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**Article**

## The International Migration Flow of Labor During the Process of Integration of the Republic of Moldova with the European Union

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## THE INTERNATIONAL MIGRATION FLOW OF LABOR DURING THE PROCESS OF INTEGRATION OF THE REPUBLIC OF MOLDOVA WITH THE EUROPEAN UNION

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**Abstract:** *In this article the author debates the international migration flow of labor during the process of Republic of Moldova's integration with the European Union. Therefore, the author presents the economic causes and effects of the international migration of workforce. Both emigration and immigration flows grouped by specific categories of persons are presented. The evolution of the number of Moldovan immigrants and emigrants in the member states is also presented. Furthermore, the article shows statistic data regarding the number of Moldovan citizens aged over 15 that are working abroad or searching for a workplace abroad.*

**Keywords:** migration; workforce; international migration; emigrant; immigrant

**JEL Classification:** F15; F16; F22; J61

### Introduction

The international labor migration and the problems that it generates is becoming more and more of a concern for international organizations and worldwide governments, especially for the Member States of the European Union. Nowadays we can clearly see the discrepancy between the Member States' right of protecting their inner workforce market and the fundamental rights of individuals that are forced to go abroad in search for a workplace. At the same time, there are states that are officially fighting illegal migration, but are tolerating it informally for several reasons. These reasons include: the need for a cheap or unqualified workforce, the possibility of reducing in a short period of time the number of immigrants through forced repatriation, and so on. This fact only leads to encouraging illegal acts and also to generating many negative consequences for immigrant employees regarding their social security rights, workforce circumstances, representation, and so on.

The migration of labor also represents the element that contributes to cultural and ethnic diversity at a national and organizational level. For EU Member States' citizens, the free circulation of human resources has been represented as one of the first rights to be recognized in the EU. This is being considered as the most important right of the individual in the legislation of the EU and an essential element for the European Union market and European citizenship (Stoica, 2001; Puwak, 2004; Stalker, 2010).

There are increasing debates regarding the effects of international migration of high qualified human resources in the recent years. Thereby, Member States such as Great Britain, Germany and

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France have tried to facilitate the employment of high qualified individuals, especially IT specialists, in order to ensure global competition for them. The demand for high qualified human resources can be satisfied mainly by developing countries. Thus the benefits of “brain migration” are still being highly appreciated. The import of specialists still takes place, even if its significance is reduced. This can also be confirmed by the fact that more and more head hunting businesses appear in less developed countries, in recent years. Their mission is to recruit qualified individuals, especially IT specialists for developing their activity in foreign companies.

Even if the migration of employable populations has positive and negative effects in both the country of origin and the destination country, one can say that the free circulation of the workforce in the EU leads to: developing an European working lifestyle, such as learning one or more EU languages and assimilating different traditions and habits specific to multiple countries (Chirca, 2013). All of the above have a determinant role upon human resources behavior and upon their global and professional value enhancement.

## **1. Literature review**

International workforce migration is determined by a series of causes and has different economic and social effects on society. After studying the phenomenon of international workforce migration from less developed countries to higher developed countries, origin countries started elaborating and bringing in practice different public politics regarding:

- Economic development by attracting investments;
- Regulation of illegal labor migration;
- Social protection for immigrants and their families (They, 2011).

International migration of a high qualified workforce is an actual feature of workforce migration known as „brain drain”. Labor migration represents a real loss of intellectual capital for origin countries (Frunzaru, 2009; Popa, 2013).

There are two economic functions of labor migration. The first one ensures a qualitative and quantitative correlation between the workforce offer and demand. The international migration is determined, first of all, by the opportunity of finding a legal or illegal workplace in countries with a higher standard of living. On the other hand, labor emigration reduces the unemployment rate in the origin country. The second function of migration contributes to a better reproduction of the workforce at the Union level (Poalelungi, 2011; Petrescu, 2006). Thus, the immigrants help to build a better demographic image of developed countries which are affected by population gerontology.

In order to analyze the motivational factors that are critical for the migration phenomenon, the International Migration Organization (IMO) proposed the push-pull model. Thereby, the factors that pull are: better living standards, higher wages, other emigrants' experience, a better workplace opportunity, individual freedom, and so on. The most important push factors for origin countries are ethnical problems and economic conditions (Feraru, 2011).

