

**“LUCIAN BLAGA” UNIVERSITY OF SIBIU  
DOMENIUL DE DOCTORAT ECONOMIE**

**ROLE OF MIGRANT NETWORKS IN  
ECONOMIES OF ORIGIN COUNTRIES**

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**THESIS SUMMARY**

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## KEY WORDS

Migration phenomenon, migrant networks, migration - development- entrepreneurship, brain drain, remittances, international expansion of companies, immigrant-effect, young highly skilled

## INTRODUCTION

Migration is a phenomenon which is closely related to economic development, migration phenomenon is perceived more intensely after the period 1875 - 1925, when there was a process of massive migration to the United States, succeeding continuously since then. According to statistics, at the beginning of XXI<sup>st</sup> century, one person in 35 has migrant status, all countries in the world are involved in migration, with either the status of country of origin or status as a transit country or as a country for destination.

Migration consists of two components, emigration (leaving the original territory) and immigration (arrival in the new territory) and every migrant is an immigrant.

The main countries chosen as destination by migrants are countries from Europe, North America and Australia. Research of international migration are based on the following theories: theory of neoclassical economics, the new economics of migration, market dual labor (segmented) tradition structural-historical - the theory of dependency, world system perspective migrants networks, the institutional approach, the approach of social capital perspective, cumulative causation, systemic approach, theories which have dedicated a separate chapter, Chapter 1 Existing theories on migration.

The most common way of migration process is through social networks; known also as migrants networks, migration networks; manifested by the series of interpersonal links between past and present migrant and non-migrant people in the country of destination and departure, related mainly based on relations of friendship, kinship and common origin considerations. Through social networks, the number of migrants increased, contributing to reducing the risks and costs of new migrants. Although is not new, researching based on migrants networks is topical, especially in the last 25 years.

**The purpose** of this doctoral thesis is to **analyse the migration networks and their role in the economies of origin countries** and by the structure chosen was proposed to approach in separate chapters aspects of migration's theories, the basic concepts of network theory, the role of remittances in the formation of key financial indicators of Romania, the relationship between

labor migration and entrepreneurship in origin countries of migrants, migrant training – as a way of expanding business abroad. Thus, the thesis contains 5 chapters and a case study:

**Chapter 1. Existing theories about migration**

**Chapter 2. The basic concepts of network theory**

**Chapter 3. The role of remittances in the formation of the main financial indicators of Romania**

**Chapter 4. The relationship between labor migration - entrepreneurship in migrants' origin countries**

**Chapter 5. Involving migrants - a way for international expansion of business**

**6. Case study: Analyzing the role of migrant networks in anticipation of emigration of youth highly qualified from Caras-Severin County.**

The case study of the thesis, **Analyzing the role of migrant networks in anticipation of emigration of youth highly qualified from Caras-Severin County** was elaborated by questionnaire method in the period February to May 2016, and assembly of its being achieved through social networks and email. Subjects of researching had checked and completed a total of 20 questions and statements. **The main objective** of the case study is to **find out whether among highly skilled people in Caras-Severin there is the intention or likelihood the intention to work in a foreign country** and if it exists, to **what extent is influenced by the existence of relations of type manifested in the migration networks**. **Secondary objectives** of the case study are **the factors influencing migration, countries chosen as destination, intention to return** to the home country and **to start entrepreneurial activities**.

By achieving these objectives, it may be possible to contouring the role of migration networks in economy of origin County, at the micro level, and in economy of origin country, at macro-level, research thus contributing to substantiate the objective that appears in title of this thesis.

**Thesis importance** appears from **its interdisciplinary nature**, in which are analyzed also aspects of sociology, management, besides the economy, due to the nature of the phenomenon studied.

The **research methodology** used in developing the doctoral thesis research was **integral method**, which was developed combining quantitative analysis with qualitative analysis being used and researched 258 bibliographic sources. The thesis contents are summarized 9 figures, 5 graphs, 96 tables, 28 formulas and 23 annexes.

The results were exploited by presenting 7 papers in international conferences, 5 of which were published in the proceedings of conferences and one is under publication and by transmission of a further 2 articles for publication to the journals indexed in databases (one article already published and one article pending to be published) worth a total of 9 scientific papers, 6 already published.

Author's contributions may consist primarily on the results of the case study, which could form the basis of research at West Development Region and other regions of Romania, because migration of young people highly qualified constitutes a problematic real, topical but also through approach proposed, a less common view of all aspects studied in this thesis.

# **CHAPTER 1. EXISTING THEORIES ABOUT MIGRATION**

## **1.1. General theoretical considerations about migration**

Migration represents the movement of people from one place to another. Migration has consequences both positive and negative, manifested at the level of the three types of actors involved in the migration process: countries of destination, migrant workers and their countries of origin.

By movement of labor, access to technical knowledge and modern methods is achieved more easily between countries involved in migration. Also in the European Union, free movement of persons potentiates the acquisition of a European way of thinking.

In theory, free movement of labor has positive effects, balancing the benefits of the country of origin, unemployment falls and wages rise, reducing labor migration on the labor market imbalances. At the same time, there are new factors of economic growth: transfer revenue improved qualifications of migrants and workers returning. On the other hand, in country of destination, the reserve of human resources increases, leading to slowing wage growth and increasing capital.

Migration research is an important component of research "brain drain", known as the phenomenon of brain drain, which is explained by the fact that people who have a high level of education a tendency increased migration the emergence scope for increasing earnings. Departure of specialists can generate diminishing technological development, diminishing economic growth, falling incomes and employment levels in different sectors in their home countries.

## **1.2 Types of migration**

Migration consists of two components, emigration (leaving the territory originally) and immigration (arrival in the new territory). After triggering causes of migration, we can distinguish the following forms of it:

- International migration;
- Internal migration;
- Driven migration;
- Migration forced or imposed;



- Voluntary migration;
- Individual/mases migration
- permanent/temporary migration

### **1.2.1 International migration**

Two forms of migration is demographically: immigration and emigration, any migrant is both immigrant for receiving country, and emigrant for origin country.

Forms of international migration:

- Migration of ethnic minorities to countries of origin;
- Labor migration;
- Family migration (migration of migrant workers' families previously);
- Forced migration of natural disasters, political or religious persecution, wars etc.

### **1.3 Defining elements of economic migration phenomenon**

Migration represents a phenomenon which is closely related to economic development. According to statistics, at the beginning of XXI<sup>st</sup> century, one person in 35 has migrant status, all countries in the world are involved in migration, with either the status of the country of origin or status as a transit country or as a country of destination, number of international migrants in 2015 reached 213316418. The term "phenomenon of migration" means "multitude of events migration", where "migration event " refers to the movement of a person - individual or group - outside his community residence during a given reference period, to change residence and / or regular place of work."<sup>1</sup>

The migrant is someone who decide to migrate on their own initiative, without being influenced by external factors. If the migration decision is taken to change jobs or getting a new one, we talk about migration for employment purposes or labor migration. Placing the migration for work for the coordinated economic and financial qualify this phenomenon as the migration of labor from the transportation that occurs in space factor of production - labor.<sup>2</sup>

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<sup>1</sup> Rogers G. Remittances and underground banking in Asian economies, Traces 6. 1999 [www.transcomm.ox.ac.uk/traces/issue6.htm](http://www.transcomm.ox.ac.uk/traces/issue6.htm) (vizitat 02.09.2009). p. 20

<sup>2</sup> Belobrov, A., Caraganciu, A., " Rolul migrației externe a forței de muncă în economiile țărilor de origine", Editura Universității "Lucian Blaga" din Sibiu; ISBN 978-606-12-0255-3; 2011

In economics, external labor migration research is based on the link between specific factors push / pull predominantly economic, and the resulting economic effects.

