

EMIGRATION AND ITS IMPACT ON THE SENDING COUNTRY. SOCIAL AND ECONOMIC EFFECTS FOR ROMANIA

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Received 10.03.2024. | Send to review 28.03.2024. | Accepted 05.08.2024.

Original Article



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JEL Classification:
J11, J61

Doi:
10.61432/CPNE0201079r

UDK:
314.15-026.48:331.556.4(498)

ABSTRACT

The topic of emigration and its global impact are significant due to several intertwined economic and social implications. The articles aims to investigate the emigration effects on the sending country, such as the effects of labor force loss, together with transformations in social dynamics and demographic shifts in order to understand and address their complex challenges. The research was conducted based on a survey, which was conducted on a sample size of 535 participants, aged between 18 to 63 years old, of which more than a third were females, and data were processed with statistical methods to emphasize the multifaceted impacts of these trends. Key findings highlight that economically, remittances from the diaspora contribute significantly to household incomes in Romania, offering support to many families and local economies. However, the loss of human capital, particularly skilled workers, imposes a long-term challenge to vital sectors and long-term development. Socially, emigration has led to altered family, resulting in a generation of children alienated from their families, with potential psychological effects. This research offers crucial insights into the complex dynamics of emigration, providing valuable insights for policymakers to address its challenges through strategies mitigating negative outcomes while optimizing the benefits of emigration.

Key words: *Emigration, Economic Implications, Social Dynamics, Remittances*

1. INTRODUCTION

Emigration is the process in which individuals leave their country of origin to settle permanently in another. In a more abstract sense, it is the response to changes in living standards caused by changes in population numbers, development of production and trade, formation of countries, states, nations climate change, and wars (Bite, 2020), and it is in fact a phenomenon that has profound consequences for both sending countries (Katseli, 2006) and receiving countries (Weiner, 1990). In recent decades, Romania, like many other nations, has experienced significant levels of emigration, leading to a multitude of social and economic consequences (Bite, 2020). This article aims to

examine the complex relationship between emigration and its impact on Romania, focusing in particular on the social and economic effects on the sending country.

Historically, Romania has been characterized by periods of emigration and immigration, influenced by various political, economic and social factors. However, since its accession to the European Union in 2007, Romania has witnessed a significant increase in emigration, driven mainly by economic disparities, lack of employment opportunities and aspirations for higher living standards abroad (Iftimoaiei, 2018; Iordache&Titant, 2022). The scale of this wave of emigration has generated growing concern among policymakers, researchers and citizens about its repercussions on Romania's social structure and economic development.

From a social perspective, emigration has led to significant demographic changes and changes in the composition of Romania's population. The predominant flow of young people and skilled people has led to demographic imbalances, with implications for the labour market, healthcare system and pension sustainability in the country. In addition, emigration has disrupted family structures and community cohesion, as families are separated and social networks are fragmented, generating emotional tension and social dislocation.

Economically, emigration has both diverse repercussions on Romania. On the one hand, remittances sent by Romanian emigrants represent an important source of income for many households, contributing to poverty reduction and consumption-based economic growth. The long-term consequences of emigration on Romania's economy are complex. The loss of skilled professionals and workforce burnout can hamper productivity, innovation and overall economic competitiveness. In addition, reliance on remittances as the main source of income can perpetuate a cycle of economic vulnerability and hamper investment and domestic development.

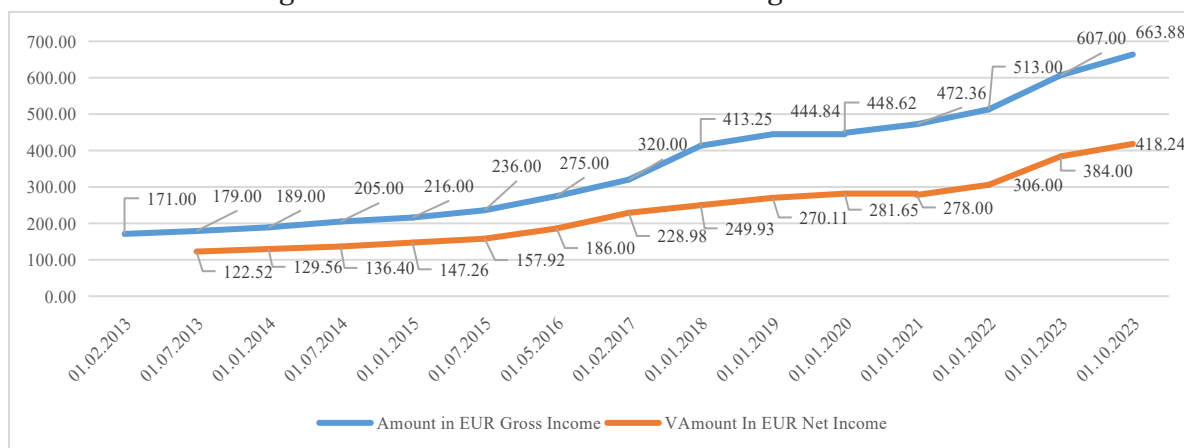
Given these complexities, understanding the social and economic effects of emigration on Romania is crucial for formulating effective policies to address its challenges and capitalize on its opportunities.

2.CAUSES OF EMIGRATION

Romanians left Romania, massively, in intense or less intense flows, as early as 1990, but exile had begun earlier, still under the Ceausescu regime, when people no longer hoped that anything would ever change significantly for the better in Romania. This feeling has remained and determines many Romanians to take the road to emigration. (Chirila, 2017)

The salary represents one of the main reasons for emigration (Savu, 2023)

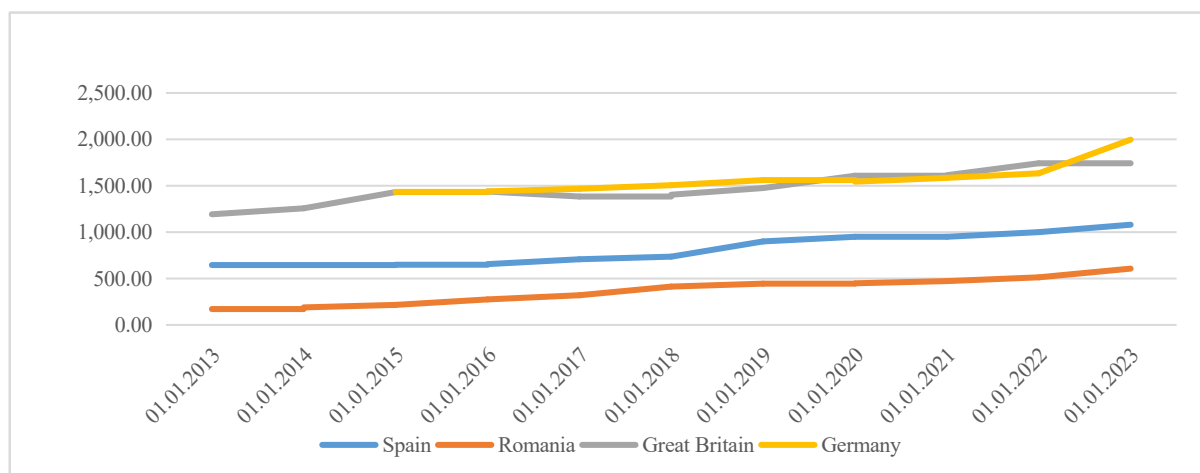
Fig. 1 The evolution of the minimum wage in Romania



Source: <https://legislatie.just.ro/>

According to the data presented in Fig. 1, the minimum wage in Romania had a steady increase from 2013 to 2023. However, Fig. 2 highlights the fact that the average gross minimum wage in the last 8 years in Romania has been lower by EUR 1127 than the ones in the top 3 countries where the largest communities of Romanians are located (Spain, Germany, Great Britain), which proves that in terms of wages, the Romanian workforce is more motivated to choose emigration to the West. It is worth mentioning that Italy, where the largest community of Romanians is located, does not currently have a minimum wage set at national level and for these reasons, data related to Italy is not processed.

