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Crisis impact on employment and mobility model of the Romanian university graduates

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Abstract

In less developed countries, the main concern is represented not that much by external mobility of workers, but by the migration of those with higher education, the so-called "brain-drain" due to the associated loss of economic potential. The capacity of the labour market from the origin country to retain through quality jobs the new generations of graduates may represent a deterrent for employment and career mobility. In the present paper we shall analyse the motivation for migration of Romanian youths in the last years of their licence and master studies based on processing a survey developed in the period May-June 2012 among the economic higher education graduates. The comparative disadvantages regarding development level, labour remuneration and attractive jobs, as well as the structural deficit between the supply of the educational system on training fields and specialisations and the demand of the labour market motivates the propensity to international mobility for labour, even for professions requiring an adjustment on the labour market of the country of destination, by training on the job or additional education.

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1. Introduction

The flows, intensity and profile of mobility for highly-skilled labour force become autonomous from workers' with average or low training mobility and is relatively indifferent as propensity against the conjectural socio-

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economic events. Still, it is highly dependent on the legislative and institutional limits or the policies promoted by the country of destination, and on the development level.

The determinative variables of highly-skilled labour force migration define the support factors for sustaining the propensity to external mobility, and the characteristics of the countries of destination model the direction flows and their intensity. It should be mentioned that a model of incentives is built for mobility, different to the one of the poorly trained migrant workers, strong potential factors such as the creation of social networks being insignificant in the case of experts and weakly significant for students from abroad.

If we refer to the generic category of persons of 15 years of age and over, highly-skilled that migrate we should take into account two large groups of individuals:

- Graduates of higher education who opt for international mobility with the purpose of employment and who feed the group of immigrant population present on the labour market from the destination countries;
- Students studing abroad, in the broad understanding of the term, in the Bologna system being included master- and doctor-students, who manifest a particular propensity for employment abroad, due to the partial employment model practiced by the majority, as solution for supplementing financial resources required for education and ensuring living-standard conditions during the period of studies.

If we refer to the propensity to migration of highly-skilled, in the countries of origin, then we include yet other two groups:

- Persons with higher education present on the labour market from the countries of origin, but who are searching for a job abroad;
- Students, master- and doctor students in their stages of training, partially employed, full-time employed, or unemployed, who show their interest and are searching for alternatives for employment outside the country of origin, after finalising studies.

2. Main characteristics and determinants of the highly-skilled labour force mobility from Romania

The determinative variables for persons with higher education are both derived from the attributes of the country of origin and from those of the country of destination. Additionally, the personal characteristics of the individuals analysed from the perspective of comparative advantages of competences, knowledge, and especially the ones of talent and innovativeness differentiate them neatly from the average graduate with higher education. Under comparable conditions of opportunities, more mobile, potentially, are those proving specific qualities and professional expertise above average, being the first selected within the policies for attracting and brain-drain/brain shopping recruitment. Yet, it should be mentioned that under the current conditions experts' mobility is much more flexible, more volatile, employment being achieved, preponderantly, by contracts on determined period, for certain topics and objectives, and remaining after conclusion is less probable than in the case of medium personnel developing routine activities or poorly innovative ones. It is the same professional behaviour as the one of performance sportsmen, whose maximum performance period is dependent much more on individual potential and less on activity's history. Depending on profession, specialisation and individual attributes the migration period of highly-skilled varies significantly, from a couple of months up to several tens of years. A synthetic scheme of the determinants in mobility is presented below, associated with the type of influence in Table 1.

United States and Canada are the most popular destinations for highly-skilled workforce. If North America absorbs about 2/3 of the highly-skilled labour force, Europe attracts just short of ¼. Up to the 2000s, Europe was less interested in attracting especially the highly-skilled, and focused, in particular on covering structural employment deficits and, as result, several persons with low or medium training migrated for labour. For instance, in 2000, in OECD European member-countries lived about 11 million expatriates with low training levels, 6 millions with medium-level training and only 5 million with higher education. It should be mentioned,

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