

THE INTERNATIONAL WORK MIGRATION

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Abstract: *The study focuses on the phenomenon of labor migration and its impact on citizens and individuals in the community in all aspects of life and studies the main theories on this topic and the types of factors that determine international migration: factors of country of origin, country of origin destination, individual factors and barriers to migration. International labor migration can be viewed at the societal level in its ambivalent aspects, inducing both positive and negative effects on geographical areas. Clearly, this phenomenon of migration is a challenge for governments to balance development needs but also levels of social anxiety resulting from the general perception that immigrants structurally change, in a negative sense, the access to the labor market of the citizens of that state.*

Keywords: migration, immigration, emigration, labor, sociology

Before defining the social problem, we need to define the two terms by correlating the problem with its social character or, on the contrary, with the lack of characteristics that transform a problem into a social one. The involvement of the social systems in this problem, usually to a general level, transforms it into a social problem, if it interferes with the cultural values of a system. Still, this is not enough, especially since the identification of the social problems can be perceived itself as a social process (Albu, 1987). In context, we theoretically approach the necessity of the control level for some groups in this process, taking in consideration the fact that the identification of the social problems is often connected to the interests of the dominant groups. An eloquent example could be the consumption of drugs, which was not considered a social problem before 1960, a period when the consumption habits reached the superior strata of the society. If the consumption of drugs was a constant reality for the minority and poor population, the public actions were reduced.

Another approach of the social problems considers that the social problems are subjectively determined. Depending on the values of the societies to a specific time, the discussed conditions were problems considered to be a normality decades ago, while other things considered to be problems decades ago are a normality these days. Rubington and Weinberg (1971) appreciate that a social problem is a situation incompatible with the values and interests of a significant number of people, who consider necessary to act to change the situation. In this context of cultural perception of a problem, we appreciate that a social problem is a deviation from the values and interests of a group of people with the ability to involve in correcting the deviation toward a social equilibrium.

A positive approach defines this social problem by permanently connecting it to the idea of opportunity. Zamfir C. (1994, 2007) writes that the definition of a social problem does not mean only to formulate it, but also a strategy allowing the delimitation of the space, the identification of the problem, the diagnosis of the nature, the determination of the amplitude, the identification of the solutions, and the

collective will to change something or its reverse. The social policies are intended to meet the social problems, but sometimes they cause the appearance of the social problems, requiring a rigorous methodology for the diagnosis of the social problems and of their dynamics. In this approach, the core is the importance of the responsibility in diagnosing the social problems, so the set of proposals included in the social policies can lead to the judicious use of the public resources. Moreover, the contextualisation of the social problem as dynamic intensity is vital to include the problem in a context, which is a valid indicator for the correct diagnosis and for the estimating the long-term consequences of the public policy implementation.

The motivation for the present theme comes from the importance of the work migration on the Romanian economy in general, the national demography and the structure of the population, allowing in the same time an interdisciplinary approach. The evolution of the phenomenon, its factors and favouring contexts are interesting for sociologists, economists and political science scholars, in the same time. Migration is defined in a larger context as the move of the foreign citizens in Romania together with obtaining the citizenship, while the immigration is defined as the migration of the Romanians and their obtaining of the foreign citizenship. The number of people in both categories is low, according to the national statistics, although the number of people leaving Romania for middle term and long term reached millions of people. The phenomenon is well known in some areas of the country even to the level of common knowledge.

To complete the present debate, is necessary to present the arguments related to the general dynamic of the global population, registered especially during the last century, mentioning, on one side, the dynamics of the population from the area generically called the third world, and, on the other hand, the aging tendencies of the European population, a situation that has created the favourable context for pro-immigration policies, aiming to consolidate the necessary workforce and to recover the genetic fund of a population with a powerful transition to aging.

Migration is analysed using specific elements: space and time, but also depending on the factors leading to the migrating decision. The component "time" of the migration is a reason for divergencies, leading to the appearance of concepts as short-term migration (less than 12 months) and long-term migration (more than 12 months). The analysis of the two processes generically called migration and immigration. The immigration is defined as "the act of leaving a state in order to live in another destination country". In the above presented context, we underline the possible contradiction between the statement of the Declaration of Human Rights – "Everyone has the right to leave any country, including his own, and to return to his country" – and the regulations imposed by the involved states: the period for the staying permit, the policy of the countries, the opening toward foreigners, etc. If we discuss the immigration, the accent falls on the destination country, with specific situations characterized by the impossibility to compare the statistical data from the origin country and the destination country. Therefore, the migration and the immigration become cultural aspects and ways to relate to various complex political and ideological constructs, able to move important social energies, some of them with the potential to bring in discussion the social preoccupations for the solidity of the European construction.

The research on migration shows several factors of the work migration, among which the most important are the demographic pressure, the deterioration of the political environment and its instability, the decrease of the living conditions, the natural calamities, cultural factors, and the influence of the communication channels. Still, the economic support seen as factor for migration during the peace times is at the base of all the factors mentioned above. The United Nations underlined the necessity of opening more immigration gates, a very important aspect for maintaining the rhythm of the economic growth and the protection of the inactive population. If the average between the social safety (employed persons) and inactive persons is under 4/1, we are placed on the decline slope of the global independence.

