

# National and European Mobility in the Business Environment

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**Abstract:** Romania has the highest percentage of active population that works in another European member state. This fact appeared in time, by mixing migration and mobility. If mobility refers to employees, migration refers to people. These two terms are not interchangeable. Mobility in employment on the territory of the European Union brings different approaches in countries, in terms of salaries and skills used. The main scope of this paper is to present some relevant national and European statistics related to mobility/ migration, and to set up some advantages and disadvantages that in the future could bring new research prospects. In order to fulfill this purpose, in this paper was made a brief synthesis regarding the literature review and a descriptive statistic analysis, using data from the Eurostat website. Data was extracted for Romania and European Union, in terms of number of emigrants and vacant jobs, for the period 2006-2019. According to our analysis, the advantages of the mobilities are especially for the employers to whom the mobilities are carried out, but appear for the employees as well. Fresh and motivated workforce, over qualified employees and increased productivity – represent advantages in this sense. The disadvantages at the international level are: new costs for the employers for which mobilities are carried out, "brain drain" and disparities between macro-regions among the EU space. Future research prospects regarding mobility in the national and european context could be, as it follows: disparities in european space throug mobilities, the over qualified employees and mobility, the "brain drain" syndrome.

**Keywords:** Macro regions; Romania; Mobility; Vacant jobs; Advantages; Disadvantages.

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## **Introduction**

The share of the active population in Romania, aged between 20 and 64, who left the country tripled in the last decade, from 7.5% in 2007 to 19.7% in 2017 (European Commission, 2019). Thus, our country has the highest percentage of active population working in another EU member state, the European average of active population migration being 3.8% of all citizens (Romanian Diaspora, 2019).

The mobility of health professionals has increased significantly in the recent years and brought performance in the health systems across national borders (Kuhlmann et al., 2018). According to Kovács et al. (2017), despite the existence of Directive 2005/36/EC regarding the recognition of professional qualifications in the European space, in five health professions (doctors, dentists, pharmacists, nurses and midwives) workers perform tasks below their level of skills (Kovács et al., 2017).

In a study, romanian psychiatric interns were asked if they have made plans to work in another country (Giurgiuca et al., 2018). The results revealed that 38% answered positively, 30% negatively and 32% have not yet decided (Giurgiuca et al., 2018). Referring to the IT industry in Romania, the employees mobility rate is quite high, on average 20-30% (Juncu, 2018), given that the resignation of an employee in this field brings losses of up to 20 times his/ her monthly salary (Stanciu, 2015). At the same time, in Romania, the IT sector contributes to the national GDP more than the European average, 5.9% of GDP being generated by 2.2% IT employees (Paraschivoiu, 2019).

Mobility on the territory of the European Union (EU) brings different approaches in terms of wages and used skills. In this context, this paper purpose is to present some relevant national and european statistics related to mobility/ migration, and to set up some advantages and disadvantages that could bring new research ideas.

## **National statistics regarding the mobility of human resources**

Below are analyzed Romanian statistics regarding mobility and migration. There are also presented statistics regarding the vacant jobs in Romania, from the period 2017-2019, because these determine national mobilities for those persons interested in finding a job with the price of transferring to another city.

