

Cross-Border Partnership for Training and Labour mobility in the Juridical field

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field” is cofinanced by the European Union through European Regional Development Fund under the Interreg V-A Romania-Bulgaria Programme. Amount of EU contribution is 365.597,19 Euro.

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

Birtu Liliana Daniela

Goga Cristina

Gavrilă Constantin Adi

Stanciu Cristian Valeriu

Gruev Peter Kirilov



www.jurisCBP.ro

© 2018 Editura Sitech Craiova

Toate drepturile asupra acestei ediții sunt rezervate editurii. Orice reproducere integrală sau parțială, prin orice procedeu, a unor pagini din această lucrare, efectuate fără autorizația editorului este ilicită și constituie o contrafacere. Sunt acceptate reproduceri strict rezervate utilizării sau citării justificate de interes științific, cu specificarea respectivei citări.

© 2018 Editura Sitech Craiova

All rights reserved. This book is protected by copyright. No part of this book may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, photocopying, recording or otherwise, without written permission from the copyright owner.

Editura SITECH face parte din lista editurilor românești acreditate de CNCIS și de asemenea face parte din lista editurilor cu prestigiu recunoscut de CNCS, prin CNATDCU, pentru Panelul 4.

Editura SITECH Craiova, România

Aleea Teatrului, nr. 2, Bloc T1, parter

Tel/fax: 0251/414003

E-mail: editurasitech@yahoo.com; office@sitech.ro

Descrierea CIP a Bibliotecii Naționale a României

**JOINT STUDY REGARDING EMPLOYMENT AND WORKFORCE MOBILITY
IN THE CROSS-BORDER AREA, IN THE JURIDICAL FIELD/ Birtu Liliana
Daniela, Gavrilă Constantin Adi, Goga Cristina, Stanciu Cristian Valeriu,
Gruev Peter Kirilov - Craiova : Sitech, 2018**

Bibliogr.

ISBN 978-606-11-6415-8

043

ISBN 978-606-11-6415-8

Contents

Introduction	5
Chapter 1. About the Dolj-Vidin cross-border region	7
1.1. Information on Romania and Dolj County	9
1.2. Information about Bulgaria and Vidin district	12
Chapter 2. Research on the cross-border region employability and labour mobility, in the juridical field - Dolj County and Vidin region	16
2.1. Argument for choosing the research theme.....	16
2.2. The specialized bibliography research (the conceptual framework of the research).....	19
2.3. Formulating the working hypotheses	19
2.4. Establishing research methods and techniques.....	23
2.5. Determining population to be sampled (sampling)	25
2.6. Data collection	36
2.7. The research results analysis.....	36
2.7.1. The research results analysis - Romania	36
2.7.1.1. The research analysis’ results carried out among „law” students and active legal persons on the labour market - Romania	36
2.7.1.2. The research results’ analysis carried out among employers from Dolj county, Romania.	75
2.7.2. Research results’ analysis - Bulgaria.....	105
2.7.2.1. The research results’ analysis carried out among „law” students and active labour market persons on the legal field - Bulgaria	105
2.7.2.2. The research analysis’ results among employers in the Vidin region, Bulgaria	140
2.8. Conclusions	173

The study’s conclusions.....	179
ANNEX NUMBER 1.....	183
ANNEX NUMBER 2.....	191

Introduction

This methodology is carried out in the project’s framework “Joint research realization on the employability and labour mobility in the cross-border region, in the juridical field” of the project “*Cross-Border Partnership for Employment and Labour mobility in the Juridical field*” selected under the Program INTERREG VA Romania-Bulgaria, funded by the European Union from the European Regional Development Fund, Priority Axis 4 “A Qualified and Inclusive Region”.

“Law” graduates have a range of employment opportunities starting with the legal adviser profession, then lawyer, magistrate, notary, judicial executor, and pursuing professions that may require legal studies such as probation officer, teacher, inspector in public and private institutions, member of diplomatic and consular body, clerk, mediator, etc. Moreover, with the Bologna system and Romania and Bulgaria’s accession to the European Union, the process of mobility on the European labour market is facilitated for higher education graduates. In this context, the questions are as follows: what facilitates law graduates’ mobility within the cross-border region? What is the graduates’ knowledge level about employment opportunities in the neighbouring country? What are the graduates’ claims? What are their opportunities? The present study was undertaken to answer these questions and more.

An essential objective of the study is to identify the needs and employability areas, as well as the conditions under which the members of the target group (students and graduates) will be able to become more mobile within the cross-border region.

A second main objective of our research is to identify the need of potential employers (commercial companies, public administration institutions, etc.) for staff with legal studies, as well as the need for continuous development of current and future employees.

To accomplish these objectives, teams of experts from the Dolj Bar, Romania and the Vidin Bar, Bulgaria, carried out a comprehensive study on both Danube banks, Dolj county and Vidin region, using quantitative and qualitative methods. Within this research project, theoretical and empirical information has been collected and analyzed, to be used as a primary database for the two Cross-border Jurisdiction Centers, but also to substantiate a "common strategy on labour force employability and mobility in the cross-border region, in the juridical field".

Chapter 1. About the Dolj-Vidin cross-border region

All cross-border regions are made up of a space, of human collectivities, and a network of links that connect these spaces and communities but are disturbed by the border. Any border region faces specific social, economic, cultural, political, spatial problems, etc.¹ The border is therefore a limit between nation-states and thus it is important to solve the potential problems that could limit the cooperation relations between two neighbouring regions. The European Union has emphasized the principle of regional development, highlighting the deficits of each region and trying to solve these shortfalls, by constantly investing in problem areas. Moreover, the European Union has placed a particular emphasis on developing cross-border regions relations, trying to mediate contacts between neighbouring countries. The principle behind cross-border cooperation is the establishment of "contractual spaces" in order to find common solutions to similar problems.² In order to facilitate cooperation in cross-border regions, the European Union has launched a series of funding programs for cross-border cooperation, namely PHARE CBC, Cross-Border Cooperation Programs 2007-2013 and the **Interreg** Program.

The Interreg Program is the "main cohesion policy objective which aims to promote a harmonious economic, social and territorial development of the European Union as a whole. Interreg is built around three cooperation directions: cross-border (Interreg A), transnational (Interreg B) and interregional (interreg C). European cross-border cooperation, known as Interreg A, supports cooperation between NUTS III regions of at least two different Member States, regions which are located at or near those borders.

¹ Charles Ricq, *Handbook of Transfrontier co-operation for local and regional collectivities' use in Europe*, The Council of Europe's Information and Research Centre in Bucharest, p.10

² Ibidem.

It aims to cope with common challenges identified in the border region and to develop the untapped growth potential in border areas, while enhancing the cooperation process for the European Union’s harmonious development.³

“Joint projects’ financing in Romania and Bulgaria’s cross-border regions by 31 December 2020 is implemented by the European Union through the European Regional Development Fund - ERDF under the Interreg VA Romania-Bulgaria Program, in line with the European Territorial Cooperation Objective (ETC), aiming to develop the border area.

The total budget of the Interreg VA Ro-Bg program is of 258,504,126€ (of which 215,745,513€ - ERDF). The projects are funded as follows: 85% of the ERDF, 13% of the national contribution (Romania and Bulgaria) and 2% personal contribution.⁴

The program funds are allocated in 6 regions (priority axes)⁵:

1. A well-connected region
2. A green region
3. A secure region
4. A qualified and inclusive region
5. An effective region
6. Technical assistance

The eligible areas for projects financing are⁶:

Seven counties in Romania: Călărași, Constanța, Dolj, Giurgiu, Mehedinți, Olt, Teleorman;

Eight districts in Bulgaria: Dobrich, Montana, Plevan, Ruse, Silistra, Veliko Tarnovo, Vidin, Vratsa.

The southern part of Dolj county, forming the border with Bulgaria, is delimited on a 150 km distance by the Danube River. In Bulgaria, at the border with Dolj county we find Vidin, Montana and Vratsa districts.

³ Interreg Romania-Bulgaria (2018), About Interreg RO-BG, accessed on 21.03.2018 <http://www.interregrobg.eu/ro/program/program-date-generale.html> .

⁴ Ibidem.

⁵ Ibidem.

⁶ Ibidem.

The Dolj county institutions have had a long cooperation with the Vidin district institutions, but relations have been intensified in recent years due to cross-border cooperation programs. However, there are still deficient areas in which there is a need for intensifying the relations. In previous empirical studies in the Dolj County border areas, where a staged classification was used to identify the degree of cross-border involvement and reciprocity (where 0 represented the total absence of information, 1- information exchanges, 2- concentration, 3 - cooperation, 4 - harmonization and 5 - integration), it is noted that although there is a "marginal connection to the dynamics and intensity of cross-border relations at the level of local collectivities, there is currently no cross-border interest community, which urges us to believe that, despite the promising constructive premises, cross-border regional identity is not yet formed"⁷. In this context, this project was also funded by the project "Cross-Border Partnership for Employment and Labour Mobility in the Juridical Field", project code 16.4.2.023, ROBG-162 system code, which aims to encourage cross-border area integration on employment and labour mobility in the legal field in Dolj County and the Vidin district by cooperating and promoting beneficiaries' joint actions using human and natural resources in a sustainable way.⁸

1.1. Information on Romania and Dolj County

Romania had in 2017 a population of 19,644,350 inhabitants, out of which 10,041,772 women and 9,602,578 men. In Romania, we have a population density of 83.4 inhabitants/sqkm, and 53.6% of the country's population lives in the urban area.⁹ In 2015, they changed their domicile within

⁷ Florin Pasatoiu, Maria-Cristina Frăsie, Radu Petrcu, Ionuț Șerban, Gabriela Motoi, Cristina Pășatoiu, Cristina Ilie, Mădălina Meghișan at. Al, *Impactul integrării europene asupra regiunilor de graniță/ Влияние на европейската интеграция върху граничните региони*, Alma , Craiova, 2011, pp. 30-35.

⁸ Cross-Border Partnership for Employment and Labour mobility in the Juridical field (2018), Project objectives, accessed on 21.03.2018: <http://juriscbp.ro/informatii-proiect/obiective/>

⁹ National Institute of Statistics, TEMPO-online: The resident population on January 1st 2017, Accessed on 25.03.2018: <http://statistici.insse.ro/shop/> .

the country 371,677 persons, urban migratory flows (in rural and urban areas) having the highest shares in migration's internal structure (111,545 migrating from urban to urban, 110,658 migrating from urban to rural, 78,411 migrating from rural to urban and 71,063 migrating from rural to rural areas).¹⁰

In the field of external migration, "considering several sources of data and corroborating them, we can estimate an estimated 3.4 million Romanians abroad and residing on the other states' territory, reaching 4th place in the European Union and on the 18th place in the world. Most Romanian residents are found in Italy - 1,151,395, followed by Romanian residents in Spain - 1,017,595, in Germany - 533,600, in Great Britain - 328,000 and in France - 200,000."¹¹ "However, census data in Romania in 2011 showed 1,113,269 Romanian emigrants, out of which 727,540 were gone for a long period abroad (over 12 months) and 385,729 were temporarily gone abroad."¹²

In 2015, the active population numbered 915,900 persons, of which 391,600 women and 524,300 men, and 501,300 persons came from urban areas. Of the total active population, 853,500 are employed and 624,000 unemployed. In the structure of the employed population, we find 71% employees, 18.3% self-employed, 9.6% are unpaid family workers and 1.1% employers. In 2015, "out of the total employed population in the private sector, 69.3% work in industry, construction and services and 30.7% in agriculture, forestry and fishing."¹³ Analyzing the population employed in 2015, according to the main activities of the national economy, 2,184,000 were active in agriculture, forestry and fishing, 1,792,000 in industry, 636,000 in construction, 1,149,000 in trade and repair of motor vehicles, 475,000 in

¹⁰ National Institute of Statistics, *Romania in numbers -2015*, Bucharest, 2016, pp. 9- 11, Accessed on 20.03.2018:

http://www.insse.ro/cms/sites/default/files/field/publicatii/romania_in_cifre_breviar_statistic.pdf , p. 16.

¹¹ Cristina Goga, Irena Ilieva, *Cross-border migration regulation*, Craiova, Sitech, 2018, pp. 33-34.

¹² *Ibidem*, p. 34.

¹³ National Institute of Statistics, *Romania in numbers -2015*, Bucharest, 2016, pp. 20-22

transportation and warehousing, 186,000 in the hotel sector, 173,000 in information and communications, 105,000 in financial intermediation, 22,000 in real estate transactions, 185,000 in scientific and technical professional activities, 204,000 in administrative services, 442,000 in public administration and defense, 355,000 in education, 388,000 in health and social care, 57,000 in entertainment, cultural, recreational and 182,000 other activities in the national economy.¹⁴

According to the National Statistics Institute, in 2017, the South-West Oltenia Region had a population of 1,973,140 inhabitants, out of which 901,257 live in the urban area and 1,071,883 inhabitants live in rural areas. By computing, we observe that the inhabitants of Oltenia represent 10.48% of the total population of Romania.¹⁵

Dolj county is one of the five counties of the South-West Oltenia Region (alongside Vâlcea, Gorj, Olt and Mehedinți).

Analyzing the population’s distribution of the Oltenia region by counties, we will notice the highest share in Dolj county, namely 32.21% (635.589 persons), compared to the Olt counties (407.741 inhabitants), Vâlcea (456.716 inhabitants), Gorj (323.635 inhabitants) and Mehedinți (249,659 inhabitants). In Dolj, 308,287 persons live in rural areas and 327,302 in urban area.¹⁶ The largest city of Dolj County is Craiova, with a population of 306,115, on 01.01.2015.

A significant part of the occupied population of Dolj County, namely 88,200 persons, works in agriculture, forestry and fishing, 40,400 in the industry, 35,700 persons in trade and car repairs, 33,300 work in

¹⁴ *Ibidem*, p. 21.

¹⁵ Regional Action Plan for Employment (RAPE) 2009-2013- Technical Secretariat Establishment and Functioning of the S-W Oltenia Territorial Pact for Employment and Social Inclusion in the South-West Region Oltenia - SWTSP, Accessed on 23.03.2018: <http://stpsv.eubiz.ro/ro/main.php?actCommand=home&actEvent=prao>

¹⁶ National Institute of Statistics, TEMPO-online: Resident population on January 1st 2017, Accessed on 27.03.2018: <http://statistici.insse.ro/shop/> .

manufacturing, 23,400 in production and supply of electrical and thermal energy, gas, hot water and air conditioning, 16,000 persons work in construction, 12,900 work in health and social care, 12,500 persons work in education, 10,300 work in transport and storage, 8,000 persons active in information and communication, 6,300 in administrative and support service activities, 5,300 persons are engaged in professional, scientific and technical activities, 5,900 employees are in public administration and defense; social insurance in the public system, we also find over 4,000 persons working in the hotel and restaurant sector, etc.¹⁷

1.2. Information about Bulgaria and Vidin district

In present, Bulgaria's population is 7,101,859 inhabitants, representing 1.4% of the European Union population. In Bulgaria, 5,204,385 persons live in urban areas, and 1,997,474 live in rural areas. Compared to 2015, the population decreased by 51,925 persons. In 2017, in the official data we find the number 104,000 Bulgarian emigrants, which is made up of those who have declared their domicile in another state, but unofficially estimated are around 3 million Bulgarian migrants, most of them being concentrated in the USA.

Vidin district

Demographic data:

Population:

Population in the Vidin district on 31.12.2016. is 88,867 of these:

- Men: 43,400 persons
- women: 45,467 persons.

¹⁷ National Institute of Statistics, Work force Balance on January 1st 2016, NIS, Bucharest, 2016, NIS. Statistics Editing Publications Division. Accessed on 19.03.2018

http://www.insse.ro/cms/sites/default/files/field/publicatii/balanta_forței_de_munca_la_1i_anuarie_2016.pdf *apud*. Andreea Niță, Cristina Ilie Goga, *The labour market dynamics. Barriers and challenges in the city of Craiova in 2015*, in Creative imagination in social sciences, Craiova, Sitech, 2016, pp. 111-120.

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

- Births in 2016 in the Vidin region - 563 persons;
- Mortality in 2016 - 2 081 persons.

Natural growth:

- Natural growth factor on 31.12.2016. is (-16.9 ‰);
- Natural population growth - (-1,525 persons).

Population structure by place of residence

- Urban area - 64.0%;
- Rural area - 36.0%.

Labour market

On 30.06.2017. The total unemployed registered in Vidin is 6,476 persons. The unemployment rate in the region is 17.1% for June 2017. The decrease of the unemployment rate is reported by 3.5% compared to June 2016.

The unemployment level in individual municipalities is unevenly distributed and is conditioned by their economic development. Some of the main reasons for keeping high values throughout the year are tight primary markets, as well as predominantly low education and qualification of the population in these areas. The highest levels of unemployment are the municipalities: Rujintsi - 64.0%; Dimovo - 53.0%; Chupren - 42.5%; Makresh - 32.7%; Bregovo - 32.1%; Gramma - 29.4%.

The unemployment distribution and the unemployment rate by the directorates and municipalities of the labour offices in 06.2017.

Areas Work offices and municipalities	Registered unemployed			Unemployment rate		
	2017. med.	amendment 06.17 / 05.2017.		30.06.17. %	31.05.17. %	Growth +/-
		med.	%			
Vidin County in general	6 476	-59	-0,9	17,1	17,3	-0,2
SBT Vidin	3 257	-59	-1,8	11,3	11,5	-0,2
Vidin	2 601	-86	-3,2	9,9	10,2	-0,3
Bregovo	497	30	6,4	32,1	30,1	1,9
Novo Selo	159	-3	-1,9	18,6	19,0	-0,4
SBT Kula	663	-21	-3,1	23,4	24,1	-0,7
Kula	360	-6	-1,6	20,8	21,2	-0,3
Boynica	51	-7	-12,1	17,8	20,3	-2,4
Gramada	148	-7	-4,5	29,4	30,8	-1,4
Makresh	104	-1	-1,0	32,7	33,0	-0,3
SBT Belogradchik	2 556	21	0,8	40,7	40,4	0,3
Belogradchik	627	-9	-1,4	22,9	23,2	-0,3
Dimovo	997	26	2,7	53,0	51,6	1,4
Rujinci	685	1	0,1	64,0	63,9	0,1
Chuprene	247	3	1,2	42,5	42,0	0,5

The structure of the registered unemployed

There are 420 newly registered unemployed persons from the Vidin region, coming from the main economic sectors and registered with the "Bureau of Labour".

Of these:

- 138 persons or 32.9% come from the private sector;
- 236 or 56.2% are women.

	Higher education		Secondary education		Standard and lower		<u>Of these: with the starting and the lower ones</u>	
	Number	%	Number	%	Number	%	Number	%
Vidin district	362	5.6	3 058	47.2	3 056	47.2	2 035	31.4

Unemployed distribution based on profession

	With professional profile		specialists		no qualification	
	Number	%	Number	%	Number	%
Vidin district	1 828	28.2	992	15.3	3 656	56.5

Chapter 2.

Research on the cross-border region employability and labour mobility, in the juridical field - Dolj County and Vidin region

As for any rigorously based sociological research, the analysis we have carried out for the joint research on cross-border region employability and labour mobility, in the juridical field has followed all the essential steps in such a research process:

1. Establishing the problem to be studied (argument for choosing the theme),
2. Study of the specialized bibliography (the conceptual framework of the research),
3. Formulating working hypotheses,
4. Establishing research methods and techniques,
5. Determining the population to be studied (sampling),
6. Data collecting,
7. The research results' analysis,
8. Conclusions.¹⁸

2.1. Argument for choosing the research theme

The migration issue and labour mobility are topics that are frequently researched on a global, European and national level. Due to the increased flow of countrymen's emigration since 1990, and especially in the last 15 years, with the lifting of the visa regime by the countries located in the Shengen area for Romanians (2002) and the accession of our country to the European Union (2007), Romania was profoundly affected socially and economically by this

¹⁸ Ioan Mihăilescu, *Sociologie generală. Concepte fundamentale și studii de caz*, Polirom Publishing, Iași, 2003, pp. 32-35.

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

phenomenon. Thus, issues such as demographic decline; increasing divorce and marriage; increasing community and regional disparities; pressure on the national pension system; the absorption of potential returning migrants in the country in the illegal or informal sector; labour shortage; the decrease in taxpayers' contribution to the state budget, are constantly mentioned and pointed out by a significant number of institutions. Nevertheless, the Romanian state is delaying political decision-making, realizing and implementing coherent policies and strategies to redress the emigration and labour mobility situation.

In the four waves of Romanian migration, since 1990 to present day, to the top of the destination countries of the Romanian emigrants, there have been countries such as¹⁹ Turkey, Israel, Hungary and Germany (1990-1996)²⁰, Germany, Italy and Hungary (1997-2001), Italy, Spain and France (2002-2006), Great Britain, Spain, Italy, France and Germany (since 2007). The liberalization of persons's movement within the European Union has resulted in an increase in their mobility among the Member States, thus reaching an unmet level of the labour migration rate within the EU²¹. Moreover, the last wave of emigration in Romania, after 2007, is characterized by the dramatic increase of another type of emigration, called „brain drain”, and defined in the Oxford Dictionary as “the emigration of persons with higher employment or qualified in a particular country”²², or by Rapoport and Docquier in the New Palgrave Dictionary of Economics, as “the migration of ... scientists and other highly qualified and university-educated professionals”²³. This migration of highly

¹⁹ Foundation for an Open Society, *Locuirea temporară în străinătate. Migrația economică a românilor 1990-2006*, f.e., november 2006, pp. 18-19.

²⁰ According to official data of the Census of Romania's Population and Regions - 2002: Germany - 21%, Italy - 17%, Hungary - 15%, Spain 5 %, Turkey 5%.

²¹ McMahon, Simon, Social Attitudes and Political Debates on Immigration: Spanish Perceptions of Romanian Immigrants, in „Journal on Indentity and Migration Studies”, vol. 5, no. 1/2011, Oradea, p.91.

²² Oxford Dictionaries, *Brain Drain*, <http://www.oxforddictionaries.com/definition/english/brain-drain?q=brain+drain>, accessed on 07.06.2017.

²³ Docquie, Frédéric, Hillel Rapoport, *The brain drain*. În Lawrence Blume, Steven Durlauf (editori) *New Palgrave Dictionary of Economics* (second edition), London, Palgrave and MacMillan, 2007.

qualified persons has severely affected areas such as health, education and research, both in terms of performance in these sectors and staff shortages. In this segment of the highly qualified persons with a high risk of emigration, we also find the legal education graduates who are willing to leave the country for various reasons identified in an opinion poll conducted in 2016 as: the lack of jobs , low wages, poor conditions of social systems, etc²⁴.

The neighbouring country, Bulgaria, after the exit from the Communist regime in 1989, had a similar path to that of Romania’s, both states becoming democratic powers, adopting new constitutions and economic policies, joining NATO (2004) and EU (2007) at the same time, going through periods of recession and severe political and financial problems.

Thus, although it was the most accessible for mobility, Bulgaria was not and is not one of Romanian emigrants’ favorite destinations, as Romania did not represent a favourite country for Bulgarian emigrants either. In conclusion, we find ourselves today in the same problem situation in both states, the massive labour migration on the Western route with an extremely low cross-border mobility from Romania to Bulgaria and vice-versa, all in a favourable European employment emigrants framework.

Thus, although a number of elements have been studied on emigration and labour migration, the issue of employment and labour mobility in the cross-border region has been little explored. Such a situation requires a thorough research in the cross-border area to identify needs, areas of employment, conditions in which Romanians and Bulgarians will become more mobile within the cross-border region, but also to identify the needs of potential employers, focusing on the migration of the highly qualified labour force and, above all, the migration of higher legal education graduates.

²⁴ Ilie Goga, Cristina; Ilie, Vali, *From "brain drain" to "brain gain". Where does Romania stand?*, Political Sciences Magazine, no. 54, 2017, pp. 90-103.

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

2.2. The specialized bibliography research (the conceptual framework of the research)

In the conceptual register of this research we will highlight a series of elements such as:

- Specialized literature on Romanians and Bulgarians migration and labour mobility;
- National, European and international legislation on labour migration;
- Field research done in Romania, Bulgaria and on European level,
- Statistical data collected from local public and private institutions in Dolj county and the Vidin region, such as universities, Bars, the Territorial Labour Inspectorate, the County Statistics Department, the Chamber of Commerce and Industry, the Trade Register Office.
- Statistical data issued by the National Institute of Statistics of Romania and Bulgaria,
- Statistical data issued by EUROSTAT.

2.3. Formulating the working hypotheses

The composition of the conceptual framework has facilitated the setting of variables-cause and variables-effect. "The confirmed connection, but not demonstrated, between the two variables is called hypothesis."²⁵

In the following section we will present the identifying process of the (independent) cause variables, establishing the effect variables, creating hypotheses and determining the objectives:

1. Starting from the variable cause of Bulgaria's precarious economic situation, we identified the variable effect: Romanians do not choose this country as a destination country for emigrating in the labour market, considering that they can not meet their needs.

²⁵ Ioan Mihailescu, cited work, p.33.

The hypothesis from which we start is that, in a precarious economic situation, Bulgaria is not a favorite destination for potential migrants in Romania, not satisfying their needs.

Thus, one research objective is to identify the Romanians’ perception, the main cause of reduced mobility to the Bulgarian labour market, and to identify the needs of those surveyed.

Final Goal (1) - Introducing a set of indicators in the strategy that need to be met by the public and private institutions in Bulgaria in order to employ the Romanian citizens.

2. Starting from the variable cause of reduced cross-border cooperation and poor communication between institutions in the two neighboring regions (Dolj-Vidin), we identified the variable effect: the lack of information of the Romanians on the opportunities offered by the labour market from the neighbouring region of Bulgaria and the mobility conditions.

The assumed hypothesis was that due to poor cross-border cooperation and poor communication between Romanian and Bulgarian institutions, Romanians have little knowledge of the areas of employment on the labour market in the neighbouring region and the conditions to be met.

Thus, a research objective is to identify the Romanian citizens' knowledge of the employment areas in the neighboring region and the mobility conditions.

Final goal (2) - Putting into the strategy a list of potential employers in Bulgaria and the Vidin Region, where there is the possibility of recruiting Romanian citizens and especially highly qualified citizens.

Final goal (3) - Introducing an employment strategy for Romanian citizens in the neighboring state.

Final goal (4) - Introducing in the strategy a set of recommendations aimed at cross-border joint actions to strengthen cooperation between regions and harmonize cross-border relations.

3. Starting from the variable cause of geographical proximity to the Vidin region and the need for cross-border cooperation for the socio-economic development of both regions (Vidin and Dolj), we identified the variable effect: the need for employers to recruit legal staff with solid knowledge in cross-border law field.

The assumed hypothesis is that, due to the need for cross-border cooperation, the public and private institutions in Dolj seek to recruit legal persons with solid knowledge of cross-border law or to improve their own employees in this field.

In conclusion, a third research objective is the need of possible employers (commercial companies, public administration institutions, etc.) for legal studies staff, as well as the need for continuous development of current and future employees in cross-border law field.

Final goal (5) - Inserting into the strategy a list of potential employers in Dolj county, where there is the possibility of recruiting Bulgarian and Romanian citizens with legal studies.

Final goal (6) - Inserting an operational plan into the strategy to promote the need to strengthen knowledge in cross-border law field in order to achieve the objective of trans-national socio-economic development.

For Bulgaria, the formulated hypothesis and assumed objectives are as follows:

1. Starting from the variable cause of Romania's relatively stable economic situation, we identified the variable effect: Bulgarians choose this

state as a destination country for emigrating on the labour market, considering it can meet their needs.

The hypothesis from which we start is that, in a relatively stable economic situation, Romania may represent a favourite destination country for potential Bulgarian migrants.

Thus, one research objective is to identify the Bulgarian’s perception on mobility availability to the Romanian labour market, and to identify the needs of those surveyed.

Final Goal (1) - Introducing a set of indicators in the strategy that need to be met by the public and private institutions in Romania in order to employ the Bulgarian citizens.

2. Starting from the variable cause of reduced cross-border cooperation and poor communication between institutions in the two neighbouring regions (Dolj-Vidin), we identified the variable effect: the Bulgarians lack of information on the opportunities offered by the labour market from the neighboring region of Romania and the mobility conditions.

The assumed hypothesis was that due to poor cross-border cooperation and poor communication between Romanian and Bulgarian institutions, the Bulgarians have little knowledge of the employability areas on the labour market in the neighbouring region and on the conditions to be met.

Thus, a research objective is to identify the Bulgarians citizens' knowledge of the employment areas in the neighbouring region and the mobility conditions.

Final goal (2) - Putting into the strategy a list of potential employers in Romania and the Dolj County, where there is the possibility of recruiting Bulgarians citizens and especially highly qualified citizens.

Final goal (3) - Introducing in the strategy an employability guide for Bulgarian citizens in the neighboring state.

Final goal (4) - Introducing in the strategy a set of recommendations regarding cross-border joint actions to strengthen cooperation between regions and harmonize cross-border relations.

3. Starting from the variable cause of geographical proximity to the Dolj county and the need for cross-border cooperation for the socio-economic development of both regions (Vidin and Dolj), we identified the variable effect: the need for employers to recruit legal staff with solid knowledge in cross-border law field.

The assumed hypothesis is that, due to the need for cross-border cooperation, the public and private institutions in Vidin seek to recruit legal persons with solid knowledge of cross-border law or to improve their own employees in this field.

In conclusion, a third research objective is the need of possible employers (commercial companies, public administration institutions, etc.) for legal studies staff, as well as the need for continuous development of current and future employees in cross-border law field.

Final goal (5) - Inserting into the strategy a list of potential employers in Vidin region, where there is the possibility of recruiting Romanian citizens with legal studies.

Final goal (6) - Inserting an operational plan into the strategy to promote the need to strengthen knowledge in cross-border law field in order to achieve the objective of transnational socio-economic development.

2.4. Establishing research methods and techniques

Since we have chosen as the main objectives to study the cross-border region employability and labour mobility, especially in the legal field, we

considered it appropriate to carry out a quantitative research by applying the questionnaire, which "examined the social facts in terms of the numerically expressed features"²⁶.

In *Dolj County*, we opted for applying two distinct questionnaires:

-a questionnaire was applied to natural persons, Romanian citizens, students or higher education graduates to identify needs, employment areas, and the conditions in which they can become more mobile within the cross-border region

- another questionnaire was applied to the legal entities in Dolj County, employers of higher education staff, in order to identify the need for legal education staff, as well as the need for continuous development of current and future employees.

In the *Vidin region*, we opted to apply the same two questionnaires:

- a questionnaire was applied to natural persons, Bulgarian citizens, students or higher education graduates to identify needs, areas of employment and the conditions in which they can become more mobile within the cross-border region

- another questionnaire was applied to the legal persons in the Vidin region, employers of higher education staff, in order to identify the need for legal education staff, as well as the need for continuous development of current and future employees.

Thus, *the first method of research, was that of the enquiry by applying the questionnaires.*

The questionnaire for the natural persons includes 26 closed and mixed questions. There are 20 questions for content and 6 for identification (Annex number 1).

The questionnaire applied to legal persons includes 35 closed, open and mixed questions. There are 24 content questions and 11 identification questions, 6 of which they are matrix type (Annex number 2).

²⁶ Otovescu, Dumitru, *General Sociology*, Beladi Publishing, Craiova, 2009, p. 111.

*Another method used was the analysis of social documents*²⁷: official documents and statistics as well as studies by Romanian and Bulgarian institutions, for the purposes of comparing and validating the data gathered through the questionnaire.

2.5. Determining population to be sampled (sampling)

Because we have chosen to conduct a questionnaire to study the employment and labour mobility phenomenon in the cross-border region, in the juridical field, the samples was constructed distinctly in the two interest areas for our research: Dolj county and Vidin region, depending on the social realities of each region.

Dolj county

In Dolj county, in this research we choose to interview two persons categories:

- Natural persons: law students in Dolj County and legal higher education graduates, currently active in the labour market in Dolj County.

- Legal persons in Dolj county, employing higher legal education graduates.

Thus, two samples will be formed for Dolj county:

1. A sample of 353 respondents, major "law" students in Dolj county or higher education graduates, currently active on the county's labour market, in legal professions.

Quota sampling was used to conduct the sampling, where it is necessary to select a determined number of persons who satisfy one or more conditions, that is, certain criteria (quotas). In selecting the sample of 353 persons, our intention was that the proportion of respondents surveyed respecting the chosen quotas "be equal to their real percentage within the total population."²⁸

²⁷ Chelcea, Septimiu, Mărginean Ioan, Cauc Ion, *Cercetarea sociologică. Metode și tehnici*, Deva, Destin Publishing, 1998, pp. 331-374.

²⁸ Buzărnescu, Ștefan, *Rolul sondajelor în cercetarea opiniei publice în Dumitru Otovescu* (coordonator), *Tratat de sociologie generală*, Craiova, Beladi Publishing, 2010, p. 194.

The first step was to establish the criteria for quota sampling:

I. "Socio-professional category / legal profession" main criterion

II. The adjacent criteria to each subcategory

II.I. - for students - the sub-criterion: "institution type whose courses are attended (public / private)"

II.II. - for active persons on the labour market persons in the juridical field:

- "Legal professions activity according to professional status (employee/ liberal profession) sub-criterion

The second step was identifying the total population to be interviewed (= "Law" students " + active persons in the juridical field), consisting of:

The total number of "Law" students in Dolj county	+	The number of active persons on the Dolj county labour market
1236 (UCV) + 565 (Univ Spiru Haret) = 1801	+	1129 Legal Officers + 93 magistrates (Cv Appeal Court) + 108 court clerks (Cv Appeal Court) + 154 magistrates (Dj Tribunal) + 174 court clerks (Dj Tribunal) + 30 enforcement officers + 65 notaries + 688 lawyers (667 permanent + 21 interns) + 9 prosecutors (DIICOT) + ≈ 150 other occupied functions in legal professions ≈2600)
Total ≈ 4401		

The *third step* was to establish quotas according to the two established criteria:

- the "socio-professional category / profession" criterion
 - Quota 1: made up of Law students in Dolj County (compared to the number of students + Active persons on the labour market in Dolj County in the juridical field) = 1801 „Law” students
 - the "institution type whose courses are attended (public/ private)" sub-criterion
 - Quota 1.1: Law students in Dolj county divided by "institution type whose courses are attended (public / private)" = 1236 students attending public education courses²⁹
 - Quota 1.2: consists of Law students in Dolj County divided by the "institution type whose courses are attended (public / private)" = 565 students attending private education courses³⁰.
 - Quota 2: made up of active persons on the labour market in Dolj county in the juridical field (compared to the number of students + Active persons on the labour market in Dolj county in the juridical field) ≈ 2600 persons active in the juridical field
 - The "professional status (liberal profession / employee)" sub-criterion
 - Quota 2.1: consists of active persons on the labour market in Dolj County in the juridical field divided by professional status (employee / liberal legal profession) = 783 persons active in liberal legal professions³¹
 - Quota 2.2 .: consists of labour market active persons in Dolj county in the juridical field divided by professional status (employee/liberal legal profession) = ≈ 1817 persons engaged in legal professions³².

²⁹ According to data received from the Craiova University, for June 2017.

³⁰ According to data received from the Spiru Haret University, for June 2017.

³¹ According to data received from the Dolj Bar, from Craiova Chamber of Notaries Public, from the Chamber of Judicial Enforcement Officers attached to Craiova Appeal Court, for June 2017.

³² According to data received from Dolj Legal Advisors' Union, from Craiova Court of Appeal, from Dolj Courthouse, from The Public Prosecutor's Office attached to Dolj Courthouse, from

The established **sample**, using the quota sampling method, is a representative one, namely is of **353 persons**, out of a total of **4401 persons** (law students and legal practitioners) with a confidence level of **95%** and a **+ /-5% error**.

Sampling on the "socio-professional / professional category" criteria; "the institution type whose courses are attended" and "professional status"

No. crt	Socio-professional category	The type of the institution whose courses are attended (public)	The type of the institution whose courses are attended (private)	The professional status - Liberal professions in juridical field	The professional status - Persons employed in judicial professions
1	The number of Law students in Dolj county = 1801	The number of Law students attending public education system = 1236	The number of Law students attending private education system = 565		
	TOTAL LAW STUDENTS SAMPLE =144	PUBLIC EDUCATION SYSTEM LAW STUDENTS SAMPLE =99	PRIVATE EDUCATION SYSTEM LAW STUDENTS SAMPLE =45		

DIICOT Craiova (n.t.: terrorism and organized crime investigation department), from DNA Craiova (n.t.: National Anticorruption Directorate).

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

2	Number of persons active on the labour market in Dolj County in juridical field ≈ 2600			Number of persons active in liberal professions in Dolj county, in juridical field = 783	Number of persons employed in juridical professions, in Dolj county ≈ 1817
	TOTAL ACTIVE POPULATION SAMPLE IN JURIDICAL FIELD, IN DOLJ COUNTY ≈ 209			ACTIVE POPULATION SAMPLE IN LIBERAL PROFESSIONS IN JURIDICAL FIELD ≈ 63	ACTIVE POPULATION SAMPLE EMPLOYED IN JURIDICAL PROFESSIONS IN DOLJ COUNTY ≈ 146
3	TOTAL population for establishing sample ≈ 4401	TOTAL Law students in Dolj county attending public education system courses = 1236	TOTAL Law major students in Dolj county attending private education system courses = 565	TOTAL active persons in liberal profession in juridical field, in Dolj county = 783	TOTAL persons employed in juridical professions, in Dolj county ≈ 1817
	SAMPLE TOTAL= 353				

2. A sample of **104** respondents, legal entities representatives from Dolj county, employing legal university graduates.

In the sample construction, we also used *quota sampling*, where it is necessary to select a determined number of persons who satisfy one or more conditions, that is, certain criteria (quotas).

A first step was identifying the total population to be interviewed, made up of the total number of institutions in Dolj County, employing more than 20 persons (institutions with a high hiring probability) and employing higher education legal graduates. Thus, **1173³³ institutions were identified** at the level of Dolj County **with 20 or more persons employed**.

The *second step* was to set quotas

- *the "location of the institution / organization" (urban / rural) criterion:*

- Quota 1: made up of institutions / organizations in Dolj county, from the urban area, with a number ≥ 20 employees = 830 institutions

- Quota 2: made up of institutions / organizations in the Dolj county, from the rural area, with ≥ 20 employees = 343 institutions

- *the "(public / private / mixed ownership)" criterion*

- Quota 3: made up of state / public institutions / organizations in Dolj county, with ≥ 20 employees = 408

- Quota 4: made up of private institutions / organizations in Dolj county, with ≥ 20 employees = 757

- Quota 5: made up mixed institutions/organizations (public-private) in Dolj County, ≥ 20 employees = 8

The established sample, using the quota sampling method, is **104 legal persons**, out of a total of 1173 legal entities in Dolj County, with a minimum of 20 employees, having a **95% confidence level** of and $\pm 9.2\%$ error.

³³ According to data received from Romania’s Government, from Dolj Territorial Labour Inspectorate for 01.06.2017.

Sampling on the "location of the institution / organization (urban/rural)" and the "institution type (public / private / mixed)" - Dolj county

No. crt	The location of institution/ organization (urban/rural)	Public ownership (state)	Private ownership	Mixed ownership
1	Number of urban institutions/ organizations having ≥ 20 employees, Dolj county = [747 (Craiova)+ 23 Băilești) +3 (Bechet)+ 18 (Calafat)+ 10 (Dăbuleni)+ 15 (Filiași)+ 14 (Segarcea)] = 830	Number of urban public institutions/ organizations having ≥ 20 employees, Dolj county = 220	Number of urban private institutions/ organizations having ≥ 20 employees, Dolj county = 602	Mixed number of public institutions/ organizations having ≥ 20 employees, Dolj county = 8
	SAMPLE urban institutions/ organizations having ≥ 20 employees, Dolj county = 74	SAMPLE urban public institutions/ organizations having ≥ 20 employees, Dolj county = 19	SAMPLE urban private institutions/ organizations having ≥ 20 employees, Dolj county = 54	SAMPLE urban mixed institutions/ organizations having ≥ 20 employees, Dolj county = 1
2	Number of rural institutions/ organizations	Number of public rural institutions/ organizations	Number of private rural institutions/ organizations	Number of mixed rural institutions/ organizations

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

	having ≥ 20 employees, Dolj county = 343	having ≥ 20 employees, Dolj county = 188	having ≥ 20 employees, Dolj county = 155	having ≥ 20 employees, Dolj county = 0
	SAMPLE rural institutions/ organizations having ≥ 20 employees, Dolj county = 30	SAMPLE rural public institutions/ organizations having ≥ 20 employees, Dolj county = 17	SAMPLE rural private institutions/ organizations having ≥ 20 employees, Dolj county = 13	SAMPLE Rural private institutions/ organizations having ≥ 20 employees, Dolj county = 0
3	Total rural and urban, public, private and mixed institutions/ organizations having ≥ 20 employees, Dolj county = 1173	Total rural and urban, public institutions/ organizations, having ≥ 20 employees, Dolj County =408	Total rural and urban private institutions/ organizations, having ≥ 20 employees, Dolj county =757	Total urban mixed institutions/ organizations, having ≥ 20 employees, Dolj county =8
	TOTAL SAMPLE (rural+urban) =104	TOTAL SAMPLE PUBLIC INSTITUTIONS (rural+urban) = 36	TOTAL SAMPLE PRIVATE INSTITUTIONS (rural+urban) =67	TOTAL SAMPLE MIXED INSTITUTIONS (rural+urban) =1

The Vidin region

In the Vidin region, two categories of persons were surveyed:

- Natural persons, „law” students with their domicile in the Vidin region and higher education graduates, currently active on the region's labour market.
- Legal entities from Vidin region, employing higher legal education graduates.

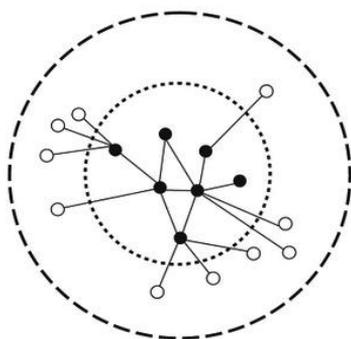
Thus, two samples was built for the Vidin region:

3. A sample of 170 respondents, students with domicile in the Vidin region or higher education graduates, currently active on the region's labour market.

Interviews were conducted for: - 50 „Law” students with the domicile in the Vidin region and 120 higher education graduates, currently active in legal professions, on the labour market in the Vidin region

The selection of the 50 students was made using the “*Snowball*” method, which consists in identifying a number of respondents who are then asked to recommend other known persons who fall into the same category and can be investigated on a questionnaire basis.

The following work scheme will be used:



In order to identify the 120 persons, currently active, in legal professions on the labour market in the Vidin region *quota sampling* was used, in which it was necessary to select a determined number of persons who satisfy one or more

conditions, namely certain criteria (the quotas). In selecting the 120 persons sample, our intention was that the proportion of respondents surveyed respecting the chosen quotas "be equal to their real percentage in the total population"³⁴.

A first step was the identification of the total population to be interviewed, made up of "active labour market players in the Vidin region, in legal professions"

The criterion "socio-professional category /profession" was used and the "professional status criterion (liberal profession / employee)"

- Quota 1: made up of active persons on the labour market in the Vidin Region in the legal field, exercising liberal professions = 68 active persons in liberal legal professions

- Quota 2: made up of active persons on the labour market in Dolj county in the legal field, engaged in legal professions = 52 persons employed in legal professions.

Sampling on the criteria: "socio-professional category /profession" and "professional status criterion (liberal profession / employee)"

- Vidin Region

No. crt	Socio-professional category	Professional status - Liberal professions in juridical field	Professional status - Employed persons in juridical professions
2	Number of active persons on the labour maket, in juridical field, in Vidin region = 274 persons	Number of active persons in liberal professions in juridical field, in Vidin region = 156 persons	Number of persons employed in juridical professions, in Vidin region = 118 persons

³⁴ Buzărnescu, Ștefan, cited work, p.194.