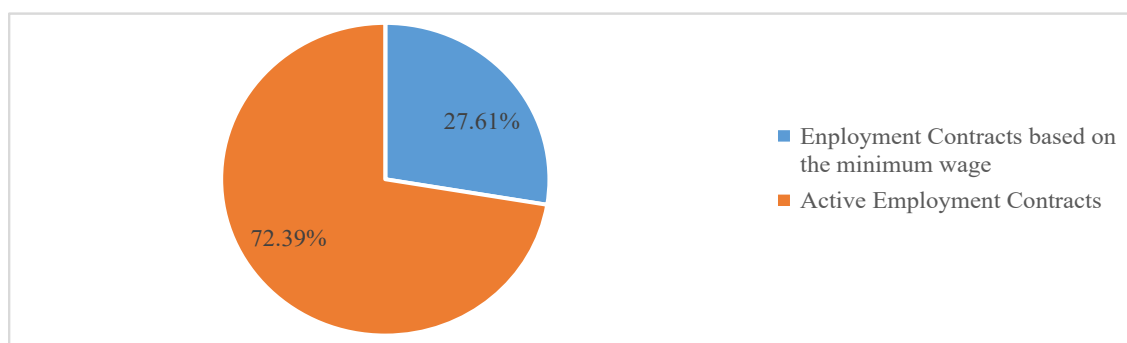
Fig. 2 Gross minimum wage evolution in Romania, Spain, Great Britain and Germany



Sources: Eurostat

According to data from the Ministry of Labor (collected from the REVISAL system), there were an average of 6,725,745 open-ended contracts in 2023. From the processing carried out by the institution managing this base, it is estimated that the number of active employment contracts at the level of the minimum gross wage guaranteed in payment in October 2023 (the time of processing) is approximately 22%, as presented in Fig. 3.

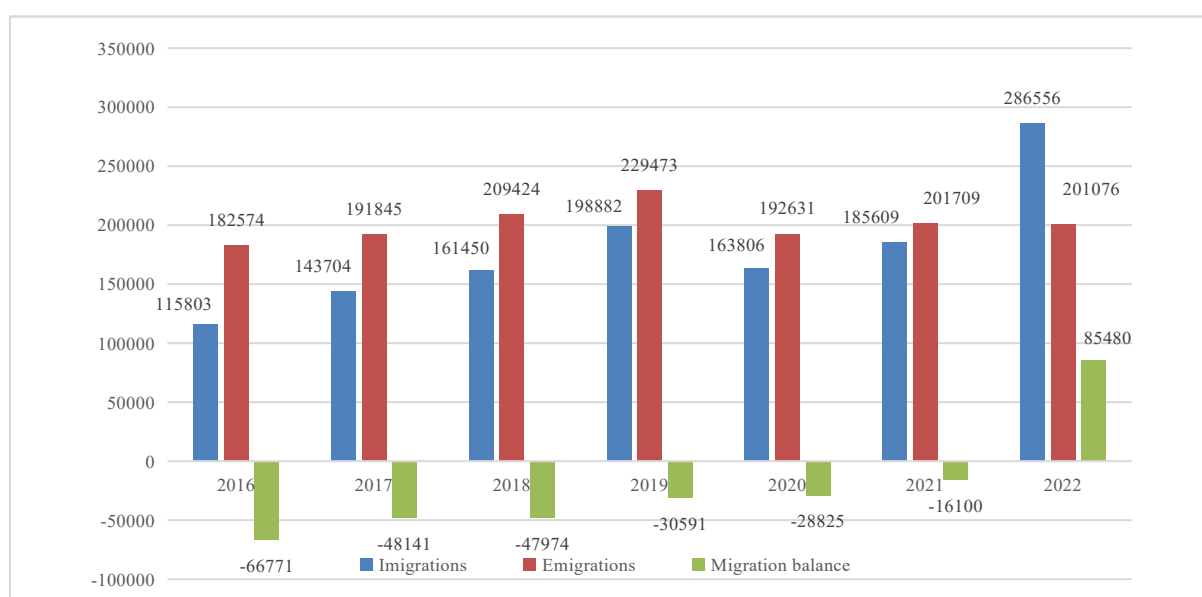
Fig. 3 Share of work contracts classified at the minimum wage in the total active employment contracts, 2023



3.THE SOCIAL AND ECONOMIC IMPACT OF LABOUR EMIGRATION

Level of emmigration. As presented in Fig. 4, an upward trend in emigration is observed between 2016 and 2019. In 2019, the number of temporary emigrants in the reference period was the highest, while 2020 is the year with the lowest values related to emigration in the reference period, namely 192,631 departures and in 2021 the lowest migration balance was recorded, the difference between emigrants and immigrants being only 16,100 people.

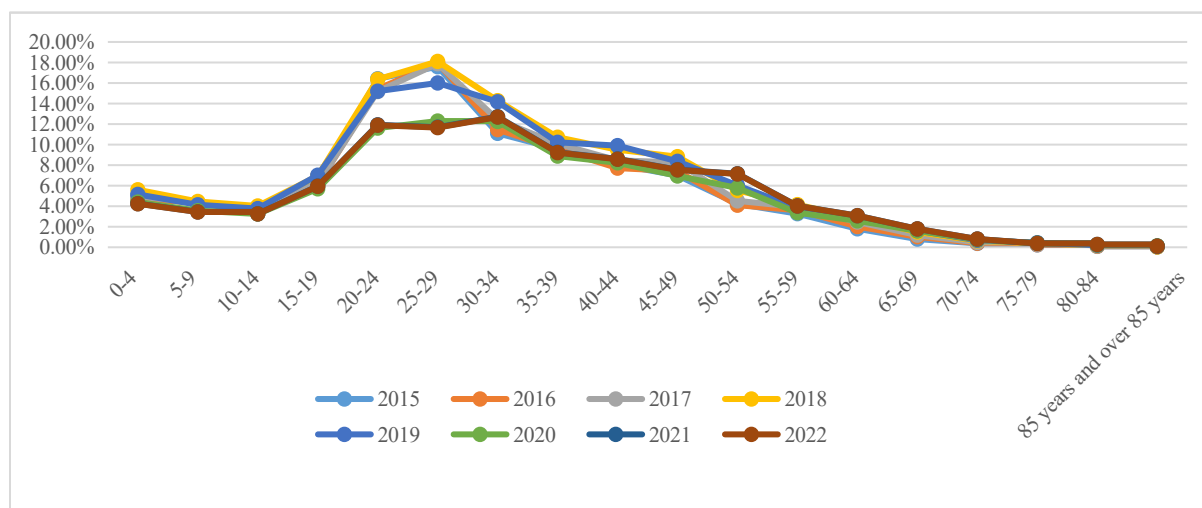
Fig. 4 Level of migration from Romania, 2016-2022



Source: [TEMPO Online \(insse.ro\)](https://insse.ro)

If we analyze the age structure of emigrants (Fig.5), it is noted that the most important share is represented by people in the age group 20-29 years (489,335 people between 2015-2022) and the group 30-39 years (369,568 people between 2015-2022). High migration among young people will result in significant labour market problems in the coming years. Also, the phenomenon of demographic aging is increasing due to changes in the structure of the population.

Fig. 5 Long-term temporary international emigration



Source: TEMPO Online (insse.ro)

The phenomenon of demographic ageing is particularly present in Europe, where there is a natural decline and an upward trend in population ageing (Zastavetska, 2023). Almost 30 years after the political, economic and social changes that marked Europe at the end of the ninth decade and the beginning of the tenth decade in the last century, the economic and social landscape of Central and Eastern European countries - including Romania - has radically changed, and these changes have also left their mark on demographic developments. Two phenomena have contributed to the rapid acceleration of population ageing in these countries - falling birth rates and increasing international migration. (M., 2016)

As presented in Fig. 6, although the population aged up to 14 years had a fairly similar evolution to the population aged over 65, the latter not only represents a higher percentage of the total population but also changes its ancestry trend and begins to evolve much faster than the population aged up to 14 years. These events have as their main consequence the reduction of the working-age population, i.e. the population aged 16-65 years, according to Figure 7.

