

## MOBILITATEA ȘI MIGRAȚIA RESURSELOR UMANE

## MOBILITY AND MIGRATION OF HUMAN RESOURCES

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**Abstract:** External migration is a strongly conditioned by socio-demographic phenomenon. Starting from defining the concept of "migration" and its operationalization in dimensions and indicators, we will analyze the statistical-descriptive which is the impact of the net average wage on the external migration. Then, we will emphasize the influence of external migration on the phenomenon of aging of the population and on the workforce in Romania, for the period 2007-2017. Until Romania's joining to the EU, when the Romanian economy was certified as having a "functional market economy", the external migration acted in order to adjust the demand and supply of labor force. After the effective joining to the EU (2007), the external migration contributed by the currency transfers to the economic growth and the limitation of the deficit of the external balance. The departure of Romanians abroad increases the labor resources in the countries destination, contributing to the reduction of the labor cost.

**Keywords:** migration, external migration, labor force, aging demographics, working population