	TOTAL ACTIVE POPULATION SAMPLE IN JURIDICAL FIELD, VIDIN REGION = 120 persons	ACTIVE POPULATION SAMPLE IN LIBERAL PROFESSIONS, IN JURIDICAL FIELD = 68 persons	EMPLOYED POPULATION SAMPLE IN JURIDICAL PROFESSIONS, IN VIDIN REGION = 52 persons
--	-------------------------------------------------------------------------------	----------------------------------------------------------------------------------	-----------------------------------------------------------------------------------

2. A second sample consists of **62** respondents, legal entities representatives from the Vidin region, employing graduates with higher legal education.

Quota sampling was used in building the sampling, where it was necessary to select a determined number of legal entities that satisfy one or more conditions, namely certain criteria (quotas).

A *first step* was identifying the total population to be interviewed, made up of the total number of institutions in the Vidin region, employing graduates with higher legal education.

The *second step* was *to establish the quota using the institution/ organization type criterion*.

Sampling based on the "institution/organization type" - Vidin region

No. crt	Institution/ organization employing law graduates
1	Number of public institutions/organizations (having more than 10 employees), Vidin region = 72 institutions
	QUOTA SAMPLE public institutions/organizations (having more than 10 employees), Vidin region= 22 institutions
2	Number of private institutions/organizations (having more than 10 employees), Vidin region = 128 institutions
	QUOTA SAMPLE private institutions/organizations (having more than 10 employees), Vidin region = 40 institutions
3	Total institutions/organizations (having more than 10 employees) from the Vidin region= 200
	TOTAL SAMPLE = 62

2.6. Data collection

Data collection was carried out by the implementation teams, by applying the questionnaires from 4th June 2017 - 4th March 2018, in Dolj county and in Vidin region. *Please note that 4th April 2017 - 4h June 2017 was intended to build up the methodology and the questionnaires by the implementation teams in Dolj and Vidin.* Direct contact with persons is necessary to know the reality and to form a more complex image of the researched elements.

2.7. The research results analysis

In this section the essential results of the sociological questionnaire is analysed, based on applying a questionnaire in Dolj and Vidin during 4th April 2017 - 4th March 2018, while using for validation and comparison data extracted from the analysis of social documents.

2.7.1. The research results analysis - Romania

2.7.1.1. The research analysis’ results carried out among „law” students and active legal persons on the labour market - Romania

Dolj County respondents are between 18 and 64 years of age, of whom 66.3% are women, meaning 234 persons and 33.7% are men, that is, 119 persons.

Of the 353 respondents in Dolj, 349 declared themselves to be Romanian, one person declared to be Roma and 3 other ethnic Albanians and Greeks respectively.

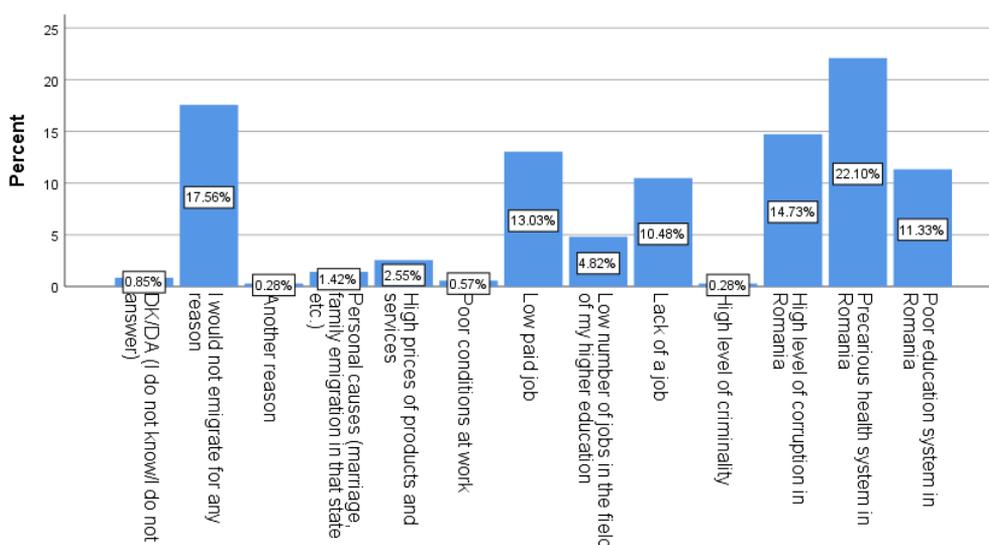
As we set out in the sample, we have 144 students and 209 active persons in the judicial labour market, of whom 63 are liberal professions, working as lawyers, notaries, mediators and court executors, and 146 persons are employed on the labour market in judicial professions and related to them, being: legal counselors, magistrates, university professors teaching „law”, inspectors, police officers, etc.

The main cause for choosing to leave Romania for emigration purpose to another state?

First cause

	Frequency	Percent
DK/DA (I do not know/I do not answer)	3	.8
I would not emigrate for any reason	62	17.6
Another reason	1	.3
Personal causes (marriage, family emigration in that state etc.)	5	1.4
High products and services prices	9	2.5
Poor work conditions	2	.6
Low paid job	46	13.0
Low number of jobs in my higher education field	17	4.8
Lack of a job	37	10.5
High crime level	1	.3
High corruption level in Romania	52	14.7
Precarious health system in Romania	78	22.1
Poor education system in Romania	40	11.3
Total	353	100.0

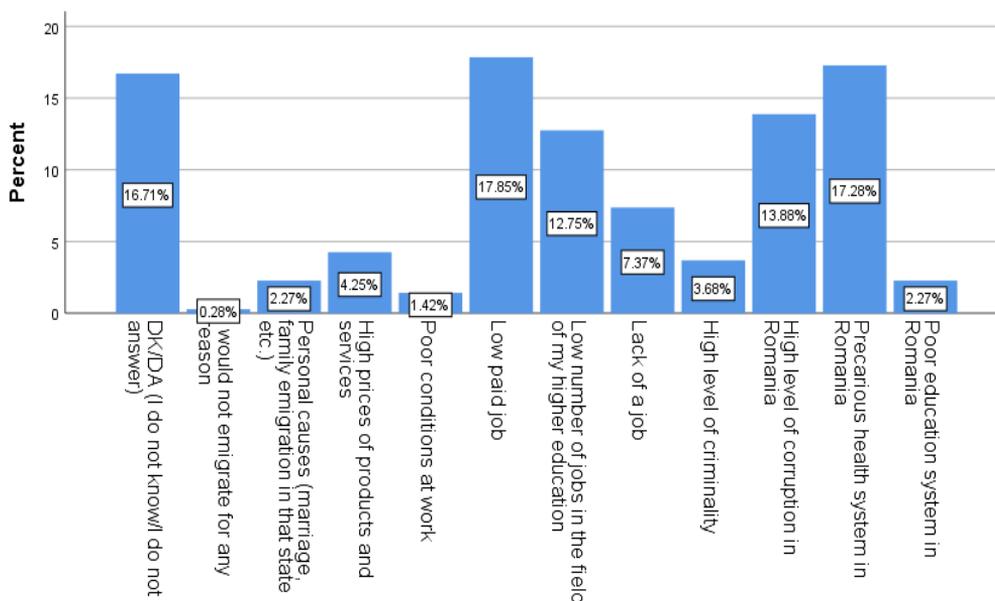
What are the main three causes for choosing to leave Romania for emigration purpose to another state? First cause



What are the main three causes for choosing to leave Romania for emigration purposes to another state? Second cause

	Frequency	Valid Percent
DK/DA (I do not know/I do not answer)	59	16.7
I would not emigrate for any reason	1	.3
Personal causes (marriage, family emigration in that state etc.)	8	2.3
High products and services prices	15	4.2
Poor work conditions	5	1.4
Low paid job	63	17.8
Low number of jobs in my higher education field	45	12.7
Lack of a job	26	7.4
High crime level	13	3.7
High corruption level in Romania	49	13.9
Precarious health system in Romania	61	17.3
Poor education system in Romania	8	2.3
Total	353	100.0

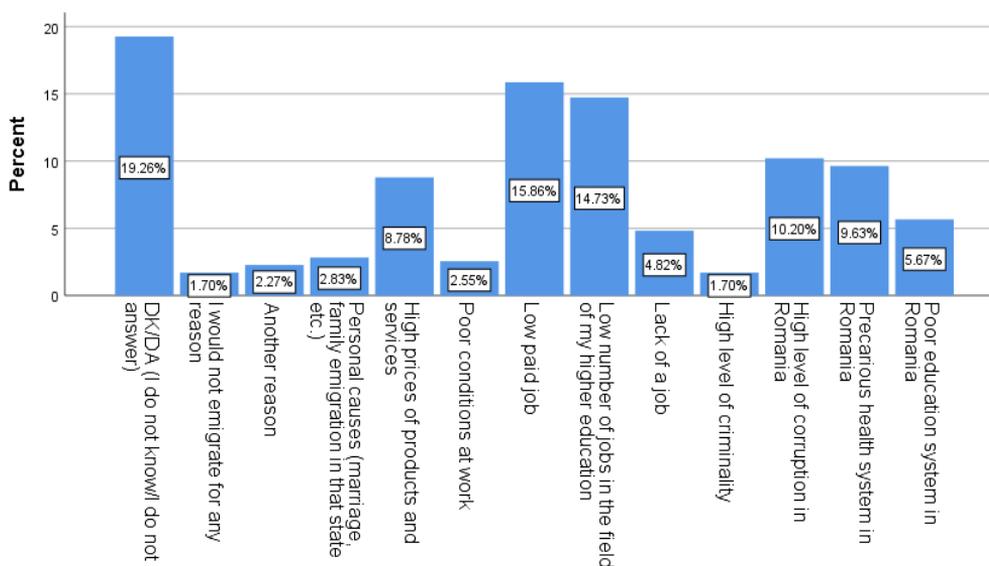
What are the main three causes for choosing to leave Romania for emigration purpose to another state? Second cause



What are the main three causes for choosing to leave Romania for emigration purposes to another state? Third cause

	Frequency	Valid Percent
DK/DA (I do not know/I do not answer)	68	19.3
I would not emigrate for any reason	6	1.7
Another reason	8	2.3
Personal causes (marriage, family emigration in that state etc.)	10	2.8
High products and services prices	31	8.8
Poor work conditions	9	2.5
Low paid job	56	15.9
Low number of jobs in my higher education field	52	14.7
Lack of a job	17	4.8
High level of criminality	6	1.7
High level of corruption in Romania	36	10.2
Precarious health system in Romania	34	9.6
Poor education system in Romania	20	5.7
Total	353	100.0

What are the main three causes for choosing to leave Romania for emigration purpose to another state? Third cause



The main causes for which „law” students and legal practitioners in Dolj County would choose to emigrate are:

1. first option: the health system precariousness - 22.1%, high corruption level - 14.73%, poorly paid jobs - 13.03%, precarious education system - 11.33%, lack of jobs - 10.48%.

2. second option: poorly paid jobs - 17.85%, health system precariousness - 17.28%, high corruption level - 13.88%, low number of jobs in higher education - 12.75%.

3. third option: low paid jobs - 15.85%, low number of jobs in higher graduated studies - 14.73%, high corruption level - 10.20%, health system precariousness - 9.63%.

At the same time, we encounter other causes, but with a lower respondents’ number, such as: the low number of jobs in graduate education, precarious workplace conditions, high crime level, high products and services prices, and personal causes (marriage, family emigration in that state, etc.).

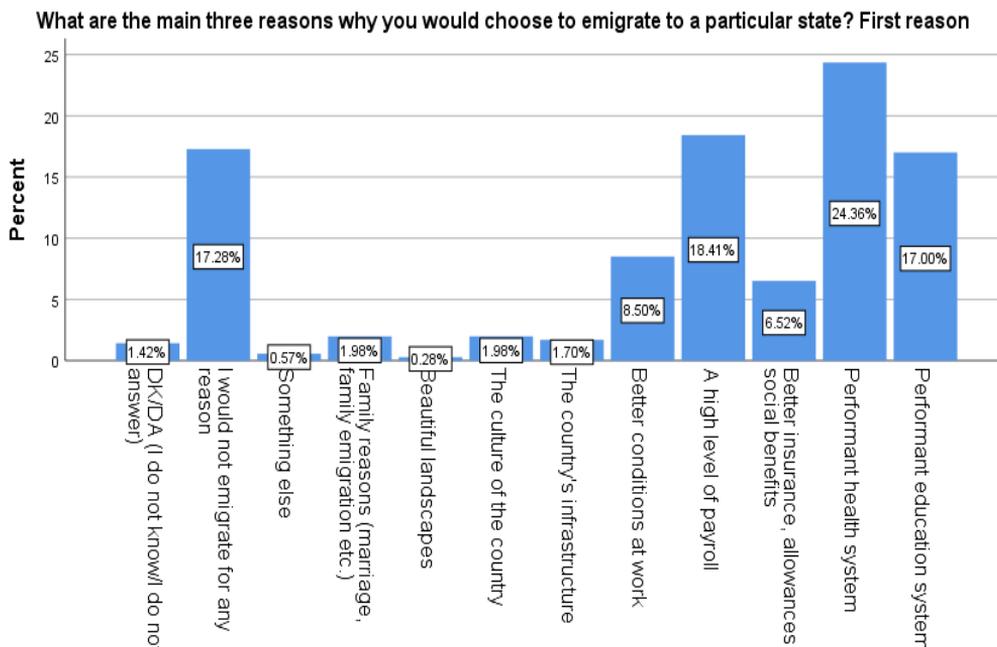
We note that, at the first option, 17.6% of the interviewed Romanian respondents stated that they would not emigrate for any reason.

What are the main three reasons why you would choose to emigrate to a particular state?

First reason

	Frequency	Percent
DK/DA (I do not know/I do not answer)	5	1.4
I would not emigrate for any reason	61	17.3
Something else	2	.6
Family reasons (marriage, family emigration etc.)	7	2.0
Beautiful landscapes	1	.3
The country’s culture	7	2.0
The country’s infrastructure	6	1.7
Better work conditions	30	8.5
A high payroll level	65	18.4
Better insurance, allowances, social benefits	23	6.5
Performant health system	86	24.4
Performant education system	60	17.0
Total	353	100.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”



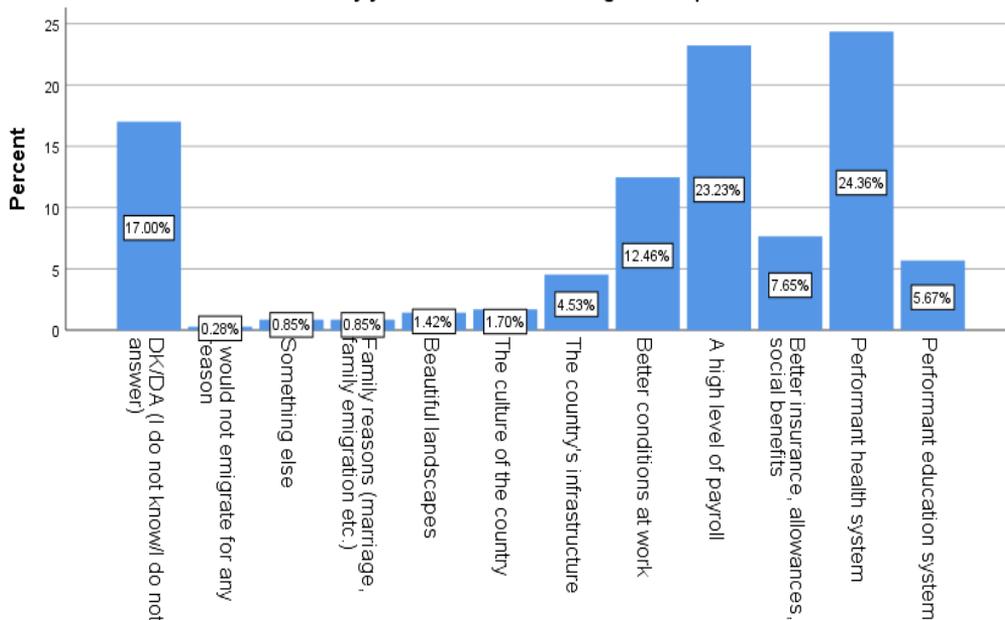
What are the main three reasons why you would choose to emigrate to a particular state?

Second reason

	Frequency	Valid Percent
DK/DA (I do not know/I do not answer)	60	17.0
I would not emigrate for any reason	1	.3
Something else	3	.8
Family reasons (marriage, family emigration etc.)	3	.8
Beautiful landscapes	5	1.4
The country's culture	6	1.7
The country's infrastructure	16	4.5
Better work conditions	44	12.5
A high payroll level	82	23.2
Better insurance, allowances, social benefits	27	7.6
Performant health system	86	24.4
Performant education system	20	5.7
Total	353	100.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

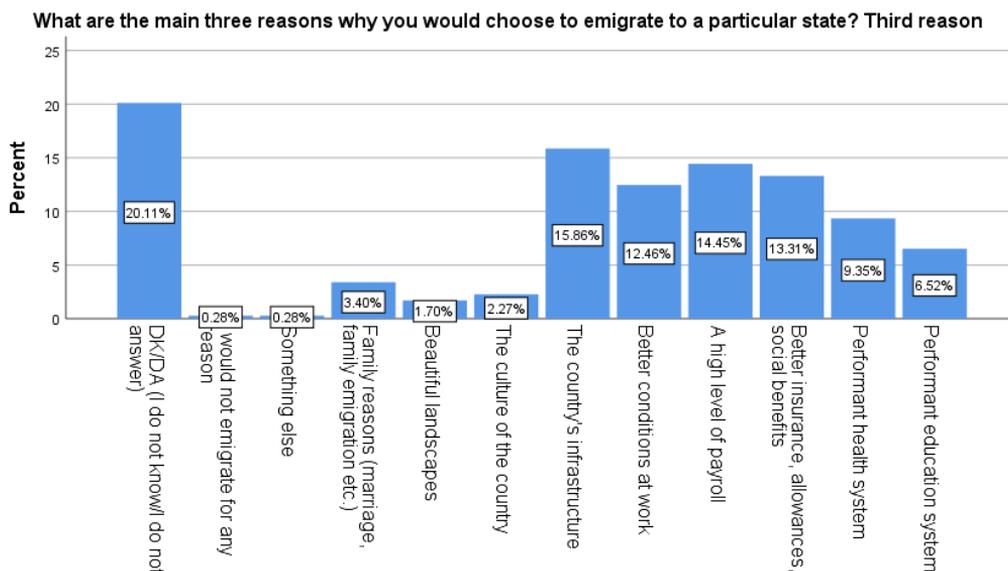
What are the main three reasons why you would choose to emigrate to a particular state? Second reason



What are the main three reasons why you would choose to emigrate to a particular state?

Third reason

	Frequency	Valid Percent
DK/DA (I do not know/I do not answer)	71	20.1
I would not emigrate for any reason	1	.3
Something else	1	.3
Family reasons (marriage, family emigration etc.)	12	3.4
Beautiful landscapes	6	1.7
The country's culture	8	2.3
The country's infrastructure	56	15.9
Better work conditions	44	12.5
A high payroll level	51	14.4
Better insurance, allowances, social benefits	47	13.3
Performant health system	33	9.3
Performant education system	23	6.5
Total	353	100.0



The main reasons why law students and legal practitioners in Dolj County would choose to emigrate are:

1. first option: high-performance health system - 24.36%, high pay rate level - 18.41%, performing education system - 17%, better workplace conditions - 8.50.

2. second option: high performance system - 24.36%, higher pay rate level - 23.23%, better workplace conditions - 12.46%, better insurance system, allowances and social benefits - 7.65% .

3. third option: the country's infrastructure - 15.86%, the higher wage level - 14.45%, better insurance system, allowances and social benefits - 13.31%, better workplace conditions - 12.46%.

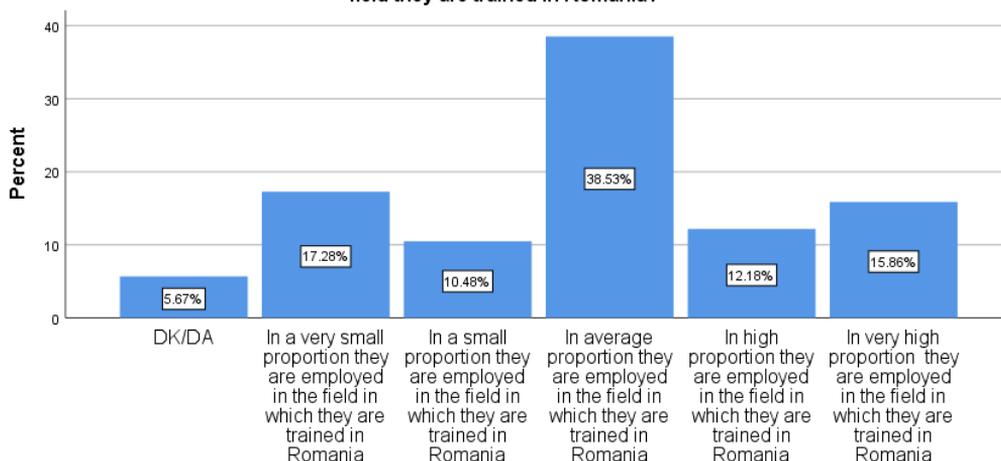
Among the reasons why Romanians choose a particular country as a destination for emigration, respondents also mentioned: the country's culture, family reasons (marriage, family emigration, etc.) and even the landscapes in that place.

Over 17% of the persons surveyed in Dolj County said they would not emigrate for any reason.

Do you think that the highly qualified Romanian emigrants are able to work in the destination countries in the field they are trained in Romania?

	Frequency	Percent
DK/DA	20	5.7
In a very small proportion they are employed in the field in which they are trained in Romania	61	17.3
In a small proportion they are employed in the field in which they are trained in Romania	37	10.5
In average proportion they are employed in the field in which they are trained in Romania	136	38.5
In high proportion they are employed in the field in which they are trained in Romania	43	12.2
In very high proportion they are employed in the field in which they are trained in Romania	56	15.9
Total	353	100.0

Do you think that the highly qualified Romanian emigrants are able to work in the destination countries in the field they are trained in Romania?

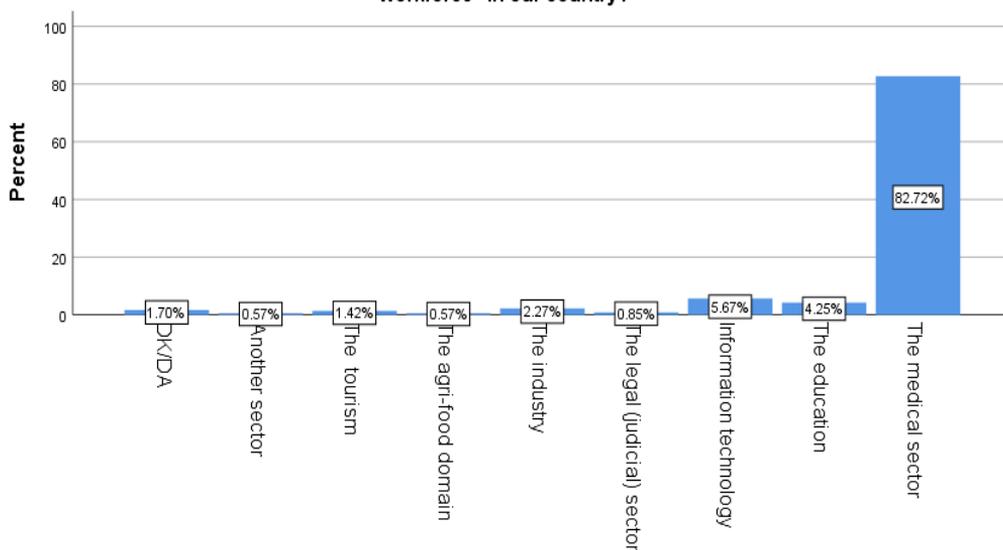


27.8% of the respondents consider that higher educated persons work in the field in which they are trained in Romania in a „small” and „very small” proportion, 38.5% consider that they work in an "average proportion" and 28.1% consider that a "high" and "very high" proportion work in the university speciality field.

What do you think is the sector most affected by the phenomenon of "brain drain/ migration of highly qualified workforce" in our country?

	Frequency	Percent
DK/DA	6	1.7
Another sector	2	.6
The tourism	5	1.4
The agri-food domain	2	.6
The industry	8	2.3
The legal (judicial) sector	3	.8
Information technology	20	5.7
The education	15	4.2
The medical sector	292	82.7
Total	353	100.0

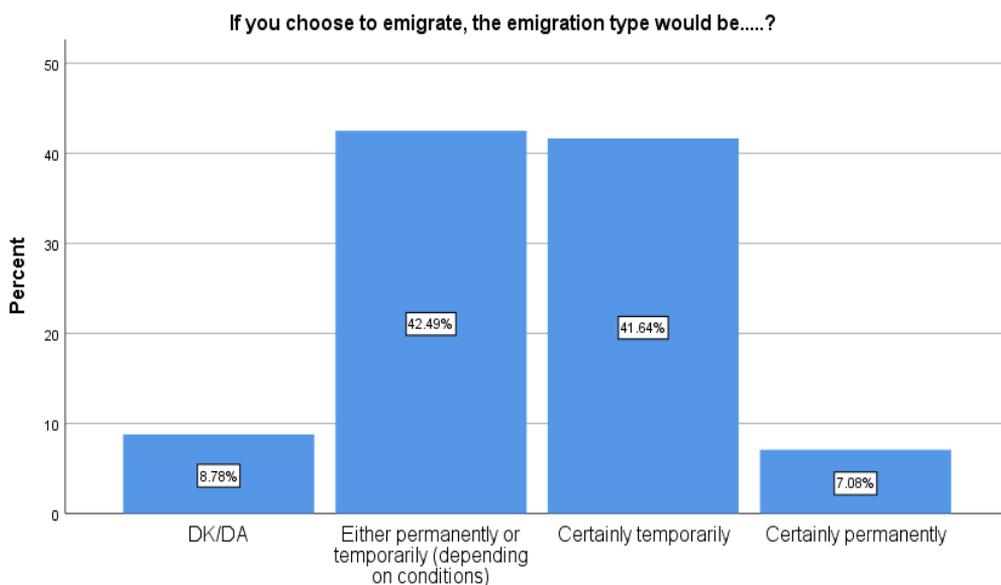
What do you think is the sector most affected by the phenomenon of "brain drain/ migration of highly qualified workforce" in our country?



82.72% of the interviewed persons consider that the most affected area of "brain migration" is the "medical sector", followed by a large difference in IT (5.67%) and Education (4.25%). The judicial sector is found with a relatively small percentage, namely 0.85%.

If you choose to emigrate, the emigration type would be.....?

	Frequency	Percent
DK/DA	31	8.8
Either permanently or temporarily (depending on conditions)	150	42.5
Certainly temporarily	147	41.6
Certainly permanently	25	7.1
Total	353	100.0



Asked about the migration type, if they chose emigration, only 7.1% of the respondents said they would emigrate permanently, 41.6% specifying that they would emigrate temporarily and 42.5% saying they would emigrate either permanently or temporarily, depending on the conditions.

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Western states of the EU

	Frequency	Percent
DK/DA	87	24.6
Very high interest	119	33.7
High interest	51	14.4
Medium level of interest	59	16.7
Little interest	17	4.8
Very little interest	10	2.8
Lack of interest	10	2.8
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Countries in the proximity of Romania

	Frequency	Percent
DK/DA	137	38.8
Very high interest	9	2.5
High interest	15	4.2
Medium level of interest	30	8.5
Little interest	37	10.5
Very little interest	56	15.9
Lack of interest	69	19.5
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? States in the European Union

	Frequency	Percent
DK/DA	104	29.5
Very high interest	71	20.1
High interest	80	22.7
Medium level of interest	64	18.1
Little interest	21	5.9

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

Very little interest	8	2.3
Lack of interest	5	1.4
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? States in Europe

	Frequency	Percent
DK/DA	131	37.1
Very high interest	47	13.3
High interest	72	20.4
Medium level of interest	65	18.4
Little interest	23	6.5
Very little interest	8	2.3
Lack of interest	7	2.0
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? USA

	Frequency	Percent
DK/DA	102	28.9
Very high interest	85	24.1
High interest	65	18.4
Medium level of interest	34	9.6
Little interest	37	10.5
Very little interest	17	4.8
Lack of interest	13	3.7
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Canada

	Frequency	Valid Percent
DK/DA	138	39.1
Very high interest	54	15.3
High interest	46	13.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

Medium level of interest	48	13.6
Little interest	30	8.5
Very little interest	19	5.4
Lack of interest	18	5.1
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? South America

	Frequency	Percent
DK/DA	165	46.7
Very high interest	7	2.0
High interest	8	2.3
Medium level of interest	34	9.6
Little interest	36	10.2
Very little interest	39	11.0
Lack of interest	64	18.1
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Australia

	Frequency	Percent
DK/DA	146	41.4
Very high interest	24	6.8
High interest	16	4.5
Medium level of interest	42	11.9
Little interest	32	9.1
Very little interest	44	12.5
Lack of interest	49	13.9
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Asia

	Frequency	Percent
DK/DA	147	41.6
Very high interest	5	1.4

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

High interest	8	2.3
Medium level of interest	17	4.8
Little interest	37	10.5
Very little interest	46	13.0
Lack of interest	93	26.3
Total	353	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Africa

	Frequency	Valid Percent
DK/DA	151	42.8
High interest	4	1.1
Medium level of interest	4	1.1
Little interest	18	5.1
Very little interest	38	10.8
Lack of interest	138	39.1
Total	353	100.0

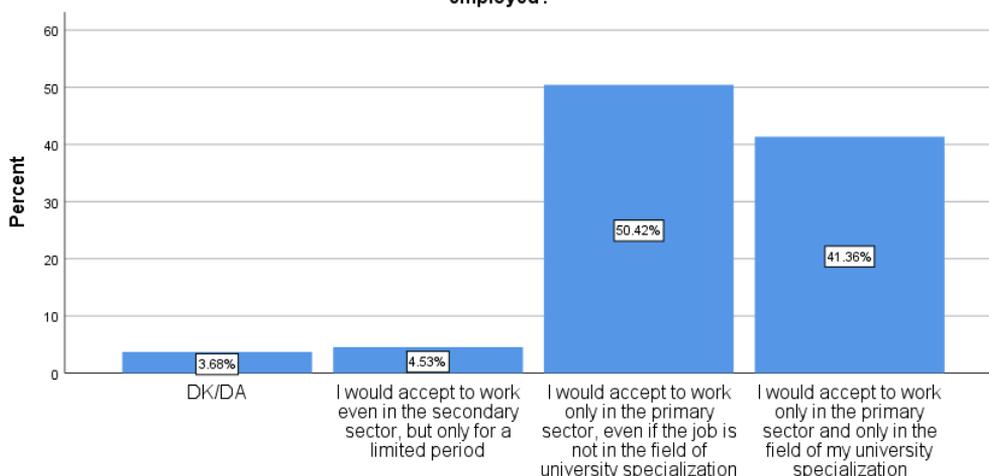
When asked about the interest degree shown by various regions as potential emigration areas, it is noticed that the Western European states have the highest interest, cumulating 48.1% of "high" and "very high" interest, but also 16.7 % medium interest, followed by EU Member States, which raised a high and very high interest for 42.8% of respondents, 18.1% having medium interest, finding the USA at a short distance with 42.5% respondents with "high" and „very high" interest and 9.6% with a medium interest.

The states found in Romania’s proximity do not raise the respondents’ interest, only 6.7% having "high" and "very high" interest and 8.5% "medium" interest. We also have a low interest in the states from Asia, South America and Africa.

If you choose to emigrate, what are your expectations with regards to the labour market sector in which to be employed?

	Frequency	Percent
DK/DA	13	3.7
I would accept to work even in the secondary sector, but only for a limited period	16	4.5
I would accept to work only in the primary sector, even if the job is not in the university speciality field	178	50.4
I would accept to work only in the primary sector and only in my university speciality field	146	41.4
Total	353	100.0

If you choose to emigrate, what are your expectations with regard to the labor market sector in which to be employed?



Students and persons working in the legal field in Romania, being asked to specify their employability expectations on the labour market of other states, 4.5% said they would accept to work in the *secondary sector* (unqualified jobs and unstable, difficult or hazardous working conditions and poor opportunities for growing mobility), but only for a specified period, 41.4% said they would accept to work only in the *primary sector* (characterized mainly by stable jobs, good working conditions, generous benefits and the growing mobility possibility) and only in *university speciality field*, and 50.4% said

they would accept to work only in the *primary sector*, even if the workplace is not the *university speciality*. No respondent has shown its intention to work in the secondary sector of the labour market for an indefinite period.

Thus, we can observe the high level of claims among the Romanian legal graduates regarding the potential jobs in other states, as well as a low emigration availability.

What would be the minimum monthly income that you would want to earn at employment on the labour market in another state? States where minimum income/capita is high (eg: Denmark, Germany, France, UK etc) (income in Euro)

	Frequency	Valid Percent
DK/DA	75	21.2
8000	2	.6
7000	3	.8
6000	25	7.1
600	1	.3
5000	28	7.9
500	1	.3
4500	1	.3
4000	24	6.8
400	1	.3
3800	1	.3
3500	11	3.1
30000	1	.3
3000	55	15.6
2500	23	6.5
2000	54	15.3
1900	2	.6
1800	7	2.0
1600	1	.3
1500	26	7.4
10000	6	1.7
1000	5	1.4
Total	353	100.0
Expected average income	2600 Euro/month	

What would be the minimum monthly income that you would want to earn at employment on the labour market in another state? States where minimum income/capita is at a medium level (eg: Italy, Spain, Cyprus etc) (income in Euro)

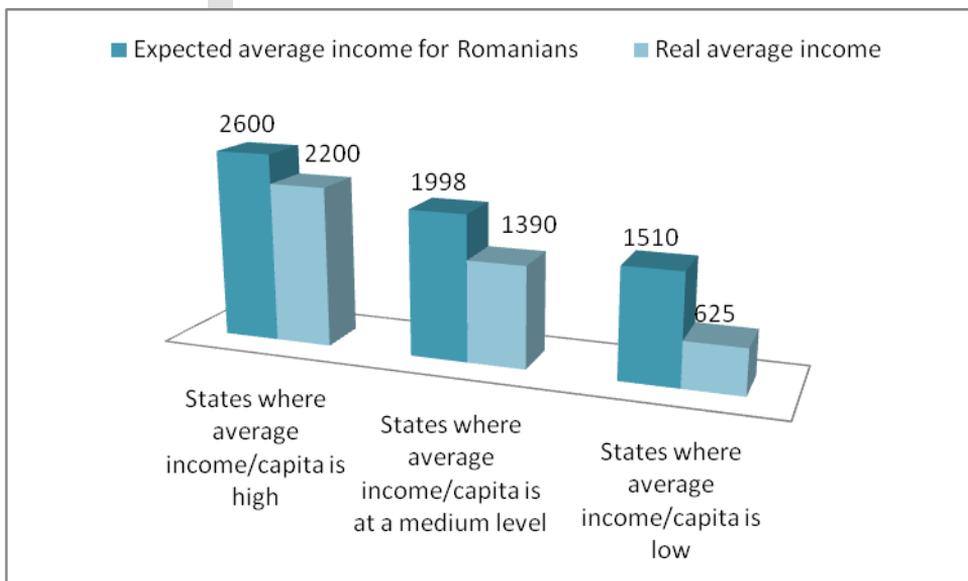
	Frequency	Percent
DK/DA	238	67.4
900	1	.3
8000	1	.3
800	1	.3
5000	3	.8
500	2	.6
4000	3	.8
400	1	.3
3500	2	.6
3000	16	4.5
2500	10	2.8
250	1	.3
2000	21	5.9
1900	1	.3
1800	5	1.4
1700	2	.6
1500	17	4.8
1400	3	.8
1200	2	.6
1000	23	6.5
Total	353	100.0
Expected average income	1998 Euro/month	

What would be the minimum monthly income that you would want to earn at employment on the labour market in another state? States where medium income/capita is low (eg: Bulgaria, Hungary, Lithuania etc) (income in Euro)

	Frequency	Percent
DK/DA	251	71.1
900	1	.3
800	5	1.4
700	8	2.3
6000	2	.6

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

600	2	.6
550	1	.3
5000	1	.3
500	3	.8
450	1	.3
400	2	.6
3000	4	1.1
2500	9	2.5
2000	10	2.8
1800	5	1.4
1700	1	.3
1500	18	5.1
1400	1	.3
1200	2	.6
1000	26	7.4
Total	353	100.0
Expected average income	1510 Euro/month	



Asked to specify the minimum monthly income that they would like to be hired on the labour market in another state, the respondents specified

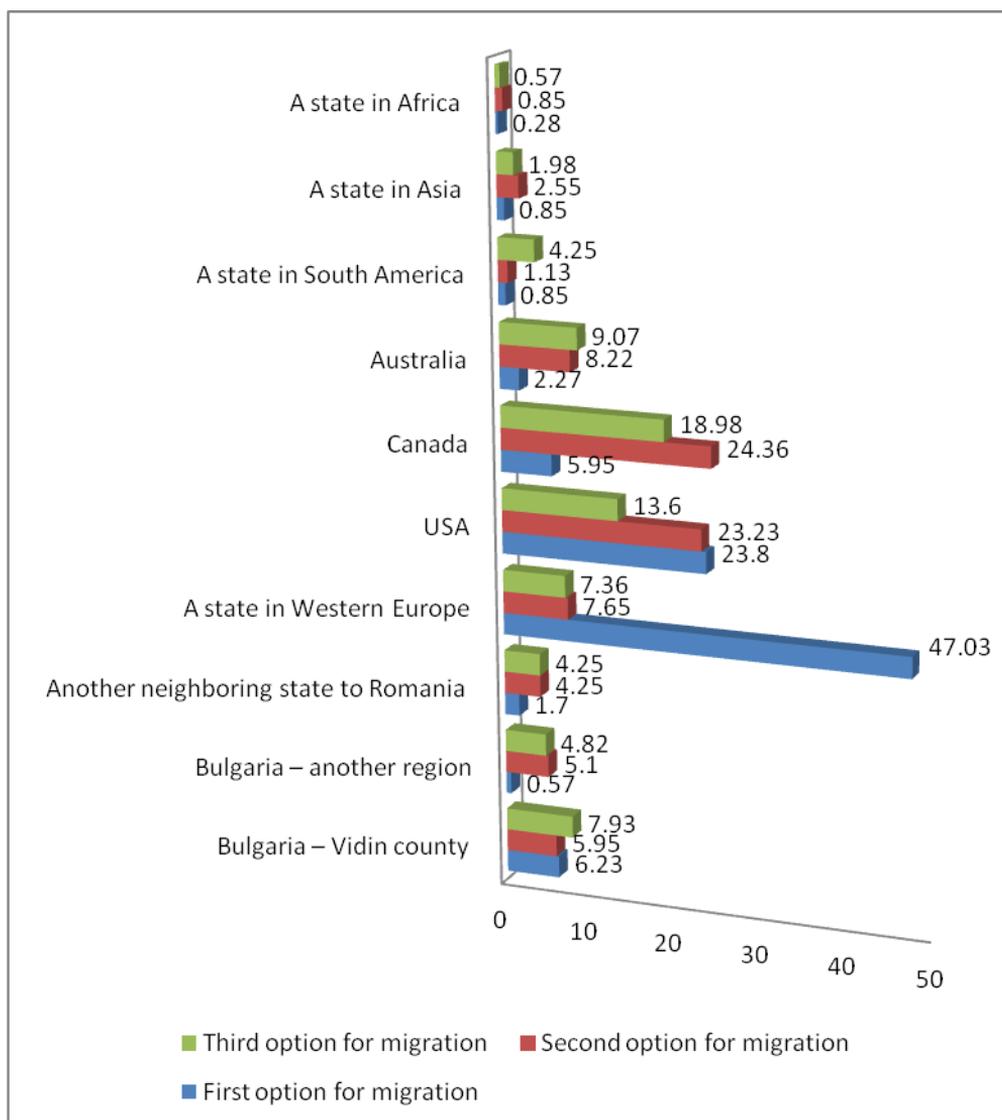
Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

different amounts, ranging from 250 euro/month to 30000 euro/month. For countries where average income per capita is high, such as Denmark, Germany, France, the United Kingdom, etc., we reach an average of 2,600 euro/month by arithmetic mean of the incomes claimed by the respondents. For countries where average income per capita is at an average level, such as Italy, Spain, Cyprus etc., calculating an arithmetic mean of the amounts claimed by the respondents we reach the average of 1998 euro / month. For countries where average income/per capita is low, such as Bulgaria, Hungary, Lithuania, etc. by making the arithmetic mean of the incomes claimed by the respondents we reach the average of 1510 euro/month.

Analyzing the environmental income statistics in the European states, there is an average income in the states with a high pay rate of 2,200 euro/month, an average income in states with an average pay rate of 1390 euro/month and an average of income in low-wage countries of € 625/month.³⁵

Thus, we can again observe again the high expectations of Romanian students and legal studies graduates for potential mobility on the European labour market.

³⁵ Eurostat, *Mean and median income by household type - EU*, http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di04&lang=en; Reinis Fischer, *Average salary in European Union 2016*, <https://www.reinifischer.com/average-salary-european-union-2016> ;OECD, *Average wages in OECD countries*, <https://data.oecd.org/earnwage/average-wages.htm> , Accessed on 09.06.2017

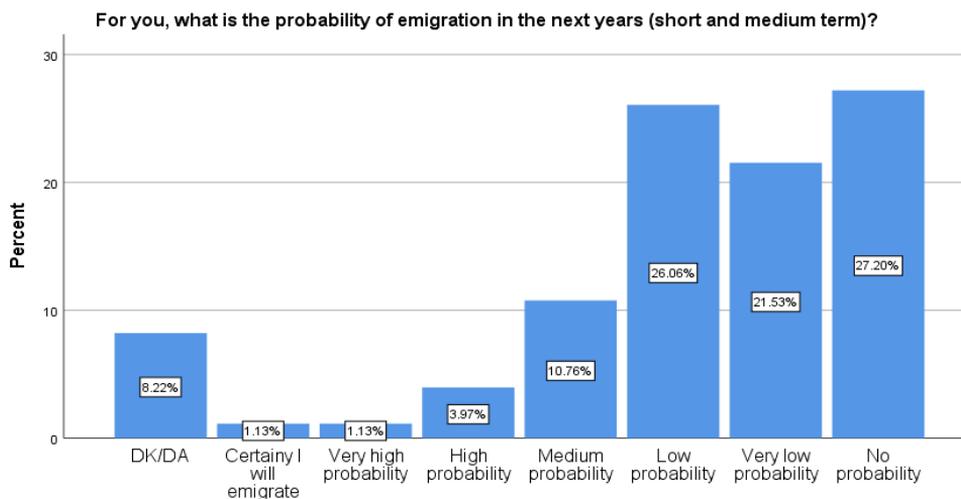


Being asked to choose between a group of states and regions in the preference of having a job with salary conditions and similar facilities, with a score of 1 to 10 where 1 is the first option, 2 is the second option, etc. and the last option was 10, it was noted that priority options (1, 2 and 3) for the Vidin Region and other regions in Bulgaria were found in very few respondents. Thus, only 6.23% of the respondents had the first option Vidin and 0.57% another region in Bulgaria, only 5.95% chose Vidin as the second option and

5.10% another neighboring region and 7.93% selected as the third option Vidin and 4.82% another region in Bulgaria. It seems that Romanian respondents would choose a Western European state (47.03%) or the USA (23.80%) if they were to decide.

For you, what is the probability of emigration in the next years (short and medium term)?

