



ORIGINAL PAPER

External Mobility for Work in Romania

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Abstract:

The paper shows that migration and labor mobility in Romania are certainly complex phenomena with multiple positive and negative effects, with direct consequences on the quality of life but also on the local and regional economy. The movement of Romanian workers abroad, especially in the Member States of the European Union is a broad phenomenon that must be analyzed and explained from multiple points of view, and in this sense the analysis of the statistical situation comes to complete and highlight where, when, the dynamics and type of labor force migration from Romania. Migration is not an easy problem to solve, it is in fact a phenomenon that must be managed, not a phenomenon that must be stopped, because as long as there are differences between states, migration will be a chance for success for individuals.

Keywords: *migration; mobility; international migration; remittances; Romania.*

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Introduction

Labour migration can be defined as a spatial phenomenon because it involves changing the place of residence of an individual, over a varied and determined period of time. Migration is a factor of change both for the individual and for the country of origin and destination, because it causes chain effects on all actors involved in the act of migration. These effects are caused by the migration process that takes place under the influence of factors of attraction and rejection that materialize in economic, social, political and cultural factors, specific to each country of origin and destination. Each migration decision is based on a factor of attraction or push that leads to the decision to migrate, for various reasons but with effects that influence an important number of economic and social actors, which determine multiple changes in the global development of the economy, influencing the evolution of the states of the world through the action of their citizens but also through the actions provoked by migrants.

In the new context of integration and globalization processes, as well as in recent developments in international relations, migration has become a major issue, especially due to the economic, social and cultural impact it has on countries of origin, but also of destination. Migration has become a key word for decision makers in any country, its consequences being innumerable (economic, demographic, social and psychological). In the literature, the concept has undergone multiple updates at the level of definitions, and the migration process has undergone important changes, both in terms of flows and stocks (Pîrvu, et al, 2011:24). Migration is a term that has aroused the interest of many authors, some of whom have noted that “migration is an essential component of development processes. The various forms of this phenomenon are correlated with changes in economic, societal structure and quality of life (Ionescu, et al, 2020:2). Under certain conditions and under certain aspects, migration appears as a reaction to these changes; in turn, this reaction can have effects in the fields of economic life, quality of life and social structure” (Sandu, 1984:9). “Migration is a an increasingly important component of contemporary society, a factor in the global stimulation of markets, a tool for regulating imbalances in regional / local labour markets.” (Pîrvu, 2013:7) “Labour migration in association or not with territorial mobility is currently the most dynamic form of potentially active population movement.” (Docquier, Lohest & Marfouk, 2005)

A universally accepted definition of the term “migrant” does not exist internationally. Migrant is a word that can be used in all cases where the decision to migrate was made freely by the person concerned, without being constrained by the intervention of an external factor only for reasons related to “self-interest”. It appears that the definition applies to those individuals and their relatives who move to another region or country to improve their standard of living, material conditions, and future prospects for themselves and their family members. And “decisions to migrate or return permanently to the country of origin are not made at the individual level, they are made at the group or family level, although the reasons for these members may be diverse, sometimes conflicting.” (Pîrvu & Axinte, 2012: 193)

Migration analysis has become a topic of utmost importance with the awareness that effective migration management can play an important role in economic development, poverty reduction and the alleviation of local and regional demographic imbalances. More and more international development agencies and governments are considering the potential of migration and remittances to stimulate development in developing countries. In the analyses carried out on the main economic effects of

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international migration in a globalized era, both the positive and negative elements for the countries receiving migrants were highlighted, and they differ significantly from one country to another, depending on the measures and specific policies adopted to coordinate this extremely complex process.

From a historical perspective, the phenomenon of population migration is as old as the existence of society itself, and its magnitude and frequency are as impressive as the motivations that people have to migrate.

Today, population migration can be seen as one of the most important social phenomena, which has led people to consider it natural, part of their daily lives, because all aspects of social life are directly or indirectly influenced by migration, which makes its mark both in the country of origin and in the country of destination (Pîrvu, 2011).

The phenomenon of migration contributes to the geographical location of the available labour force, it also contributes to the process of rapprochement between countries, regions, localities, and contributes to reducing the differences between rural and urban areas as well as the intellectual transfer between states. In other words, it is noted that a complex phenomenon such as migration can be considered as a factor of development, and its study requires extensive and thorough research, conducted over a significant period of time and a considerable number of people.

Regardless of the country or region we are referring to, we currently identify a multitude of favorable, unfavorable or neutral factors that generate labor migration and all the economic, political, social effects it favors (Avram et al, 2007).

