

MANAGEMENT OF THE MIGRATION PHENOMENA IN THE CONTEXT OF ROMANIA'S INTEGRATION WITHIN EU. NEW CHALLENGES FOR EUROPEAN LABOUR FORCE MARKET

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Human migration is a topic that has received attention from economists, demographers, sociologists, and geographers. The literature on human migration is extensive and spans disciplines ranging from economics through geography to sociology. Present paper underlines a new perspective for the future of Europe and EU. In this light is obvious that we can't ignore that Romania is involved in this complex process. The problem is how it will be solved by the authorities the legal migration phenomena. EU needs to introduce unitary norms and procedures in terms of immigrants' employment. Main challenge for EU's structures is to create and consolidate a strong institutional framework regarding migration. Also we have to face that, people require better paid jobs and on the other hand, the companies try to discover regions with cheap labour force.

1. GENERAL ASPECTS OF LABOUR FORCE TRENDS IN EUROPE

Globalising and internationalising markets generates new migration attitudes, an increased fluidity of the regional movements, in which temporary migration phenomena have got a special importance.

For the European area the movement of persons, of labour force respectively is of great importance, especially after the two "waves" of integration with countries from Central and East Europe (2004-first "wave" and 2007-second "wave").

During last years, migration recorded increased flows and the problem of international migration represents for many states of the world more of a conjuncture issue, even a residual one, of responding to certain evolutions than administrating/managing or estimating the persons' movement. For the next years this problem has to be solved in managerial terms.

On one hand, people want to migrate in rich countries for a better salary and on the other hand, companies look to find cheap labour force. We could say that individuals are more guided to go to west and companies are oriented to find what there are look for in the east.

Also, the expansion of EU in successive steps, the demographical ageing of the population in European countries at accelerated rates and the economical reasons represent the main incentives for the strengthening of the person and labour force migration.

The increasing importance of migration within the EU area is of notoriety. "The free movement of people and labour force" is a *component* of building up the domestic EU market, together and in correlation with the free circulation of capitals, goods and services. Meanwhile, it is an integrant part of the *acquis communautaire*, regulated by the indications of EC (the European Community), by regulations and recommendations for the member countries. It is part of the file package that Romania is already negotiating with EU, with a view to its integration [(1), (3)].

We have to take into account that the EU members are already affected by demographical ageing and developed countries from West Europe need to focus on attracting young well trained and competitive labour force especially from Central and

Eastern Europe. On the other hand, new EU members have well trained and competitive labour and therefore could represent for domestic labour force from western European countries a potential threat. For this, many governments for west countries of the EU are imposed some restrictive conditions for the people that would like to migrate from Central and Eastern Europe in order to find a well paid job in West of Europe.

2. STATISTIC INFORMATION CONCERN ROMANIA'S POPULATION AND DEMOGRAPHIC FORECAST

On 1 January 2006, the Romanian population was 21 610 213, of which 10 535 140 were men and 11 075 073 were women. The population has decreased by around 0.2 % per annum over the last ten years as a result of a natural decrease and external migration.

Both natural increase and net outward migration have contributed to the population decrease in the last year, with natural increase contributing with -41 081 persons and net outward migration around -7234 persons.

The population age structure is changing, reflecting past trends in annual births, and the fluctuation in life expectancy and migration flows. The proportion of the population over the state retirement age (currently 57 years for women and 62 years for men) rose from 18.8% in 2000 to 19.2 % in 2006. In the last years, the population aged over 75 has increased steadily. In 2006, 1.2 million persons were aged 75 or over, an increase of 239 131 compared with 2000. The proportion of the population under 15 years has continued to decrease from 18.5% in 2000 to 15.5% in 2006 [(2), (9)].

Triggered by the political and social reforms of 1989, the removal of restrictive regulations concerning free circulation between countries resulted in a peak in international migration in 1990. Between 1992 and 2005, emigration decreased. However, net migration, although falling, was negative prior to 2000. Accordingly, the net migration rate fell from -1.29 ‰ in 1992 to -0.33 ‰ in 2005. Most of the legal emigrants were highly trained and qualified people [9]. Between 1992 and 2002 there have been 150.000 legal emigrants from Romania [4]. Starting with 01.01.2007 it is obvious that the net migration rate will increase substantially.

