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## Article

# The Approach of An Intelligent System for Stopping the Phenomenon of Migration of Young People During the Economic Crisis

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# THE APPROACH OF AN INTELLIGENT SYSTEM FOR STOPPING THE PHENOMENON OF MIGRATION OF YOUNG PEOPLE DURING THE ECONOMIC CRISIS

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**Abstract:** *This study identifies and proposes the approach of a new intelligent system regarding stopping the phenomenon of migration of young people during the current economic crisis. We investigate the manner in which the labour market and the educational system in Romania can contribute to the option of emigration as the only saving opportunity for more and more young people. The economic crisis influences the social-economic development and has a major impact on the decision of young people to migrate from Romania to those countries that may offer a general framework optimum for their future human and professional development. The objectives refer to the assessment of the tendencies of the migration phenomenon and to the analysis of the impact for the educational system. In the end, possible solutions are searched for the identified problems, with the purpose of drawing attention to the loss of our country, due to the migration of the most important segment of the labour market in Romania: the young people. The inductors of migration among young people are the professional-educational factors motivated by the wish to attend a form of higher education and the aspiration to a profession according to their formation. The impact of this study is produced in practice, through the results and conclusions of the analysis carried out.*

**Keywords:** migration, brain migration, economic crisis, labour market, unemployment, competences, human development

**JEL Classification:** F22, I24, J61

## INTRODUCTION

The international migration of the human capital increased all over the world. In the member countries of the Organization for Cooperation and Economic Development, the international mobility of the human capital follows the pattern of “brain circulation”, which implies to a great extent immigrants temporarily qualified. In the developing countries, including the ones specific to the area in the South-East of Europe, mobility is, for the most part, in the form of “brain drain”, which is an international transfer of unidirectionally highly educated professionals. This second category of the people educated on a permanent basis is the object of the present study. Starting from the form of migration called brain drain, we gradually reached the form of migration of young men for study, which we generically call “intelligence migration”. The migration of young Romanians is nowadays one of the crisis social solutions for critical life situations with short-term

advantages. The labour market offers ever fewer attractive facilities for the Romanian migrants. Thus, countries such as Italy, Spain, Germany, France, and Greece are facing the phenomenon of both economic and financial crisis. The social-economic effects of migration concern both the environment of departure (the deficit of manpower, the low development degree) and the receiving environment (racial and ethnic conflicts, high unemployment rate, and overpopulation) (Feraru, 2011). The difficulties regarding adaptability of migrants are produced nowadays on the background of the economic crisis, not only “from home”, but especially of the crisis found at the destination. The social establishment is lost, this time. The feeling of return “home” is attenuated by the awareness of the relative economic, financial, social or political crisis from all over the world. The uncertainty given by the loss of the work place from these states, the disappearance of the advantages in the field of free circulation of persons leads to the confusing feeling of postponement of the return “home” of most of the migrants. The offer on the labour market of the countries with a higher development potential is of exploitation of the highly qualified human capital. The young Romanians are an attractive segment for different countries due to the reduced costs of their remuneration as well as to the promises of work places corresponding to their professional training in their origin country. The dramatic side of the phenomenon of migration of young people concerns especially the region from which young men emigrate. For Romania, the losses are materialized through the deficit of young manpower of the key activity fields (healthcare, education, research, services, IT). After 2008, the year of the economic crisis outburst, in Romania the situation of the migration behaviour has been acutely determined in the social system. The reason for the attempt of establishing a pattern of stopping or slowing down the phenomenon of migration of the Romanian young men is that the phenomenon becomes the main cause of the regression and stagnation of Romania. The results of the studies carried out personally or by other researchers in the field, which will be reminded along the study, allow the establishment of a pattern of stopping the phenomenon nationally. The formulas of the pattern have different forms and respond to key questions such as what migration policies can reverse this tendency, what measures can bring back the valuable Romanian young men, how we turn the migration of young Romanian students into an advantage for our country.