Illegal migration has become more popular and more dangerous. Member States' policies regarding migration and foreigners' employment has become repressive against traficants, illegal employers and immigrants, as a result of the development of international human trafficking network and their increasing role in the international movement of workforce.

Reducing workforce shortages and increasing competition represent favorable effects of international migration for host countries. There are both advantages and disadvantages for origin countries regarding this subject. Advantages relate to: professional and cultural value, higher incomes that are partially repatriated, investments capacity increase, and others. Disadvantages are human capital investment loss, workforce shortage in specific areas and economic stagnation.

### **2. Analysis of labor migration evolution in the European Union**

In the last 10 years societies have recorded an increase of permanent population migration and temporary workforce migration. This happened due to the intensity of EU influence, due to the developing of IT, communications, health and education fields, which require a highly qualified workforce. At the same time, there was an increase of foreign workforce demand, particularly in fields like agriculture, public works construction, and housekeeping services (see Italy, Spain and Greece).

Meanwhile, the countries of Central and Eastern Europe are not only emigration countries anymore; they are immigration and transit countries for East immigrants. Central and Eastern Europe population (Czech Republic, Slovakia, Hungary, Poland, Romania, Bulgaria, and Baltic Countries) migrate towards Western Europe. But they also are a destination for immigrants from countries as Republic of Moldova, Belarus or Ukraine.

In recent years, both legal employees have migrated inside of UE and legal or illegal immigration from outside of the EU has increased in most of the EU countries. The migration of the population, including workforce, can go from less developed countries to the developed ones and the reverse is also true: from developed to less developed. In the first case the motivation for workforce is to find a higher paid workplace. In the second case, we talk about the companies repatriating

specialists in the less developed countries, aiming to expand their businesses. *Table 1* presents the number of emigrants for EU, during 2009-2013.

**Table 1 - Number and share of emigrants in UE in 2009-2013**

Nr.	Countries	2009			2013		
		Total of emigrants, persons	Number of emigrants, aged 15-64, persons	The share of emigrants aged 15-64 in total emigrants, %	Total of emigrants, persons	Number of emigrants, aged 15-64, persons	The share of emigrants aged 15-64 in total emigrants, %
<b>1.</b>	<b>UE – 28</b>	<b>2 379 997</b>	<b>2 011 966</b>	<b>...</b>	<b>2 814 325</b>	<b>2 389 139</b>	<b>...</b>
2.	Austria	53 244	44 902	84,3	54 071	44 733	82,7
3.	Belgium	:	:	...	90 800	72 901	80,3
4.	Bulgaria	:	:	...	19 678	16 888	85,8
5.	Czech Republic	61 782	58 340	94,4	25 894	23 067	89,1
6.	Cyprus	9 829	9 472	96,4	25 227	22 427	88,9
7.	Croatia	:	:	...	15 262	11 723	76,8
8.	Denmark	39 899	34 550	86,6	43 310	37 662	87,0
9.	Estonia	4 658	3 866	83,0	6 740	5 148	76,4
10.	Finland	12 151	10 072	82,9	13 893	11 391	82,0
11.	France	264 631	225 728	85,3	300 760	254 740	84,7
12.	Germany	286 582	232 204	81,0	259 328	213 012	82,1
13.	Greece	:	:	...	117 094	104 619	89,3
14.	Ireland	69 672	66 157	94,6	83 791	75 820	90,5
15.	Italy	80 597	64 274	79,7	125 735	98 021	78,0
16.	Latvia	38 208	:	...	22 561	18 921	83,9
17.	Lithuania	38 500	33 270	86,4	38 818	33 174	85,5
18.	Luxembourg	9 168	7 277	79,4	10 750	8 463	78,7
19.	Malta	3 868	3 411	88,2	5 204	4 729	90,9
20.	Great Britain	368 177	340 929	92,6	316 934	297 129	93,8
21.	Holland	92 825	76 459	82,4	112 625	93 015	82,6
22.	Poland	229 320	190 602	83,1	276 446	225 339	81,5
23.	Portugal	16 899	13 924	82,4	53 786	49 698	92,4
24.	Romania	246 626	213 211	86,4	161 755	135 566	83,8
25.	Slovakia	4 753	4 267	90,0	2 770	2 231	80,5
26.	Slovenia	18 788	17 089	90,9	13 384	11 049	82,6
27.	Spain	380 121	321 117	84,5	532 303	445 014	83,6
28.	Sweden	39 240	31 628	80,6	50 715	39 774	78,4
29.	Hungary	10 483	9 217	87,9	34 691	32 885	94,8

Source: Elaborated by the author based on EU statistics

*Table 1* shows that the number of emigrants is different for the various countries, depending upon their size and level of development. The reason why the author puts emphasis on 15-64 aged people is because they represent a potential workforce for employers from different EU countries.

