

Suciu, Marta-Christina; Florea, Cristina Andreea

**Article**

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## AN EMPIRICAL STUDY ON THE MIGRATION AMONG YOUNG SKILLED AND CREATIVE PEOPLE

Marta - Christina Suciu<sup>1\*</sup> and Cristina Andreea Florea<sup>2</sup>

<sup>1)2)</sup> *The Bucharest University of Economic Studies, Romania*

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### Abstract

In the context of a knowledge and innovative-based society and economy, smart and creative cities are attracting an increasing number of young people, most of them being gifted, very talented students and high-skilled workforce, with multiple competences. These young people are pro-active and they involve themselves on enhancing the progress of the community in which they are living. Many cities are facing a higher rate of brain drain, as a consequence of the quality of life and the low level of wages considering also a reduce level of acceptance and implementation of innovative solutions. In the last decades migration phenomenon had been amplified and there is an increased young people migration from emergent countries to the innovation driven countries, which assure more financial stability and favourable conditions to contribute to both personal and professional development for its residents.

Through an empiric research, we have identified the most important factors which contribute to the amplified migration among youths. We have also highlighted the motivational elements for returning to homeland, when the socio-economic situation is favourable. The paper includes also a set of recommendations that could create a proper framework to attract talented, skilled and creative youth, regardless their origin country.

**Keywords:** immigration, development, welfare, creative class, investments in education

**JEL Classification:** J11, J13, J15, J24, J61, O15, R23

### Introduction

The migration phenomenon is one of the most debated issues within the specialized literature all over the world.

One recent research provided by Eurostat on migration (2016) highlights that this phenomenon is influenced by a synergetic action of a set of interconnected factors (economic, political, social and ambient) which determine the population to migrate from

\* Corresponding author, **Marta - Christina Suciu** - mcsuciu50@gmail.com

one place to another. The relative economic prosperity, the access to high quality services and the political stability inside the European Union borders, are considered to be the main vectors that attract immigration towards UE. In the past years, the migration problem has become an important and relevant aspect. According to Eurostat, in 2015, the relative share of national immigrants, in other words immigrants with the citizenship of the EU Member State to which they were migrating, within the total number of immigrants had the *highest value in Romania (87% of all immigrants)*, while in Lithuania was at 83%, in Hungary was at 56%, in Croatia at 55%, in Latvia at 52%, in Estonia at 52% and in Portugal was at 50%.

People, regardless of their age, are choosing emigration from different personal reasons and conjuncture situations. Referring to the youngest one, these people could develop and increase their self-respect and improve their abilities and skills, such as to succeed in their professional lives and to be mostly appreciated within their communities. According to statistical data available on Eurostat (2015), a high number of youth people choose to migrate in other countries. Immigrants into EU Member States in 2015 were, on average, much younger than the local population from UE countries in which they migrate.

The median age of the total population of the EU-28 was 42 years and 6 months. While, the median age of immigrants moved to EU-28 countries in 2015 was 27 years and 5 months (Eurostat, 2016). The issue of migration phenomenon is highly complex, and it has strong connections with all the economic, social, political and environmental aspects. In the context of the knowledge and innovation-based society and economy migration is connected and related, mostly in the case of cultural and creative sectors and of the creative and smart communities with their specific which presents a great interest mostly for young people in general and for those young people that are doing business in creative sectors, people who are considered by Richard Florida to belong to a special category of creative class (Florida, 2002).

The theory of *the creative class* launched first since 2002 by Richard Florida (Florida, 2002) assumes that a region is more and more developed, from a social, cultural and economic point of view as it has the capability to attract and concentrate a high number of creative residents. In other words, creative and talented people are more interested and manifest a certain predilection for those regions and communities that seem to meet their requirements.

Our research had been focus on the identification of the main motivations and preferences manifested by teenagers in their attempt to change their residential place and to move in other countries in order to study, improve their knowledge level and to be able to increase their revenues. These factors are usually connected with a better career management and development such as to benefit also from a higher socio and professional status to be recognized in the case of the creative people within their local communities. We had also taken into account the possibility of young skilled and creative people to return in their homeland.

Thus within our quantitative research we had focus mostly on three most important issues concerning youth migration: the main reasons considered to determine their decision to emigrate; the factors that can be taken into account in order to influence in a higher manner the skilled and creative people to return to their homeland, analysed in connection with the main consequences and potential benefices of skilled and talented young people migration

on the well-being and development of the local communities and correspondingly on the whole economic, social and cultural development.