According with the last projection which was carried out in September 2005 by the National Institute of Statistics and called: "Projection of population by area during the period 2005-2025" (constant variant), it is expected that during the period 2005-2025 the population will decrease by about 2.1 million. The fall will be moderate up to 2010 with a negative average yearly rate of 1.8 ‰ and after this time it will accelerate. The difference in the proportion of men and women will increase slightly: in 2025 women will represent 51.4 % of the population, compared with 51.2 % in 2005. For both sexes, the most significant fall will be in the 10-24 age groups. The 35-60 age groups will grow slightly. The ageing of the population will continue and become more pronounced over time. As a result of a lower dependency ratio of young people, the demographic dependency ratio will increase from 43.6 % (2005) to 45.2 % (2025). The social and economic effects of the ageing process will become visible after 2005 when the population in the working age groups (15-49 years) will start to include the much smaller generations, born after 1990 [9].

3. LONG-TERM POPULATION PROJECTIONS AT REGIONAL LEVEL

Eurostat has produced a set of internationally consistent population projections at national level. Eurostat population projections should not be considered as forecasts. They show possible demographic developments based upon assumptions about fertility, mortality and migration (a "*what-if*" scenario), relying mainly on observed trends. Regional

results are available from 1 January 2005 to 1 January 2031 by sex, age, year and NUTS2 (Nomenclature of Territorial Units for Statistics) level region for BE, BG, CZ, DE, IE, EL, ES, IT, HU, NL, AT, PL, PT, RO, SK, FI and SE [6].

Whilst it is likely that population at EU level will decline by 2030, it may well be that many regions will not experience any reduction in the population by that time. As a result of improving life expectancy and increasing numbers of persons entering the older age categories, the share of the population over the age of 65 will increase in all the regions of the European Union.

On average, the projected increase at NUTS 2 level is more than 8 percentage points. This share will vary in the individual regions of the European Union. As can be seen from figure 1, even within the same country the range may be well above 10 percentage points.

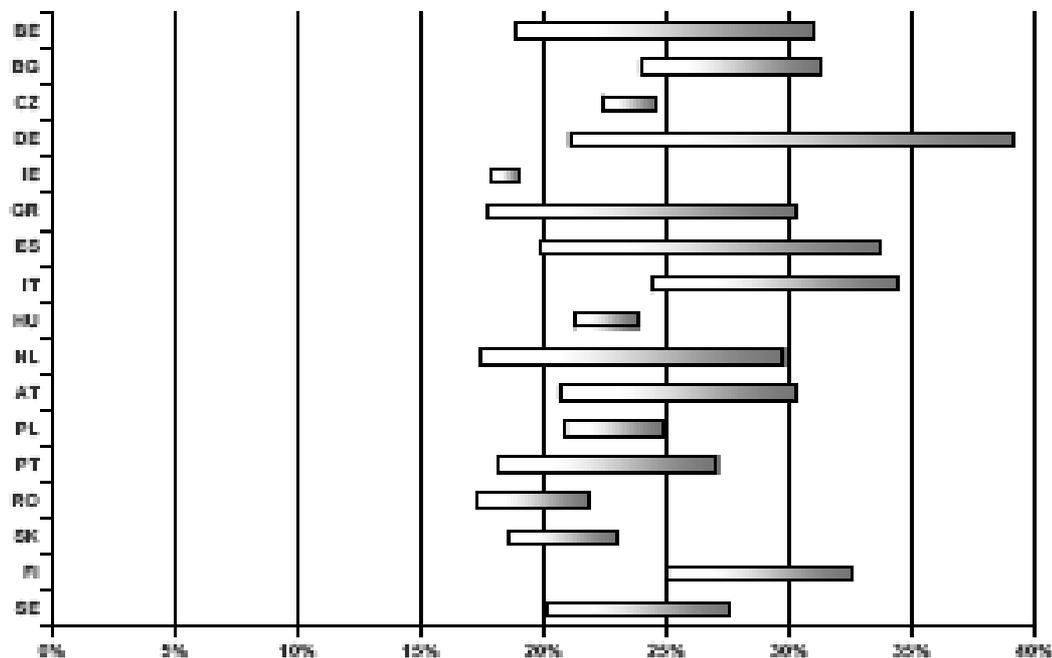


Figure 1. Projected ranges of shares of population aged 65 years and over in the NUTS 2 regions in 2031 by Member State [6]

From the geographical point of view, regions that had an above-average share of population aged 65 years and over in 2004 will mostly continue to be above the average. In particular, the share is projected to increase further in Eastern Germany and in some regions of Italy. Regions in the south of Germany and in Austria will see values moving to above average levels. Similarly, the deficit in the young generations will continue to affect the east of Germany, the north of Italy and northern Spain. In regions such as: Poland, Slovakia, Romania, Bulgaria and Southern Italy the decline speed in the share of young population will be much higher than the average speed in Europe. The decrease in the share of the population aged 0-14 years will lead to a decrease in the share of population of working age (15-64 years old). This suggests that demographic pressure from the younger age group will fall, whereas that due to the elderly will increase further. Indeed, the old age dependency ratio (OADR) is expected to rise as a regional average from its original level of 25% in 2004 to 41% in 2030.