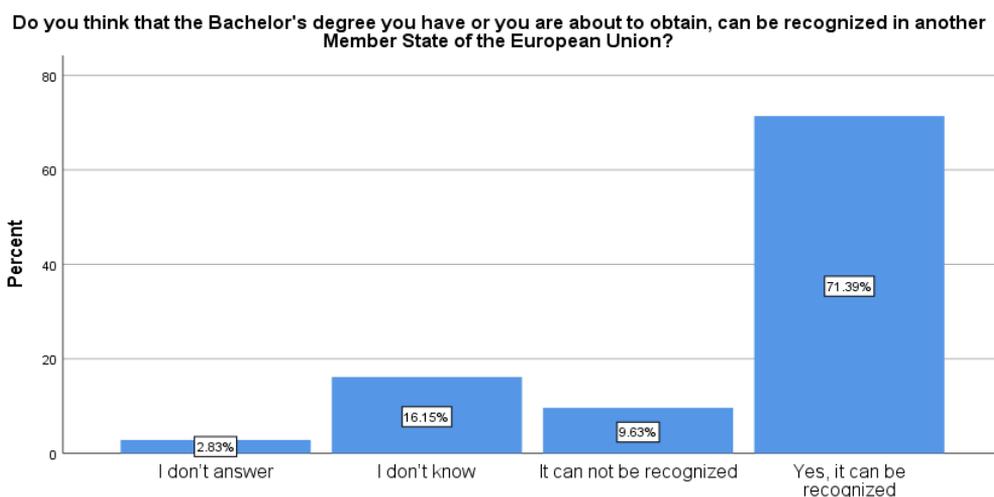
	Frequency	Percent
DK/DA	29	8.2
Certainly I will emigrate	4	1.1
Very high probability	4	1.1
High probability	14	4.0
Medium probability	38	10.8
Low probability	92	26.1
Very low probability	76	21.5
No probability	96	27.2
Total	353	100.0



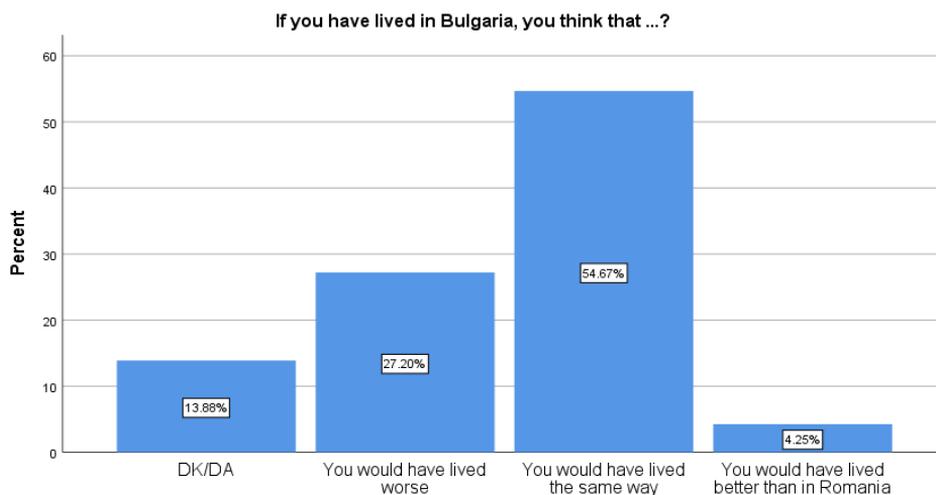
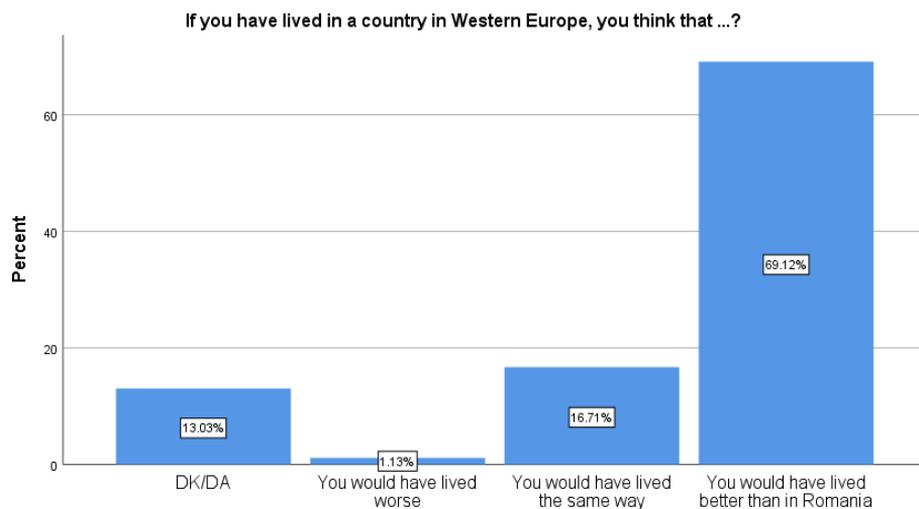
47.59% of Romanian respondents said they had a "low" and "very low" emigration probability on short and medium term, while 27.2% said they had no emigration probability. Only 1.13% were confident that they would

emigrate, 1.13% of those interviewed believed that they had a very high probability of emigration, 3.97% said they had a high probability emigration and 10.76% medium probability.

Among the answers of those who have stated that they have medium, high and very high emigration probability, we do not see Bulgaria, but only Western European states, and even Canada and Australia.

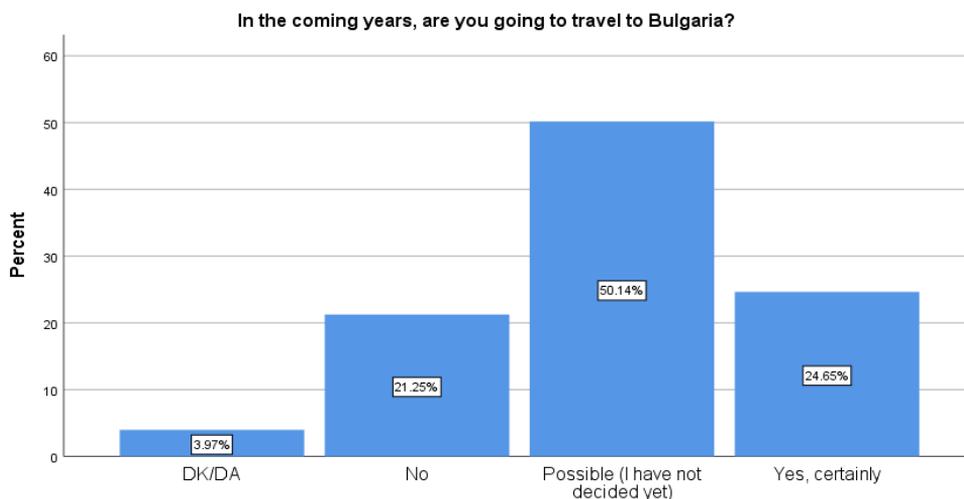


A question applied to Romanian respondents aimed to identify the knowledge level reported to the bachelor's degree recognition they hold or are about to obtain in another Member State of the European Union. 71.39% of the respondents considered that their diploma was recognized, 9.63% considered that the diploma could not be recognized, while 16.15% did not know how to answer and 2.83% did not want to answer this question.



Being asked to compare the level of living that they would have assumed they lived in a Western European state and the one they have in Romania, 69.12% of the respondents thought they would have lived better in the Western state, 16.71% said they would have lived the same, only 1.13% believing that the standard of living would have been worse. Ask to make the same comparison, but this time with the living standard they think they would have had if they lived in Bulgaria, only 4.25% said they would have lived better, 54.67% believing they lived and 27.2% said they would live worse in Bulgaria

than in Romania. Thus, we can observe the high percentage of persons who appreciate the living standard in Bulgaria as being lower than the one in Romania or see it as being at the same level.



A percentage of 24.65% of Romanians surveyed said they would definitely travel to Bulgaria in the coming years, 50.14% were not decided on this issue and 21.25% said they would not go to Bulgaria.



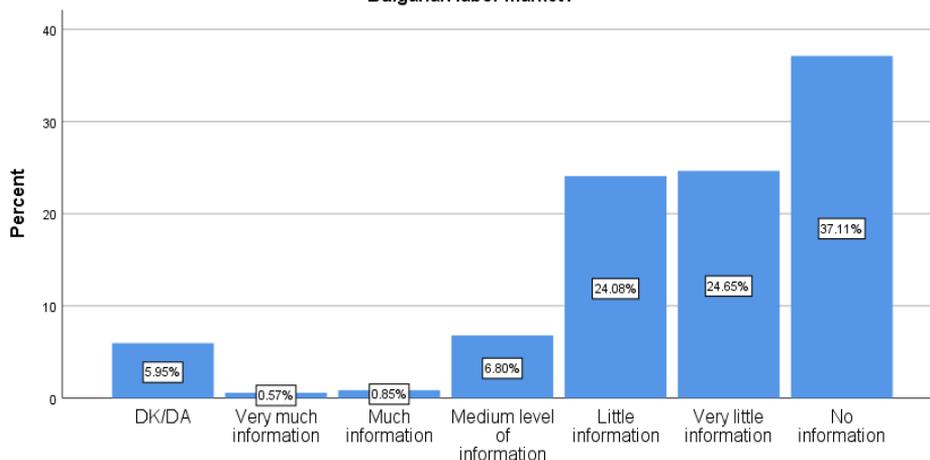
Among the respondents who said they would travel to Bulgaria or that they could travel in the following years, 67.43% said they would travel for tourism, 13.03% to work temporarily and return to Romania, 6.23% to 1.13% to move permanently and 12.18% for economic purposes.

On a scale of 0 to 5, indicate what information level you have about the opportunities offered by the Bulgarian labour market?

(where 0 means "no information", 1 means "very little information", 2 means "little information", 3 means "medium level of information", 4 means "much information", 5 means "very much information")

	Frequency	Percent
DK/DA	21	5.9
Very much information	2	.6
Much information	3	.8
Medium level of information	24	6.8
Little information	85	24.1
Very little information	87	24.6
No information	131	37.1
Total	353	100.0

On a scale of 0 to 5, indicate what level of information you have about the opportunities offered by the Bulgarian labor market?

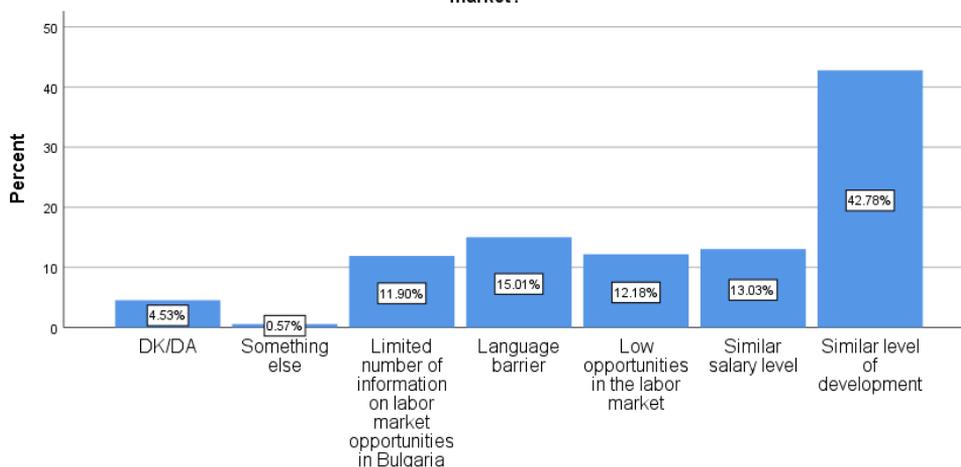


Asked to mention the information level they have about the opportunities offered by the Bulgarian labour market, 37.11% of the Romanian respondents said they had no information, 24.65% of them said that have very little information, 24.08% have shown that they have little information, 6.80% have a medium level of information while only 1.42% have said that they have much and very much information. Thus, a very low information level for law graduates and students can be ascertained regarding the opportunities they may have on the labour market in the neighbouring country.

What do you think is the main reason for the reduced mobility of Romanian citizens on the Bulgarian labour market?

	Frequency	Percent
DK/DA	16	4.5
Something else	2	.6
Limited number of information on labour market opportunities in Bulgaria	42	11.9
Language barrier	53	15.0
Low labour market opportunities	43	12.2
Similar salary level	46	13.0
Similar development level	151	42.8
Total	353	100.0

What do you think is the main reason for the reduced mobility of Romanian citizens on the Bulgarian labor market?

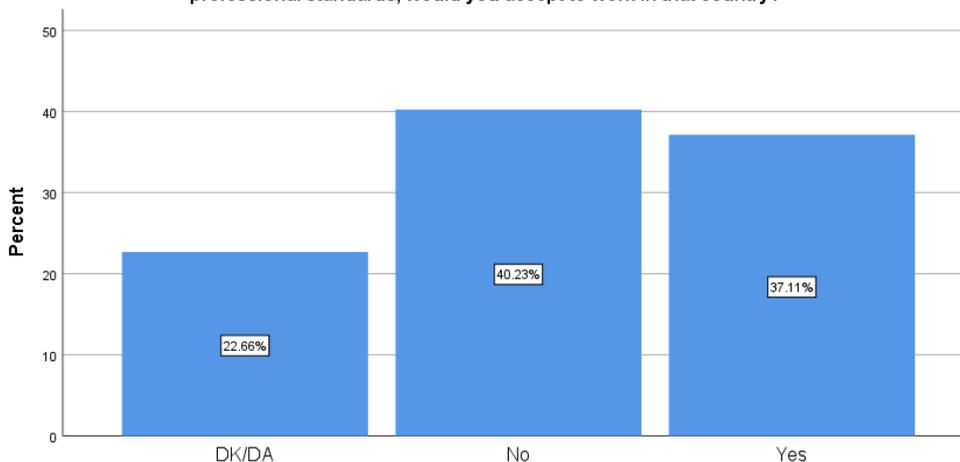


The main reason for the reduced mobility on the Bulgarian labour market of Romanian citizens is identified by 42.78% of the respondents as the similar development level. For 15.01% of respondents the language barrier is the main reason for reduced mobility, 13.03% saw the similar pay level as the reason, 12.18 considered that the reason is the low opportunities in the Bulgarian labour market and 11.9% have identified the limited number of available job information in the neighbouring country.

If you have the opportunity to work in Bulgaria on a job that corresponds to your material and professional standards, would you accept to work in that country?

	Frequency	Valid Percent
DK/DA	80	22.7
No	142	40.2
Yes	131	37.1
Total	353	100.0

If you would have the opportunity to work in Bulgaria on a job that corresponds to your material and professional standards, would you accept to work in that country?



The mobility availability on the Bulgarian labour market for „law,, students and legal practitioners in Dolj county is relatively low considering that only 37.11% of them have expressed their readiness to work in the neighboring country even when it comes to a job that corresponds to their material and

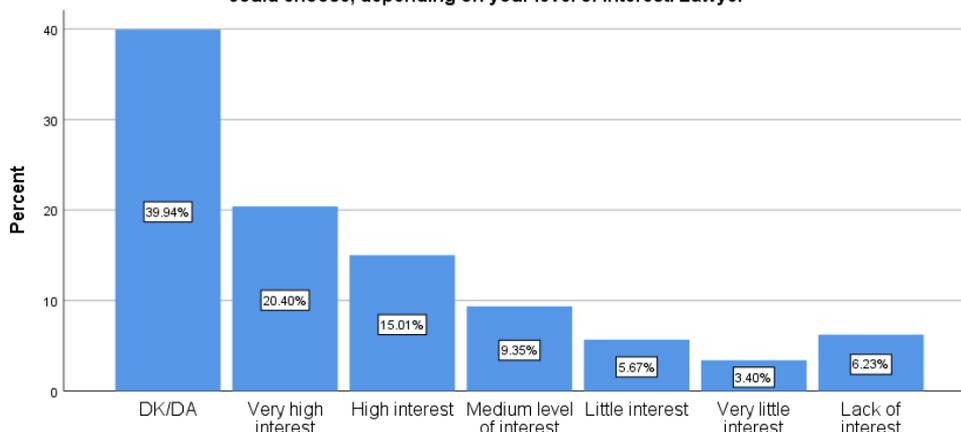
Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

professional standards. 40.23% of respondents said they would not accept work in Bulgaria, and 22.66% could not answer this question.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Lawyer

	Frequency	Valid Percent
DK/DA	141	39.9
Very high interest	72	20.4
High interest	53	15.0
Medium level of interest	33	9.3
Little interest	20	5.7
Very little interest	12	3.4
Lack of interest	22	6.2
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Lawyer



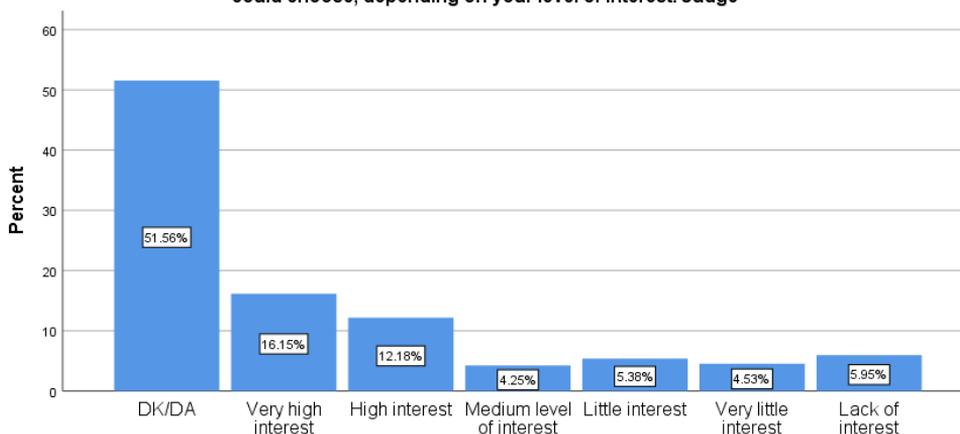
Asking to provide a grade from 0 to 5 depending on the interest degree in the "lawyer" profession that they could exercise in Bulgaria and for which they could opt, where 0 means "lack of interest" 1 means "Very little interest", 2 means "little interest", 3 means "medium interest", 4 means "high interest", 5 means "very high interest", 20.40% of the respondents said they have a very high interest 15.01% said they had a high interest, 9.35% said they had a

medium level of interest, 5.67% expressed a little interest rate, 3.40% a very little interest rate and 6.23% have shown no interest in a lawyer position. 94% of the respondents could not appreciate the interest level in practising law on Bulgarian state’s territory.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Judge

	Frequency	Percent
DK/DA	182	51.6
Very high interest	57	16.1
High interest	43	12.2
Medium level of interest	15	4.2
Little interest	19	5.4
Very little interest	16	4.5
Lack of interest	21	5.9
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Judge



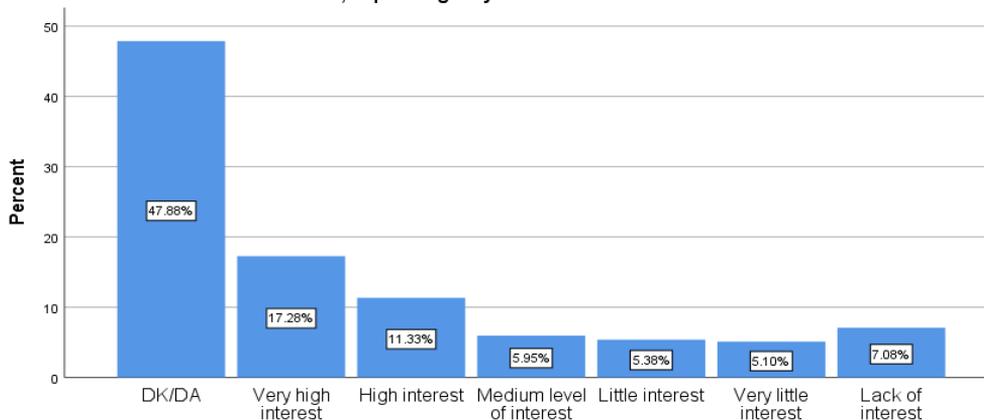
Asked about the interest degree in exercising the judge profession in Bulgaria, 16.15% of the Romanian respondents showed a very high interest and 12.18% a high interest, 4.25% said they had a medium interest, 5.38% said that their interest is little, 4.35% that their interest is very little while 5.95% have

expressed their lack of interest. More than 50% of respondents could not appreciate the interest degree in pursuing the judge profession on the neighboring state territory.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Prosecutor

	Frequency	Percent
DK/DA	169	47.9
Very high interest	61	17.3
High interest	40	11.3
Medium level of interest	21	5.9
Little interest	19	5.4
Very little interest	18	5.1
Lack of interest	25	7.1
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Prosecutor



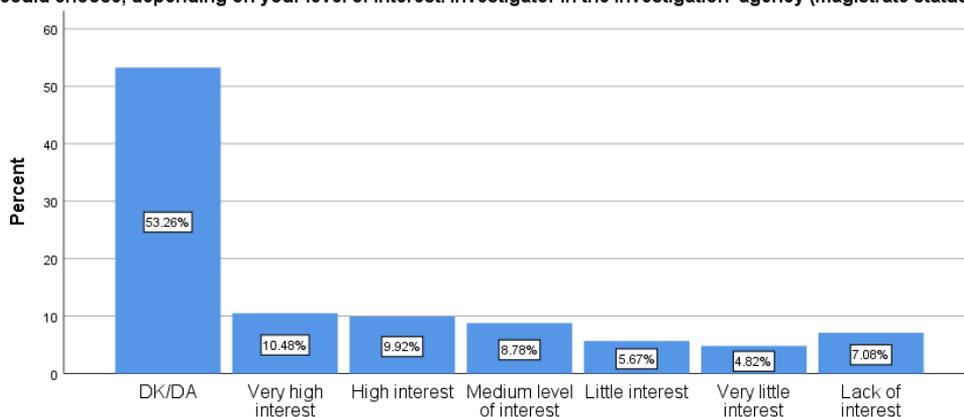
17.28% of Romanian respondents stated that they have a very high interest in pursuing the prosecutor profession on Bulgarian state territory, 11.33% showed a high interest for this profession and 5.95% medium interest. 10.48% of the students and legal practitioners in Dolj County expressed little and very little interest in a prospective prosecutor job in Bulgaria and 7.08%

of them said they were not interested in this job. 47.88% of the respondents could not appreciate the interest degree in pursuing a prosecutor profession in Bulgaria.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Investigator in the investigation agency (magistrate status)

	Frequency	Percent
DK/DA	188	53.3
Very high interest	37	10.5
High interest	35	9.9
Medium level of interest	31	8.8
Little interest	20	5.7
Very little interest	17	4.8
Lack of interest	25	7.1
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Investigator in the investigation agency (magistrate status)



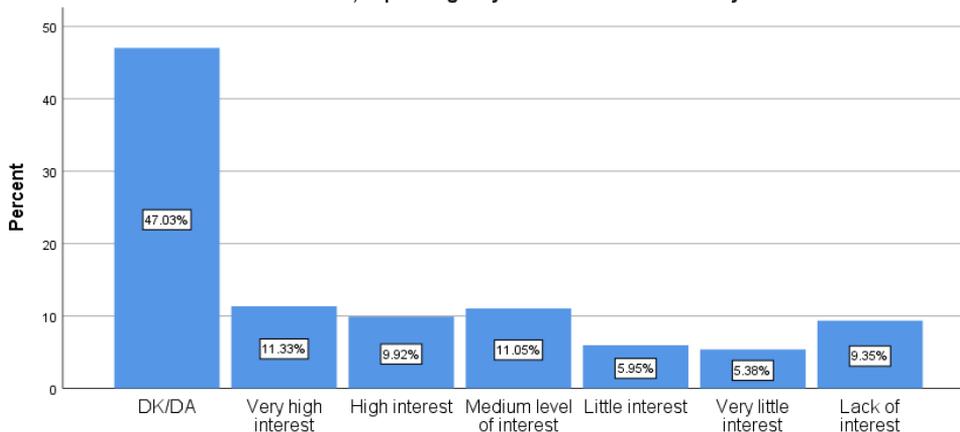
For the investigator position in the investigating bodies (magistrate status) in Bulgaria, 10.48% of those interviewed in Romania showed a very high interest, while 9.92% expressed a high interest and 8.78% a medium interest for this job. 5.67% and 4.82% of the respondents showed little and very little

interest. 7.08% of the interviewed Dolj inhabitants said they were not interested in the investigator position in the investigating bodies and 53.26% could not appreciate the interest in this job.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Notary

	Frequency	Percent
DK/DA	166	47.0
Very high interest	40	11.3
High interest	35	9.9
Medium level of interest	39	11.0
Little interest	21	5.9
Very little interest	19	5.4
Lack of interest	33	9.3
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Notary



Working as a the notary on the Bulgarian state’s territory has a very high and high interest for 21.25% of the interviewed Romanians and a medium interest for 11.05% of them. 5.95% of the respondents said they had a little interest in this profession, 5.3% said they had a very little interest, while 9.35% expressed their lack of interest for the notary profession. 47.03% of the

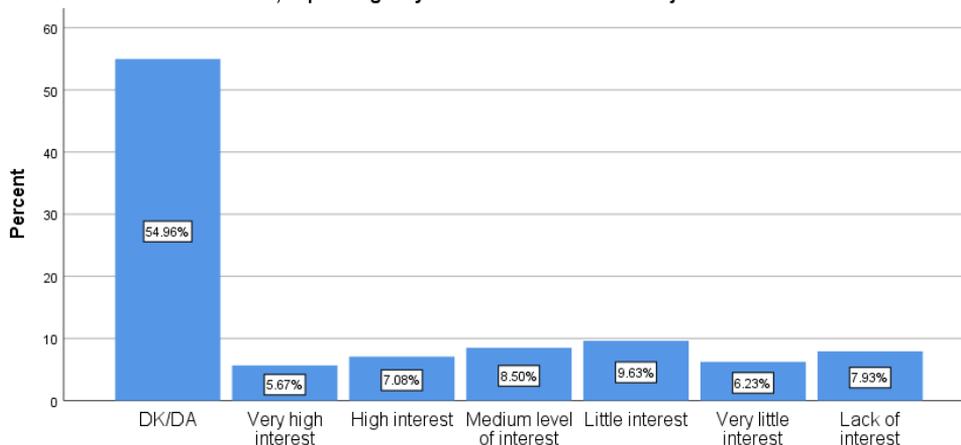
surveyed Dolj inhabitants said that they can not appreciate the interest degree in practicing notarial activity in Bulgaria.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level.

Private judicial executor

	Frequency	Percent
DK/DA	194	55.0
Very high interest	20	5.7
High interest	25	7.1
Medium level of interest	30	8.5
Little interest	34	9.6
Very little interest	22	6.2
Lack of interest	28	7.9
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Private judicial executor



Asked about the interest degree for the private judicial executor profession of in Bulgaria, 5.57% of Romanian respondents said they had a very high interest, 7.08% had a high interest rate and 8.50% had a medium interest. For 15.86% of the applicants who study law and work in the legal field, the interest degree is little and very little for the private judicial executor

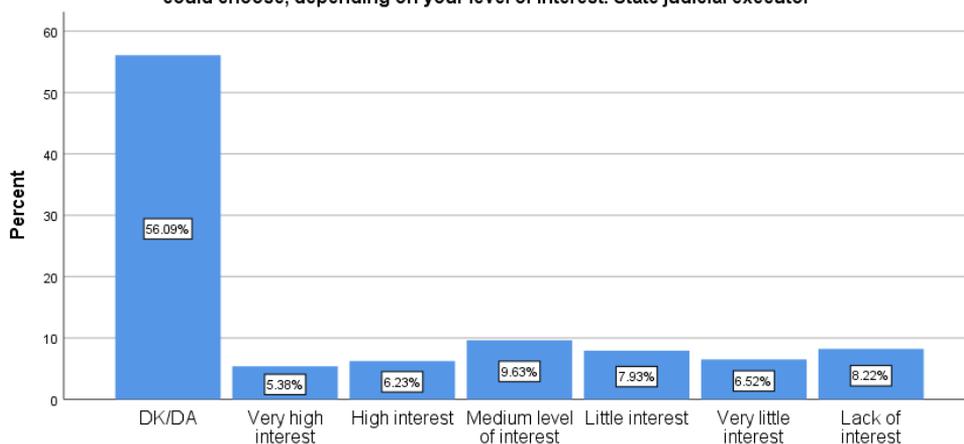
profession, and for 7.93% of the interviewed we find a total lack of interest for this position. More than 50% of the respondents were not able to appreciate interest for the profession previously specified.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level.

State judicial executor

	Frequency	Percent
DK/DA	198	56.1
Very high interest	19	5.4
High interest	22	6.2
Medium level of interest	34	9.6
Little interest	28	7.9
Very little interest	23	6.5
Lack of interest	29	8.2
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. State judicial executor



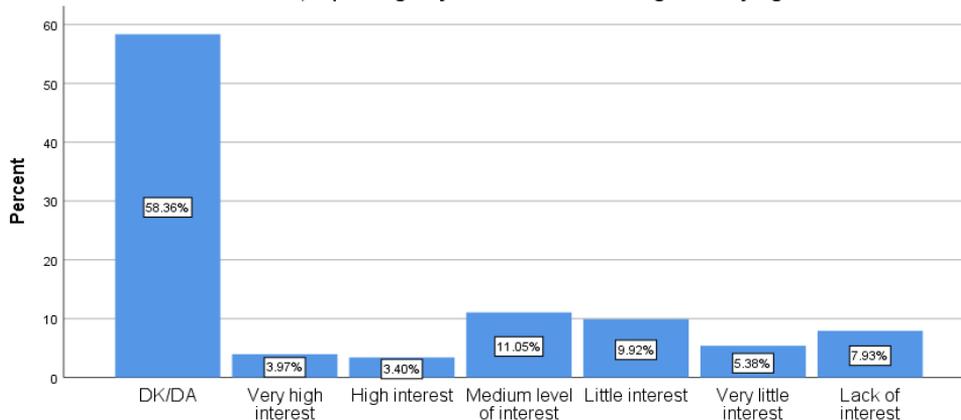
Working as a public judicial executor (of the state) in Bulgaria showed a high and very high interest for 11.61% of the interviewed Dolj inhabitants. We have a minimum interest level at 9.63% of the respondents, and a little and very little interest level for this profession in 14.45% of the respondents.

They declared that 8.22% of Romanian respondents were not interested in the state’s judicial executor profession, while 56.09% of them could not appreciate the interest degree in practicing this profession on the territory of the Bulgarian state.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level Registration judge

	Frequency	Percent
DK/DA	206	58.4
Very high interest	14	4.0
High interest	12	3.4
Medium level of interest	39	11.0
Little interest	35	9.9
Very little interest	19	5.4
Lack of interest	28	7.9
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Registration judge

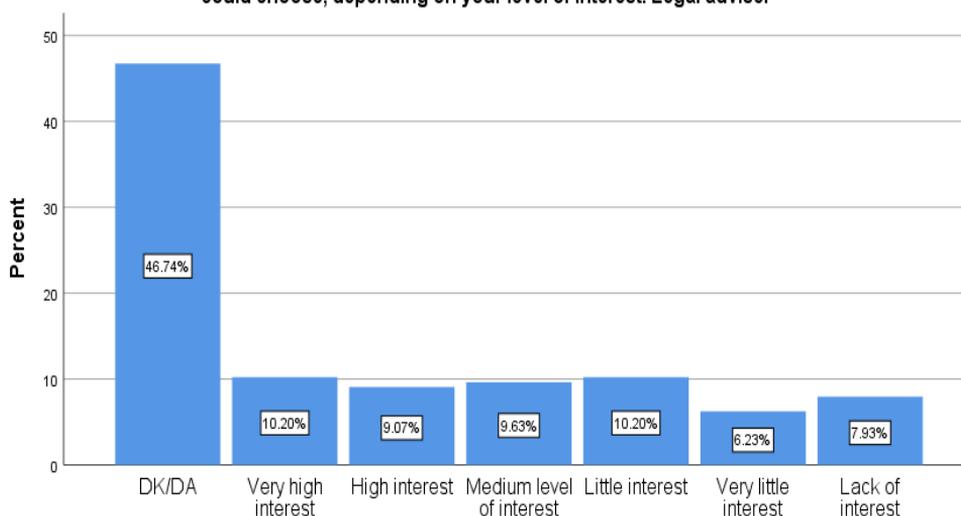


For 3.97% of Romanian respondents, working as a registration judge in Bulgaria is of very high interest and for 3.40% of high interest. 11.05% of respondents have a medium interest in such a profession, while 15.3% said the interest is low and very low. Almost 8% of the questioned Dolj inhabitants declared a lack of interest in the registration judge profession.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Legal adviser

	Frequency	Valid Percent
DK/DA	165	46.7
Very high interest	36	10.2
High interest	32	9.1
Medium level of interest	34	9.6
Little interest	36	10.2
Very little interest	22	6.2
Lack of interest	28	7.9
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Legal adviser

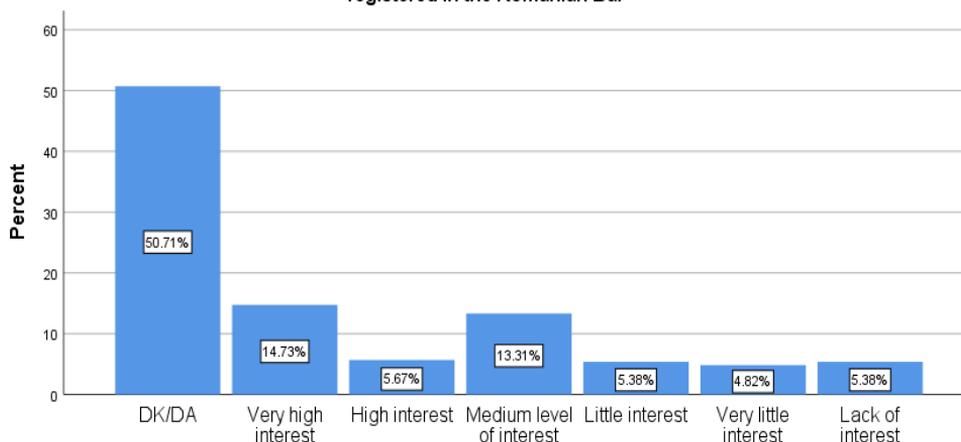


For 10.20% of the Dolj respondents, the possibility of exercising the legal adviser position on Bulgarian state’s territory is of very high interest, and 9.07% of respondents have a high interest. 9.63% of respondents said they had a medium interest level in the legal adviser profession, while 16.43% had little and very little interest, and 7.93% were not interested.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Collaborating with a law firm in Bulgaria, remaining registered in the Romanian Bar

	Frequency	Percent
DK/DA	179	50.7
Very high interest	52	14.7
High interest	20	5.7
Medium level of interest	47	13.3
Little interest	19	5.4
Very little interest	17	4.8
Lack of interest	19	5.4
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Collaborating with a law firm in Bulgaria, remaining registered in the Romanian Bar

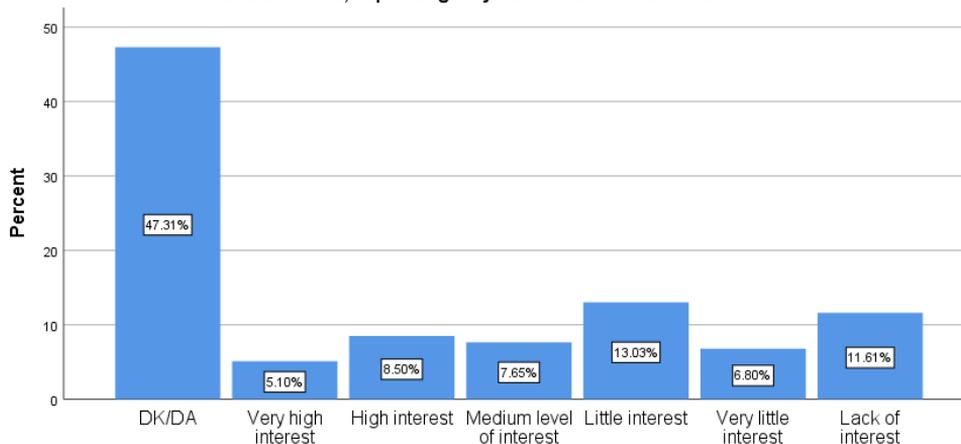


The interest degree in a possible collaboration with a law firm in Bulgaria, with the possibility of remaining on the lawyers’ board at a Romanian Bar, was high and very high for 20.4% of Romanian respondents. We specify that more than half of the persons who have a high interest in this type of collaboration are Romanian lawyers. Such collaboration led to a medium interest level for 13.3% of the respondents, 10.2% having little and very little interest level in this and 5.38% declaring their lack of interest.

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your interest level. Mediator

	Frequency	Valid Percent
DK/DA	167	47.3
Very high interest	18	5.1
High interest	30	8.5
Medium level of interest	27	7.6
Little interest	46	13.0
Very little interest	24	6.8
Lack of interest	41	11.6
Total	353	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest. Mediator



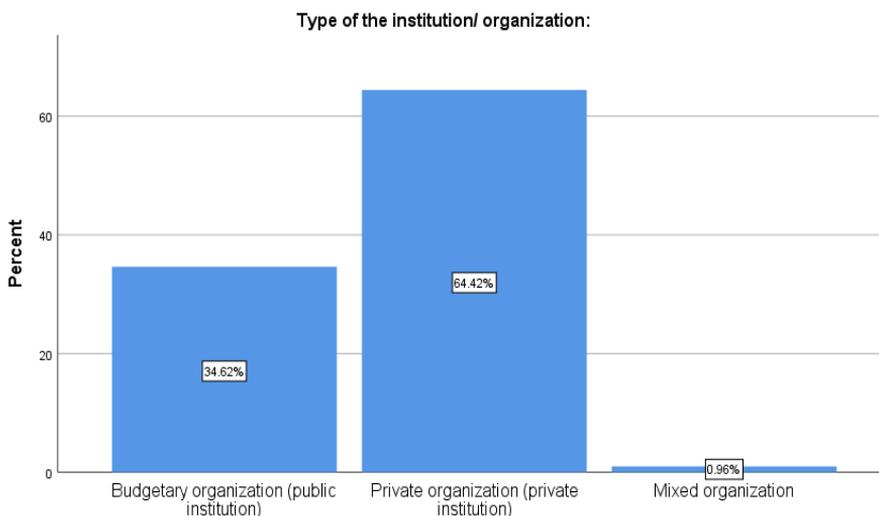
To work as a mediator in Bulgaria only 13.60% of the Dolj respondents were interested at a high and very high level, 7.65% having a medium interest level and 19.83% a low and very low interest level. 11.61% of respondents said they had no interest in practicing the mediator profession on the neighbouring state territory.

2.7.1.2 The research results’ analysis carried out among employers from Dolj county, Romania.

In Dolj county 104 questionnaires were applied to employers in Dolj County, taking into account the "location of the institution / organization (urban / rural)" and the "type of institution (public / private / mixed) criteria.

Institution/ organization type:

	Frequency	Percent
Budgetary organization (public institution)	36	34.6
Private organization (private institution)	67	64.4
Mixed organization	1	1.0
Total	104	100.0

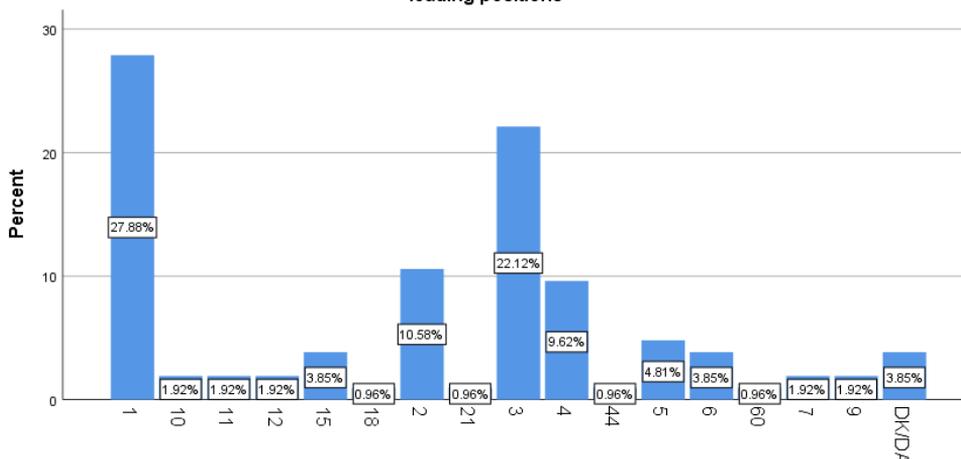


As established in the sample, 36 public institutions, representing 34.6%, a number of 67 private institutions, representing 64.4%, and a mixed institution (with public / private capital) were interviewed.

Currently, what is the staff’s structure in your institution, according to the position it occupies? Staff in leading positions

	Frequency	Valid Percent
1	29	27.9
10	2	1.9
11	2	1.9
12	2	1.9
15	4	3.8
18	1	1.0
2	11	10.6
21	1	1.0
3	23	22.1
4	10	9.6
44	1	1.0
5	5	4.8
6	4	3.8
60	1	1.0
7	2	1.9
9	2	1.9
DK/DA	4	3.8
Total	104	100.0

Currently, what is the structure of the staff in your institution, according to the position it occupies? Staff in leading positions



We note that in the Dolj county institutions, where questionnaires were applied, the number of manpower ranges from one person to 60 persons.

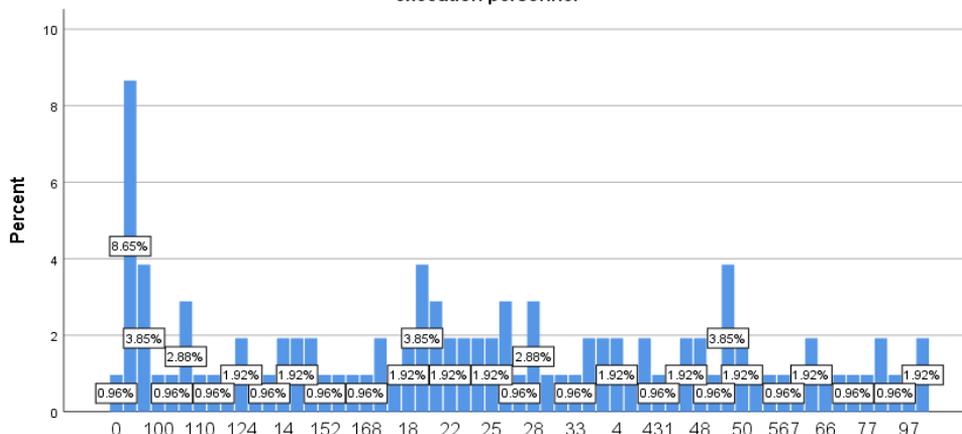
Currently, what is the staff’s structure in your institution, according to the position it occupies? Qualified execution personnel

	Frequency	Percent
1	9	8.7
10	4	3.8
100	1	1.0
102	1	1.0
11	3	2.9
110	1	1.0
114	1	1.0
12	1	1.0
124	2	1.9
125	1	1.0
13	1	1.0
14	2	1.9
147	2	1.9
15	2	1.9
152	1	1.0
156	1	1.0
16	1	1.0
168	1	1.0
17	2	1.9
175	1	1.0
18	2	1.9
2	4	3.8
20	3	2.9
22	2	1.9
23	2	1.9
24	2	1.9
25	2	1.9

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

26	3	2.9
269	1	1.0
28	3	2.9
291	1	1.0
32	1	1.0
33	1	1.0
352	2	1.9
39	2	1.9
4	2	1.9
40	1	1.0
42	2	1.9
431	1	1.0
45	1	1.0
46	2	1.9
48	2	1.9
49	1	1.0
5	4	3.8
50	2	1.9
53	1	1.0
531	1	1.0
567	1	1.0
58	1	1.0
6	2	1.9
66	1	1.0
68	1	1.0
7	1	1.0
77	1	1.0
8	2	1.9
90	1	1.0
97	1	1.0
DK/DA	3	2.9
Total	104	100.0

Currently, what is the structure of the staff in your institution, according to the position it occupies? Qualified execution personnel



Regarding the qualified executives from the interviewed Romanian institutions, it can be noticed that the number of these persons varies from one person to 567 persons.

