

## Qualitative Research on the Social, Economic and Demographic Implications of Labor Mobility

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### Abstract:

The study aims to investigate the economic, social and demographic implications of labor mobility in the process of Romania's integration into the European Union, a particularly important aspect in the unitary and balanced development of all Member States. We wanted to achieve a well-defined profile of the Romanian migrant, and thus we conducted a survey on a representative sample that offered us a series of elements that contributed to the overall image of the Romanian workforce as well as to the medium and long-term effects with serious consequences for the performance of our country from an economic and social point of view. Below, the results of the undertaken research are presented, results that lie at the basis of making some proposals or recommendations that can be implemented and developed by all the factors involved in the specific issues of the labor market and mobility existing on it, both regionally and internationally. In order to obtain a broader perspective on the social, economic and demographic implications of labor mobility, we used a qualitative analysis, conducted through a questionnaire that was distributed online.

**Keywords:** migrant; migration policies; migrant structures; demography; standard of living.

**JEL Classification:** M51; M57.

### Introduction

In order to organize and systematize the recent and ongoing changes in the field of labor migration, it is important to analyze them on a multilevel framework, taking into account the macro-policies, mezzo-policies (the role of organizations) and micro-policies (mobility of people). We argue that this multilevel perspective is the right approach to capture, in a comprehensive way, the changes of the European labor migration. Regarding the political choices made by different countries, the studies analyzed the economic factors to explain the national preferences of labor migration policy. They conceptualized the incorporation of labor migration regulation into distinct national production systems and analyzed the effects of these systems on the development of such policies (Menz and Caviedes 2010).

Other researches have focused on national policies and have launched approaches that analyze the importance of states as actors of the political changes, have analyzed the factors that encourage or restrict the state approaches (Hall 1993). Ruhs (2013) analyzes the way in which the activities of states are determined by factors such as the structural limits for migration control, the liberal norms and the projection of the welfare system. Other authors have argued that, in order to understand the regulation of labor migration in a given national context, it is necessary to analyze the impact of the related policies, such as family migration, refugee migration, or labor market policies (Pastore 2014).

At the same time, the national policies are of course interconnected with those at the European level. Especially in recent years, Europeanization, *i.e.* "the impact of EU policy measures on the existing policies, processes and political and administrative structures of the Member States" (Héritier 2005) has led to important changes in the European labor migration.

While migration is a policy area in which the nation states are reluctant to give up control (Ette and Faist 2007, Bendel *et al.* 2011), a strengthened European immigration regime has developed in the recent years. Although it focuses more on illegal migration and refugees than on labor migration, the national labor regimes have been influenced by the European level, in particular, through the implementation of the so-called Blue Card Directive. Although differences in its implementation have led to varying degrees of change in the national context

(Kosc 2013), the rules regarding migration for highly skilled migrants from third countries, have been harmonized to some extent (Laubenthal 2014, Kosc 2013).

The macro-level researches have examined the role of the interest groups and of the other organizations in the labor migration policy. Such a focus resonates with some general theories about change, which emphasize the importance of actors pushing a policy change issue. In addressing the multiple flows, Kingdon (1984) sees policy entrepreneurs as a critical factor in introducing new policies. Hall (1993), in his debate on the role of states in the change of policy, discusses whether the bureaucracy or the policy makers have a greater impact on the changes of policy.

The approaches of political economy on the labor migration presented above, theorize the crucial role of actors and consider that the interest groups are important lobbyists. In addition, the research of employers as actors in the field of labor migration has shown that, both through their employment policies and by offering measures to integrate foreign workers, these actors also form labor migration strategies (Wiginton 2014, Rodriguez 2004).

In general, topics such as migrant organizations or civil society organizations active in the field of migration, the role of organizations in labor migration have been less analyzed in research. However, new empirical research in the field of labor migration supports a high interest of organizations. Thus, in several European countries, the introduction of new labor migration policies has been accompanied by the reforms of the existing organizations and the emergence of new types of actors in the field of labor migration. Germany is a case where reforms of the foreigners have taken place, new special departments for highly qualified immigrants have been set up and new administrative processes have been introduced to simplify the admission of migrants (Siegert and Buscher 2013, Bauder *et al.* 2014)

Finally, some research, although mainly quantitative-descriptive and policy-oriented, have examined new forms of individual mobility and migration patterns that emerged in the context of the economic crisis that began in 2008 and led to the reduction of the migration flows and to the re-establishment / establishment of more restrictive policies regarding labor migration (Tilly 2011, Pastore 2010). Thus, a restriction of migration policies could be observed in both traditional and “new” countries, such as the United Kingdom, the USA, Italy and Spain (Green and Winters 2010).

In Mediterranean countries, the economic crisis has temporarily stopped migration and encouraged the significant levels of the return migration (García Ballesteros and Jiménez Blasco 2013, Larramona 2013). At the same time, migration from Mediterranean countries to European labor markets less affected by the crisis, has increased significantly (Gathmann *et al.* 2014). Especially in Spain, the crisis has led to considerable exits, turning Spain again into a sending country (García Ballesteros and Jiménez Blasco 2013), and the young graduates of Southern Europe have decided to work in Central Europe. (Gathmann *et al.* 2014).

