

THE FUTURE OF LABOUR FORCE IN THE CONTEXT OF GLOBALIZATION

Corina MATEI-GHERMAN¹

1. Lect., Ph.D., Coordinator of Department of Organizational Analysis and Diagnosis, Apollonia University of Iași, Romania
Corresponding author: corinavgherman@yahoo.com

Abstract

Emigration, namely movement of a person or group of persons from one place to another, is specific to both humans and animals and birds. In the beginning, the main reason of such movements was finding of food and water, later on of a job, of escaping political or religious persecutions, or of a new place for professional accomplishment. In time, emigration came to be caused by forced dislodgements, civil wars, or return to the native country. Therefore, the emigration phenomenon has existed since old times, it is still present in our days and, it will undoubtedly be continued in the future, its causes being the unequal economic development of the various countries of the world.

Keywords: *emigration, immigration, motivation, perils, restrictions, welfare*

METHODS AND METHODOLOGY

The present research is based on the bibliographic study of the specialized publications issued in Romania and abroad, analyzing the human resources, communications delievered at national and international manifestations. The obtained results are processed as graphs, tables and formulas.

The author aimed at anticipating the future of the labour force in Romania in the new European context and as part of the globalization of the market of goods and services until the years 2030-2050, as well as the major mchanges required for preparing the existing labour force for the global competition accompanying such a phenomenon.

BRIEF HISTORY

The phenomenon of personal migration has been manifested as early as ancient times, when

people were constantly moving from one place to another, in search of food, water, shelter – *i.e.*, generally, of better survival resources. In different forms and variants, the phenomenon is still manifesting in the whole world, mainly in the Afro-Asian countries, but not only.

Generally, the main cause of migration is related to the need of having assured access to food. The phenomen of migration is not specific only to people, being also manifested in birds and animals. For example, in the mountains of Romania, the phenomenon of migration practised since immemorial times is *transhumanța*, namely shifting of the flocks of sheep and goats, in the springtime, to rich mountain pastures, and their returning in the fields in winter, when snow falls – the processed being repeated the following year. Another manifestation is rats' migration from the cereal deposits, a phenomenon also mentioned by the writer Panait Istrati, who used to observe how the animals left a boat anchored in the harbour of Brăila when no food was available for them, any more. Equally, the phenomenon of migration is characteristic to birds, such as storcks, cranes, swallows, swans, all of them leaving, in autumn, for warmer countries, where they find food, and returning in the springtime.

In the case of humans, migration is especially manifested in the actual context of the prolonged economic crisis begun in 2008. People leave for other, intensely developed economically, regions of the globe, such as the Northen European countries, in search of a better paid job, capable of providing the means of existence for their families and also professional success.

Nowadays, the population of Terra exceeded 7 billion persons, obtaining of food being the most dangerous threatening of mankind's future. In such a context, the author states that, in the years to come, the phenomenon of labour force migration in both Romania and at global level will increase, which calls for its scientific investigation and management, for granting a safe place for each person on the earth, on considering that competition will become more and more intense, the resources more and more scarce, pollution will increase and polarization of richness even harsher.

Several archaeological proofs show that, as early as the Antiquity, movements of the populations towards North, up to the Behring strait, or towards South, were frequently registered, people being always in search of food and water, under the harsh climatic conditions of the last ice age.

Shortage of food represented one of the main causes of the extinction of the Maya empire (1697 appearing as the last year of its existence). In the same period, a massive migration of the Maya population towards the more fertile regions of the Yucatan province was registered, however the decline could not be avoided, another element being the peasant upheavals caused, too, by the scarce food resources.

Another empire, the Aztec one (1376-1427), localized on the hills of the Mexican plateau, as well as the Inca empire, from the region of the Titicaca lake (1080), were mainly obtaining their resources from agriculture, yet, as the crops were not sufficient for all their inhabitants, these structures were finally extincted.

