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SPATIAL AND SOCIO-ECONOMIC CHARACTERISTICS OF OFFICIAL LABOUR MIGRATION FROM NEIGHBOURING COUNTRIES TO HUNGARY¹

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Abstract

As a governmental institution the Public Employment Service in Hungary has the function to control and register legal labour immigration by accomplishing regulations connected to employment permissions. As a result of the activity this institution collected a more than 600 thousand records large, and up to now basically not much explored database on the official employment of these foreign people, making it possible to find out what spatial and socio-economic features are characterising these processes. Now it is a chance to explore major tendencies of cross-border labour migrants by different simple techniques of geostatistics. In the last decade 60-70 thousand foreign citizens were employed yearly in Hungary, of them the majority is coming from the neighbouring countries. This paper is focusing on employees coming from Romania, Slovakia and Ukraine, which countries are sending the most people to Hungary.

Annually nearly 30-40 thousand low educated men of Romanian citizenship receive manual legal employment in the Hungarian labour market. The vast majority of them works in Budapest and its agglomeration as unskilled or semi-skilled workers in the construction industry, in manufacturing of machinery, in retail trade or in agriculture in the Great Plain. They are almost all Hungarians from Transylvania, for whom the Hungarian labour market grants higher safety of existence and employment with more comforts than at home. The primary motivation for their employment is the labour shortage in the Hungarian labour market. In other countries like in Slovakia different motivation factors appeared, since more skilled workers received employment in not only basic industrial and service branches. As a comparison labour migrants from Ukraine have more or less similar employment characteristics to people of Romanian citizenship.

Keywords: labour migration, cross-border migration, location of activity, Hungary, Romania

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1. INTRODUCTION

Since the beginning of 2000 the Public Employment Service in Hungary records electronic data of foreign citizens, who were obliged to be registered or applied for employment permission in Hungary. The documentation was originally paper-based, which was later been digitised by an own developed software of the Public Employment Service. The created registration database contains now individual and personal data of the employees. In the first round it was the employer, who had to ask for permission of employment for a given number of people with a given citizenship and for a given scope of activities. If this permission was obtained, in the second round the regional employment centre recorded the data of the concerned foreign employees, who got permission such way to fill a given vacancy for a limited time.

In the last decade 60-70 thousand foreign citizens were employed yearly in Hungary, of them the majority (annually 30-40 thousand people) is coming from Romania, therefore in the following primarily the results of the Romanian labour migrants' analysis will be presented.

Hungary in the 354/2006. Governmental order abolished the obligation of permission for Romanian citizens in numerous professions from 1. January 2007. This act fell into abeyance on 1. January 2008, when the 355/2007. Governmental order took its place, announcing that there is no need of permission to further employ a given Romanian citizen in Hungary, when he or she was legally employed from 1. January 2007 or from a later time continuously for at least 12 months. The same way, also the relatives of the employee need no permission of employment, if they were legally stayed or employed in Hungary for a defined period.

In other cases the responsible labour office had to examine the state of the labour market and had to announce the vacancy, therefore could only issue the employment permission, when it was not filled by any Hungarian citizens. This legal circumstance resulted that the database of the Public Employment Service contains also decisions of rejection, namely data of employees, who did not get permission of employment in Hungary at last. In pursuance of the 322/2008. Governmental order however, from 1. January 2009 all kind of obligation of permission were abolished for Romanian citizens, they can now freely enter employment in all scope of activities in Hungary. Employers have only engagement for group registration: a simple form is used to register the number of people employed. These registrations are inappropriate to be informed with individual data of Romanian employees,

consequently the analysis presented in this paper is the last chance to make such evaluations. As a result of legal liberalisation time series of data can not be proceeded, and the database can not be refreshed by new data of Romanian citizens.

2. THE CONSTRUCTION OF THE DATASET

Relevant input data of the recorded events in the database are related to the period between 1. January 2000 and 1. March 2009 based on the date of the employees' first application for the permission. Data before or after this period can not be defined or are considered to be uncoordinated. From the complete available dataset 612531 recorded events fit in this interval, other records of the original database either do not fit this period or do not contain date information. The total number of the examined events is 638333, the left out records are 7656, which represent 1,2% of the original dataset, statistically not distorting the expected results.

The total number of people, who were registered or applied for permission in the examined period – assuming that one employment identification is connected to only one person – is 227124, although an applicant can almost always be associated to more than 1 registered event (Table 1.). In the most frequent case a person is represented in the database with two events: for example with the event of the application and the record of the decision of permission.

Table 1. Number of people who applied for permission according to the number of events recorded in the database

Events/person	People	%	Events in the database
1 recorded event	1639	0,72	1639
2 recorded events	148783	65,51	297566
3 recorded events	17707	7,80	53121
4 recorded events	38092	16,77	152368
5 recorded events	8360	3,68	41800
6 recorded events	7803	3,44	46818
7 recorded events	1937	0,85	13559
8 recorded events	1412	0,62	11296
9 recorded events	541	0,24	4869
10 or more recorded events	850	0,37	11317
Total	227124	100	634353
(Other)	-	-	3980
(Total originally)	-	-	638333

By comparing data in time it could have been observed that in the first years of the examined decade (2001-2002) and following a slight fall in 2003-2004, after 2005 the number of registered events was significantly increasing. The mode of the number of events according to the starting date of applications can be seen around 2005-2006, while the mode of the number of events according to the finishing date can be found generally 1 year later around 2006-2007. Therefore the conclusion can be drawn that the average length of the applied or issued permissions of employment was 1 year.