## 1. CONCEPTUAL DELIMITATIONS: BRAIN DRAIN VS. INTELLIGENCE MIGRATION

The terms frequently used, in the international patterns of the global era, are formulas such as “academic mobility”, “skilled migration”, “brain drain” and “brain circulation”. The brain migration has become today a complex problem of significant interest, with an emphasis on the Central and Eastern Europe, while the circumstances of the last decade have propelled a very high number of highly qualified citizens, especially young men from these regions or other remote areas on the labour market/starting from these aspects, from the mutations and implications of the brain drain, the name is justified if we refer to the flow of this category of people from Central and Eastern Europe. The range of perspectives and frameworks in which such phenomena can be contextualized renders analytically the experience of an intellectual game in which each participant is blind-folded and can go down on a different area, nevertheless the precision of the attempt stays relatively in the dark.

The term “brain drain” designates the loss of the manpower, intellectually and technically qualified, through the circulation of manpower to environments geographically, economically or professionally more favourable.

The term “intelligence migration” refers directly to the nature of the study of this research. The subject of the issue is delimited by a general description of the phenomenon in Europe and Romania, by a theoretic and contemporary approach, and by the analysis of a case study achieved in Italy with the young Romanian students studying there<sup>\*</sup>. The study focuses on aspects related to the integration, discrimination, positioning on the labour market of the students studying in Italy after receiving their educational title, and their return to their origin country. We chose highly qualified young men, as they are the sustaining pillars of society. The conclusions of the study show that the massive migration of young men outside the country is influenced both by internal factors and external factors. Internally, most countries in the Central and Eastern Europe are facing the transition processes that affect the governmental form, the organization of the economy and of the society as a whole. Among the emerging markets, the academic environment and the intellectual labour market has become one of the most dynamic ones, offering new stimulants and opportunities

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<sup>\*</sup> The study is an integrated part of the case study of the PhD. Thesis *Religion and Migration in Contemporary Romania. Case Study: Romanians Living Italy* achieved between 2010 and 2011 (30 interviews and 60 questionnaires)

for the highly qualified university teaching staff, researchers and professionals to migrate from the sub-financed public universities and research institutes to newly founded private companies.

Another important migration factor of the highly qualified manpower is represented by the individual units of the entrepreneurial spirit, which are drawn by the innovation climate, by the good labour conditions and the high wages paid in the developed countries. Another migration factor of the highly qualified is the situation of the new policies promoted and designed by some of the countries of the Organization for Cooperation and Economic Development in order to draw highly qualified specialists that comply with the requirements from the national market, their needs and the conditions from the labour market in the concerning states. The combined effects of the internal and external factors of the migration of the highly qualified generated a new institutional climate for the brain drain from the countries in the South-Eastern Europe, which have to be taken into account when the impact of this type of migration is assessed.

Nationally and internationally the brain drain led to changes regarding the economic opportunities, the academic and intellectual preoccupations of the corresponding persons, thus increasing the number of the people participating to the real economy in the destination country, with the risk of depriving part of the higher education and research institutions from the origin country of some of the best qualified persons. The tendency of the brain drain is sustained by a series of factors of the poorest countries from the economic point of view, by the economies of these countries in a transition process as well as by the lack of public inventions in sectors such as development, education and research.

#### **a. Characteristics and consequences of the brain drain**

In order to assess the consequences of the brain drain, a clear emphasis on two main characteristics remarkable for South-Eastern Europe is necessary. First of all, we must mention that almost all the countries in the South-Eastern Europe suffer from an acute lack of empiric data regarding the phenomenon of brain drain. The emphasis is too much on general and anecdotic information, rather impressing than informative, based on a clear methodology for the collection and processing of data and information that could allow an objective analysis of the degree of migration of the highly qualified. Secondly, brain drain has been seen for a long time as a game in which the winners are the destination countries, rather than the origin countries. We will see how the latter manage to compensate for the losses generated by the brain drain. Despite all this, it has been demonstrated that in this field, the net separation of the origin countries from the destination

countries, namely of the winners from the losers, is not a safe and efficient perspective. An alternative vision is the emphasis on the positive effects of the brain drain in the origin countries. For instance, it has been demonstrated that to a certain extent migration can encourage the formation and increase of human capital in the origin countries. In addition, migration can also affect positively the economic increase in the origin countries, through remittance factors, social remissions and transfer of quality knowledge acquired by the immigrants who return and apply all these after their return to their origin country. In spite of this, the positive effects of the brain drain are not automatic and compulsory, because, for a small country with a deficit of highly qualified manpower the migration of a significant number of highly qualified persons, the effects are negative. This is the main reason for which the countries affected by the brain drain, such as the countries in South-Eastern Europe, should present and apply clear policies efficiently appropriate for the reverse of these migrations.