## 1. Research Methodology

The study aims to investigate the economic, social and demographic implications of labor mobility in the process of Romania's integration into the European Union, a particularly important aspect in the unitary and balanced development of all Member States. We wanted to achieve a well-defined profile of the Romanian migrant, and thus we conducted a survey on a representative sample that offered us a series of elements that contributed to the overall image of the Romanian workforce as well as to the medium and long-term effects with serious consequences for the performance of our country from an economic and social point of view.

Below, the results of the undertaken research are presented, results that lie at the basis of making some proposals / recommendations that can be implemented and developed by all the factors involved in the specific issues of the labor market and mobility existing on it, both regionally and internationally. In order to obtain a broader perspective on the social, economic and demographic implications of labor mobility, we used a qualitative analysis, conducted through a questionnaire that was distributed online.

The research was preceded by a pre-survey on a sample of 30 people to collect data, in order to test and improve the questionnaire, depending on the assumptions and dependent established variables. The survey itself was conducted on a sample of 157 people who gave valid answers, out of a total of 183 completed questionnaires, which represents 85.8% degree of compliance. The subjects are between 18 and 60 years old and belong to different socio-professional categories. The target audience was delimited as people of Romanian nationality, who emigrated or have set out to emigrate in the near future.

Once with the opening of borders, mobility in Romania has dealt with a phenomenon of massive outflow of labor from the country, generating a series of questions among the specialists:

- What are the consequences of this huge exit for the Romanian economy?
- The migration phenomenon brings more bad or more good for Romania?

The answers to these questions can be crucial on long term in Romania's development, because the migration corridors of Romania's active population were mainly Italy and Spain being, in fact, they were among the top ten international migration countries between 2000 and 2010. Romania's accession to the EU in 2007 and the increased integration into the EU labor market in the 2000s strengthened the EU's position as the main destination for migration. Between 2000 and 2010, Romanian migration abroad tripled, from about 1.1 million to about 3.4 million, presenting not only the impact of EU accession, but also the magnitude of the phenomenon, which leads to a situation with multiple social and economic implications. In the same sense, between 2006 and 2007 the number of Romanians residing in Italy and Spain doubled, from about 800 thousand in 2006 to about 1.75 million in 2007 (Eurostat). On the other hand, it is important to emphasize the fact that the magnitude of the increase in number of Romanian migrants has increased the risks of marginalization and exclusion for children with one or both parents working abroad (UNICEF 2008), having negative implications for the labor market.

Thus, starting from the statistics and the realities of the Romanian labor market and to obtain a broader perspective on the social, economic and demographic implications of labor mobility, we used a qualitative analysis, conducted through a questionnaire that was distributed on line. The research was conducted on a sample of 157 people who gave valid answers, out of a total of 183 completed questionnaires, which represents 85.8% degree of compliance. The subjects are between 18 and 60 years old and belong to different socio-professional categories. The target audience was delimited as persons of Romanian nationality, who emigrated or set out to emigrate in the near future.

The research aimed at objectives related to the impact of economic values, pay, the impact of social and legislative values in relation to age, education and other variables that lead to a possible association between the social and the educational situation.

Thus, the main objective of the research was to identify common variables in relation to age and to studies of the analyzed sample. The secondary objective of the research was to identify the qualities with the highest weights that contribute to the achievement of the general framework in relation to the values to be interpreted, and the third objective was to identify values with impact on social, economic and demographic situations. The working tool used was the semi-structured questionnaire based on 26 items, and the survey link was distributed to groups in the Diaspora on Social Media. The questionnaires represent a potential source of prejudice and should be formulated very carefully to ensure the quality of the collected data. From the projection of the survey to questionnaire testing, it is important to avoid errors from the respondents' understanding and interpretation and to avoid influencing or prosecuting the respondents.

The research aimed at the objectives related to the impact of the economic values, pay, the impact of social and legislative values in relation to age, education and other variables that lead to a possible association between the social and the educational situation. Thus, the main objective of the research was to identify the common variables in relation to age and the studies of the analyzed sample. The secondary objective of the research was to identify the qualities with the highest weights that contribute to the achievement of the general framework in relation to the values to be interpreted, and the third objective was to identify values with impact on social, economic and demographic situations.

The working tool that we used was the semi-structured questionnaire based on 26 items, with closed questions (questions 1-7, 9 and 11-26) and open (questions 8 and 10), a questionnaire that was published online<sup>1</sup> and distributed to Diaspora groups on Social Media. The values to be interpreted correlate with each other depending on the variable involved. The selected sample included 30 subjects of both sexes for pre-survey and 157 subjects of both sexes, of different socio-professional categories for the survey itself. The statistical grouping of the data was used before their processing to homogenize the groups, differently from a qualitative point of view, without breaking the lot into too many groups, but also without eliminating the existing qualitative types.

Statistical community (population): 157 respondents in different socio-professional categories, both sexes, ages between: 18 and over 55 years. According to Popa (2010), the following characteristics are defined:

- *Variance/statistical value*: the concrete form of manifestation of the characteristic.
- *Absolute frequency*: the number of units in which the same variant is recorded.
- *Relative frequency (weight)*: the absolute frequency of the total frequencies.
- *Calculation method*:  $f_{rel} = f_i / \sum f_i \times 100$ .
- *Amplitude of variation* =  $X_{max} - X_{min}$ .
- *Range size*: the ratio between the amplitude of the variation to the number of groups.