Also *Table 1* reveals that, in 2009, the share of 15-64 aged emigrants in total of emigrants varies from 79.4% in Luxembourg, to 79.7% in Italy, 95.0% in Ireland, reaching 96.4% in Cyprus. Also, in 2013, compared to 2009 the share of 15-64 aged emigrants in the total of emigrants varies from 76,4 in Estonia, to 76.8% in Croatia, 93.8 in Great Britain, and reaches 94.8% in Hungary. Also, while some countries such as Cyprus, Czech Republic, Ireland, Slovakia, Slovenia, Romania and others record a decrease of 15-64 years aged emigrants' share in 2013 compared to 2009, other countries (Portugal, Hungary, Great Britain) show an increase of the mentioned above share.

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The share of 15-64 years aged emigrants has significantly increased from 2009 to 2013 in countries such as Hungary, France, Spain, Portugal, and so on. Also there was a significant decrease in the number of emigrants aged 15-64 in countries such as Romania, Slovenia, and Czech Republic. Therefore, the 2008 crisis affected the whole European space, leading to the increase in the number of emigrants aged 15-64 for some countries, and its' decrease in other countries. The population of the countries that recorded an increase emigrated in more developed countries of the EU hoping to find a workplace. The population of the countries that recorded a considerable decrease was determined to stay in the country due to the reluctance regarding a better opportunity in another country. It is of high interest to study the number of immigrants for the same period of time (2009-2013) in *Table 2*.

**Table 2 - Number and share of immigrants in the UE in 2009-2013**

Nr.	Countries	2009			2013		
		Total of immigrants, persons	Number of extra EU immigrants, persons	The share of extra UE immigrants in total immigrants, %	Total immigrants, persons	Number of extra UE immigrants, persons	The share of extra UE immigrants in total immigrants, %
1.	UE – 28	3 023 656	1 360 422	...	3 273 898	1 683 213	...
2.	Austria	69.295	24.068	34,7	101 866	34 354	33,7
3.	Belgium	:	:	...	118 256	42 652	36,1
4.	Bulgaria	:	:	...	18 570	14 328	77,2
5.	Czech Republic	75.620	38.374	50,7	30 124	14 174	47,1
6.	Cyprus	11.675	:	...	13 149	6 067	46,1
7.	Croatia	:	:	...	10 378	7 603	73,3
8.	Denmark	51.800	16.287	31,4	60 312	29 611	49,1
9.	Estonia	3.884	1.186	30,5	4 109	2 144	52,2
10.	Finland	26.699	11.331	42,4	31 941	15 420	48,3
11.	France	296.970	113.759	38,3	332 640	196 556	59,1
12.	Germany	346.216	140.332	40,5	692 713	283 575	40,9
13.	Greece	:	:	...	57 946	20 764	35,8
14.	Ireland	50.604	8.847	17,5	59 294	28 725	48,4
15.	Italy	442.940	270.592	61,1	307 454	215 495	70,1
16.	Latvia	3.731	:	...	8 299	3 505	42,2
17.	Lithuania	6.487	1.405	21,7	22 011	5 797	26,3
18.	Luxembourg	15.751	2.667	16,9	21 098	1 849	8,8
19.	Malta	6.161	2.680	43,5	8 428	4 180	49,6
20.	Great Britain	566.514	303.120	53,5	526 046	30 6377	58,2
21.	Holland	122.917	32.921	26,8	129 428	58 336	45,1
22.	Poland	189.166	34.147	18,1	220 311	78 269	35,5
23.	Portugal	32.307	10.303	31,9	17 554	7 579	43,2
24.	Romania	135.844	6.040	4,4	153 646	24 936	16,2
25.	Slovakia	15.643	7.568	48,4	5 149	1 062	20,6
26.	Slovenia	30.296	25.490	84,1	13 871	9 270	66,8
27.	Spain	392.962	241.352	61,4	280 772	178 523	63,6
28.	Sweden	102.280	56.615	55,3	115 845	76 989	66,4
29.	Hungary	27.894	11.338	40,6	38 968	15 073	38,7