Fig. 6 Share of population aged 0-14 years and over 65 years in the total resident population in 2016-2023

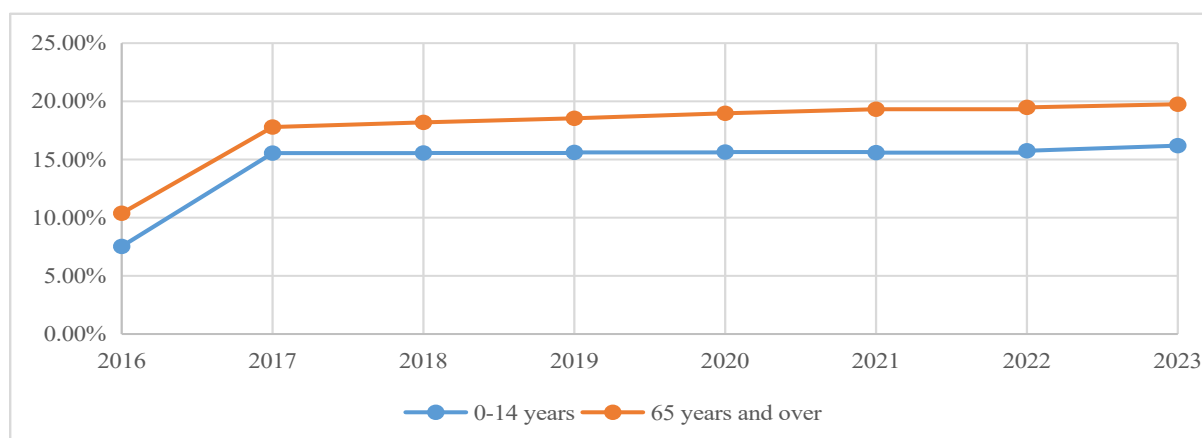
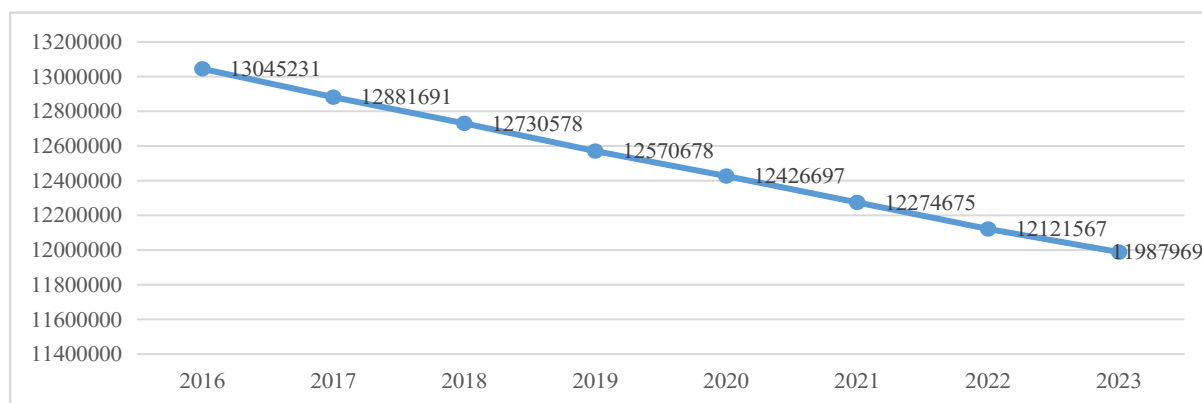


Fig.7 Evolution of the population legally able to work

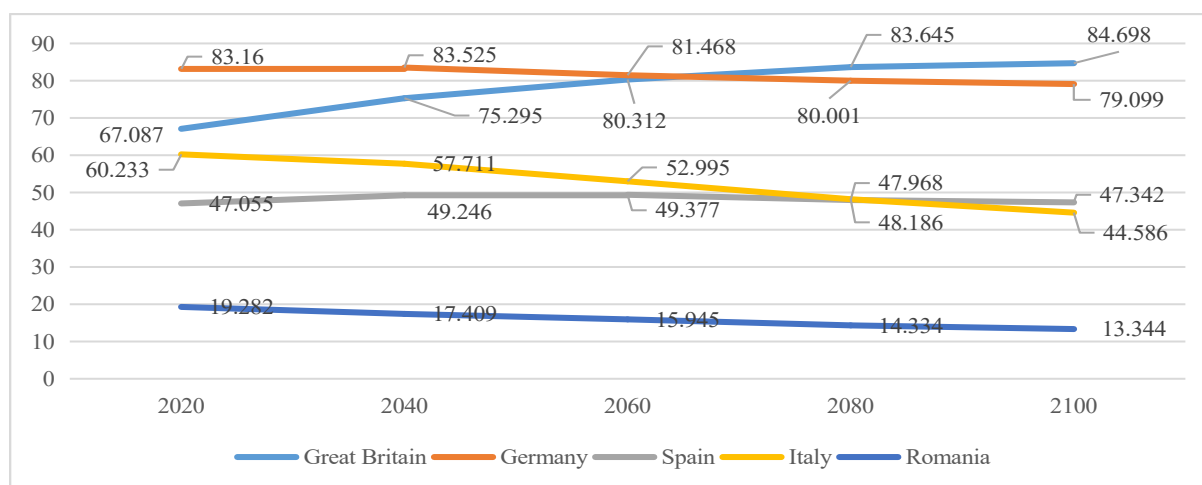


Source: TEMPO Online (insse.ro)

An involution of the population aged between 16 and 64 (active population in terms of work) in Romania between 2016 and 2023 indicates a decrease or reduction in the size of this demographic group during the specified period. A decline in the working population can have profound economic repercussions. It could signal challenges in terms of labor availability, leading to labor shortages in certain sectors and the need to import human resources, as proven by Government Decision 1338/2023 issued by the Romanian Government on setting the quota at 100,000 foreign workers (Non EU) newly admitted to the Romanian labor market in 2024. This could affect economic growth, productivity levels and competitiveness.

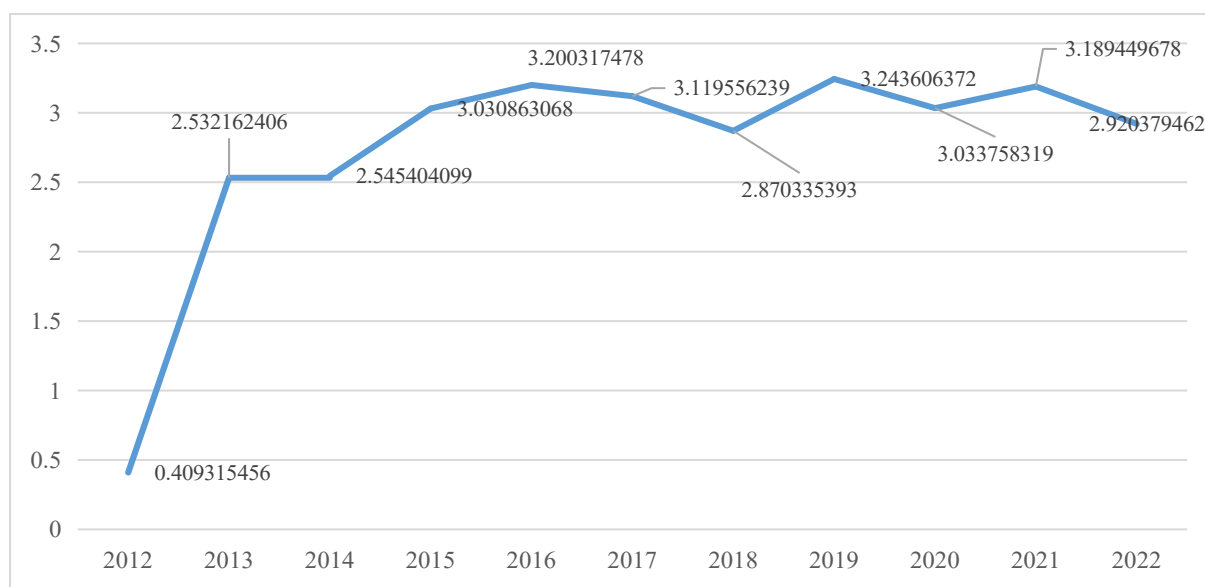
Considering population projection at the horizon of 2020, 2040, 2060, 2080, 2100 Fig.8., the following considerations can be made: if in 2020, within the classification by population size, the top countries analyzed were: Germany, the United Kingdom, Italy, Spain and Romania, in 2100 there will be a change. Germany will be overtaken by the United Kingdom by a difference of several hundred thousand people, but the other countries will keep their place. Fig. 8 highlights that all countries have a slight tendency to increase population size, except Italy (which is facing the major problem of demographic ageing), and Romania. In Romania's case, the situation is more complex due to the fact that, besides demographic aging, a phenomenon is on the rise, the active labor population (population aged 15-35) is in full wave of emigration. (Zastavetska, 2023)