#### **b. Causes and consequences of the intelligence migration**

The causes and characteristics of the migration of young men are conditioned by the issue of the development of the labour market and by poverty. After 20 years from the decline of the communist regime, the gap of welfare between the east and the west of Europe persists, and the countries from these regions lose more inhabitants every year. Romania is the second poorest countries of the European Country. The average monthly wage is 450 euro. Demographically, the population is decreasing by 12% in a decade, according to the last census from the end of the year 2011. Migration came to be the only strategy adopted by the young. The migration phenomenon is treated from the sociologic perspective, though the real scope of the phenomenon is overlooked by most studies. The young are hindered in their professional accomplishment, which is why they choose easily the emigration variant.

The causes (the lack of professional perspectives, poverty, unemployment, corruption etc.) and the consequences of intelligence migration are presented in what follows through data referring to studies achieved in the field between 2005 and 2011.

### **3. YOUNG PEOPLE, MIGRATION AND SOCIAL CHANGE IN ROMANIA**

The external migration from Romania is a phenomenon that started after December 1989, and for the past years Romania has become one of the most important origin countries of the East-

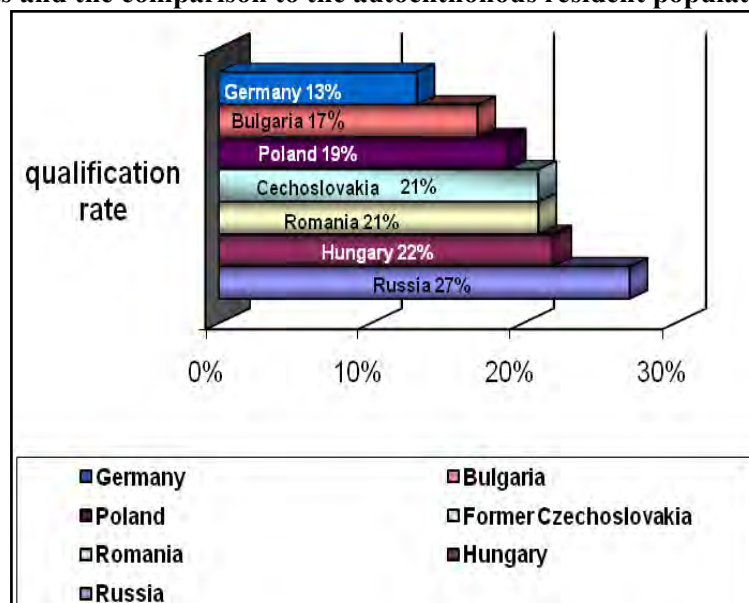
European migrants. Most Romanians have already created social networks, which participated in a migratory phenomenon for a short or long period of time. In contemporary Romania, migration is the main process of social change and the Romanian young people take into consideration migration as one of the most important educational, occupational and life strategies. In the countries that received migrants there is an increase in the cultural diversity, challenges in the accommodation, integration and adaptation of migrants in their new host countries. Most Romanians who choose to emigrate are young men with a high degree of education and only a small part come from ethnic minorities. According to the data supplied by Caritas Romania and Caritas Italy, half of the Romanians who emigrate are between 22 and 44 years old, of which three quarters are high school graduates and a quarter are university graduates (Pittau, Ricci and Timșă, 2010, p. 14).

The characteristics of the Romanian emigration include the characteristics of the “brain drain”, thus those of a selected emigration, including mainly highly qualified workers rather than less specialized workers. The flow of professionals and highly qualified workers from the past years has become a notable phenomenon. According to the National Institute of Statistics, the percentage of emigrating university graduates increased from 6% in 1990 to 23% in 2002. According to a study of UNESCO Higher Education Statistics, the number of the Romanian young men studying abroad increased by 56% during the last decade, becoming over 22,000 in 2009. Until the beginning of the global economic crisis, their number increased by 52%. According to the representatives of the educational fair Romanian International University Fair (RIUF) and the years 2010 and 2011 follow the same ascending route regarding the young Romanians’ desire of studying abroad (Murgu, 2011).