Starting from the previous affirmations according to which the most important cause influencing the migration is economic, we state the fact that the analysis of the immigration for the recent period shows a positive effect manifested in Italy, Great Britain and Germany, reaching 60% from the immigrations in the European Union. The lowest registration appears in countries as Finland and Luxembourg (Eurostat 2014). The key factor of the migration determines in Europe the development of two categories of immigrants: the high educated people (specialists), managing to maintain a high global level, and the people with jobs in fields not so desired on the continental market.

To a historical level, the last century proved that Europe “exported citizens” to colonise far territories. After several decades, Europe is confronted with antagonistic situations. If, until recently, Europe gave workforce to other areas, the workforce is foreign nowadays, an aspect changing to the level of social interaction the way we perceive the identity of some nations, the cultural impact and the processes generated by globalisation. This dynamic of the workforce is the precursor of profound cultural, political and religious changes that Europe has faced during the last decades. In a sense, the concerns on the pro-migration policies with an economic aim are based on more than economic-financial impact. The reporting system of the old continent changes at the interface of several cultures. A large number of immigrants brings a set of values changing and impacting the dominant culture or is a reason for enclaving large area from the Central and West Europe. Under this cultural pressure, the idea of economic development receives new connotations.

The economic migration rates continue to grow, showing that the West Europe aims a soliciting work, avoiding a high degree of sedentarism. The significant and visible decrease of the active workforce does not totally succeed to assimilate and compensate this fact, orienting to abilities of the capital: intelligence and creativity. In a broad sense, next to the presented factors, the developed society will always present an environment favourable to the import of intelligence. The perception of the development induces the idea that the high qualified jobs need the principles of the internationalisation of the work. In this case, we observe the appearance of a cultural aspect favourable to the integration of the individuals with a high degree of education and culture, disregarding their origin country. The academic education is perceived to the level of the population in the destination country as an indicator of the wellbeing.

From an economic point of view, the relations between the immigrant and the origin country include two distinct aspects: microeconomic (the direct impact on the family, even on the community, through the investment in small projects) and macroeconomic (by losing an essential resource – the workforce). The analysis of the

migration determines an exchange, inclusively in the rural areas, an explaining factor for the economic migration, especially in condition of development differences between the urban and rural areas in the East Europe.

Next to the economic factor, it is important to mention other factors of the migrations, as:

- the psychological expecting horizon;
- demography;
- poor living conditions;
- political, social and cultural conflicts.

In time, several theories on migration were elaborated. The sociology, the demography, the anthropology, the economy and other disciplines developing these theories took in consideration the origins of the issuer and the characteristics. The study of migration in the European Union has led to the creation of relations between the economic and non-economic theories. By analysing the non-economic theories, we can depict sociologic and socio-psychologic approaches of the migration in close relation with the economic approaches discussing the economic impact in both countries: the native country and the destination country. The connection between the two types of theories (economic and non-economic) highlighted three levels in the study of the migration. The micro level presents migration from a qualitative point of view with the help of the social relations, supervisors and observations to the level of the immigrant and his family. The mezzo level is based on the relations of the immigrant with the family, the other immigrants, the original community and the destination community, evaluating the nature and the content of these relations in order to more objectively understand the factors and the contexts influencing the work migration. The macro level presents migration from a quantitative point of view, also analysing economic aspects (income, unemployment, etc.), political aspects (regulations on movement), and cultural and demographic aspects (the dynamic and the characteristics of the population).

The "Push and Pull" Theory emitted by Ravenstein (1885) and developed by Everett Lee (1966) is the theory of the rejection factors and of the attracting factors of the migration. The push agents are the rejection agents: high unemployment, political instability, low living conditions, insecurity, etc. the perception of the human capital as investment in the destination country determines the individuals to choose immigration to the destinations where their qualities and abilities can be exploited, generating satisfactions that can be considered pull factors. In the context of the pull factors, we can take in consideration the relation between the demand and the offer from the labour market, reflected in the income level. The pull agents are the factors that transform a destination in an attractive one: the economic, political and social stability, the quality of the living conditions, the family reunification, the rights in the destination country, etc. this theory distinguishes between four types of factors determining the international migration: the factors from the origin country, the factors from the destination country, the individual factors, and the barriers of the migration.

The limits of this theory are related to the barriers of the migration. If the analysis at the individual level on the decision of immigration is positive, the immigration should take place instantaneously. Still, the reality is different, because the individual has reservations related to adapting to the new country and cultural

values. From our point of view, this theory can be approached in a segmented and contextual way, presenting a powerful individual character.

Another theory of migration is the theory of the “dual market of the workforce” emitted by Michael J. Piore in the 70s. There is a segmentation of the labour market in the economically developed countries: on one hand, there are work places that are stable and well paid, requiring a high level of qualification, and, on the other hand, there are work places that are poorly paid and unstable, corresponding to a low level of education, dangerous, with little prestige, usually refused by the citizens of the destination country. In case of a large difference between the economies of two societies, for the individuals coming from the economically underdeveloped country, these workplaces from the secondary sector are attractive. The problem if the prestige is quickly resolved through the report to the origin community and not to the destination community.