Fig.8 Population projection at the horizon of 2020, 2040, 2060, 2080, 2100

Source: <https://ec.europa.eu/eurostat/databrowser/view/tps00002/default/table?lang=en>

The migration phenomenon had a positive impact on income inequality in the country through the transfer of capital to Romania in the form of remittances by Romanian emigrants. Remittances also reduced inequality between rural and urban areas. A downward trend, respectively stagnation between 2007-2012 can be noted, then in the following year the value of remittances increases approximately 4.77 times. One possible cause is that the emigration rate of Romanians had an upward trend in 2013 compared to 2012. However, the peak is in 2017, when the total value of remittances represented 3.24% of Romania's GDP in that year, which had a value of approx. 6.3 bn EUR . Fig. 9 puts into evidence an impressive evolution of remittances in Romania, between 2012-2013 their share of GDP increased more than 6 times, from 0.40% to 2.53%, after which a slight upward trend was maintained Fig.9. (Walsmley TL)

Fig. 9 Evolution of remittances (%), 2012-2022



Source: [Personal remittances, received \(% of GDP\) - Romania | Data \(worldbank.org\)](https://data.worldbank.org/SH.UY.CD?locations=RO)

4.METHODOLOGY

The research was conducted based on a survey among 535 subjects who have an ongoing or had an emigration project to collect data on aspects of their lives.

The self-administrated questionnaire was used as an instrument for data collection. The data were gathered from September- November 2023.

The sample structure according to the socio-demographic characteristics of the respondents is presented in Table nr. 10

Table 1. Description of the sample

Gender	Male	31.65%
	Female	68.35%
Age	Under 20 years	0.19%
	20- 29 years	23.22%
	30- 39 years	39.51%
	40- 49 years	24.16%
	50- 59 years	10.30%
	60 de years and over	2.62%
Environment origin	Urban	65.42%
	Rural	34.58%
Education level	Secondary school studies	4.11%
	Highschool studies	49.53%
	Higher education	46.36%

The types of questions used in the questionnaire included multiple choice and a 5-point Likert scale (1—very interested, 5—not interested) responses. For the data analysis we used descriptive statistics, respectively, the relative frequencies and average scores.

5. RESULTS

The information presented in Table 2 highlights the distribution of emigrants between different European countries. A significant percentage of 23.4% indicates that England was the main choice of emigrants. Germany ranks second with 14.2%, followed by Cyprus and Denmark, both with close percentages. Italy and Spain also attracted certain proportions of emigrants, while Hungary recorded a lower percentage. The rest of the emigrants went to other countries, accounting for 20.7% of the total. These statistics reflect the different preferences of emigrants in terms of destination countries.

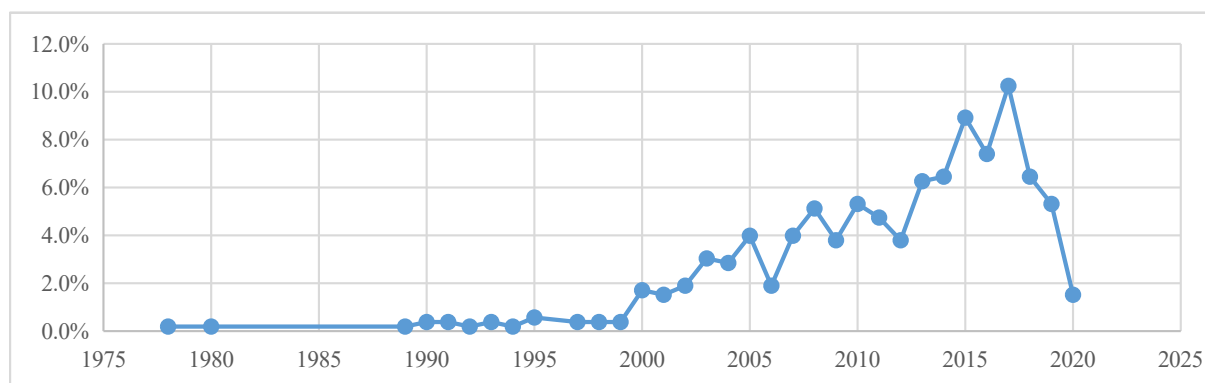
Table 2 Main host countries of the respondents

Nr. Crt	Host countries	% of the total (535 subjects)
1	Great Britain	23.4%
2	Germany	14.2%
3	Cyprus	13.5%
4	Denmark	13.1%
5	Italy	6.9%
6	Spain	5.8%
7	Hungary	2.4%
8	Others 23 countries	20.7%

Fig.10 highlights the evolution of the percentage of emigrant subjects between 1978 and 2020. Between 1978 and 1989, the percentage of departures was very low, stable around 0.2% for each year, indicating a low migration initially. Since 1990, the percentage has increased progressively, reaching values of 0.4% in 1990 and 1991, then 0.2% in 1992 and 1994. An upward trend has become evident since 1995, when the percentage reached 0.6%. Growth continued until around 2008, with annual variations, but with a general upward trend. From 2008 to 2015, the percentage of departures increased significantly, peaking in 2015 (8.9%) and 2017 (10.2%). After these peaks, the percentage began to gradually decrease, registering values of 6.5% in 2018, 5.3%

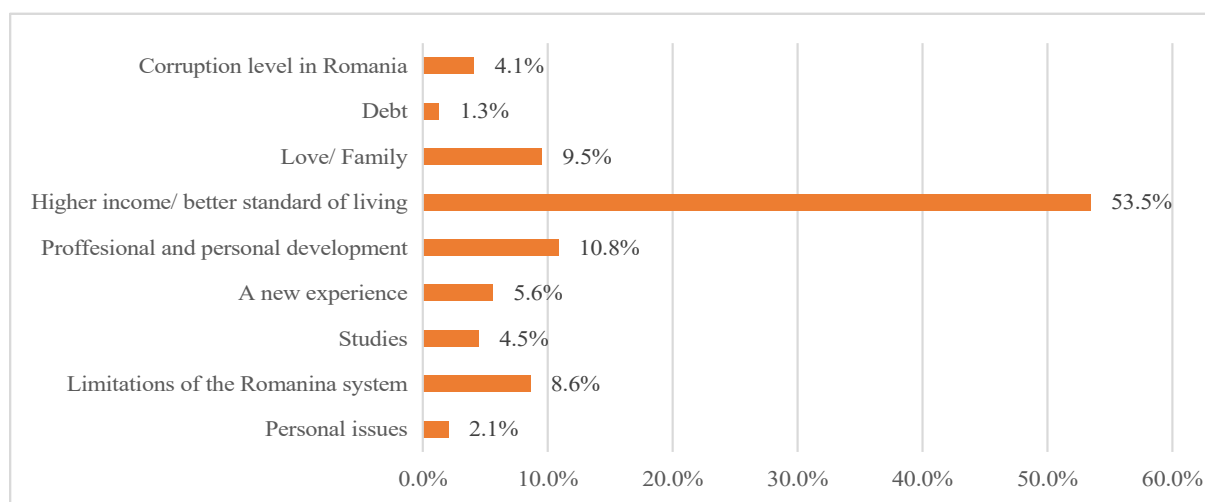
in 2019 and 1.5% in 2020. These data indicate a general trend of emigration growth in recent years, with departures peaks in 2015 and 2017, followed by a slight decrease in recent years.