In order to target the main goals of our paper we had included in the first part of the paper a brief literature review based on a critical analysis of the main issues identified based on our investigations. Based on these approaches, we had validated some of the most important hypothesis through our own research analysis.

### **1. Brief literature review**

Our brief literature review is based on the analysis of some of the most relevant published works that focus on our research issue, with special references to the skilled and creative young people and correspondingly to the potential favourable consequences on the long-run of their return in their homeland. One of the most representative authors in the field of creative economy, creative class and creative and smart communities is Richard Florida. According to Richard Florida, the migration phenomenon deals especially with the main opportunities provided in order to contribute to an increasing well-being and wealth based on a higher skilled and talented people that have a significant impact on the long run socio and economic development of the creative regions and communities (Florida, 2008).

Smart, creative and innovative communities are considered to be *an important proactive component for a long run smart, sustainable and inclusive development*, both on the national and regional levels. These communities are offering viable solutions that have to contribute for the long run prosperity and competitiveness of the local regions. These creative and smart communities are different as compared with the traditional ones concerning their prosperity, multiculturalism, tolerance and diversity, all of these being important ingredients that facilitate the active manifestation of the entrepreneurship on the local level based on exploring people creativity and innovative spirit.

The impressive urban centres and agglomerations areas had always managed to attract an increasing number of tourists and migrants, because they had been considered as cultural, creative and innovative centres. They are in the same time supporting the innovative activities such as those belonging to the cultural and creative sectors that are specific for a creative economy. Creative and innovative communities are also based on a strong collaboration between the private and public sectors based on the public and private partnership.

Among the most important issues of migration concerns the reconsideration of some of the connected aspects such as brain drain in accordance to the new approach considering brain circulation and returning phenomenon. Thus it is very important to identify the main actions by which young skilled and creative people can be attracted to return to their homeland where they have to be able to implement and apply the knowledge and skills accumulated during the abroad training, instructions and mobility programmes, proving their ability to adopt these in accordance with the national and local specific.

Another important issue regarding the migration phenomenon is referring to the integration of immigrants in their social and cultural community where they act as students, employers, business man, entrepreneurs.

## 2. Research methodology

The paper applies a quantitative research. We had applied a questionnaire which has been submitted to individuals at the regional level, through which we have analysed the perception of young and skilled workforce, regarding the migration phenomenon.

We used a structured survey, targeting youth between 15 and 30 years old.

The main reasons taken into account in order to choose these categories are:

- Youth are more attracted and tempted living their homeland,
- The supply of educational programmes dedicated to youth provide them the opportunity not only to study but also to benefit on exchange experience and sharing idea with other experts.
- Skilled and creative young people have a higher attempt and propensity to perform into key domains such as ITC (Information Technologies and Communications) and to improve both their professional and personal set of core competences, knowledge, abilities and inter-personal communication skills (mostly soft skills).

Taken into account the complexity of our research, *we structured the survey into six sections.*

- *The first section* was the introduction, in which we specify the reason for this research and the main characteristics of the analysed topic.
- *The second section* was designed for capturing general information about the respondent (such as gender, age, education, residence, etc.), issues that are important when we interpret the results in a differentiated way according to the main group targeted group structure.
- *In the third section* we analyse the phenomenon of external migration, in which we tried to identify the main factors of migration, the country in which the respondents prefer to migrate and the domains in which they want to perform.
- *In the fourth section*, we study the possibility of attracting youths back to Romania and the factors which may contribute and support their returning to the homeland.
- *The fifth section* is analysing the correlation between the migration phenomenon and regional development.
- *The last section* was ending the survey.

For this survey we had used a *multiple Likert scales*, in order to identify in a deeper and more complex analyse the impact of migration phenomenon and the perception of youth regarding this topic.

With respect to our sample we tried in the first instance to assure its statistical representativeness regarding the gender structure and the territory localization in line with the residence county from where they are coming.

With respect to their age, the majority of respondents are under 20 years old. Regarding their educational background they are belonging to high schools or universities (both from the bachelor and Master levels).

### 3. Main results of our research

Our main findings that had emerged from our quantitative research had illustrated that respondents prefer the international migration then the intra-regional movement. A significant part of the respondents had mentioned as potential destinations for their migration cities from outside Romania, the most frequently being part from countries such as: United Kingdom, United States of America, Netherlands, Germany, France, Spain and Austria. This indicates an increasing tendency of emigration of young population.