Source: Elaborated by the author based on EU statistics

We notice from *Table 2* that most developed EU countries registered an increase in the number of immigrants in 2013 compared to 2009, with the exception of Great Britain and Italy. It should be

mentioned that Germany saw the greatest increase in the number of immigrants during this period, with the number in 2009 doubling in 2013. The labor migration does not take place only between EU member countries, in fact most immigrants come from countries outside of this EU. In 2013 the largest shares of extra-EU immigrants were recorded in Bulgaria – 77.2%, Croatia – 73.3%, Italy – 70.1%, Slovenia – 66.8%, Sweden – 66.4%, Spain – 63.6%, and Great Britain – 58.2%. This is due to the perceptions that they are more attractive countries or easier to reach illegally. Luxembourg has registered only 8.8% of extra-EU immigrants, Romania – 16.2%, Slovakia – 20.6% and Lithuania – 26.3%. In 2013 we also find an increase in immigration to Poland and Ireland, compared to 2009.

### **3. Analysis of the autochthonous labor migration in EU countries**

We cannot say that the Republic of Moldova is not a part of the European context at present. On the contrary, a large portion of the employable population of Moldova has crossed the national border a long time ago in order to find opportunities for higher salaries abroad. This has allowed this generation to adapt to different European cultural backgrounds, which is characterized by more diverse cultures. This reality is also confirmed by the EU statistics. *Table 3* will show the immigrants' and emigrants' flow of Moldavians between the ages of 15 to 64 to EU Member States.

Though not all EU Member States have statistical data concerning the evolution of Moldovan immigrants or their number is very small, nevertheless we can observe Moldavians' tendencies and preferences regarding the migration toward European countries. Considering the period analyzed in *Table 3*, EU countries registered the highest number of Moldovan immigrants in 2010, after which there was a decrease in the immigration of citizens from the Republic of Moldova towards EU countries.

Due to the similarity between those two cultures, the possibility to quickly learning the Italian language and the unproblematic method of obtaining residence permit, Italy is being considered the most attractive country for Moldovans. In 2010, Italy recorded 23 523 Moldovan immigrants. In 2013 this number has decreased to 1424. This happened due to the fact that Moldovans felt the effects of the 2009 crisis only in the following years, fact which can be reflected in the decrease of Moldovan immigrants' number in the EU. Also, something to be mentioned is the fact that Romania became very attractive for the autochthonous workforce (the number of Moldovan immigrants reached 18913 in 2013). It is assumed that Romania will become even more attractive for the Moldovan workforce due to fact that the two countries share the same cultural and linguistic space.

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However, in 2013, 157 145 persons were in Italy, 59 670 persons – in Romania, 16 986 – in Spain and 6285 – in Czech Republic. This number has decreased for other European countries (16).

Also, the number of Moldovan emigrants from the EU is very low compared to the number of immigrants. The reason why Moldovans are determined to continue their activities in the EU is because the Republic of Moldova has not recorded sufficient economic progress in the recent period (it actually even displayed an economical regression).

**Table 3 - Evolution of the number of Moldovan immigrants and emigrants between the ages of 15 to 64 to EU member states, during the period 2009 – 2013 (persons)**

Nr.	EU countries	Immigrants					Emigrants				
		2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
1.	UE - 28	21061	28820	25894	10725	22215	1588	2032	1405	1524	1593
2.	Austria	114	:	73	80	:	138	:	74	26	:
3.	Belgium	:	153	216	156	52	:	29	:	43	7
4.	Bulgaria	:	:	:	125	335	:	:	:	185	124
5.	Czech Republic	2 312	275	131	187	401	:	:	:	:	:
6.	Cyprus	:	:	:	:	:	:	:	:	:	:
7.	Croatia	:	:	6	10	9	:	:	:	2	4
8.	Denmark	38	25	48	36	56	29	25	:	13	28
9.	Estonia	10	4	11	8	17	2	1	:	:	:
10.	Finland	10	11	9	11	18	2	1	:	2	1
11.	France	:	:	:	:	:	:	:	:	:	:
12.	Germany	:	:	:	:	:	:	:	:	:	:
13.	Greece	:	:	:	:	:	:	:	:	:	:
14.	Ireland	36	44	44	62	167	190	186	223	220	:
15.	Italy	14 048	23 523	12 495	7 200	1424	419	719	:	986	407
16.	Lithonia	:	:	:	:	:	:	:	:	:	:
17.	Lithuania	43	16	11	14	51	189	88	40	57	62
18.	Luxembourg	9	8	6	7	40	3	4	:	3	13
19.	Malta	:	:	:	:	:	:	:	:	:	:
20.	Great Britain	:	:	:	:	:	:	:	:	:	:
21.	Netherland	52	44	43	49	37	23	24	21	25	:
22.	Poland	:	:	:	:	:	:	:	:	:	:
23.	Portugal	:	:	:	:	:	:	:	:	:	:
24.	Romania	3 162	3 704	1 944	1 841	18 913	94	120	166	120	:
25.	Slovakia	21	10	1	:	:	13	13	:	1	:
26.	Slovenia	74	42	22	24	23	40	30	:	16	23
27.	Spain	1 026	874	877	815	533	1 026	874	877	815	908
28.	Sweden	52	35	23	41	83	2	12	:	4	9
29.	Hungary	54	52	34	59	46	15	8	4	6	14