**Table 1.** The number of vacant jobs in Romania by macro-region and quarter, period 2017-2019

Macro region/ year and quarter	2017Q1	2017Q2	2017Q3	2017Q4	2018Q1	2018Q2	2018Q3	2018Q4	2019Q1	2019Q2
<b>Macro region one</b>	<b>15484</b>	<b>15877</b>	<b>15359</b>	<b>14576</b>	<b>15161</b>	<b>16313</b>	<b>16944</b>	<b>15296</b>	<b>14773</b>	<b>13669</b>
Northwest	9242	9475	9241	8894	8854	9080	9936	8735	8359	7915
Center	6242	6402	6118	5682	6307	7233	7008	6561	6414	5754
<b>Macro region two</b>	<b>10054</b>	<b>10669</b>	<b>9520</b>	<b>8356</b>	<b>8870</b>	<b>9861</b>	<b>9258</b>	<b>8893</b>	<b>9875</b>	<b>10331</b>
Northwest	5810	5740	5523	4727	5056	5400	5259	5263	5539	5238
South East	4244	4929	3997	3629	3814	4461	3999	3630	4336	5093
<b>Macro region three</b>	<b>24800</b>	<b>26171</b>	<b>22358</b>	<b>20429</b>	<b>22377</b>	<b>22653</b>	<b>23975</b>	<b>22764</b>	<b>23348</b>	<b>22060</b>
South - Muntenia	8179	7150	7496	6202	5846	6380	7091	6377	6078	5482
Bucharest - Ilfov	16621	19021	14862	14227	16531	16273	16884	16387	17270	16578
<b>Macro region four</b>	<b>11198</b>	<b>10835</b>	<b>10988</b>	<b>10725</b>	<b>11276</b>	<b>11995</b>	<b>12857</b>	<b>11313</b>	<b>9418</b>	<b>8171</b>
Southwest Oltenia	2002	2245	2494	2749	2281	2343	2221	2086	1763	1742
West	9196	8590	8494	7976	8995	9652	10636	9227	7655	6429
<b>Romania - total</b>	<b>61536</b>	<b>63552</b>	<b>58225</b>	<b>54086</b>	<b>57684</b>	<b>60822</b>	<b>63034</b>	<b>58266</b>	<b>57414</b>	<b>54231</b>

Source: Eurostat, 2019.

If we exclude the number of vacant jobs in the Bucharest-Ilfov area, for the second quarter of 2019, in Romania, the most available jobs were registered in the Macro region one (with the North-West and Center areas), and the fewest vacancies were in the Macro region three (with the South-Muntenia area). For the same period, the Macro region 2 (with the North-East and South-East areas) recorded a fairly high number of jobs: 10331.

It is obvious that in Bucharest-Ilfov area to be the most of the vacant jobs, given that, at the moment, it is the most developed region from Romania. Also, the Center and North-West areas have a much better infrastructure compared to the North-East and South-East ones, which are still the poorest from Romania. The disparity between regions may have the following causes: the mobility of the Romanian employees abroad, the lack of human capital to bring significant added value to Romania's GDP, the lack of road infrastructure, qualified workforce, and low wages offered by employers. A consequence of the last fact is that many students from the North-East and South-East areas choose to work after completing their studies in more developed regions of Romania. So they become mobile, on the national level.

### **European statistics regarding the mobility of human resources**

The "European citizen" status gives the right to individuals to work in any of the 28 EU countries (including Switzerland, Iceland, Liechtenstein and Norway), without a work permit, with the observation that the social benefits (conditions for pensions, work accidents, occupational diseases, maternity leave, medical leave, unemployment allowance, etc.), and taxes paid differ (European Commission, 2019). The exception to this rule is Croatia, a country that still has some limits regarding the duration of work in some EU countries (European Commission, 2019).

The qualities under which individuals can work in the EU space are: employee, self-employed person, posted worker (European Commission, 2019). If, as an EU immigrant, a person becomes unemployed, she/ he can continue to live abroad only if: she/ he follows a vocational training course, it is temporarily registered as unemployed without having resigned, or it is unable to work for a period (has suffered an accident at work, has an illness for which she/ he is receiving specific treatment, etc.) (European Commission, 2019).

17 million EU citizens live and work in another EU Member State, and 1.4 million EU citizens daily commute to another Member State to go to work (Council of the European Union, 2019). A well-functioning labor market with a highly skilled workforce that can quickly adapt it is increasingly seen as a prerequisite for delivering a dynamic, innovative and competitive economy. Under these conditions, the EU institutions try to offer as many opportunities for work, simultaneously with best standard livings, by combining fairness and democratic accountability. The European pillar of social rights is designed to effectively guarantee the rights of citizens, ensuring: equal opportunities, access to the labor market, ethical working conditions, protection and social inclusion (Eurostat, 2019).