The phenomenon is still manifesting nowadays, in the year 2013, when famine affects 868 million persons all over the world, 49 millions

of which only in Latin America and Carraibbean islands. Famine is caused not by the shortage of alimentary products, but also of the money necessary for buying them, a significant number of persons having no stable income. The richest people, representing 1% of world's population, possess together 52.800 billion dollars, a sum 31 times higher than the gross domestic product (GDP) of Romania in 2012¹ and, respectively, 39% of the total wealth of the world, of 135.000 billion dollars, a sum expected to increase in the following years² with a yearly percent of 4.8%, while the richness of those possessing several million dollars will increase with about 8%, and that of the owners of more than 100 million dollars - with 9.2%, a trend supported by the developed economies and, partially, by the evolution of the capital markets, whereas, for the developing countries, the main support will be assured by savings and economic progress.

The most affected countries are Haiti - 44.5% of its population, Guatemala - 30.4%, Paraguay - 25.5%, Bolivia - 24.1% and Nicaragua - 20.1%. Threatening is also provoked by the increasing price of the main aliments; for example, the average price for maize increased with 25%, for soy bean with 20% and for corn - with 26%.

HUMAN RESOURCES IN THE CONTEXT OF THE PROLONGUED ECONOMIC CRISIS

According to its definition, any movement of persons or population is called migration. Specialists state that the first migration was directed from the unstable towards the stable places.

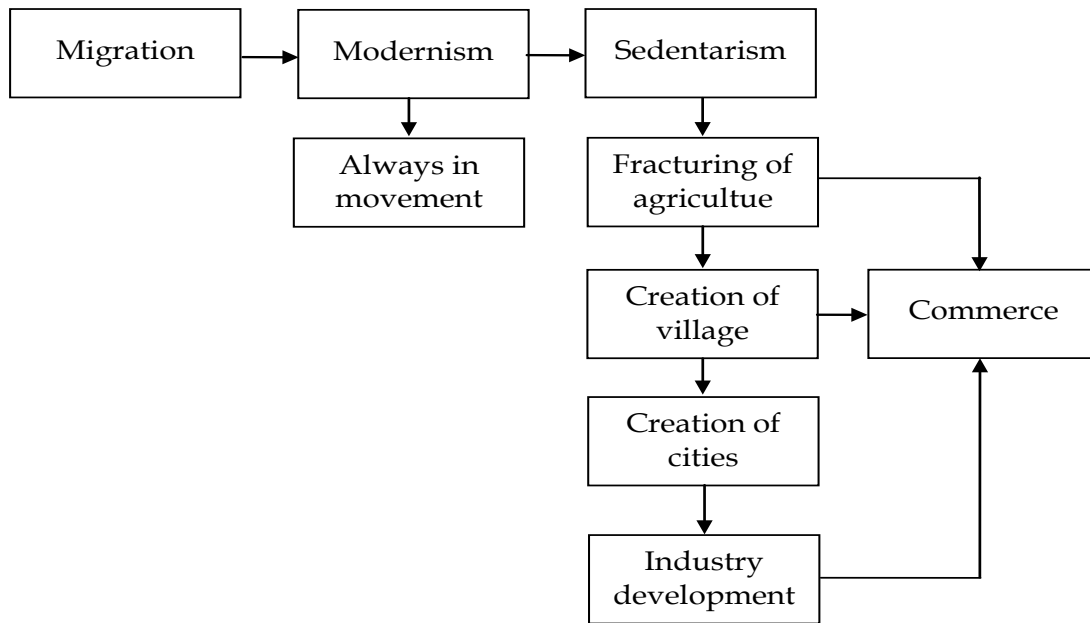


Figure 1 Evolution of human population migration

These types of migrations are manifested as violent invasions for the conquest of new, rich territories – being quite numerous along the history of mankind. According to a study elaborated by UNO, in the year 2030, migration from villages to towns will lead to an urban population of 60.8%, namely of 81.7%, in the Northern zones of the globe, the most advanced ones, and of 57.4%, respectively, in the areas with an average level of development, Romania included.

