

# From Territorial to Professional Mobility and Labour Market Mutations

**Otilia LUPU**

**George Bacovia University, Bacau, ROMANIA**

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**Abstract:** Professional mobility is defined as an individual or collective process of changing the society's professional structure, as a result of the modification of the relations between professions, of their hierarchy in the development processes or as a process of changing professions inside group and/or individual mobility. The mobility can aim at a structural transformation of the individuals' distribution on professions or can just lead to a changing of the labor's content and characteristics inside the same profession.

Generally speaking, professional mobility includes all the changes of job or situation of the active population:

Changes of profession by moving from one company to another

Changes of the economic activity

Transfers from one profession to another, from one socio-professional category to another, including promotions, etc..

Basically, in sociology, the professional mobility is analyzed in direct connection with the territorial mobility without having between them a subordination or supra-ordination relation: for example, a territorial mobility is not necessarily connected to a professional one and vice versa. However, there are many situations when the two of them are simultaneous: for example, the external migration is most of the times connected to an increased professional mobility.

Coming back to the problem of mobility, territorial mobility, especially migration, must be taken into account, since its influence on the professional mobility as well as on the labour force turns out to be of utmost importance.

The problem of the *internal or international* migration has been for the past few years a constant concern for the social sciences researchers, as well as for the political organisms in Romania. This preoccupation is tightly connected to the results of the demographic analyses, this meaning either the statistical numbers that have been nationally centralized either the projection of the evolution of the active or busy population

in our country for medium or long terms. In the social sciences, the migrational phenomenon has a double perspective: a sociologic one and a demographic one.

**-from the sociologic perspective** migration refers to the persons' moving from one area to another thus changing their address. If this has already happened, then we are dealing with a permanent migration. If not, and they come back after a period of time, then we deal with a circulatory<sup>1</sup> migration. There are some others specific types: internal/external migration; migration according to the departure-arrival place (rural-urban and viceversa); legal and illegal migration, etc.

**-from a demographic perspective**, migration can be interpreted as territorial mobility (through emigration and/or immigration) which add to the natural populatin mobility (through giving birth and dying).

As regards the influence of the migration onto the demographic situation from a certain social demographic space, one must consider, for example, the following types of influences:

- a) the oscillations that appear in the total amount of the population
- b) the influence that the migration has on the natural spore (as a difference between births and deaths) in the incoming areas of the e/immigrants.
- c) the report of the migratory population according to sex and gender
- d) the effective migratory spore (as a difference between immigrations and emigrations)etc.

A *first classification* of the demographic effects of the migration, at least in our country, is to be found in the conflict caused by the display of the final results of the 18-27<sup>th</sup> of March 2002 census. Firstly, the population of Romania has decreased in the past 10 years with approximately one million persons (from a population of 22.810.035 in 1992, to the 21.698.181 in 2002), more exactly with 1.111.954 persons.

The decrease of the population with one million persons is very big, should we consider, for example, the anterior census. Here is the evolution of the figures starting with 1930:

The year of the census	The population	The percentual growth reported to the anterior census
1930	14.280.729	-
1948	15.872.624	112%
1956	17.489.450	111%
1966	19.103.163	110%
1977	21.559.910	113%
1992	22.810.035	106%
2002	21.698.181	96%

In this table there are at least two things to be observed: firstly, the population of Romania has not decreased during the World War II, and secondly the actual population is practically at the same level with the one in 1977. The main causes of the stable population decrease have already been identified by the demographers and not only: the natural negative spore and the emigration.

We shall insist here on the second cause: the external migration. All the demographic analyses mention it, even if the statistic data is not always very accurate. The greatest migratory fluxes have been registered immediately after 1990, afterwards, they decreased and then started to grow consistently again. Here are the numbers of the emigrations, starting with 1990:

<b>1990</b>	...	<b>1993</b>	...	<b>1996</b>	...	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
90629	...	18446	...	21526	...	14753	9921	8154	10673	13082

There are no specific data regarding the situation of the e/immigrants and/or of neither the illegal migration nor the circulatory migration, especially after the opening of the

<sup>1</sup> This also includes the phenomenon of commutation, and what lately the Romanian press has already observed, the euro-commutation.

borders to Central Europe. In 2003, after a CURS census, we discovered that there were over 900.000 people working abroad legally or illegally in April. Actually, the CURS manager, Sebastian Lazaroiu declared (in Ziuva, 13.07.2003) that in April 2003, at least one member of the family in 12% of the Romanian houses was working abroad.