<sup>1</sup> [www.isondaje.ro/sondaj/710118897/](http://www.isondaje.ro/sondaj/710118897/)

### 3. Investigating the Social, the Economic and the Demographic Implications of Labor Mobility

The qualitative research was conducted between: October 27<sup>th</sup>, 2019 - February 10<sup>th</sup>, 2020, by submitting a self-administered form, with closed and open questions. After centralizing the forms and verifying all the declared information, a number of 157 questionnaires were validated out of a total of 183 completed questionnaires, which were processed using the statistical software IBM SPSS Statistics (George and Mallery 2018).

The protocol of the survey, the collecting of data and the testing through questionnaires are fundamental components of the data production process. Testing provides a means to verify that the questionnaire is valid in itself (form, question formulation, including translation, if it is relevant, the general structure and transitions between questions and / or sets of questions) and validation of the data collection protocol (recruitment and training; training of interpreters where relevant, tasks of contacting the respondents and presenting their survey, tools used for follow-up in the field, etc.). This is an indispensable step that needs to be properly planned and budgeted.

During the preliminary stages of the construction of the questionnaires, it is extremely useful that the members of the research team, test the questionnaire by administering it to each other. During the process of formalizing the questionnaires, the interviewers must also be brought. There are different methods of testing and validation and several tests may be required, depending on the type of change made (deleting or reformulating questions, changing the list of answers, category or question order, etc.). EWXCB VGTF Tests are also an opportunity to develop, clarify or improve training for interviewers, another crucial factor of the quality of the data. The pilot study, a kind of "clothing rehearsal", the last step before launching the large-scale study, is generally carried out on a smaller scale. It serves to complete the protocol and resolve any remaining issues.

While pilot surveys and even at large-scale can be externalized, the various stages of testing are usually handled internally to develop and adjust the overall survey protocol. These preliminary phases take time. In fact, they are the most consuming component of survey preparation. The sample selected for pre-testing in this research includes 30 people, of both sexes and different ages.

The segmentation of the sample selected for pre-testing by age (Table 1) revealed that a significant share of the study participants was at maturity, respectively 33% of respondents were aged 36-45 years, together with the category immediately lower (26-35 years), covering almost two thirds of the total sample.

Table 1. Segmentation of pre-test sample according to age

Age	Frequency	Percentage	Cumulative percentage
18-25 years	2	6.7	6.7
26-35 years	9	30.0	36.7
36-45 years	10	33.3	70.0
46-55 years	6	20.0	90.0
over 55years	3	10.0	100.0
Total	30	100.0	

Source: own calculations, using SPSS

To the question „What level of education did you complete?“, almost half of those surveyed (more precisely 46.7%) answered that they have secondary education. With a percentage of 26.7% (respectively 8 respondents) stated that they have a bachelor's degree, and an equal number of respondents (respectively 4) answered that they graduated 10 classes, respectively master's university studies (Table 2).

Table 2. Segmentation of pre-test sample according to graduated studies

Graduated studies	Frequency	Percentage	Cumulative Percentage
10 <sup>th</sup> grade / vocational school	4	13.3	13.3
Secondary education (high school)	14	46.7	60.0
University studies (bachelor's degree)	8	26.7	86.7
University studies (master / doctorate)	4	13.3	100.0
Total	30	100.0	

Source: own calculation, using SPSS

Regarding the field in which the respondents to the questionnaire carry out their professional activity, from the pre-testing phase there was a concentration of answers in the categories "Constructions" with 7 answers (representing 23.3%) and 6 answers for "Private households and home care" (representing 20%).

The rest of the suggested categories for segmentation received relatively evenly distributed responses, with 2 or 3 respondents for each field, and 5 people (representing 16.7%) declared a different field of activity than those selected for the study (Table 3).

Table 3. Segmentation of pre-test sample according to the field of activity

Field of activity	Frequency	Percentage	Cumulative Percentage
Agriculture	2	6.7	6.7
Other field	5	16.7	23.3
Trade/Logistics/Distribution	2	6.7	30.0
Constructions	7	23.3	53.3
Private households and home care	6	20.0	73.3
Horeca/Food Industry	2	6.7	80.0
Engineering/IT	3	10.0	90.0
Health / Education	3	10.0	100.0
Total	30	100.0	

Source: own calculations, using SPSS

Regarding the seniority of the respondents, a distribution can be observed between a minimum of 1 year of seniority and a maximum of 36 years of seniority (Table 4). Analyzing in detail the obtained results, it can be noticed that 20% of the respondents included in the pre-test sample have an extremely low length of service (1 year), and more than three quarters (more precisely 76.7%) of those surveyed have a maximum of 10 years of work experience, which means that a significant percentage of workers in the first part of their productive life have left the country, or are considering to do so in the near future, which can have a significant economic impact on our the country.