Source: Elaborated by the author on the basis of EU statistics

Also, something to be mentioned is that most of the time, a large share of the autochthonous labor emigrates illegally. This is the reason why the EU Member States' statistics are not sufficient for the accurate recording of the autochthonous labor emigration flow tendencies. According to a



Labor Force Survey, realized by the National Bureau of Statistics, the number of Moldovans to be registered as living abroad is much larger and is referred to both EU countries and the countries outside of it. In *Table 4* the top 9 countries where Moldovans are developing their professional activity are presented.

**Table 4 - Population of the Republic of Moldova aged over 15 working abroad or in search for a workplace abroad during 2009-2014 (thousands of persons)**

Nr.	Countries	2009	2010	2011	2012	2013	2014
1.	<b>Total</b>	<b>294,7</b>	<b>311,0</b>	<b>316,7</b>	<b>328,1</b>	<b>332,2</b>	<b>341,9</b>
2.	Greece	3,2	2,6	2,4	2,1	1,5	2,0
3.	Israel	8,4	8,2	6,5	7,9	7,1	8,4
4.	Italy	54,7	57,5	58,3	54,4	50,7	49,6
5.	Portugal	6,3	5,1	4,4	3,3	3,9	2,0
6.	Romania	2,3	2,2	2,4	2,9	3,5	3,8
7.	Russian Federation	177,1	191,8	204,7	223,3	223,4	232,8
8.	Turkey	8,4	9,1	7,3	5,8	7,6	7,5
9.	Ukraine	8,6	6,6	5,1	3,9	5,4	4,4
10.	Other countries	25,5	27,0	25,5	24,1	29,0	31,4

Source: Elaborated by the author, based on NBS dates

The data presented in *Table 4* prove that a large share of the Moldovan workforce is living abroad in search of work or working legally or illegally. The biggest share of people aged 15 years and older is found in the Russian labor market. In 2009, the Russian Federation hosted 60.9% of the total emigrants aged 15 and over, in 2014 this share reached 68.1%. This can be explained by the easy access to Russian Federation, knowledge of the Russian language, which allows a faster integration of Moldovan citizens in the Russian labor market. For the most part, the economic crisis in 2008 led to a higher unemployment rate in EU countries. This forced the Moldovan workforce to reorient itself away from the EU space towards the Russian Federation.

Beginning with April 28, 2014, since the liberalization of the visa system and due also to integration citizens in the market to the profound economic crisis in the Russian Federation, it is possible to record a reorientation of the autochthonous workforce towards the EU, which offers better working conditions and a higher assurance and security for citizens.

#### **4. Analysis of the evolution immigrants in Republic of Moldova**

Even if labor emigration is significantly higher than foreign citizens immigrating for work in the Republic of Moldova, we can still record an increase in immigration (*Table 5*).

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Analyzing the dates from *Table 5*, one can see that the number of immigrants legally developing professional activities in the Republic of Moldova had grown twice as much from 2008 to 2014. And so the numbers are: 1136 persons for 2009 and 2327 persons for 2014. In 2009 there is a significant decrease in the number of immigrants due to the 2008 crisis that affected the Republic of Moldova. In 2014 the legal immigrants in the Republic of Moldova came mostly from countries like: Romania - 30, 45%, Turkey - 18, 61%, Italy - 9, 8% and Ukraine - 7, 35%. Also there is a growing tendency for a number of immigrants willing to develop a professional activity in the Republic of Moldova from countries like: India, Iraq, Syria, and Lebanon.