## **1.4 International migration – theories**

### **1.4.1 The theory of neoclassical economy**

The main feature of neoclassical theory is to increase the role that economic factors have on the appearance of migration flows (in terms of macro) and triggering migration decision (in terms of micro). Migrants are seen as people without family, or have one only in terms of income, are not integrated into social networks and ethnic communities have meaningful relationships with other people, but make the decision to migrate, wanting to increase their income. But international migration means changing the economic system, culture, language.

According to followers of this theory, balance factors of poor internal labor markets become global, international migration flows.

### **1.4.2 The new economy of migration**

The new economics of migration was built starting from the theory of neoclassical economics, surpassing barriers and having two significant change to this: remove the individual from the situation of relative isolation (family/household replace individual who alone take decisions, the importance of revenues is diminishes by comparing them to the reference community/home) and the economic aspect (difference between salaries) lose importance in the decision to migrate.

Migration decision made by the family / household is constitute as part of a strategy to minimize the risk (when they lose their livelihoods, unemployment, etc.), contributing to finding new resources are needed for (money that migrants send them home - "Remittances"). The "solution" migration is correlated with imperfect operation mechanisms/institutions in the country of destination and that have the role in developed countries to reduce risks to household incomes.

### **1.4.3 Dual labor market (segmented)**

Towards the late '70s, the theory of dual labor market segmented comes with a new answer brought the question "Why?" addressed the structural perspective, focusing solely on factors of the country of destination. Piore, the most vocal of the current, argues that

international migration is the result of labor demand which is closely correlated with characteristics of developed economies.

The existence of a dual labor market at the core, with a primary sector whose characteristics are stable employment, good working conditions, increased benefits and opportunity for advancement and secondary sector, which comprises places unqualified and unstable, difficult or dangerous working conditions and very low possibility of advancement.

This approach represents a vision exclusively from the point of view of society welcoming of migrants.

#### **1.4.4 Structural historical tradition (the theory of dependency, the global system)**

In the '50s was noted the beginning of challenge neoclassical economics, which lasted for several decades, although it remained dominant in terms of theory in the study of international migration.

Dependency theory, peaks between the 60s and 70s stating a macro-structural approach based on the idea that capitalist development generates a global order that knows a center and establishes the structural dependency from countries industrialized to less developed states. Towards the end of 1970s and beginning of the period 1980 world system theory investigates the theme of world order brought forward by dependency theory. Immanuel Wallerstein attempts to analyze debut "world system" and embedding a time countries in this new structure, stating three component areas: the center, semi-periphery, the periphery. Essential elements of the global system theory are role dependence and rate of development.

The idea underpinning the research rule is the coming from countries capitalist developed center, which manifests and strengthens their position by entering into underdeveloped areas with the purpose of searching and finding raw materials, cheap labor, new markets.

#### **1.4.5 The perspective of migrant networks**

Represents one of the topics of high importance to international migration literature today. "Few things, if there some are so characteristic of how contemporary approach to migration as a central attention given to migration networks ..." (Arango, 2000: 291). Although it is current, we can not say that this topic is new, but represents a steady in migration research.

Interest in migrant networks grew in the 60s and 70s, when were discussed the effects of individually migration from rural to urban areas.

Study of migrant networks has become increasingly important in the last quarter century in the context of the changes to global phenomenon. Most attempts intrduc theoretical elements characteristic of migrant networks in the preamble, however in different situations, making it particularly difficult to define a specific direction of "migrant networks". In 1992, 12 prospects have been described in international migration research networks, by Gurak and Caces. From a theoretical perspective, the approach aims to integrate migrant networks in the same building components scattered theoretical, based on emphasizing the centrality of networks and cumulative character and dynamic of migration.

The main directions in the study of migrant networks are represented, both on independent research of certain current analysis focusing on certain characteristics and tendency toward systematization and results in an comprehensive approach.

#### **1.4.6 The institutional approach**

Guidelines are theoretical approach during contouring. The main feature of this approach is that it is mainly an attempt to unify the existing research concepts of migration. Institutional approach is based on the study of institutions that generates and develops through and as a result of migration flows.

#### **1.4.7 The approach from the perspective of social capital**

Is based on thematic networks on the analysis in a new direction, its expected benefits of becoming a stage met in the future. Research phase in which it is found is reduced integration time attempts institutions migration with migration networks.

#### **1.4.8 The cumulative causality**

Is one of perspectives on migration, not a theory because it favors an approach (international migration seen as a cumulative process) which are supported arguments in support of disparate, heterogeneous aborare unincorporated able to support the explanation of the formation, growth and / or disappearance phenomenon.

#### **1.4.9 The systemic approach**

On the basis of theoretical construction lies the concept that the best way of understanding international migration consists of computing systems contoured space in terms of migration flows, constituted a "group of countries exchanging a relatively large number of migrants each other "(Kritz, Zlotnik, 1992: 2). The existence of migration flows is a necessary condition but not enough to define a migration system (Zlotnik, 1992: 19) and the exchange of people is only part of what lay leagături flows between countries in a system. To address is the actuality of the complexity of the phenomenon including whilst in the explanation of factors that influence different levels (macro, meso and micro), which manifests itself in different contexts (socio-eco-political-demographic) in a vision temporal taking into account factors such as historical and changes in the appearance of initial migration

#### **1.5 Conclusions**

Migration is a phenomenon which is closely related to economic development. One person in 35 has migrant status, all countries in the world are involved in migration, with the country of origin or status, or status as a transit country or in the country of destination. Migrate to two components: emigration and immigration.

The main countries chosen as destination of migrants are in Europe, North America and Australia. In Europe, it appears that migrate from east to west is high, people are attracted eastern standard of living higher than the developed countries in the European Union

Immigrants represent a workforce that influence economic development, while raising the level of living of the inhabitants of recipient countries and their security. The most common way is through social networks emigration; microeconomic manifested by a series of interpersonal links between past and present migrant and non-migrant people in the country of destination and departure, related mainly based on relations of friendship, kinship and common origin considerations. Through social networks, the number of migrants increased, contributing to reducing the risks and costs of new migrants.

The phenomenon of brain drain is a very important feature of migration research, which is explained by the fact that educated people have a greater propensity for migration when the chances of winning that match their aspirations are small countries of origin. Departure specialists may have the effect of reducing technological development, economic growth, falling incomes and employment in certain sectors ..