Currently, what is the staff’s structure in your institution, according to the position it occupies? Unskilled execution personnel

	Frequency	Percent
1	7	6.7
10	1	1.0
11	1	1.0
12	1	1.0
13	1	1.0
15	4	3.8
18	1	1.0
2	6	5.8
20	2	1.9
25	1	1.0
29	1	1.0
3	2	1.9
30	1	1.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

37	1	1.0
39	2	1.9
4	4	3.8
41	2	1.9
42	1	1.0
46	1	1.0
48	1	1.0
50	1	1.0
52	1	1.0
6	3	2.9
63	2	1.9
65	1	1.0
7	2	1.9
8	1	1.0
93	1	1.0
DK/DA	51	49
Total	104	100.0

In the institutions found in the sample, the unqualified staff is met in different proportions in executive positions, from one person to a maximum of 93 persons.

Currently, what is the employees’ structure in the institution, according to the educational level? Primary school graduate

	Frequency	Percent
0	9	8.7
1	5	4.8
12	1	1.0
3	2	1.9
33	1	1.0
4	1	1.0
48	1	1.0
5	1	1.0

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field

72	2	1.9
DK/DA	90	86.6
Total	104	100.0
Total primary school graduates	257	

Analyzing the employees’ structure from Dolj institutions according to the educational level, we notice that only in 13.4% of the institutions we meet primary school graduates, with a total number of 257.

Currently, what is the employees’ structure in the institution, according to the educational level? Secondary school graduate

	Frequency	Percent
1	8	7.7
10	3	2.9
11	1	1.0
12	3	2.9
14	1	1.0
2	8	7.7
20	1	1.0
21	1	1.0
3	4	3.8
33	1	1.0
39	1	1.0
4	2	1.9
44	2	1.9
5	3	2.9
55	2	1.9
6	2	1.9
7	1	1.0
72	2	1.9
74	1	1.0

8	1	1.0
80	1	1.0
DK/DA	55	52.8
Total	104	100.0
Total secondary school graduates	786	

Secondary school graduates are met in 47.2% of the Dolj institutions, varying from one person to 80 in different legal persons interviewed. Fully, we have 786 secondary school graduates.

Currently, what is the employees’ structure in the institution, according to the educational level? High school graduate

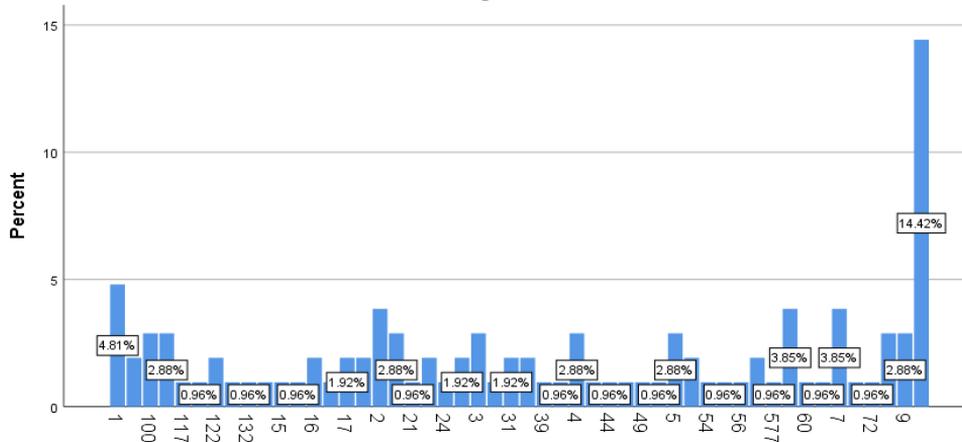
	Frequency	Percent
1	5	4.8
10	2	1.9
100	3	2.9
11	3	2.9
117	1	1.0
12	1	1.0
122	2	1.9
13	1	1.0
132	1	1.0
14	1	1.0
15	1	1.0
157	1	1.0
16	2	1.9
160	1	1.0
17	2	1.9
18	2	1.9
2	4	3.8
20	3	2.9
21	1	1.0
23	2	1.9

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

24	1	1.0
269	2	1.9
3	3	2.9
30	1	1.0
31	2	1.9
33	2	1.9
39	1	1.0
396	1	1.0
4	3	2.9
42	1	1.0
44	1	1.0
46	1	1.0
49	1	1.0
490	1	1.0
5	3	2.9
50	2	1.9
54	1	1.0
55	1	1.0
56	1	1.0
57	2	1.9
577	1	1.0
6	4	3.8
60	1	1.0
64	1	1.0
7	4	3.8
71	1	1.0
72	1	1.0
8	3	2.9
9	3	2.9
DK/DA	15	14.4
Total	104	100.0
Total high school graduates	4647	

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

Currently, what is the structure of the employees in the institution, according to the educational level? High school graduate



In 89 of the institutions we find employees who have graduated high school, ranging from 1 to 577, with a total of 4647.

Currently, what is the employee’s structure in the institution, according to the educational level? Post high school graduate

	Frequency	Percent
1	11	10.6
10	1	1.0
15	1	1.0
17	1	1.0
18	1	1.0
2	8	7.7
21	2	1.9
23	2	1.9
24	1	1.0
28	2	1.9
3	1	1.0
37	1	1.0
4	5	4.8
41	1	1.0
5	1	1.0

50	1	1.0
54	1	1.0
8	3	2.9
DK/DA	60	57.7
Total	104	100.0
Total post high school graduate	489	

Only in 42.3% of the sampled institutions, we find post-secondary school graduates employed, from a minimum of one person to a maximum of 54 persons. We have a total of 489 post-secondary school graduates.

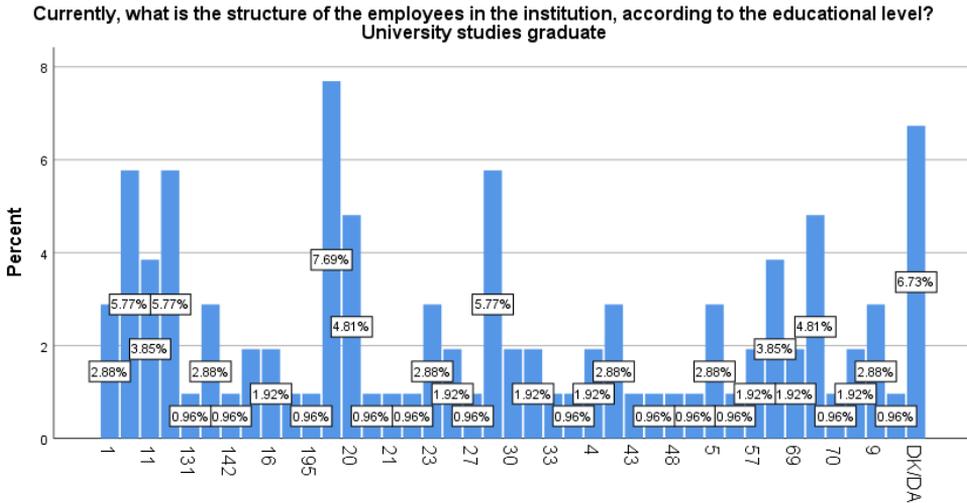
Currently, what is the employees’ structure in the institution, according to the educational level? University studies graduate

	Frequency	Percent
1	3	2.9
10	6	5.8
11	4	3.8
12	6	5.8
131	1	1.0
14	3	2.9
142	1	1.0
15	2	1.9
16	2	1.9
17	1	1.0
195	1	1.0
2	8	7.7
20	5	4.8
200	1	1.0
21	1	1.0
22	1	1.0
23	3	2.9
25	2	1.9

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

27	1	1.0
3	6	5.8
30	2	1.9
32	2	1.9
33	1	1.0
34	1	1.0
4	2	1.9
40	3	2.9
43	1	1.0
46	1	1.0
48	1	1.0
490	1	1.0
5	3	2.9
508	1	1.0
57	2	1.9
6	4	3.8
69	2	1.9
7	5	4.8
70	1	1.0
8	2	1.9
9	3	2.9
92	1	1.0
DK/DA	7	6.7
Total	104	100.0
Total university studies graduates	3276	

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field



97 of the legal persons interviewed in Dolj county are found to be higher education graduates employees, the number of these employees ranging from 1 to 508. We have a total of 3276 higher education persons employed.

Currently, what is the employees’ structure in the institution, according to the educational level? No studies

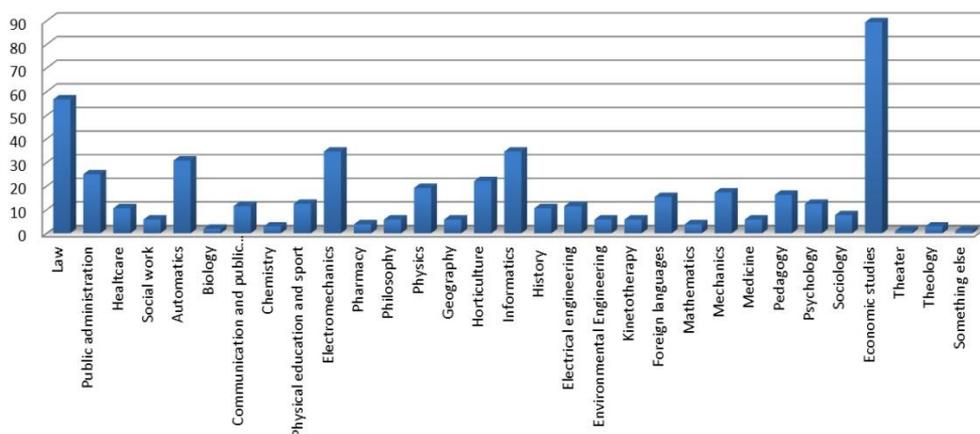
	Frequency	Percent
1	3	2.9
18	1	1.0
2	1	1.0
5	2	1.9
DK/DA	97	93.3
Total	104	100.0
Total employees with no studies	33	

Only 7 of the legal persons interviewed in Dolj county have employees with no studies, ranging from one person to a maximum of 18, with a total of 33.

What are the main fields of study of higher education graduates employed in the institution?

Higher education fields of study	Frequency	Valid Percent
Law	59	56.7
Public administration	26	25
Healthcare	11	10.6
Social work	6	5.8
Automatics	32	30.8
Biology	2	1.9
Communication and public relations	12	11.5
Chemistry	3	2.9
Physical education and sport	13	12.5
Electromechanics	36	34.6
Pharmacy	4	3.8
Philosophy	6	5.8
Physics	20	19.2
Geography	6	5.8
Horticulture	23	22.1
Informatics	36	34.6
History	11	10.6
Electrical engineering	12	11.5
Environmental Engineering	6	5.8
Kinetherapy	6	5.8
Foreign languages	16	15.4
Mathematics	4	3.8
Mechanics	18	17.3
Medicine	6	5.8
Pedagogy	17	16.3
Psychology	13	12.5
Sociology	8	7.7
Economic studies	93	89.4
Theater	1	1
Theology	3	2.9
Something else	1	1

Higher education graduates employed in the Romanian institutions



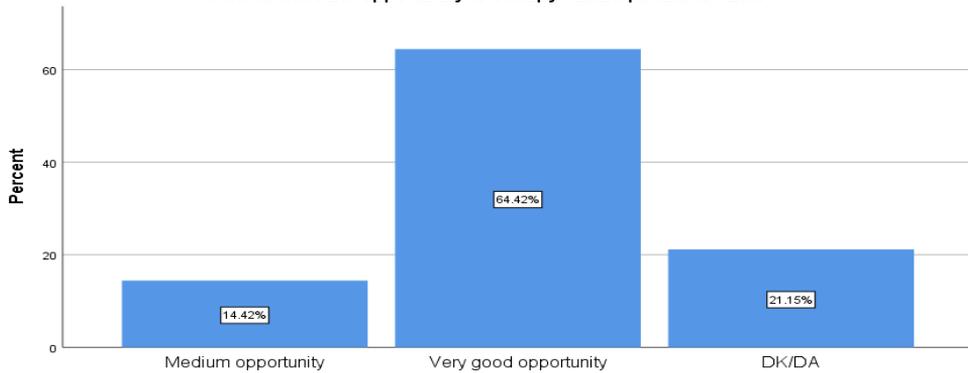
It is noticed that in 56.7% of the institutions that have received questionnaires in Dolj county, we find employees who are "higher legal education" graduates. In 25% of the institutions are employed persons who have graduated the "Public administration" field of study, in 89.4% "economics" faculty graduates, in 34.4% "Electromechanics" and „Informatics” graduates, in 30.8% "Automatics" graduates, in 22.1% „Horticulture” field of study graduates, etc.

In your institution, for future employment, what is the university’s field of study that candidates should have in order to have the opportunity to occupy vacant positions? Law

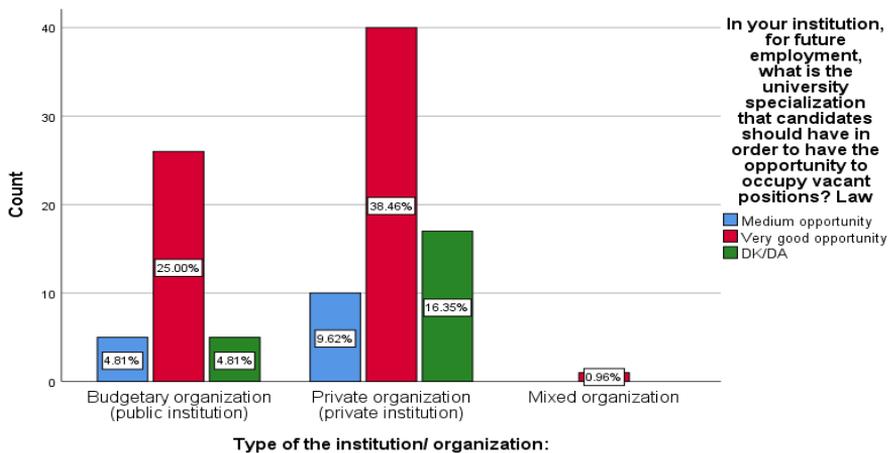
	Frequency	Percent
Medium opportunity	15	14.4
Very good opportunity	67	64.4
DK/DA	22	21.2
Total	104	100.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

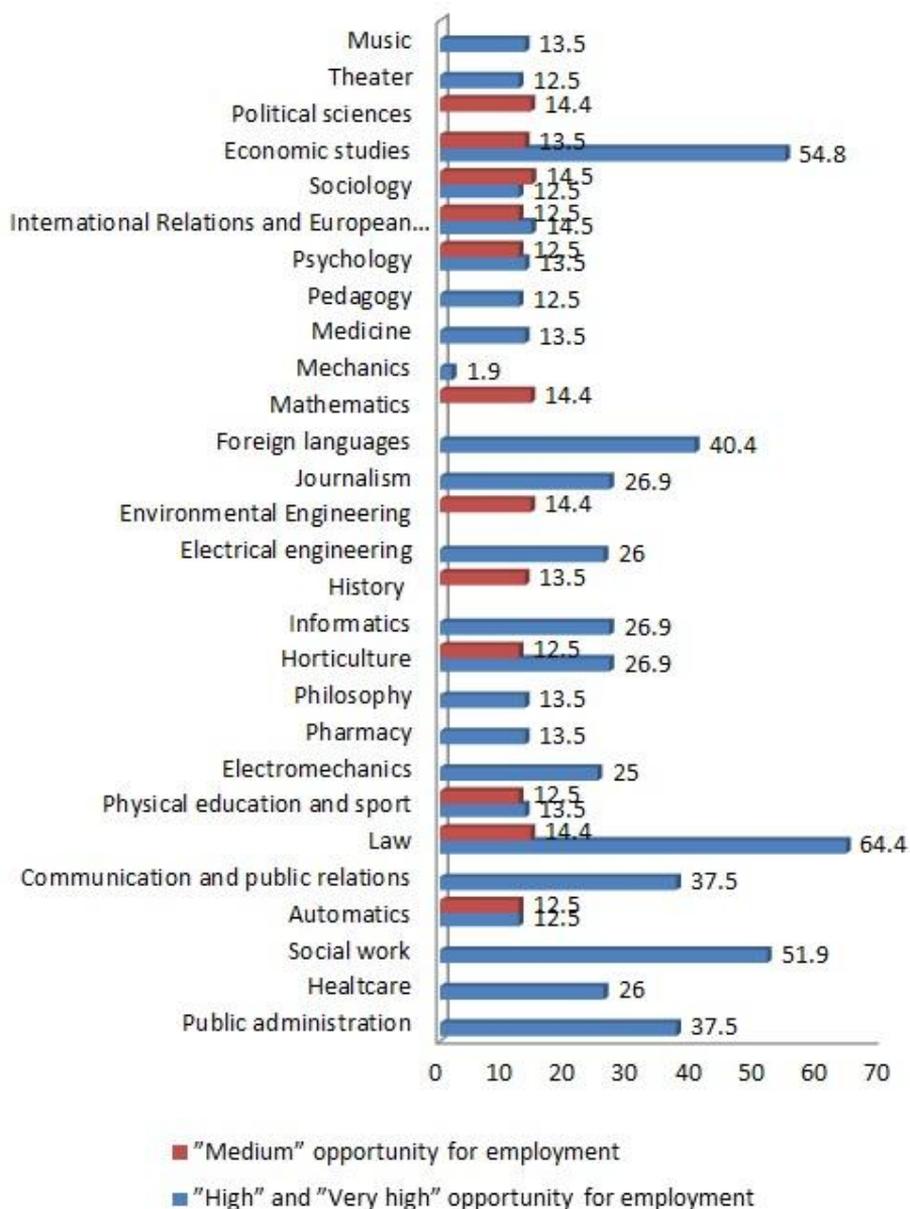
In your institution, for future employment, what is the university specialization that candidates should have in order to have the opportunity to occupy vacant positions? Law



Asked to grade from 0 to 5, where 0 means "no opportunity", 1 means "very little opportunity", 2 means "little opportunity", 3 means "medium opportunity", 4 means "great opportunity" 5 means "very great opportunity" for the university field of study that candidates should have in order to have the opportunity to fill vacancies in the respective institution, the Dolj employers have awarded different grades to the study fields, depending on the activity field and the interest area. In this context, for „law” graduates, the employers considered that 64.4% of them have a "very high employment opportunity", and 14.42% estimated a "medium employment opportunity". A percentage of 21.15% of employers could not estimate the employment opportunities of future employees with legal studies in the institution they represented.



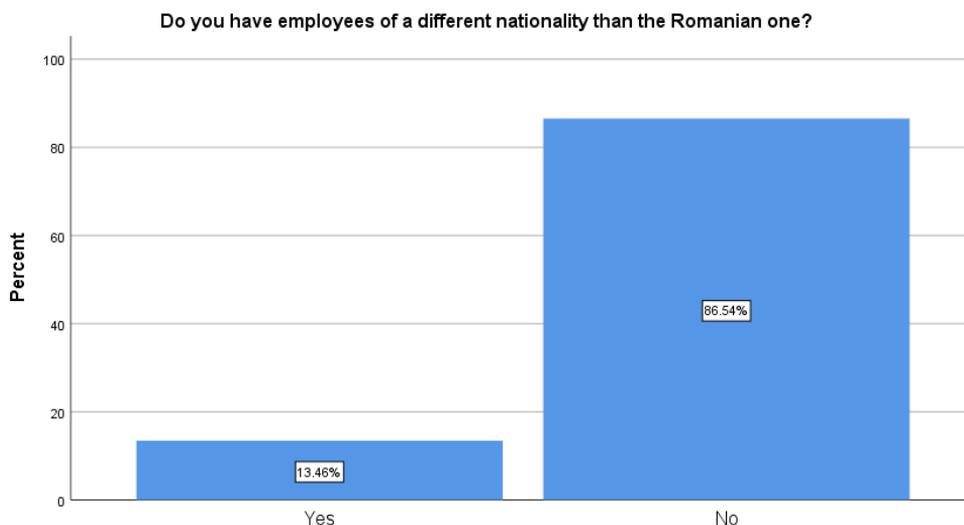
It is noticed that “very good” employment opportunities for students of “law” field of study are estimated by both private and public institutions in Romania. Thus, for 64.42% of the public, private and mixed institutions interviewed in Dolj county we find “very high employment opportunities” and for 14.43% of public and private employers we identify “medium employment opportunities”.



The employers interviewed in Dolj County gave the highest chances to fill a vacancy in the institutions they represent to the „law” graduates (64.4%), the "economic studies" graduates (54.8%), followed by the "social assistance" graduates (51.9%) and "foreign languages" graduates (40.4%).

Do you have employees of a different nationality than Romanian?

	Frequency	Percent
Yes	14	13.5
No	90	86.5
Total	104	100.0

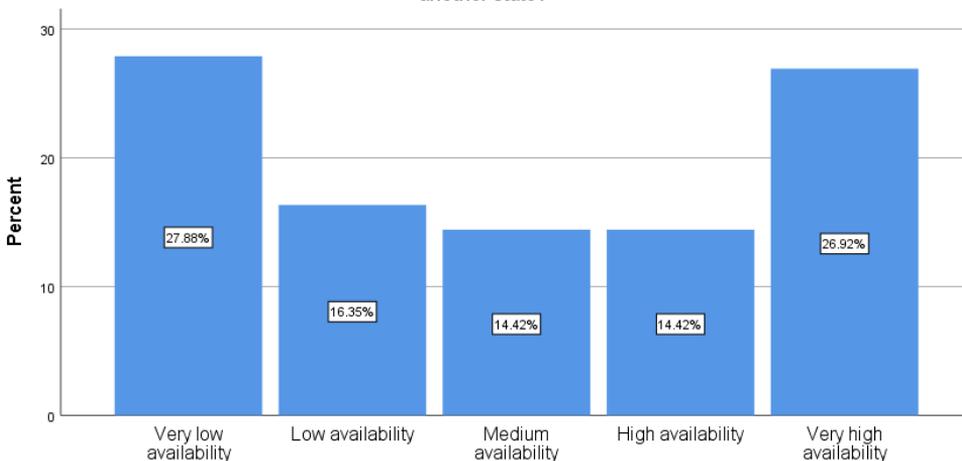


Only 13.5% of the interviewed employers in Dolj County said they had employed other nationalities than Romanian, such as Bulgaria, Germany and Scotland.

What is the your institution’s availability degree to hire a foreigner with higher education completed in another state?

	Frequency	Percent
Very low availability	29	27.9
Low availability	17	16.3
Medium availability	15	14.4
High availability	15	14.4
Very high availability	28	26.9
Total	104	100.0

What is the degree of availability of your institution to hire a foreigner with higher education completed in another state?

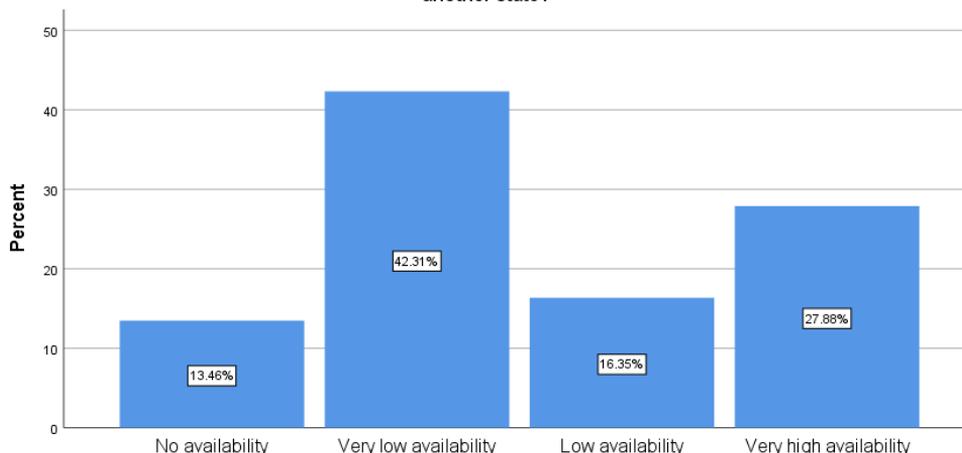


When asked about the availability level of higher education graduates completed in other states, 26.92% of the employers in Dolj County specified that the availability is "very high" and 14.42% said they had a „high” availability level. 14.42% showed that they had a medium availability level, 16.35% said they had "low" availability for hiring graduates in other countries and 27.88% said they had a "very low availability" .

What is your institution’s availability degree to hire a foreigner with higher *legal* education completed in another state?

	Frequency	Percent
No availability	14	13.5
Very low availability	44	42.3
Low availability	17	16.3
Very high availability	29	27.9
Total	104	100.0

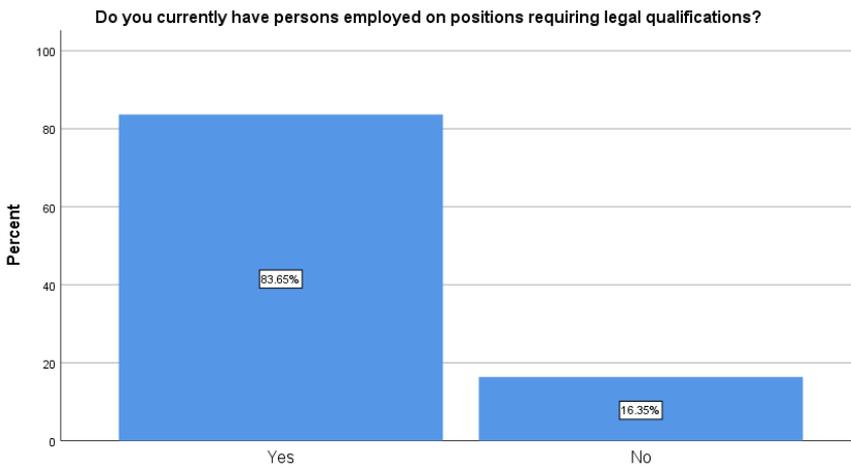
What is the degree of availability of your institution to hire a foreigner with higher legal education completed in another state?



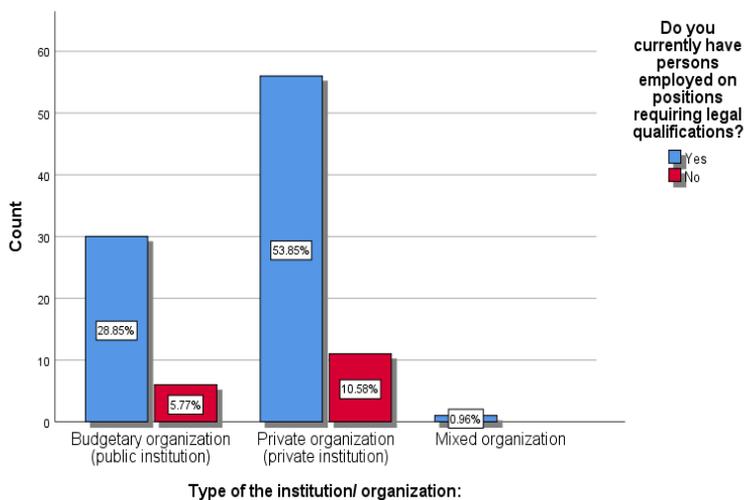
27.88% of the legal persons surveyed in Romania stated that they have a "very high" willingness to hire „law” graduates with studies completed in other countries. 58.66% of the interviewed institutions showed "low" and "very low" availability for the employment of "law" graduates in countries other than Romania, while 13.46% of the Dolj county employers specified that "they have no availability" in the sense of employing these persons.

Do you currently have persons employed on positions requiring legal qualifications?

	Frequency	Percent
Yes	87	83.7
No	17	16.3
Total	104	100.0



83.7% of the legal persons interviewed in Dolj County said they were employed in positions requiring higher education.

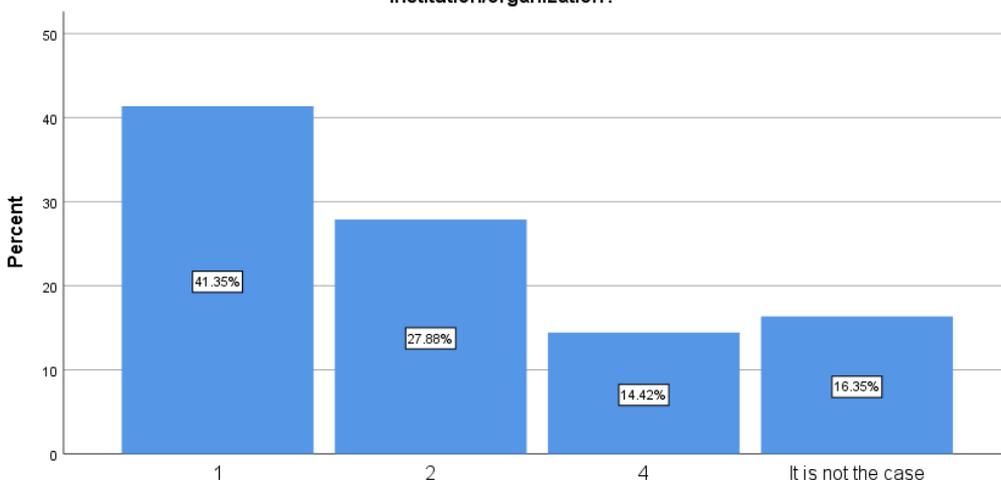


We note that 53.85% of the employers of the legal studies graduates are private legal persons, compared to the public sector employers, representing 28.85%.

If you have persons employed on positions requiring legal qualifications, how many similar jobs are in your institution/organization?

	Frequency	Valid Percent	Cumulative Percent
1	43	41.3	41.3
2	29	27.9	69.2
4	15	14.4	83.7
It is not the case	17	16.3	100.0
Total	104	100.0	

If you have persons employed on positions requiring legal qualifications, how many similar jobs are in your institution/organization?



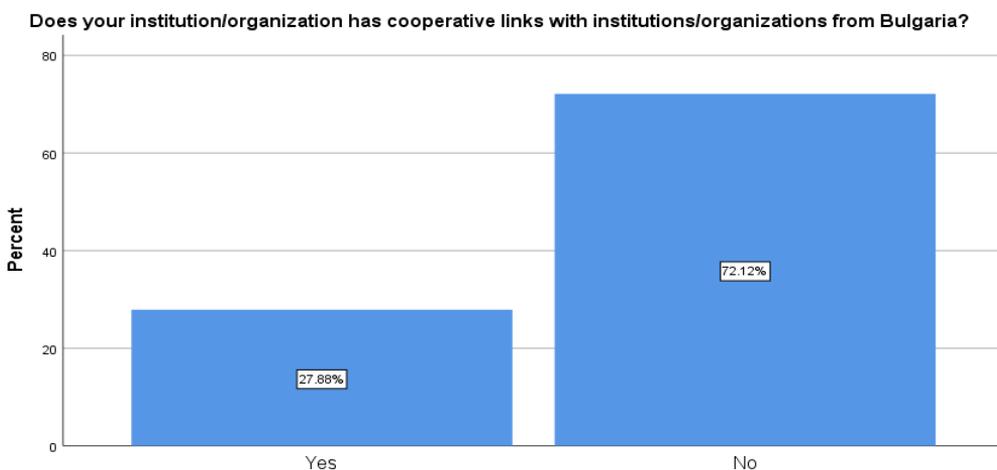
Analyzing the responses provided by the Dolj employers, we note that in 83.7% of the sample institutions persons work in positions requiring higher legal education. In 41.35% of the institutions one person is working, in 27.88% of the institutions are 2 persons working and in 14.42% of the institutions 4 persons are working. Altogether, in the institutions surveyed on Dolj county

level, 161 persons are employed in positions requiring legal studies, of which 101 persons are legal advisers, the rest being classified as "legal field advisers".

Legal persons who have not employed personnel on legal positions have declared that they are seeking advice from lawyers or legal advisers.

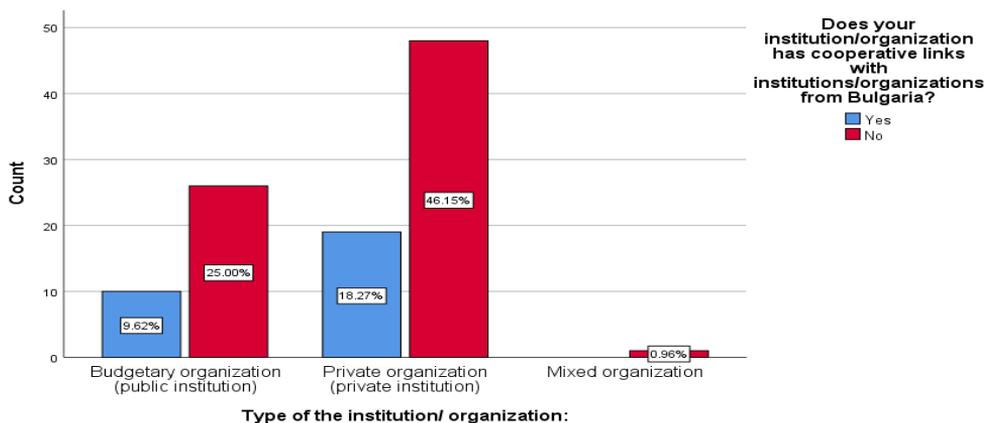
Does your institution/organization has cooperative links with institutions/organizations from Bulgaria?

	Frequency	Valid Percent
Yes	29	27.9
No	75	72.1
Total	104	100.0



Only 27.88% of the surveyed institutions in Dolj county had cooperation ties with institutions / organizations in Bulgaria at the time of the opinion poll, while 72.12% of these legal persons had no collaboration with the Bulgarian institutions.

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

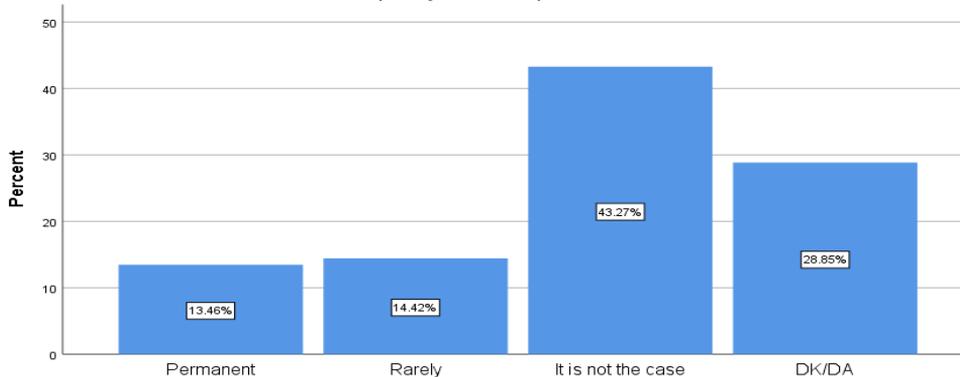


9.62% of the legal persons that have developed relations with the Bulgarian organizations are public institutions and 18.27% are private institutions.

If your institution/organization has cooperative links with institutions/ organizations from Bulgaria, what is the frequency of this cooperation?

	Frequency	Percent
Permanent	14	13.5
Rarely	15	14.4
It is not the case	45	43.3
DK/DA	30	28.8
Total	104	100.0

If your institution/organization has cooperative links with institutions/organizations from Bulgaria, what is the frequency of this cooperation?

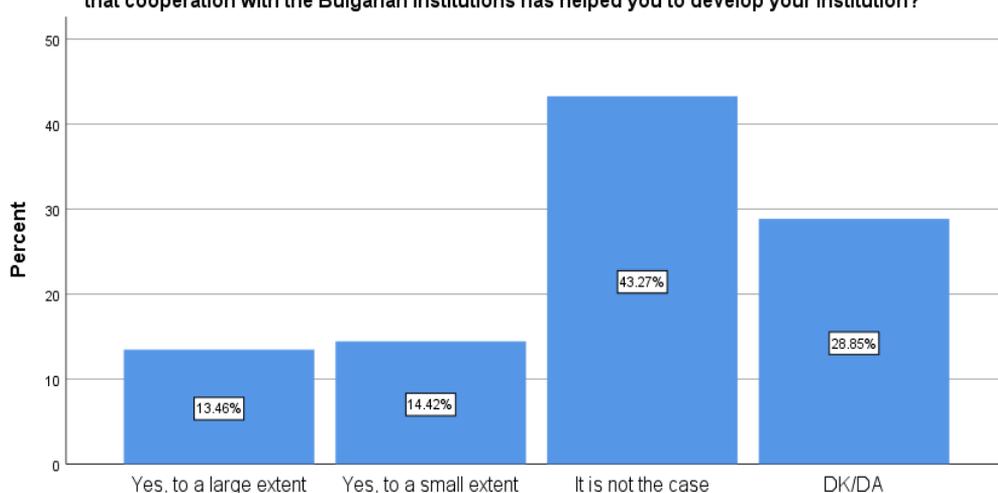


27.88% of the legal persons in Dolj that have ties with the Bulgarian institutions, only 13.46% have "permanent" joint activities, while 14.42% of the Dolj employers say these are "very rare" collaborations.

If your institution/organization has cooperation ties with institutions/organizations from Bulgaria, do you think that cooperation with the Bulgarian institutions has helped you to develop your institution?

	Frequency	Percent
Yes, to a large extent	14	13.5
Yes, to a small extent	15	14.4
It is not the case	45	43.3
DK/DA	30	28.8
Total	104	100.0

If your institution/organization has cooperative links with institutions/organizations from Bulgaria, do you think that cooperation with the Bulgarian institutions has helped you to develop your institution?



Of 27.88% employers in Dolj county, which have cooperation ties with the Romanian institutions, 13.46% consider that this collaboration with the Bulgarian institutions has helped "to a large extent" in the institutional

development, 14.42% consider that it helped them "to a small extent". The interviewed institutions in Romania stated that they have cooperation ties with legal persons from the Timoc and Vidin regions.

If your institution/organization doesn't have cooperation ties with institutions/organizations from Bulgaria, which is the reason why you have not developed cooperation with the Bulgarian institutions?

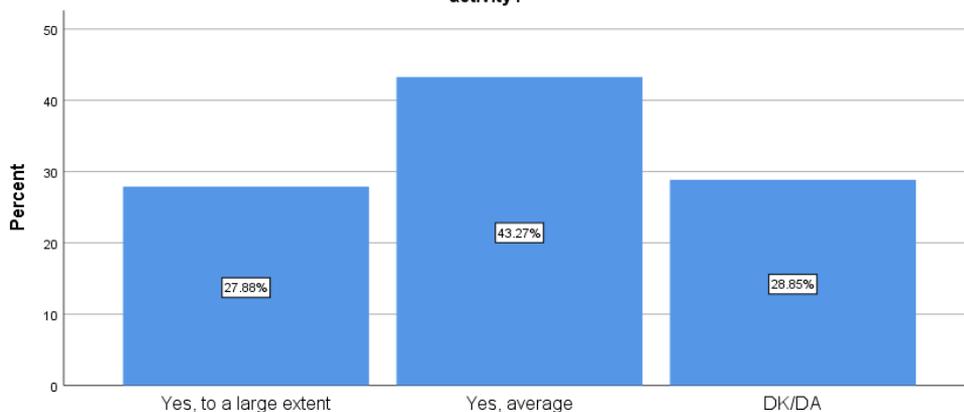
	Frequency	Percent
We have no knowledge of the opportunities for cooperation	31	29.8
Something else	15	14.4
DK/DA	58	55.8
Total	104	100.0

The Dolj employers, being asked why they did not develop a cooperation with the Bulgarian institutions, 29.8% said they had "no knowledge of cooperation opportunities" and 14.4% said the reason was low cultural cooperation.

If your institution/organization doesn't have cooperation ties with institutions/organizations from Bulgaria, do you think that cooperation with an institution/ organization in Bulgaria could help you in developing your activity?

	Frequency	Percent
Yes, to a large extent	29	27.9
Yes, average	45	43.3
DK/DA	30	28.8
Total	104	100.0

If your institution/organization doesn't have cooperative links with institutions/organizations from Bulgaria, do you think that cooperation with an institution/ organization in Bulgaria could help you in developing your activity?



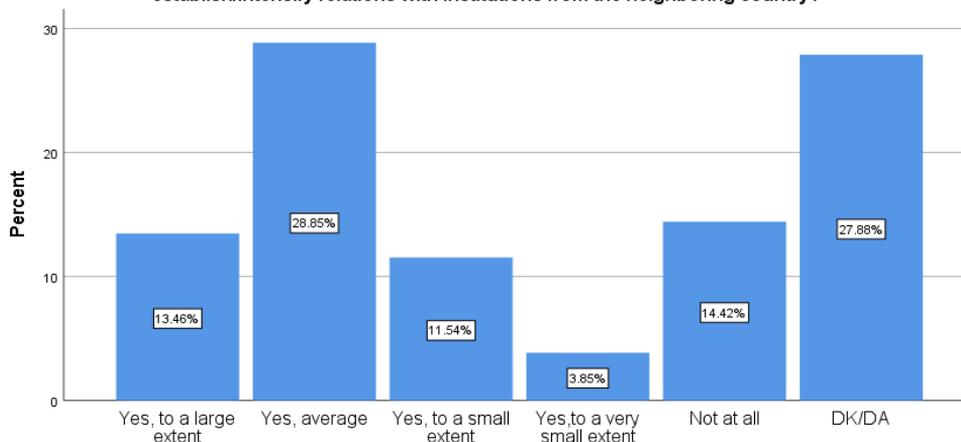
Asked if they consider that Bulgarian institutions' cooperation would help in institutional development, 27.88% of Romanian legal persons think that it would help them to „a large extent" and 43.27% think would help them "on average".

Do you think that by employing in your institution a higher education graduate from Bulgaria, could help you establish/intensify relations with institutions from the neighboring country?

	Frequency	Percent
Yes, to a large extent	14	13.5
Yes, average	30	28.8
Yes, to a small extent	12	11.5
Yes, to a very small extent	4	3.8
Not at all	15	14.4
DK/DA	29	27.9
Total	104	100.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

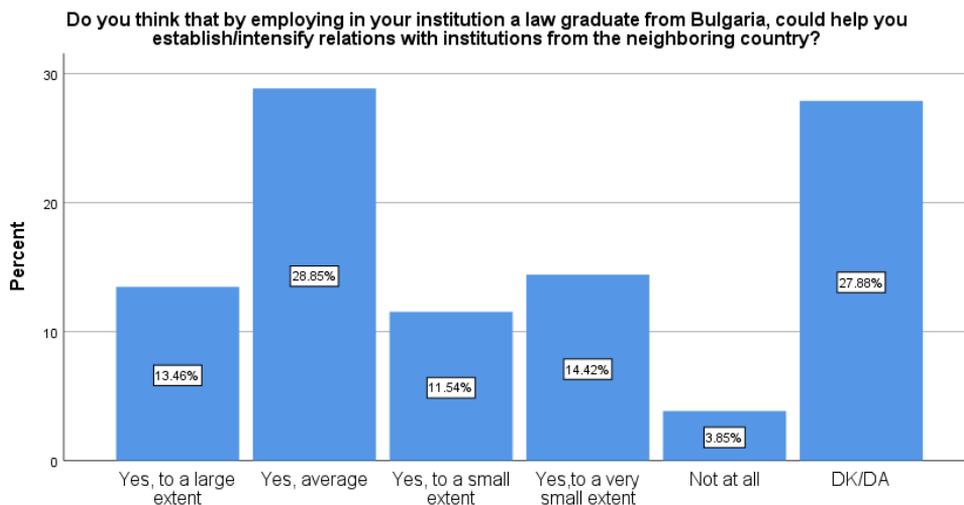
Do you think that by employing in your institution a higher education graduate from Bulgaria, could help you establish/intensify relations with institutions from the neighboring country?