In general, the factors that determine migration are related to the place of residence of the workforce, respectively where the migration begins, also known as the origin but also the place of a new workforce, or the place where the migration ends either completely or temporarily also known as destination.

Both origin and destination are characterized by factors that support (allow), reject (discourage) or are neutral (neither support nor oppose) migration. In terms of the favorable attributes of a location, they are the main factors of attraction, which attract a person. Unfavorable attributes that operate in a location are actually the factors that force or force a person to move away. Both attraction and rejection factors can be applied simultaneously to the place of origin, but also to the place of destination.

But labor mobility is a process of population movement strongly influenced by the geographical location of the countries involved in this process, and "Romania as a country located at the confluence of roads linking East to West continent and South Asia to North and Western Europe, is included on the "Balkan route" of migration "(Stoicovici, 2012:438).

Thus, the geographical position that Romania have "can affect vital areas of society, including the security of the state and its citizens"(Stoicovici, 2012:438), if we look at this situation from the point of view of illegal migration, but if we consider the legal migration of labor force, the geographical location of Romania offers a net benefit to citizens who want to migrate to a country located relatively close and which offers them better living and working conditions than in their own country. But migration is a complex process that involves a multitude of factors of different nature that can positively or negatively influence this process, the geographical location being an important one but equally significant are politics, economics and sociology.

Over time, the migration process in Romania has known several types of emigration: political, family, tourism, cultural, economic. The most important migration process began to take place after 1989, when the revolution took place, which led to a

long series of changes in political, economic and social terms, characterized at the national structure by: the decline of industry, the decline economic information, private sector reconstruction, rising unemployment, low labor market demand, declining agriculture, the relationship between declining opportunities in the urban environment and declining agricultural productivity but also through global changes such as: increasing mobility, directing national policies to join international bodies, increasing the possibilities of informing individuals (Pîrvu, 2013:65).

The migration process in Romania took place as in any other part of the world, with periods of ascent and decline, caused by political, social or economic conditions. Every year there was an emigration process between 10,000 and 15,000 people and an immigration process in the proportion of several thousand, and the favorite destinations of the romanian were Italy, Spain, Germany, USA and Canada (Roman & Voicu, 2010:55).

Romania's political and economic transition after the 1989 revolution strongly influenced the demographic situation, so that "between 1990 and 1991, Romania experienced a high emigration, which counterbalanced the natural growth and so extremely weak" (Ghețău, 2007). Since 1992 the birth rate decreases and the mortality rate is relaunched and thus a natural decrease of the population is imminent, but also other factors such as: unemployment, massive external migration, behavioral changes of the population and especially young people, homelessness, social instability, all these contributed to the decrease of the population.

Statistical Analysis of the Phenomenon of Labor Mobility and Migration in Romania

In order to analyze the situation of the migration phenomenon, table 1 presents the evolution of migration at the level of the European Union, for the time period 2015-2019. We thus identify the fact that, at EU level, there was a total decrease in 2019 compared to 2015, with significant fluctuations from one year to another in certain host countries.

On the other hand, there are countries for which workers' demands have grown steadily from year to year, such as the Czech Republic, Ireland, Spain, Italy, Malta, the Netherlands and Finland. This increase is closely correlated with the level of demand from these countries for mainly skilled workers in certain fields of activity but also for sectors that do not require qualifications.

On the other hand, as can be highlighted in the table below, Romania is one of the countries unattractive for workers from other countries, an aspect that is justified by the economic, social and political situation far inferior to other European countries.

Table 1. Net migration in the European Union, 2015-2019 (persons)

Country	2015	2016	2017	2018	2019
Belgium	62,110	26,811	36,838	49,304	87,024
Bulgria	-4,247	-9,329	-5,989	-3,666	-2,012
Czech Republic	15,977	20,064	28,273	38,629	44,270
Denmark	41,886	32,728	24,285	18,647	9,473
Germany	1,165,772	464,730	418,069	394,213	308,905
Estonia	2,410	1,030	5,257	7,071	5,458
Ireland	13,250	24,923	14,502	43,835	30,937