It is the most viable approach to network migration, which given the current context feature becoming more visible is the growing phenomenon of illegal migration, along with the emergence of transnational its manifestations. However, the prospect of migration networks is dynamic, characterized by self-supporting ability.

## **CHAPTER 2. THE BASIC CONCEPTS OF NETWORK THEORY**

### **2.1. The social network**

Social networking can be regarded as a mapping of existing relationships among individuals, serving to indicate the types of connection between those, they expressed varying degrees of social familiarity. The starting point is the type of knowledge random links, and the peak is the strong family ties. Description of social relations is achieved through nodes and links. The nodes are the individuals and the links are relations between them.

By studying the theory of groups of networks, the emphasis is on links between individuals that are part of networks, not just on the individual as a separate unit, as achieved in terms of traditional research.

### **2.2. Social network theory. Applications**

The starting point of social network theory approach to research in the social sciences is the application in sociometry. Extending the application of network theory was conducted by Mark Granovetter, by attempts to explain social phenomena in real life. The influence that one individual has within an organization is determined by the position of leadership, but is closely correlated with the degree to which it approaches the center of relations of the organization. Social networks play important roles in both the professional life of individuals, by influencing their career paths and performance, extending to business success.

### **2.3. Social networks analysis**

Social network analysis is done by analyzing network nodes (individuals, groups) and relations between nodes (or links schimurile of information between people or groups).

The main indicators in network analysis:

- Network size
- Network density;
- The level of connectivity;
- The availability of each member;
- The distance between the actors (the time required for the transmission of information);
- Comparative share mutual links with the transitive.

## **2.4. Migration via networks of migrants**

According to Theory of social network, social relations play an important role in the migration phenomenon, migrant networks have a term widely accepted by addressing theoretical networks of migrants seeking incorporating all elements of the same formulation unit, outlined the centrality of networks, the focus is the cumulative dynamic characteristics and migration.

Interconnectivity premises underlying networks of migrants, we therefore the place of origin (community they come from migrants) and space destination (ethnic communities of immigrants that will be part) and through social relations and symbolic of a network of migrants they will create links that offer potential migrants / migrant relevant information on all aspects of entry into the country of destination.

## **2.5. Evolution of research on migrants networks**

Although current networks on migration stir a deep interest in the 60s and 70s, by researching the effects of migration from rural to urban areas, at the individual level. In the 1960s and 1970s they have found numerous studies on the migration process chain and the role of relatives and friends in providing information and facilitating migration.

In the late 1980s, there was an increasing number of studies on the role of networks of migration in terms of etymology, composition, direction of migration and persistence of migration flows, but concerns regarding the search for solutions regarding the integration into society of countries destination of migrants.

Regarding literature, but we can not define a clear direction of migration networks, the fact is that they are capable of self-sustaining, with 12 approaches described Gurak and Caces in 1992.

## **2.6. Structural factors of international migration**

The importance of structural factors was included in bilateral agreements on labor migration in foreign investment patterns, changes in decentralization and local economies as well as policies that regulated stay differentiation between migrants and those relating to the integration of immigrants.

Structural approaches of migration accentuates the fundamental links between companies for the understanding of migratory flows, their size, direction and persistence. They also point to



the existence of systems migration, where places are linked and counter flows of people and the economic and political relations between countries or areas.

By addressing migration from systematic perspective, waived static conceptualization of migration as an event that occurs from place A to place B, the emphasis on the interdependencies between residence and reciprocity (Papademetriou, 1988a).

## **2.7. Overview of migrants networks**

By studying networks, in particular those related to the family and household, was it possible to understand the migration process is the social product, not exclusively the result of individual decisions taken by individual actors, not as a result exclusive economic parameters or policies, but rather as a result of the interaction of all these factors. This approach can be realized conceptualization of migration as an emergency.

So far, most lines of research by examining migration of family and the role of social networks are presented in works that fall into the following themes: 1) structural factors economic, political and social factors in the countries of origin and countries of destination;

- 2) bilateral treaties between countries regarding labor migration;
- 3) government policies governing the admission of international migrants;
- 4) links to their areas of origin, most often analyzed by remittances and income;
- 5) The permanence and / or integration of migrant populations.

In deciding migration we can distinguish two approaches:

- Psycho-social approach in which researchers seek links with macroscopic influences the decision-making process of migration of people using a variety of concepts and analytical models
- Interdependence migration, supported by two mechanisms: social networks and survival strategies of households, and the starting point for testing social networks is that structural factors provide the context in which decisions are taken at the migration of individuals or groups.

## **2.8. The evolution of migration via migrants networks or family networks. Illegal migration**

Numerous studies emphasize the role of migration for family and social networks as key ingredients of the systems approach involving both macro and micro variables (Fawcett and

Arnold, 1987). Clandestine migration increased immigration alongside women and children (OECD, 1988).

There are two fundamental principles in migration research, but who do not have universal application:

1) social relations at distances creates social bonds, which in turn forms the basis for continuing migration time and modification;

2) via these networks, labor migration has strong potential to turn into family migration.

If immigration policies include provisions for family reunification and allow admission into the country on the basis of family relationships, acestea have as consecință chain migration of family members.

Family networks are central features of illegal migration. Where are large enough for work, family, household who lack required documents frequently migration will follow other members. It was found that the percentage of illegal migrants occupy over 80 percent of the number of applicants for permanent resident status and had close relatives (spouses, brothers and sisters) in Canada. Once you settle in a host country, irregular migrants can develop social and economic ties which help to regulate their status (Massey, 1987).

## **2.9. Maintening existence of migration networks**

The usefulness of maintaining networks of migrants stems from the fact that with the return of migrants, they provide useful information in various fields of interest, very necessary migration process.

How to keep migrant networks is achieved by:

1) visits migrants who have settled in the country of destination;

2) dependence of activities, such as sports associations or holidays, when links are maintained through sending and receiving various hatches (Hily and Poinard, 1987; Massey et al, 1987;

3) marriages supporting kinship obligations in time and space (Ballard, 1987) and encourages mobility of capital and success in the destination country (Rex and Joséphidès, 1987).

Migration strategies often include household remittances, or sending money at that destination in the area of origin. These can take the form of remittances remittances home to families, payments to home schools where children are educated investment into the country, and enterprises in their areas of origin (Buechler, 1987). Migration flows depend on the persistence

of how the network is used for migration. The integration of migrants in the destination country is through networks and family. The choice of location is most often given by intention and decision to settle in countries of destination, but this does not rule out a possible return to the country of origin or eventual migration to other countries.

## **2.10. Dynamics of migrant networks**

Institutional development of migration networks is endogenous and exogenous in nature. The evolution of endogenous institutions migration can be conceptualized in several stages.