Table 2. Number of registered events with decrees of acceptance

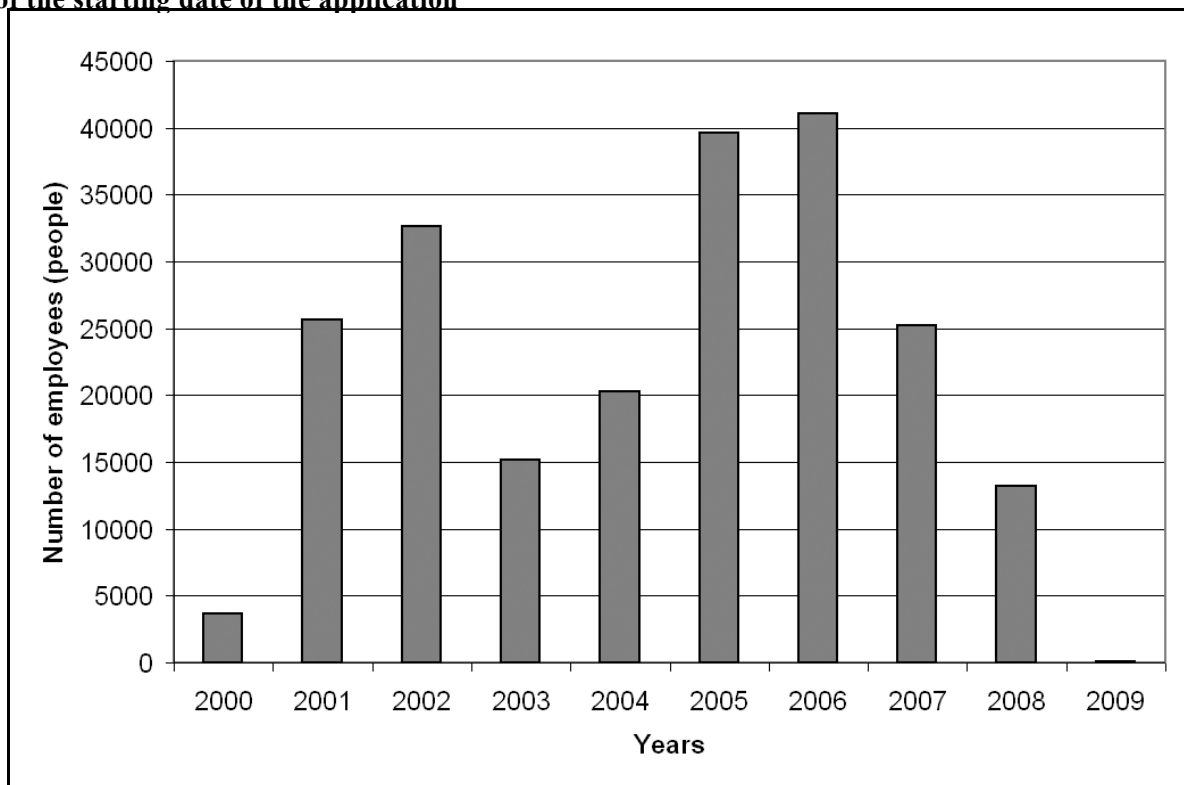
Registered events	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	Total					
Decrees of acceptance	3485	2004	9230	9579	9111	3362	6433	2262	1570	1095	383	158052				
Decrees of partly acceptance	75	1895	2818	3169	5738	8035	3899	1632	1026	3	3	28290				
Subtotal	3560	2194	4259	1311	1601	7074	3429	9371	2523	2021	1197	86	186342			
Other	877	661	710	280	426	593	715	214	177	85	12	292	416	8	25	77459
Total	4437	2856	1361	9315	4230	1149	5135	4910	354	941	61	147	111	263801		

While the application for the permission can be interpreted basically as the initial step of the registration process, the decision (or the secondary decision) is the most important event of the whole process. Records containing or justifying decisions are making possible to calculate the number of employment permissions issued by the authority (Table 2.). The number of observable records is 263801 (total number of decisions), from which the number of the decrees of acceptance is 186342, which can be connected to 181537 people in real, since some employees were registered with more than one decision event (e.g. after the decree of acceptance the registered person applied for an other permission). It should be mentioned, however, that there were no exact information in the database on the detailed content of the decrees.

The evaluation of the data of Romanian employees can be made on several initial datasets, namely on different groups of event records. While the event-based evaluation of records give information on the process of authorisation (employment permissions, judgement on applications etc.), the evaluation of data of the employment permission requesting people (qualification, profession, scope of activity etc.) draws picture on socio-statistical and labour market characteristics of the Romanian employees. Also the evaluation of the connection of these two aspects, the data of the events and of the people can be interesting, which would give information on the relationship between employment events and socio-statistical features.

As mentioned above, the 638333 records of events made it possible to substantively examine data of 227124 people. In fact this number is also a bit higher than the effectively examined record, since variables of the database contain cells with missing or incomprehensible data to a different extent.