In an estimation of the qualification rate of the stock of immigrants, or the proportion of qualified migrants from the total number of migrants and the comparison to the autochthonous resident proportion, the result is a surprisingly significant difference between groups in favour of the Eastern countries: in Germany, the qualification rate is 13%, while in the former U.S.S.R. is doubled to 27%, in Hungary it is 22%, in Romania and the former Czechoslovakia 21%, in Poland 19%, in Bulgaria 17%. It is noticeable that this rate is high in Romania (21%) (Figure 1).



**Figure 1 – Qualification rate (or the proportion of qualified migrants in the total number of migrants and the comparison to the autochthonous resident population)**



Source: According to the data on <http://www.econtext.ro/eveniment--2/social/numarul-tinerilor-romani-plecati-la-studiu-in-strainatate-a-urcat-cu-52-in-ultimii-zece-ani.html>

What is interesting is the quantification of the consequences of the intelligence migrations on the economies of the origin countries especially as in most cases of these migrations people have no choice but to work in fields under their professional formation level. This phenomenon is called “brain waste”.

As we will ascertain from the outcomes of the study achieved in Italy, most (42%) students state that they do not want to return to their origin country, while actually the highly qualified want to remain in their own country in certain life and labour conditions. This happened starting with 2008, along the beginning of the economic crisis, while 23% of the Romanian population was running the risk of poverty, namely having incomes below the threshold of poverty (Eurostat, 2009). According to the representatives of the educational Romanian International University Fair (RIUF), the favourite destination for studies of the Romanian young people remains Italy in the years 2010 and 2011, though in previous years the favourite destinations were France and Germany (Murgu, 2011).

The analysis of the migration phenomenon among Romanian young men, namely among the young men that go to Italy to study started from the interview done in the summer of 2010 in Bologna, Italy, with Ioan Eugen Popițiu, the coordinator of the Italian Branch of the League of Romanian Students Abroad. The purpose of the research was to analyze of the reasons for which this special segment of the Romanian immigration does not want to return to Romania after



finishing their studies, and to ascertain where these young men see themselves geographically and on the labour market after obtaining their degree. The key questions in this research are: Is the phenomenon of “brain waste” really taking place? Do Romanian students in Italy want to return to Romania permanently? Is migration an opportunity for them? Are they “victims” of the sub-employment in Romania and/or in Italy? Are they victims of discrimination in Italy? Do Romanian students in Italy find it hard to integrate in the host country? The question of these specialized young men are “victims” of the scarce employment in Romania and/or Italy refers to the fact that most times immigrant young men – even highly specialized – are employed in poorly qualified activities, such as agriculture, hotel services or assistance in families. Before presenting the outcomes of the study regarding the “intelligence migration” of Romanian young men from Italy, we will discuss a few studies achieved previously on the subject of migration and the decision to migrate of the Romanian young men, in order to see an overall picture of the phenomenon and to observe the evolution of the phenomenon in time. The descriptive character of the overview of some studies in the field illustrates the main national changes regarding the situation of the Romanian young people and the values that dominate this young segment of Romania nowadays. A series of data is presented from studies achieved between 2005 and 2011 in Romania and Italy, for the age category 18 – 35 years.

Romanian young men go abroad to work and study, as in their origin country their true value is not appreciated. The study “Romanians and the Migration of the Manpower to the European Union”<sup>\*</sup>, discussed by Stoian in a national newspaper, shows that the main reason of the Romanians’ departure is the need of esteem (Stoian, 2005). The top of the favourite destinations of the Romanians who emigrate is, according to the quoted source, made of countries such as Italy, Spain or Germany. The young men between 19 and 35 years old and high school graduates have the most acute feeling of lack of value appreciation. Hence, according to the study, 85% of the respondents said that they knew personally someone who worked in a country of the European Union, of whom 29.5% asserted that they knew someone in Italy, 22.4% in Spain, and 13.5% in Germany.