The first step is the preliminary, first-stage which occurs in the absence of a network that is not available at this stage. In the following steps, multiplicative effects of the first migrations of success are numerous, and the institution is formed quickly around who managed migration channels. Thus, there is a downward trend in the cost of migration, which will be the consequence of accelerating migration flows. The role of migration institution can then be attenuated more so where migrants depend increasingly less less than their place of origin for work, housing, marriage. Irrespective of economic conditions, social and political progress of the migration will be hampered by its own development, an effect of self-regulation.

Demographic composition of migration is, moreover, a particularly effective indicator of the evolution of migration channels.

To better understand the dynamics of migration networks, required two research directions:

1. the conditions in which migrant networks do not appear
2. situations that attract weakening networks and even their disappearance.

The variables at micro and macro dynamics in the study of personal networks in migration is closely correlated with empirical research concepts and systems migration.

## **2.11. Endogenous transformation of migrant networks**

If the network migration, area of origin and reception space is a system, finally, it is because migration has become institutionalized and not because the two areas reflect an optimization process default. Coexistence of different networks can be a source of competition and specialization of these networks, leading to a progressive optimization. However, it seems that there is a high degree of segmentation locally, with considerable variations between

localities neighboring networks based on family, or strong solidarity of the community, are a monopoly, and economic theory invites us to seek mechanisms replacement rather than a guarantee of efficiency. Blocking effect contributes to the formation of networks.

## **2.12. Conclusions**

The application of network theory finds its place in research techniques in areas such as sociology, anthropology, but also in organizational studies. The essential factor in network theory is the study of form.

The role of social networks stretching from career success, job performance and to business success.

The most effective network, according to human studies and intercultural is where the 150 is followed members.

Migration networks is a constant in studies on migration and social networks plays an important role in the migration phenomenon.

By the theoretical approach of migrant networks aims to integrate all the elements which compose around the idea of the centrality of networks, highlighting the dynamic and cumulative characteristics of migration.

Interconnectivity premises underlying the migrant networks and the perspective is dynamic, moving toward self-supporting.

When a migrant network matures, it will contribute to the facilitation of migration as a strategy, so that migration becomes less selective character.

Conclusions from new institutional economics bring to the fore migration networks and allow us to better understand the processes that occur in their establishment and their dynamics. The networks themselves are powerful forces that serve to reduce uncertainty migration process.

Structural approaches of migration accentuates the fundamental links between companies for the understanding of migratory flows, their size, direction and persistence.

## **CHAPTER 3. THE ROLE OF REMITTANCES IN THE FORMATION OF THE MAIN FINANCIAL INDICATORS OF ROMANIA**

### **3.1. Remittances**

Remittances are defined as those money transfers to the country of origin, while remittances coming from the workforce consists of migrants are amounts of money that they send to people remaining in the country of origin, they have connections, compensating the negative effects of "brain-drain" and labor migration.

Remittances contribute to increased revenue from external countries, affecting the growth of living standards for the people you are sent, have a role in local economic development, and contribute to lower pressures to implement its economic and social reforms.

### **3.2. Remittances' effects**

For countries of origin of migrants, which, according to economic theory, are labor-exporting countries, the positive effects resulting from external migration for employment purposes:

- 1) pressure drop in unemployment
- 2) increase employment population
- 3) poverty reduction ,;
- 4) remittances
- 5) contact with new technologies and technical procedures applied in the country of destination;
- 6) more developed entrepreneurial skills;
- 7) Avoiding the negative effects of humanitarian crises etc.

Regarding the positive effects of remittances, we can speak of:

- Increased income for the population of origin.
- Poverty reduction
- Positive influence on the current account of the EBP
- Reducing the negative consequences of the globalization of economies.
- Stable source of foreign currency role countermeasures (partial) procyclical effect of the economy.
- Replace the external financial assistance flows, including foreign loans
- Contribute to increasing tax revenues

- Contribute to more active economic development.
  - Exert positive influences on investment
- always generate positive multiplier effects
- Increasing demands in respect of certain types of services and automatically economy branches development
  - Increasing trade between the host country and the country they come from migrants, both in the form of export transactions and import;
  - Although it is that the population private funds, remittances can replace foreign aid,
- The negative effects on the economy of countries from which migrants from the perspective of external migration, macroeconomic are considering to be:
- loss of P.I.B. due to quantitative reduction of labor available in the country, while reducererii employment potential intellectual resources of the nation,
  - increased labor costs on the domestic market,
  - loss of human and intellectual capital, loss of investment in human and intellectual capital;
  - The phenomenon of "brain drain";
  - loss of labor qualification,
  - net income loss
  - increasing tax burden
  - increase in rates of exceeding significant surging exports
  - exchange rate appreciation of the national currency ,;
  - artificially inflate their prices and overall, fueling inflationary pressures;
  - the worsening national labor market,
  - aging demographic
  - short-term increase in income inequality and help boost income inequality
  - The destructive effects on the policies pursued by state
  - loss of export
  - occurrence gap between the level of development of different regions of the country,
  - external migration for work abroad possesses characteristics of "Dutch disease" - which has disastrous consequences for an economy
  - emigration generates a serious problem of moral hazard,

- At the micro level (individuals, families, households / households) - for-immigrant worker and his family members, various effects can be reported, but the positives are prevalent.

The positive effects at the micro level are:

- obtain an income that ensures the reproduction of labor of the worker and his family;
  - the remaining revenues transferred to the family in the country - remittances allow substantial raise the living standards of recipients, covering their basic financial needs;
  - increase savings and investment capacity of the population, either in durables
  - increase investment in the education of children of migrants
- gains in professional and work culture.

The negative effects are visible both at micro scale economic level, but prevailing at the social level, with direct impact on economic migration generated, generating concern because they have visible effects on economic and social development:

- 1) discriminatory treatment,
- 2) the risk of non-compliance by the employer, the employment contract ended. tensions in relations with the local labor force, can sometimes reach up to conflict;
- 3) difficulties with accommodation and as such reduced efficiency at work;
- 4) The reduced social protection.

### **3.3. The role of remittances in reshaping migration policies**

Each state involved in the migration process, both as a state of origin and as country of destination, adopting different approaches in the field of migration and development policies.

Migration influences the types of policies adopted in the field and they need to target phenomenon effects on the labor market, contribute to the process of adaptation and integration in destination countries, and improve well-being.

For the elaboration of appropriate policies must be considered potential adverse impacts and risks arising from the presence of remittances.

### **3.4. Official statistics of remittances**

The most important part of remittances came into the country of origin of migrants through unofficial channels directly by migrant or persons with whom he has ties diverse family, friendship, or by commissions made by the staff of the various means of international passenger .

Migrants' remittances officially registered, are viewed derives income countries where migrants as "leaking" of currency for the countries of origin of migrants. Regarding the typology of "leaks" that generate oscillations in the official data of remittances meet two conditions: first case is based on the occurrence of mistakes in accounting for remittances in BPE, and what the second situation is a consequence of those channels neofociale that remitenlțelor is transferred.

"Leakage real" is manifested in three situations:

1. by keeping open personal savings deposits with banks abroad.
2. "appearance" of black market intrduse a part of the remittances of migrants to their home country through unofficial channels mentioned above (the so-called path "pockets").
3. transfers through informal financial systems.