Table 4. Segmentation pre-test sample according to seniority

Seniority	Frequency	Percentage	Cumulative percentage
1	6	20.0	20.0
2	1	3.3	23.3
3	4	13.3	36.7
4	2	6.7	43.3
5	3	10.0	53.3
6	1	3.3	56.7
7	1	3.3	60.0
8	2	6.7	66.7
10	3	10.0	76.7
12	2	6.7	83.3
14	1	3.3	86.7
15	2	6.7	93.3
17	1	3.3	96.7
36	1	3.3	100.0
Total	30	100.0	

Source: own calculations, using SPSS

If we refer to the reason for choosing the transfer abroad, we can observe the obvious concentration of the reasons invoked by the respondents, 80% of them invoking as a reason "standard of living/quality of life" (14 respondents, representing 46.7%) and "better paid job" (10 respondents, representing 33.3%). Other received responses could be grouped into the category "studies" (3 respondents, representing 10%) or "marriage" (2 respondents, representing 6.7%), see Table 5.

Table 5. Segmentation of pre-test sample according to the reason for the transfer abroad

Reason for the transfer abroad	Frequency	Percentage	Cumulative Percentage
Studies	3	10	10.0
Standard of living, quality of life	14	46.7	56.7
Better paid job	10	33.3	90.0



Reason for the transfer abroad	Frequency	Percentage	Cumulative Percentage
Marriage	2	6.7	97.7
Other reasons	1	3.3	100.0
Total	30	100.0	

Source: own calculations, using SPSS

To the question "What level of income do you have or expect to have after the transfer abroad?" it can be seen that a number of 12 respondents (respectively 40% of the sample) answered that they expect to increase their income by 50%, 9 respondents (respectively 30%) to double their income, 5 respondents (representing 16.7%) will have an income 150% higher, and one of the respondents has or expects to have an income 2 times higher than in the country (Table 6).

However, it is worth mentioning that there are also 3 respondents (representing 10%) who have or estimate that they will have a lower income than in the country and still want to go to work abroad, thus proving that the financial motivation is not necessarily the only motivation for a transfer abroad

Table 6. Segmentation of pre-test sample by income level after the transfer abroad

Income level	Frequency	Percentage	Cumulative percentage
100% higher	9	30.0	30.0
150% higher	5	16.7	46.7
200% higher	1	3.3	50.0
50% higher	12	40.0	90.0
Lower than in the country	3	10.0	100.0
Total	30	100.0	

Source: own calculations, using SPSS

#### 4. Interpretation of the Obtained Results

After reviewing and analyzing the answers obtained for the 26 items of the questionnaire used in the pre-survey, we can conclude that the questions and answers are relevant to the proposed research, so the questionnaire will be validated and administered online. As already mentioned, following the qualitative research based on the validated questionnaire, a total of 183 completed questionnaires was obtained, out of which a number of 157 of questionnaires were declared valid (respectively had logical and complete answers to all questions).

In the preamble, it should also be mentioned that the first item in the questionnaire ("What nationality are you?") was used to confirm the respondents' membership in the target group. Consequently, all respondents whose forms were validated answered this question, meaning that they have Romanian nationality.

The distribution of the respondents according to age shows that the most important percentage is represented by the 36-45 age group (respectively 30.6%), followed closely by the 26-35 age group (representing 26.1%) and the 46-55 age group. (representing 22.3%). It is important to emphasize that people aged between 26 and 46 years represent more than half of the respondents (respectively 56.7%), which may indicate the existence of significant direct and indirect effects on the economic and social environment in our country (Table 7).

Table 7. Distribution of respondents according to age

Age	Frequency	Percentage	Cumulative percentage
18-25 years	21	13.4	13.4
26-35 years	41	26.1	39.5
36-45 years	48	30.6	70.1
46-55 years	35	22.3	92.4
Over 55	12	7.6	100.0

Source: own calculations, using SPSS

Regarding the gender of the respondents, a slight imbalance from the normal statistical distribution can be observed, respectively among the 157 respondents, 104 are males (representing 66.2%) and 53 are females (representing 33.8%) (Table 8).

Table 8. Distribution of respondents according to gender

Gender	Frequency	Percentage	Cumulative Percentage
Male	104	66.2	66.2
Female	53	33.8	100.0

Source: own calculations, using SPSS

Analyzing the level of education declared by the respondents, it can be seen a concentration of people who either graduated from high school (74 respondents, representing 47.1%), or graduated from university (58 respondents, representing 36.9%), together the two categories representing 81% of the respondents.

Also, the share of the respondents with master's or doctoral studies (9.6%) exceeds that of respondents with 10th grade or vocational school studies. This is particularly important, given that an increase in the level of education of people who have left, or are willing to leave the country, with significant economic, social and demographic implications can be observed (Table 9).

Table 9. Distribution of respondents according to level of education

Level of education	Frequency	Percentage	Cumulative percentage
10 <sup>th</sup> grade/vocational school	10	6.4	6.4
Secondary (high--school)	74	47.1	53.5
University studies (bachelor's degree)	58	36.9	90.4
University studies (master / doctorate)	15	9.6	100.0
Total	157	100.0	

Source own calculations, using SPSS

Regarding the family status of the respondents, the analysis of the answers obtained reveals a relative balance between the two alternatives, 41.4% of respondents stating that they are married, the remaining 58.6% of respondents indicating that they are not married (Table 10).