Figure 1: The number of registered employees with Romanian citizenship according to the year of the starting date of the application



If the number of people who applied for permission were examined instead of the number of registered events, again conspicuous differences can be observed in time. The number of employees was strongly increasing in the first part of the examined period (in 2001-2002), after that it fell back in 2003-2004. Following Hungary's accession to the EU in May 2004, and particularly in 2005 and 2006 the number of registered employees in the database was extremely increasing. From 2007 continuous and dynamic decrease was experienced, with the accession of Romania to the EU in the background, as well as due to the transformation of the regulation of employment in Hungary (Figure 1.). By the beginning of 2009 the registration of employment was almost disappeared, which means that this research took place in the last period, when – practically in real time – the state and composition of employees of Romanian citizenship could have been substantially analysed. The employers, however, still have to report to the competent regional labour office the number of employed

Romanian citizens, but this registration form contains no information on the employees, therefore the collection of individual data is evidently finished. Employers have only engagement to report the number, the activity and the duration of employing people for a job, but do not have to say who these people are exactly. Moreover according to our experiences employers do not comply with this duty, since missing of report does not entail any sanction.

3. SOCIAL AND ECONOMIC CHARACTERISTICS

Examination of data of employees according to the group of occupations can be made at the case of 178319 employees, while 48805 employees have unfortunately no concerning information. The combined data of occupation groups mirror the dominance of branches those of needing unskilled people. 100347 employees are recorded in the database with simple service type occupations (cleaners, kitchen helpers, unskilled workers etc. are counted here), an other 16079 people are recorded with simple agriculture and forestry occupations. The 9th main group of the Uniform Classification of Occupations (unskilled simple occupations) contains 65,3% of all employees.

Table 3. Number of employees with Romanian citizenship by main groups of occupation

Rank	Main group of occupation	People
1	91 Simple service type occupations	100347
2	92 Simple agriculture and forestry occupations	16079
3	73 Occupations of light industry	8634
4	51 Trade and catering occupations	8073
5	74 Occupations of iron and steel industry	7670
6	76 Occupations in construction industry	5449
7	81 Practitioners of machines in manufacturing industry	4328
8	61 Agriculture occupations	4093
9	83 Practitioners of mobile machines	2736
10	32 Health occupations	2330
-	Other occupations	18580
-	Subtotal	178319
-	No data	48805
-	Total	227124

At the division of the scope of activities a significant shift can be explored from skilled labour to activities of unskilled labour. Activities with large numbers of employees in the database (e.g. unskilled workers, unskilled construction workers, semiskilled workers, unskilled agricultural workers) are demanding lower prequalification or professional knowledge easy of attainment. Data category of “unskilled worker”, which is the most

frequent of all activities, contains rather manifold types of jobs. Generally the scope of activities of unskilled jobs connected to different industries, craft industries, small-scale industries or general service activities are counted here. An extra category is formed by the unskilled construction workers, who represent together with other professionals of construction one of the largest employment sector, the construction industry. Similarly the branch of agriculture is a large employer too, which is indicated by the outsized number of agricultural workers and unskilled agricultural workers. Further large employment demand of the industry and of diverse service branches are satisfied by large groups of semiskilled workers. At cases of categories with medium or small numbers the level of professional knowledge or possibly the special knowledge becomes ever more important. It is conspicuous furthermore that among the reported scope of activities forms of mental occupations or white-collar workers represent a small share (some examples: doctors, telephone administrators, customer service fellows, sales managers). Other activities with relatively remarkable numbers, although previously not mentioned jobs, are for example the activities of mason, nurse, sewer workers, glassblowers, miners etc.

Table 4. The number and share of employees according to the highest level of education and the result of the decision of the authority

Highest level of education	Number of people with decree of acceptance	Share of people with decree of acceptance (%)	Number of people with decree of rejection	Share of people with decree of rejection (%)	Total
Less than 8 prim. classes	908	75,9	288	24,1	1196
Primary school	102172	83,6	20004	16,4	122176
Technical school	9068	79,9	2288	20,1	11356
Industrial school	7937	79,4	2060	20,6	9997
Secondary school	8350	77,3	2453	22,7	10803
Vocational secondary school	11651	75,1	3869	24,9	15520
Other technical school	3288	72,8	1228	27,2	4516
College	821	80,2	203	19,8	1024
University	3101	81,0	728	19,0	3829
Subtotal	147296	81,6	33121	18,4	180417
No data	-	-	-	-	46707
Total	-	-	-	-	227124

The dominance of activities with no demands of skills or with secondary qualification demands at the most shows strong connection with the highest education level of the employees. Only 2,7% of the 180417 known personal data of education level refers to the tertiary level (there are 4853 employees with college or university diploma altogether), while a commanding share can be observed at employees with education of 8 or less primary school

classes (123372 people, of them 68,4% has finished primary school, which results a number of 122176 people). It is interesting that there is no connection between the level of education and the result of the decision of the authority (or the success of the application for the permission of employment). The share of people, who got the decree of acceptance, is the highest at people with primary school education (83,6%) and at people with college or university diploma (80,2% and 81,0%), while people with the highest education level of other technical schools (“technicums”) (72,8%), vocational secondary school (75,1%) or less than 8 primary school classes (75,9%) have the lowest results (Table 4.).