In the Europe 2020 Strategy, the EU had set a general objective for the development of human resources and access to jobs, through which 75% of people aged between 20 and 64 should be working by the year 2020. In order to achieve this objective, national objectives were established in cascade for each of the EU member state (Eurostat, 2019).

**Table 2.** The number of people who emigrated from the origin countries in the EU space, period 2006-2017 and the growth rate from one year to the next (GR %)

Country/ year	2006	2007	GR (%)	2008	GR (%)	2009	GR (%)	2010	GR (%)	2011	GR (%)	2012	GR (%)
Austria	74432	49898	-32.96	51563	3.34	53244	3.26	51651	-2.99	51197	-0.88	51812	1.2
Belgium	88163	91052	3.28	-	-	-	-	66013	-	84148	27.47	93600	11.23
Bulgaria	-	2958	-	-	-	-	-	-	-	-	-	16615	-
Czech Republic	33463	20500	-38.74	51478	151.11	61782	20.02	61069	-1.15	55910	-8.45	46106	-17.54
Cyprus	2778	4106	47.8	4474	8.96	4797	7.22	4293	-10.51	4895	14.02	18105	269.87
Croatia	7692	9002	17.03	10638	18.17	12355	16.14	13017	5.36	12699	-2.44	12877	1.4
Denmark	46786	41566	-11.16	38356	-7.72	39899	4.02	41456	3.9	41593	0.33	43663	4.98
Estonia	5527	4384	-20.68	4406	0.5	4658	5.72	5294	13.65	6214	17.38	6321	1.72
Finland	12107	12443	2.78	13657	9.76	12151	-11.03	11905	-2.02	12660	6.34	13845	9.36
France	189403	220354	16.34	239796	8.82	264631	10.36	269531	1.85	291594	8.19	255922	-12.23
Germany	639064	636854	-0.35	737889	15.86	286582	-61.16	252456	-11.91	249045	-1.35	240001	-3.63
Greece	38368	40400	5.3	43044	6.54	43686	1.49	62041	42.02	92404	48.94	124694	34.94
Ireland	44409	48040	8.18	65934	37.25	69672	5.67	78099	12.1	83049	6.34	81797	-1.51
Italy	58407	51113	-12.49	80947	58.37	80597	-0.43	78771	-2.27	82461	4.68	106216	28.81
Latvia	17019	15463	-9.14	27045	74.9	38208	41.28	39651	3.78	30311	-23.56	25163	-16.98
Lithuania	32390	30383	-6.2	25750	-15.25	38500	49.51	83157	115.99	53863	-35.23	41100	-23.7
Luxembourg	9001	10674	18.59	10058	-5.77	9168	-8.85	9302	1.46	9264	-0.41	10442	12.72
Malta	3835	3730	-2.74	3719	-0.29	3868	4.01	4201	8.61	3806	-9.4	4005	5.23

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Country/ year	2006	2007	GR (%)	2008	GR (%)	2009	GR (%)	2010	GR (%)	2011	GR (%)	2012	GR (%)
Netherlands	91028	91287	0.28	90067	-1.34	92825	3.06	95970	3.39	104201	8.58	110431	5.98
Poland	46936	35480	-24.41	30140	-15.05	229320	660.85	218126	-4.88	265798	21.86	275603	3.69
Portugal	5600	7890	40.89	20357	158.01	16899	-16.99	23760	40.6	43998	85.18	51958	18.09
United Kingdom	369470	317587	-14.04	427207	34.52	368177	-13.82	339306	-7.84	350703	3.36	321217	-8.41
Romania	-	-	-	302796	-	246626	-18.55	197985	-19.72	195551	-1.23	170186	-12.97
Slovakia	1735	1831	5.53	1705	-6.88	1979	16.07	1889	-4.55	1863	-1.38	2003	7.51
Slovenia	13749	14943	8.68	12109	-18.97	18788	55.16	15937	-15.17	12024	-24.55	14378	19.58
Spain	142296	227065	59.57	288432	27.03	380121	31.79	403377	6.12	409034	1.4	446606	9.19
Sweden	44908	45418	1.14	45294	-0.27	39240	-13.37	48853	24.5	51179	4.76	51747	1.11
Hungary	4314	4500	4.31	9591	113.13	10483	9.3	13365	27.49	15100	12.98	22880	51.52
<b>Total</b>	<b>2022880</b>	<b>2038921</b>	<b>-</b>	<b>2636452</b>	<b>-</b>	<b>2428256</b>	<b>-</b>	<b>2490475</b>	<b>-</b>	<b>2614564</b>	<b>-</b>	<b>2659293</b>	<b>-</b>