Such an estimation was made by D. Sandu<sup>2</sup> in 2006: if in the families with people working abroad the ratio of the one who left was of 1.34 then the estimation of the people working abroad was of 777.200 persons (when the survey was made). From a demographic perspective, the connections that we can make with some conclusions of the preceding research are important:

1. the e/immigrants are more likely young than old people; there are more men than women;
2. among the ones aged between 18 and 59, most of the immigrants come from the rural area;
3. the temporary migration of the women varies according to age and environment: up to 30 years, there are more from the rural area, whereas after 30 years old, the ratio is opposite.

Thus, from a demographic perspective, we may observe a series of specific behaviours that were proven in several speciality studies:

- the tendency to delay the date of the first marriage;
- the tendency to reduce the number of children per family;
- the troubling of the woman's functions in the reproduction of the population (mention being made to the women that can still have children).

There are obviously numerous social problems directly connected to migration: from abandoning their children to destroying the migrants' families.

As it is easy to notice, the external migration has lead and still leads to a decrease of or country's population<sup>3</sup> and implicitly to a growth for the receiving countries. Let us take a look at the evolution of these numbers in two of such countries:

The population no. (millions of persons)	1993	2001	2005	May 2007
Romania	23.2	22.4	21.6	21.6
Italy	57.8	57.8	58.7	59.3
Spain	39.1	39.8	43.5	45.3

Source: *Population et sociétés*, 1993-2007 ([www.ined.fr](http://www.ined.fr))

A simple reading denotes a massive population growth, firstly due to the migratory fluxes and very little to the natural spore. However, there still remains another question: who are the ones leaving for good and which are the demographic consequences?

Analyzing the age categories, here are the results for two consequent years:

Emigrants	2003		2004	
Under the age of 18	1677	16%	1417	11%
18-25 years old	1426	13%	1920	15%
26-40 years old	5438	51%	7174	55%
41-50 years old	1159	11%	1414	11%
51-60 years old	449	4%	577	4%
61 years old and more	524	5%	580	4%
	<b>10673</b>		<b>13082</b>	

From these data, we may observe that 64% (respectively 70 %) of the emigrants are aged between 18 and 40, the best period of time for reproduction.(births). These persons either don't have children, and they will have them at their destination place, or

<sup>2</sup> Reference is made to "Living abroad temporarily", Fundatia pentru o societate deschisa, Bucuresti, 2006

<sup>3</sup> The decrease of the population number is not itself a threat, as much as the changes that take place in the age-defined population structure are. check also the conclusions from the "Green Population Chart", the National Commission for Development and Population, UNFPA, 2006

they left their children in the country and shall reunite their families when coming home. In both of these situations, our country loses a growth of the population number, especially if we take into consideration the gender ratio: 59% of the emigrants were women in 2003 and 63% in 2004, and these numbers can be alarming, since they contain women able to have children. This loss has two significations: on one hand, it deals with the *eventual* children (which shall not be born in Romania) and on the other hand, with the families with revenues over the average that could provide a *quality*<sup>4</sup>.

The analysis of the migration is completed with one of the internal migratory fluxes, as many as they are left, knowing that they are guided according to socio-economic centers of interest and having the consequences that have already been noticed by the demographers: a feminization or on the contrary, a masculinization of some industrial areas, significant changes in the reproductive behaviour, etc. The definite internal or circulatory migration has had, both before 1989 as well as afterwards, an economic fundamentation with precise evolutions on the labour market in Romania. As regards the actors involved, the basic hypothesis which justifies migration is "the difference in the quality of life between the local social/economic communities, that differ (..) in origin and destination"<sup>5</sup>. As it can be noticed, D. Sandu places in the centre of the analysis the concept of the quality of life, yet, correlating them directly, the Romanian sociologist finds the following domains: the available work places, the income, the house, the infrastructure, etc. As regards the work place, it becomes an indicator with multiple significations: the demand-offer ratio on the labour force market (in the place of departure but as well as at the destination place), the *incomes* associated to a work place, the human quality associated to that specific work place, etc. From this perspective, we can refer to areas that attract emigrants as well as areas where the attraction index was decreasing (at least around 1966-1977). In that period of time, the attraction index was increasing in Brasov, Timisoara and Bucharest, whereas for Bacau, Caras Severin, Cluj, for example, it was decreasing. Obviously, here we are dealing with a direct connection to the level of evolution of some counties in Romania, as well as we can actually talk about a deceleration of the internal migration fluxes. For the region of Moldavia, professor D.Sandu identified the following fluxes:

- Botosani – Suceava
- Bacau – Neamt – Constanta
- Vaslui – Constanta
- Vrancea – Galati

Obviously, these results are still available after 1990, and the author, D. Sandu, comes back with details.<sup>6</sup> This time, the author sees the situation radically changed. For example, the rural-urban migration has diminished considerably and the re-migration (from urban to rural) phenomenon has increased, as an expression of the general socio-economic crisis. At a national level, the differences between regions are maintained intact: for example, Moldavia remains an emigration and not an immigration area. Only Iasi is attractive, but just for Vaslui and Neamt counties; in its turn, Iasi is a departing place basically for Constanta, etc. from a different perspective, the one of the regional or sub-regional development, we can differentiate between the comunitary conservatism from Botosani-Vaslui counties, and the individualist liberalism from the West side of Moldavia (Suceava, Bacau, Neamt, Vrancea). Obviously, all these studies directly focus particularly on the labour market in Moldavia, but also in Romania in general, since solutions

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<sup>4</sup> The most important demographers in Romania have repeatedly mentioned the need of a qualitative and not most necessarily quantitative one, resulting in the need of some demographic policies encouraging the families with a certain standard of living to have children

<sup>5</sup> D. Sandu, *Fluxurile de migrație în România*, Ed. Academiei RSR, București, 1984, pag. 31 and next

<sup>6</sup> See chpt. "Migration as a Regional – Comunitary Experience", in vol. "The Social Space of Transition", Polirom, Iasi, 1999, pp. 160-170

regarding the regional or sub-regional development are being sought for, not forgetting Romania's classification into historical regions, cultural areas, etc.

Regarding the *rural remigration*, we must say that this phenomenon is still very little studied, since the social categories hinted at are heterogenous: from the young people or the adults fired from different economic sectors, up to elders which give their children their houses from the cities. A. Camara, the ex-president of INS declared that the increase of the rural population was due to the migration to the peri-urban areas of a certain favoured social-class who built their villas or houses in areas which are known as rural. Obviously, a study can be made to see whether these new buildings are inhabited or not, but we cannot neglect the people coming from the rural areas which actually search for *alternatives to survive*.

The increase of the rural population is also certified by some other data: the increase of the number of households with over 88.000 compared to the previous census as well as the increase of the houses with over 260.000. However, this increase in absolute numbers remains debatable, since only 15,1% of the rural houses have running water, only 12,9% have sewerage, 13,4% have a bathroom and only 2% have central heating. Some other criteria (from the material out of which they are built up to the *comunitary capital*) can be added to these ones, in order to have a clear image of the rural development (see the observations made by prof. D.Sandu<sup>7</sup> ).

### **Territorial mobility and labour market mutations**

The Romanian sociologic literature about the internal or international migration is rather vast and we can name authors like, among others: D. Sandu, V. Ghetau, V. Miftode, T. Rotariu, etc. One of the problems they have studied attentively is the tendency to migrate and the complex consequences this phenomenon has. the internal or international migration remains for all these authors an existential alternative, a phenomenon identified with the social networks, a selective phenomenon, marked by some socio-economic variables, a phenomenon with extended demographic consequences especially on a long or medium term. If we refer to the causes/motivations which facilitate the decision to emigrate, they vary in a great degree. An example is provided by the push-pull analysis, promoted even from the '60s , which can be found in some studies of the World Bank:

<b>Motivations of the migration</b>	<b>Rejection factors</b>	<b>Attraction factors</b>
Economic and demographic	Poverty / unemployment Low incomes Large fertility rate Precarious educational and sanitary assistance	The possibility of an increase of the incomes The possibility of improving the life standards Personal / professional development
Political	Conflicts, insecurity, violence Poor governing Corruption Abuses regarding the human rights	Safety and security Political freedom
Social and cultural	Discriminations based on nationality, religion, gender, etc.	Re-uniting the families „Ethnical” migration Getting rid of the discriminations

Source: *Migration and Remittances* (eds. A. Mansoor, B. Quillin), World Bank, 2007

As it can be seen, a demographic dimension studied in this table is the rate of fertility. This fact can be comparatively controlled with the international emigration from our country. As an example, here are the data from the Romania's Statistical Anuary from 2005.

<sup>7</sup> “How to Reach to a Poor Village: the Sociologic Path”, *Romanian Sociology*, no.3-4,2000.