According to the UN, over 40% of worldwide repatriation of remittances by migrants was carried out through unofficial channels.

In terms of generalized estimation models remittances include the following steps:

- I. flow calculation currency introduced by individuals from abroad through bank transfers by taking into account those made by IMTS - International money transfer systems);
- II. calculating remittances to beneficiaries from withdrawing cash from bank deposits;
- III. calculation of net cash foreign exchange by commercial banks made by residents;
- IV. calculation spending of markets prevailing foreign currency trading;
- V. balancing introduced remittances through official channels with those introduced informally.

### **3.5. Remittances' functions**

Remittances form flows of migrant or private monetary funds

Households provide the main factor productivity migrants, their remuneration in the form of remittances are an important part of the income earned in the migrant family.

Remittances financial role due to the correlation between the above characteristics and external migration for profit.

Ensure minimal subsistence households is the main and most important role of remittances.

### **3.6. Review procedures applied of remittances**

For effective analysis of migration is necessary systemic approach method.

SWOT analysis for the purpose of economic migration, remittances and automatically, the following groups of indicators and may contribute to an effective analysis:



(I) Primary indicators, the absolute value of remittances

(Ii) derived indicators, which emphasizes the qualitative characteristics of migration.

Depending on the purpose of the analysis of where the comparison is performed relative indicators of remittances yielded various types of structure relative indicators; relative indicators of intensity; relative dynamic indicators; Coordination relative indicators and relative indicators of perspective / program.

Definition multiplier effect of remittances means that volume of remittances additional revenue obtained by a particular unit of expenditure which will be used in the economy.

### **3.7. Remittances at international level**

From 1980 to 2015, official records shows an increase of 14 times and considering that will register an upward trend of about 7.7 percent annually.

We can say that migrants who come from poor countries and working in rich countries, bringing the developing countries more money compared to total up the aid of government, private bank loans, the proceeds from the IMF and WB as aid with financial and consulting.

### **3.8. The effects of remittances on financial plan**

Remittances, whether they are introduced in the country of origin of migrants both through official channels and informal, have a direct or indirect, in small or large measure, in general, the economic development of the countries involved in the migration process, and in particular countries which migrants originate.

To determine the economic and financial impact exerted by external labor migration phenomenon can be analyzed from two points of view:

(I) the flow of migrants for employment purposes

(Ii) the flow of remittances generated by migrants working abroad.

### **3.9. The impact of remittance flows on the exchange rate and External Balance of Payments**

Through EBP can evaluate whether the business can attract domestic and foreign and domestic investors also features the country's national economy.

In terms of reducing imbalances EBP, this can be achieved by adopting fiscal and trade measures or the intervention of the National Bank. In practice, the states in the developing world,

the effects of migration are felt strong, imbalances EBP is through remittances, viewed as part of Macroeconomic policies, which serve to balance the EBP.

There is the possibility of dimensioning financial influence exerted on the balance EBP by remittances. Thus, to determine the size of the direct effect is to reduce the imbalance will leave / inequality in payments and receipts foreign remittances exercised.

The earmarking of resources savings, to be used to cover the financing costs of losses in the balance of payments, to estimate value based assembly line financial effect exerted by remittances.

Remittances are the factors that determine the exchange rate because:

- (1) exchange rate is affected by remittances because of their effects on the supply of foreign currency when using foreign exchange remittances owners to convert their national currency
- (2) the effects on the demand for foreign currency when currency flows are recorded in EBP, that upon the receipt thereof, influencing external balance.

### **3.10. Methods for correlating remittances flows with existing operations in financial and monetary markets**

The central bank has two types of interventions on foreign exchange market interventions that change the monetary base – unsterilized interventions and interventions that do not change the monetary base - sterilized. If sterilized interventions, Central Bank (national), with the commencement of sale/purchase of currency more interventions performed sterilization operations, ie transactions in local currency in order to mitigate the effects of interventions conducted over the monetary base. The monetary base increase due to currency interventions by the central bank, generates a mass increase national currency as a result of the monetary multiplier action. Increasing the supply of money in a country in comparison with other countries has the effect, in most cases, exchange rate depreciation and higher inflation.

### **3.11. The effects of remittances on public finances**

To analyze the extent of the effects of remittances exert their influence on public finances, it is necessary to analyze them as revenues population.

Analyzed in terms of the total amount of money that migrants receive for their work abroad, remittances constitute only a part of it, the rest of monies being used by migrants in the country in which it operates lucrative.

How remittances exert their influence on the national economy is analyzed in terms of where they are used. Short-term effect of remittances increases the population has income, increasing aggregate demand, leading to increased tax revenues.

The high rate of use of remittances to cover consumption needs results in increased tax revenues, especially high rate of VAT collection coming increase in imports and sales in the domestic market.

### **3.12. Conclusions**

Remittances have a number of positive effects on the economies of countries of origin of migrants, helping to reduce unemployment, alleviate poverty, increase household savings, balancing EBP.

Regarding the negative effects arising from the presence of remittances in countries of origin of migrants are more extensive at the macroeconomic level. Ensure minimal subsistence households is the main and most important role of remittances.

The main feature of remittances in their role as financial resources of the household in which the migrant comes from the fact that the State intervenes in a very limited extent in their regulation. If the migrant and his household decisions related needs and how to acquire the financial resources, size and directions for their use, the period chosen for their use theirs

Of those analyzed, that the market economy, to intervene and influence these processes related to remittances State, to the State is not direct instruments.

EBP contributing to the deficit adjustment, automatic and remittances contribute to reducing the negative effects related to liberalize national economies and open markets from globalization. Following the migration process are obtained direct financial remittances as a result of which adjustment will result EBP as financial effect.

## **CHAPTER 4. THE RELATIONSHIP BETWEEN LABOR MIGRATION - ENTREPRENEURSHIP IN MIGRANTS' ORIGIN COUNTRIES**

### **4.1. Labour migration**

Narrow definition of external labor migration is the process of labor resources permutation, from one country to another for the purpose of employment on terms more favorable than in their home country.

In economics, external labor migration research is based on the link between specific factors push / pull (push-pull), predominantly economic, and the resulting economic effects.

Subcategories of migrants for profit:

- a) seasonal migrant workers;
- b) migrant workers under employment contracts,
- c) temporary migrants,
- d) migrants pendulous
- e) migrant workers already living in the country of destination

### **4.2. Circular migration**

Represents a temporary phenomenon, because the lack of a permanent residence establish the necessity of returning migrants in their home countries.

Circular migration could be positive for migrants, in light of the following characteristics:

- migrants receive a certain amount of privilege with regard to employment and access to labor markets.
- Maintain steady inflow of remittances, due to the recurrence of waves of migrants
- Reducing brain drain and return of qualified persons
- entrepreneurship among circular migrants
- Improving collaboration between country of origin and country of destination to strengthen the relationship migration – development.

From the point of view of circular migration impact on the economy, we can see an improvement on emigrant skills after the migration process.