Source: Eurostat, 2019 and calculations for GR (%).

**Table 3.** The number of people who emigrated from the origin countries in the EU space, period 2006-2017 and the growth rate from one year to the next (GR %) - continued

Country/ year	2013	GR (%)	2014	GR (%)	2015	GR (%)	2016	GR (%)	2017	GR (%)
Austria	54071	4.36	53491	-1.07	56689	5.98	64428	13.65	66144	2.66
Belgium	102657	9.68	94573	-7.87	89794	-5.05	92471	2.98	89690	-3.01
Bulgaria	19678	18.44	28727	45.99	29470	2.59	30570	3.73	31586	3.32
Czech Republic	25894	- 43.84	28468	9.94	25684	-9.78	38864	51.32	27316	-29.71
Cyprus	25227	39.34	24038	-4.71	17183	-28.52	14892	-13.33	15105	1.43
Croatia	15262	18.52	20858	36.67	29651	42.16	36436	22.88	47352	29.96
Denmark	43310	-0.81	44426	2.58	44625	0.45	52654	17.99	56403	7.12

Country/ year	2013	GR (%)	2014	GR (%)	2015	GR (%)	2016	GR (%)	2017	GR (%)
Estonia	6740	6.63	4637	-31.2	13003	180.42	13792	6.07	12358	-10.4
Finland	13893	0.35	15486	11.47	16305	5.29	18082	10.9	16973	-6.13
France	239813	-6.29	308103	28.48	323847	5.11	320705	-0.97	312554	-2.54
Germany	259328	8.05	324221	25.02	347162	7.08	533762	53.75	560700	5.05
Greece	117094	-6.09	106804	-8.79	109351	2.38	106535	-2.58	103327	-3.01
Ireland	76560	-6.4	71107	-7.12	67160	-5.55	62056	-7.6	64068	3.24
Italy	125735	18.38	136328	8.42	146955	7.8	157065	6.88	155110	-1.24
Latvia	22561	- 10.34	19017	-15.71	20119	5.79	20574	2.26	17724	-13.85
Lithuania	38818	-5.55	36621	-5.66	44533	21.61	50333	13.02	47925	-4.78
Luxembourg	10750	2.95	11283	4.96	12644	12.06	13442	6.31	13831	2.89
Malta	4778	19.3	5108	6.91	7095	38.9	8303	17.03	7020	-15.45
Netherlands	112625	1.99	112900	0.24	112330	-0.5	111477	-0.76	108231	-2.91
Poland	276446	0.31	268299	-2.95	258837	-3.53	236441	-8.65	218492	-7.59
Portugal	53786	3.52	49572	-7.83	40377	-18.55	38273	-5.21	31753	-17.04
United Kingdom	316934	-1.33	319086	0.68	299183	-6.24	340440	13.79	359665	5.65
Romania	161755	-4.95	172871	6.87	194718	12.64	207578	6.6	242193	16.68
Slovakia	2770	38.29	3644	31.55	3870	6.2	3801	-1.78	3466	-8.81
Slovenia	13384	-6.91	14336	7.11	14913	4.02	15572	4.42	17555	12.73
Spain	532303	19.19	400430	-24.77	343875	-14.12	327325	-4.81	368860	12.69
Sweden	50715	-1.99	51237	1.03	55830	8.96	45878	-17.83	45620	-0.56
Hungary	34691	51.62	42213	21.68	43225	2.4	39889	-7.72	39829	-0.15
<b>Total</b>	<b>2757578</b>	<b>-</b>	<b>2767884</b>	<b>-</b>	<b>2768428</b>	<b>-</b>	<b>3001638</b>	<b>-</b>	<b>3080850</b>	<b>-</b>

Source: Eurostat, 2019 and calculations for GR (%).