Also present in the world – even if at a much reduced scale – is immigration, the opposite trend of emigration, referring to the number of persons coming – with various motivations – from other countries, namely from poor to rich countries.

As to the ethnogenesis of Romanians, history tells us that, starting with the IInd millenium B.C., the Carpathic-Balcanic space was occupied by the Indo-European thracs, while Greek documents state that the region of Lower Danube was inhabited, starting with the VIth century B.C., by the tribes of Celts, followed by those of the Latins and Dacians from Banat and Transylvania.³

After the Second World War, numerous countries regained their independence, a situation causing, in many situations, civil wars

and forced migrations (to escape various perils and threatenings), a phenomenon manifested in all continents, the most violently in Africa. The situation of the African refugees determined UNO to create, in 1967, a new organism, called HCR – High Commisioner for Refugees, to help this flow of emigrants (19.8 million persons in 2002). The causes of all these civil wars are famine (many of these persons surviving with 1 dollar a day) and the struggle for political power.

For various reasons, more than 2 million Romanians leave the country each year, especially highly-qualified persons, such as physicians, professors, IT specialists, skilled workers, as the available jobs in Romania are either insufficient or low-paid. The lack of money explains why around 4 million families (namely, more than 10 million persons) are indebted to banks, the instalments due to be paid each month exceeding 50% of the family income.⁴

Migration also determined lowering of Romanian population from 23.2 million persons in 2002 (13.3%) to 20.12 millions in 2011, out of which migration accounts for 77.5% of the about 1.6 million persons with which the population decreased, while 22.5% results from the natural negative trend.

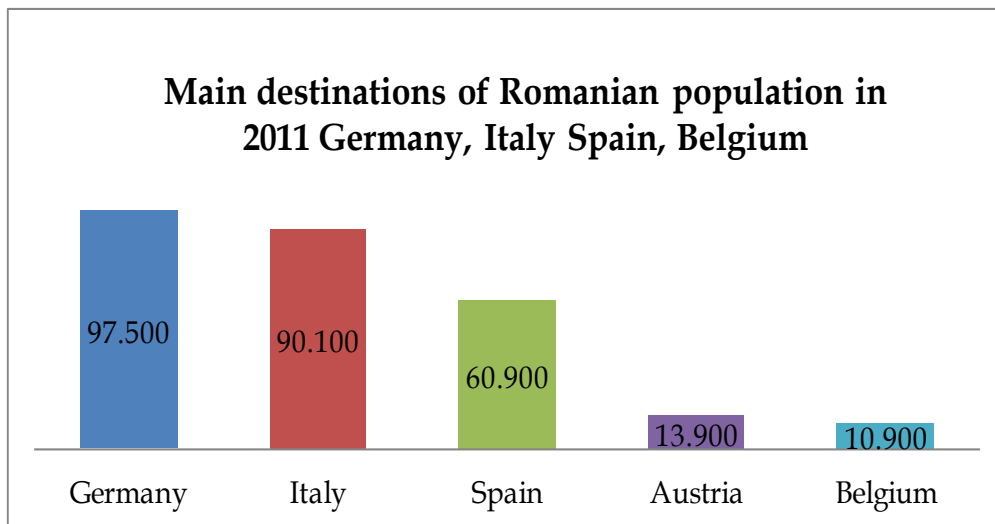
Out of the active persons, 727.500 are abroad for an 1 year-period, of which the number of

academic graduates increased from 7.1% in 2002 to 14.4% in 2011, while of that with high school education, from 39.6% to 41.4%, over the same period (2002-2011), an that of illiterates was reduced to 1.4%.

At worldwide level, China and India represent important sources of emigration of their population towards other states, while Romania

and Poland occupy the second place of mobility inside the European Union.⁵

In the year 2011, 529.000 persons left China, the highest emigration rate towards OCDE states being registered in the countries with a free circulation regime, the main destination for Romanians being Germany (97.500 persons in 2011), followed by



Italy - 90.100 persons, Spain - 60.900 persons, Austria - 13,700 persons and Belgium - 10.900 persons.