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Greece	-44,934	10,335	8,920	17,290	26,410
Spain	-7,490	87,422	161,195	332,939	450,067
France	-25,626	-18,895	-54,510	-55,510	-55,510
Croatia	-17,945	-22,451	-31,799	-13,486	-2,422
Italy	31,730	65,717	85,438	68,959	99,355
Cyprus	-2,000	2,499	6,201	8,102	8,501
Latvia	-10,640	-12,229	-7,808	-4,905	-3,360
Lithuania	-22,403	-30,171	-27,557	-3,292	10,794
Luxembourg	11,159	9,446	9,427	9,933	10,267
Hungary	14,354	-1,187	18,041	32,165	33,562
Malta	9,841	8,748	14,656	17,102	20,343
Netherlands	55,018	78,864	79,955	85,917	108,178
Austria	114,237	65,388	45,039	34,948	40,723
Poland	-12,792	11,507	4,593	22,147	20,081
Portugal	-10,453	-8,310	5,058	11,621	44,506
Romania	-49,615	-64,005	-54,067	-55,006	-22,844
Slovenia	507	1,051	1,253	14,928	16,213
Slovakia	3,127	3,885	3,722	3,955	3,632
Finland	12,575	17,098	13,234	11,739	15,709
Sweden	79,699	117,693	101,645	86,296	71,647
Total EU 27	1,425,507	883,362	903,871	1,173,875	1,379,907

Source: Eurostat, 2020

For Romania, at the level of development regions, we identify a situation that is not at all favorable in terms of permanent emigration. More precisely, as the statistical records show, in the analyzed period, respectively 2015-2019, the number of people who emigrated permanently was constantly increasing, which can be alarming for the future evolution of the national economy, both from the perspective of economic contribution and in terms of social and demographic effects.

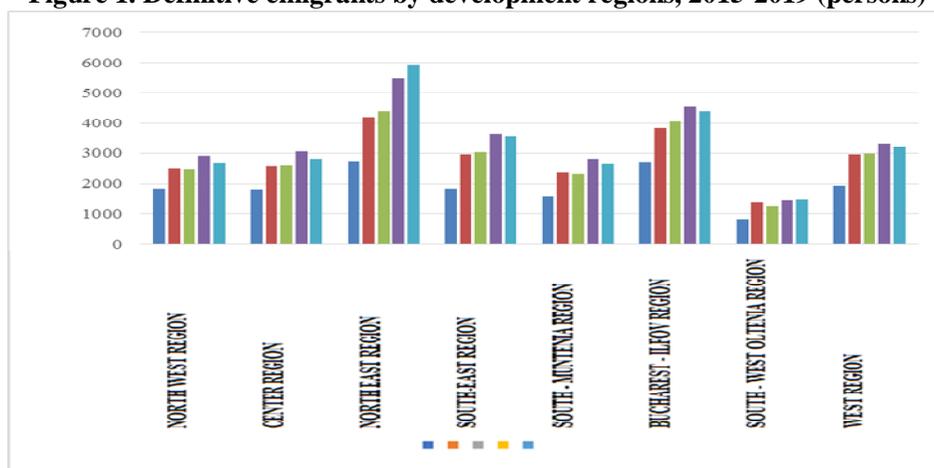
By development regions, the North-East region registered the highest growth, followed by the Bucharest - Ilfov region and the South-East region.

Table 2. Definitive emigrants by development regions, 2015-2019 (persons)

Development regions	2015	2016	2017	2018	2019
NORTH-WEST	1831	2523	2482	2896	2695
CENTER	1794	2590	2602	3043	2810
NORTH-EAST	2729	4197	4408	5486	5945
SOUTH-EAST	1823	2946	3034	3639	3564
SOUTH -MUNTE	1590	2393	2351	2816	2664
BUCUREȘTI - ILFOV	2705	3848	4059	4549	4411
SOUTH-WEST OLTENIA	833	1363	1234	1470	1497
WEST	1930	2947	2986	3330	3189
TOTAL	15235	22807	23156	27229	26775

Source: National Institute of Statistics, 2020

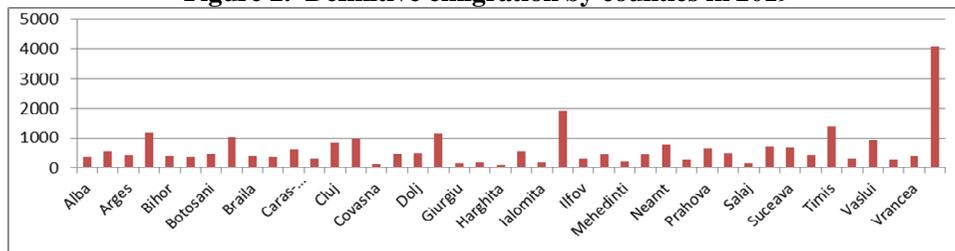
Figure 1. Definitive emigrants by development regions, 2015-2019 (persons)



Source: National Institute of Statistics, 2020

According to the statistical data highlighted in figure 2, the most significant number of emigrants in 2019 was registered in Bucharest (2092 persons), followed by Iași county (1925 persons) and Timiș county (1427 persons). At the opposite pole are the counties of Harghita (105 people), Covasna (120 people) and Sălaj (153 people) with the lowest number of permanent emigrations.