### **4.3. Returning of migrants and choosing activities after returning**

Once back in their home country, migrants, most of them will bring savings that will be applied to the purchase of consumer goods to durable to secure a certain period of time, a steady income or to provide a productive utility. The utility savings is achieved through productive entrepreneurial activities of returning migrants. They contribute to wealth generation and job creation. Most often, starting a business in the country of origin of migrants is hampered by certain consntrâneri economic climate and migration may be the way to overcome these constraints (Mesnard, 2000). People who have a higher level of education are more likely to be active after returning home.

### **4.4. Entrepreneurship among migrants**

Migration for employment is for a large proportion of migrants an integral part of business strategy. Between work experience gained in the destination country and the migrant entrepreneurial orientation creates a strong bond, both behavioral perspective and intent on entrepreneurship.

Temporary migration is a source through which people engaged in the process they have the capacity to accumulate some money which they can then use in business start returning to their country of origin. Regarding the types of entrepreneurial activities involving migrants, it appears that in many OECD countries, migrants show higher rates of self-employment than natives.

Factors influencing entrepreneurship among migrants are:

- Culture;
- Social networks;
- Lack of employment options;
- Regulations of the country of destination;
- Access to the capital;
- The success rate.

### **4.5. The relationship between migration - entrepreneurship –development**

Characteristics of entrepreneurship among migrants:

- Migrants are more likely to start entrepreneurial activities compared to natives of the host country;

- Migrants send remittances using for the financing of business openings in countries of origin;
- With homecoming, returning migrants bring a baggage of knowledge and entrepreneurial skills valuable to countries of origin.

Although entrepreneurship has a more pronounced on persons who choose emigration, this is not universally true for all migrants. The various situations faced by migrants in destination countries can influence the decision to start entrepreneurial activities.

The migration plays an important role in development. Existing policies on migration in Europe are frequently based on the conviction that type of migration country promote and influence the scope of entrepreneurship (OECD, 2010) and highly qualified immigrants and immigrant entrepreneurs / investors must be given particular importance. Return migration and entrepreneurship have positive interactions in some cases it is necessary to better understand where their support may be beneficial.

Appropriate policies aimed at promoting entrepreneurship must match the profile of migration present in various countries.

#### **4.6. Programs that offer support for entrepreneurial activity among migrants**

The policies promoted by state and government initiatives and private to attract and promote entrepreneurship transnational and also help to stimulate private sector development are based in particular on the link created between countries of origin and destination of migrants, such as : IntEnt and SPARK Holland, ADM US Centre for Migration and International Development ENPACT in Germany, the Common Ground Initiative and afford in the UK, PACE scheme in France, the Fund SECO and program Entrepreneurship SECO in Switzerland, PARE 1+1 in Moldova, Tres por Uno in Mexico, a number of World Bank programs (Marketplace, D-MADE).

#### **4.7. Conclusions**

Temporary migration probabilities that allows individuals to accumulate human and physical capital is high, which increases the likelihood that they will become entrepreneurs. Migration is part of the life cycle of capital accumulation for its own recruitment activities, or for leisure activities after returning home. Migrants tend to choose re-migration, to be able to finance economic activities pursued after returning home.

Post-return activities influence the migration period. Thus, if after returning migrants have considered several activities, the optimal duration of migration may differ, depending on the

activity. The optimal duration of migration is directly influenced by economic variables, such as, for example, wages in the host country.

The education level decreases during the migration period. If educated migrants receive wages higher relative abroad, this could lead to a decrease in the duration of the migration.

Entrepreneurship is closely linked to labor migration, mostly work experience acquired abroad. With the basic needs and the accumulation of capital, both financial, relational and human, most often, a migrant will develop a certain tendency to invest in activities that are productive, which will turn into an entrepreneur . Migrants often start businesses in services and native areas selected in starting businesses are represented mainly in manufacturing branches.

In order to stimulate entrepreneurship among migrants, they have started a series of policies pursued by the states and a lot of initiatives both governmental and from the private sector.

## **CHAPTER 5. INVOLVING MIGRANTS - A WAY FOR INTERNATIONAL EXPANSION OF BUSINESS**

### **5.1. International expansions of firms**

In deciding international expansion, from the outset, comparing costs with the benefits of internationalization, we find low cost nature. This is particularly due to the familiarity generated by market strengths, develop skills and competencies the company and the use of administrative resources and management to a higher level, resulting in performance. It found that firms seeking international expansion tend to choose as destination markets neighboring countries or those of more developed states in terms of cultural (Davidson, 1983; Papadopoulos and Denis, 1988).

### **5.2. Modalities to penetrate international markets**

At the time of the decision of expanding markets of other countries, at the company have decided on the activities to be undertaken in the respective markets. For different cultures, there are different ways to penetrate local markets. Ways of penetrating the international markets are import-export, joint venture, contract management, holding a minority stake in another firm, long-term contractual arrangements

### **5.3. Models of international expansions**

The way of market penetration of a country is an institutional arrangement whereby the company decides to operate on foreign markets (Kumar and Subramaniam, 1997). By addressing the different ways of entering international markets it requires different levels of capital investment, capacity for organization and leadership, control mechanisms and local presence.

The moment of entry of a firm international market occurs when it "undertakes active and long-term products old and new in one or more foreign markets target that still has high activity and objective market" (Danciu, 2004).

Forms for entering foreign markets:

- Export;
- Associated strategies;
- Strategic alliances, including: licensing, franchising, management contracts, turnkey contracts, joint venture alliances with equity participation.



#### **5.4. Immigrant effect in taking decision of international expansion**

When a firm decision will be the internationalization, target will be countries and cultures with which firms had experiences, but also those where will enjoy the support of social networks in the process of internationalization.

Entrepreneurs who have a multicultural background, be they managers or ordinary employees can compensate for a lack of experience of the company in the host country and helps to eliminate discrepancies between distant cultural environments. The experiences of immigrants to the country of origin of the company and the country where it will expand its business contributes to cultural understanding and enhance confidence in conducting business across borders.

The effect describes the positive impact of immigrants immigrant employees and managers for the success of international operations, primarily when an organization expands in the country or region of origin of immigrants (Hyde, 2002 Chung, 2004).

#### **5.5. The influence of previous experience with the state choose as destination in taking decision for company's internationalization**

When aiming internationalization of business firms, countries with which they are familiar are preferred because prior experience in a country supports new activities in the same host country and increase performance (Luo, 1999). However, if a firm has carried out activities or experiences or in a neighboring country or a foreign country, managers may have an image already created the business environment. The main consequence is the reduction in uncertainty, which gives the company the opportunity to choose appropriate strategies for penetrating markets and also foreign operations can be managed more successfully (Barkema, 1996).

#### **5.6. The role of networks and local partners for firms' international expansion**

With the increase of network connections is facilitated expansion and profitability of foreign companies abroad (Johanson, N. Hood, Vahlne, J.-E., 1988, Welch, 1996 Wilkinson, 2000; Griffith, 2004, Li, 2009) .