In order to better interpret our main important research results we have to take into account the fact according to which within our sample the majority of the investigate people had been chosen especially from the young generations group because these people are considered to have a higher creative potential. These people manifest a special propensity and preference to emigrate towards those regions that seem to offer a variety of jobs and occupational opportunities, regions that have also a higher socio-cultural level of development offering in the same time multiple and diverse alternative for loisir and entertainment as an important issue in their attempt to assume an active life style, fact that is quite specific to our target group. We had taken into account when deciding about our target group structure the most important goal of our research that had focus on skilled and creative young people, from which the majority are represented by *generation „Y”* called also *the Millennium generation*. Our preference for this kind of target group had been influenced by the previous studies and similar research identified all of the world in the literature dedicated to creative economy and knowledge and innovation based society. For example we mention the research specially dedicated to the *creative class* provided by Richard Florida and his team from the *Prosperity Institute* who had launched this concept since 2002 (Florida, 2002). We had mentioned these issues and approaches in the first part of this paper dedicated to literature review.

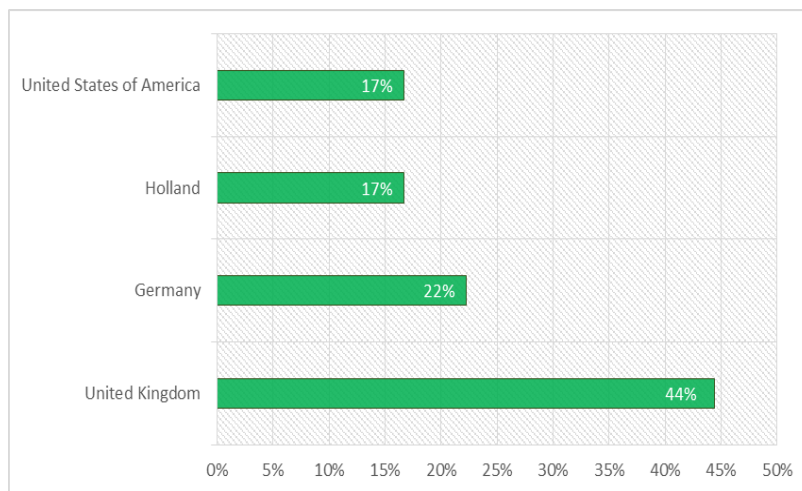
Now we will briefly present some of the most relevant results and findings that had arisen from our research.

#### 3.1 The youth's most preferred countries for migration. Main factors that influences migration among young people from our research sample

According to our study, based on a survey applying quantitative method, students prefer as countries of destinations in the first instance United Kingdom (figure no. 1). Even after *BREXIT*, our students seem to prefer United Kingdom as the proper location for studying, developing their knowledge and abilities, and also for improving their earnings.

Youths included into our sample had declared that they prefer regions that abound in social and cultural events, which offer diverse areas for socializing and relaxing. It is very important to them to be able to identify which is the region in which they are living, in order to contribute to the local and regional development and to increase these regions visibility.

For instance, according to our study, the respondents affirm that the offer for public and private events in their residence city is under the average level. Using a *five levels Likert scale* (Şandor, 2011), the relative score obtained for cultural public events was at 2.63 points, while the score obtained for cultural private events was at 2.90 points.



**Figure no. 1: The youth’s most preferred countries for migration**

Taken into account the fact according to which all over the world the *region identity and its visibility* are two important issues, mostly in the context of globalization and increasing competitiveness, we consider that there have to be highlighted the most important regions characteristics that express the local specificity in order to contribute to the preservation of the cultural identity and to an increasing visibility of the intangible cultural heritage of the local communities. Everybody have to contribute such as our national heritage to be preserved and recognized not only on the local communities’ level but also on the international level. Many of the international approaches presented in previous published works (Suciu, 2002, 2004) suggest that we are at a turning point and we need to shift from a mentality that promotes *globalization* towards *glocalization* and promoting the *cities diplomacies, mostly in the case if smart and creative cities and communities*.

Within previous research grants, such as the research project „*Parteneriate 92116*”, won on competition basis in 2008 that had run between 2008-2011, we had also supported the idea of diversity and talent management based on the promotion of *intercultural sensitivity and dialogues* (Suciu and Neagu, 2013).