The new movements mentioned above will lead in some cases to migration and after opinions of some experts the migration in the next years will play a major role as a driver of population growth: for 85 of the 96 regions projected to have population growth,

migration (international and/or interregional) will be either the only or the strongest growth factor. Also, in another 51 regions, migration will not reach levels high enough to offset the decline due to natural change. Growth due to migration is projected to be mostly in the south of Spain, Portugal, Greece, Germany, Finland and Sweden, in the north of Italy and Ireland, and in the Benelux countries.

The decline due to natural change will affect the eastern parts of the European Union, with a few exceptions mostly located in Poland, the north of Spain and Greece and the south of Italy. Also, in order to explain the Romania's case for the period 2004-2030, in the table 1 are presented main population indicators (distributed in relation with development regions) [6].

Table 1. Projected population indicators on 1 January for selected years (in thousand)

NUTS Code	NUTS Label	Total population			Population aged 65 years and over			Old age dependency ratio		
		2004	2015	2030	2004	2015	2030	2004	2015	2030
RO	ROMANIA	21 711	20 917	19 244	3 133	3 211	3 817	20.9%	22.1%	29.6%
RO01	Nord-Est	3 743	3 733	3 649	523	528	630	20.9%	20.7%	25.9%
RO02	Sud-Est	2 855	2 749	2 516	400	417	510	20.1%	21.7%	30.3%
RO03	Sud	3 350	3 189	2 938	542	542	602	23.9%	24.8%	30.7%
RO04	Sud-Vest	2 325	2 201	2 001	370	368	406	23.5%	24.3%	30.4%
RO05	Vest	1 943	1 795	1 504	274	281	329	20.1%	22.1%	32.7%
RO06	Nord-Vest	2 743	2 714	2 671	366	387	480	19.2%	20.3%	26.4%
RO07	Centru	2 544	2 400	2 058	340	360	443	19.0%	21.5%	32.5%
RO08	Bucuresti	2 208	2 136	1 908	318	330	418	19.7%	21.3%	31.9%

Source: EUROPOP2004 national and regional level, baseline variant.

As could be observed, even Romania has to face with the same trends that EU countries will deal in the future: a negative growth rate and a strong demographical ageing of the population.

4. PAST, PRESENT AND FUTURE FOR EU'S LEGISLATIVE – INSTITUTIONAL FRAMEWORK REGARDING MIGRATION

The study of migration and the labour force market in Europe must begin by analyzing the legislation, the policies and the institutions involved in the migration process in the EU countries of interest [3]. The European Community was formed by the Treaty of Rome in 1957, treaty which sets the four fundamental liberties within the community, namely: free movement of goods, persons, services and capital. The main legal support on which free movement of persons in the EU is based consists in:

- Article 14 (7a) T.E.C. of the European Community Treaty: The establishment of the single market, which also includes free movement of persons
- Article 18 (8a) T.E.C. of the European Community Treaty: European Unions citizens have the rights to freely circulate and live on the territory of the Member States.
- Article 61 (73i) and following: new Title IV: Visas, asylum, immigration and other policies related to the free movement of persons.

The meaning of the right of free movement and equal treatment is clear: any discrimination based on nationality with regard to hiring, salary fixing and labour conditions are eliminated. It is intended to offer the possibility of the member states to seek employment in another Member State.

a. Legislation regarding migration

Only after May 1999, when the Treaty of Amsterdam became effective, the EU received the necessary competences to formulate joint policies at the level of the European Union regarding migration and asylum [3].

Thus, in October 1999 in the European Council taking place at Tampere in Finland, EU Member States decided the formulation of a common policy regarding migration and asylum which should become effective within no more than five years after the promulgation of the Amsterdam Treaty, hence by 2004 the latest.