Table 10. Distribution of respondents regarding the family status

Family status	Frequency	Percentage	Cumulative percentage
Married	65	41.4	41.4
Single	92	58.6	100.0
Total	157	100.0	

Source: own calculations, using SPSS

An important question regarding the characteristics of the target group is the one regarding the level of the net monthly income that the respondents registered in Romania. Thus, there is a polarization of respondents to the lower half of the measurement scale, respectively 46 respondents declaring a net income of less than 2000 lei (which represents 29.3%) and 60 respondents declare an income between 2001- 2500 lei (which is 38.2%). The two categories represent a total of more than two thirds of the respondents, respectively 67.5%. (Table 11).

Table 11. Distribution of respondents according to the net income

Net income	Frequency	Percentage	Cumulative percentage
2001 lei – 2500 lei	60	38.2	38.2
2501 lei – 3500 lei	40	25.5	63.7
More than 3501 lei	11	7.0	70.7
Less than 2000 lei	46	29.3	100.0
Total	157	100.0	

Source: own calculations, using SPSS

To the question "In what field do you work or do you intend to work?" a concentration of answers can be observed on 8 domains covering 80.3% of the answers provided by the study participants. Thus, the largest number of respondents who indicated a specific field in which they work or intend to work goes to Trade/Logistics/Distribution (25 people, representing 15.9%). Work in private households and home care follow immediately (20 respondents, representing 12.7%) and work in the field of Health or Education (18 respondents, representing 11.5%), see Table 12.

Table 12. Distribution of respondents according to the field in which they work

Work field	Frequency	Percentage	Cumulative percentage
Agriculture	16	10.2	10.2
Other field	31	19.7	29.9
Trade / Logistics / Distribution	25	15.9	45.9
Construction	17	10.8	56.7
Private households and homecare	20	12.7	69.4
Horeca / food industry	16	10.2	79.6
Engineering/IT	14	8.9	88.5
Health / Education	18	11.5	100.0
Total	157	100.0	

Source: own calculations, using SPSS

Analyzing the respondents' seniority, one can observe a wide distribution of the answers offered, ranging from a minimum of seniority (1 year) to a maximum of 36 years of seniority. However, there is a concentration of respondents in the lower part of seniority, respectively 51.6% of respondents have a length of service between 1 and 5 years, the percentage increasing to 77.1% for seniority between 1 and 10 years.

It should also be noted that the highest number of respondents indicated a minimum length of service of 1 year (37 respondents, representing 23.6%) (Table 13).

Table 13. Distribution of respondents according to seniority

Seniority (years)	Frequency	Percentage	Cumulative percentage
1	37	23.6	23.6
2	12	7.6	31.2
3	13	8.3	39.5
4	12	7.6	47.1
5	7	4.5	51.6
6	11	7.0	58.6
7	5	3.2	61.8
8	8	5.1	66.9
9	3	1.9	68.8
10	13	8.3	77.1
11	5	3.2	80.3
12	7	4.5	84.7
13	3	1.9	86.6
14	4	2.5	89.2
15	5	3.2	92.4
16	1	0.6	93.0
17	3	1.9	94.9
18	1	0.6	95.5
20	3	1.9	97.5
25	1	0.6	98.1
30	1	0.6	98.7
32	1	0.6	99.4
36	1	0.6	100.0
Total	157	100.0	

Source: own calculations, using SPSS

In the conducted research, an important aspect was the one regarding the country where the respondents work or intend to work. The first observation refers to the fact that an overwhelming percentage of respondents (95.5%) work or intend to work in European countries and only 4.5% of them work or intend to work in non-European countries.

Of the European countries, Spain (42 respondents, representing 26.8%) and Italy (33 respondents, representing 21.0%) were indicated by almost half of the respondents as countries of destination for labor (more precisely 47.8 %). The next countries in respondents' preferences for work are the Nordic countries (21 respondents, repre-



senting 13.4%), followed by the United Kingdom (17 respondents, representing 10.8%) and Germany (14 respondents, representing 8.9%), see Table 14. A special remark should be made about the answers obtained, namely that Brexit does not seem to have negatively influenced the preferences expressed by the study participants regarding the country of destination to work.

Table 14. Distribution of respondents by the country in which they work or intend to work

Country	Frequency	Percentage	Cumulative percentage
Another European country	23	14.6	14.6
Another country outside Europe	7	4.5	19.1
Germany	14	8.9	28.0
Italy	33	21.0	49.0
Great Britain	17	10.8	59.9
Spain	42	26.8	86.6
Nordic countries	21	13.4	100.0
Total	157	100.0	

Source: own calculations, using SPSS

Regarding the reason for choosing to transfer abroad, we note that a percentage of 1.9% choose to continue their studies over the local education, while the largest percentage (42.7%) also highlights the main reason for which Romanians leave their country, namely the standard of living and the quality of life. Adding to the latter the percentage of 42% of those looking for a better paid job/ we reach an extremely important concentration (84.7%) for only two reasons. It can be stated that the two variables implicitly indicate an existing level of poverty in Romania, along with the lack of well-paid jobs, adequate to the training of the population (Table 15).