Fig. 10 Year of departure abroad



The information provided in Fig. 11 outlines a complex picture of the reasons that led to the departure of some Romanians from the country. These reasons include personal problems, with a share of 2.1%, and limitations in Romania, which account for 8.6% of all reasons. Some people chose to go abroad to study abroad (4.5%) or in search of a new experience (5.6%). A significant number were motivated by finding a job or personal development, with a share of 10.8%. However, the highest percentage, at 53.5%, indicates that the desire for higher incomes and a higher standard of living was a major factor for those who emigrated. Reasons related to love and family (9.5%), financial problems or debts (1.3%) and dissatisfaction with corruption (4.1% of the total) were also present. This diversity of reasons highlights the complexity of Romanians' emigration decisions and the importance of economic and family factors in these decisions.

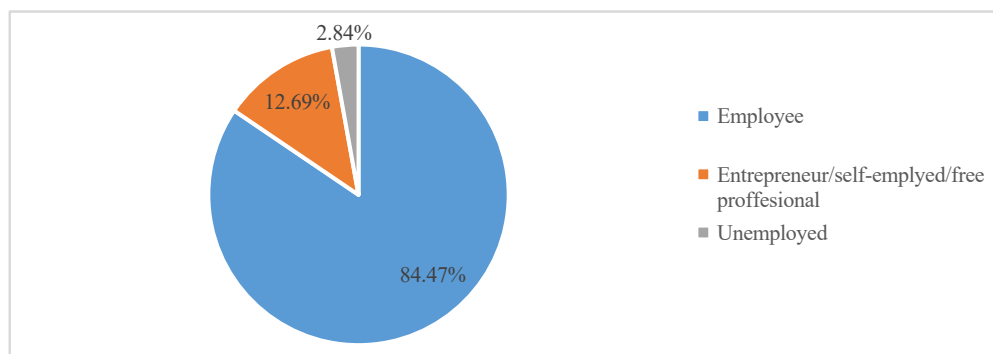
Fig. 11 Reason For Leaving



The information provided in Fig.12 highlights the occupational situation of emigrant subjects, with various categories. Most of them, 84.47% of the total, are employed in the destination country, reflecting an economic stability given by finding a job. The segment of entrepreneurs, self-employed or free professionals accounts for 12.69% of the total, reflecting a level of entrepreneurship and independence among emigrants. A smaller percentage, 2.84%, are in unemployment in the destination country, indicating difficulties in finding a suitable job for these individuals. This analysis suggests that

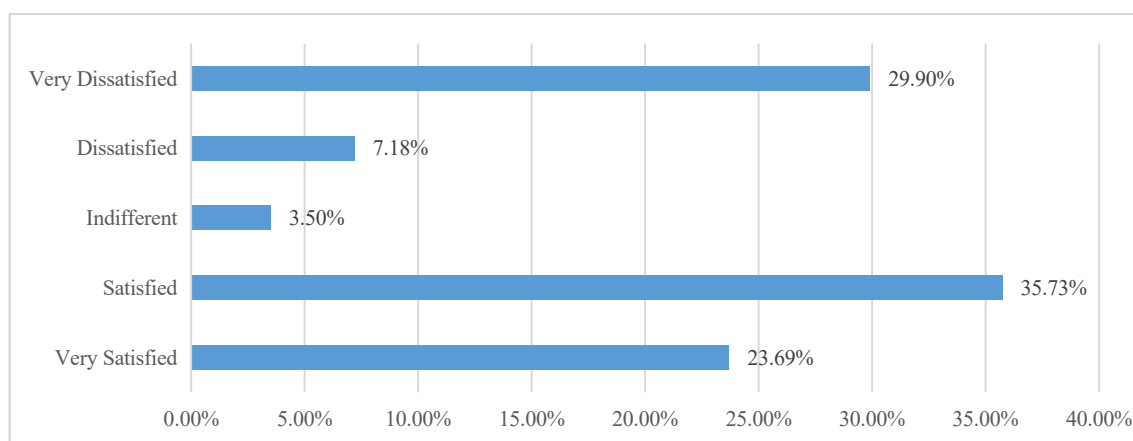
most emigrants have managed to get stable employment abroad, with some opting for entrepreneurship or self-employment. However, a small percentage face unemployment, a sign that some are finding it difficult to integrate into the labour market of the destination country.

Fig. 12 Economical/employment status of the respondent in the host country



The data shown in Fig. 13 reveal a diversity of views on working conditions. A percentage of 23.69%, classified as “Very Satisfied”, indicates that a significant segment of the workforce is extremely satisfied, possibly reflecting an optimal working environment and favorable conditions. Most of the responses, 35.73%, fall into the “Satisfied” category, a sign that most employees are satisfied, although not exceptionally. The “Regardless” segment constitutes only 3.50% of the total, suggesting that a small percentage of employees do not feel a significant impact of working conditions on them. The category “Dissatisfied” includes 7.18% of total responses, indicating the presence of dissatisfaction regarding aspects of the work environment. Alarming is the percentage of 29.90% of the answers “Very dissatisfied”, pointing out the existence of serious problems or unmet needs in working conditions. These data show a significant variation in satisfaction levels and can serve as a basis for necessary improvements to create a more pleasant and efficient work environment for all employees.

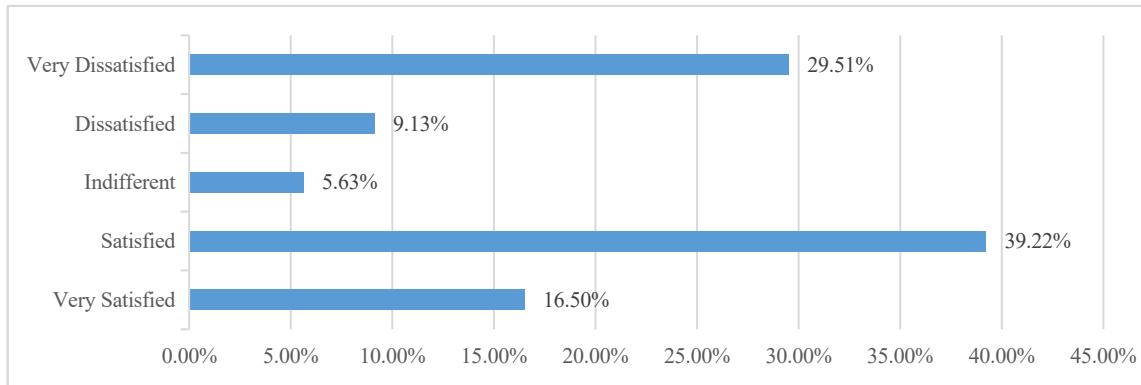
Fig.13 Workplace Conditions



The information provided in Fig. 14 show that employees perceptions of advancement opportunities within the company vary significantly. A percentage of 19.42% of employees are very satisfied (“Very Satisfied”), appreciating the prospects for growth and career progression offered by the company. Another 28.35% of respondents are satisfied (“Satisfied”), believing that there are satisfactory opportunities for their professional development, although they are not extremely enthusiastic. A minority of 7.96% feel indifferent (“Indifferent”) to these opportunities, possibly not giving much impor-