Taking into consideration that visibility and the brand of cities are elements that determine youth to migrate in a specific place, we consider that public authorities should develop, promote and invest in increasing the acknowledge and visibility of their regions in order to preserve our national identity and to keep our intangible cultural heritage that is recognized also by international prestigious organizations such as UNESCO (a part of our national heritage is included within UNESCO heritage). In line with the digital era, more efforts have to be done in order to register our national heritage within digital libraries, both on the European and international levels. *Millennium generations* are mostly sensitive to this kind of promotion and that might contribute a lot to the promotion of our country and regions and to the development of tourism including *cultural tourism*. Romania can benefit a lot for developing this sector of activity (cultural tourism) that is considered to be a distinguished field of activity belonging to the cultural and creative sectors that are having a higher

importance under the auspices of a creative economy and knowledge and innovation based society.

Regarding the reasons which determine youth to migrate in other countries, the most important issues identified within our research study are referring to their propensity to improve their level of knowledge by acquiring new knowledge and by developing a set of core competences and skills (not neglecting the soft skills) that have an important role both for professional and personal development. Among the significant challenges and changes regarding the life style of the young generation, *lifelong learning* becomes a part of all our lives contributing a lot to a competent management of the complex and dynamics society within we have to cope by *co-creation* and *collaboration* developing specific networking and interactive platform of co-operations suitable mostly for creative and smart communities such as creative and smart cities. In order to preserve and increase the vitality of these communities we have to stimulate and value the creative and innovative potential of young people. As a snow ball effect, as far as smart and creative communities have more vitality and are more famous and benefit on a world-wide recognition, they will attract more and more creative and innovative people to that regions contributing to an increasing prosperity and well-being of all the people that co-exist, co-create and collaborate living within that area. Thus local authorities and the local decision makers have to adopt and apply a coherent set of public policies in order to manage in a competent way the more complex issues faced by local communities and by the learning organizations (LO) that are developing inside these smart and creative communities (Thomas and Allen, 2006).

Education and *investment in lifelong learning* are other important factors that influence a lot migration, mostly on its international dimension determined by complex phenomenon such as *brain drain* and *brain circulation*.

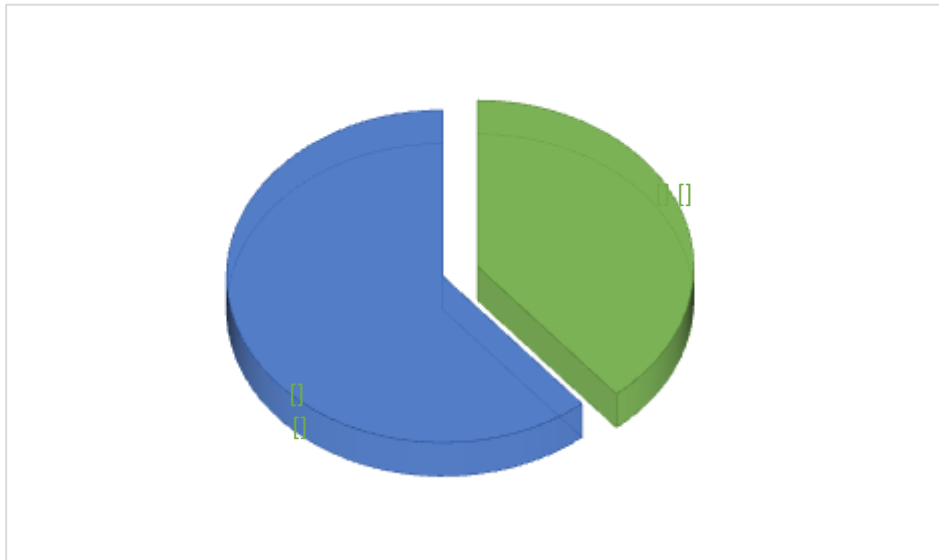
The new approaches that had been briefly presented on the literature review part suggest an important shift from *brain drain* (that is mostly in the favour of the most developed countries of the world) towards *brain circulation* that had to be taken into account by all the countries all over the world in order to focus on the measures to be taken by decision makers on different levels in order to contribute and determine the return to their homeland of mostly smart, skilled and creative people.

This is considered to be a high level priority in special dedicated strategies and policies such as those promoted within “*Creative Europe*” initiative and programmes, with a corresponding projection on the national level - “*Creative Romania*”.