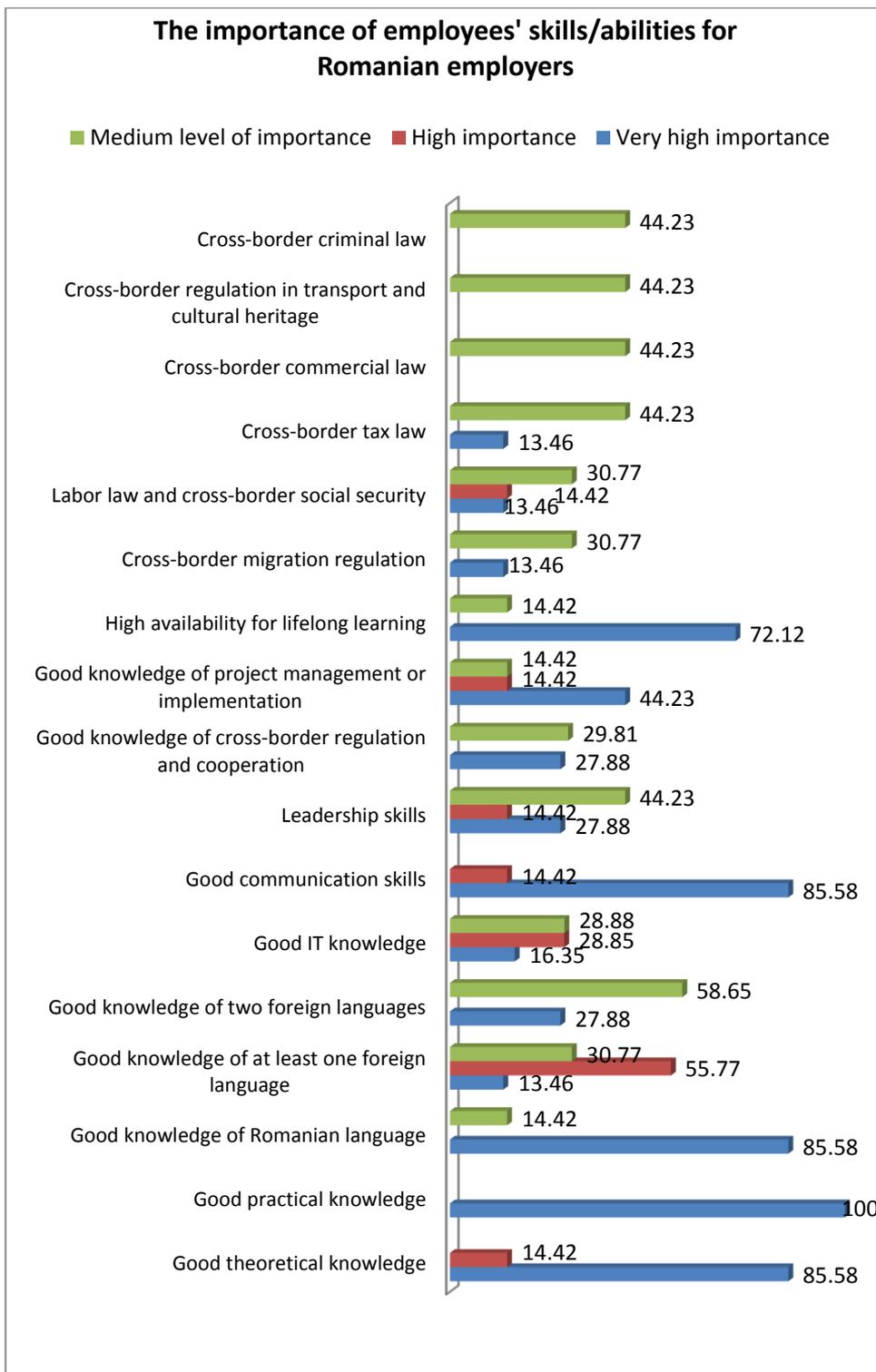
Being asked if they believe that employing a higher education graduate student in their institution from Bulgaria could help establish / intensify their relations with the neighboring country’s institutions, 13.46% of the Dolj county employers said they might help them to „a large extent”, 28.85% think they would help them "on average", 11.54% say they would help to „a small extent, 3.85% think they would help them "to a very small extent" and 14.42% "not at all".

Do you think that by employing in your institution a law graduate from Bulgaria, could help you establish/intensify relations with the neighboring country’s institutions?

	Frequency	Percent
Yes, to a large extent	14	13.5
Yes, average	30	28.8
Yes, to a small extent	12	11.5
Yes, to a very small extent	15	14.4
Not at all	4	3.8
DK/DA	29	27.9
Total	104	100.0



13.46% of the legal persons interviewed in Dolj County consider that the employment of a Bulgarian higher law graduate in their institution could help them "to a large extent" in establishing / intensifying relations with the neighboring country's institutions, 28.85% think it would help them "on average", 11.54% think they would help them "to a small extent", 14.42% of Romanian employers say they would help them "to a very small extent", and 3.85% think it would not help them at all.



Dolj County’s employers, being asked to give a note on a scale from 0 to 5 for the importance they show towards certain categories of knowledge/abilities/skills which a higher education employee should possess in order to be employed, where 0 means “lack of importance”, 1 means “very little importance”, 2 means “little importance”, 3 means “medium level of importance”, 4 means “high importance”, 5 means “very high importance”, we notice the fact that the highest importance is given to the “good practical knowledge in the graduated field”, followed by “good theoretical knowledge in the graduated field”, “good communication skills” and “knowledge of Romanian language”. For 27,88% of legal persons in Dolj County “good knowledge in cross-border cooperation and regulations” are of “very high importance” and for 29,81% they have “a medium level of importance”. 13,46% of the Romanian employers appreciate that the fields specific to cross-border law such as “cross-border migration regulation”, “cross-border tax law”, “cross-border commercial law”, “cross-border regulations in the field of transports and cultural heritage” and “cross-border criminal law”, are of “very high importance” and an “medium level of importance” is given to these fields in a different manner, ranging between 30,77% and 44,23%.

2.7.2. Research results’ analysis - Bulgaria

2.7.2.1. The research results’ analysis carried out among „law” students and active labour market persons on the legal field - Bulgaria

In the Vidin region, 170 questionnaires were applied to law students and active labour market persons in the legal field, which were divided as follows: 50 students, 120 employed persons in legal professions and active persons in liberal legal professions.

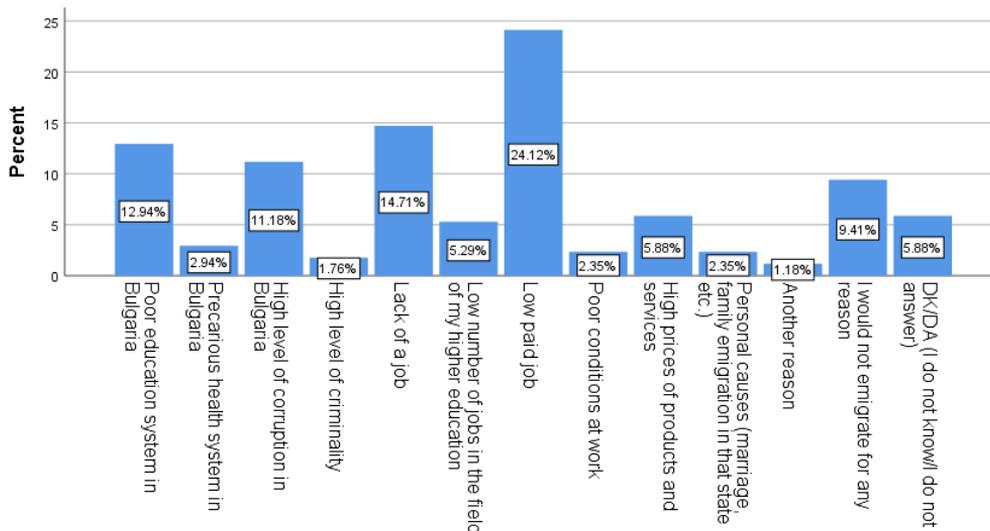
The Vidin region respondents are between 20 and 66 years of age, 60% of whom are women, namely 102 and 40% are men, namely 68 persons.

Of the 170 persons surveyed in the Vidin region, 169 said they were Bulgarians and one respondent said he was Turkish.

The main cause for choosing to leave Bulgaria for the emigration purposes to another state. First cause

	Frequency	Percent
Poor education system in Bulgaria	22	12.9
Precarious health system in Bulgaria	5	2.9
High corruption level in Bulgaria	19	11.2
High crime level	3	1.8
Lack of a job	25	14.7
Low number of jobs in my higher education field	9	5.3
Low paid job	41	24.1
Poor work conditions	4	2.4
High products and services prices	10	5.9
Personal causes (marriage, family emigration in that state etc.)	4	2.4
Another reason	2	1.2
I would not emigrate for any reason	16	9.4
DK/DA (I do not know/I do not answer)	10	5.9
Total	170	100.0

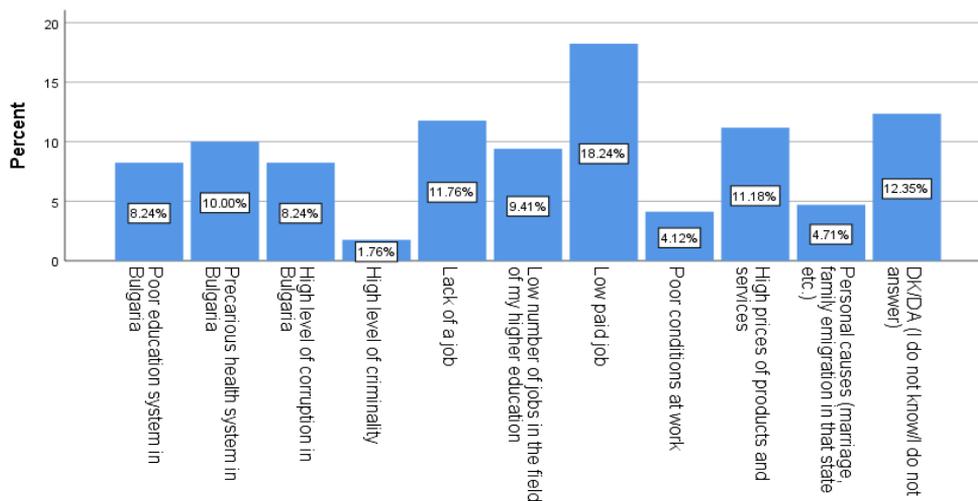
What are the main three causes for choosing to leave Bulgaria for emigration purposes to another state? First cause



What are the main three causes for choosing to leave Bulgaria for emigration purposes to another state? Second cause

	Frequency	Percent
Poor education system in Bulgaria	14	8.2
Precarious health system in Bulgaria	17	10.0
High corruption level in Bulgaria	14	8.2
High crime level	3	1.8
Lack of a job	20	11.8
Low number of jobs in my higher education field	16	9.4
Low paid job	31	18.2
Poor work conditions	7	4.1
High products and services prices	19	11.2
Personal causes (marriage, family emigration in that state etc.)	8	4.7
DK/DA (I do not know/I do not answer)	21	12.4
Total	170	100.0

What are the main three causes for choosing to leave Bulgaria for emigration purposes to another state? Second cause

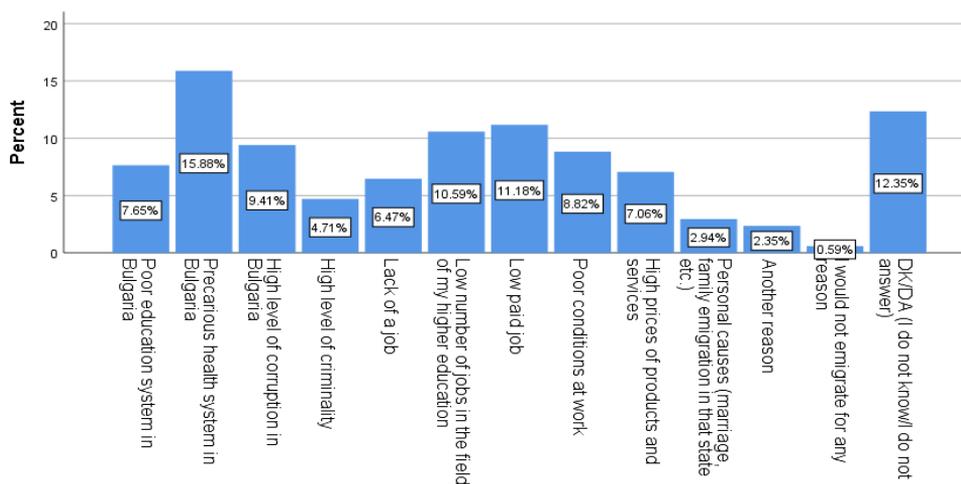


Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

What are the main three causes for choosing to leave Bulgaria for emigration purposes to another state? Third cause

	Frequency	Percent
Poor education system in Bulgaria	13	7.6
Precarious health system in Bulgaria	27	15.9
High corruption in Bulgaria	16	9.4
High crime level	8	4.7
Lack of a job	11	6.5
Low number of jobs in the field of my higher education	18	10.6
Low paid job	19	11.2
Poor work conditions	15	8.8
High products and services prices	12	7.1
Personal causes (marriage, family emigration in that state etc.)	5	2.9
Another reason	4	2.4
I would not emigrate for any reason	1	.6
DK/DA (I do not know/I do not answer)	21	12.4
Total	170	100.0

What are the main three causes for choosing to leave Bulgaria for emigration purposes to another state? Third cause



The main causes for which Bulgarian „law” students and legal practitioners would choose to emigrate are:

1. first option: low paid jobs - 24.12%, lack of jobs - 14.71%, the precariousness of the education system - 12.94%, high corruption level - 11.18%.

2. second option: low paid jobs - 18.24%, lack of jobs - 11.76%, high prices products and services prices- 11.18%, health system precariousness - 10%.

3. third option: health system precariousness - 15.88%, low paid jobs - 11.18%, low graduate employment - 10.59%, high corruption level - 9.41%.

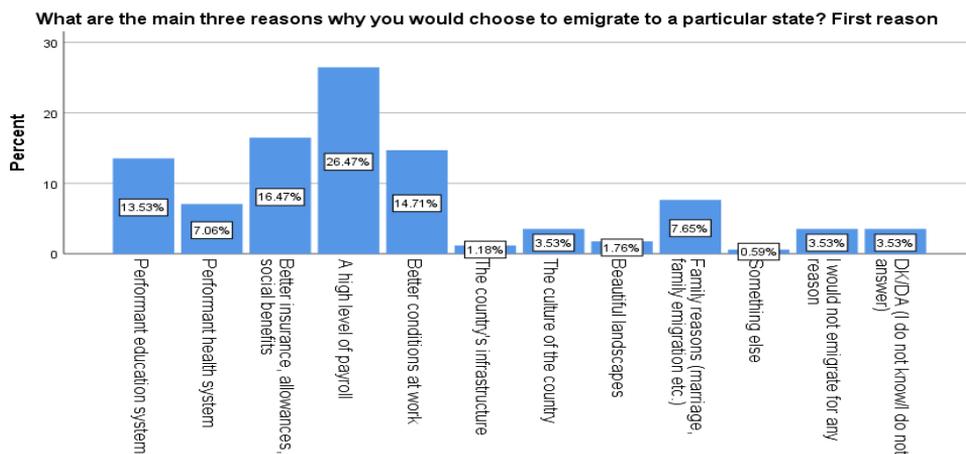
We also encounter other causes, but a lower respondents’ number, such as precarious workplace conditions, high crime rates and personal causes (marriage, family emigration, etc.).

We note that, at the first option, 9.41% of the Bulgarian respondents interviewed said they would not emigrate for any reason.

What are the main three reasons why you would choose to emigrate from Bulgaria to a particular state? First reason

	Frequency	Valid Percent
Performant education system	23	13.5
Performant health system	12	7.1
Better insurance, allowances, social benefits	28	16.5
A high payroll level	45	26.5
Better work conditions	25	14.7
The country's infrastructure	2	1.2
The country’s culture	6	3.5
Beautiful landscapes	3	1.8
Family reasons (marriage, family emigration etc.)	13	7.6
Something else	1	.6
I would not emigrate for any reason	6	3.5
DK/DA (I do not know/I do not answer)	6	3.5
Total	170	100.0

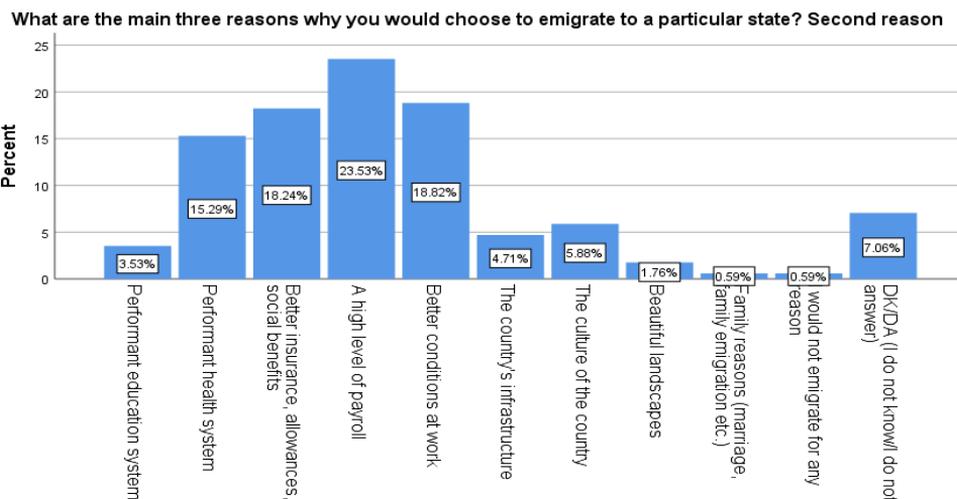
Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”



What are the main three reasons why you would choose to emigrate from Bulgaria to a particular state? Second reason

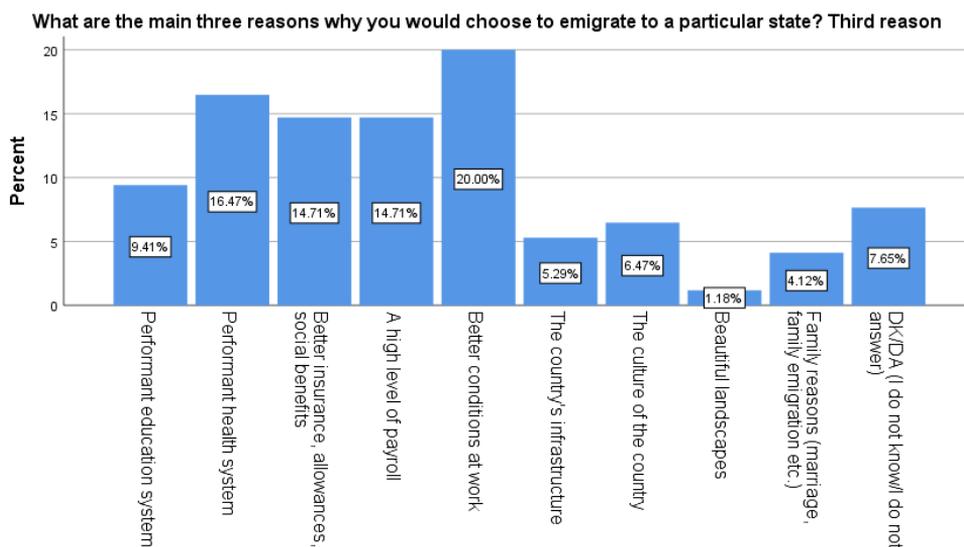
	Frequency	Percent
Performant education system	6	3.5
Performant health system	26	15.3
Better insurance, allowances, social benefits	31	18.2
A high payroll level	40	23.5
Better work conditions	32	18.8
The country's infrastructure	8	4.7
The country's culture	10	5.9
Beautiful landscapes	3	1.8
Family reasons (marriage, family emigration etc.)	1	.6
I would not emigrate for any reason	1	.6
DK/DA (I do not know/I do not answer)	12	7.1
Total	170	100.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”



What are the main three reasons why you would choose to emigrate from Bulgaria to a particular state? Third reason

	Frequency	Percent
Performant education system	16	9.4
Performant health system	28	16.5
Better insurance, allowances, social benefits	25	14.7
A high payroll level	25	14.7
Better work conditions	34	20.0
The country's infrastructure	9	5.3
The country's culture	11	6.5
Beautiful landscapes	2	1.2
Family reasons (marriage, family emigration etc.)	7	4.1
DK/DA (I do not know/I do not answer)	13	7.6
Total	170	100.0



The main reasons why Bulgarian „law” students and legal practitioners would choose to emigrate are:

1. first option: higher salary - 26.47%, better insurance system, allowances and social benefits - 16.47%, better workplace conditions - 14.71%, performant education system - 13.53%.

2. second option: higher salary - 23.53%, better workplace conditions- 18.82%, better insurance system, allowances and social benefits - 18.24%, high performant health system - 15.29%.

3. third option: better workplace conditions- 20%, high performance health system - 16.47%, better insurance, allowances and social benefits - 14.71% and higher salary level - 14.71%.

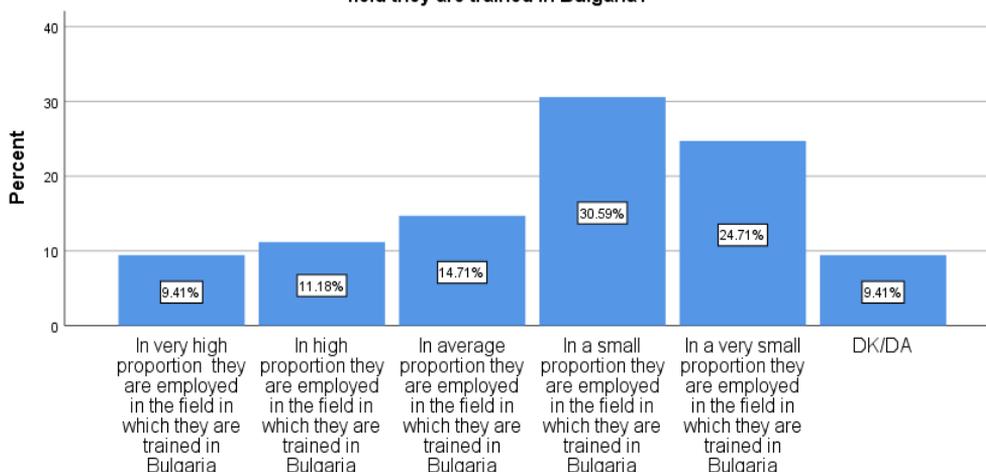
Among the reasons for choosing a country as an emigration destination, the Bulgarian respondents also mentioned: the country's culture, the state's destination infrastructure, family reasons (marriage, family emigration, etc.) and even the landscapes in that place.

Over 3.5% of persons surveyed in the Vidin region said they would not emigrate for any reason.

Do you think that the highly qualified Bulgarian emigrants are able to work in the destination countries in the field they are trained in Bulgaria?

	Frequency	Valid Percent
In very high proportion they are employed in the field in which they are trained in Bulgaria	16	9.4
In high proportion they are employed in the field in which they are trained in Bulgaria	19	11.2
In average proportion they are employed in the field in which they are trained in Bulgaria	25	14.7
In a small proportion they are employed in the field in which they are trained in Bulgaria	52	30.6
In a very small proportion they are employed in the field in which they are trained in Bulgaria	42	24.7
DK/DA	16	9.4
Total	170	100.0

Do you think that the highly qualified Bulgarian emigrants are able to work in the destination countries in the field they are trained in Bulgaria?

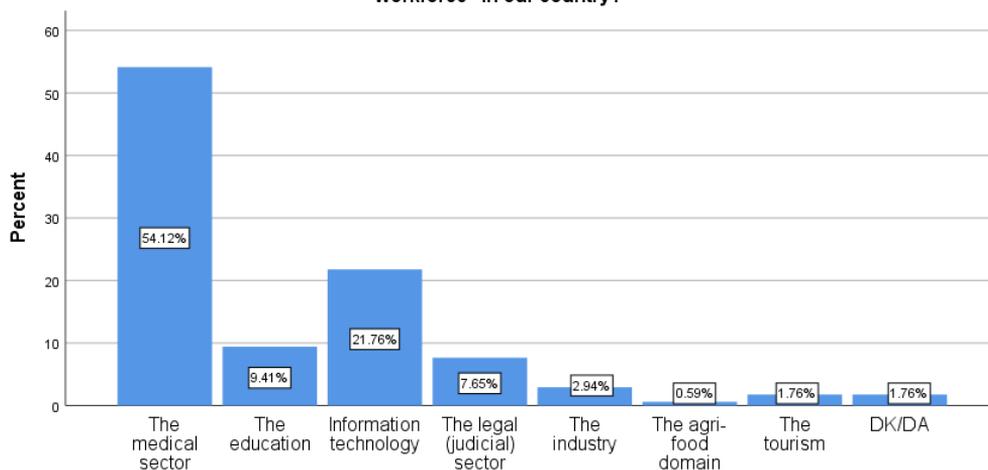


55.33% of Vidin respondents believe that higher educated persons, are employed in a "small" and "very small" proportion in the field where they are trained in Bulgaria, 30.59% consider that they work in "an average proportion" in the university speciality field and 20.59% consider that "high" and "very high" work in the speciality field.

What do you think is the sector most affected by the phenomenon of "brain drain/ migration of highly qualified workforce" in Bulgaria?

	Frequency	Valid Percent
The medical sector	92	54.1
The education	16	9.4
Information technology	37	21.8
The legal (judicial) sector	13	7.6
The industry	5	2.9
The agri-food domain	1	.6
The tourism	3	1.8
DK/DA	3	1.8
Total	170	100.0

What do you think is the sector most affected by the phenomenon of "brain drain/ migration of highly qualified workforce" in our country?

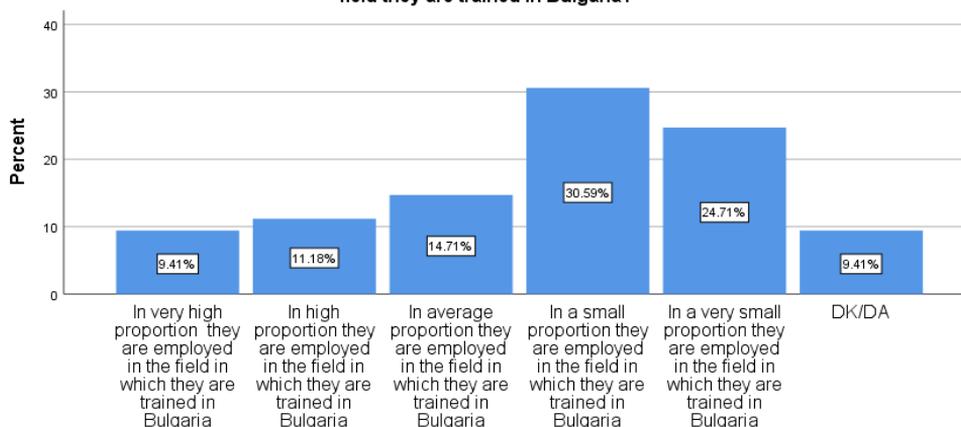


54.12% Bulgarian respondents believe that the most affected area of "brain migration" is the "medical sector", followed by Information Technology (21.76%) and Education (9.41%). According to the respondents' opinion in the Vidin region, the legal sector is on fourth place in the top of fields affected by "brain-drain" with 7.65%.

If you choose to emigrate, the emigration type would be.....?

	Frequency	Percent
Certainly permanently	10	5.9
Certainly temporarily	83	48.8
Either permanently or temporarily (depending on conditions)	45	26.5
DK/DA	32	18.8
Total	170	100.0

Do you think that the highly qualified Bulgarian emigrants are able to work in the destination countries in the field they are trained in Bulgaria?



Asked about the type of migration, if they choose to emigrate, only 5.9% of the Bulgarian respondents said they would emigrate definitively, 48.8% saying they would emigrate temporarily and 26.5% said they would emigrate either permanently, either temporarily, depending on conditions.

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Western states of the EU

	Frequency	Percent
Lack of interest	41	24.1
Very little interest	20	11.8
Little interest	14	8.2
Medium level of interest	14	8.2
High interest	21	12.4
Very high interest	38	22.4
DK/DA	22	12.9
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Countries in Bulgaria proximity

	Frequency	Percent
Lack of interest	67	39.4
Very little interest	23	13.5
Little interest	11	6.5
Medium level of interest	14	8.2
High interest	15	8.8
Very high interest	14	8.2
DK/DA	26	15.3
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? States in the European Union

	Frequency	Percent
Lack of interest	33	19.4
Very little interest	12	7.1
Little interest	15	8.8
Medium level of interest	23	13.5
High interest	37	21.8
Very high interest	27	15.9
DK/DA	23	13.5
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? States in Europe

	Frequency	Percent
Lack of interest	59	34.7
Very little interest	14	8.2
Little interest	12	7.1
Medium level of interest	16	9.4
High interest	27	15.9
Very high interest	15	8.8
DK/DA	27	15.9
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? States in USA

	Frequency	Percent
Lack of interest	56	32.9
Very little interest	14	8.2
Little interest	13	7.6
Medium level of interest	17	10.0
High interest	30	17.6
Very high interest	16	9.4
DK/DA	24	14.1
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Canada

	Frequency	Percent
Lack of interest	70	41.2
Very little interest	16	9.4
Little interest	9	5.3
Medium level of interest	13	7.6
High interest	25	14.7
Very high interest	10	5.9
DK/DA	27	15.9
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? South America

	Frequency	Percent
Lack of interest	104	61.2
Very little interest	18	10.6
Little interest	7	4.1
Medium level of interest	9	5.3
High interest	4	2.4
DK/DA	28	16.5
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Australia

	Frequency	Percent
Lack of interest	95	55.9
Very little interest	17	10.0
Little interest	8	4.7
Medium level of interest	12	7.1
High interest	6	3.5
Very high interest	5	2.9
DK/DA	27	15.9
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Asia

	Frequency	Percent
Lack of interest	111	65.3
Very little interest	20	11.8
Little interest	6	3.5
Medium level of interest	5	2.9
Very high interest	2	1.2
DK/DA	26	15.3
Total	170	100.0

If you choose to emigrate, what is the interest degree shown for certain regions where the destination countries are located....? Africa

	Frequency	Percent
Lack of interest	124	72.9
Very little interest	13	7.6
Little interest	4	2.4
Medium level of interest	2	1.2
DK/DA	27	15.9
Total	170	100.0

The Bulgarian respondents were asked about the interest degree that various regions present as potential areas for emigration, it is shown that the Member States of the European Union have the highest interest, which raised a high and very high interest for 37.64% of those interviewed, 13.53% with medium interest, followed by Western European countries, which accounted for 34.7% of "high" and "very high" interest but also 8.24% of medium interest, finding the USA at a short distance with 27.06% a "high" and "very high" interest and 10% with an medium interest. For the states in Europe, 24.7% of the respondents in the Vidin region said they had a "high" and "very high" interest and 9.41% medium interest. For Canada, 5.88% expressed "very high" interest, 14.71% "high" interest and 7.65% medium interest.

The states found in Bulgaria proximity do not give much interest to the respondents in Vidin, only 8.24% having "very high" interest and 8.82% "very high" interest and 8.24% "medium" interest. We have very little interest in the states of Australia, Asia, South America and Africa.

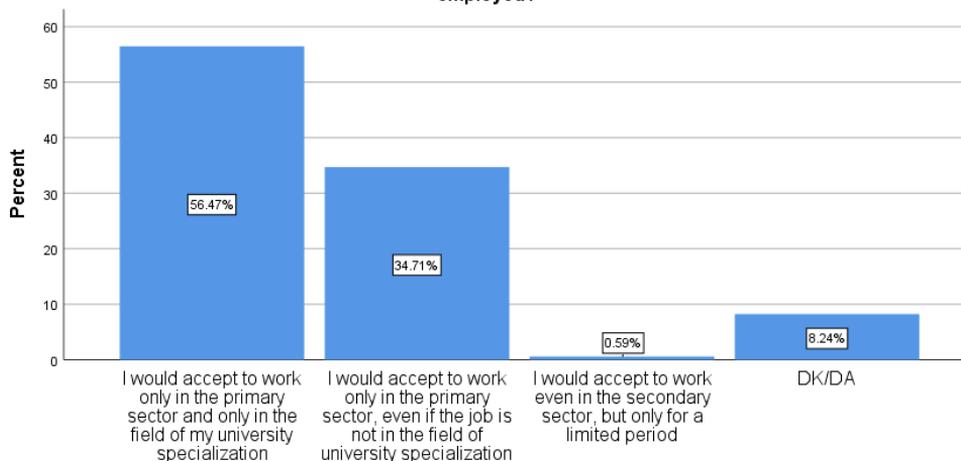
If you choose to emigrate, what are your expectations with regards to the labour market sector in which to be employed?

	Frequency	Percent
I would accept to work only in the primary sector and only in my university speciality field	96	56.5

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

I would accept to work only in the primary sector, even if the job is not in my university speciality field	59	34.7
I would accept to work even in the secondary sector, but only for a limited period	1	.6
DK/DA	14	8.2
Total	170	100.0

If you choose to emigrate, what are your expectations with regard to the labor market sector in which to be employed?



Asked to specify what their expectations employability on the labour market in other states would be, 0.59% of the students and judicial practitioners in Bulgaria said they would accept to work in *the secondary sector* (unqualified jobs and unstable, difficult or hazardous working conditions and poor mobility opportunities), but only for a determined period, 56.47% said they would accept to work only in *the primary sector* (mainly characterized by stable jobs, good working conditions, generous benefits and the possibility of growing mobility) and only in *the university speciality field*, and 34.71% said they would accept to work only in the primary sector, even if the workplace is not *in the university speciality field*. No respondent has shown its intention to work in the secondary sector of the labour market for an undetermined period.

Therefore, we can observe the high level of claims among Bulgarian university graduates with regard to potential jobs in other states, while there is a low availability for emigration.

What would be the minimum monthly income that you would want to earn at employment on the labour market in another state? States where average income/capita is high (eg: Denmark, Germany, France, UK etc) (income in Euro)

	Frequency	Percent
1000	4	2.4
1200	1	.6
1250	1	.6
1500	6	3.5
1700	1	.6
1800	1	.6
2000	10	5.9
2200	1	.6
2500	9	5.3
2800	1	.6
3000	16	9.4
3200	1	.6
3500	2	1.2
4000	13	7.6
4300	1	.6
4500	5	2.9
5000	15	8.8
6000	9	5.3
7000	4	2.4
7500	1	.6
8000	1	.6
9000	1	.6
DK/DA	66	38.8
Total	170	100.0
Expected average income	3701 Euro	

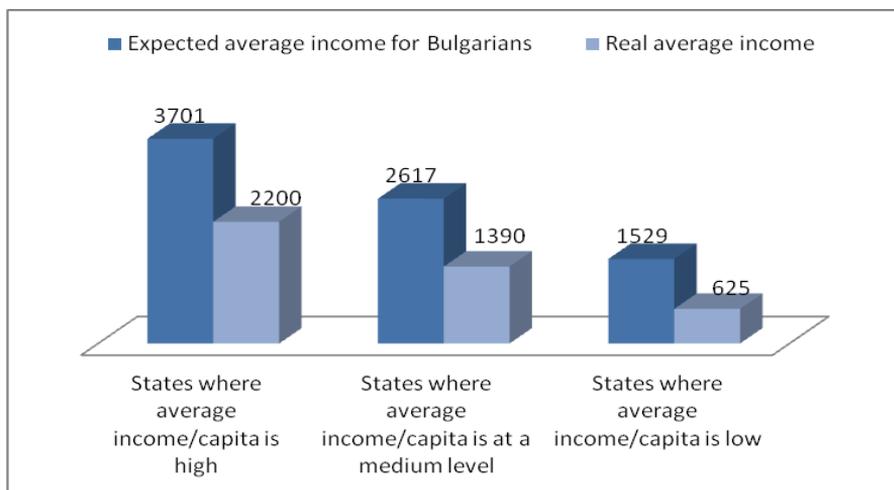
What would be the minimum monthly income that you would want to earn at employment on the labour market in another state? States where average income/capita is at a medium level (eg: Italy, Spain, Cyprus etc) (income in Euro)

	Frequency	Percent
1000	3	1.8
1200	1	.6
1300	2	1.2
1400	1	.6
1500	5	2.9
2000	21	12.4
2500	4	2.4
3000	11	6.5
4000	3	1.8
4200	1	.6
4500	1	.6
5000	4	2.4
6000	1	.6
7000	1	.6
DK/DA	111	65.3
Total	170	100.0
Expected average income	2617 Euro	

What would be the minimum monthly income that you would want to earn at employment on the labour market in another state? States where average income/capita is low (eg: Romania, Hungary, Lithuania etc) (income in Euro)

	Frequency	Percent
1000	12	7.1
1200	1	.6
1300	1	.6
1500	25	14.7
1800	1	.6
2000	8	4.7
2500	2	1.2
3000	1	.6
5000	1	.6
600	2	1.2
800	2	1.2

DK/DA	114	67.1
Total	170	100.0
Expected average income	1529 Euro	



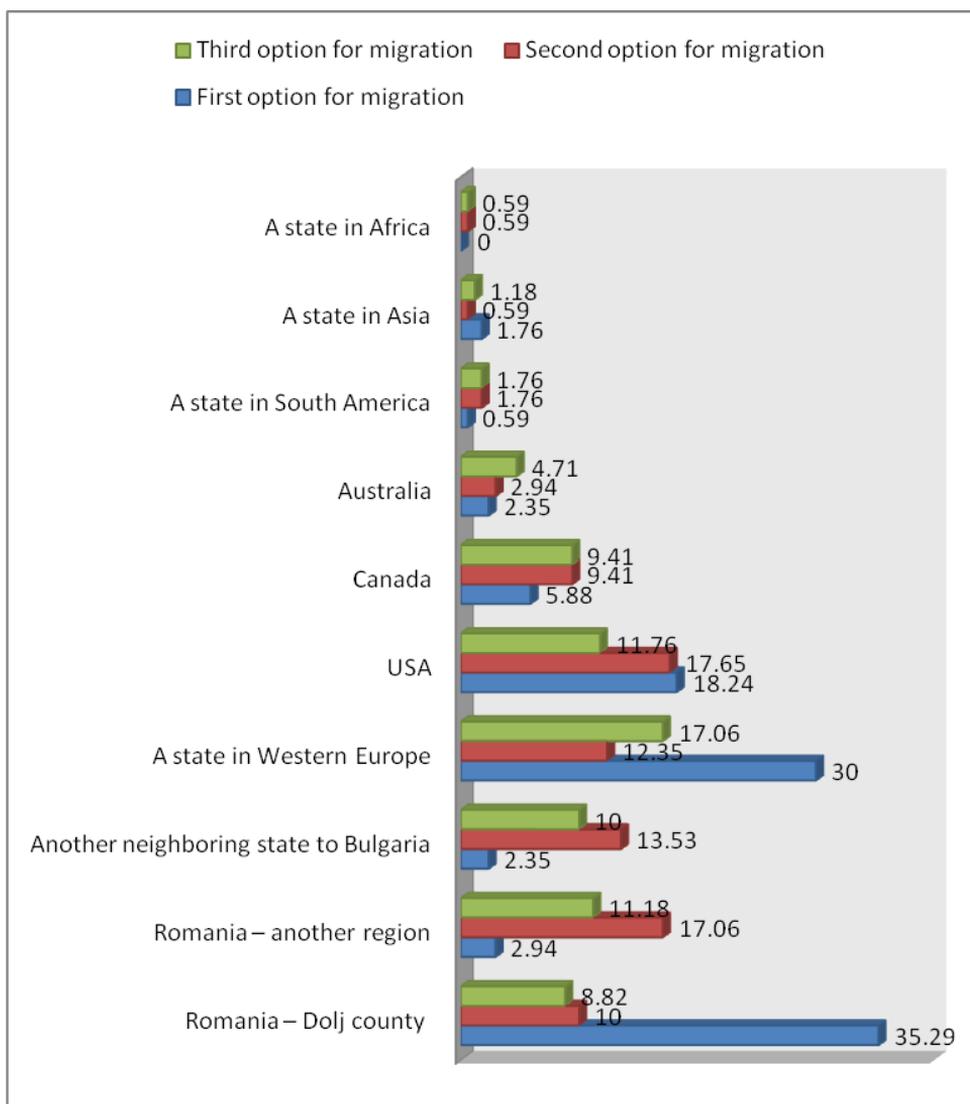
Asked to specify the monthly minimum income that they would like to be hired on the labour market in another state, the Bulgarian respondents have specified different amounts, ranging from 600 euro/month to 8000 euro/month. For countries where the income mean per inhabitant is high, such as Denmark, Germany, France, the United Kingdom, etc., we have reached an average of 3,701 euro/month, with an arithmetic average of the incomes claimed by the respondents in Vidin. For countries where the average income/per inhabitant is at an average level, such as Italy, Spain, Cyprus, etc., we calculate the arithmetic mean of the sums claimed by interviewees and reach the average of 2,617 euro/month. For countries where average income/per inhabitant is medium, such as Romania, Hungary, Lithuania, etc. By calculating the incomes’ arithmetic mean claimed by the respondents we reach the mean of 1529 euro/ month.

As we mentioned in the research carried out in Romania, after a statistics’ analysis on the medium income in the European states, one can see an income mean in the states with a high salary of 2,200 euro/ month, an

income mean in the states with an high salary of 1390 euro/ month and an income mean in states with a low salary of 625 euro/ month.

In this way, we can observe the Bulgarian students’ and Bulgarian law graduates’ high financial expectations for a potential mobility on the European labour market.

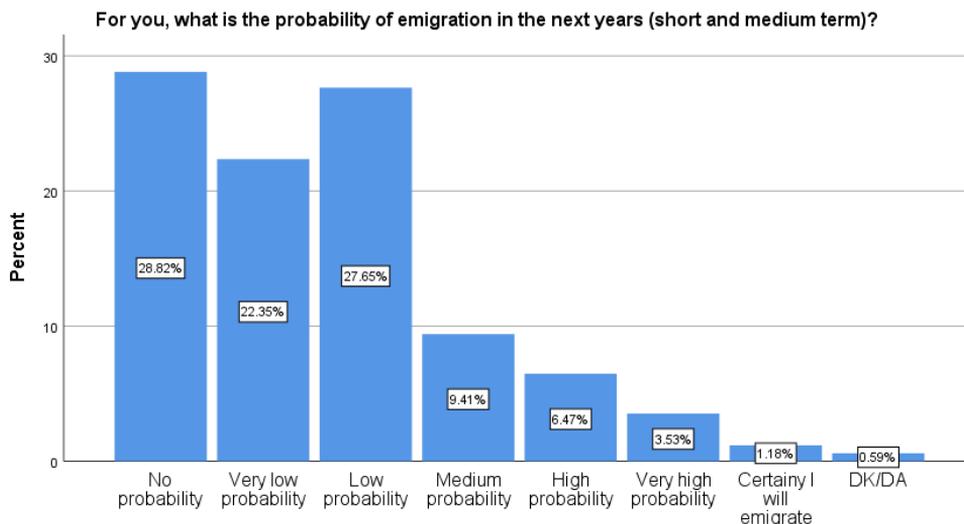
We can even identify the higher financial claims of the Bulgarian respondents in relation to the wishes of the Romanian respondents.



Being asked to choose between a group of states and regions in the preferred order of having a paid job with similar facilities, with a score of 1 to 10 where 1 is the first option, 2 is the second option, etc. and the last option was 10, it was noticed that the priority options (1, 2 and 3) for Dolj County and other Romanian regions were found by a large number of Bulgarian respondents. Thus, 35.29% of the interviewed persons had as at first option Dolj county and 2.94% another region in Romania; 10% of the respondents chose as the second option Dolj and 17.06% another region in Romania and 8.82% selected as the third option Dolj County and 11.18% another region in Romania. Being faced with such a decision, 30% of the Vidin inhabitants would choose as a first option a Western European state, 18.24% for USA, 5.88% for Canada, 2.35% for Australia, 1.76% would opt for a state in Asia and only 0.59% for a state in South America.