4. GEOGRAPHICAL CONSIDERATIONS OF MIGRANTS FROM ROMANIA

Geographical information of the employment database are showing useful information on the location of the activity, on the location of the seat of the employer and also on the originating city of the employee (this later data is not evaluated in this paper). Data of the first two spatial variables are correlating significantly with each other ($r=0,99$ on all spatial levels), only small differences can be explored between the data sets, since the seat (city or village) of the employer generally coincides with the location of the activity.

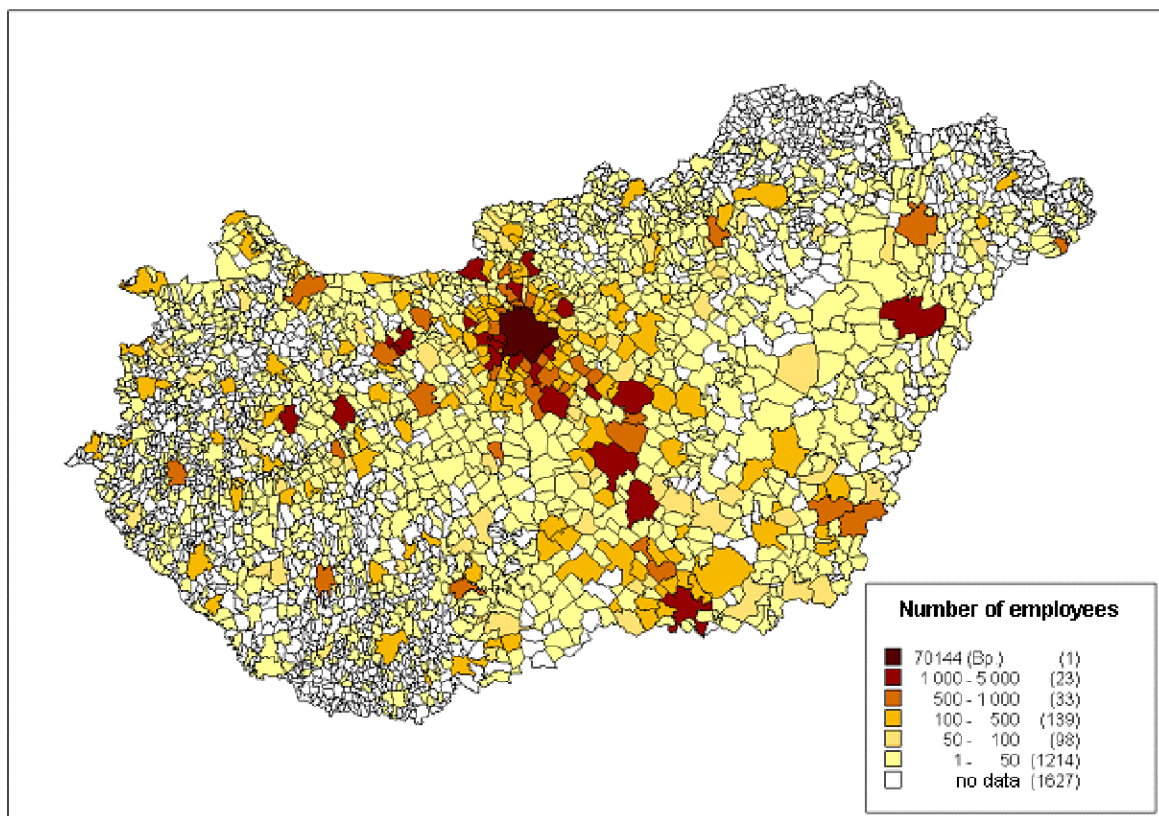
Table 5. The number and share of employees by regions (NUTS2) according to the seat of the employer and the location of the activity

Regions	Seat of the employer		Location of the activity	
	people	%	people	%
Central Hungary	164504	74,0	128513	69,8
Central Transdanubia	18107	8,1	17010	9,2
Western Transdanubia	6956	3,1	7026	3,8
Southern Transdanubia	5937	2,7	5726	3,1
Northern Hungary	5495	2,5	5213	2,8
Northern Great Plains	5844	2,6	5326	2,9
Southern Great Plains	15428	6,9	15276	8,3
Subtotal	222271	100,0	184090	100,0
No data	4853	-	43034	-
Total	227124	-	227124	-

The number of employees on regional level (NUTS2) shows quite strong concentration. Central Hungary has 74% of the employees according to the seat of the employer, and 69,8% of them according to the location of activity. Compared to this a relatively small weight is represented by the second highest Central Transdanubia (8,1% and 9,2%), or by the third Southern Great Plains (6,9% and 8,3%). Other regions are at an average share of 3% (Table 5.).

On the level of counties (NUTS3) the highest number of employees can be observed in Budapest and in Pest county, both calculated according to the seat of the employers (44,3% and 29,7%) and according to the location of the activity (36,5% and 33,3%). The following counties in the rank of shares, however with much less weights, as counted by the seat of the employer are Komárom-Esztergom, Bács-Kiskun, Veszprém and Csongrád; while according to the location of the activity the order is Fejér, Bács-Kiskun, Veszprém and Csongrád. It seems from the data of the employees that geographical distance, namely the distance from the Romanian border, does not play any role in employment decisions, instead the attractiveness of counties, which offer more employment possibilities are significant.