On our research, we questioned respondents about their opinion with respect to the Romanian educational system. According to our findings, with respect to the number of learning units we found this to be above average (with an average score of 3.85 points on a *five levels Likert scale*), while concerning the need for quality improvements in higher education we had found an average score of 3.14 points *on a five levels Likert scale*.

In figure no. 2 we present our findings concerning the quality of public and private higher education institutions.





**Figure no. 2: The main preferences for public or private education institutions with respect to their quality of education and teaching methods**

In accordance with the responses collected among our sample the quality of public learning institutions seems to be higher as compared with the one from the private educational institutions. These results express an increasing confidence and trust in the public schools and in the efficiency of public education. The investment in education and especially lifelong learning investments are considered to be an important factor for youth migration. Many of teenagers had declared that they prefer to learn on a top ranked university from abroad instead of choosing a Romanian university.

*The secondly issue* is referring to the earnings and revenues, which have an average score of 7.24 on a scale with 10 levels.

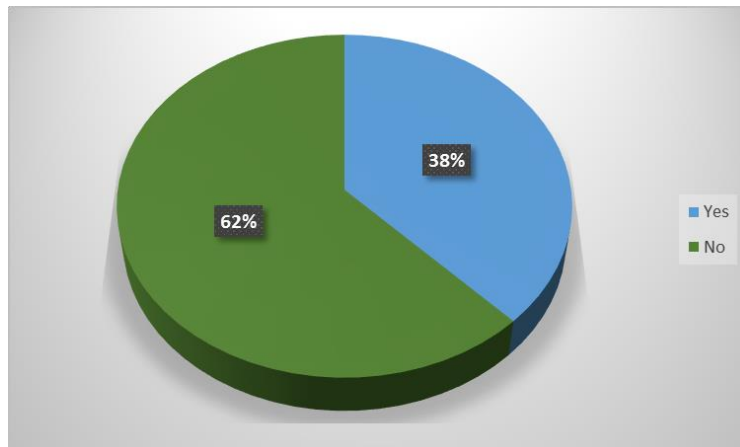
These findings result mostly from the uncertainty of jobs in Romania, from the lack of jobs destined for youth without experience and from the poorly-paid jobs.

*The third reason* why youths prefer to live their homeland is referring to the possibility of making economies and then to invest or spent in their country on long-term goods.

Starting from the concept of visibility, we tried to identify the perception of respondents regarding the city in which they are living. Using a *Likert scale with five levels*, the average score obtained for the visibility of the city is 2.81. The respondents manifest a positive attitude regarding the visibility of the residence city. Overall, respondents identify with the city they live in (the score obtained was at 2.88 points on a *five levels Likert scale*), and about 54% of them affirm that they are living in so called metaphorically taking as “*the right place*”.

On the other side, the city does not seem to inspire young people, nor gives energy to the respondents (about 60% of respondents manifest the same attitude). Unfortunately this situation might lead to an increasing emigration rate.

We questioned also the respondents if they have information about the existence of a brand or logo (in terms of intangible assets) for the city in which they are living, working or studying, depending on their situation. Approximately 38% of them respond in a positive way (figure no. 3).



**Figure no. 3: The young people awareness about the existence of a brand for their city**

As it is shown in figure no. 3, under 40% of respondents are aware that the city in which they are living could be acknowledge by a specific brand/logo.

The level or satisfaction of respondents regarding the city of residence, shows approximately 40% of respondents are satisfied about their city, while 60% are not at all satisfied.

A greater rate of satisfaction could lead to recognize the city as a proper alternative of residence and if it will not keep young people for a persistent period within that community at least it will make them to reconsider their decision to emigrate and thus it will contribute to a decrease of the rate of migration.

The quality of life within residence city is perceived as an important aspect on migration decision. Unfortunately, the respondents of our study are not satisfied about the city in which they are living, mostly because of the high inequalities and gaps existing between revenues (with a score of 3.99 points on a ten levels Likert scale), because of the poor social services provided for population (with a score of 3.66 points), and because of the weak medical services qualities and facilities, especially in the case of people and disadvantaged groups of persons (with a score of 3.97 points).

The natural environment is also important in migration phenomenon. We had taken into account to include the environmental dimension of local and national development mostly due to the modern approach identified within the literature where heritage is defined in a broad sense including both the natural and the cultural one (seen both from the perspective of tangible and intangible assets). According to our study, the respondents are unsatisfied of the quality of natural environment (based on a *ten levels Likert scale*, the average score obtained was 4.44 points).