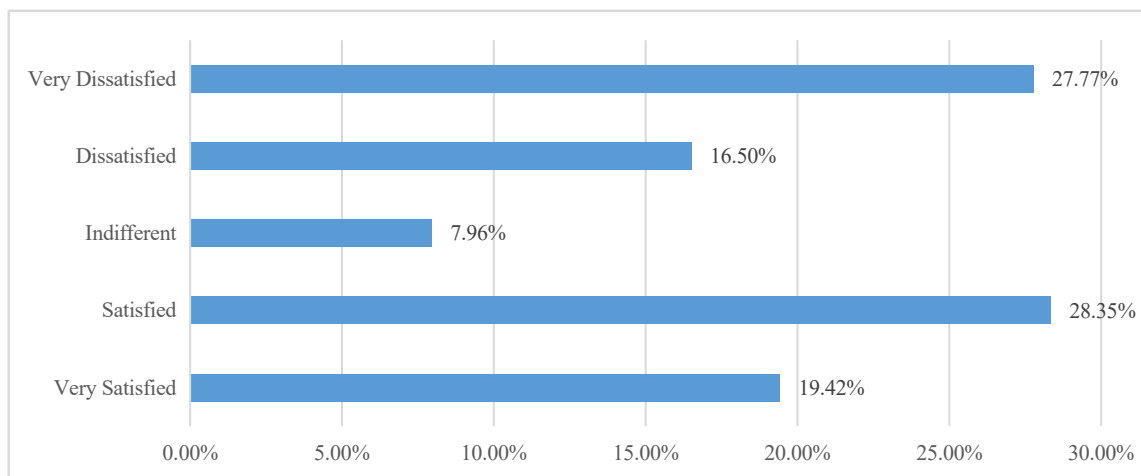
tance to this aspect of the workplace. In contrast, 16.50% of employees are dissatisfied (“Dissatisfied”) and 27.77% are extremely dissatisfied (“Very Dissatisfied”), indicating frustration or disappointment with limitations to their professional advancement. This variation in responses emphasizes the importance of continuously analyzing and improving career opportunities and organizational culture to address employee needs and expectations.

Fig. 14 Workplace Daily Tasks and Applications



As for employees’ perception of advancement opportunities, information provided in Fig. 15, they provide a detailed insight into their job satisfaction. Of the total responses, 19.42% of employees are classified as “Very Satisfied”, indicating a deep appreciation for the chances of career growth and progression offered by the firm. A higher proportion, 28.35%, feel “satisfied”, acknowledging the existence of satisfactory opportunities for advancement, even if they are not perceived as exceptional. On the other hand, 7.96% of employees show themselves “Indifferent”, suggesting a lack of interest regarding this aspect. A worrying segment of 16.50% of the workforce is “Dissatisfied”, and another even higher, 27.77%, identifies as “Very Dissatisfied”, both categories expressing frustrations and disappointments related to perceived limitations on their professional advancement. These results highlight a critical need to reassess professional development policies and adapt organizational culture to improve employee satisfaction and foster positive career progression for all team members.

Fig. 15 Wage and Promotion Opportunities



Information from Fig.16 shows the variation in employees perception of the salary level in relation to the work done and can provide essential information for managing

employee satisfaction and for evaluating and improving the organization's salary policies. About 20.39% of employees feel "Very Satisfied", indicating that they consider themselves adequately rewarded for their work. In addition, 33.01% of respondents are "Satisfied", suggesting that although they are not extremely enthusiastic, they perceive their compensation as generally fair. On the other hand, a small percentage, 4.85%, are "Regardless" with little or no interest in this aspect of their job. More worrying is that 13.40% of employees are "Dissatisfied" and 28.35% are "Very Dissatisfied", these categories expressing dissatisfaction and frustration with their salary level, considering that they are not sufficiently rewarded for their efforts. These results highlight the need for closer assessment of pay structures to improve overall employee satisfaction and ensure compensation perceived as fair and motivating.

Fig. 16 Satisfaction for Salary in Relation to the Work Done

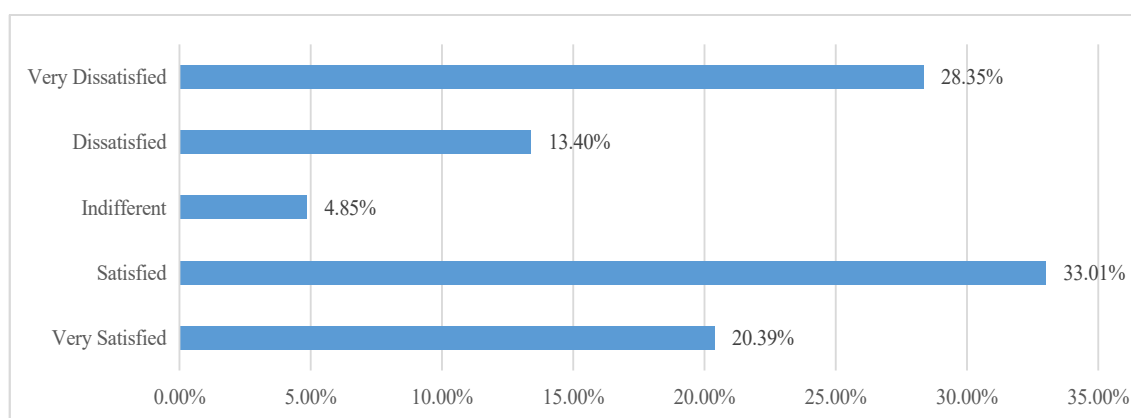
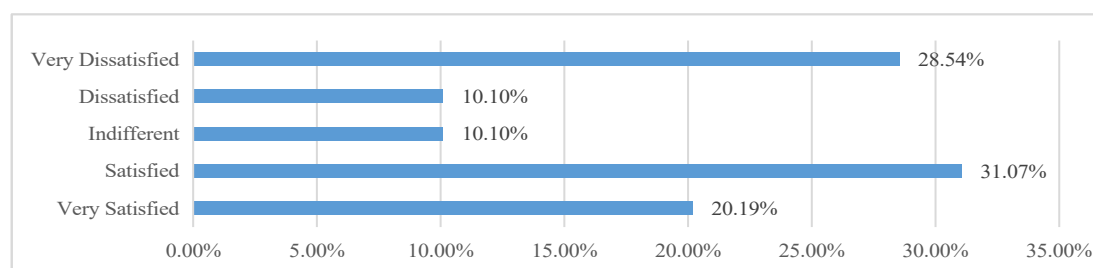


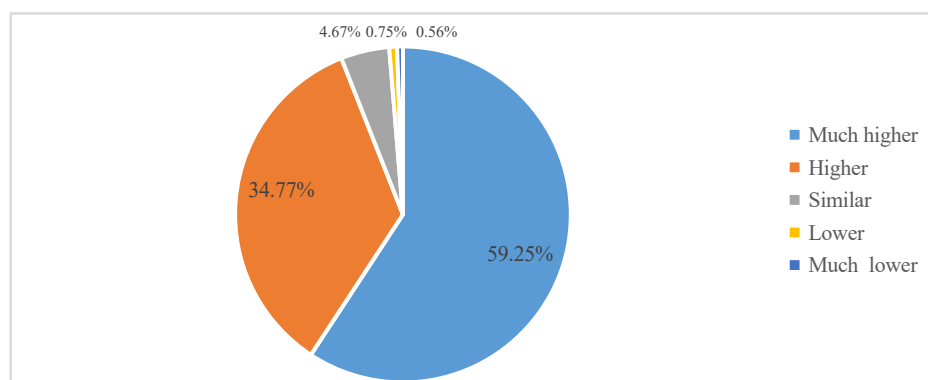
Fig.17 highlights the variation in employees' perception of the management team's receptivity to their proposals and can provide essential information for improving communication and relationships within the organization. The results of an employee satisfaction survey on the receptivity of the management team to their proposals show a significant variation in employee perception. A percentage of 20.19% of respondents are in the "Very Satisfied" category, expressing extreme satisfaction and appreciation for the fact that they are listened to and that their proposals are taken seriously by the company's management. Also, 31.07% are "Satisfied", perceiving that their proposals are taken into account, even if not exceptionally. 10.10% declare themselves "Indifferent", suggesting that they do not pay special attention to how their proposals are received. On the other hand, 10.10% are "Dissatisfied", feeling that their proposals are being ignored, while a significant proportion of 28.54% are "Very Dissatisfied", indicating a deep frustration with the level of involvement and attention paid by management. This feedback provides a clear signal that there is a need to strengthen communication and engagement between employees and management to improve collaboration and overall job satisfaction.