Figure 2. Definitive emigration by counties in 2019



Source: National Institute of Statistics, Tempo Online

For a detailed highlight of the phenomenon of permanent migration registered in our country, the main destination countries for which Romanians opted in the period 2015-2019 are presented below. As can be seen from the table below, the main countries attractive for Romanian residents in terms of permanent emigration were: Spain, Italy, Germany, Austria, countries with a high level of quality of life, the level of development of the economy and social facilities for emigrants and not only.

Table 3. Definitive emigrants by country of destination, 2015-2019 (persons)

Țara destinație	de	2015	2016	2017	2018	2019
Australia		116	111	114	128	176
Austria		804	1347	1531	1746	2004
Canada		1184	1086	1048	1126	1163

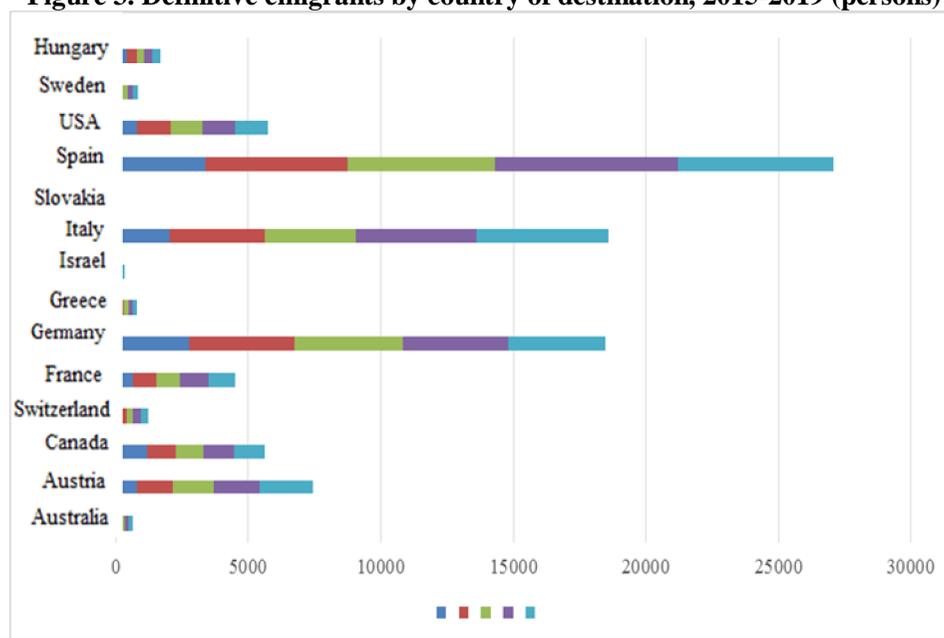
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Switzerland	165	234	260	290	287
France	628	886	890	1075	1030
Germany	2780	3959	4088	3961	3671
Greece	129	169	177	184	134
Israel	43	75	66	61	81
Italy	2033	3575	3449	4553	4966
Slovakia	5	16	14	17	20
Spain	3375	5361	5547	6910	5891
USA	802	1281	1165	1243	1227
Sweden	104	167	181	173	216
Hungary	420	390	271	304	296
Other countries	2647	4150	4355	5458	5613
TOTAL	15235	22807	23156	27229	26775

Source: National Institute of Statistics, 2020

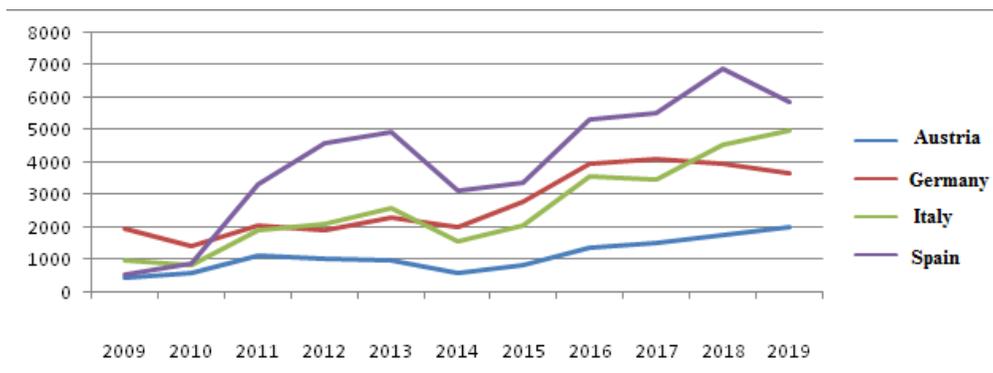
Migration from Romania became a worrying phenomenon after the fall of the communist regime. Most Romanians who migrated after 1990, were not intellectuals, but people with secondary education. However, these individuals were intuitive or intelligent enough to understand that the main right they won in December 1989, which makes a big difference between the old regime, is the right to free movement in the world (Avram, 2012). Romanians have always moved to countries with a higher standard of living than the country of origin, but they also focused on accommodation in the host country and went to states where other Romanians were, thus reuniting their family and they rebuilt the groups of friends.