An existing network in a host country facilitates business activities, especially in decision-making stage, start-up and for any subsequent disputes (Jensen, 2003; Chen, 2009).

If there is a historical connection between countries, this will be a strong motivation for immigration or travel between their countries.

### **5.7. The role of cultural differences in choosing modalities for expansion in international markets**

Choice of penetrating international markets is greatly influenced by how the company was exposed to cultural differences they will encounter in conducting foreign environments.

If the distance is large, the company may face difficulties in the management of labor within the company on grounds of cultural differences.

Increasing cultural differences between countries should have a negative impact on a firm's decision to opt for a penetration with high equity control. When are major cultural differences, labor management and relationships with suppliers, buyers and government difficulties (Agarwal, 1994).

### **5.8. Conclusions**

International expansion strategies are those strategies that certain national firms take wishing to expand their business beyond the borders of their home country or transnational companies that want to expand their business in other countries.

The main objective of a company at the launch on international markets is the competitive risk reduction.

Although marginal costs exceed marginal benefits related presence in foreign markets after a certain period, will acquire a negative trend. The contribution of immigrants in terms of business skills, knowledge of foreign country, social networks and financial resources, provides a necessary basis of international trade and foreign investment.

Knowledge about immigrant origin is manifested in culture, language, legal system and market information on business operations which contributes to facilitating the implementation and adaptation of products, promotion or marketing strategy.

It was found that most of the companies that employ immigrants processes of internationalization, but also to postpone plans for internationalization.

Globally, most of the companies in which there are immigrants, expansion plans are canceled early stage of decision making by expanding and opinions we rally supporting the field research on immigrant effect is impose new research perspectives.

## **6. CASE STUDY: ANALIZING THE ROLE OF MIGRANT NETWORKS IN ANTICIPATION OF EMIGRATION OF YOUTH HIGHLY QUALIFIED FROM CARAS-SEVERIN COUNTY**

### **6.1. Introduction**

The phenomenon of brain drain in Romania is felt especially in the last 26 years. Its negative effects can be seen in all sectors of society, such as economics, education, medicine, until the political area, leading to the conclusion that this is a very important factor raised the crisis in our country.

The simplest explanation of this phenomenon is that people in general and people with higher qualifications in particular, want to increase the chances of achieving seeking to receive recognition from others, but most importantly, they want to increase earnings, which may allow them to have access to a high level of life. To achieve this, they choose to live in another country, leaving their home country.

### **6.2. Considerations regarding migration – Caras-Severin County**

From unofficial data, we can say that there are more people coming from Caras-Severin, who work in other countries, in almost all cases, there are dozens and even hundreds of people from the same village of origin or people linked together, working not only in the same country of destination, but also in the same village or city. Many of them practice return migration, but a large number of them chose long-term migration in countries of destination, paying taxes just like citizens of the country of destination and even sometimes rates to bank loans because they chose to apply for a credit and purchase a dwelling in their countries of destination. The main countries chosen as destination countries for migrants coming from Caras-Severin are Austria, Germany, Italy, Spain and the UK.

When referring to Austria, we can say that in the countryside, near Vienna and near the border with Hungary we can find many Romanian migrants, most of them coming from the same village from Romania, or links based on kinship and friendship relations. Also in Vienna, we can find a large number of migrants coming from Romania in general and from Caras-Severin, particularly, so that we can conclude that most of them have chosen this destination on

the one hand due relatively short distance, and secondly that due to proximity to the capital Vienna, these clusters are more developed economically.

What we want to underline is that we are not saying that most Romanian migrants come from Caras-Severin, but we have noted, based on our own experiences, that most of them are from Caras-Severin.<sup>3</sup>

Because these statements are based on his own experience, we can not specify the actual number of migrants, especially that although temporary migration for work occupies an important dimension in Romania, do not know the exact dates.

Regarding the choice of the topic of the case study, " ANALIZING THE ROLE OF MIGRANT NETWORKS IN ANTICIPATION OF EMIGRATION OF YOUTH HIGHLY QUALIFIED FROM CARAS-SEVERIN COUNTY ", we thought it useful to address it, because of the current economic context, which ranks Caras-Severin 9th place among the poorest counties in Romania, but the situation in which, during the internship doctoral research conducted during July 2015 Wien University, I had the opportunity to observe from personal perspective, that there are many people, tens and even hundreds of people from the same village home from Caras-Severin, or people linked, that not only works in the same country of destination (Austria), but also in the same village or city. The unity of the migration network effect has been very visible in the experience with them.

The main objective of the case study is to find out whether among highly skilled people in Caras-Severin no intention or likelihood intention to work in a foreign country and if it exists, to what extent is influenced by the existence of relations of type among those existing in migration networks. Secondary objectives of the case study are the factors who influencing migration, countries chosen as destination intention to return to the country and to start entrepreneurial activities.

By achieving these objectives, it may be possible to conturate the role of migration networks in economy of origin county, at the micro level, and at the macro-level in economy of

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<sup>3</sup> The comments come from the author's own experience, both during the period 2006-2012, when in my turn I was working Austria as a seasonal worker and I was a part of a network migration, and the most recent experience is that in the course of July 2015 when, under the "Burse Universitare în România prin Sprijin European pentru Doctoranzi si Post-doctoranzi (BURSE DOC-POSTDOC)", POSDRU/159/1.5/S/133255, as part of the target Group, I participate in alengt mobility in Austria (01.07.2015-31.07.2015) at Universitat Wien, during which I had the opportunity to interact with some of these groups and individuals to find out that there are many other people in many places in the county Caras Severin who have settled in Austria, or have chosen long-term migration for work purposes

origin country, research thus contributing to substantiate the objective that becomes from title of this thesis.

### **6.3. Method of Questionnaire**

Questionnaire data collection technique is most commonly used today.

Relating to the difficulty, the questionnaire is not at all easier method of interpreting the data, but its degree of difficulty is almost identical to other research methods and techniques: observation, experiment, content analysis etc.

#### **6.3.1. Questionnaire for the scientific research**

Questionnaire for the research is a research technique that consists in a series of written questions and possibly graphics arranged in a certain logical and psychological, that will get written responses from persons to whom it was addressed.

##### **6.3.1.1 Formulating the questions**

Questioning is not the starting point for drafting the questionnaire. The research objective, clearly defined theoretically be transformed into an operational definition, and then will choose the string of indicators that will take the form of component questions of the questionnaire.

### **6.4. SWOT Analyse for the questionnaire used for the elaboration of case study**

S

- It is one of the cheapest ways of collecting data

W

- The reluctance of respondents on questionnaires

O

- The existence of social networks has facilitated interaction with respondents

T

- A certain level of restraint on the part of respondents.

## **6.5. Motivations for the choice of questionnaire as a research method in developing the case study**

Due to currently socio-economic context, the migration of highly qualified individuals in general and qualified young people, in particular whose levels are getting higher from year to year, we considered necessary for the case study to be carried out in direction of the phenomenon of brain drain among young people in Romania, namely those in Caras-Severin. The method by which we are to achieve the case study is the questionnaire.