In order to appreciate the effect of the factors which contribute to this rate, we use a Likert scale with five levels, measuring the following aspects:

- Recycling activities and protection actions for environment (an average score of 2.63)
- Informing citizens and promoting a proactive attitude for environment protection and recycling (an average score of 2.41)
- The number of green spaces identified within the city (an average score of 2.51)
- The number of relaxing and recreating spaces (an average score of 2.15)
- The level of pollution (an average score of 2.04).

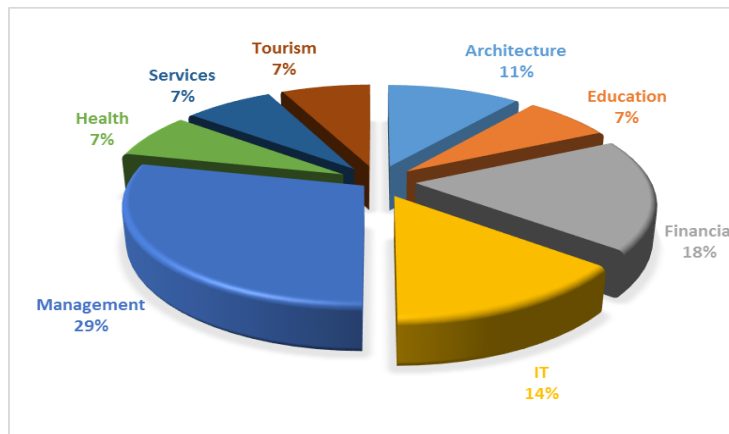
These results express weakness points and the vulnerability of the Romanian cities that partially justify a higher probability for emigration.

Asking the respondents about the tolerance to immigrants, they express a slight positive attitude, offering a relative score of 2.82 on a Likert scale with five levels. Using the same scale for measurement, the tolerance manifested for ethnical (3.04 points), religious (3.29 points), racial (3.01 points), political (3.15 points) and social minorities (3.15 points) it seems that for the majority of the young people there is a more favourable reaction for integration of emigrants within the civil society.

The flexibility of communities regarding the acceptance of immigrants, may lead to a greater rate of immigrants. Generally, cities with important research centres and academic institutions are attracting a higher rate of youth immigrants, and therefore they are more open and focused to retain this creative and skilled workforce inside their communities.

Further, we analyse the domains of activity which youths are mostly looking for. According to the respondents opinion the diversity of activity domains is a decisional factor to migrate in another region/country. On a five Likert scale, the relative score average was 3.7 points.

As it could be seen in figure no. 4, the most preferred activities are in domains as management, ITC and financial/banking.



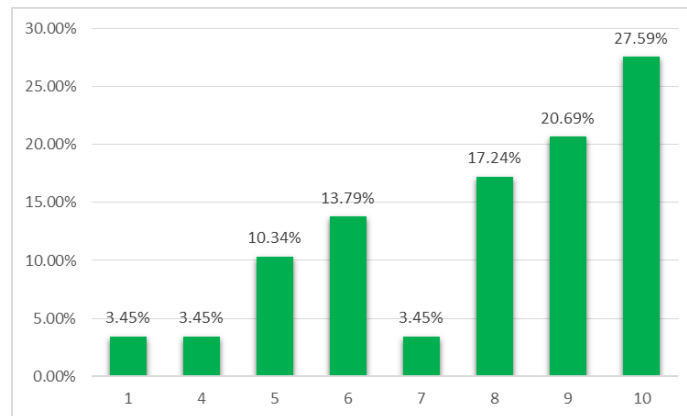
**Figure no. 4: The youth's most preferred domains of activities**

Emphasizing these approaches, we could observe a quite clear preference of young people for the knowledge based activities and creative and innovative domains. According to this issue, there are many skilled and creative young people who take into consideration the possibility to migrate.

Our next goal is to analyse the probability that young skilled and creative people would like to return back in Romania.

### 3.2 The analyse of the opportunities provided for skilled and creative young people in order to return to their homeland

As our study reflects, over 82% of respondents are taking into account the possibility to return in Romania. In order to analyse this issue we had applied a *Likert scale with ten stages* where the first level is the lowest and signify a minimum possibility of returning at homeland, and the tenth level is the highest and signify a certainty of returning (figure no. 5).