Germany is included in the top of the favourite work destinations, first of all due to the Romanians’ impression regarding Germans as a nation: we know that they are responsible people, who pay correctly; a country where you do not expect any unpleasant surprises (Stoian, 2005). Most

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<sup>\*</sup> The study was achieved between September 20<sup>th</sup> and November 1<sup>st</sup> 2005, on 884 persons, mostly young men between 19 and 35 years old (49.43%), who responded to questionnaires in the counseling offices for citizens all over the country.

Romanians (75%) want to leave to the countries of the European Union for reasons such as: a higher wage, a better life. Most reasons invoked by most questioned people as regards departing fall into the category “need of esteem”: our people leave abroad to have their value appreciated, to earn the respect they do not get in Romania. The people who felt the need of esteem most frequently as an emigration reason were young people between 19 and 35 years old (77%) and high school graduates (76%). The second place is occupied, quite far from the first place, by the reasons that fall in the category need of safety, indicated by 13% of the respondents. What is interesting is the standard answer falling into this type of need, namely the search for a work place: people leave because they cannot find a job and cannot live decently in Romania. Romanian young men expressed in 2005 certain fears regarding what the integration of Romania in the European Union would bring in 2007. According to the same study previously quoted, of the total number of people that in 2005 expressed indirectly their fears regarding the integration, most are persons highly educated (48.7%) and young men (44.6%). The conclusion of the study is that people who emigrate are not necessarily the poor people from a former communist country, but professionally qualified young people, prepared to receive all the advantages of this opportunity.

The situation from 2008, according to the barometer created by the National Authority for Youth\*, is different, meaning that young people do not want to leave the country any more. Therefore, continuing to study in the origin country and finding a well paid job prove to be the main targets of young people between 14 and 35 years old (Bardas, 2010). Only 9% of the Romanian young men want to leave the country, while one year before the percentage was 38%. In exchange, 11% stated that their main purpose was to continue their studies and 50% stated that they wanted to emigrate as tourists, and 29% stated that they wanted to work temporarily in the host country. School is not seen by young men as having a determining role in their formation for life: 55% of the young men between 14 and 35 years old consider that the subjects taught to them in school help them only partly to find a work place. The main values important to the Romanian young men nowadays are family, personal accomplishment and faith in God, though only 1% of them value tolerance and 1% value responsibility.

Another interesting study is the national poll “Young people and their Preoccupations”† done by the Ministry of Youth and Sports in which the adult population feels to a larger extent than young men – 41% in comparison to 38% - the lack of jobs and unemployment (Hainarosie, 2009) (Figure 2). At the same time, 28% of the young people identified corruption as one of the most

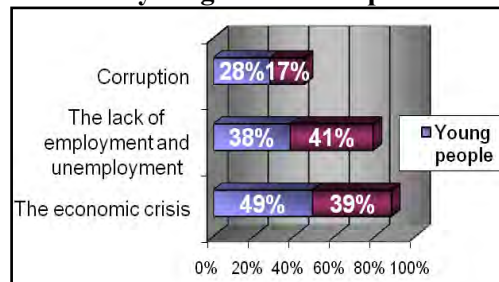
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\* The research included 1.205 persons between 14 and 35 years old.

† The poll was done between May 6<sup>th</sup> and 10<sup>th</sup> 2009, on 2,004 persons.

serious problems that Romania is facing, while 17% of the adult population considers corruption a true problem. To young people in Romania the most important issue is professional career, which is put first by 37% of the respondents, while the objective of 1% of them is having a house. In comparison, as regards the purchase of a house, in the above quoted study, this was a dream of 90% of the young men, because of the lack of money.

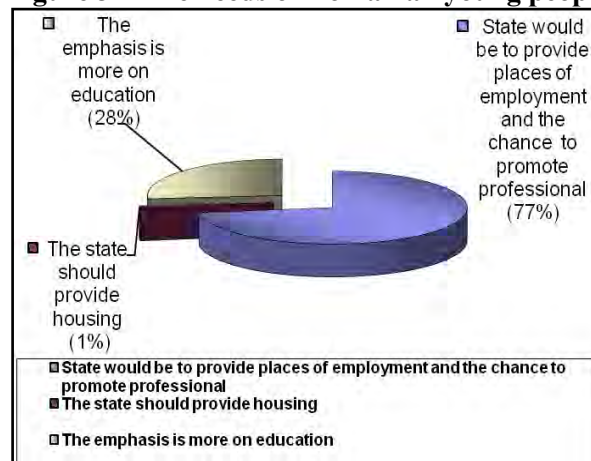
**Figure 2 – The problems of young men in comparison to adults in Romania**