Fig. 17 Management team's responsiveness to the responder's proposals



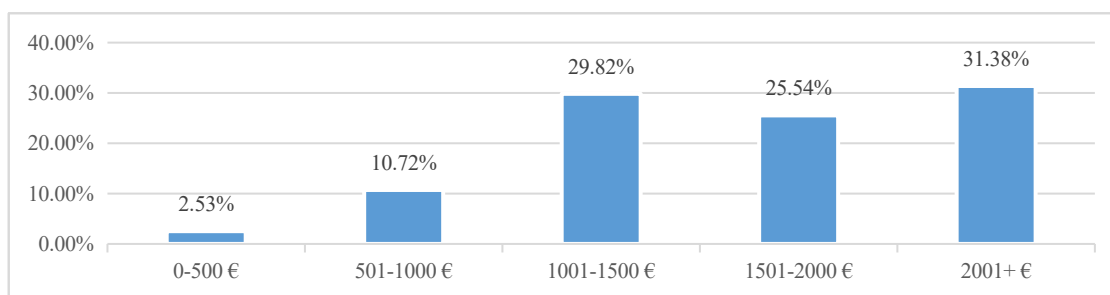
The feedback from emigrants regarding the standard of living in the destination country as shown in Fig. 18 reflects a variety of perceptions and experiences. Most of them, with 59.25% of the answers, consider that their income in the destination country ensures a much higher standard of living than in Romania, indicating a significant improvement in the quality of life after emigration. Another 34.77% perceive a better standard of living in the destination country, even if not significantly higher than in Romania. 4.67% believe that living is similar in the two countries, while only 0.75% feel that their standard of living is lower in the destination country. A minority figure, 0.56 percent, believe living is much lower in the country. These data provide a panorama of the diversity of migrants experiences and how they perceive the changing living environment in the destination country.

Fig. 18 Standard of living, comparison between abroad and Romania



The interviewed emigrants provided information about their monthly income levels in the destination country according to Fig. 19, reflecting a diversity in the financial statements. A small percentage, 2.53%, say they earn between € 0 and € 500 monthly, suggesting financial difficulties or very low income. The range of 501-1000 € is reported by 10.72% of respondents, while 29.82% earn between 1001 and 1500 euros monthly, indicating a more comfortable level of their income. Next, 25.54% have income between 1501 and 2000 euros monthly, reflecting a significant part with considerable income. The most frequently reported interval is over 2000 euros monthly, with 31.38% of responses, indicating that this significant proportion of emigrants benefits from substantial incomes, facilitating a comfortable living and a high standard of living. The data illustrates the financial variation of emigrants and reflect the different economic situations encountered in their destination country.

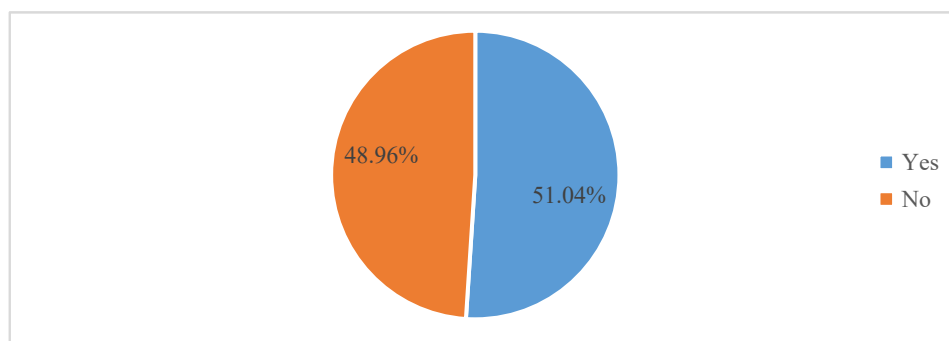
Fig. 19 Salary in the country of emigration



Regarding the option to return to Romania as shown in Fig. 20, it was found that 51.04% of emigrants would be willing to return permanently to Romania. Motivations for this option may vary, including family ties, a desire to return to their roots, or fa-

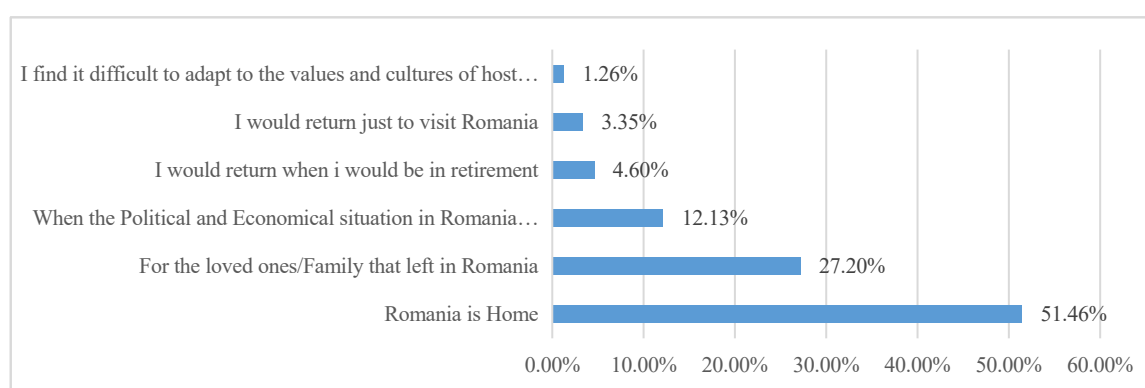
avorable future prospects in the country. At the same time, 48.96% of those interviewed indicated that they would not be interested in returning permanently to Romania. Motivations for this choice may include better career opportunities or higher levels of comfort and stability in destination countries. The data puts into evidence the diversity of perspectives and experiences encountered by emigrants in relation to the possibility of returning to Romania.

Fig.20 Option for coming back to Romania



Regarding the reasons for returning to Romania presented in Fig. 21, most emigrants, representing 51.46% of all responses, perceive Romania as “Home”, denoting a strong emotional and cultural connection with their country of origin. A significant percentage, 27.20%, consider returning to Romania to be closer to loved ones or family left there. About 12.13% of respondents expect an improvement in the political and economic situation in Romania before returning. Another reason, having 4.60% of the answers, indicates the intention of some to return to the country in retirement, as an ideal place to relax. There are also those who think about returning only in periodic visits, with 3.35% of responses, without settling down definitively. A small part, 1.26%, consider the recovery due to difficulties in adapting to the values and cultures of host countries. This diversity of reasons underscore the complexity of the emigrants decision to return to Romania and their varied wishes and ties with their country of origin.