Table 15. Distribution of respondents according to the reason for choosing the transfer abroad

Reason to transfer abroad	Frequency	Percentage	Cumulative percentage
Studies	3	1.9	1.9
Standard of living / quality of life	67	42.7	44.6
Better-paid job	66	42.0	86.6
marriage	5	3.2	89.8
Other reasons	16	10.2	100.0
Total	157	100.0	

Source: own calculations, using SPSS

Another relevant question for defining the expectations of people working abroad or intending to do so in the near future, is the level of income after they have transferred abroad. Thus, there is a normal distribution of expectations, respectively 51 respondents (representing 32.5%) registered or expect an increase in income by 50%, 53 respondents (representing 33.8%) registered or expect a double of income, and 38 respondents (representing 24.2%) registered or expect an increase in income by 150% (Table 16).

Table 16. Distribution of respondents according to the income level after the transfer abroad

Income level after the transfer abroad.	Frequency	Percentage	Cumulative percentage
100% higher	53	33.8	33.8
150% higher	38	24.2	58.0
200% higher	5	3.2	61.1
50% higher	51	32.5	93.6
Lower than in the country	10	6.4	100.0
Total	157	100.0	

Source: own calculations, using SPSS

To the question "Do you consider that in the European Union the remuneration (salary) is higher than in Romania, taking into account the volume and working conditions?", an overwhelming percentage of respondents (138 people, representing 87.9%) said yes, considers that wages in European Union countries (and, in extenso, in non-EU countries) are higher than in Romania, taking into account the volume and working conditions (Table 17).

Table 17. Distribution of respondents according to the assessment of the salary level in EU countries compared to Romania

Do you consider the salary in the EU higher than in Romania?	Frequency	Percentage	Cumulative percentage
Yes	138	87.9	87.9
No	7	4.5	92.4
I don't know / I don't answer	12	7.6	100.0
Total	157	100.0	

Source: own calculatuon, using SPSS

Another question to which the study participants were invited to answer was the one regarding the qualification level after the transfer abroad, respectively the expectations of those who intend to leave the country in the near future regarding the qualification level after the transfer abroad. Thus, a number of 100 respondents (63.7%) stated that they kept or estimated that they would keep the same qualification level after the transfer abroad, 13 respondents (8.3%) consider that they have or will had a lower qualification level than in Romania, and the remaining 44 respondents (28.0%) answered that they have or estimate that they will have a higher qualification level after the transfer abroad (Table 18)

Table 18. Distribution of respondents according to the level of qualification after the transfer abroad

Level of qualification after the transfer abroad	Frequency	Percentage	Cumulative Percentage
Equal	100	63.7	63.7
Inferior	13	8.3	72.0
Superior	44	28.0	100.0
Total	157	100.0	

Source: own calculations, using SPSS

## 5. Interpretation of the Obtained Results

During the survey, the respondents were asked about the working conditions they have or expect to find after transferring abroad, compared to working conditions in the country. And in this case, the distribution of the results follows the normal distribution curve, respectively 101 respondents (64.3%) state that they have or expect to find the same working conditions as in Romania. The percentage of respondents who have or expect to find different working conditions than those in Romania is 35.6%, distributed equally among those who have or expect easier working conditions (28 respondents, 17.8%) and those who have or expect more difficult working conditions (28 respondents, 17.8%), see Table 19.

Table 19. Distribution of respondents according to working conditions after the transfer abroad

Working conditions after the transfer abroad	Frequency	Percentage	Cumulative percentage
The same	101	64.3	64.3
More difficult	28	17.8	82.2
Easier	28	17.8	100.0
Total	157	100.0	

Source: own calculations, using SPSS

The next question addressed to the participants in the survey was the one regarding the ensuring respect of the citizens' rights during the stay abroad. Not surprisingly, the percentage of respondents who consider that their civil rights have been respected, entirely or partially, is overwhelmingly majority, respectively 91.7%. There are also a number of 3 respondents (1.9%) who state that their civil rights were not respected at all after the transfer abroad, as well as 10 respondents who do not want (or do not know) to answer this question (Table 20).

Table 20. Distribution of respondents according to respect for civil rights

Respect for civil rights	Frequency	Percentage	Cumulative Percentage
Yes, entirely	104	66.2	66.2
Yes, partially	40	25.5	91.7
I don't know / I don't answer	10	6.4	98.1
No, not at all	3	1.9	100.0
Total	157	100.0	

A similar question was asked to the survey participants, with direct reference of ensuring respect for legal rights regarding the labor law during their stay abroad, respectively to the expectations of the survey participants who set out to work abroad in the near future.

And in this case, not at all unexpectedly, the participants in the study declare in a vast majority (87.9%) that their legal rights regarding labor legislation have been respected or expected to be respected. There is also in this case a number of 3 respondents who state that their legal rights regarding work were not respected, but the percentage is insignificant compared to the total analyzed population (1.9%) (Table 21).