In 2010, Germany registered a total number of 841.700 immigrations; according to OCDE data, Germany received 392.000 persons of Romanian origin. All these people work legally in Germany, pay all their taxes and duties and are not discriminated.

According to the present global tendencies (2050), the world will continue its advance, in spite of all threatenings. Domains such the IT, telecommunications, biotechnologies, nanotechnologies, space industry, alternative energy sources will assure the future of a knowledge-based civilization, influencing accordingly the structure of labour force at global level, a transformation including Romania, as well.

The GDP of China will exceed that of USA, and severe climatic changes will occur. As a result of slate gas exploitation, USA will gain energetic independence, thus decisively influencing world's energy market. In 2100, population on Terra will count 10 billion persons, the maximum number that can be supported by

earth's natural resources, spectacular increasing (5.3 billion persons only in Africa) being expected in the poorest regions of the planet.

Consequently, the struggle against famine will become wild, an the whole world will change. According to futurologists, by 2100, superintelligent machines will attempt at controlling the whole world, replacing the humans and changing the whole human society. The critical point (PC) of this evolution might be the phenomenon of singularity, a point in which artificial intelligence (IA) may equal and then exceed the human intellect (IM)⁶, so that:

$$PC = IA > IM$$

Artificial intelligence will equal human intelligence,⁷ yet the human being will not cease to evolve, to permanently improve the intellectual and physical performances, by combining the human body with cybernetic elements. In the opinion of the author, this type of singularity has been manifested in the history of mankind in the following ways: 1. Revolution of agriculture; 2. Industrial revolution; 3. Artificial intelligence. The first one, namely the revolution of agriculture, doubled the economic productivity each 1,000 years, while the industrial revolution doubled

labour productivity each 15 years. When computers will be as intelligent as the humans, economic productivity will be doubled each week or month.

An interesting scenario for the future evolution of mankind and, implicitly, of the human resources, refers to mitochondria, energy factors at cell level. In a certain moment of their life, mitochondria were independent organisms, yet, along their evolution, one cell included inside it these primitive bacteria, after which they permitted to the cell to take over most of their functions, their unique role remaining that of producing the energy necessary for cell's functioning. In a similar manner, people will provide energy to intelligent machines, expected to take over the human activities.

Essentially, this is the target towards which human resources, such as labour force, should be oriented. The concrete modalities of achieving such an ambitious objective are still laying ahead. Supertechnoelites are expected to appear, and their participation and involvement at international level will be difficult to stop. A specialist of the future society should be not only qualified at academic level, he should be also endowed with creative abilities, conversant of several language, able to integrate himself in quite different cultures, prepared for change, a versatile communicator and capable of working in a team.

In the society based on knowledge, where intelligent machines will replace the work of the people, migration of the labour force will be oriented towards the most highly developed zones of the planet, however people should become highly specialized, for being capable of using such devices and apparatus. As long as the planet will have economic regions more developed and advanced than others, the labour force will not cease to emigrate towards them, the human resources acting as "iron fillings". Accordingly, as a balanced economic development on the Terra is hardly possible, migration of the labour force will exist as long as humanity will live on it.

Migration of the labour force is beneficial both for the origin and for the destination country. The destinations of emigration are mobile, being

modified with the mobility of the main centers of global economic power.

CONCLUSIONS

From immemorial times, people used to move from one place to another, from one country to another, the main reason being the hope to find the necessary food supplies.

The opposite trend of emigration is immigration, caused by various causes, such as economic needs, political or religious constraints, people always hoping to find better living conditions and the expected professional accomplishment. Emigration is also determined by the reducing amounts of food in certain areas of the globe.

In the modern epoch, under the conditions of economic globalization of economy and world market, the available labour force of various countries, Romania included, migrates towards other, more developed states, in search of a better paid job, capable of assuring family prosperity.

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Endnotes

1. In 2012, Romania's GDP was of 170 billion dollars.