migration.

We considered it to be one of the most important phenomenon existent on the market at this hour and with the highest negative impact on the economic and social situation. We presented a case study regarding the situation of migration in Romania and the main candidates to Romanian intelligence imports, the main issues and possible solutions to the problems encountered.

Key words: migration, human resources, economy

Introduction

No country can fully control all aspects of its workforce development. Transnational flows of workers, knowledge and financing affect the workforce in nearly all countries, rich and poor. In today’s globalizing world, these cross-border flows are accelerating—with uncertain and complex consequences, benefiting some, increasing the vulnerability of others. Stakeholders at the national, regional, and global levels—governments, agencies, academia, civil society—all confront the challenge of taking advantage of these flows for advancing national and global health. Managing better these global flows is absolutely critical for supporting the country-led strategies.

Left unattended, transnational flows can have serious effects on national and local efforts. Properly harnessed though, they have great potential for advancing equitable global health and development.

1. Migration:

In search of a better life, millions of workers decide where to work and for whom. In every community, region and nation, employers and workers seek each other out to make arrangements for conducting work. These labor markets have become more global, and with shortages in many high-income countries, the choices available to sought-after workers are expanding.

Most migration of workers is within countries, although a significant export of knowledge is exported outside. Workers typically move from rural areas to urban centers, and most countries have an urban concentration of professionals. Migration can also be quite extensive among neighboring countries.

In general, the gradient is from inferior to superior work and more stable political and economically rewarding situations. The movements are not unidirectional, however—they are in many directions, resembling a “carousel effect.”

Of various migration streams, the most controversial is that of highly skilled professionals from poorer to richer countries, mostly doctors and nurses with equivalency certification in source and destination countries. Dentists, pharmacists, and technicians are also in global demand.

These movements compromise the capacity of health systems in source countries.

Migration patterns are generated by “push” and “pull” factors along channels facilitated by labor markets, linguistic compatibility, socio-cultural affinity, professional equivalency and visa policies.

2. Factors that influence migration

Six factors have been proposed as driving these movements: income, job satisfaction, career opportunity, governance and management, safety and risks, and social and family reasons.

The pattern is to import workers from poorer and neighboring countries and to export workers to wealthier countries. Within one country the movement is from poorer cities to the wealthier ones.

In Eastern Europe, economic and political transitions, lead to the restructuring of the economic system, with a realignment of the workers. With wages several fold higher in the West, major migration streams are likely to develop between Eastern and Western Europe with the expansion of the European Union.

Exporting countries are of two types:

- strategic exporters whose out-migration is policy supported, and
- unwilling exporters, whose migratory streams are not supported by national policy.

3. Case study

3.1. Situation

According to Zoltan Kazatsay, Director of Employment, Social Affairs and Inclusion of the European Commission (EC), the unemployment among young people is "unacceptably high" in Romania, about 25%, and in Europe, 7.5 million young people do not appear in statistics either as employees or as persons who are trained. If there will be no measures taken, it will be hard to overcome the impact of globalization. He also emphasized the fact that the next generations will not be qualified, nor qualitative performing, so he recommended as a proper measure, the investment of the 220 billion euros allocated for supporting young people to be shared to approximately 300.000 persons. In the next period, for Romania, the allocated amount is approximately 84 billion euros, if all member states agree.

We can easily see that the situation in Romania is similar to other European or other regions Foreign Countries, yet there are measures generally applicable.

For example, since in Romania, due to the unemployment rate and the small incomes the rate of migration is really high, the solution was to import talents in order to fulfill the lack of qualified personal.

The main sources of massive human resources import are Poland (12%), Romania (8%) and Russia (5%). The resources existent in these countries are considered to be the most talented resources in the area, and that is the main reason for which is exploited.

At global level the most important rates at lacking trained personal goes to Singapore. Over 61% of the employers announced a series of jobs available mainly to imported talented personal, in order to fulfill and properly fill the positions.

Due to these phenomenon, the immigration policy in this country is pro-emigrants' oriented and more than willing to accommodate them properly, in order to stay.

Other countries in the same situation are Japan (48%), New Zealand (39%) and Australia (35%). In Europe, the situation is the same in Norway (36%), Italy (34%), Greece (29%) and Austria (29%).