Considering the previous table, if we analyze Romania's situation, we find that: in 2008, at the beginning of the global economic crisis, 302,796 romanians emigrated. In 2009, the number of people who left the country decreased by 18.55% compared to 2008, and in 2010 this number decreased by 19.72% compared to 2009. Decreases in the number of emigrants from Romania compared to previous years were also recorded in 2011, 2012, and 2013. Starting from 2014, the number of romanians who emigrated increased continuously until 2017: in 2014, the number of people who went abroad increased by 6.87% compared to 2013, in 2015 the number increased by 12.64% compared to 2014, in 2016 the number increased by 6.6% compared to 2015, and in 2017 the increase was 16.68% compared to the previous year. In the context of the economic crisis, people from Romania were discouraged from leaving their country.

Although Slovakia became a member state of the EU on 1 of May 2004, it continuously recorded in the period 2006-2017 the lowest number of people who emigrated from the country, compared to the other 27 EU member states. At the opposite pole, the countries from which the most citizens left compared to the other EU countries were: Germany - in the years 2006, 2007, 2008, 2015, 2016 and 2017, and Spain - in the period 2009-2014. The largest percentage decrease in the number of emigrations from 2006-2017 took place in Germany, where in 2009, 286,582 departures were registered, and in 2008 – 737,889, the rate of decrease in departures from 2009 compared to 2008 being -61.16%.



**Table 4.** Number of job vacancies in the EU countries by quarter, 2017-2019

Country/ year and quarter	2017 Q1	2017 Q2	2017 Q3	2017 Q4	2018 Q1	2018 Q2	2018 Q3	2018 Q4	2019 Q1	2019 Q2
Austria	86809	103302	104215	95383	115391	110674	126335	130869	128211	129147
Belgium	124470	129549	142531	133618	139907	143467	149180	141730	147698	138968
Bulgaria	21164	18538	18489	17990	22895	20235	18947	19141	22074	19727
Czech Republic	133763	158858	185811	201325	219495	249712	270588	277441	295904	289630
Cyprus	3398	2708	4703	3264	3762	5148	7667	3389	6762	6141
Croatia	25011	21462	17065	17996	24755	22531	18457	16730	23299	18767
Denmark	-	-	-	-	-	-	-	-	-	-
Estonia	11013	11802	12610	10378	10405	11346	11393	10425	11346	11079
Finland	57566	35844	34007	37081	59767	48943	45879	40188	61363	49497
France	-	-	-	-	-	-	-	-	-	-
Germany	1052367	1092009	1094328	1172591	1179774	1202849	1227600	1445897	1366915	1375110
Greece	18666	14630	11188	2825	14351	14466	13584	8288	12570	14343
Ireland	17400	19500	18900	17700	17800	22000	19200	17400	18200	19300
Italy	-	-	-	-	-	-	-	-	-	-
Latvia	15926	16400	17368	17271	21864	24238	22354	21048	27763	29704
Lithuania	20293	19433	20084	19011	19776	18961	18535	15898	18855	18375
Luxembourg	5864	6270	6432	5770	6455	7435	7527	7295	7272	7626
Malta	5350	5189	4224	-	5394	5476	6822	6682	6296	7002
Netherlands	186951	211156	208363	216974	235701	258151	255843	252782	276107	290900
Poland	118027	121244	130306	117167	151730	164042	156303	138434	141906	151394