Source: According to the data on <http://www.ziare.com/economice/tinerii-resimt-criza-economica-mai-degraba-decat-persoanele-adulte-751452>

Asked about their needs, young people mentioned that the state is the one that should offer jobs and the opportunity of professional promotion (77%). A little more than a third considers that the state should offer houses, and 14% stated that education should be more emphasized (Figure 3).

**Figure 3 – The needs of Romanian young people**



Source: According to the data on <http://www.ziare.com/economice/tinerii-resimt-criza-economica-mai-degraba-decat-persoanele-adulte-751452>

According to the poll done in 2010 by the magazine Reader's Digest, by means of the Institute of Marketing and Polls, 91% of the Romanians with ages between 18 and 27 years consider that for the past five years the economic situation of the country has changed for the worse, almost 70% think that the quality of the educational system and of the medical services has

lowered, and more than half (58%) assert that people are less civilized than five years before (Bardas, 2010). The research revealed the fact that the perception according to which the young people in Romania are confused, have not a well outlined value system and prepare, for the most part, to leave the country, does not correspond to the present Romanian reality. The most important values for the questioned young men are safety (79% of the young people placed it first as importance) and family life (75%). Only 29% of the young men dream about a thrilling life. Young people also appreciate education and skills and self-esteem – these qualities were placed by young people among the first five factors that determine the success in life, along with their influential family and friends, financial situation and good luck. The poll points out a new element related to the wisdom of these young people, which shatters the myth of the gap between generations, as most young men (almost 60%) “agree” or “somewhat agree” to the principles and life style of their parents. As regards the emigration intension, 33% of the young respondents are sure they will not leave Romania, while 17% of them are convinced that they will take this step.

In conclusion, if we look at these more recent results, in comparison to those from 2005, we notice that the young men from 2005 were more optimistic than those from 2010. If in 2005, 62% of the young people asserted that they situation had changed to the better for the previous five years, in 2010 only 23% of the respondents asserted the same thing. This confirms the fears that young men from one of the above mentioned studies had regarding the fact that their problems would be more numerous after the integration of Romania to the European Union. We notice that most of these problems are related for the most part to the distortions from the labour market that emerged after the accession of Romania to the European Union in 2007. As for the hope for the future, the percentage of the people who think that their situation will get better during the following years decreased by 32 percents: 43% in 2010, in comparison to 75% in 2005. This may be explained by the fact that in 2005 there was the effect of the years in which economy had stopped dropping, and Romania had got the acceptance to access the European Union. This is the reason why the general state was positive, thus that period was optimistic. In exchange, in 2010, the negative assessments are the consequence of the entire media speech about crisis, reflecting a pessimistic spirit present at social level. An interesting fact is that economic recession and the increase in the unemployment rate have not scared the young men, though over 90% state that their chances of finding a job are low in comparison to five years before, while the percentage of the people who have job offers and the possibility of choosing what they like is of only 6%, less in this pool than in the one from 2005 (36% in 2005, 41% in 2010). In comparison to the studies presented above, in the study done in 2010 there is an interesting aspect related to the fact that religion seems to be losing ground among

young people. Hence, if five years ago 34% of the young people stated that they were religious and followed church education, in 2010 the percentage of young people who stated the same dropped by 13%. Likewise, the percentage of young people who say that they are not religious persons increased from 5% in 2005 to 10% in 2010.

Another conclusion is that almost all young people from Romania are unsatisfied by what the state offers them currently, both from the economic and the educational points of view. Despite all this, the young people of Romania do not want to leave abroad, to try their luck “outside”, preferring to find their way to success in the country.

#### **4. MIGRATION OF THE YOUNG ROMANIAN STUDENTS TO ITALY**

The study of the “intelligence” migration among young Romanian students from Italy is achieved in collaboration with Ioan Eugen Popițiu, coordinator of the Italian Branch of the League of the Romanian Students Abroad\*. “We need to be aware that everything depends on us, and the actions we undertake model what we become” (Anghel, 2001).