What is the emigration probability for you in the next years (short and medium term)?

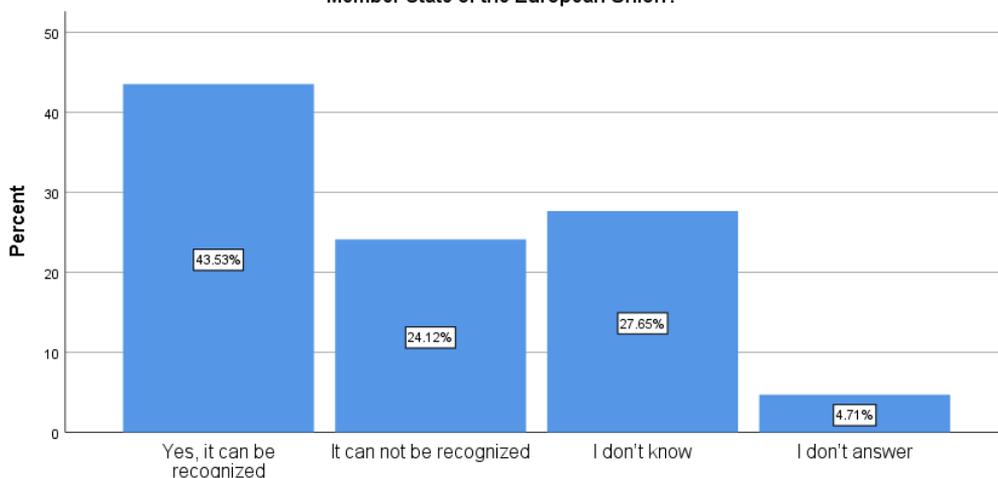
	Frequency	Percent
No probability	49	28.8
Very low probability	38	22.4
Low probability	47	27.6
Medium probability	16	9.4
High probability	11	6.5
Very high probability	6	3.5
Certainly I will emigrate	2	1.2
DK/DA	1	.6
Total	170	100.0



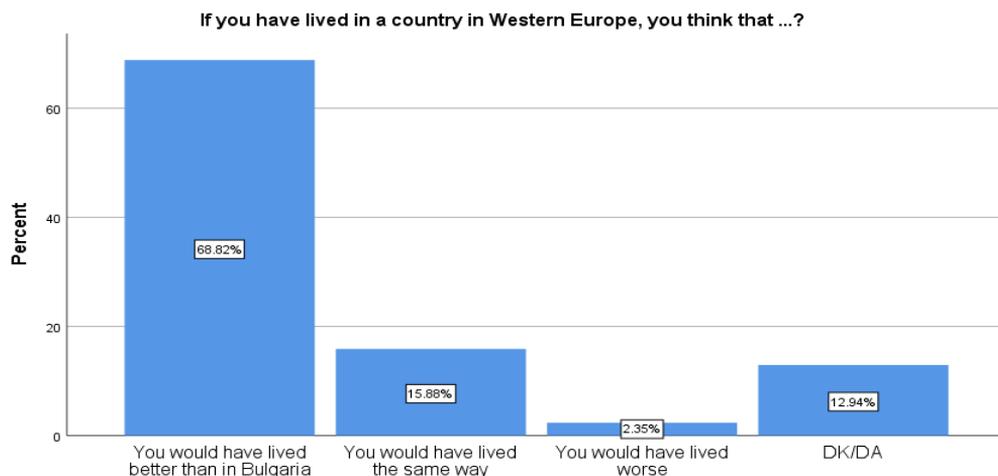
50% of the Bulgarian respondents said they had a "low" and "very low" emigration probability in the short and medium term, while 28.82% said they did not estimate any emigration probability. Only 1.18% were confident that they would emigrate, 3.53% of those interviewed believed that they had a very high emigration probability, 6.47% felt there was a high emigration probability and 9.41% a medium probability.

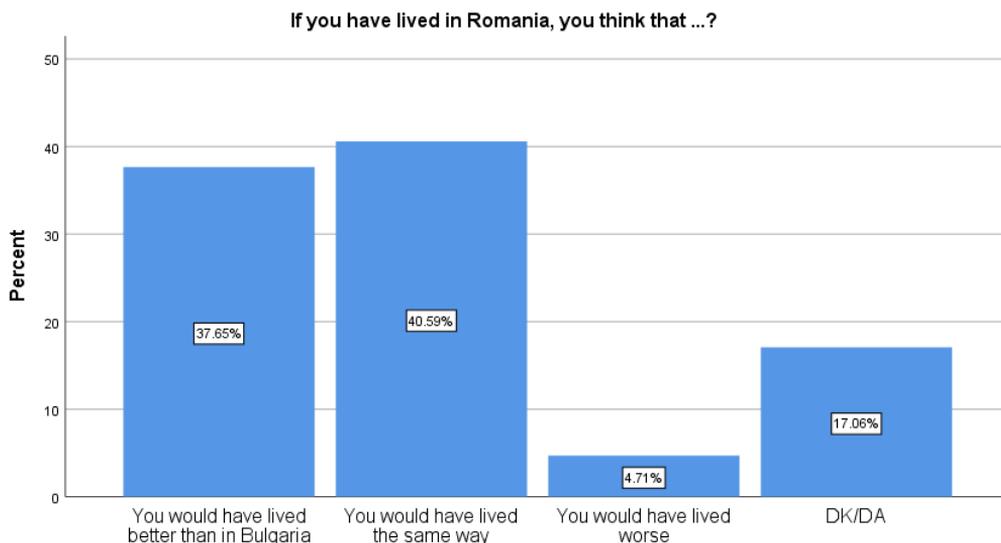
Among the answers of those who have said they have a very high or very high probability of emigration, we can find very varied options such as Romania, Serbia, Germany, Great Britain, Spain, Denmark, France, Norway, Sweden, USA and Canada.

Do you think that the Bachelor's degree you have or you are about to obtain, can be recognized in another Member State of the European Union?

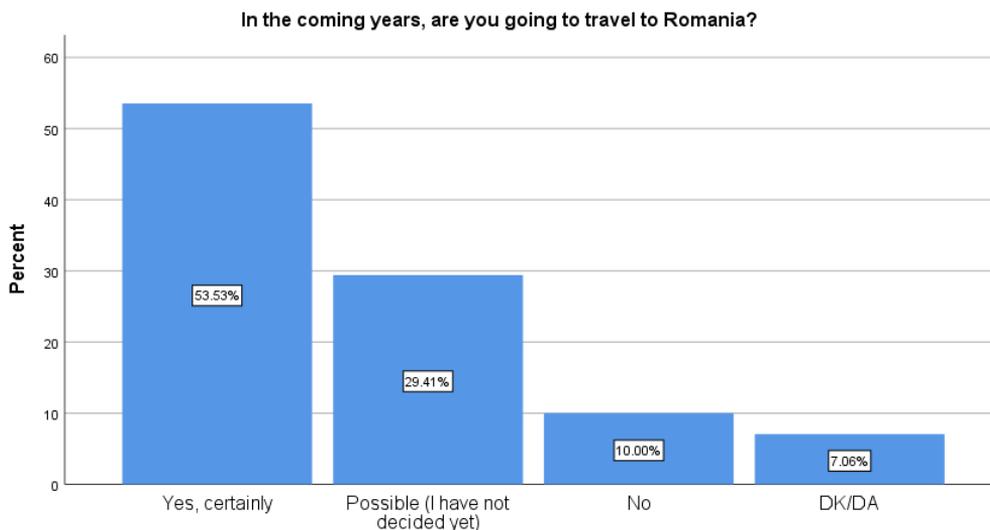


A question asked to the Bulgarian respondents was to identify the knowledge level regarding recognition in another EU Member State of the bachelor's degree they hold or intend to obtain. 43.53% of the respondents considered their diploma is accepted, 24.12% considered that the diploma could not be accepted, while 27.65% did not know how to respond, and 2.83% did not want to answer this question.

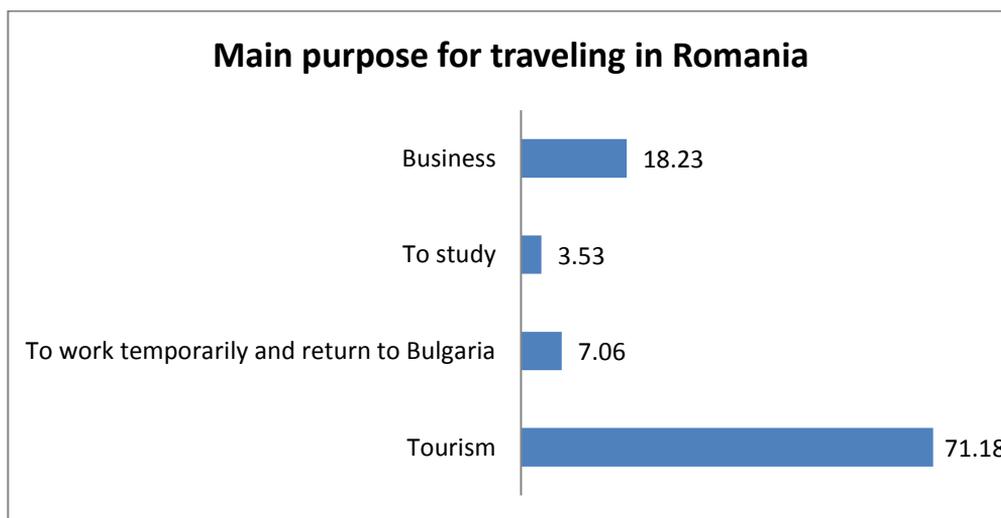




Being asked to compare the standard of living that they assume they would have had if they had lived in a Western European state and the one they have in Bulgaria, 68.82% of the respondents thought they would have lived better in the Western state, 15.88% said they would live the same, only 2.35% believing that the standard of living would have been worse. Asked to make the same comparison, only this time with the living standard they think they would have had if they lived in Romania, 37.65% said they would have lived better than in Bulgaria, a 40.59% considering that they had lived the same and 4.71% believing that they would live worse in Romania than in Bulgaria. Thus, we can observe the high percentage of persons who appreciate the living standard in Bulgaria as being lower than the one in Romania or see it as being at the same level.



53.53% of the surveyed Bulgarians said they would definitely travel to Romania in the following years, 29.41% were not decided on this issue, and 10% said they would not go to Romania.



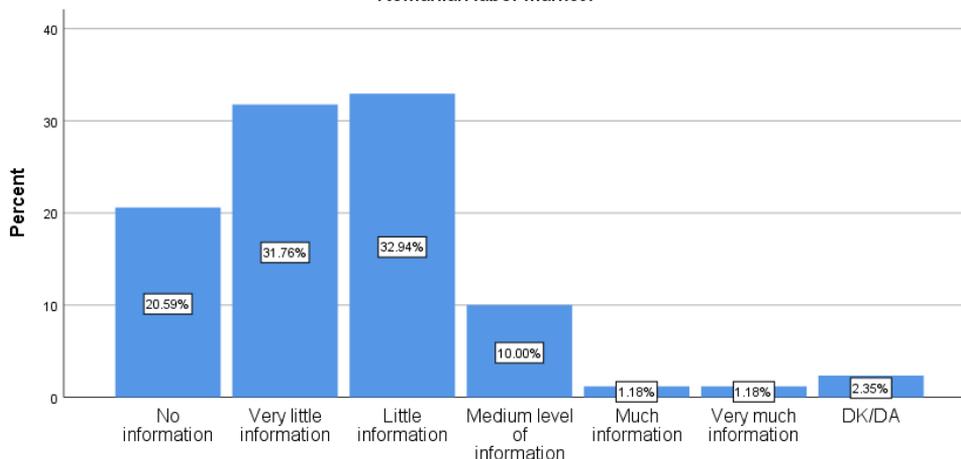
Among the Bulgarian respondents who said they would definitely travel to Romania or that they could travel in the following years, 71.18% said they

would travel for tourism, 7.06% to work temporarily and return to Bulgaria, 3.53% to study and 18.23% for economic purposes (for business).

On a scale of 0 to 5, indicate what information level you have about the opportunities offered by the Romanian labour market?

	Frequency	Valid Percent
No information	35	20.6
Very little information	54	31.8
Little information	56	32.9
Medium level of information	17	10.0
Much information	2	1.2
Very much information	2	1.2
DK/DA	4	2.4
Total	170	100.0

On a scale of 0 to 5, indicate what level of information you have about the opportunities offered by the Romanian labor market?

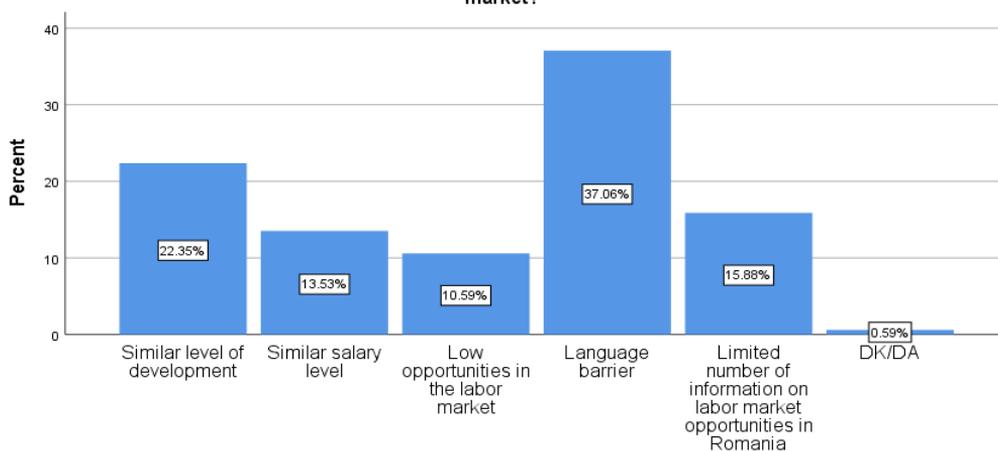


Only 2.36% of the Bulgarian respondents said they have "much" and "very much" information about the opportunities offered by the Romanian labour market. 10% of the respondents said they had a "medium" level of information, 23.94% said they had "little" information, 31.76% had "very little" information, and 20.59% said they had no information about this area.

What do you think is the main reason for the reduced mobility of Bulgarian citizens on the Romanian labour market?

	Frequency	Percent
Similar level of development	38	22.4
Similar salary level	23	13.5
Low opportunities in the labour market	18	10.6
Language barrier	63	37.1
Limited number of information on labour market opportunities in Romania	27	15.9
DK/DA	1	.6
Total	170	100.0

What do you think is the main reason for the reduced mobility of Bulgarian citizens on the Romanian labor market?

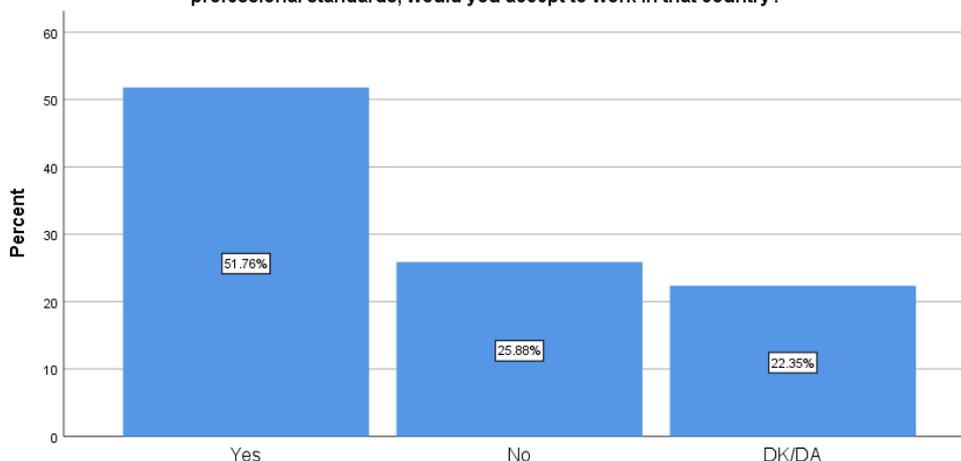


The main reason for the reduced mobility on Bulgarian labour market in Romania is identified by 37.1% of the respondents as the language barrier. For 22.4% of respondents, the similar level of development is the main reason for reduced mobility, 13.5% saw the similar pay rate as the reason, 10.6% considered that the reason was the low labour opportunities in the neighboring country and 15.9% identified the limited information about the available jobs in Romania.

If you would have the opportunity to work in Romania on a job that corresponds to your material and professional standards, would you accept to work in that country?

	Frequency	Valid Percent
Yes	88	51.8
No	44	25.9
DK/DA	38	22.4
Total	170	100.0

If you would have the opportunity to work in Romania on a job that corresponds to your material and professional standards, would you accept to work in that country?



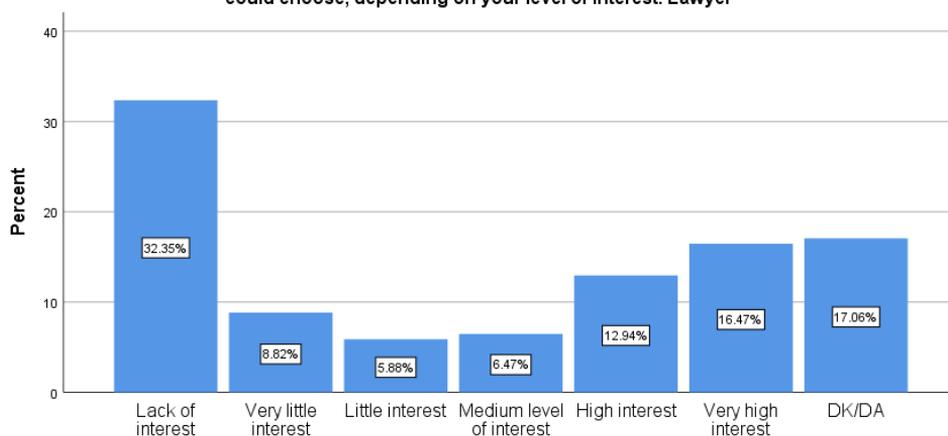
The mobility availability on the Romanian labour market for law students and judicial practitioners in the Vidin region is quite high given the fact that only 51.76% of them expressed their availability to be employed in the neighboring country. 25.88% of the Bulgarian respondents stated that they would not accept a job in Romania even if it corresponds to their material and professional standards and 22.35% could not answer this question.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Lawyer

	Frequency	Percent
Lack of interest	55	32.4
Very little interest	15	8.8

Little interest	10	5.9
Medium level of interest	11	6.5
High interest	22	12.9
Very high interest	28	16.5
DK/DA	29	17.1
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Lawyer

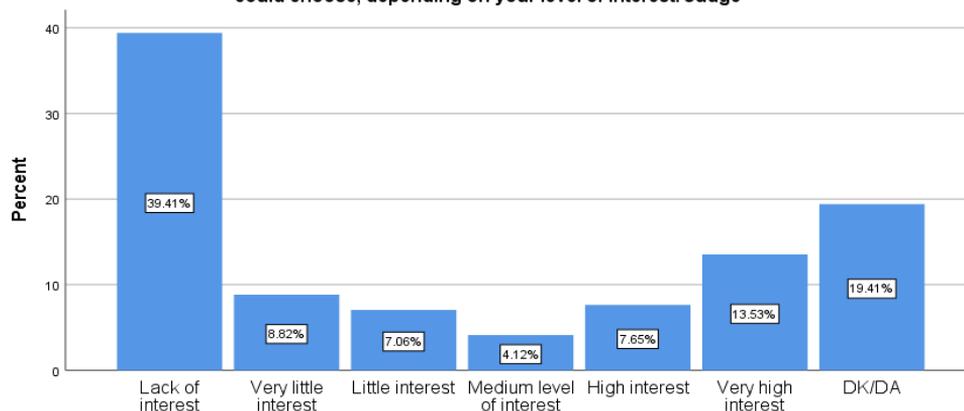


Asked to provide a grade of 0 to 5 depending on the interest degree in the „lawyer” profession that could be practiced in Romania and for which one could choose, where 0 means "lack of interest" 1 means "very little interest", 2 means "little interest", 3 means "medium interest", 4 means "high interest", 5 means "very high interest", 16.47% of Bulgarian respondents said they had a very high interest for this profession, 12.94% said they had a high interest, 6.47% said they had a medium interest level, 5.88% expressed a little interest level, 8.82% a very little interest and 32.35% showed no interest being lawyers. 17.06% of the respondents could not appreciate the interest level in being a lawyer on Romania’s territory.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your interest level. Judge

	Frequency	Percent
Lack of interest	67	39.4
Very little interest	15	8.8
Little interest	12	7.1
Medium level of interest	7	4.1
High interest	13	7.6
Very high interest	23	13.5
DK/DA	33	19.4
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Judge

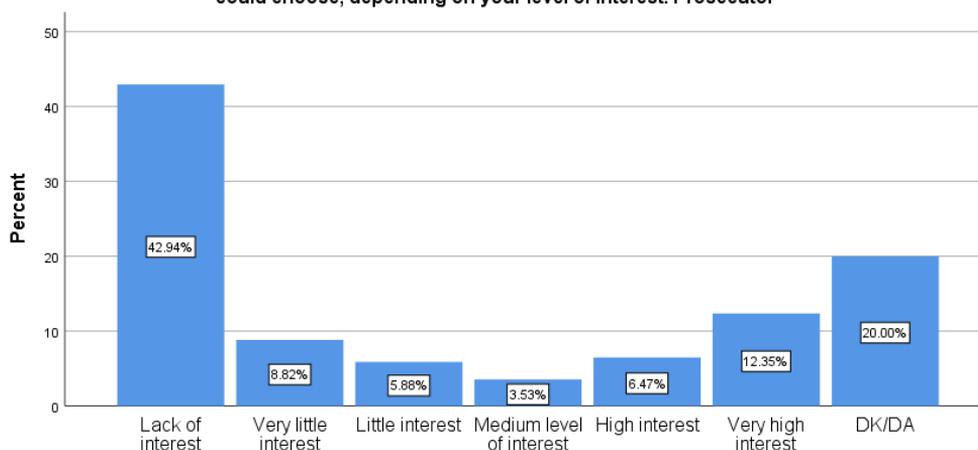


Asked about the interest degree in exercising the judge profession in Romania, 13.53% of respondents in Vidin showed a very high interest and 7.65% a high interest, 4.12% said they had medium interest, 7.06% said that their interest is little, 8.82% that the interest is very little while 39.41% expressed their lack of interest. About 20% of respondents were unable to appreciate the interest degree in pursuing the judge profession on the territory of the neighbouring state.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Prosecutor

	Frequency	Percent
Lack of interest	73	42.9
Very little interest	15	8.8
Little interest	10	5.9
Medium level of interest	6	3.5
High interest	11	6.5
Very high interest	21	12.4
DK/DA	34	20.0
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Prosecutor

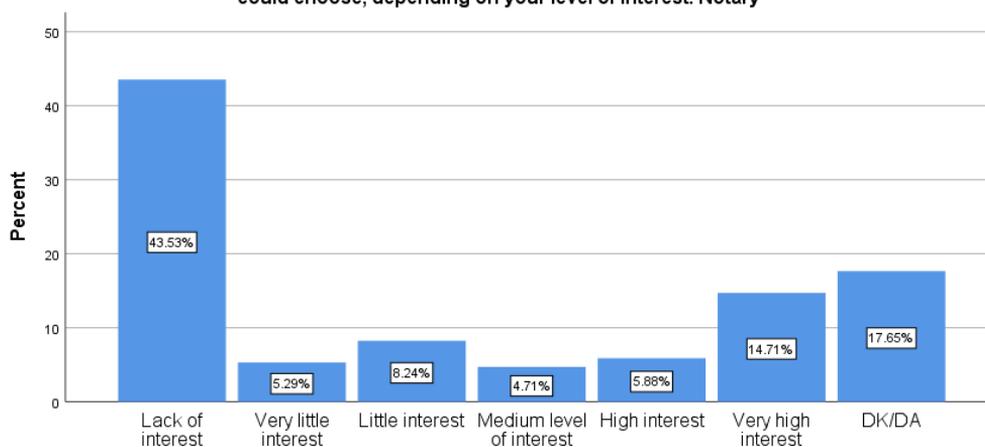


12.35% of Bulgarian respondents said they had a very high interest in pursuing the prosecutor profession on Romanian territory, 6.47% showed a high interest for this profession and 3.53% an average interest. 17.7%, students and legal practitioners in the Vidin region expressed a little and very little interest in a potential prosecutor's job in Romania, and 42.92% of them said they were not interested in this job. 20% of the respondents could not appreciate the interest degree in pursuing the prosecutor's profession in Romania.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Notary

	Frequency	Valid Percent
Lack of interest	74	43.5
Very little interest	9	5.3
Little interest	14	8.2
Medium level of interest	8	4.7
High interest	10	5.9
Very high interest	25	14.7
DK/DA	30	17.6
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Notary

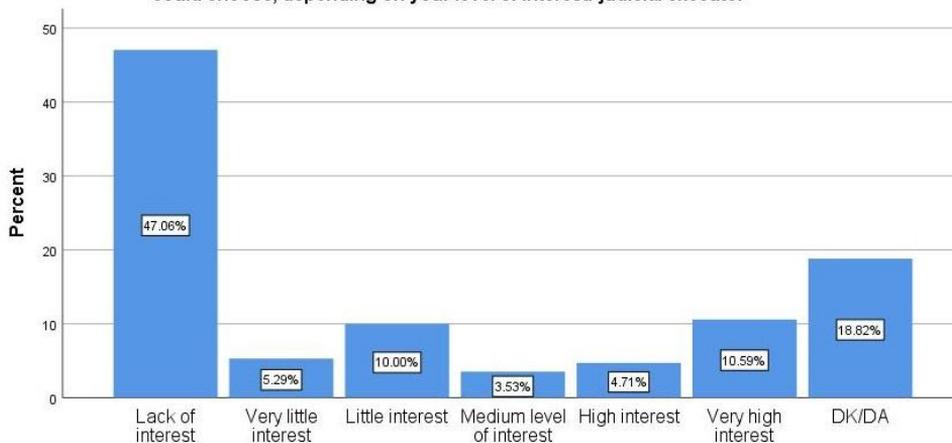


Practising the notary profession on the Romanian territory has a very high and high interest for 20.59% of the interviewed Bulgarians and a minimum interest for 4.71% of them. 8.24% of the respondents said they had a little interest in this profession, 5.29% said they had a very little interest, while 43.53% expressed their lack of interest in the notary profession. 17.65% of the surveyed Vidin region inhabitants, said that they can not appreciate the interest degree in practicing notarial activity in Romania.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Judicial executor

	Frequency	Percent
Lack of interest	80	47.1
Very little interest	9	5.3
Little interest	17	10.0
Medium level of interest	6	3.5
High interest	8	4.7
Very high interest	18	10.6
DK/DA	32	18.8
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. judicial executor

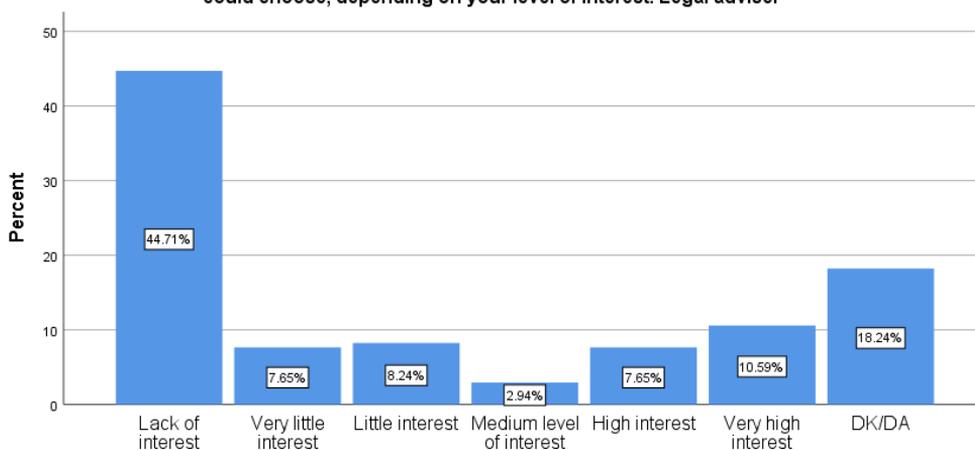


Asked about the interest degree in the judicial executor profession in Romania, 10.59% of the Bulgarian respondents said they had a very high interest, 4.71% have a high interest and 3.53% have a medium interest. For 15.29% of Vidin citizens studying law speciality and practicing in the legal field, the interest degree is little and very little for the judicial executor profession, and for 47.06% of those interviewed we find a total lack of interest for this position. 18.82% of the respondents were not able to appreciate the interest for the previously specified profession.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your interest level. Legal adviser

	Frequency	Percent
Lack of interest	76	44.7
Very little interest	13	7.6
Little interest	14	8.2
Medium level of interest	5	2.9
High interest	13	7.6
Very high interest	18	10.6
DK/DA	31	18.2
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Legal adviser

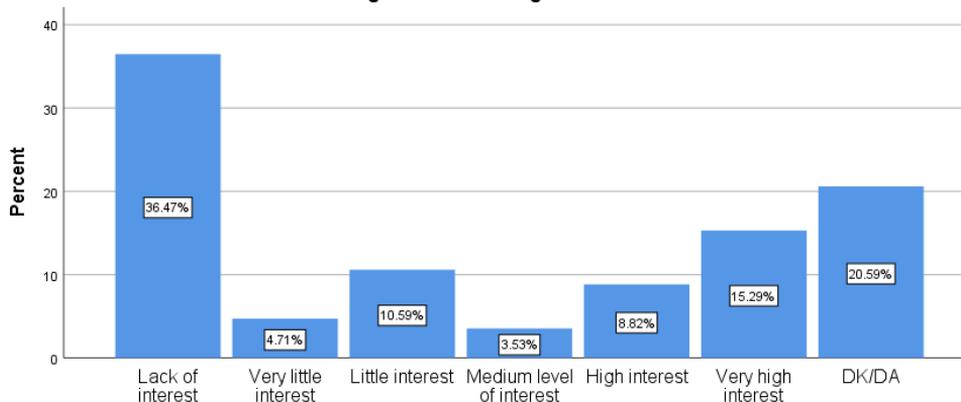


For 10.59% of Bulgarian respondents, the possibility of exercising the legal adviser position on Romania’s territory is of a very high interest, and 7.65% of the respondents have a high interest. 2.94% of the respondents said they had a medium interest level in the legal adviser profession, while 15.89% had little and very little interest, and 44.71% have no interest in this job.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your interest level. Collaborating with a law firm in Romania, remaining registered in the Bulgarian Bar

	Frequency	Valid Percent
Lack of interest	62	36.5
Very little interest	8	4.7
Little interest	18	10.6
Medium level of interest	6	3.5
High interest	15	8.8
Very high interest	26	15.3
DK/DA	35	20.6
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Collaborating with a law firm in Romania, remaining registered in the Bulgarian Bar

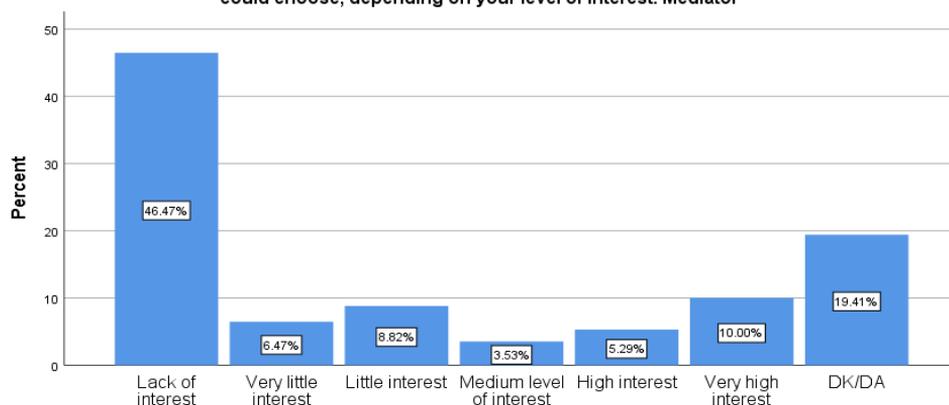


For 24.11% of Romanian respondents there was a high and a very high interest degree for a possible collaboration with a law firm in Romania, with the possibility of maintaining on the board the lawyers from a Bar from Bulgaria. We specify that more than half of the persons who have had a high interest in this type of collaboration are lawyers in Bulgaria. Such collaboration resulted in an average interest level for 3.53% of the respondents, 15.3% being little interested in this and 36.47% declaring their lack of interest.

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Mediator

	Frequency	Percent
Lack of interest	79	46.5
Very little interest	11	6.5
Little interest	15	8.8
Medium level of interest	6	3.5
High interest	9	5.3
Very high interest	17	10.0
DK/DA	33	19.4
Total	170	100.0

Give a grade from 0 to 5 for the following professions that you could practice in Romania and from which you could choose, depending on your level of interest. Mediator



To work as a mediator in Romania, only 15.29% of the Bulgarian respondents had a high and very high interested level, 3.53% a medium interest level and 15.29% little and very little interest level. 46.47% of respondents said they had no interest in practicing the mediator profession on the territory of the neighboring state.

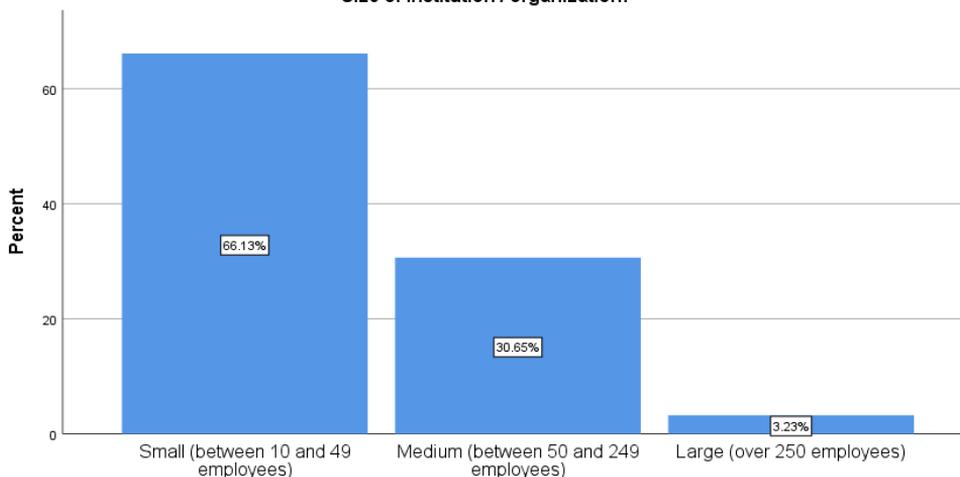
2.7.2.2. The research analysis' results among employers in the Vidin region, Bulgaria

In the Vidin region, questionnaires were applied to 62 employers that have more than 10 employees, both private and public institutions.

Size of institution/organization:

	Frequency	Valid Percent
Small (between 10 and 49 employees)	41	66.1
Medium (between 50 and 249 employees)	19	30.6
Large (over 250 employees)	2	3.2
Total	62	100.0

Size of institution / organization:



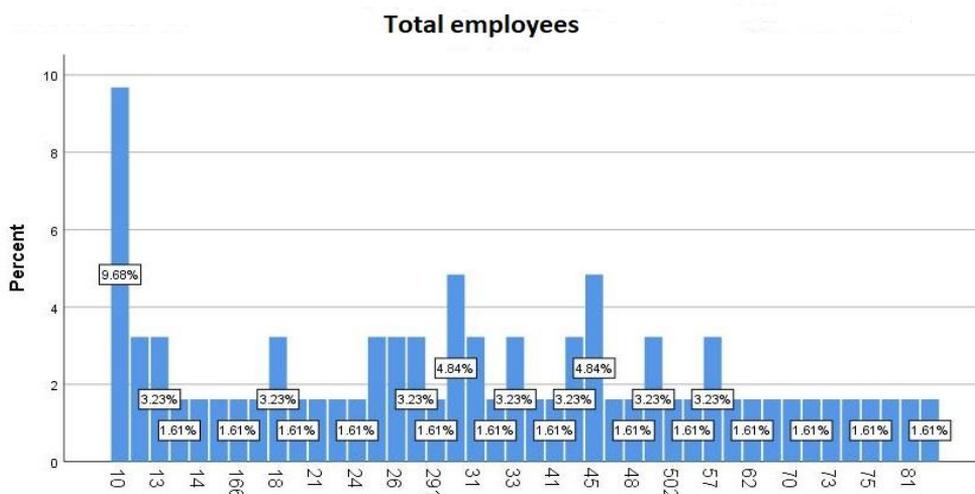
Total employees (detailed structure)

Total employees	Frequency	Valid Percent
10	5	8
12	2	3.2
13	1	1.6
123	1	1.6
14	1	1.6
15	1	1.6
166	1	1.6
17	1	1.6
18	2	3.2
20	1	1.6
21	1	1.6
224	1	1.6

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

24	1	1.6
25	1	1.6
26	2	3.2
28	2	3.2
341	1	1.6
30	3	4.8
31	2	3.2
32	1	1.6
33	2	3.2
35	1	1.6
40	1	1.6
41	1	1.6
43	2	3.2
45	3	4.8
47	1	1.6
48	1	1.6
50	3	4.8
484	1	1.6
52	1	1.6
57	2	3.2
60	1	1.6
62	1	1.6
65	1	1.6
70	1	1.6
92	1	1.6
73	1	1.6
74	1	1.6
75	1	1.6
80	1	1.6
81	1	1.6
97	1	1.6
Total	62	100.0
Total employees	3532	

Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field



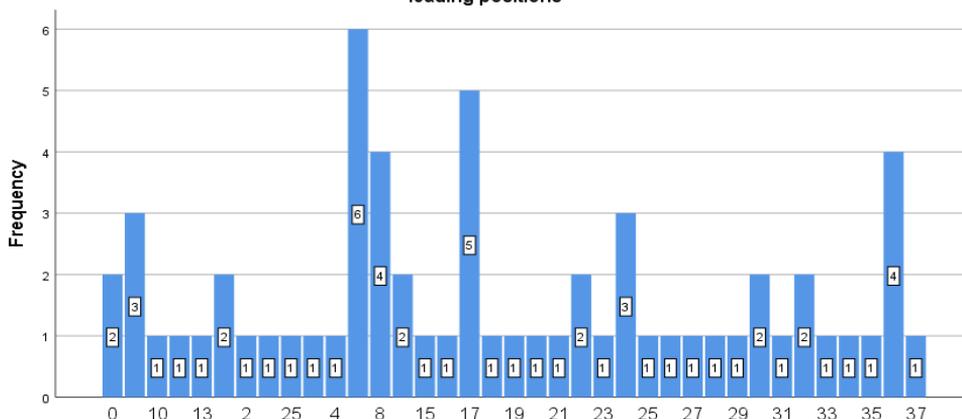
Of the 62 institutions, 41 units have between 10 and 49 employees, 19 institutions have between 50 and 249 employees, and 2 institutions have over 250 employees. In total, 3532 persons are employed in the 62 institutions.

Currently, what is the staff’s structure in your institution, according to the position it occupies? Staff in leading positions

	Frequency	Percent
0	2	3.2
1	27	43.5
10	4	6.5
11	3	4.8
13	1	1.6
15	1	1.6
2	6	9.7
24	1	1.6
25	1	1.6
3	3	4.8
4	5	8.1
5	4	6.5
8	4	6.5
Total	62	100.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

Currently, what is the structure of the staff in your institution, according to the position it occupies? Staff in leading positions



We note that in the Vidin region institutions, where the questionnaires were applied, the number of leading positions ranges from zero to 25 persons.

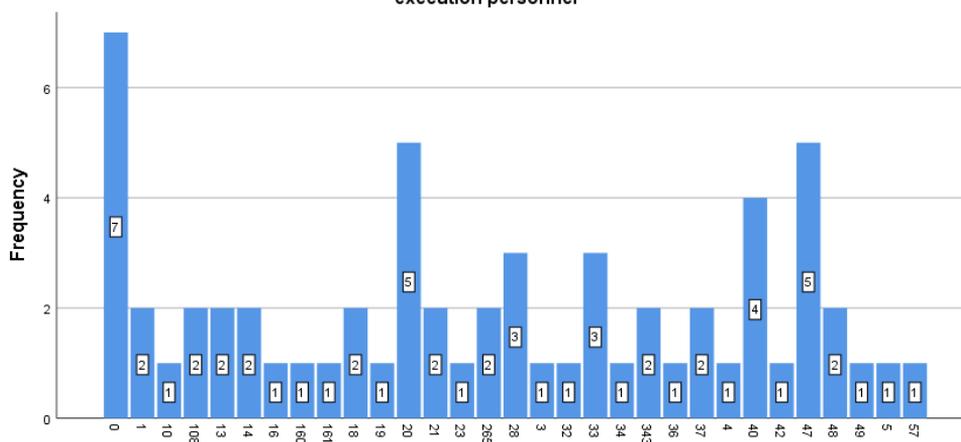
Currently, what is the staff’s structure in your institution, according to the position it occupies? Qualified execution staff

	Frequency	Valid Percent
0	2	3.2
1	3	4.8
10	1	1.6
108	1	1.6
13	1	1.6
14	2	3.2
16	1	1.6
160	1	1.6
161	1	1.6
18	1	1.6
19	1	1.6
20	6	9.7
21	4	6.5
23	2	3.2
265	1	1.6
28	1	1.6

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

3	5	8.1
32	1	1.6
33	1	1.6
34	1	1.6
343	1	1.6
36	2	3.2
37	1	1.6
4	3	4.8
40	1	1.6
42	1	1.6
47	1	1.6
48	1	1.6
49	1	1.6
5	2	3.2
57	1	1.6
6	2	3.2
7	1	1.6
76	1	1.6
8	1	1.6
9	4	6.5
90	1	1.6
Total	62	100.0

Currently, what is the structure of the staff in your institution, according to the position it occupies? Qualified execution personnel



Regarding the qualified execution staff from the interviewed institutions, it can be noticed that the number of these persons varies from zero to 343 persons.

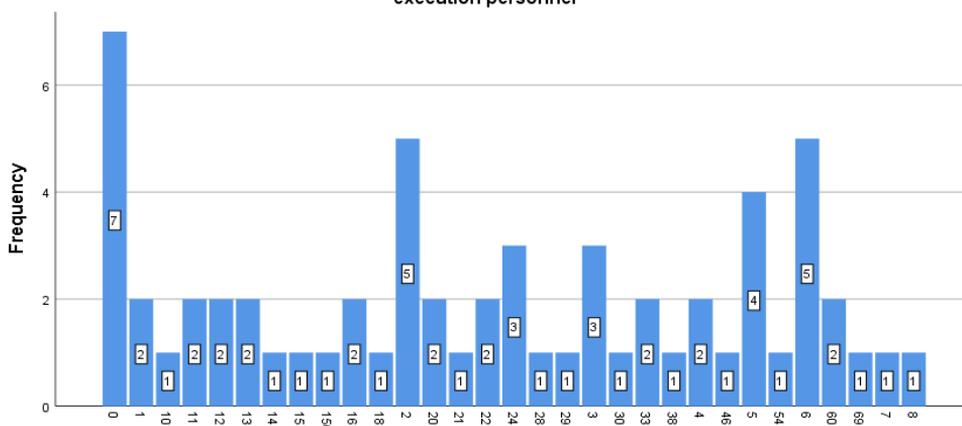
Currently, what is the staff’s structure in your institution, according to the position it occupies? Unqualified execution staff

	Frequency	Percent
0	7	11.3
1	2	3.2
10	1	1.6
11	2	3.2
12	2	3.2
13	2	3.2
14	1	1.6
15	1	1.6
156	1	1.6
16	2	3.2
18	1	1.6
2	5	8.1
20	2	3.2
21	1	1.6
22	2	3.2
24	3	4.8
28	1	1.6
29	1	1.6
3	3	4.8
30	1	1.6
33	2	3.2
38	1	1.6
4	2	3.2
46	1	1.6
5	4	6.5
54	1	1.6
6	5	8.1

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

60	2	3.2
69	1	1.6
7	1	1.6
8	1	1.6
Total	62	100.0

Currently, what is the structure of the staff in your institution, according to the position it occupies? Unskilled execution personnel



In the sampled institutions, the unqualified staff in leading functions is found in different proportions, from zero to 156 persons within the same institution.