Figure 2. Number of employees with Romanian citizenship according to the location of the activity by settlements (LAU2)



It can be seen from the settlement (LAU2 or NUTS5 level) results that the number of registered employees are an order higher in Budapest than anywhere else in the country (Figure 2.). According to the location of the activity the following highest values can be observed at cities directly in the surroundings of Budapest (Érd, Budaörs, Batorbágy, etc.), after that, going further from the agglomeration a somewhat decreasing density can be experienced. Among settlements with higher counts it is possible to find specific ones with

extraordinary employer companies or others cities with specialisation to a certain activity (at case of Dánszentmiklós large number of workers were employed in the local agricultural business, while in Oroszlány or Pusztavám the Vértes Power Plant and the connecting mines established claims for specialised workforce). The number of employees registered in the database is notable also on certain parts of the Great Plain, especially in the direction of the Szeged – Kecskemét – Cegléd – Budapest line, as well as in large or medium sized cities and towns of the region. On the contrary relatively small number of employees or no registered records can be found in settlements with little number of population, and characteristically in some North-Hungarian areas, as well as in several – mainly Southern and Western – parts of Transdanubia.

Table 6. Number of employees in counties (NUTS3) by main groups of occupation according to the location of activity (10 most frequent occupations)

Counties	Groups of occupations									
	91	92	73	51	74	76	81	61	83	32
Budapest	47517	737	818	1807	1107	589	407	235	1448	707
Baranya	342	23	76	101	137	52	16	83	27	34
Bács-Kiskun	2323	1178	94	90	138	94	155	1321	67	122
Békés	276	656	237	149	215	116	19	168	36	361
Borsod-A.-Z.	46	6	33	20	61	64	32	27	15	13
Csongrád	1487	3121	46	216	49	167	10	157	14	21
Fejér	1372	379	745	208	554	306	269	225	96	61
Győr-M.-S.	1000	410	191	150	193	197	101	19	118	67
Hajdú-Bihar	206	135	259	58	140	204	31	24	100	114
Heves	695	686	299	230	152	165	122	82	71	23
Komárom-E.	405	253	556	121	382	420	1235	148	51	46
Nógrád	346	263	32	55	47	16	26	146	7	17
Pest	34808	7498	3232	2570	2402	1896	930	880	363	175
Somogy	347	134	169	560	145	247	130	69	5	48
Szabolcs- Sz.-B.	243	82	556	131	89	67	176	68	44	34
Jász-N.-Sz.	224	121	118	204	168	60	28	40	61	39
Tolna	335	201	77	353	83	65	19	19	49	226
Vas	607	102	212	82	488	109	279	138	34	80
Veszprém	1524	58	533	652	881	372	213	142	72	86
Zala	213	10	321	218	201	75	122	49	23	54
No data	6031	26	30	98	38	168	8	53	35	2
Total	100347	16079	8634	8073	7670	5449	4328	4093	2736	2330

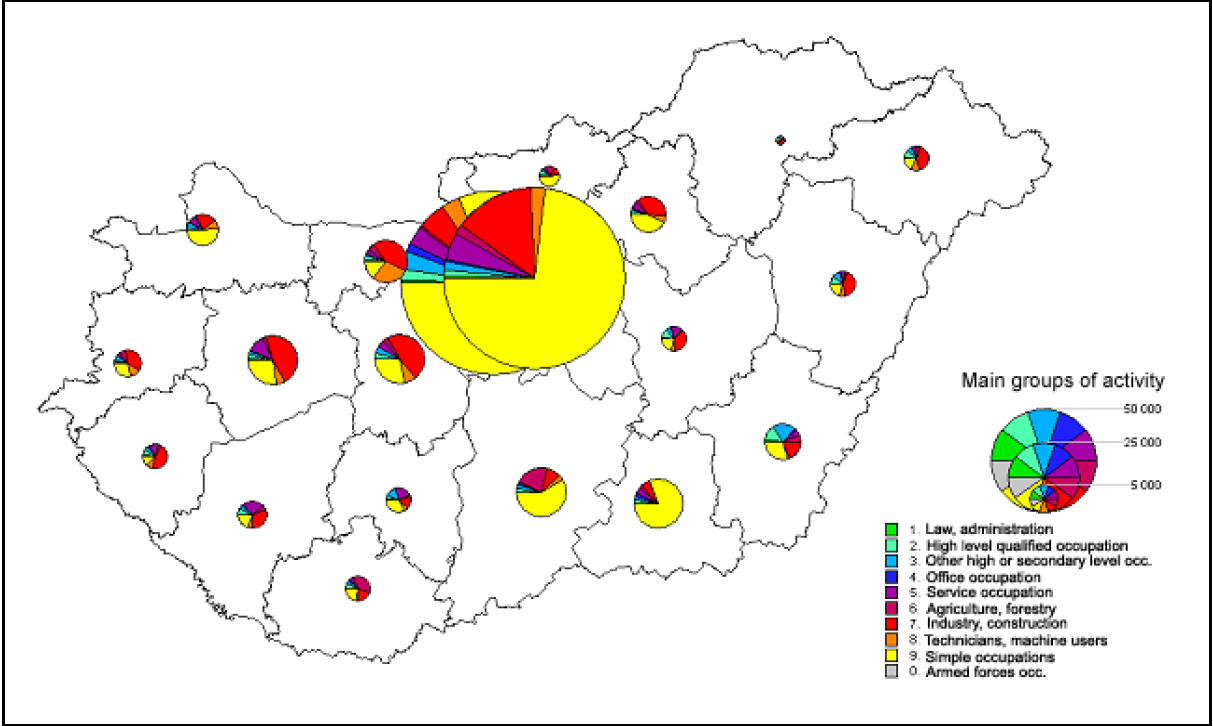
(Groups of occupations: 91 Simple service type occupations, 92 Simple agriculture and forestry occupations, 73 Occupations of light industry, 51 Trade and catering occupations, 74 Occupations of iron and steel industry, 76 Occupations in construction industry, 81 Practitioners of machines in manufacturing industry, 61 Agriculture occupations, 83 Practitioners of mobile machines, 32 Health occupations)