**Figure no. 5: The possibility of returning in Romania**

It is very important for every nation to attract the emigrants. All the emigrants are looking for better conditions of life, for greater earnings and revenues, for their personal and professional development. Their better knowledge and skills, the abilities and experience they have gained studying or learning abroad might be used in their homeland with the purpose to become more productive and to contribute to the increase of their own welfare with a potential propagated effect on the well-being of the whole community where they will return.

One of the most important factors that determine the young people to return to their homelands is the competitiveness of their economy, supporting new business opportunities, and improving the possibilities in favour of implementing and adopting the knowledge and core competences that had been accumulated in other countries.

Identifying a favourable environment for supporting team-working and organizations which invest more in their employees, especially in terms of lifelong learning investments and supporting social initiatives, are attracting young skilled and creative people to choose to return and to activate within companies from Romania.

More than 65% of our respondents agree that transparent, innovative, creative and competitive based organisations contribute a lot to the improvement of the level of satisfaction of their employees. The opportunities offered to skilled and creative people in order to improve their career management and development can contribute substantially to both professional and personal development within national and local companies. This will determine skilled and creative young people to return in their homeland.

Another essential factor of the returning of skilled and creative young people is related to the networking opportunities mostly in the case of millennium generation (called also “*Y generation*”) for which social interactions and the connection with their relatives, family and friends are of crucial importance. The multi-cultural environment and the diversity of most gifted young people is opening an important road for promoting management of diversity and intercultural sensitivity and intercultural dialogue when they return to their homelands. These characteristics might also influence the flexibility of skilled and creative people who are really interested to support more creative and innovative initiatives within their communities.

### **3.3 The impact of migration on the regional development**

Based on the complexity of the migration phenomenon, we consider that it is important to analyse the impact of this phenomenon on the regional development. Starting from this perspective we tried to identify how the migration phenomenon might influence the competitiveness and the long term development of the regions where our respondents are living.

Over 80% of respondents agree there is a strong correlation between the number of persons who decide to emigrate and the level of socio and economic development of the communities, regions or countries where they live and /or activate.

The respondents sustain that the level of productivity achieved within the most important sectors of activity within the city of residence is under their expectations. Using a Likert scale to measure the city’s productivity level, the relative score obtained was 6.5 points.

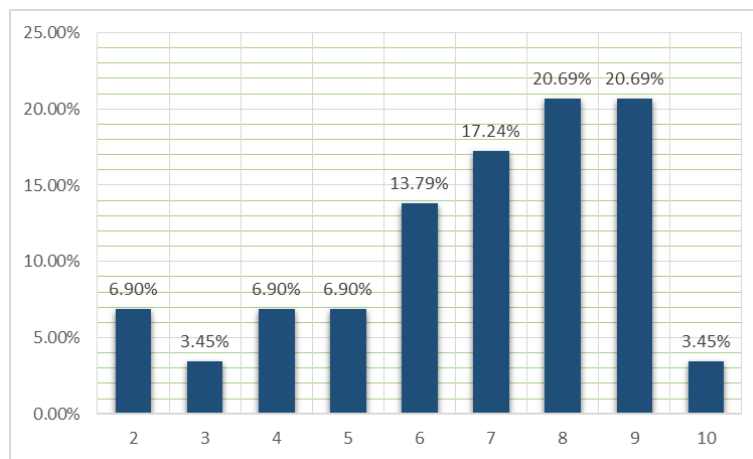
Moreover, the weakness of the transport infrastructure determine the population to choose to migrate from one place to another. The relative score obtained to city’s transport infrastructure on a ten levels Likers scale was at 4.91 points, and the score for the quality of transport infrastructure was at 2.4 points.

According to our respondents, the facilities for bicyclists are less developed in Romania than in other countries (the relative score was at 1.88 points on a five levels Likert scale). A coherent set of policies and measures of action may diminish the rate of emigrants.

The ITC infrastructure and connectivity to wireless networks is below expectations. On a Likert scale with ten levels, respondents agree that the connectivity and facilities for residents are at a low level (with a relative score of 4.9 points).

As our research confirms, the questioned respondents consider that ITC technologies have an important role on the city’s development (with an average score of 3.43 on a five Likert scale), and therefor they prefer to migrate in places/regions that are more connected and developed with respect to smart and high technologies.

Further, we measure the perception of respondents regarding the influence of migration on the regional development. As it is shown in figure no. 6, we used a *Likert scale from one to ten* (where 1 represents total disagree and 10 represents total agree), in order to study the perception of youth on this subject.