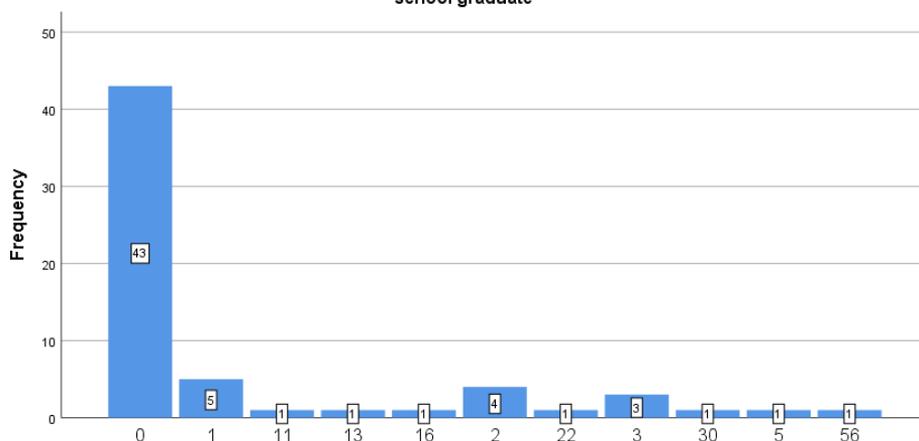
Currently, what is the employees’ structure in the institution, according to the educational level? Primary school graduate

No. of primary school graduates	Frequency	Percent
0	43	69.4
1	5	8.1
11	1	1.6
13	1	1.6
16	1	1.6
2	4	6.5

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

22	1	1.6
3	3	4.8
30	1	1.6
5	1	1.6
56	1	1.6
Total	62	100.0
Total primary school graduates	175	

Currently, what is the structure of the employees in the institution, according to the educational level? Primary school graduate



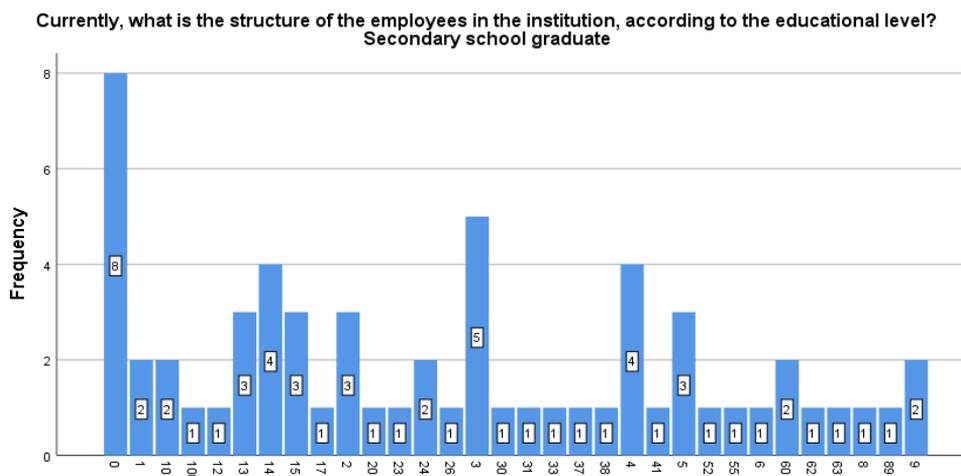
Analyzing the employees’ structure according to the educational level, we observe that in only 30.6% of the institutions we meet primary school graduates employees, the total number being 175.

Currently, what is the employees’ structure in the institution, according to the educational level? Secondary school graduate

No. of secondary school graduates	Frequency	Percent
0	8	12.9
1	2	3.2
10	2	3.2

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

100	1	1.6
12	1	1.6
13	3	4.8
14	4	6.5
15	3	4.8
17	1	1.6
2	3	4.8
20	1	1.6
23	1	1.6
24	2	3.2
26	1	1.6
3	5	8.1
30	1	1.6
31	1	1.6
33	1	1.6
37	1	1.6
38	1	1.6
4	4	6.5
41	1	1.6
5	3	4.8
52	1	1.6
55	1	1.6
6	1	1.6
60	2	3.2
62	1	1.6
63	1	1.6
8	1	1.6
89	1	1.6
9	2	3.2
Total	62	100.0
Total secondary school graduates	1143	



The secondary school graduates meet in 87.1% of the institutions, ranging from 1 to 100 in the different legal persons surveyed. Altogether, we have 1143 secondary school graduates

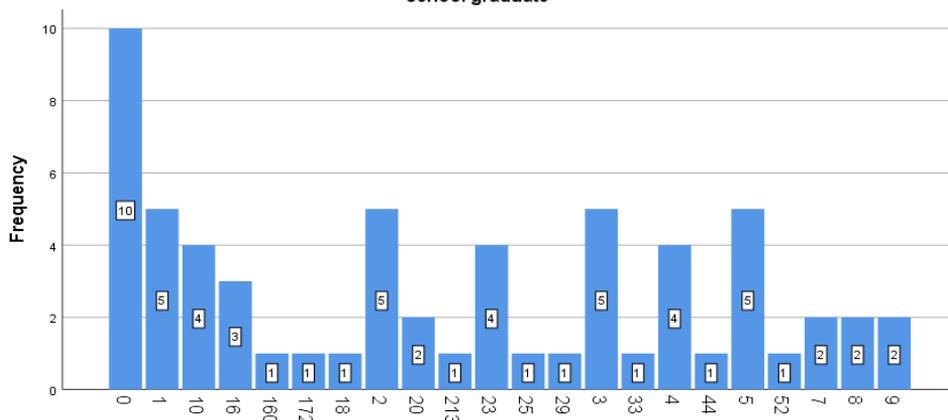
Currently, what is the employees’ structure in the institution, according to the educational level? High school graduate

No. of high school graduates	Frequency	Percent
0	10	16.1
1	5	8.1
10	4	6.5
16	3	4.8
160	1	1.6
172	1	1.6
18	1	1.6
2	5	8.1
20	2	3.2
213	1	1.6
23	4	6.5
25	1	1.6
29	1	1.6

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

3	5	8.1
33	1	1.6
4	4	6.5
44	1	1.6
5	5	8.1
52	1	1.6
7	2	3.2
8	2	3.2
9	2	3.2
Total	62	100.0
Total high school graduates	1085	

Currently, what is the structure of the employees in the institution, according to the educational level? High school graduate



In 52 of the institutions we find employed high school graduates, their number ranging from 1 to 213, with a total of 1085.

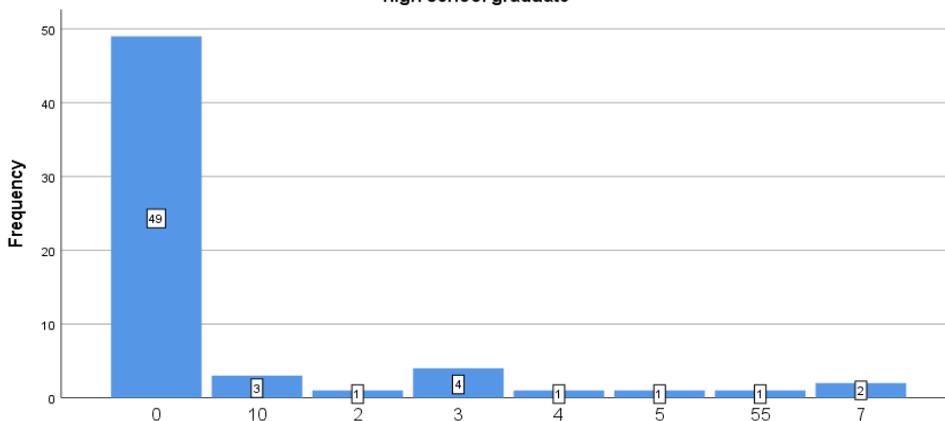
Currently, what is the employees’ structure in the institution, according to the educational level? Post high school graduate

No. of post high school graduates	Frequency	Valid Percent
0	49	79.0
10	3	4.8

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

2	1	1.6
3	4	6.5
4	1	1.6
5	1	1.6
55	1	1.6
7	2	3.2
Total	62	100.0
Total post high school graduate	122	

Currently, what is the structure of the employees in the institution, according to the educational level? Post high school graduate



In only 21% of the sampled institutions we find employed post high school graduates, from a minimum of two to a maximum of 55 persons. We have a total of 122 post-high school graduates.

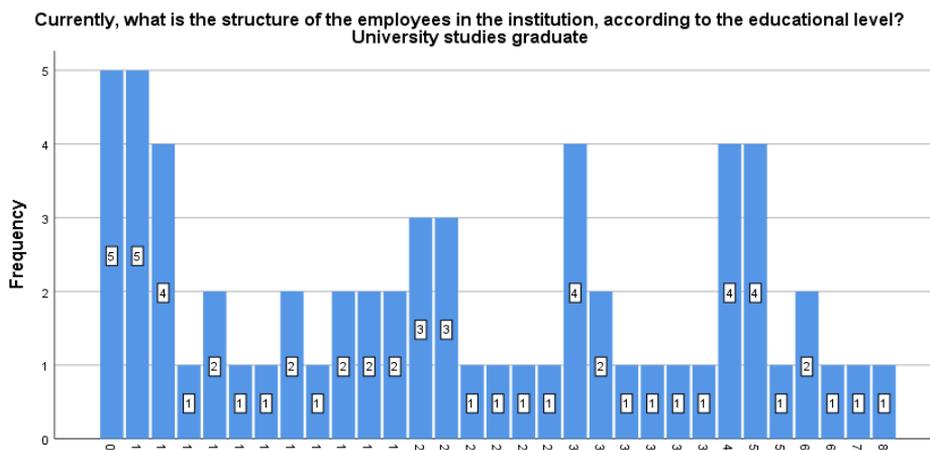
Currently, what is the employees’ structure in the institution, according to the educational level? University studies graduate

No. of university studies graduates	Frequency	Percent
0	5	8.1
1	5	8.1
10	4	6.5

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

103	1	1.6
11	2	3.2
115	1	1.6
13	1	1.6
14	2	3.2
15	1	1.6
16	2	3.2
17	2	3.2
19	2	3.2
2	3	4.8
20	3	4.8
22	1	1.6
24	1	1.6
25	1	1.6
28	1	1.6
3	4	6.5
30	2	3.2
31	1	1.6
33	1	1.6
36	1	1.6
37	1	1.6
4	4	6.5
5	4	6.5
56	1	1.6
6	2	3.2
69	1	1.6
7	1	1.6
8	1	1.6
Total	62	100.0
Total university studies graduates	1007	

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”



57 of the legal persons interviewed in the Vidin region are employed university studies graduates, their number ranging from 1 to 115. We have a total of 1007 university studies graduates employees.

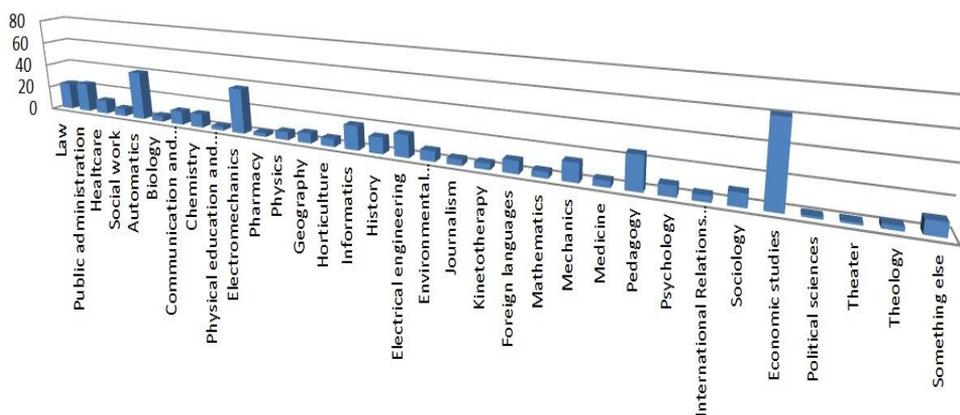
What are the higher education graduates specialitys employed in the institution?

Specialitys of higher education	Frequency	Valid Percent
Law	14	22.6
Public administration	15	24.2
Healthcare	7	11.3
Social work	4	6.5
Automatics	25	40.3
Biology	3	4.8
Communication and public relations	7	11.3
Chemistry	7	11.3
Physical education and sport	2	3.2
Electromechanics	23	37.1
Pharmacy	2	3.2
Physics	4	6.5
Geography	5	8.1

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

Horticulture	4	6.5
Informatics	12	19.4
History	8	12.9
Electrical engineering	11	17.7
Environmental Engineering	5	8.1
Journalism	3	4.8
Kinetotherapy	3	4.8
Foreign languages	6	9.7
Mathematics	3	4.8
Mechanics	9	14.5
Medicine	3	4.8
Pedagogy	16	25.8
Psychology	5	8.1
International Relations and European Studies	3	4.8
Sociology	6	9.7
Economic studies	38	61.3
Political sciences	1	1.6
Theater	1	1.6
Theology	2	3.2
Something else	6	9.7
Total	62	100.0

Higher education graduates employed in the bulgarian institutions

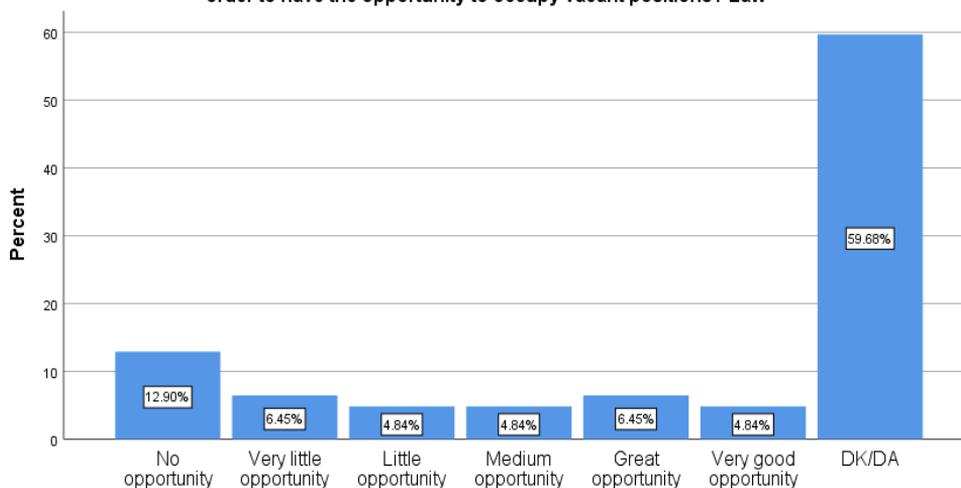


It is noticed that in 22.4% of the institutions that were surveyed in the Vidin region, we find employees who are „Law studies graduates“. In 24% of the institutions there are employed persons who have graduated the "Public Administration" speciality, in 61% "Economic studies" graduates, in 40.3% we find "Automatics" graduates, in 37.1% we find „Electromechanics” graduates, in 19.4% we find „Informatics” graduates, etc.

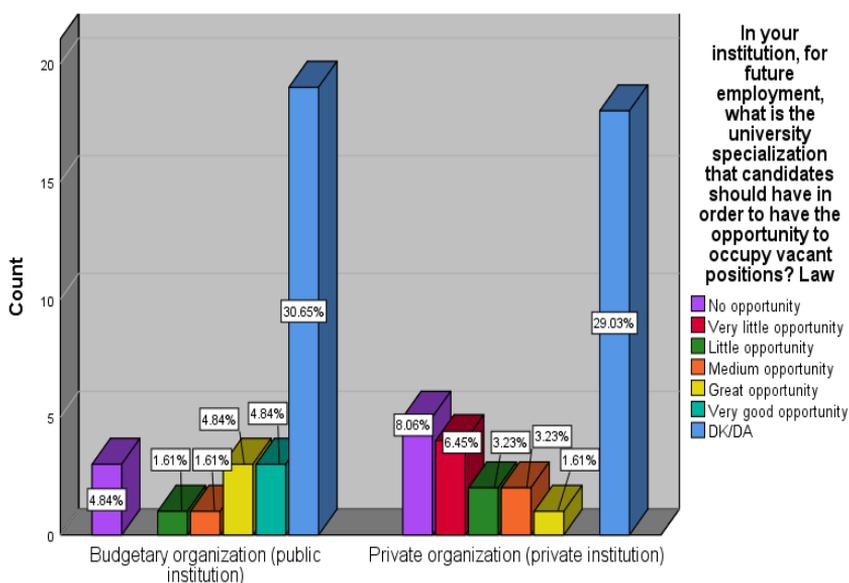
In your institution, for future employment, what is the university speciality that candidates should have in order to have the opportunity to occupy vacant positions? Law

	Frequency	Valid Percent
No opportunity	8	12.9
Very little opportunity	4	6.5
Little opportunity	3	4.8
Medium opportunity	3	4.8
Great opportunity	4	6.5
Very good opportunity	3	4.8
DK/DA	37	59.7
Total	62	100.0

In your institution, for future employment, what is the university specialization that candidates should have in order to have the opportunity to occupy vacant positions? Law

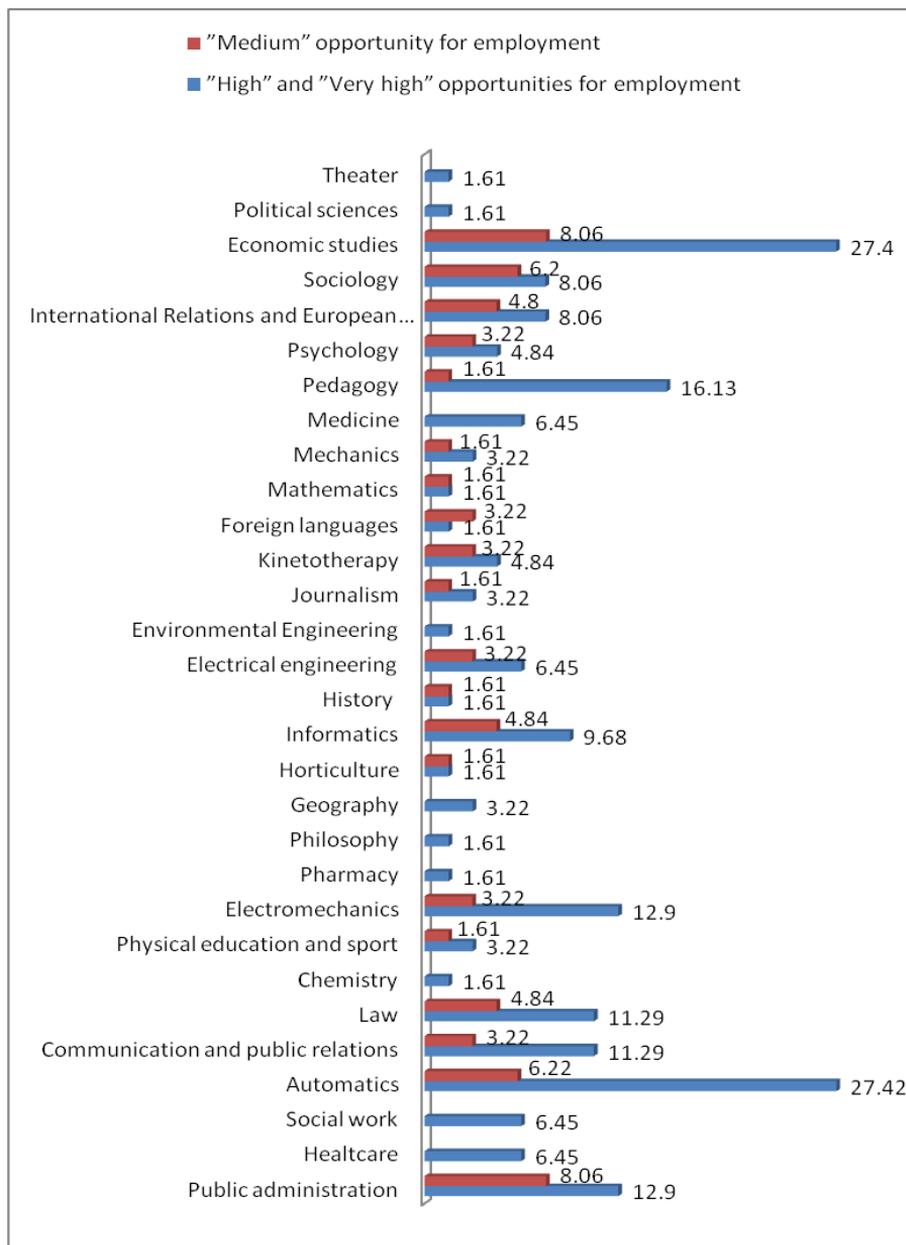


Being asked to give a grade from 0 to 5, where 0 means "no opportunity", 1 means "very little opportunity", 2 means "little opportunity", 3 means "medium opportunity", 4 means "great opportunity" 5 means "very great opportunity" for the university speciality that candidates should have in order to have the opportunity to fill vacant positions in the institution, employers have awarded different qualifications to different specialitys, depending on the activity field and the areas of interest. In this context, for law graduates, employers considered 4.84% to have a "very good employment opportunity" and 6.45% to a "great opportunity", while 4.84% estimated a "medium employment opportunity". For 6.45% of employers, law graduates have a "very little" employment opportunity, for 4.85% a "little" opportunity, and for 12.90% "no opportunity". 59.68% of employers could not estimate future law studies employees employability chances in the institution they represented.



It is noticed that great employment opportunities for law students are estimated by public institutions compared to those in the private sector. Thus, for 4.84% of the interviewed public institutions, we find "very good" employment opportunities and 4.84% "great" employment opportunities. 1.61% of employers represented by public institutions considered that law students

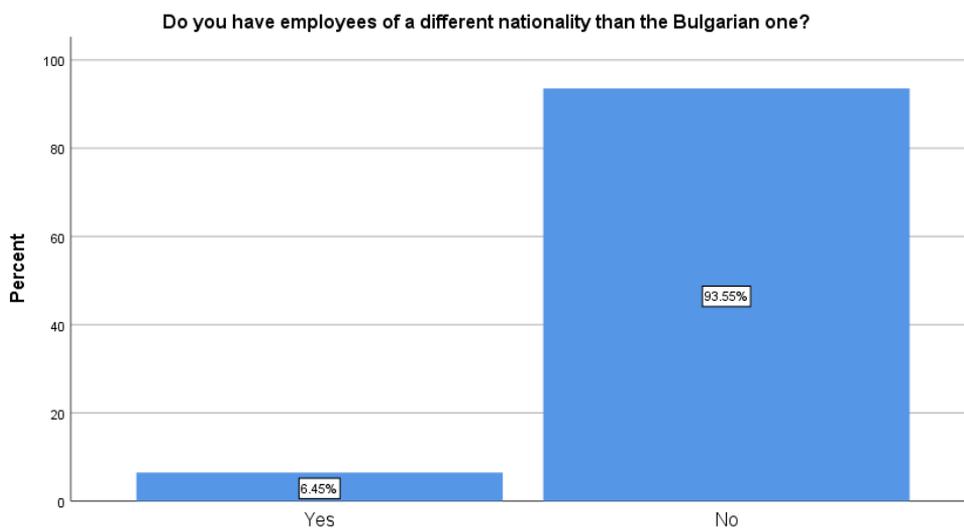
employment opportunities are "medium". For private legal persons interviewed in the Vidin region, graduate law students have 3.23% of "very good" employment opportunities and 1.61% of "great" employment opportunities. "Medium" employment opportunities for law graduates have estimated 3.23% of Bulgarian employers in the Vidin region.



The surveyed employers in the Vidin region gave the highest chances to fill a vacancy in the institutions they represent, "Automatics" and "Economic Studies" graduates, with 27.42% of the "high" and "very high" employment opportunities. Followed by Pedagogy and Informatics graduates.

Do you have employees of a different nationality than the Bulgarian one?

	Frequency	Percent
Yes	4	6.5
No	58	93.5
Total	62	100.0

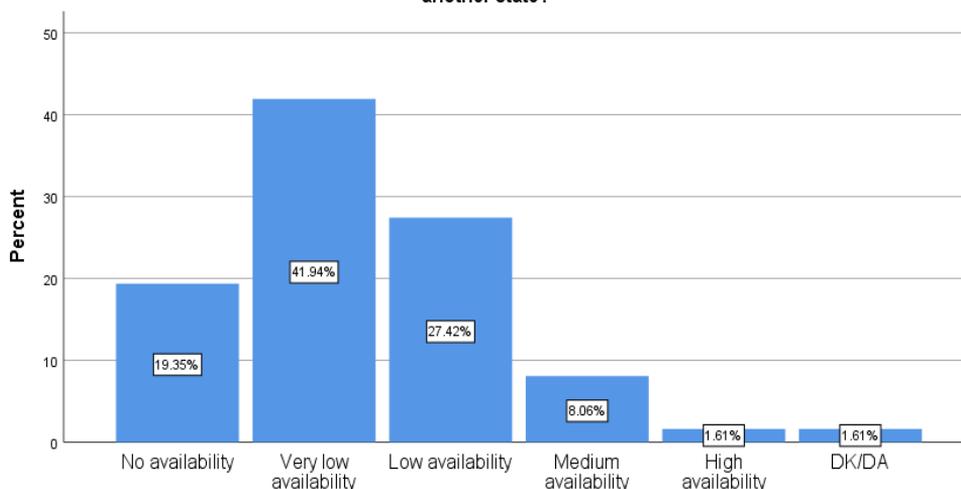


Only 6.45% of the interviewed employers in the Vidin region have mentioned that they have employed persons of a non-Bulgarian nationality, such as Ukraine, Poland, Russia, Germany and Palestine.

What is the availability degree of your institution to hire a foreigner with higher education completed in another state?

	Frequency	Valid Percent
No availability	12	19.4
Very low availability	26	41.9
Low availability	17	27.4
Medium availability	5	8.1
High availability	1	1.6
DK/DA	1	1.6
Total	62	100.0

What is the degree of availability of your institution to hire a foreigner with higher education completed in another state?

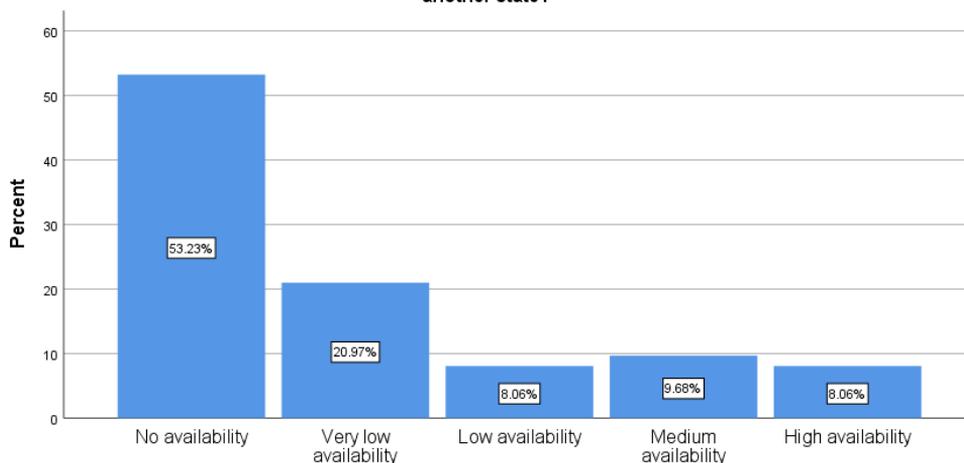


Asked about the availability level to employ higher education graduates completed in other states, 1.6% of employers in the Vidin region have specified that availability is "high" and 8.1% said they have a „medium” availability level. 27.4% showed that they had a "low" availability for employing graduates in other countries, 41.9% said they had a "very low availability" and 19.4% showed a total lack of availability .

What is the availability degree of your institution to hire a foreigner with higher legal education completed in another state?

	Frequency	Percent
No availability	33	53.2
Very low availability	13	21.0
Low availability	5	8.1
Medium availability	6	9.7
High availability	5	8.1
Total	62	100.0

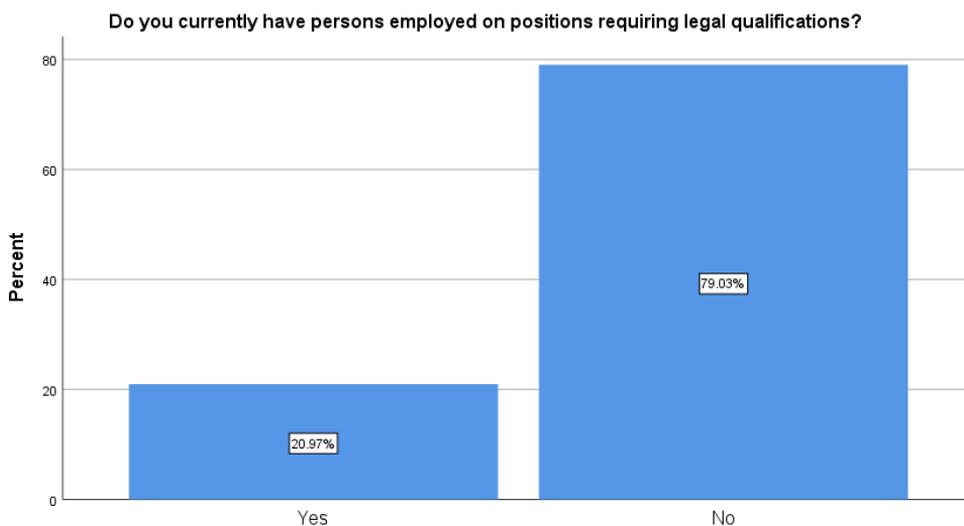
What is the degree of availability of your institution to hire a foreigner with higher legal education completed in another state?



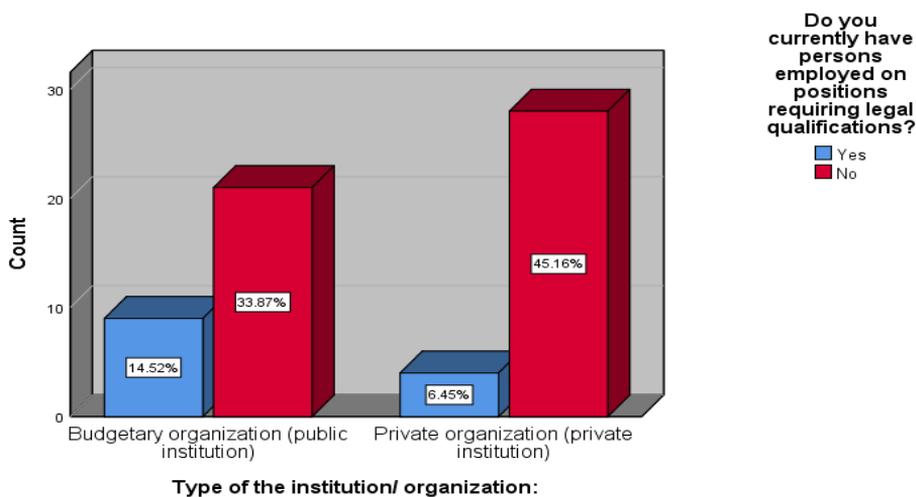
A percentage of 8.06% of the legal persons surveyed in the Vidin region said they had a "high" availability to hire judicial studies graduates completed in other states, and 9.68% of employers showed a "medium" availability. "Low" and "very low" availability for the "law" graduates employment in countries other than Bulgaria, showed 29.03% of the interviewed institutions, while 53.23% of employers in the Vidin region specified that "they have no availability" in the sense of employing these persons.

Do you currently have persons employed on positions requiring legal qualifications?

	Frequency	Percent
Yes	13	21.0
No	49	79.0
Total	62	100.0



Only 20.97% of the legal persons interviewed in the Vidin region said they had employees in positions requiring higher education.



Moreover, we notice that 14.52% of legal studies graduates’ employers are legal persons, compared to private employers, representing 6.45%.

If you have persons employed on positions requiring legal qualifications, how many similar jobs are in your institution/organization?

	Frequency	Valid Percent
1	7	11.3
10	1	1.6
19	1	1.6
2	2	3.2
6	1	1.6
It is not the case	50	80.6
Total	62	100.0

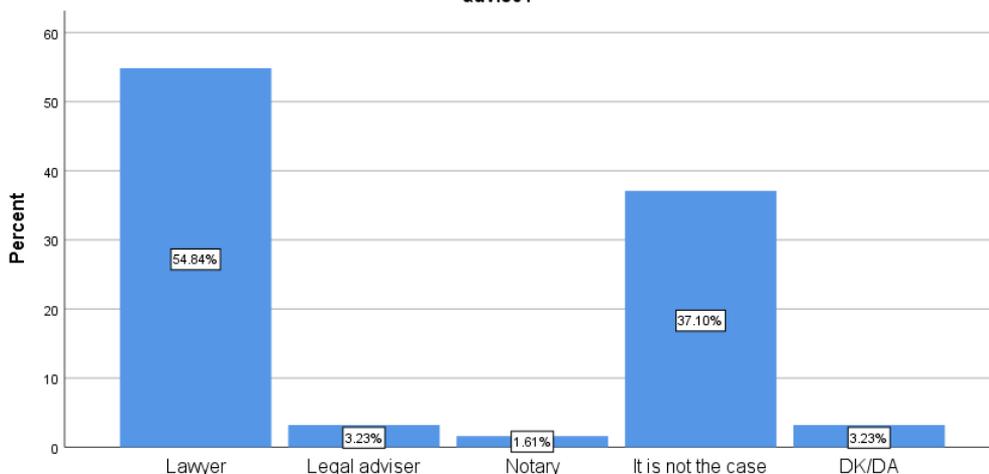
Analyzing the responses provided by the employers, we note that 46 persons are employed in the institutions that require higher legal education, 14 of whom work as legal adviser, "a specialised legal adviser", 19 judges, 3 clerks, 9 officers.

If you do not have persons employed on positions requiring legal qualifications, to whom do you ask for legal advice?

	Frequency	Percent
Lawyer	34	54.8
Legal adviser	2	3.2
Notary	1	1.6
It is not the case	23	37.1
DK/DA	2	3.2
Total	62	100.0

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

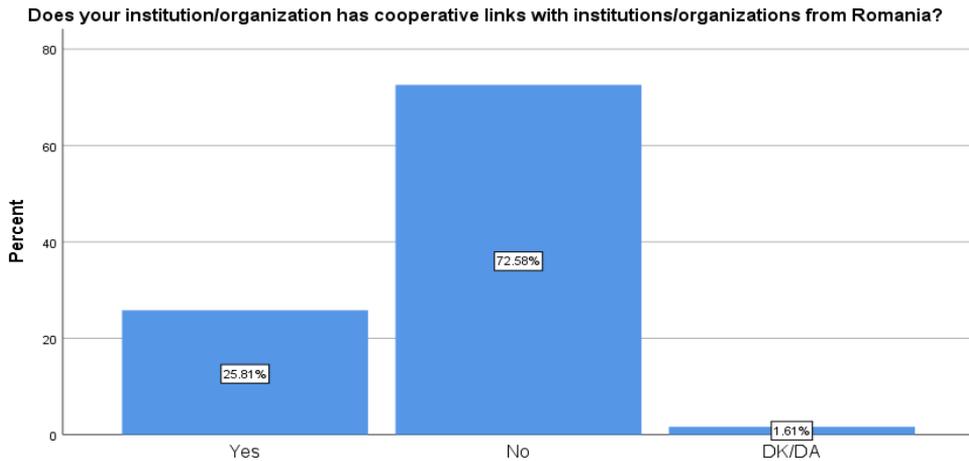
If you do not have persons employed on positions requiring legal qualifications, to whom do you ask for legal advise?



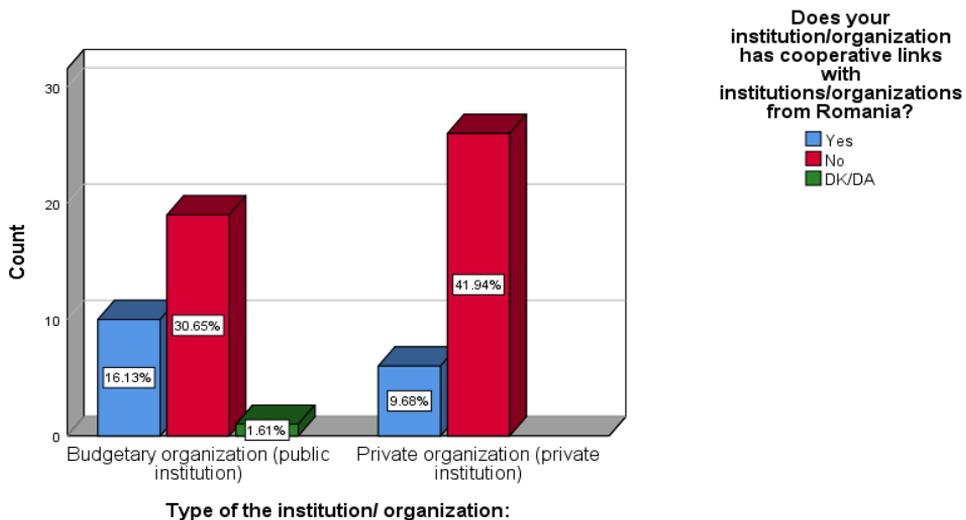
54.84% of employers in the Vidin region resort to the services of some lawyers for legal advice, 3.32% to the services of legal advisers and 1.61% to the services of a notary. The rest of the employers either have employers in legal position or have not yet needed legal advice.

Does your institution/organization has cooperative links with Romanian institutions/organizations?

	Frequency	Percent
Yes	16	25.8
No	45	72.6
DK/DA	1	1.6
Total	62	100.0



Only 25.81% of the surveyed institutions located in the Vidin region had cooperation ties with institutions/organizations in Romania at the time of the opinion questionnaire, while 72.58% of these legal persons had no collaborations with the Romanian institutions.

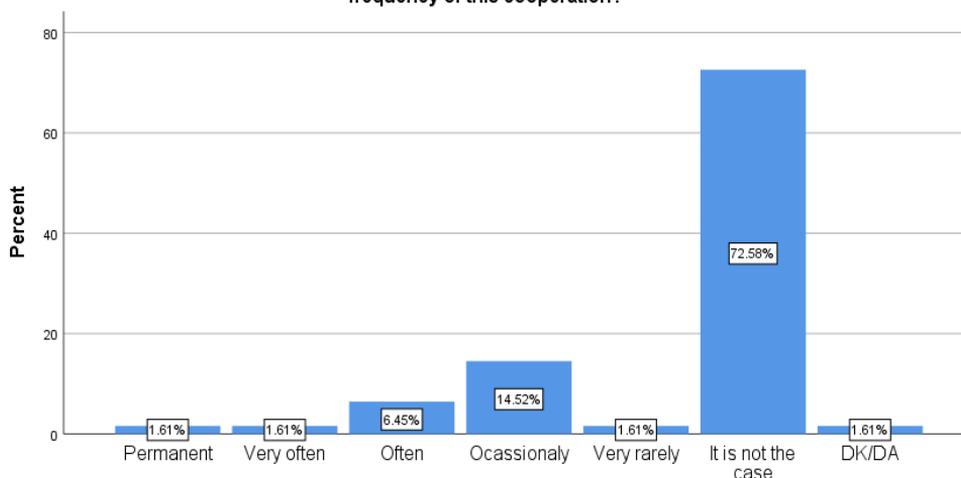


16.13% of the legal persons that have developed relations with the Romanian organizations are public institutions, and 9.68% are private institutions.

If your institution/organization has cooperative links with institutions/organizations from Romania, what is the frequency of this cooperation?

	Frequency	Percent
Permanent	1	1.6
Very often	1	1.6
Often	4	6.5
Ocassionaly	9	14.5
Very rarely	1	1.6
It is not the case	45	72.6
DK/DA	1	1.6
Total	62	100.0

If your institution/organization has cooperative links with institutions/organizations from Romania, what is the frequency of this cooperation?

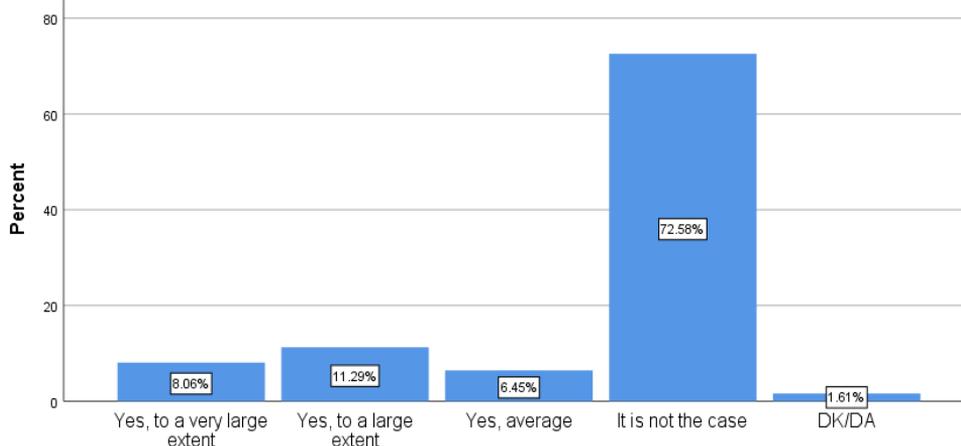


Of the 25.81% of the Bulgarian legal persons that have ties to the Romanian institutions, only 1.61% have "permanent" joint activities, 1.61% carry out these activities "very often", 6.45% "often", 14.45% "occasionally" cooperate, while 1.61% of employers in the Vidin area say these collaborations are "very rare".

If your institution/organization has cooperative links with institutions/organizations from Romania, do you think that cooperation with the Romanian institutions has helped you to develop your institution?

	Frequency	Percent
Yes, to a very large extent	5	8.1
Yes, to a large extent	7	11.3
Yes, average	4	6.5
It is not the case	45	72.6
DK/DA	1	1.6
Total	62	100.0

If your institution/organization has cooperative links with institutions/organizations from Romania, do you think that cooperation with the Romanian institutions has helped you to develop your institution?

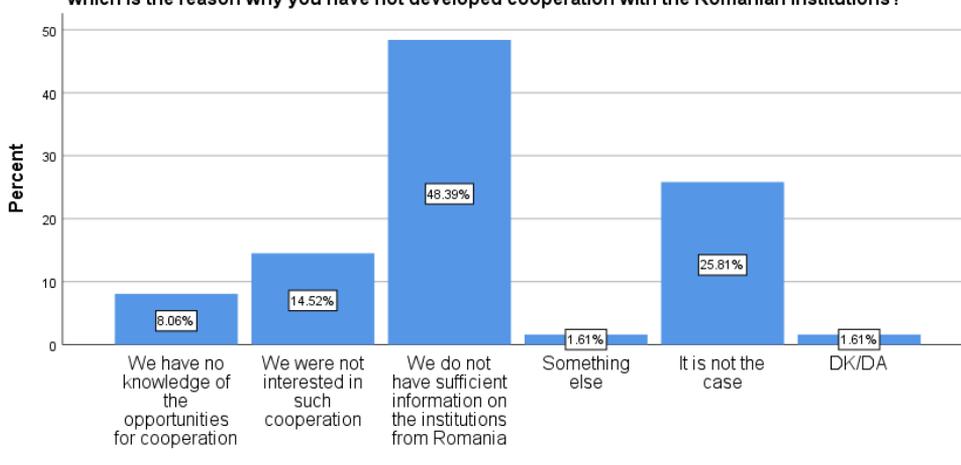


Of the 25.81% of the Vidin region employers who have ties with Romanian institutions, 8.06% consider that the Romanian institutions' collaboration has helped them "to a very large extent" in the institutional development, 11.29% consider that it helped them "to a large extent" and 6.45% "on average ". The interviewed institutions in Bulgaria stated that the cooperative ties are with legal persons in the Dolj, Mehedinți, Ploiești and Bucharest Counties.