The location of the activity is obviously determined by the regional division of branches, which offer employment opportunities. In this context partly different picture can

be drawn by branches and by counties. The cross-tab of the location of the activity and the 10 most frequent groups of occupations shows large disproportion in the spatial pattern of the simple service type occupations (91) or simple agriculture and forestry occupations (92) (Table 6.). While these branches of occupations are important in Budapest or in Pest, the number of employees registered in these branches is almost infinitesimal for example in Borsod-Abaúj-Zemplén, a county with large number of population anyway. The highest regional concentration is typical, however, not for these branches, but for the occupations of mining, which are largely twitted with geographically determined localities. Less concentrated, therefore regionally more equalised picture is shown by occupations connected to the construction industry, food industry or health care, those are notable in several counties.

The overall internal industrial structure of labour market is also affecting the employment opportunities in the counties. According to the data of Romanian employees, although Budapest and the county of Pest have large numbers of employees in every sectors of occupation, they have a relatively high weight in the specific group of the unskilled simple occupations, resulting a reasonably high regional concentration of these occupations. In these two geographical areas (Budapest and Pest) more than 90000 employees were registered just in the group of unskilled simple occupations.

Figure 3. Number of employees in counties (NUTS3) by main groups of occupation according to the location of activity



In the counties of Transdanubia, mainly in the region of Central Transdanubia (Fejér, Komárom-Esztergom and Veszprém) the highest proportion is given by occupations in industry and construction industry, which is not surprising in an industry- and especially manufacturing-oriented region. A visible role of agriculture and forestry occupations is connected to Bács-Kiskun and some other counties of the Great Plain (as well as to certain parts of Transdanubia). It should be mentioned, however, that a significant part of employees in agriculture was registered not in this category, but among unskilled simple occupations. As curiosity it can be mentioned that a remarkable share is represented in Békés county by the occupations that demand substantive usage of tertiary qualification, as well as occupations, which require the application of other tertiary or secondary qualifications. Among others in the background the locally high level employment of people in health care is standing, which can be reasonably high because of the proximity of the Romanian Border.

5. COMPARISON OF MIGRANT STATISTICS FORM OTHER NEIGHBOURING COUNTRIES: THE CASE OF SLOVAKIAN AND UKRAINIAN CITIZENS

In parallel with the evaluation of data of Romanian citizens, information on labour migrants of other neighbouring countries of Hungary can be instructive as well, of them especially people coming from the Slovak Republic and Ukraine seem to be more interesting. These countries send also significant number of employees towards Hungary, however it is necessary to mention that Slovakia became member of the EU already in 2004 – 3 years before Romania, and at the same time as Hungary – while Ukraine is at present still not a member of the European Union.

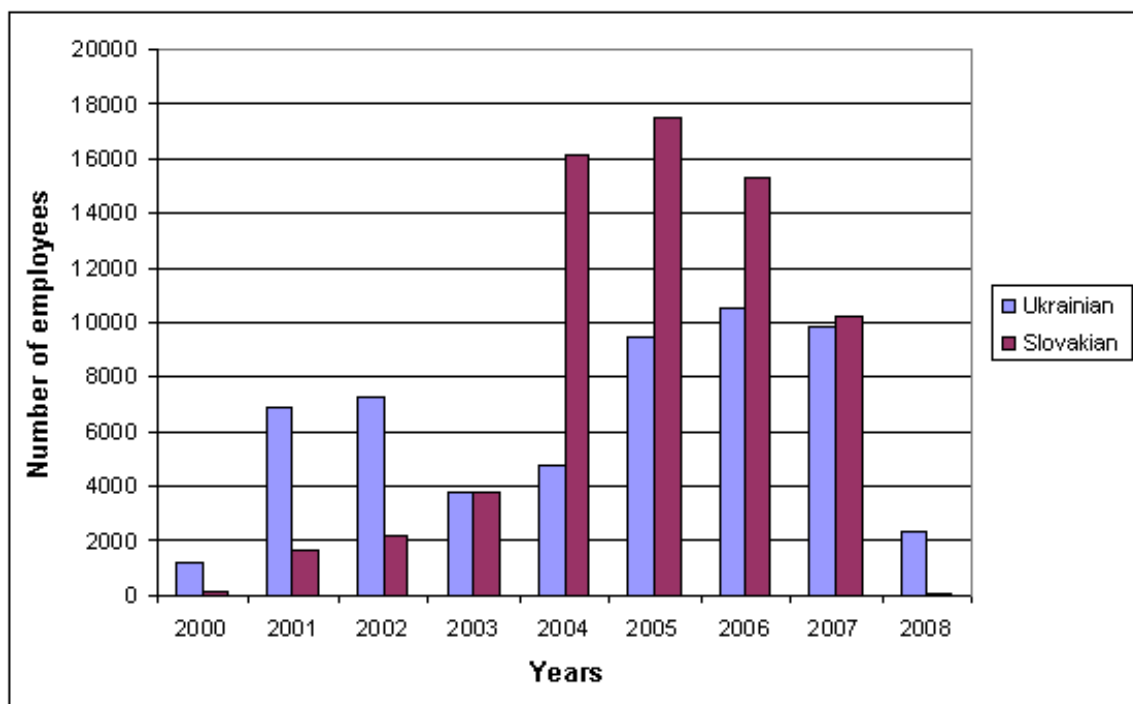
In the database of the employees there are 185854 recorded events in connection with Slovakian citizens, and 163617 in connection with Ukrainians. These results already prove that the number of registered events of Romanian employees is many times higher than that of the employees of any other countries.