The development region	Population	The fertility rate(living babies fpr 100 women)	The international migration (no. Of persons)	The emigration rate(for 1000 inhabitants)
<b>North East</b>	<b>3738601</b>	<b>46.3</b>	<b>1853</b>	<b>0.50</b>
South East	2850318	37.6	1039	0.36
Southern Vallachia	3342042	37.8	578	0.17
South West Oltenia	2317636	35.6	589	0.25
West	1939514	35.2	1738	0.90
North west	2730461	39.1	2270	0.83
Centre	2539160	39.6	2958	1.16
Bucharest Ilfov	2207596	31.5	2057	0.93

The reading of this data and a simple statistical analysis show us that the sets of data are not correlated and they don't confirm the fact that a large fertility rate correlates with a large (definite) emigration rate. This is an example for which the push-pull model must be studied very attentively. However, the predilection for emigration as a potential, but also as a circulatory emigration, remains very high, in the North-East region, for example. This fact is also confirmed by a recent study called Eurobarometre 66<sup>8</sup> which proves that, for example, for the North – East region, where we have the largest fertility rate, the predilection for circulatory migration has one of the largest values recorded in Romania and is correlated to the degree of pessimism regarding the economic development of the country. These conclusions come to certify the statistic analysis based on data from the 2002 census. Professor D. Sandu has performed such an analysis<sup>9</sup> which resulted in the following conclusions:

- the rate of the circulatory migration for a workplace<sup>10</sup> is three times bigger in the rich villages from Moldavia (16‰) reported to the national percentage (5‰)
- the rate of the circulatory migration for workplaces was 4 times bigger in the cities with 100-200 thousands of inhabitants from Moldavia (21.2‰) compared to the national percentage (5‰)
- in the western region, the biggest numbers are in the cities with almost 30 thousands inhabitants.
- After analysing the counties, the largest rates of the circulatory migration for work are found in Satu Mare, Maramures, Suceava, Bistrita Nasaud, Bacau, Vrancea, generally counties with a large rate of poverty and with low rates of the circulatory migration for work, a fact that makes them socio-economically vulnerable, and most of them are found in the South of Romania.

Specific rates of the circulatory migration for work (number of persons / 1000 inhabitants)								
Type of community	Region						Total rate	% Emigrants
	Moldavia	The South of the country MT, DB, OT	Transilvania	The Western region	Bucharest			
Poor villages	6.6	1.1	4.0	3.0	0.3	4.7	11.7%	
Villages with a poor level of development	13.5	1.3	6.1	6.5	0.3	5.6	16.6	
Rich villages	17.7	2.4	6.8	11.4	0.9	6.1	22.5	
Orașe <30 mii locuitori	7.5	2.0	5.1	13.5	0.7	5.9	12.8	
Cities with 30-100	4.8	2.9	5.4	3.0		4.1	8.7	

<sup>8</sup> The representative of the European Commission in Europe, *Eurobarometer 66. The public opinion in the European Union*, 2006

<sup>9</sup> D. Sandu, *Patterns of Temporary Emigration*, paper presented at the „Development and Patterns of Migration Processes in Central and Eastern Europe” workshop, Prague, 2005

<sup>10</sup> There is also an external migration but not for workplaces

thousand inhabitants							
Cities with 100-200 thousand inhabitants	21.2	2.1	3.0	6.3		9.5	15.7
Cities >200 thousand inhabitants	3.9	4.2	4.9	2.3	1.3	2.8	12.0
Total rate	9.8	2.3	5.4	7.6	1.2	5.2	
% Emigrants	41.1	15.7	20.8	20.0	2.4	100 N= 111832	

- Source: INS, apud D. Sandu, *Patterns of Temporary Emigration*, 2005

Otherwise speaking, professor D. Sandu considers the push-pull approaches as being mechanistic and that is why he feels that the exact sociologic analysis of such a complex phenomenon must not be neglected.<sup>11</sup> In the centre of this analysis, the author places the “life strategy” concept ( please read *rational acting structures*) and this concept is then analysed through three perspectives: economic, human, social, relational and vital capital), the instrumental perspective (which sums up the total of the available means materialized in mobility, diversification and accumulation strategies) and finally, the functional perspective (regarding the consequences of the strategic action).

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<sup>11</sup> D. Sandu, „Migration- a network and development phenomenon”, in vol. *Sociability in the space of the development*, Polirom, Iasi, 2003, pp. 167-171