In this regard, we developed a questionnaire, addressed both university graduates and current students in order to find out if among these two categories of highly skilled migration being there, and to identify the factors influencing it.

Field analyzed is Social Sciences. The margin of error of the survey results is  $\pm 5\%$ , because by practice area statistics required to use at least 95% probability.

The period of application of the questionnaire was February-May 2016, the distribution and collection of its being made through social networks and email. Subjects had checked and completed a total of 20 questions and statements, maximum complement of approximately 15 minutes. Analysis of the survey results was carried out with the statistical program SPSS Statistics 24 IBM.

In developing the questionnaire, we identified the following indicators:

- **Level of training and seniority**
- **The perception of the labor market in Romania**
- **Likelihood decision to work in a foreign country**
- **Identification of respondents.**

Each indicator is accompanied by a number of questions in order to identify information that can be used in the case study objectives. Analysis of the results was performed for each indicator and variable in part based on subjects' graduate or student status.

## **6.6. The analyse of questionnaire's results**

Analysis of results of the questionnaire was carried out with the statistical program SPSS Statistics 24 IBM Data were entered for each of the 432 cases in part. We have created a variable for each question, and each of the criteria that had to be marked by graduates. Each choice we

attributed a code consisting of a number, but the maximum is 6. We obtained 45 variables. To analyze the results of the questionnaire, we used frequency and descriptive statistics. The results obtained by the IBM SPSS Statistics 24 were obtained by setting the division results in two categories of respondents and analyzed for the individual variables, except the variables that should be noted by respondents, by importance, which were grouped for each statement they belong. Analysis of the results was performed for each indicator and variable in part based on subjects' graduate or student status.

## **6.7. Results and Conclusions**

Using the questionnaire in the design and analysis of the case study was a way not easy, given the number of variables used, and number of respondents, but the results have contributed to verify the importance of the indicators used in the issues studied.

The questionnaire developed for the study case contains 4 indicators and 45 variables in the form of 20 questions and statements, whose processing was carried out by statistical program IBM SPSS Statistics 24.

The questionnaire was conducted from February to May 2016, the margin of error is  $\pm$  5%.

The total number of respondents was 432 participants, were obtained in all cases valid responses. Of total respondents, 190 are students, and the remaining 242 graduates. The number of students who follow the Bachelor is 88, 102 are enrolled in master. The group of graduates is as follows: 50 graduates of Bachelor, 152 master's graduates, 35 graduates of doctoral studies and 5 postgraduate graduates. Respondents willing to continuous improvement are directed towards efficiency and effectiveness, capacity for leadership, have the ability to prioritize tasks are results oriented, possess the ability to work in teams are represented in 100% of graduates license, master and doctorate. In respect of the respondents who are still students, it appears that a small number of them have the ability to stress management and demonstrate proactivity.

Most of the results come from those trained in economics and administrative sciences.

With the accumulation of work experience and graduation gear higher and higher studies are becoming more specific skills in the labor market looking for employees.

Participants in the survey consider that the choice of specialization will count on finding a job very much and largely worth a total of 374 responses from 180 students and 194 graduates.

Correlated with work experience of respondents, particularly those included in the category of graduates, we can conclude that by choosing positive responses regarding the importance of choosing the specialization in obtaining a job, specialization has played a key role in getting places actual work of respondents.

The main feature of the labor market in Romania identified by respondents is low wages compared to their work, variant chosen by 75% of respondents.

Types of employee considered to be the most sought after in the labor market is by far the one of "professional experience" variant chosen by 57.40% of respondents, while junior manager and the related options is 21.75% ie 20.83% of the choices expressed. On your job target, experienced specialist occupy positions 61, 57% of the total denominated options, aimed at students 37 posts manager, while 52 opted for the junior.

Salary expectations of respondents exceeds the net value close to the average salary in Romania, namely 2,000 lei option that was endorsed by 21.60% of respondents.

Salary expectations of over 60% of respondents expressed similar values with average minimum net wage in the West. Thus, 62.72% of respondents expected net salary between 3000-4000 lei (33.33% opted to 3000 lei, lei and 29.39% for 4000).

The criteria chosen as the most important in getting a job abroad according to their qualification are extracurricular activities, involvement in volunteer and possession of qualifications / certificates is considered more important than good academic results, studies abroad.

Of the 432 respondents, 227 are intended to work in a foreign country, representing 52.53%. Young highly skilled consider the possibility of working in a foreign country, which shows that the county of Caras-Severin phenomenon of brain drain is high. The economic implications of this phenomenon are important.

Among the young people surveyed, 101 intends to return to the country and to put into practice the knowledge gained in the destination country, which means that there is the possibility that the brain drain to turn into brain-gain. If 1 in 5 high-skilled young people will return, the net loss of 4. However, with the return to the country, the young high-skilled will bring a knowledge base related to technological ideas from the country selected as destinations work-related experiences. In our case, there will be 101 people who intend to return and start entrepreneurial activities. Without the transfer of knowledge and technology originated from



returning migrants, productivity and results in the country of origin would not be so high because it is expensive and difficult to reinvent some models and procedures than to adapt to it. So we can say that returning migrants may have higher productivity than if all had remained in the country of origin, and means productivity growth.

The main reasons underlying the decision to migrate are primarily financial, followed by the link to the existence of migration networks in destination countries are either in Romania. Being traditionally a county whose economy is based on industry, with the disappearance significant of several branches of its lack of jobs in Caras-Severin according to qualifications obtained leads many young highly qualified county to opt either to go to neighboring counties (mainly Timis) or choose to emigrate to a foreign country or to stay but to accept poorly paid jobs and lower their qualifications. Much of the respondents chose as destination countries such as Austria and Germany, primarily due to higher salaries but also because of the relatively small distance

Link to destination countries, manifested in relations with migrant networks of respondents expressed if the 227 206 people who said they intended to work in a foreign country. Therefore, migration networks have a role in deciding migration and choosing the destination country because, through family ties or belonging to the same place of origin can provide support in everything that information on legislation and conditions destination country, finding accommodation and possibly financial support in case of need. However, the migration networks can be sent back to their home country, in our case in the county of origin, Caras-Severin, remittances. In Romania the main source of information on remittances is the current account of balance of payments records only official transfers of workers, about 60%, according to central bank estimates.

From the results of the questionnaire, it shows that 48.01% of the 227 respondents who had considered the possibility of working in a foreign country are willing to work below their qualifications provide, in conclusion stated theories on migration and wages that they are willing to receive them are around 1,500 euros, rather than the countries chosen as destination, but compared to the pay scale in Romania.

Participants in the survey were between the age group 20-35 years. Responses were received most of the women, 249 of the total number of respondents, the remaining 183 being men.

Limitations of the research data that it addresses a limited geographical areas, Caras-Severin, but the results fall into the findings of studies on migration networks. To get meaningful results at the regional level, we consider it appropriate to apply the questionnaire, in its current form or in an enriched form in the West Region, by including more areas of specialization.

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