**Table 5 - Number of immigrants having the right to work in the Republic of Moldova during 2008-2014**

Nr.	Country	2008		2009		2013		2014	
		Number	%	Number	%	Number	%	Number	%
1.	<b>Total</b>	<b>1136</b>	<b>100</b>	<b>590</b>	<b>100</b>	<b>1892</b>	<b>100</b>	<b>2327</b>	<b>100</b>
2.	Azerbaijan	29	2,55	8	1,35	28	1,48	35	1,48
3.	Belarus	9	0,79	5	0,85	32	1,69	34	1,46
4.	Bulgaria	10	0,88	12	2,03	22	1,16	29	1,25
5.	China	11	0,97	3	0,51	36	1,9	39	1,68
6.	France	17	1,50	13	2,20	25	1,32	28	1,20
7.	Georgia	9	0,79	8	1,35	22	1,16	17	0,73
8.	Germany	34	2,99	16	2,71	25	1,32	21	0,90
9.	Greece	10	0,88	2	0,33	23	1,22	20	0,86
11.	India	7	0,61	1	0,17	11	0,58	25	1,07
12.	Iraq	2	0,17	1	0,17	46	2,43	48	2,06
13.	Israel	16	1,41	9	1,52	20	1,06	19	0,82
14.	Italy	74	6,51	65	11,01	164	8,67	228	9,80
15.	Lebanon	2	0,17	-	-	12	0,63	11	0,47
16.	Great Britain	11	0,97	5	0,85	15	0,79	11	0,47
17.	Holland	6	0,52	5	0,85	9	0,48	10	0,43
18.	Poland	12	1,05	13	2,20	16	0,85	12	0,52
19.	Romania	244	21,48	72	12,20	423	22,36	708	30,43
20.	Russia	40	3,52	39	6,61	90	4,76	88	3,48
21.	Syria	3	0,26	2	0,33	24	1,27	17	0,73
22.	Spain	3	0,26	5	0,85	12	0,63	7	0,30
23.	USA	37	3,25	30	5,08	8	0,42	12	0,52
24.	Turkey	339	29,84	109	18,47	462	24,43	433	18,61
25.	Ukraine	101	8,89	59	10,0	126	6,66	171	7,35
26.	Other countries	110	9,68	108	18,3	241	12,73	304	13,06

Source: Elaborated by the author, based on NBS and ANOFM data

As the Republic of Moldova gets closer to the EU, the number of immigrants willing to develop a professional activity in the Republic of Moldova might continue to grow. More than that, due to the increase of autochthonous workforce emigration, immigrants from the East might become a source to satisfy the labor demand in the Republic of Moldova. This will lead to the fact that the human

resources managers and specialists from autochthonous organizations will have to get accustomed to the cultural particularities of this specific workforce. Thus HR specialists can build staff policies so as to avoid conflicts between different ethnical or cultural groups.

## **Conclusions**

International labor migration is not limited to the borders of the EU, and as a rule takes place from the less developed countries to the highly developed ones. In recent years, the EU represents a geographical area that has attracted the highest number of emigrants worldwide, including emigrants from the Middle East and Northern Africa. In 2013, most of the emigrants aged 16-64 were located in Great Britain, France, Germany and Poland.

For the past 15 years, the Republic of Moldova has become a country that exports workforce. The autochthonous workforce has been looking for a workplace both in the EU and countries from the East, particularly the Russian Federation. The high number of Moldovan labor that immigrated temporarily to the Russian Federation is explained by the higher number of opportunities to access the labor market and by the quicker adaptation of Moldovans to the cultural environment in this country.

The low level of autochthonous labor migrating towards the EU is due to:

- the difficulty of entering legally to the EU;
- the lack of collaboration between the Republic of Moldova and the EU Members States regarding the employment of the workforce for a specific period of the time;
- the restrictions on access to the labor market of these countries for citizens outside the EU;
- the lack of foreign language-knowledge. Knowing a foreign language would have made access to the EU labor market and adaptation to the cultural environment much easier.

In recent years, the Republic of Moldova represents a destination country for an increasingly number of immigrants. The number of immigrants that obtained the right to work in the Republic of Moldova has grown from 1 136 persons in 2008 to 2 327 persons in 2013. As the Republic of Moldova gets closer to the EU and its citizens gain the right to circulate freely in the EU Member States, the number of immigrants from the Republic of Moldova will continue to grow.

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