Figure 3. Definitive emigrants by country of destination, 2015-2019 (persons)



Source: National Institute of Statistics, 2020

Figure 4. Evolution of the number of people who emigrated permanently from Romania in the period 2009 - 2019 in Austria, Germany, Italy and Spain

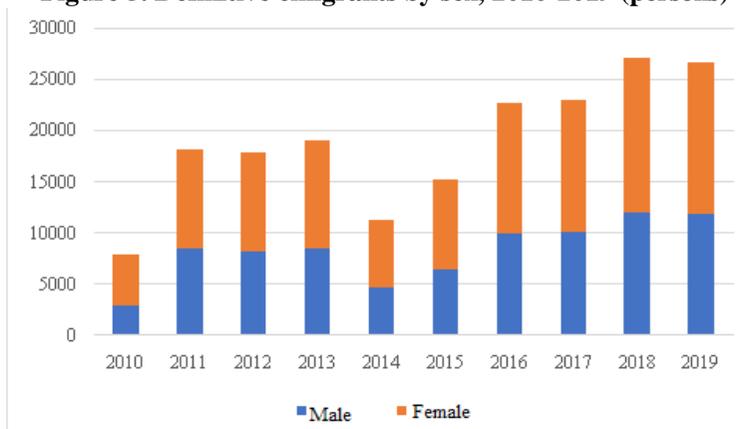


Source: National Institute of Statistics, Temp Online

In the situation of permanent emigrations, a substantial increase is indicated during the 10 years analyzed, an important factor in increasing this flow being Romania's accession in 2007 to the European Union, which caused a mass emigration in the following years. For example, in 2019, the number of people who emigrated permanently was 16,532 people, compared to 2009 when their number was 3890 people. According to Iftimoaei and Baciu (2018:176) the rate of permanent immigration has increased massively due to "the acquisitions of Romanian citizenship by people from the Republic of Moldova, especially after the legislative changes in 2014 (application of the EU Regulation no. 259/2014 on the liberalization of the visa regime for the citizens of the Republic of Moldova)"

From the point of view of the sex of people who have emigrated permanently to other countries, we notice a strong dynamic especially in the category of females, especially in 2018 and 2019. Figure 3 captures this issue separately for each year analyzed and each category of people in terms of sex.

Figure 5. Definitive emigrants by sex, 2010-2019 (persons)

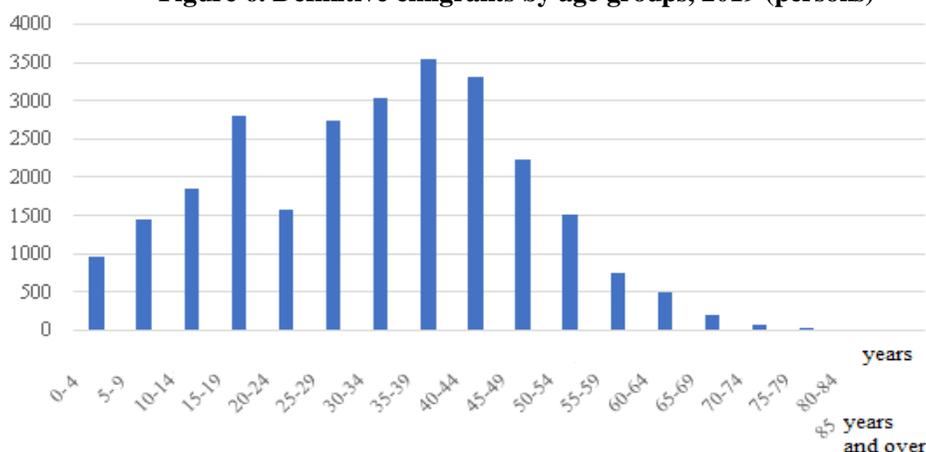


Source: National Institute of Statistics, 2020

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In order to capture the phenomenon of emigration of Romanians to other countries, it is also interesting its evolution in terms of age and which directly reflects the fact that the active population, young, is the largest share of the total emigrant population. This aspect is certainly worrying for the Romanian economy, especially from the perspective of the economic, social and demographic future in the medium and long term. The population aged 35-39 dominates the share of permanent emigration.