The study is based on aspects related to the theoretic framework regarding the stages of the migration process (Emigration and Immigration). The general hypothesis of the study is that most young men consider emigration as being the only possible solution for a higher education that may offer them the possibility of a good insertion on the labour market. The work hypotheses are the following: the Romanian students in Italy as an important cultural resource contribute significantly to the integration process; (the discrimination among young Romanian students is “natural” (ethnic); the young Romanians in Italy see themselves integrated on the labour market and professionally after finishing their studies anywhere except in Romania; the Romanian students in Italy for the most part do not want to return to their origin country.

The statistical data does not reveal a precise figure of the number of Romanian students studying in Italy. The Sample is obviously small and cannot provide results that could be extrapolated to the entire population of Romanian students studying in Italy. In spite of this, it is

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\* The League of the Romanian Students Abroad of Italy is one of the 21 branches of the League of the Romanian Students Abroad. The main activity developed by this branch is identifying Romanians who study in Italy. The statistics of the Italian state speak about a high number: around 4,000 students of Romanian nationality, of which approximately 300 active members in the League of the Romanian Students Abroad. The League of the Romanian Students Abroad of Italy was launched on January 8<sup>th</sup> 2009, as the existence of this organization was necessary, taking into account the large number of Romanian studying abroad. The League of the Romanian Students Abroad is supporting the Romanian students, helping them by providing information and representing their interests. The group address of the League of the Romanian Students Abroad is <http://www.facebook.com/home.php#/group.php?gid=71008890244&ref=nf>. For details, go to [www.lsr.ro](http://www.lsr.ro).

worth mentioning that the answers of the online questionnaires and of the interviews of Romanian students in Italy, we obtained a series of answers to numerous questions with low dispersion, much lower than the “sampling errors” would imply. This situation is due to the fact that the distribution of the population from which the sample was extracted is concentrated around its average value and reflects faithfully the general situation. The migration of young men from Romania to Italy could represent a significant source both for the origin country and for the destination country. The study data reveal that the young men do not want to return to Romania any time soon and see themselves integrated on the labour market anywhere, even in Italy, but not in Romania, unfortunately. In addition, these young men wish to remain “outside” their origin country for a long time from now on. To Italy, this “brain gain” is certain; their presence may have an important cultural function, facilitating the integration processes. The young men integrate much easier, which is also confirmed by the data of this research, in which the results show that most of them feel integrated in the host society.

In brief, the conclusions that may be drawn are the following (the total percentage was calculated for the total number of respondents): the Romanian students are victims of discrimination in Italy, and most of these are women; 46.7% of the discriminated students mention their ethnic origin as a reason for this; 70% of the respondents state that they feel integrated in the Italian society; 30 out of 40 female respondents stated that they felt integrated in Italy; 73% of the respondents state that they have not been victims of any offence in Italy. Of the 22% of victims of offences in Italy, 45.5% state that the criminal was an Italian citizen, 36.4% say that the criminal was actually a Romanian citizen and 18.2% say that the criminal belonged to a different ethnic group. 42% do not want to return to the country after finishing their studies in Italy and most of them are women. Most of the young men consider that they will succeed professionally on the labour market anywhere, in any country except Romania, even in Italy. 38.3% of the respondents assert that they have “bad” opinion about and 28.3% are “indifferent” to the higher education system of Italy in comparison to the one in Romania. 51.7% of the respondents answered that there needs to be an organization to support the rights of the young students in Italy. An example today is the League of the Romanian Students Abroad, which represents maybe the most active organization that supports young Romanians studying abroad.

Romanian students in Italy, as an important cultural resource, contribute significantly to the integration process. 70% of the respondents of the study stated that they felt integrated in the host society and most of them belong to the age category 20-25 (57.1%), most of which (71.4%) are women. The statement “Romanian immigrants integrate difficultly in the Italian society” made most



people (50%) state that they did not agree to this statement, while 43.4% agreed. Both the interviews of the Romanian young men in Italy and the analysis of the data of the questionnaires reveal that the young men want and do integrate and adapt easily in the host society, which happens maybe also because young people are more open to the opportunities of the continuously changing societies nowadays.