Table 21. Distribution of respondents according to ensuring respect for legal rights regarding labor law

Respect of legal labor right	Frequency	Percentage	Cumulative percentage
Yes, entirely	99	63.1	63.1
Yes, partially	39	24.8	87.9
I don't know /I don't answer	16	10.2	98.1
No, not at all	3	1.9	100.0
Total	157	100.0	

Source: own calculations, using SPSS

Asked whether they had to turn to a legal representative to defend their rights at work as a result of a labor dispute or non-compliance with labor rules, the vast majority of respondents stated that they did not have to do this (140 respondents, representing 89.2%). However, there were also 10 respondents (representing 6.4%) who stated that they had to turn to a legal representative to defend their rights at work, as well as, 7 respondents who did not want to answer or did not know what to answer to this question (Table 22).

Table 22. Distribution according to whether they had to turn to a legal representative to defend their rights at work

Had to turn to a legal representative	Frequency	Percentage	Cumulative percentage
Yes	10	6.4	6.4
No	140	89.2	95.5
I don't know /I don't answer	7	4.5	100.0
Total	157	100.0	

Source: own calculations, using SPSS

To the question "Do you know the bodies/institutions empowered to solve and defend the rights of citizens in the country where you work or intend to work?", unlike the previous three questions, the respondents were not so sharp about the answer. Thus, a number of 79 respondents (representing 50.3%) state that they are aware of the bodies / institutions empowered to resolve and defend the rights of citizens in the country where they work or intend to work. However, there are 78 respondents (representing 49.7%) who do not know the respective institutions or do not know what these institutions are about (Table 23).

Table 23. Distribution according to the degree of knowledge of the institutions empowered to defend their rights

Know the institutions authorized to defend your rights	Frequency	Percentage	Cumulative percentage
Yes	79	50.3	50.3
No	43	27.4	77.7
I don't know /I don't answer	35	22.3	100.0
Total	157	100.0	

Source: own calculations, using SPSS

The next question to which the study participants were invited to answer, followed the same logic, namely the extent to which they encountered difficulties in submitting complaints / grievances to the official institutions in the countries where they work or want to work in the near future. Following the correlations created in connection with questions from the same institutional area, in this case, too, there is an absolute majority concentration, 77.1% of respondents stating that they had no difficulties in filing complaints or grievances with official institutions in the country where work or intend to work in the future (Table 24).

Table 24. Distribution of respondents according to the difficulty of submitting complaints to official institutions

Difficulties in submitting complaints	Frequency	Percentage	Cumulative percentage
Yes	4	2.5	2.5
No	117	74.5	77.1
I don't know / I don't answer	36	22.9	100.0
Total	157	100.0	

Source: own calculations, using SPSS

An important question was asked to identify the percentage in which the study participants felt discriminated or harmed in connection with their performance of work abroad. The answers obtained from 94 respondents indicate in a significant proportion (59.9%) the absence of discrimination in connection with the work performed abroad. However, there are also a significant number of respondents who report being injured or discriminated in connection with the work performed (37 people, representing 23.6%), as well as a number of 26 respondents (16.6%) who do not know what to answer or do not want to do so (Table 25).

Table 25. Distribution according to the existence of the feeling of discrimination in connection with work performed abroad

Did you feel discriminated?	Frequency	Percentage	Cumulative percentage
Yes, sometimes	37	23.6	23.6
I don't know / I don't answer	26	16.6	40.1
No, never	94	59.9	100.0
Total	157	100.0	

Source: own calculations, using SPSS

Regarding the way in which the participants in the study relate to the salary corresponding to the performance of their work in the country where they work or intend to work, we can mention the existence of a favorable current of opinion, respectively 119 respondents (representing 75.8%) state that the level of payment corresponds to the work performed abroad and only a significantly lower percentage of participants (17.2%, respectively 27 respondents) say the opposite, that the level of payment does not correspond to their work performance. Only a small percentage of respondents (7%) did not know what to answer this question (Table 26).

Table 26. Distribution of respondents according to the opinion that the salary corresponds to their work performance

Salary corresponds to their work performance	Frequency	Percentage	Cumulative percentage
Yes	119	75.8	75.8
No	27	17.2	93.0
I don't know / I don't answer	11	7.0	100.0
Total	157	100.0	

Source: own calculations, using SPSS

The next two questions asked through the questionnaire were related to the respondents' relationship with employers. Thus, the first question explores the employer's compliance with the work schedule / norm established by the employment contract. The answers collected to this question, overwhelmingly indicated the employer's compliance with the provisions of the employment contract, given that 80.9% of respondents (127 people) confirmed this. There are also situations in which respondents say they are dissatisfied with the employer's performance (11 people, representing 7%), but this is not a percentage of concern or worry (Table 27).

Table 27. Distribution of according to how the employer complies with work schedule established by employment contract

The employer complies the work schedule	Frequency	Percentage	Cumulative Percentage
Yes	127	80.9	80.9
No	11	7.0	87.9
I don't know / I don't answer	19	12.1	100.0
Total	157	100.0	

Source: own calculations, using SPSS

The second question that explored respondents' relationship with their employers was whether "the employer ensure the monthly payment of compulsory health, health insurance, pension and unemployment contributions". As in the previous question, the respondents state in an overwhelming proportion (84.1%, respectively 132 people) that their employers ensure the monthly payment of mandatory contributions. Obviously, there is also a small number of respondents (9 people, representing 5.7%) who state that employers do not comply to their payment obligations for health, health insurance, pension and unemployment (Table 28).