If your institution/organization doesn't have cooperative links with institutions/organizations from Romania, which is the reason why you have not developed cooperation with the Romanian institutions?

	Frequency	Valid Percent
We have no knowledge of the opportunities for cooperation	5	8.1
We were not interested in such cooperation	9	14.5
We do not have sufficient information on the institutions from Romania	30	48.4
Something else	1	1.6
It is not the case	16	25.8
DK/DA	1	1.6
Total	62	100.0

If your institution/organization doesn't have cooperative links with institutions/organizations from Romania, which is the reason why you have not developed cooperation with the Romanian institutions?

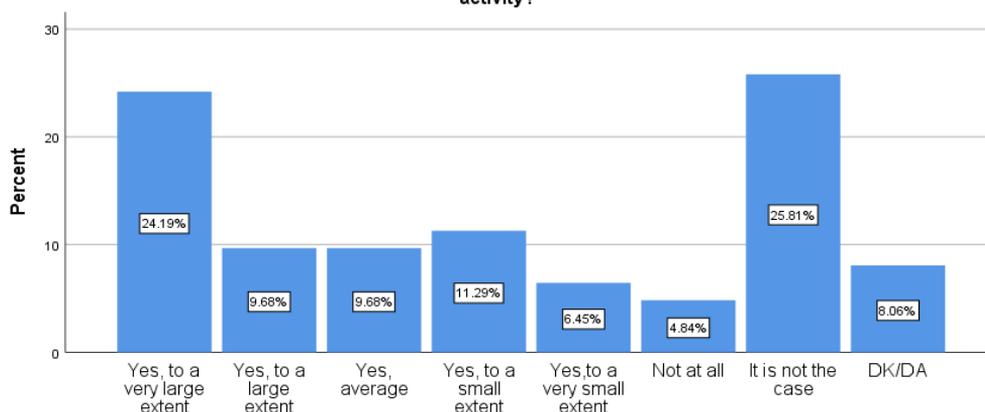


Asked why they did not develop a cooperation with Romanian institutions, 48.39% of Bulgarian employers said they did not have "sufficient information on Romania's institutions", 14.52% said they "were not interested in such cooperation", and 8.06% said "they have no knowledge of the cooperation opportunities".

If your institution/organization doesn't have cooperative links with Romanian institutions/organizations, do you think that cooperation with a Romanian institution/ organization could help you developing your activity?

	Frequency	Percent
Yes, to a very large extent	15	24.2
Yes, to a large extent	6	9.7
Yes, average	6	9.7
Yes, to a small extent	7	11.3
Yes, to a very small extent	4	6.5
Not at all	3	4.8
It is not the case	16	25.8
DK/DA	5	8.1
Total	62	100.0

If your institution/organization doesn't have cooperative links with institutions/organizations from Romania, do you think that cooperation with an institution/ organization in Romania could help you in developing your activity?

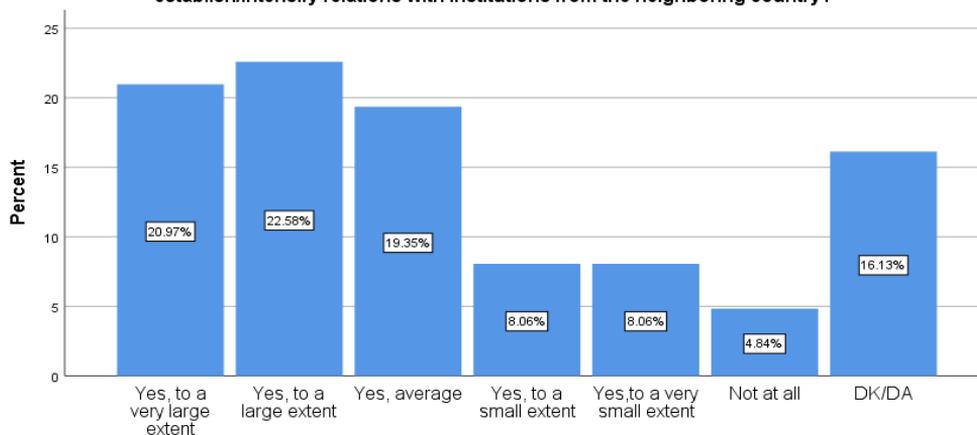


Asked if they consider that cooperation with Romanian institutions would help them in institutional development, 24.19% think that it would "help them to a very large extent", 9.68% would help them "to a large extent", 9.68% that would help them "on average", 11.29% think they would help them "to a small extent", 6.45% would help them "to a very small extent" and 4.84 % say they would not help them at all.

Do you think that by employing in your institution a higher education graduate from Romania, could help you establish/intensify relations with institutions from the neighboring country?

	Frequency	Percent
Yes, to a very large extent	13	21.0
Yes, to a large extent	14	22.6
Yes, average	12	19.4
Yes, to a small extent	5	8.1
Yes, to a very small extent	5	8.1
Not at all	3	4.8
DK/DA	10	16.1
Total	62	100.0

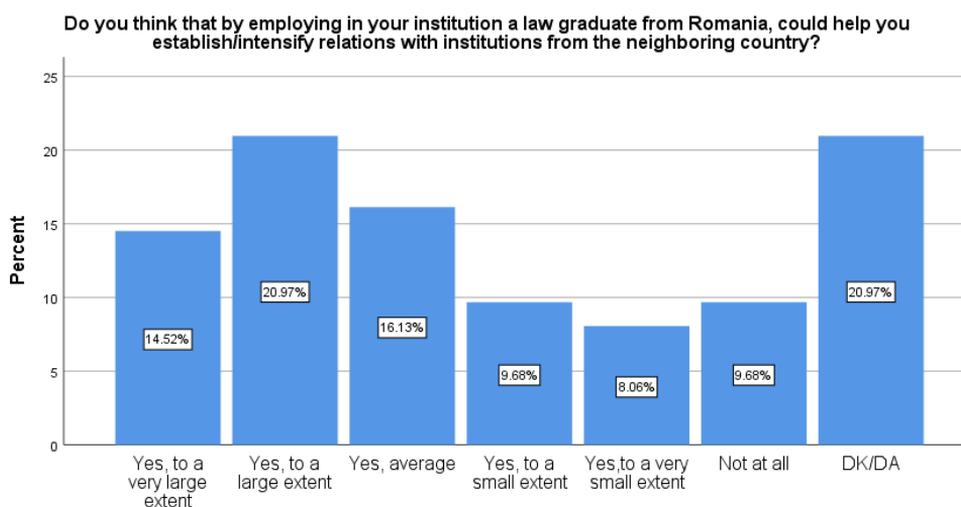
Do you think that by employing in your institution a higher education graduate from Romania, could help you establish/intensify relations with institutions from the neighboring country?



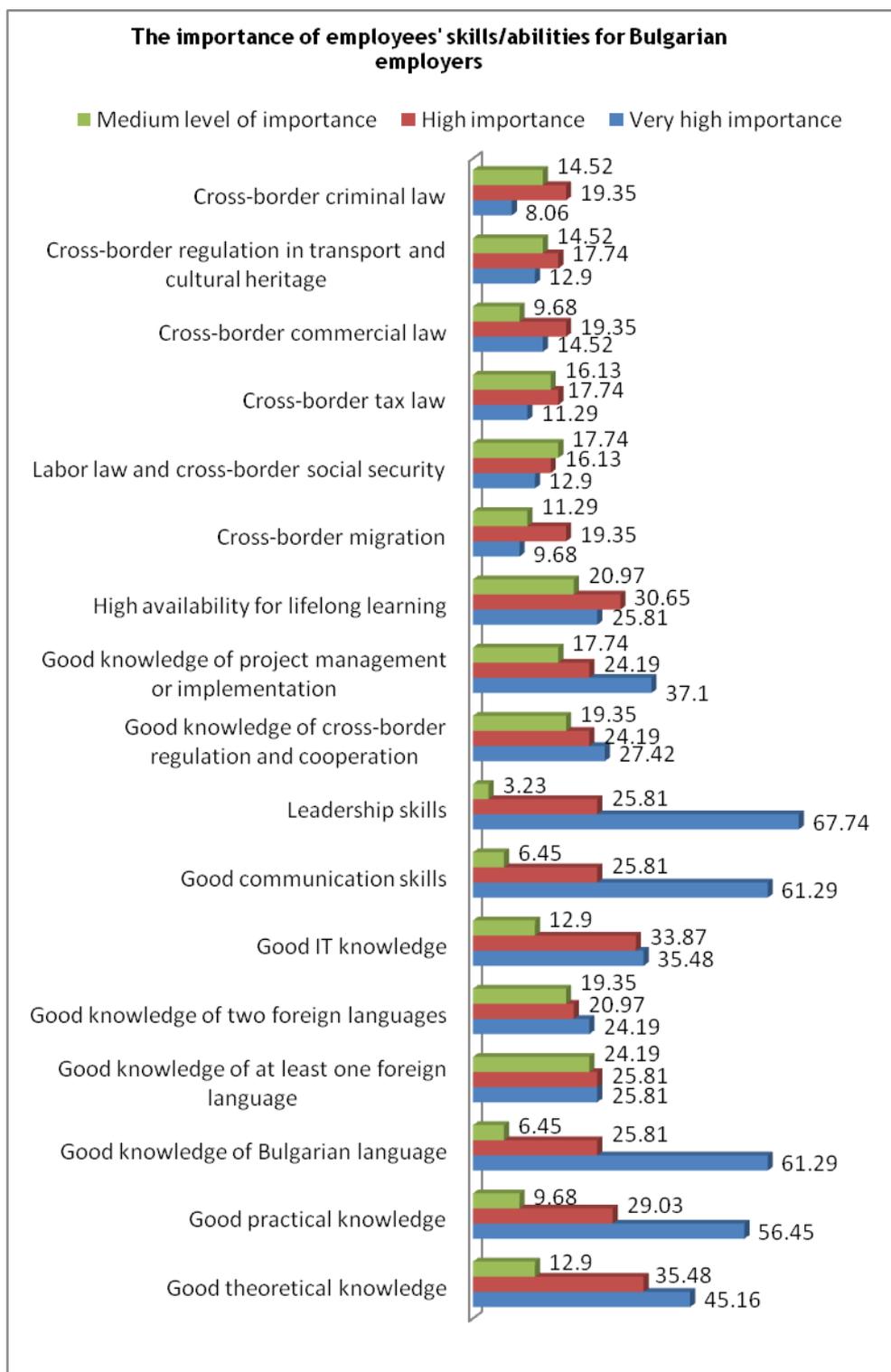
Employers in the Vidin region are asked whether by employing a Romanian higher education graduate in their institution could help them establish / intensify their relations with neighboring institutions, 20.97% said they could help "to a great extent", 22.58% that would help them "to a great extent ", 19.35% think they would help "on average", 8.06% say they would help "to a small extent", 8.06% think it would help "to a very small extent" and 4.84% "not at all".

Do you think that by employing in your institution a law graduate from Romania, could help you establish/intensify relations with the neighboring country institutions?

	Frequency	Percent
Yes, to a very large extent	9	14.5
Yes, to a large extent	13	21.0
Yes, average	10	16.1
Yes, to a small extent	6	9.7
Yes, to a very small extent	5	8.1
Not at all	6	9.7
DK/DA	13	21.0
Total	62	100.0



14.52% of the legal persons interviewed in the Vidin region believe that the employment of a Romanian higher law graduate in their institution could help "to a great extent" in establishing / intensifying relations with the neighboring institutions, 20.97% think it would help them "to a great extent", 16.13% think they would help "on average", 9.68% of the Bulgarian employers say they would help "to a small extent", 8.06 % think it would help them "in a small extent" and 9.68% think it would not help them at all.



Employers in the Vidin region are asked to grade on a scale of 0 to 5 the importance they attribute to certain knowledge / abilities / skills categories that a future employee with higher education should have, where 0 means "lack of importance", 1 means "very little importance", 2 means "little importance", 3 means "medium level of importance", 4 means "high importance", 5 means "very high importance", we note that "leadership skills" are of great importance, followed by "good communication skills" and "knowledge of Bulgarian language", then by "good practical knowledge in the field of graduate studies" and "good theoretical knowledge in the field of graduate studies". For 27.42% of the Bulgarian legal persons, "good knowledge of cross-border cooperation and regulation" have a "high importance", for 24.19% have "great importance" and for 19.35% have an "average importance". For specific areas of cross-border law such as: "cross-border migration regulation", "cross-border labour law and social security", "cross-border tax law", "cross-border commercial law", "cross-border transport and cultural heritage", „cross-border criminal law" the Bulgarian employers assess the importance of being "high" and "very high" in different proportions ranging from 27.41% to 33.87% and over 50% consider these specific areas to be of little or no importance.

2.8. Conclusions

The empirical research's conclusions will be presented in this section.

The first hypothesis from which I started the research among „law" students and legal practitioners in Dolj County was that Bulgaria, in a precarious economic situation, is not a favorite destination for the potential migrants from Romania, not satisfying their needs. This hypothesis was confirmed, given that only 6.23% of the interviewed had first option Vidin

and 0.57% other Bulgaria region, only 5.95% chose Vidin as the second option and 5.10% another region in the neighboring state and 7.93% selected as the third option Vidin and 4.82% another region in Bulgaria. The Romanian respondents would choose as a destination state a Western Europe state (47.03%) or the USA (23.80%).

Another hypothesis we wanted to test, based on the results of field research done in Romania among employers and students and legal practitioners, was that due to reduced cross-border cooperation and to a poor communication between Romanian and Bulgarian institutions, Romanians have little knowledge of employability areas in the labour market from the neighboring region and about the conditions to be met. Asked to mention the information level they have about the opportunities offered by the Bulgarian labour market, 37.11% of the Romanian respondents said they had no information, 24.65% of them said that have very little information, 24.08% have shown that they have little information, 6.80% have a medium level of information while only 1.42% have said that they have much and very much information. In relation to the cross-border relations between Romanian and Bulgarian employers, it is noticed that they are low, only 27.88% of the surveyed institutions located in Dolj county had, at the time of the investigation, cooperation ties with institutions / organizations in Bulgaria and more, only 13.45% held regular joint activities, with the rest having rare collaborations. The main reason for the low collaboration between the institutions of the two neighboring states was identified by Romanian legal persons as "the lack of information on cooperation opportunities".

Thus, it can be seen a very low information level in the case of the Romanian law graduates and students of the opportunities they may have on

the neighboring country's labour market and a low institutional cooperation between the Romanian institutions and those in Bulgaria, so we can note that the second hypothesis formulated has also been validated

Another assumed hypothesis was that, due to the need for a cross-border cooperation, the public and private institutions in Dolj seek to recruit legal staff with solid knowledge of cross-border law or to improve their own employees in this field. Although on 64.62% of the Dolj employers a "very high employment opportunity" for law graduates was identified, and 14.42% of employers had an "average employment opportunity" for those who completed legal studies, only 27.88 % of the legal persons surveyed in Romania stated that they have a "very high" willingness to hire „law” graduates completed in other states. 72.12% of the institutions interviewed in Dolj county showed "low", "very low" availability and "lack of availability" for employing law graduates in other countries than in Romania. Moreover, it is noted that only 13.46% of the legal persons interviewed in Dolj County consider that the employment of a Bulgarian higher law graduate in their institution could help "to a large extent" in the relations' establishment / intensification with the neighboring institutions, 28.85% think it would help them "on average", while 29.81% think it would help them "to a small and very small extent" or "not at all". At the same time, for 27.88% of Romanian legal persons, "good knowledge in the area of cross-border cooperation and regulation" is "very important" and for 29.81% has a "medium importance".

For the specific directions in the field of cross-border law, Dolj employers assess the importance as "large" and "very large" in different proportions ranging from 13.46% to 14.42%, while 30.77% and 44.23% of employers consider the importance "of a medium level". Analyzing the answers provided by the persons surveyed in Romania, we observe that this hypothesis

is denied, employers in the region are only unaware in a small extent of the advantages of attracting graduates with completed studies in other countries, but also not recognizing the importance of knowledge in the cross-border legislation field.

A new hypothesis from which I went on to research among „law” students and legal practitioners in the Vidin region, was that, in a relatively stable economic situation, Romania could represent a desirable destination for potential migrants in Bulgaria. This first hypothesis was confirmed, noting that, 35.29% of the interviewed persons had as the first option Dolj county and 2.94% other region in Romania; 10% of the respondents chose Dolj as the second option and 17.06% another region in Romania and 8.82% selected as Dolj as the third option and 11.18% another region in Romania. Thus, the respondents' priority option in Bulgaria was for the nearest area, in this case Dolj county, ahead of other options such as: Western European states with 30%, US 18.24%, Canada 5.88%, 2.35% Australia, 1.76% an Asian country and only 0.59% a South American state.

A second assumed hypothesis in the Bulgarian research was that due to poor cross-border cooperation and poor communication between Romanian and Bulgarian institutions, Bulgarians have little knowledge of the employment areas on the labour market in the neighboring region and the conditions to be met. Research shows that only 2.36% of Bulgarian respondents said they have "much" and "a lot of" information about the opportunities offered by the Romanian labour market. In a proportion of 10%, the respondents said they had an "average" information level, 23.94% said they had "little" information, 31.76% had "very little" information, and 20.59% said they had no information about this area. In the direction of Romanian employers' cross-border relations with the ones from Bulgaria, it is noted that only 25.81% of the interviewed

institutions in the Vidin region had, at the time of the opinion investigation, cooperation ties with institutions / organizations in Romania, while 72.58% of these legal persons had no collaboration with the Romanian institutions. Bulgarian employers, being asked why they did not develop a cooperation with the Romanian institutions, said that 48.39% did not have "enough information about the institutions there", and 8.06% did not know about the cooperation opportunities". Thus, analyzing the research's results, we note that the assumed hypothesis has been validated, identifying a low cross-border cooperation between the Romanian and Bulgarian institutions and a low level of information both among employees and among employers.

Another stated hypothesis for validating information through the sociological research carried out in the Vidin area was that, due to the need for cross-border cooperation, public and private institutions in Vidin seek to recruit legal persons with solid knowledge of cross-border law or to improve their own employees in this field. 8.06% of the legal persons surveyed in the Vidin region said they had a "high" availability to hire graduates from legal studies completed in other states, and 9.68% of employers showed an "average" availability level. 29.03% of the interviewed institutions showed a "low" and "very low" availability for the "law" graduates employment in countries other than Bulgaria, while 53.23% of employers in the Vidin region specified that "they have no availability "in the sense of employing these persons. Moreover, for 27.42% of Bulgarian legal persons, "good knowledge in cross-border cooperation and regulation" is "very important", for 24.19% of "great importance" and for 19.35% of "medium level of importance". For the specific directions in the cross-border law field, Bulgarian employers assess the importance as "high" and "very high" in different proportions ranging from 27.41% to 33.87%. Analyzing the answers given by the respondents in Bulgaria,

we observe that this hypothesis is denied, only a small number of employers know very little about the advantages of attracting graduates with completed studies in other countries and at the same time do not recognize the importance of knowledge in the cross-border legislation field.

The study’s conclusions

Following the analysis of the results obtained from the researches applied in Dolj County and the Vidin region among „law” students and legal practitioners, we note their reluctance as regards to potential emigration, thus, 47.59% of the Romanian respondents assessed as having a "low" and "very low" emigration probability in the short and medium term, while 27.2% said they had no emigration probability and 50% of the Bulgarian respondents had a „low” and „very low” emigration probability in the short and medium term, while 28.82% said they did not estimate any emigration probability. Only 1.13% of the Dolj respondents and 1.18% of the Bulgarian respondents were sure that they would emigrate, 1.13% of the Romanians and 3.53% of the Bulgarians considered that there was a very high emigration probability, 3.97% of the Dolj inhabitants and 6.47% of the Vidin region residents estimated high emigration probability and 10.76% of the persons in Romania, respectively 9.41% of the persons in Bulgaria appreciated an average emigration probability.

For Dolj county inhabitants, the greatest interest in a potential emigration is shown by the states in the Western Europe, the countries found in Romania’s proximity, which are not very interested in the respondents. Moreover, for the Romanian respondents, Bulgaria and the Vidin region, very few respondents have been found as the first option for emigration. The Bulgarian respondents, being asked about the interest degree that various regions present as potential emigration areas, it is shown that they have the greatest interest for the Member States of the European Union, followed by those in Western Europe. Nevertheless, the persons interviewed in Vidin, being asked to choose in the order of their preferences between a group of states and regions in the situation of being offered a job with paying conditions and similar facilities would arise, have opted in a relatively large number for Dolj county and other regions of Romania as the first option. Thus, there is a higher

interest in emigration towards Dolj and Romania, respectively, by the Bulgarian respondents, compared to the relatively low interest Romanians have for a potential emigration in the Vidin region and Bulgaria, respectively.

Moreover, one can observe the high level of claims among persons with Romanian and Bulgarian legal studies regarding potential jobs in other states, 41.4% of Romanians and 56.47% of Bulgarians stated that they would only accept work in *the primary sector* and only in *the field of university specialization*, and 50.4% of the Romanians and 34.71% of the respondents in Bulgaria said they only accepted work in the *primary sector*, even if the work is not in the *field of university specialization*, only 4.5% of the Romanian respondents and 0.59% of the Bulgarians stated that they would accept to work in the *secondary sector*, but only for a determined period. No respondent has shown its intention to work in the secondary sector of the labour market for an indefinite period.

Relative to the financial expectations of Romanian and Bulgarian students and graduates, for a potential mobility on the European labour market, it is noted that these are very high, being on average for the respondents in Dolj between 2,600euro / month and 1510 euro / month and for respondents in Vidin between 3,701 euro / month and 1529 euro / month, the difference being mainly given by the state of destination. It should be noted that for present and future legal practitioners in Dolj and Vidin, financial claims for a potential emigration in the neighboring state are estimated at an average of 1500 euro / month.

There is a low level of information on the opportunities offered by the Bulgarian labour market, namely Vidin, among law students and legal practitioners, 37.11% of the Romanian respondents and 20.59% of the Bulgarian respondents have specified that they have no information, 24.65% of the Doljani and 31.76% of the Vidin respondents said they had very little information, 24.08% of the interviewed persons in Bulgaria and 23.94% of those surveyed in Vidin showed that they had little information, 6.80% of Romanians

and 10% of Bulgarians said they had a medium level of information, while only 1.42% of Doljeni and 2.36% of the Vidin inhabitants said they had a lot of information.

Although the availability of cross-border labour mobility of current and future legal practitioners in the Dolj County and Vidin Region legal field is relatively low, it is noted that the highest respondents' percentage would choose to practice as a lawyer in the neighboring country.

As a consequence of the analysis' results obtained from the researches applied in the Dolj county and the Vidin region among employers, we observe the low level of cooperation with institutions / organizations in the neighboring country. Only 25.81% of the surveyed institutions in the Vidin region and 27.88% of the Romanian institutions had cooperation ties with institutions / organizations in Romania and Bulgaria at the time of the questionnaire. Moreover, this cooperation is rather occasional. However, most institutions recognize the potential benefits of such cooperation with the neighboring state, but said they did not have "enough information on the institutions there" or that they "had no knowledge of the cooperation opportunities".

The Romanian and Bulgarian employers did not appear very open for a potential graduates recruitment legal higher education completed in the neighboring state, although 42.31% of Dolj legal persons and 51.62% of Vidin legal persons are aware that this would increase the cooperation opportunities with the institutions in the neighboring country.

Regarding the skills / knowledge that employers focus on recruitment in Vidin, we see an increased interest in "leadership skills", followed by "good communication skills" and "knowledge of Bulgarian", then "good practical knowledge in the field of study" and "good theoretical knowledge in study field". For Dolj employers, "good practical knowledge in the field of study" is very important, followed by "good theoretical knowledge in the field study", "good communication skills" and "knowledge of Romanian language". For 27.42% of Bulgarian legal entities, "good knowledge of cross-border

cooperation and regulation" is "very important", for 24.19% of "high importance" and for 19.35% of "medium level of importance". For the cross-border law sector specific areas, Bulgarian employers assess the importance of "high" and "very high" in different proportions ranging from 27.41% to 33.87%. For 27.88% of legal persons in Dolj County "good knowledge of cross-border cooperation and regulation" are "highly important" and for 29.81% they have "medium level of importance". For specific areas of cross-border law, 13.46% of Romanian employers assess the importance as being "very high", and "medium" importance is given to these areas differently, ranging between 30.77% and 44.23%.

ANNEX NUMBER 1³⁶

Questionnaire to identify the opinion of the citizens of Dolj county on the employability and mobility of the workforce in the cross-border region, in the legal field
Dolj, April 2017- March 2018

SOCIO-DEMOGRAPHIC DATA

1. Age: _____ 2. Gender: 1. F 2. M
3. Ethnicity: 1. Romanian 2. Roma 4. Education: 1. High school
3. Other _____ 4. Education: 2. Higher Education

5. Marital status: 1. Married 2. Concubinage 3. Divorced 4. Unmarried 5. Widow
6. Your current activity/profession is:
1. Student at specialization

 2. I'm not working (I've never worked)
 3. Unregistered unemployed (no longer receiving unemployment benefit/ allowance)
 4. Registered unemployed (I receive unemployment benefit)
 5. Pensioner
 6. I am employed with legal forms (What? _____)
 7. Liberal profession (What? _____)
 8. I work on my own without authorization
 9. I have my own company / organization

7. What are the main three reasons for choosing to leave Romania for the purposes of emigration to another state? (Motivation of emigration from Romania) (the respondents' choice is chosen and is numbered with the 1 first option, with 2- second option with 3- third option)

³⁶ A similar questionnaire was applied for the Vidin region.

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

<p>1. Poor education system in Romania</p>		<p>2. Precarious health system in Romania</p>	
<p>3. High level of corruption in Romania</p>		<p>4. High level of criminality</p>	
<p>5. Lack of a job</p>		<p>6. Low number of jobs in the field of my higher education</p>	
<p>7. Low paid job</p>		<p>8. Poor conditions at work</p>	
<p>9. High prices of products and services</p>		<p>10. Personal causes (marriage, family emigration in that state etc.)</p>	
<p>11. Another reason (what?)</p> <hr style="width: 300px; margin-left: 0;"/>		<p>12. I would not emigrate for any reason</p>	
<p>99. DK/DA (I do not know/I do not answer)</p>			

8. What are the main three reasons why you would choose to emigrate to a particular state? (Motivation for the choice of a particular State of destination) (the respondents' choice is chosen and is numbered with the 1 first option, with 2- second option with 3- third option)

<p>1. Performant education system</p>		<p>2. Performant health system</p>	
<p>3. Better insurance, allowances, social benefits</p>		<p>4. A high level of payroll</p>	
<p>5. Better conditions at work</p>		<p>6. The country's infrastructure</p>	
<p>7. The culture of the country</p>		<p>8. Beautiful landscapes</p>	
<p>9. Family reasons (marriage, family emigration etc.)</p>		<p>10. Something else (what?)</p> <hr style="width: 300px; margin-left: 0;"/>	
<p>11. I would not emigrate for any reason</p>		<p>99. DK/DA (I do not know/I do not answer)</p>	

9. Do you think that the highly qualified Romanian emigrants are able to work in the destination countries in the field they are trained in Romania?

- | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. In <u>very high proportion</u> they are employed in the field in which they are trained in Romania</p> <p>3. In <u>average proportion</u> they are employed in the field in which they are trained in Romania</p> <p>5. În a <u>very small proportion</u> they are employed in the field in which they are trained in Romania</p> | <p>2. In <u>high proportion</u> they are employed in the field in which they are trained in Romania</p> <p>4. In a <u>small proportion</u> they are employed in the field in which they are trained in Romania</p> <p>99. NK/DA</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

10. What do you think is the sector most affected by the phenomenon of "brain drain/migration of highly qualified workforce" in our country?

- | | | |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <p>1. The medical sector</p> <p>4. The legal (judicial) sector</p> <p>7. The tourism</p> | <p>2. The education</p> <p>5. The industry</p> <p>8. Another sector (what?)</p> | <p>3. Information technology</p> <p>6. The agri-food domain</p> <p>99. DK/DA</p> |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------|

11. If you choose to emigrate, the emigration type would be.....?

- | | |
|-------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <p>1. Certainly permanently</p> <p>3. Either permanently or temporarily (depending on conditions)</p> | <p>2. Certainly temporarily</p> <p>99. DK/DA</p> |
|-------------------------------------------------------------------------------------------------------|--------------------------------------------------|

12. If you choose to emigrate, what is the degree of interest shown for certain regions where the destination countries are located....? (Give a grade from 0 to 5 where 0 means "lack of interest", 1 means "very little interest", 2 means "little interest", 3 means "medium level interest", 4 means "high interest", 5 means "very great interest")

	0	1	2	3	4	5	99
	Lack of interest	Very little interest	Little interest	Medium level of interest	High interest	Very great interest	DK/DA

Western states of the EU							
Countries in the proximity of Romania							
States in the European Union							
States in Europe							
USA							
Canada							
South America							
Australia							
Asia							
Africa							

13. If you choose to emigrate, what are your expectations with regard to the labor market sector in which to be employed?

1. I would accept to work only *in the primary sector* (characterized mainly by stable jobs, good working conditions, generous benefits and the possibility of upward mobility) and only *in the field of my university specialization*;
 2. I would accept to work only *in the primary sector* (characterized mainly by stable jobs, good working conditions, generous benefits and the possibility of upward mobility), *even if the job is not in the field of university specialization*;
 3. I would accept to work even in the secondary sector (unskilled and unstable jobs, hard or dangerous working conditions and poor mobility possibilities), but only for a limited period;
 4. I would accept to work even in the secondary sector (unskilled and unstable jobs, hard or dangerous working conditions and poor mobility possibilities), regardless of the period;
99. DK/DA.

14. What would be the minimum monthly income that you would want to earn at employment on the labor market in another state? Estimate your income in Euro

1. States where average income / capita _____
is high (eg: Denmark, Germany, _____ (write the amount mentioned by the respondent)
France, UK etc)

2. States where average income / capita is at a medium level (eg: Italy, Spain, Cyprus etc)

_____ (write the amount mentioned by the respondent)

3. States where average income / capita is low (eg: Bulgaria, Hungary, Lithuania etc)

_____ (write the amount mentioned by the respondent)

99. NS/NR

15. If you are offered a job with similar facilities in different countries and regions, which would be your priority option? Write down the number according to your preference (between 1 and 10) thus, 1- for the first option, 2- for the second option, 3- for the third option, etc.

- 1. Bulgaria - Vidin county (greatest proximity to home)
- 3. Another neighboring state to Romania (excepting Bulgaria) (which?) _____
- 5. USA
- 7. Australia
- 9. A state in Asia

- 2. Bulgaria - another region
- 4. A state in Western Europe
- 6. Canada
- 8. A state in South America
- 10. A state in Africa

16. For you, what is the probability of emigration in the next years (short and medium term)? Give a grade from 0 to 5 where 0 means "no probability", 1 means "very low probability", 2 means "low probability" 3 means "medium probability", 4 means "high probability", 5 means "very high probability", 6 means "certainly I will emigrate"

0	1	2	3	4	5	6	99
No probability	Very low probability	Low probability	Mediun probability	High probability	Very high probability	Certainy I will emigrate	DK/DA

→ 17. If the answer to question 16 is 3 (medium probability) or 4 (high probability) or 5 (very high probability) or 6 (certainly I will emigrate), which are the countries where you would like to emigrate? (Maximum 5 options)

.....

1.

Countries:

es:

98. It's not the case (tick if the answer to question 16 is: 0 or 1 or 2)

99. DK/DA

18. Do you think that the Bachelor's degree you have or you are about to obtain, can be recognized in another Member State of the European Union?

1. Yes, it can be recognized

2. It can not be recognized

3. I don't know

99. I don't answer

19. If you have lived in a country in Western Europe, you think that ...?

1. You would have lived better than in Romania

2. You would have lived the same way

3. You would have lived worse

99. DK/DA

20. If you have lived in Bulgaria, you think that ...?

1. You would have lived better than in Romania

2. You would have lived the same way

3. You would have lived worse

99. DK/DA

21. In the coming years, are you going to travel to Bulgaria?

1. Yes, certainly

2. Possible (I have not decided yet)

3. No

99. NS/NR

22. If the answer is "Yes" or "Possible" to question number 21, what is the purpose of the trip?

Purpose		1. Yes	2. No	99. DK/DA
1.	For tourism			
2.	To work temporarily and return to Romania			
3.	For study			
4.	To emigrate and live there definitively			

5.	For business			
6.	Other purpose (which?) _____			

23. On a scale of 0 to 5, indicate what level of information you have about the opportunities offered by the Bulgarian labor market? where 0 means "no information", 1 means "very little information", 2 means "little information", 3 means "medium level of information", 4 means "much information", 5 means "very much information"

0	1	2	3	4	5	99
No information	Very little information	Little information	Medium level of information	Much information	Very much information	DK/DA

24. What do you think is the main reason for the reduced mobility of Romanian citizens on the Bulgarian labor market?

- | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <p>1. Similar level of development</p> <p>3. Low opportunities in the labor market</p> <p>5. Limited number of information on labor market opportunities in Bulgaria</p> | <p>2. Similar salary level</p> <p>4. Language barrier</p> <p>6. Something else (What?)
_____</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|

25. If you would have the opportunity to work in Bulgaria on a job that corresponds to your material and professional standards, would you accept to work in that country?

- | | | |
|---------------|--------------|------------------|
| 1. Yes | 2. No | 99. DK/DA |
|---------------|--------------|------------------|

26. Give a grade from 0 to 5 for the following professions that you could practice in Bulgaria and from which you could choose, depending on your level of interest (0 means "lack of interest", 1 means "very little interest", 2 means "little interest", 3 means "medium level interest", 4 means "high interest", 5 means "very high interest")

	0	1	2	3	4	5	99
	Lack of interest	Very little interest	Little interest	Medium level of interest	High interest	Very high interest	DK/DA
Lawyer							
Judge							

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

Prosecutor							
Investigator in the investigation agency (magistrate status)							
Notary							
Private judicial executor							
State judicial executor							
Registration judge							
Legal adviser							
Collaborating with a law firm in Bulgaria, remaining registered in the Romanian Bar							
Mediator							
Something else (What? _____)							
Any profession, if the conditions of employment are convenient							

ANNEX NUMBER 2³⁷

Questionnaire to identify the employers' opinion in Dolj county
on the employability and mobility of the cross-border workforce
in the legal field

Dolj, April 2017- March 2018

IDENTIFICATION DATA OF THE INSTITUTION / ORGANIZATION

1. The name of the institution/organization: _____

2. Type of the institution/organization:

1. Budgetary organization (public institution)	2. Private organization (private institution)
3. Mixed organization	4. Another form of organization (Which? _____)

3. Address of the institution/organization _____

4. The headquarters is located in:

1. Rural area	2. Urban area
---------------	---------------

5. Field of activity: _____

6. CAEN Code: _____

7. Founding year: _____

8. Telephon, fax, web page: _____

9. Contact person (respondent): _____

³⁷ A similar questionnaire was applied for the Vidin region.

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

10. Size of institution /

organization:

- | | | | |
|-----------------------------------|----------------------------------------|------------------------------------------|-------------------------------|
| 1. Micro (less than 10 employees) | 2. Small (between 10 and 49 employees) | 3. Medium (between 50 and 249 employees) | 4. Large (over 250 employees) |
|-----------------------------------|----------------------------------------|------------------------------------------|-------------------------------|

11. Currently, what is the structure of the staff in your institution, according to the position it occupies?

Employee category	Number of persons
1. Staff in leading positions	
2. Qualified execution personnel	
3. Unskilled execution personnel	
4. Total employees	

12. Currently, what is the structure of the employees in the institution, according to the educational level?

Level of education	Number of persons
1. Primary school graduate	
2. Secondary school graduate	
3. High school graduate	
4. Post high school graduate	
5. University studies graduate	
6. No studies	
7. Total employees	

13. What are the specializations of higher education graduates employed in the institution? Check where appropriate

- | | | | | | |
|--------------------------|--|---------------|--|---------------------------------------|--|
| 1. Public administration | | 2. Healthcare | | 3. Social work | |
| 4. Automatics | | 5. Biology | | 6. Communication and public relations | |
| 7. Chemistry | | 8. Law | | 9. Physical education and sport | |
| 10. Electromechanics | | 11. Pharmacy | | 12. Philosophy | |
| 13. Physics | | 14. Geography | | 15. Horticulture | |
| 16. Informatics | | 17. History | | 18. Electrical engineering | |



16. If "Yes" to question no. 15, what is their nationality?

- 1. _____ (nationality is mentioned)
- 98. It is not the case (check if the answer to question 15 is "No")
- 99. DK/DA



17. If "Yes" to question no. 15, where did foreign employees completed higher education?

- 1. In Romania
- 2. Abroad (where?) _____
- 98. It is not the case (check if the answer to question 15 is "No")
- 99. DK/DA

18. What is the degree of availability of your institution to hire a foreigner with higher education completed in another state? Give a grade from 0 to 5 where 0 means "no availability", 1 means "very low availability", 2 means "low availability", 3 means "medium availability", 4 means "high availability", 5 means "very high availability"

0	1	2	3	4	5	99
No availability	Very low availability	Low availability	Mediun availability	Hgh availability	Very high availability	DK/DA

19. What is the degree of availability of your institution to hire a foreigner with higher legal education completed in another state? Give a grade from 0 to 5 where 0 means "no availability", 1 means "very low availability", 2 means "low availability", 3 means "medium availability", 4 means "high availability", 5 means "very high availability"

0	1	2	3	4	5	99
No availability	Very low availability	Low availability	Mediun availability	Hgh availability	Very high availability	DK/DA

20. Do you currently have persons employed on positions requiring legal qualifications? (If the answer is "Yes", go to questions 21 and 22; if the answer is "No", go to question number23)

- 1.Yes
- 2.No
- 99. DK/DA

→ **21. If the answer is “Yes” to question no. 20, how many similar jobs are in your institution / organization?**

- 1. _____ (write the number)
- 98. It is not the case (check if the answer to question 20 is “No”)
- 99. DK/DA

→ **22. If the answer is “Yes” to question no. 20, what are those jobs (multiple answers, if appropriate) and what is their number?**

	Job	Nr. of persons employed
1.	Legal adviser	
2.	Advisor specialized in the legal field	
3.	Specialist inspector with compulsory legal studies	
4.	Judge	
5.	Prosecutor	
6.	Court clerck	
7.	Something else (what?) _____	
98.	It is not the case (check if the answer to question 20 is “No”)	
99.	DK/DA	

→ **23. If the answer is “No” to question no. 20, to whom do you ask for legal advice?**

- 1. Lawyer
- 2. Legal adviser
- 3. Notary
- 4. Somebody else (who?) _____
- 98. It is not the case (check if the answer to question 20 is “Yes”)
- 99. DK/DA

24. Does your institution/organization has cooperative links with institutions/organizations from Bulgaria? (If the answer is, go to questions no. 25, 26, 27; if the answer is “No”, go to questions no. 28 and 29)

1.Yes

2.No

99. DK/DA



25. If the answer is “Yes” to question no. 24, what is the frequency of cooperation with the Bulgarian institutions?

1. Permanent

2. Very often

3. Often

4. Ocassionally

5. Rarely

6. Very rarely

98. It is not the case (check if the answer to question 24 is “No”)

99. DK/DA



26. If the answer is “Yes” to question no. 24, do you think that cooperation with the Bulgarian institutions has helped you to develop your institution?

1.Yes, to a very large extent

2.Yes, to a large extent

3. Yes, average extent

4.Yes, to a small extent

5.Yes, to a very small extent

6. Not at all extent

98. It is not the case (check if the answer to question 24 is “No”)

99. DK/DA



27. If the answer is “Yes” to question no. 24, from which region/regions of Bulgaria are the institutions with which you have cooperative links?

1. _____ (mention the region/regions)

98. It is not the case (check if the answer to question 24 is “No”)

99. DK/DA



28. If the answer is “No” to question no. 24, which is the reason why you have not developed cooperation with the Bulgarian institutions?

1.We have no knowledge of the opportunities for cooperation

- 2. We were not interested in such cooperation
- 3. We do not have sufficient information on the institutions from Bulgaria
- 4. Something else (What?) _____
- 98. It is not the case (check if the answer to question 24 is “Yes”)
- 99. DK/DA



29. If the answer is “No” to question no. 24, do you think that cooperation with an institution/ organization in Bulgaria could help you in developing your activity?

- 1. Yes, to a very large extent
- 2. Yes, to a large extent
- 3. Yes, average extent
- 4. Yes, to a small extent
- 5. Yes, to a very small extent
- 6. Not at all extent
- 98. It is not the case (check if the answer to question 24 is “Yes”)
- 99. DK/DA

30. Do you think that by employing in your institution a higher education graduate from Bulgaria, could help you establish/intensify relations with institutions from the neighboring country?

- 1. Yes, to a very large extent
- 2. Yes, to a large extent
- 3. Yes, average
- 4. Yes, to a small extent
- 5. Yes, to a very small extent
- 6. Not at all
- 99. DK/DA

31. Do you think that by employing in your institution a law graduate from Bulgaria, could help you establish/intensify relations with institutions from the neighboring country?

- 1. Yes, to a very large extent
- 2. Yes, to a large extent
- 3. Yes, average
- 4. Yes, to a small extent
- 5. Yes, to a very small extent
- 6. Not at all
- 99. DK/DA

32. Give a grade on a scale from 0 to 5 for the importance you give to the following categories of knowledge/skills/competences, that an employee with higher education should have, in order for him/her to be employed in your institution, where 0 means “lack of importance”, 1 means “very little importance”, 2 means “little importance”, 3 means “medium level of importance”, 4 means “high importance”, 5 means “very high importance”

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

	0	1	2	3	4	5	99
	Lack of importance	Very little importance	Little importance	Medium level of importance	High importance	Very high importance	DK/DA
Good theoretical knowledge in the field of higher education							
Good practical knowledge in the field of higher education completed							
Good knowledge of the Romanian language							
Good knowledge of at least one foreign language							
Good knowledge of two foreign languages							
Good IT knowledge							
Good communication skills							
Leadership skills							
Good knowledge of cross-border cooperation and regulation (for law graduates)							
Good knowledge of project management or implementation							
High availability for lifelong learning							
Cross-border migration							
Labor law and cross-border social security							
Cross-border tax law							
Cross-border commercial law							

Cross-border regulations in the field of transport and cultural heritage							
Cross-border criminal law							
Something else (What?) _____							

33. What do you think is the main effect of continuous professional development of current and future employees?

1.	Improving employee competencies
2.	Raising the quality standards of products and services offered by the institution / organization
3.	Using new procedures, equipment, technologies
4.	Promoting teamwork and team leadership effectively
5.	Something else (What?) _____
99.	DK/DA

34. How important do you think is the continuous professional development of current and future employees? Give a grade from 0 to 5, where 0 means “lack of importance”, 1 means “very little importance”, 2 means “little importance”, 3 means “medium level of importance”, 4 means “high importance”, 5 means “very high importance”)

0	1	2	3	4	5	99
Lack of importance	Very little importance	Little importance	Medium level of importance	High importance	Very high importance	DK/DA

Telephone / Email of the interviewed person

Tipărit în România



Craiova, Aleea Teatrului, nr.2, bl. T1, parter

Tel./Fax: 0251 414 003;

Mobil: 0722 216 508, 0722 216 509, 0741 205 715

e-mail: sitech@rdslink.ro; editura_sitech@yahoo.com