**Figure no. 6: The correlation between competitiveness and migration phenomenon**

Regarding the competitiveness, this is influenced by a significant number of factors, but our respondents consider that one factor that have an important relevance consists of the number of companies that are acting in the same field of activity. Using a five level Likert scale, respondents consider that a higher competition of business environment has a positive impact on the long run developments of cities, with a relative score of 4.6 points. The emergence of new companies is highly influenced by a variety of factors such as: entrance barriers on the local market; the competition among the main actors and the managerial experience of the entrepreneurs.

Starting from the imperatives of aligning Romania to the international trends, we consider that it is necessary to elaborate and implement an adequate strategy for attracting the emigrants, mostly the skilled and creative people to return to their homelands. Thus we consider that it is important to identify some best practice examples of policies and strategies applied on the international level in order to attracting emigrants to their homeland.

According to our research, our young respondents do not consider that the actions taken up to now by the public and local authorities are enough for supporting the return of emigrants to their homelands. We consider that it is important to analyse the main effects on the long-run of these policies in order to understand and to manager better the complexity of the migration phenomenon. On this basis there should be adopted more coherent measures and actions to support not only skilled and creative people return to their homelands but also their capability to adapt their knowledge and core competences to the local requirements and specificities.

According to our most relevant results of our research, young people consider that local authorities have to apply the constructive principles of public private partnership in order improve the strategies and policies used for attracting skills and creative young people to

return to Romania. These high skilled, gifted and creative young people can contribute in a significant way to the long run development and competitiveness of the local communities in their homelands and can also support the creation of smart, creative and innovative communities (such as creative and smart cities) in our country. These kind of communities can make the difference and contribute a lot for a long run smart, sustainable and inclusive local and national development, in line with the requirements of a creative economy and knowledge and innovative based society. As far as the local and national competitiveness will be higher and sustainable, young skilled and creative people will tend to return to their homelands and to contribute themselves to the general improvement of the quality of life for all the members of the community, fact that can conduct to a higher prosperity and level of satisfaction on the whole community level. Despite the fact that we had focus our research on young skilled and creative people, we consider that it is very important to promote the principles of inter and intergenerational solidarity and dialogues and to realize that among creative and innovative communities creative class people have a crucial role only by co-existing, co-creating and co-operating with all the people that represent that community. Only together they can get *win-win solutions* in order to face the challenges of our daily life that had become more and more dynamic and complex.

### **Main conclusions**

The main consequences of the migration phenomenon are significant for ensuring favourable prerequisite conditions for a long-run smart, sustainable and inclusive development both on the national and regional level. As far as local communities and countries have to face an important relocation and shortage of the labour force due to the migration phenomenon, especially in the case of the most skilled, gifted and creative people regions may confront with severe complex issues that might conduct to undesired propagated effects affecting directly or indirectly all the dimensions of development: economic, socio and cultural, political, environmental.

In order to diminish these kinds of consequences, public authorities supported by a private-public partnership should elaborate and implement different measures to increase population satisfaction, to improve the productivity of residents and to determine young people to be involved actively within the civil society. For instance, ensuring a pleasant and safe work environment, stimulating the continuing education such as "*long life learning*", promoting diversity and multi-cultural activities, might determine the population to remain in that local community.

The main limitation of our paper regards the complexity of the topic and our access to specific data basis dedicated to the chosen topic. In order to face complexity we had clearly established our most important research goal by focusing on the skilled and creative people. Because of data scarcity we had decided first to use only reliable data bases such as EUROSTAT (that had been applied in the first part of the paper) and to conduct our own research based on a survey that is for sure on its road of improvements for further research. But at least it suggests some key issues and recommended policies in order to support a regional and national long-run sustainable development.

Despite the fact that we are aware of the fact that our own research is just on an initial stage and it deserve future further research, we had decided to share part of our initial results with other potential researchers that might be interested to co-operate with us for further

research development. The area in which we had tried to develop our research had certain original ingredients and even it have to be improved we consider that, based on our first results, our study highlights not only some relevant issues but it also includes some recommendations for the decision makers that have to adopt some coherent policies in order to support a regional and national long run sustainable development.

For further research we intend to develop our research and to enlarge its perspective by taking into account a variety of more complex issues and highlighting the importance of social, economic and cultural policies in an attempt to deal with a complex topic such as migration, mostly in the case of an emergent country like Romania.

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