It should be noted, however, that unlike the compliance with the work schedule established by the employment contract, in the case of the payment of mandatory contributions, the compliance percentages increase slightly, which indicates a more compliant tax behavior of employers.

Table 28. Distribution according to how the employer ensures the monthly payment of mandatory contributions

The employer ensures the monthly payment of mandatory contributions	Frequency	Percentage	Cumulative percentage
Yes	132	84.1	84.1
No	9	5.7	89.8
I don't know/ I don't answer	16	10.2	100.0
Total	157	100.0	

Source: own calculations, using SPSS

When asked whether the transfer abroad was made on their own account or with the help of intermediary agencies, the vast majority of respondents (144 people, representing 91.7%) confirmed that they made the transfer abroad on their own account and only 13 people (representing 8.3%) stated that they used the help of specialized intermediaries (Table 29).

Table 29. Distribution of respondents according to how they made the transfer abroad

Transfer abroad	Frequency	Percentage	Cumulative percentage
On my own	144	91.7	91.7
Through intermediary agencies	13	8.3	100.0

Source: own calculations, using SPSS

Regarding the period for which the study participants intend to stay abroad, it can be observed a manifestation of a dangerous phenomenon, namely the concentration of responses in the area of long-term staying abroad (5-10 years) or permanent residence, the two categories reaching a combined 72.7% of the options expressed (corresponding to the answers of 114 people). From the answers obtained, the phenomenon of seasonal work can also be observed, 17 people (representing 10.8%) stating that they want to work abroad for periods shorter than 1 year (Table 30).

Table 30. Distribution of respondents according to the length of time for which they want to stay abroad

Length of time for which they want to stay abroad	Frequency	Percentage	Cumulative percentage
1-2 years	5	3.2	3.2
2-5 years	21	13.4	16.6
5-10years	42	26.8	43.3
Permanently	72	45.9	89.2
Seasonal (less than 1 year)	17	10.8	100.0
Total	157	100.0	

Source: own calculations, using SPSS

At the end of the questionnaire, the last question asked to the participants in the study, referred to the way in which they appreciate, as a whole, the transfer abroad. The centralization of responses demonstrates the existence of a considerable degree of satisfaction demonstrated by people working abroad or wishing to do so in the near future, with 144 respondents (91.8%) saying they were satisfied or very satisfied with the transfer abroad.

In addition to this considerable percentage, there is also a number of respondents who expressed dissatisfaction, 10 people (representing 6.4%) saying they were dissatisfied, and 3 people (representing 1.9%) said they were completely dissatisfied with the transfer abroad.

Table 31. Distribution of respondents by degree of satisfaction with the transfer abroad

Degree of satisfaction with the transfer abroad	Frequency	Percentage	Cumulative percentage
Very satisfied	56	35.7	35.7
Satisfied	88	56.1	91.8
Slightly satisfied	10	6.4	98.2
Total dissatisfied	3	1.9	100.0
Total	157	100.0	

Source: own calculations, using SPSS

## Conclusions

As a result of the present research, we emphasize the importance of the results in outlining some concrete aspects regarding the Romanian migrants, both in terms of a specific profile and in terms of the multiple benefits obtained by them as a result of their decision to work in another European state. We also emphasize that all these conclusions of the conducted research can represent starting points in the creation and the development of policies at the level of all bodies involved in the process of migration and labor mobility, especially in Romania.

In order to achieve its goal, the research pursued objectives related to the impact of economic values, pay, the impact of social and legislative values in relation to age, education and other variables that lead to a possible association between the social and the educational situation. Thus, the main objective of the research was to identify common variables in relation to age and studies of the analyzed sample. The secondary objective of the research was to identify the qualities with the highest weights that contribute to the achievement of the general framework in relation to the values to be interpreted, and the third objective was to identify values with impact on the social, economic and demographic situations.

As already mentioned, following the qualitative research based on the validated questionnaire, a total number of 183 completed questionnaires was obtained, of which a number of 157 of questionnaires were declared valid (respectively they had logical and complete answers to all questions). It should also be mentioned that the first item in the questionnaire ("What nationality are you?") was used to confirm the respondents' membership in the target group. Consequently, all respondents whose forms were validated answered this question that they have Romanian nationality.

The distribution of the respondents according to their age shows that the most important percentage is represented by the group 36-45 years (respectively 30.6%), followed closely by the group 26-35 years (representing 26.1%) and the group 46-55 years (representing 22.3%). Thus, it is important to emphasize that people with the age between 26 and 46 represent more than half of the respondents (respectively 56.7%), which may indicate the existence of significant direct and indirect effects on the economic and social environment of our country.

As a general conclusion of the conducted research, we note important changes at the level of perceptions, standard of living, income and, especially, at the level of integration and of development prospects of individuals who have decided that mobility in the labor market can ensure a high quality of life in the future. Their profile is also important because it represents a challenge for all important political and organizational factors in creating and implementing coherent policies that minimize the negative effects of labor mobility and migration, both for the host countries and the countries which offer labor force.

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