There are significant differences in recorded event data of the Slovakian and Ukrainian employees, concerning the type of the recorded event. While in case of Slovakian employees the record in the database means just an event of registration, in case of Ukrainian employees it represents however both a record of an application for permission and a record of the decision of the authority.

The examined database contains data of 66781 Slovakian and 56080 Ukrainian employees. There seems to appear two waves in time in the number of Ukrainian employees,

while only one, but large wave is connected to the alteration of the number of employees with Slovakian citizenship just after the accession to the European Union. The number of Slovakian employees coming to Hungary has reached its highest in 2005 with a total of 17496 people, while the maximum number of the Ukrainian employees was recorded one year later, in 2006 with 10503 people. After 2007, due to the radically changed conditions of employment authorisation, the number of registered employees in both groups forcefully decreased.

Figure 4. The number of registered employees with Ukrainian or Slovakian citizenship according to the year of the starting date of the application



According to the results of the analysis of occupation data, more than half of the Slovakian employees are working as practitioners of machines in manufacturing industry, the second most popular occupation group reaches only half of this category, while the remainders contain only 23% of all employees. A large share of Slovakian employees is working in companies of manufacturing industry, while relatively small share is represented by employees with agriculture or service-type jobs.

In contrast with the Slovaks, employees from Ukraine have somewhat different occupations typically, which is more similar to the case of Romanian citizens. In place of industrial and manufacture occupations the simple service type jobs are dominant (with extraordinary high share of employees).

Table 7. Number of employees with Slovakian citizenship by main groups of occupation

Rank	Main group of occupation	People
1	81 Practitioners of machines in manufacturing industry	33079
2	91 Simple service type occupations	16822
3	74 Occupations of iron and steel industry	3842
4	73 Occupations of light industry	1960
5	76 Occupations in construction industry	1282
6	75 Cottage industry, mixed industry and warehousing occupations	1005
7	32 Health occupations	949
8	61 Agriculture occupations	689
9	83 Practitioners of mobile machines	683
10	31 Technicians and similar technical occupations	528
-	Other occupations	3771
-	Subtotal	64610
-	No data	2171
-	Total	66781

Table 8. Number of employees with Ukrainian citizenship by main groups of occupation

Rank	Main group of occupation	People
1	91 Simple service type occupations	19472
2	76 Occupations in construction industry	3032
3	73 Occupations of light industry	2768
4	81 Practitioners of machines in manufacturing industry	823
5	74 Occupations of iron and steel industry	787
6	51 Trade, catering occupations	777
7	92 Simple agriculture and forestry occupations	601
8	24 Qualified teachers	520
9	72 Occupations in food industry	398
10	36 Economic, bank clerks	393
-	Other occupations	3231
-	Subtotal	32802
-	No data	23278
-	Total	56080

Data on education level of the employees reflect significant differences between Slovakian and Ukrainian citizens. Occupations with professional skills represent larger weight in the database of the Slovaks than in the dataset of the Ukrainian employees.

Considering geographical characteristics of the employees, the results of the two groups reflect a rather different picture. In case of the Ukrainian employees the proximity of the national border (the closeness of Ukraine) is less important factor, on the contrary mostly Budapest and its surrounding have higher attractivity. In case of the Slovakian employees however, the proximity of the national border seems to be significant. This can be interpreted by that Slovakian employees are usually searching for job opportunities in relatively developed manufacturing zones of North-Transdanubia (more precisely in Northern part of

Central-Transdanubia). The largest weight is represented by Central-Transdanubia in case of the Slovakian citizens, and Central-Hungary in case of the Ukrainian citizens.

Figure 5. Number of employees with Slovakian citizenship according to the location of the activity by settlements (LAU2)