Figure 6. Definitive emigrants by age groups, 2019 (persons)



Source: National Institute of Statistics, 2020

The effects of age also influence the psychological costs of "family separation". Indeed, Zaiceva and Zimmermann (2008:8) analyzed the migration of workers to Europe and showed that people married with children are expected to have a lower desire to migrate due to the higher mental costs of separation from the family their. Moreover, Reagan and Olsen (2000) find lower acculturation costs for those who arrived in the destination country at a younger age (Schmidt, 1994; Constant & Massey, 2002).

There are also psychological costs that are not due to acculturation or "loss" of the family, but to the stress of adjusting to a new job and finding a job. The success of finding a job and air conditioning in a new country proved to be influenced by one's own fears and ex-ante beliefs. Schwarzer and Hahn (1995) show that these beliefs evolve over time. They emphasize that moving a young person to a new country lowers the subjective fears of migration. In other words, the psychological costs are lower for young people.

Equally important for the economic, social and demographic implications is the issue of temporary emigration. With a relatively more limited effect than permanent emigration, temporary emigration is accentuated among the active population, especially in less developed countries, as is the case in Romania.

Therefore, in Romania, temporary emigrations, by development regions, show an accentuated dynamics in the analyzed period, respectively 2014-2018, with clear differentiations between regions, the North-East region having the highest dynamics, followed by the South-Muntenia region and Northwest. As in the case of permanent emigration, temporary emigrants come mainly from the less developed regions of

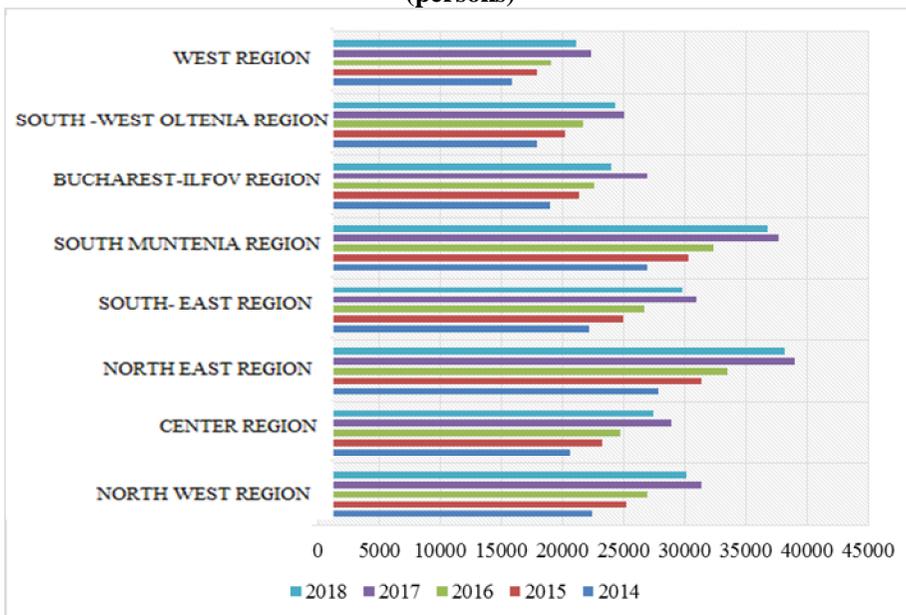
Romania, thus justifying the migration to developed countries from an economic and social point of view.

Table 4. Temporary emigrants by development regions, 2014-2018 (persons)

Regiuni de dezvoltare	2014	2015	2016	2017	2018
NORTH - WEST	22427	25261	26970	31400	30142
CENTER	20625	23231	24721	28891	27438
NORTH-EAST	27880	31403	33508	39002	38170
SOUTH-EAST	22153	24952	26658	30932	29787
SOUTH-MUNTENIA	26920	30323	32339	37673	36740
BUCUREȘTI - ILFOV	18989	21390	22625	26925	23970
SOUTH-WEST OLTENIA	17963	20233	21660	25057	24304
WEST	15914	17925	19097	22313	21110
TOTAL	172871	194718	207578	242193	231661

Source: National Institute of Statistics, 2020

Figure 7. Temporary emigrants by development regions, 2014-2018 (persons)