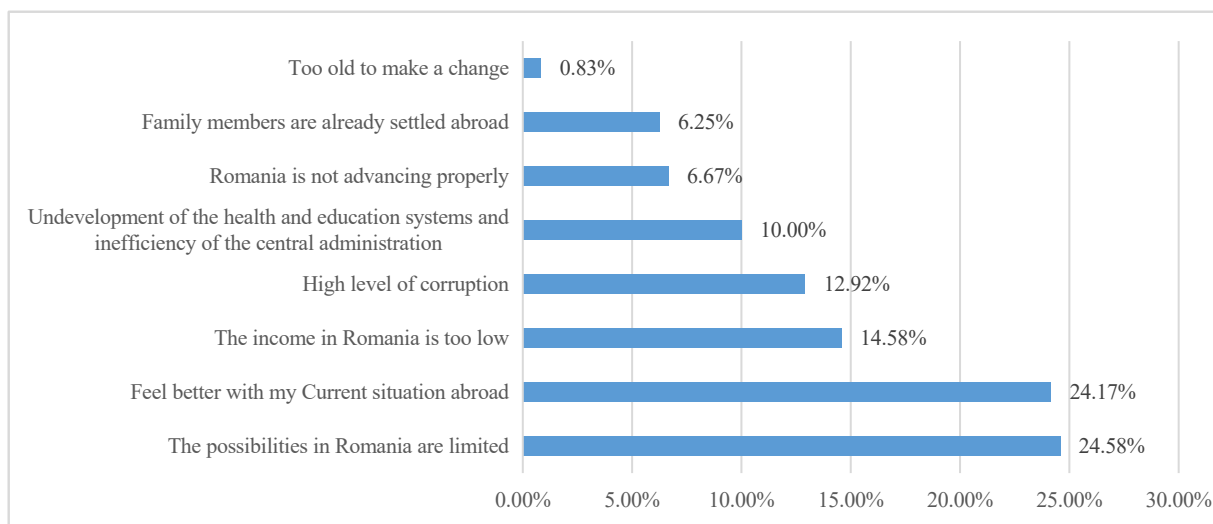
Fig.21 Reasons for Coming Back to Romania



A significant percentage of respondents, namely 24.58%, consider that the possibilities in Romania are limited compared to other places, thus expressing a perceived lack of opportunities in the country. Also, 24.17% of participants say they feel better and are more satisfied with their current situation abroad than they would be in Romania, reflecting a level of comfort and contentment in the foreign environment. Another aspect highlighted is given by 14.58% of respondents, who consider that their income in Romania is too low to allow them a comfortable life. In addition, 12.92% of them are

discouraged by the high level of corruption in the country and perceive that this negative aspect influences their quality of life and future prospects. A concern conveyed by 10.00% of participants refers to the underdevelopment of health and education systems, as well as the inefficiency of the central administration in Romania. This concern reflects the low level of public services and concern about their quality. Also, 6.67% of respondents perceive that Romania is not advancing properly and that there are no prospects for improvement in the near future, thus expressing a lack of perceived progress in the country. Another reason why some respondents, representing 6.25%, do not want to return to Romania is because their family members are already settled abroad, reflecting social and family ties as a determining factor in the decision to return to the country. Finally, 0.83% consider that they are too old to make a change and adapt to life in Romania, thus expressing a reservation about the adjustments and adaptations necessary for a permanent return to Romania. These issues illustrate the varied concerns and complexity of migrants decision to return to their country of origin.

Fig. 24 Reasons for Not Coming Back to Romania



6.CONCLUSIONS

The analysis of the socio-economic impact of population emigration from Romania reveals a complex interaction of factors contributing to significant challenges and changes in the demographic and economic landscape of the country. Several key conclusions can be drawn from this study:

Low wage disparity of the minimum wage: A prominent factor contributing to population emigration is the significant difference in minimum wage levels between Romania and destination countries. The disparity in earning potential leads individuals, especially skilled ones, to seek employment opportunities abroad, where they can achieve higher incomes and improved living standards. Addressing this wage gap is essential to retain talent in the country and promote domestic economic growth.

Dependence on Minimum Income Employment: The prevalence of people employed at or close to minimum income levels highlights broader problems of labor market segmentation and precarious employment in Romania. A significant portion of the workforce depends on minimum-income jobs, which often offer limited prospects for career advancement and financial stability. Improving job quality, promoting skills development and creating an enabling environment for entrepreneurship are crucial to break the cycle of low-wage employment and promote sustainable livelihoods.

Declining Workforce Population: The decline in the number of people in the working population accentuates labour market challenges and underlines the urgency of addressing demographic change. The emigration of working-age individuals contributes to labour shortages, skills shortages and increased dependency ratios, with significant implications for economic productivity, social security systems and long-term sustainable development. Implementing targeted policies to attract and retain skilled workers, promoting labour market participation and investing in education and training is vital to mitigate the adverse effects of labour decline.

Population Ageing Dynamics: In parallel with emigration, Romania is facing demographic ageing, characterized by an increasing proportion of older people to the working-age population. Population ageing presents complex challenges, including increased demands for health services, pressure on pension systems and changes in consumption patterns. Addressing the needs of an ageing population requires comprehensive policies encompassing healthcare provision, social support networks and strategies for active ageing and intergenerational solidarity.

Case study: Data on the destinations of Romanian emigrants highlight the complexity and multifaceted nature of international migration, calling for comprehensive approaches to address the challenges and opportunities associated with migration for both Romania and destination countries. These data provide valuable insights into the dynamics of emigration trends over time, including the fact that the rise of emigration began in the year Romania joined the EU, and enable politicians and researchers to better understand the factors influencing emigration decisions and develop strategies to address the challenges and opportunities associated with migration.

Appreciating their current job: Addressing the discrepancies between job satisfaction and dissatisfaction with salary and promotion opportunities is crucial for talent retention and sustainable development in Romania. Politicians and employers need to focus on initiatives that improve career advancement paths, raise wages and provide professional development opportunities to promote loyalty, mitigate emigration factors and stimulate long-term economic growth. The repatriation of Romanians living abroad requires a multifaceted approach addressing economic, professional, social and infrastructural issues. By implementing policies that provide attractive incentives, support professional development, foster entrepreneurship, improve quality of life and facilitate integration, Romania can effectively encourage diasporas to return home and contribute to the country's development.

Standard of living: Data suggest that most emigrants perceive an improvement in their standard of living after moving abroad, and a significant proportion experience a substantial increase. However, there are also people who report minimal change, as well as a minority who experience a decrease in quality of life. These findings highlight the diverse experiences of emigrants and underline the importance of considering individual circumstances and factors influencing living standards abroad. To address this diversity of experiences and maximize the benefits of emigration for all Romanians, politicians should develop several strategies: **Supporting professional integration:** Policymakers should implement programs and initiatives that facilitate the professional integration of emigrants in destination countries. This could include programmes for the recognition of qualifications, training courses to adapt to the demands of the foreign labour market and access to resources to build a stable and successful career. **Promoting Social Support Measures:** Community support networking and providing

information about social services and assistance available in destination countries can help migrants integrate more easily and face the social or emotional challenges of living abroad, Stimulating Investment and Entrepreneurship: Politicians should develop programs and policies that encourage investment and entrepreneurship among migrants, supporting them to use their resources and skills to contribute to economic and social development both in destination countries and in Romania, Increasing International Dialogue and Cooperation: Collaboration between destination country governments and Romania can help create more effective policies and programs to support emigrants and manage migration. Dialogue and exchange of best practices can improve living conditions and opportunities for Romanians living and working abroad. These strategies could help create a more favourable environment for migrants and maximise the benefits of emigration for the individual and the country.

Motivation for returning to Romania: Romanians wishing to return to Romania express a strong sense of belonging, family ties, economic conditions and retirement plans as motivational factors. To further attract them, the state should focus on improving economic opportunities, strengthening social infrastructure, fostering a positive business environment, addressing political and social issues, and facilitating cultural reintegration and adaptation. These strategies aim to create a welcoming environment that not only attracts returnees, but also supports their successful reintegration and contributes to Romania's development.

Motivation for permanent settlement outside Romania: The reasons why Romanians do not want to return to Romania are varied and reflect concerns about limited opportunities, low incomes, high levels of corruption and underdevelopment of health and education systems. There are also concerns about the perception of lack of progress and personal or family situations influencing the decision to stay abroad. To address these concerns and encourage repatriation, it is important for politicians to develop strategies that address these issues and offer solutions that improve the outlook for life and career in Romania.

In conclusion, emigration is a complex phenomenon with profound repercussions on Romania's society and economy. While offering opportunities for individual mobility and economic progress, emigration also poses challenges in terms of demographic change, social cohesion and economic development. By examining in depth these social and economic effects, this paper aims to bring attention to the complexity of emigration and stimulate further research and policy discourse on this critical issue facing Romania and other sending countries around the world.

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