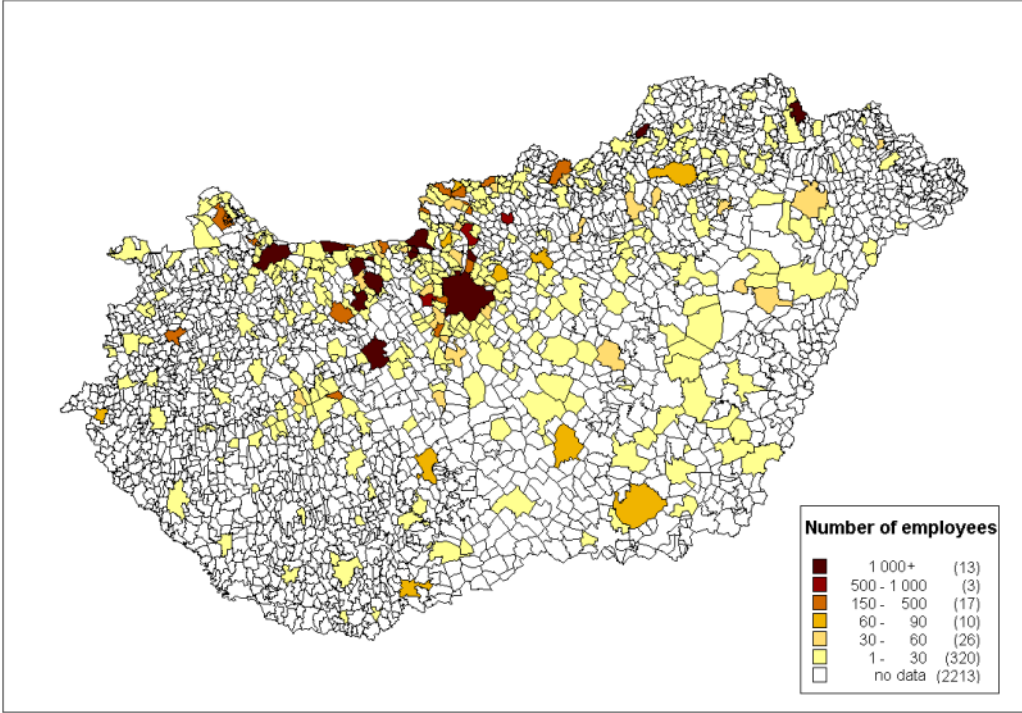
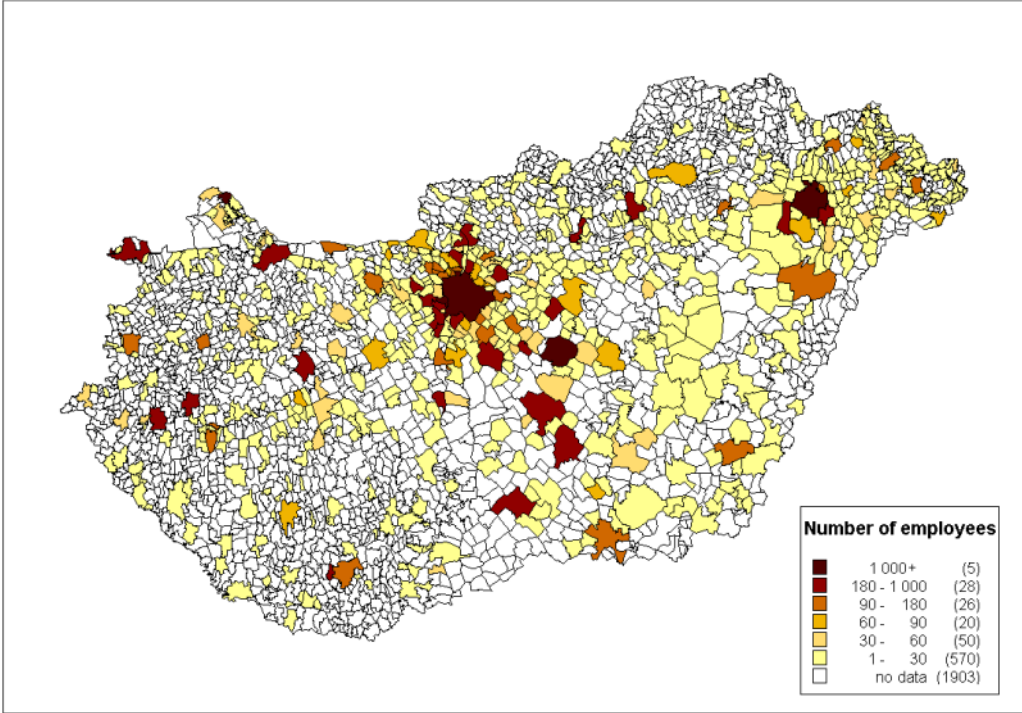


Figure 6. Number of employees with Ukrainian citizenship according to the location of the activity by settlements (LAU2)



64% of the Slovakian employees find job in Komárom-Esztergom county, additionally Pest and Győr-Moson-Sopron county have high share of the employees, while other parts of the country, especially the Great-Plains and South-Transdanubia is less involved in the employment of these people. The majority of the Ukrainian employees work in Pest county (39%) and in Budapest (16%), furthermore the only bordering county to Ukraine, Szabolcs-Szatmár-Bereg can be mentioned as well (11%).

6. CONCLUSIONS

Annually nearly 30-40 thousand mostly low educated people of Romanian citizenship receive legal employment opportunities in the Hungarian labour market. The vast majority of them work in Budapest and its agglomeration as unskilled or semi-skilled workers in the construction industry, in manufacturing, in retail trade or in occupations of agriculture in the Great Plain. According to results of some other examinations (Németh – Csité – Jakobi, 2009) they are in majority Hungarians from Transylvania, for whom the Hungarian labour market grants higher safety of existence and employment with more comforts than at home. The primary motivation for their employment is the labour shortage in the Hungarian labour market.

In comparison with other neighbouring countries, the main characteristics of the Romanian employees are somewhat similar to those of Ukrainian citizenship employees, and rather different from the employment characteristics of employees with Slovakian citizenship.

REFERENCES

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