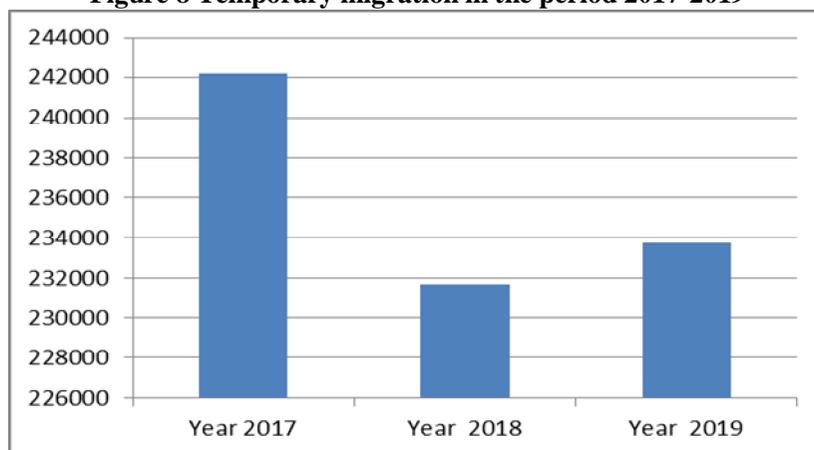


Source: National Institute of Statistics, 2020

And from the point of view of the sex of the persons who emigrated, there are no significant differences, the structure of the persons who emigrated temporarily in the analyzed period 2014-2018 from the point of view of sex being highlighted in the figure below.

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Figure 8 Temporary migration in the period 2017-2019

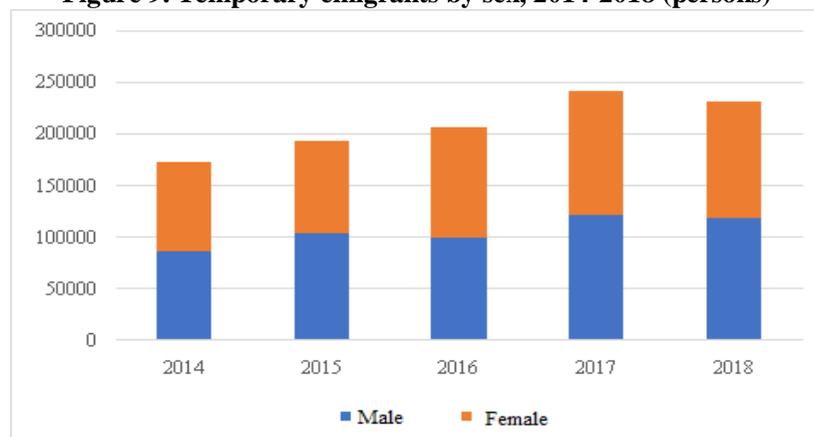


Source: National Institute of Statistics, Temp Online

According to the statistical data provided by the National Institute of Statistics, the number of Romanian citizens who migrated abroad for a certain period in 2017, 2018 and 2019, was: in 2017 most Romanians migrated, namely 242193, followed by a decrease in the number of temporary migrants in 2018, year in which 231661 Romanians migrated, followed by an increase in the number by 2075 people compared to the previous year.

Migration is a complex phenomenon that can have both positive and negative effects, and "temporary migration can contribute to improving the skills of the emigrant following the experience gained through work abroad" (Roman & Voicu, 2010:60).

Figure 9. Temporary emigrants by sex, 2014-2018 (persons)