The differences between the two sectors, the primary and the secondary sectors, have the capacity to determine the governments of the countries involved in the migrating phenomenon to sign bi or multilateral conventions, generating the development of social policies as quickly as possible, in the context of the possible appearance of socio-economic enclaves. Some sectors are preponderantly occupied by immigrants, as in the case of constructions, seasonal agriculture, or other domains presenting the risk of professional disease. People employed in these sectors must be socially, economically, politically and culturally protected.

The theory of the Modern World-Systems elaborated by Immanuel Wallerstein (1978) and applied by Saskia Sassen (1988) does not represent in its original form a theory of migration, but rather a theory of the capitalism, where migration is considered a secondary effect of the capitalist systems. This theory structures the world systems in core countries, semi-periphery countries and periphery countries and shows that migration is a system ensuring the strengthening of the capitalist order. The work migration appears in a context of the penetration of the capitalist economic relations from the core countries to the periphery countries (non-capitalist countries), increasing the mobility of the population.

This theory can be the starting point for the formation of the dual market of the workforce; the superior incomes from the western countries, from the core and semi-periphery, represents a set of pull factors for the population from the peripheric states, forming underdeveloped enclaves in a developed economy. The population from the peripheric states easily accepts the poorly paid markets and market segments, forming underworlds exposed to poverty in a developed state.

Romania has been considered an immigration country especially for demographic reasons and for the desire of the population to improve the indicators of the quality of life. This aspect is not the only explaining factor of an important migration of the population, especially in the countries of the Western Europe. One reason for the Romanians' immigration was the absence of an authentic political leader generating a high level of trust in the state architecture. The slow transition between the political systems, the fluctuations from a centralised economy to a market economy, and the governmental policy unfavourable to the citizens were factors of the decision to immigrate. These apply to the recent history of Romania, after the events from 1989, a context in which we formulate several research hypotheses to validate a universe of

research covering a set of dimensions as close as possible to the identification of the work migration as contemporary social issue of the Romanian society.

The research hypotheses

The more the native environment favours migration (immigration, in this case), the more is an individual motivated to immigrate;

The more the quality of life is important for an individual, the more is the individual motivated to immigrate;

The more positively highlighted is the perception of the general context (politically and economically) in the destination country, the more is the individual motivated to immigrate;

The more unsatisfying is the professional environment of an individual, the more is the individual motivated to immigrate.

From a historical point of view, the first wave of immigrants was registered during the Great Wave of Immigration at the end of the 20th century from the Eastern Europe to the Northern America, mostly immigrants from Transylvania. In this context, Transylvania lost almost a quarter million people. The World Wars and regaining the north region also contributed to immigration (Rusu,2003).

During the communist period (1945-1989), migration was limited by specific policies. Still, there were periods of mass displacement of parts of the population, based on political reason or in order to maintain the image of the country for the Romanian citizen and for the neighbouring countries. The relations of the Romanian state with most of the African states and with Israel are representative from this point of view. The passage to another historical period and from a centralised economy to a market economy was a period of economic restructuration, while the working population decreased to a percentage of 43%. The most important decrease was registered in the industry due to the lack of workforce. In the same time, we must underline that Romania already had a problem related to the structural unemployment since the middle of the 80s; the post-Revolution period only brought to light aspects politically hidden before 1989.

Migration as social reality is part of the civilisation and of the social world. The migration waves have contributed to the economic growth of the country. Overcoming discrimination, the unemployment level can decrease, while the employment positioning can exceptionally grow. The analysis of the statistical data on the GDP shows the significant contribution of the immigrants and of the foreign investors to the economic progress to a general level. The decrease of the young population led to the decrease of the population able to work, which can represent a favouring factor for opening the doors for the immigrants. After the complete integration of the immigrants, the number of persons able to work and the workforce in Romania can significantly increase, because the balance of the migration needed an equilibrium. The analysis of the yearly data from Eurostat shows that a higher percentage of young people are involved in the external work migration.

Globally present, the work migration also powerfully impacts Romania by modifying the number of people able to work, of those working, and the increase of the economy in general. Although most of the analyses on migration reveal the negative aspects of this process, we should not ignore the positive influence on short term related to the unemployment rates. The intensification of the migration determined the increase of the employment for the people with a low level of education. In the same

time, there were influences on the investments in education and on the mentality of the social classes.

As conclusion, we appreciate that there is no theory to explain in a unilateral way the causes of the migration, its causes and characteristics to the level of a principle. There is a complex of factors in the native country and in the destination countries that favour the intensity of the phenomenon. Whether considered or not a social issue, the discussion of the phenomenon requires the fulfilment of two conditions: the request and the availability for migrants of the destination area (pull factors) and the existence of an area supplying with migrants and favouring the migration (push factors).

The international work migration can be perceived to a social level in all its aspects, positively and negatively marking the geographical area. Migration represents a challenge for the governments, by requiring an equilibrium of the development needs and of the levels of social anxiety appeared as a result of a general perception according to which the immigrants negatively modify the structure and the access to the labour market.

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