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Country/ year and quarter	2017 Q1	2017 Q2	2017 Q3	2017 Q4	2018 Q1	2018 Q2	2018 Q3	2018 Q4	2019 Q1	2019 Q2
Portugal	27664	28755	27576	24592	27400	27698	30031	27639	34149	35124
United Kingdom	746000	794000	816000	818000	790000	843000	865000	854000	817000	830000
Romania	61536	63552	58225	54086	57684	60822	63034	58266	57414	54231
Slovakia	18780	19865	21470	23454	24367	23866	23632	26398	24258	21732
Slovenia	15363	17156	17209	15423	19539	20319	19955	17469	21394	18060
Spain	106293	111585	112483	104052	133284	130509	124747	123772	130899	137323
Sweden	126397	120351	97053	101053	139598	133058	103006	103250	142523	135898
Hungary	59189	65025	73098	72614	78568	82750	86652	82421	79045	78828

Source: Eurostat, 2019.

Analyzing the situation of the vacant jobs number, it can be seen that, during the analyzed period, most of the jobs were available in Germany. The states that offered the fewest jobs in the analyzed period were: Cyprus (in the first and second quarters of 2017, the first, second and fourth quarters of 2018, respectively the second quarter of 2019), Greece (in the fourth quarter of 2017) and Malta (in the third quarter of 2017 and 2018 and in the first quarter of 2019). Romania had a relatively constant number of vacant jobs during the analyzed period, with approximately 58,885 jobs quarterly available.

The EU job vacancy rate in the second quarter of 2019 was 2.3%, fairly stable compared to the same quarter in 2018, when it was 2.2%. In the field of construction and industry, the vacancy rate in the second quarter of 2019 was 2%, and in the service sector it was 2.6% (European Commission, 2019).

The EU provides to the citizens a tool through which they can keep up to date with new jobs that have appeared in the countries of the European space. The EURES platform (European Employment Mobility Portal) is useful for both, labor demand (employers) and labor supply (people that are looking for a job in EU countries). EURES acts as an intermediary between employees and applicants for the EU area. Among the facilities that EURES portal bring we can enumerate: answers to questions for people interested in finding a job in another EU state and for employers; offering advices on the conditions of EU member states (amount of social contributions, quality of life, health insurance details, etc.); offering support to particular target groups through specific programs; promotional activities for opportunities in the EU; post-recruitment assistance for employers, etc. (EURES, 2019).

## **Conclusions**

The qualities under which individuals can work in the EU space are: employee, self-employed, and posted worker. If a person becomes unemployed, can continue to live abroad if it has a vocational training course, if it is temporarily registered as involuntarily unemployed or, if it is unable to work for a period. Currently, 17 million EU citizens live and work in another EU Member State, and 1.4 million EU citizens daily commute to another Member State to work (Council of the European Union, 2019). Even if the concept of mobility can often be confused with the migration of people, we should delimit them: migration refers to people from different countries, while mobility refers to employees.

The main scope of this paper was to present some relevant national and European statistics related to mobility/ migration from the period 2006-2019, and to set up some advantages and disadvantages that in the future could bring new research ideas.

According to our analysis, if we exclude the number of vacant jobs in the Bucharest-Ilfov area, for the second quarter of 2019, in Romania, most available jobs were registered in the Macro region one (with the North-West and Center areas), and the fewest vacancies were in the Macro region three (in the South-Muntenia area). For the same period, the Macro region 2 (with the North-East and South-East areas) recorded a fairly high number of jobs.

At the European level, in Romania were registered decreases in the number of emigrants in 2011, 2012, and 2013. Starting from 2014, the number of romanians who emigrated increased continuously until 2017. Although Slovakia became a member state of the EU on 1 of May 2004, it continuously recorded in the period 2006-2017 the lowest number of people who emigrated from the country, compared to the other 27 EU member states.

To conclude, the advantages of the mobilities are especially for the employers to whom the mobilities are carried out, but appear for the employees as well. Fresh and motivated workforce, over qualified employees and increased productivity – represent examples in this sense. The disadvantages of the mobilities could be: new costs for the employers for which mobilities are carried out, "brain drain" and disparities between macro-regions among the EU space.

Future research ideas regarding mobility in the national and european context of business environment could be, as it follows: disparities in european space throug mobilities, the over qualified employees and mobility, "brain drain".

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