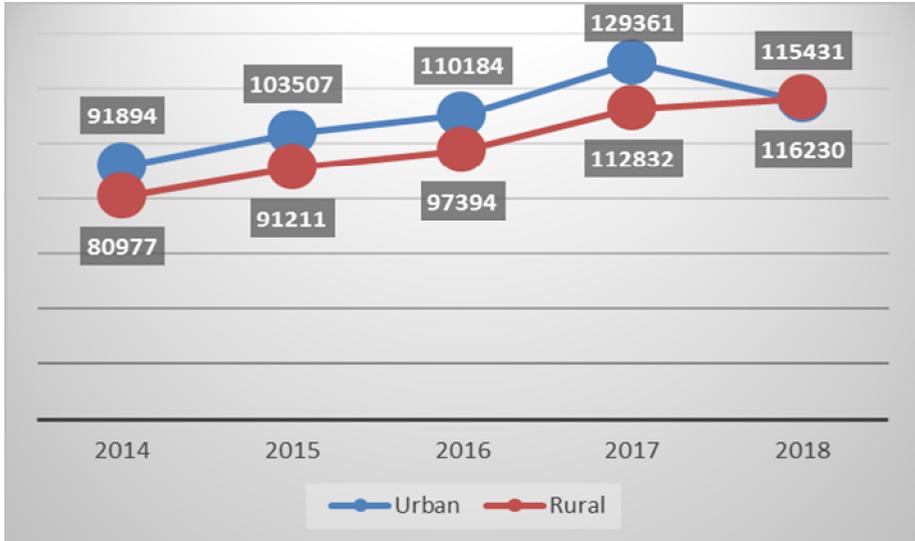


Source: National Institute of Statistics, 2020

An important aspect that must be mentioned from the point of view of the emigration phenomenon at the level of Romania is also the one referring to the residence environment of the people who preferred to work outside the country's borders. Thus, as Figure 10 shows, most emigrants have as their place of residence the following

environment with a relatively constant evolution in dynamics, except for the year 2018 in which there is a decrease.

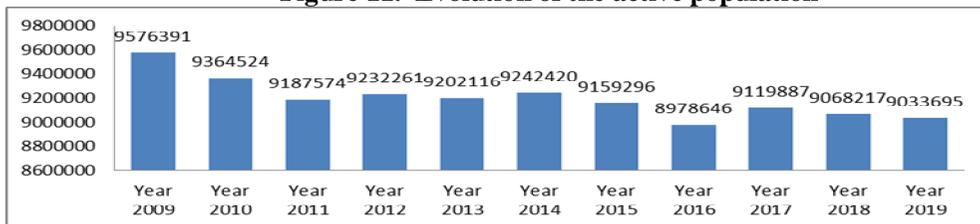
Figure 10. Temporary emigrants by area of residence, 2014-2018 (persons)



Source: National Institute of Statistics, 2020

Other empirical studies suggest that the level and quality of local facilities provided is a key factor shaping migration plans. In addition to considerations on wages and employment, the intention to move to a new country is influenced by individual assessments of national facilities and subjective considerations about differences in public services, security and quality of governance and institutions between states of origin and destination (Dustmann & Okatenko, 2014).

Figure 11. Evolution of the active population



Source: National Institute of Statistics, Temp Online

For Romania, regarding the evolution of the active population, we identify a not at all favorable situation. More precisely, as the statistical records show, in the analyzed period, respectively 2009-2019, the number of active population decreased constantly, which can be alarming for the future evolution of the national economy, both from the perspective of economic contribution and in terms of effects social and demographic. Thus, as it appears from figure 11, the year 2009 registered the highest number of the active population, at the opposite pole being the year 2016 when the lowest number of the active population was registered.

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The evolution of the active population is strongly influenced by birth rate, mortality and migration. The phenomenon of labor migration plays a fundamental role in the structure of the population, as well as in the active population which is strongly influenced by the number of emigrations that take place from a country of origin to a country of destination.

Conclusion

Migration and labor mobility of the active population in Romania is certainly a complex phenomenon with multiple positive and negative effects with direct consequences on the quality of life but also on the local and regional economy. The movement of Romanian workers abroad, especially in the Member States of the European Union is a broad phenomenon that must be analyzed and explained from multiple points of view, and in this sense the analysis of the statistical situation comes to complete and highlight where, when, the dynamics and type of labor force migration from Romania.

Certainly, as we will highlight below, the mobility and migration of the active population has evolved over time in an evolution and oscillation from one period to another, from one year to another depending on a number of causes and factors that on the one hand they influenced the dynamics (increase or decline) and on the other hand they influenced the choice of the destination country.

In conclusion, as the statistical records show, Romania is one of the countries where the phenomenon of emigration is accentuated, both in terms of permanent emigration and temporary emigration. Among the main justifications for the observed growth of this phenomenon, are mainly the low income level obtained in Romania compared to other developed countries, quality of life, social benefits, especially for families with children, etc. Migration must be approached as a process to be managed, not as a problem to be solved, the central objective being to maximize the positive effects and limit the negative ones of this global phenomenon. Migration can make an important contribution to the cultural exchange, the progress of society and the economic development of the destination country, just as it can benefit the state of origin and immigrants. All these flows and ebbs of migrating individuals cause multiple effects on the entire globe that are best identified over a long period of time, when cultural changes, depopulation are visible.

Acknowledgment:

This work was supported by the grant POCU380/6/13/123990, co-financed by the European Social Fund within the Sectorial Operational Program Human Capital 2014 – 2020.

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Article Info

Received: March 02 2021

Accepted: March 20 2021