According to a study made by Manpower Group, the main offers at the job fair are the following:

| Job | Country | Number of available jobs | Requirements | Gross Income Euro/month |
|---|---------|--------------------------|---|-------------------------|
| Chain sawyer | Austria | 20 | German language | 1300 |
| Qualified Marble worker | Belgium | 2 | French, Italian, Spanish or English language - conversational level | - |
| Multilingual trade worker | Belgium | 1 | French, English, Dutch and German language | - |
| Construction engineer – project manager | Belgium | 2 | English – medium level | - |

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|--|----------------|----|---|--------------------|
| Nurse | Belgium | 5 | French - level advanced | 2142.16 |
| Trainee skilled workers in livestock farms | Denmark | 25 | English – level advanced | 1260 |
| CNC Worker (CNC-IST) (mills/sander/lathe/programmer) | Germany | 34 | German | 2200-2800 |
| Design engineer | Germany | 34 | German | 3200-4500 |
| Software specialist | Germany | 44 | German | 3200-4500 |
| Call center agent | Germany | 16 | German, English, French | 1400-2000 |
| Cook | Germany | 24 | German | 1600-3000 |
| Heavy truck car driver | Germany | 68 | German | 1900-2800 |
| Electrician/electronics | Germany | 56 | German | 1900-2800 |
| Mechanical/ mechatronics specialist | Germany | 36 | German | 2000-2800 |
| Welder | Germany | 30 | German | 1800-2800 |
| Engineer | Germany | 56 | German | 3500-5800 |
| Engineer | Norway | 7 | English | - |
| Nurse/ Geriatric nurse/elderly personal assistant | Germany | 76 | German | 1500-3500 |
| Doctor | Germany | 16 | German | 4000-6000 |
| Control system engineer | Norway | 1 | English | 430000-700000/year |
| Electrics engineer | Norway | 1 | | 94000-107600/year |
| Automatic engineer | Norway | 5 | English | 94000-107600/year |
| Steel parts welder | Czech Republic | 30 | Professional experience of minimum 5 years in the field | 900-1100 |
| Gastronomy and hotels industry | Germany | 38 | German | 1500-2400 |
| Fork lifter | Germany | 36 | German | 1800-2700 |

The main countries that import human intelligence from Romania are Germany, Spain and Italy.

There are at least 2 main reasons for this: the higher income available to be offered (due to the financial/economic power from that country) and the lack of these qualifications in those areas.

Another problem is the demographic factor. Since it is decreasing, corroborated with the lack of proper training in some areas and the tendencies of the market, changing its job offers, suddenly Romania, as well as other countries in similar position, not only face the lack of qualified personal but also that part exported in the others foreign countries.

3.2. Effects

The impact of national market is disastrous. 56% of the Romanian companies asked within the study complained that the massive export of Romanian knowledge has a negative impact on the local market.

It is only natural to observe the lack of qualified labor force when you organize an interview for a position available in the company. If you are lucky though and find the right person you cannot offer the right income in order to keep that person within your company for longer than 6 month. That is worse than not finding the right person.

In the matter of demographic factor, practically there will be 2 categories that lack on the market: the formed and already performing one and the one preparing to become performing in the nearest future.

3.3. Solutions

Since the actual tendency is to increase the size of this phenomenon, 88% of the entrepreneurs sustain that the government as well as the economic environment, should take measures in order to diminish this phenomenon. One would be to offer higher incomes. That is applicable in the case of big companies and definitely not applicable in the case of the small ones.

Another solution would be to offer complementary training within or outside the company, appealing to alternative methods (barbers).

Sustaining the increase of the democratic factor will actually give Romania a chance to properly perform and maintain the level of interest in the field of human talents. Yet, it should also develop an economic, politic and social solution in order to retain the performing personal within the country.

In Conclusion

There are allocated funds for training people in order to obtain performance. We only need to use them properly, than try to retain within our country what we created.

Developing the economic sector and providing efficient solutions like lower taxes, stimulating the development of private businesses, would mean giving a real chance for the supporting sectors – including health, a real chance to develop and grow as a health professional with no discrepancy between private or public sector. Government policies and EU ones play a key role in this process.

Migration is a problem that every country confronts, on a smaller or a bigger scale, the difference is given by the advantages people see in their own country that make them stay and support the future development.

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