If the general opinion of the Romanian young men in Italy is that there is discrimination, we cannot generalize this perception to the entire population of Romanian students: “Honestly, there is no discrimination ... I tend to say, not only as a Romanian student, but also as a foreign student, maybe there is little discrimination, as it is natural discrimination, meaning that if you are a foreigner, it is harder for you. It is positive discrimination; it is not a mass phenomenon.” (Ioan Eugen Popițiu, coordinator of the Italian Branch of the League of the Romanian Students Abroad).

According to the data of the study, most Romanian students in Italy do not want to return to their origin country. Among the people who want to return to Romania after obtaining their study degree, 33.33% are women.

In Romania, the decrease of the birthrate and the migration of the young men are two problems extremely important that lead to the change of the ethnic balance of our country. We notice that from their license study period, tens of thousands of young men left Romania for higher university education. Only that nothing has been done to bring them back to the country, as these young men are a major loss for Romania. Emigration is the only solution possible for them. What is more, according to the National Institute of Statistics, in 2003 Romania occupied the 48th place in the top of the scientific production, after countries like Poland, Bulgaria, Trinidad Tobago, Uruguay (Scoruș, 2009). In these circumstances, what reasons would qualified Romanian young men have to remain in a country where they cannot practice their job? Absolutely nothing, promises seem not to suffice, given that there are plenty of offers from the member states of the European Union, capable of attracting and using in their own interest the Romanian intelligence that is more and more unemployed. Migration is to most young men from Romania a natural solution to the lack of opportunities at the level of society.

## CONCLUSIONS

According to the sociologic analysis carried out in the researches in the field whose object of study is represented by young Romanian students studying outside the country, labour is not fit as an important path of success in life, in Romania. This lack of confidence in the labour capacity of



ensuring welfare in Romania is the premises of erosion of the motivation to work. The motivations for migration of young men are perspective, related to the need of succeeding professionally and of advancing according to their professional formation. Notions such as meritocracy, promotion, professional recognition, self-esteem etc. are often invoked by young men in order to justify the alternative of migration. The intelligent model proposed for stopping the migration of the young men from Romania should include aspects related to the labour market of our country through: the involvement of the important employers and social partners at national or local level in planning the higher education; a tight and efficient connection between universities and industry/ employers regarding the practice from the professional and technical education; adopting successful European instruments in order to facilitate professional insertion of young graduates from Romania; the gradual removal of the most acute difficulties from the perspective of the relevance of higher education upon the requirements of the labour market. This last measure refers to the difficulties related to the correlation between the requirements on the labour market and the university education of young men. The main measures of an intelligent model must take into account a series of extremely important factors: the Romanian educational system correlated to the needs of a dynamic labour market; the clear equivalency between the university formation and the formal and competence-based criteria on the labour market; carrying out studies and systematic analyses concerning the offers of university formation and the requirements of the labour market, both quantitatively (the schooling number grounded on the evolution of the request on the labour market) and structurally (per fields and qualification levels), using the financial resources appropriately. All these measures applied correctly and on time can lead to obtaining an intelligent model of convincing young students to wish to remain in Romania, in order to practice here their profession according to their university education. It is precisely the lack of a correct model, well and correctly applied with the purpose of stimulating young men to quit the migration solution led today to the aggravation of the appropriate insertion of graduates on the labour market. This triggered numerous dissatisfactions among students, which are related to the didactic norms, the correlation between the university formation and the requirements of the labour market.

The intelligent model of stopping the migration of Romanian young men is based on the consistency in the development of the strategies of consolidation of partnerships with the economic, business and social environment. This model aims at determining employers to quit the legal condition of experience in the field for young men and considering the practice internships attended by students during their education as experience in a field or another. The danger of emigration of young Romanian graduates can be avoided by employers and companies. The intelligent model

proposed by this study takes into account the demographic aspects showing clearly a decline of the young population both numerically and as a proportion of the total population. The demographic tendencies announce even important changes in the society structure.

The measures and solutions of an intelligent model that may prevent young men from leaving Romania must contain key terms such as increase, improvement, inclusion, support and development.

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