The fields considered for the formulation of that single community policy regarding migration which have become the responsibility of the EU, include aspects such as: free movement of persons, external border control and the granting of visas, asylum, immigration and the protection of third party nationalities' rights and legal cooperation on civil matters.

b. Legislation regarding the labour market in the EU

A significant change that have taken place in the recent years in the policy regarding migration in the EU is that there are increasingly more discussions about adopting a new approach of the migration of the labour force in Europe. After almost 30 years of restrictive immigration and asylum policies, the governments of the EU states have started talking again (after the end of labour recruiting from abroad at mid 1970's) about the benefits of the labour force from migration and taking new measures regarding the migration of the labour force. The change in EU policy in the field of labour force migration is also reflected by the Commission Communication in June 2003 with regard to Immigration, Integration and Labour. The Communication analyses the role of immigration in the context of demographic changes and suggests ways to promote the integration of immigrants in the EU host countries[3].

Due to the demographic decline, on the one hand, and the deficit in qualifications on the other hand, the labour force shortage has become apparent in the EU. It is estimated that the effects of such phenomena will become acute and visible sometime between 2010 and 2030.

In Romania, the main governmental institutions involved in the migratory processes are the Ministry of Administration and Interior, the Ministry of Labour, Social Solidarity and Family, the Ministry of Foreign Affairs and the Ministry of Education and Research. The main migratory policies in Romania are implemented through many agencies within or independent of the above mentioned ministries[3].

5. MIGRATION FROM ROMANIA AND THE MANAGEMENT OF THE IMMIGRANT LABOUR FORCE

The reaction of the states and of the international community to manage the migration was sporadic and dominated by ad hoc considerations. But the migration problem requires more and more an efficient management, in the benefit of all those who are involved. In contrast with other flows types (of goods, financial etc), the persons migrations is based on the individual decisions that often do not correspond to the collective strategies and can not be controlled. For this reason, nowadays states try to integrate the problems of the person flows in the total construction of sustain economic development and of social progress. In addition, the *migration is now a multinational process that can not be anymore managed (only) unilaterally or bilaterally*. Anyway, the migration remains an eminently political problem.

For the next years will be two types of restrictions on the EU states' labour market:

1. From the state, of the institutions of regulating/managing the labour market;
 - the limitation/postponing of the migrant workers access to the national social protection systems (United Kingdom, Ireland);

- restricting employment in some jobs that can be requested also by the native citizens (Netherlands);
- fulfilling certain conditions as respecting the in force collective labour contracts stipulations, the existence of demand for the respective labour types, the workers to have the accommodation assured etc (Sweden);
- the restrictive stipulations' application during a transition period of 2-7 years (Denmark, Belgium, Finland, Germany, Austria) etc.

2. From the workers who are already present on the labour market and/or from the EU citizens.

An EC study (March 2004) emphasises the fact that 40% of the European citizens who answered [10] consider that it is no "need of immigrants to cover the labour force deficits in some domains of the economy", the most reticent being the ones from Greece, Germany and Belgium. In addition, 14% of them are against promoting the equality of chances on the labour market.

The destination countries considered as the principal target are from the west and the south of EU –Spain, Portugal, France, Italy and Greece. Spain, Italy and Germany remains, by tradition, a preferred destination for the Romanian workers, but the flows have a relatively stationary tendency. The migrants choose regions where their presence is accepted more easily on the labour market and where previous experiences proved to be successful for them or for their acquaintances.

The EU expansion will lead, at least in the first years after 2007, to an increase in the active population that will look for a job in the developed countries; the migration will also have the form of some legal but uncontrolled movements.

6. SOME CONCLUSIONS

Being confronted with the qualification deficit, the population decline and its ageing, the European countries change their orientation regarding the labour force migration, by cautiously promoting some measures of accepting foreign workers.

The current concerns of the EU member states are oriented especially towards the efficient labour market management. The supplementary problems appear when labour migration is associated with the (temporary) migration of workers' families, a phenomenon that is noticed especially in case of some longer periods of working abroad.

On the other hand, the main reasons of the workers' migration continue to be those identified during the last years: employment with more favourable financial prospects and the improvement of the living conditions.

In Romania, labour resources are and will remain important in comparison with those of other new UE members. The population decreasing and the labour resources will affect also the migration dimensions. The migration as a phenomenon will not disappear but will have new characteristics. The flows' intensity will depend on the national economy capacity to retain and render valuable the population working potential.

Romania will be part of a depopulated and ageing Europe and, in its turn will confront with an accentuated demographical decline. The population reduction and the accentuated ageing of it will entail an increase of the median age with at least 8 years until 2025 and with another 4-6 years until 2050. The consequences will be strongly felt on the labour market both directly by changes of age groups structure in favour of the older ones and indirectly by increasing the economic dependence rate of the old people.

Also, as EU member country, Romania will give rise to demographical flows from the underdeveloped countries to Romania, which in the course of time will become an important source for covering the labour force deficit.

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