

HUMAN CAPITAL MIGRATION FROM EASTERN EUROPE
An interdisciplinary legal, economic and psychological analysis

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ABSTRACT

The brain drain in Central and Eastern Europe towards the west of the continent has long gone beyond the theoretical framework of a simple reconfiguration of the labor market. The article proposes an interdisciplinary research on the determinants that fuel the departure of highly qualified specialists, dismantling the reductionist hypothesis according to which the wage differential would represent the only major motivation. We examine the synergy between the gaps in the legal-institutional framework, the structural vulnerabilities of the labor market and the psychosocial stress felt by professionals in the home environment. To analyze the economic aspects of the socio-economic aspects, study the strategic direction of reform in order to ensure that the capital is valuable and critical of the current situation.

KEYWORDS: *migration, human capital, brain drain, labor law, regional development, public politicians.*

J.E.L. Classifications: F22, J24, O15, R11, K31, D72

1.INTRODUCTION

This is a private trend in demographic development and is socio-professional during the last decade in Europe and Estonia, with rapid mobilization for personal development as well as the opportunity to solve problems. Now we recommend that you provide care for your care during your stay, so that you can provide adequate care for your medical care, so that your care is catered to your exact needs and you can use it as a company with private care that can be used at the top.

The phenomenon of the brain drain – known in English as the brain drain – has profoundly shaped the social and economic landscape of Central and Eastern Europe, and Romania is one of the most telling examples in this regard.

Too often, public discourse treats emigration in simplistic terms. You can use it automatically to make your own savings through the process of completing your trip. In reality, things are considerably more nuanced. The decision to leave is the immediately calculated complicated result in which the balance tilts due to the annoyances accumulated day by day: the suffocating bureaucracy, the feeling of being limited, the lack of predictability of the laws and the tormenting sensation that the effort You now appreciate the community of the institutional statutes. As Marian Adrian shows in the work *Why do Romanians emigrate?*, the decision to emigrate is the result of the interaction between economic, institutional, cultural and psychological factors, and professional opportunities represent by their component parts of this complex process.

This paper aims to go beyond unilateral explanations. We propose to dissect the migration of human capital by combining three complementary lenses: law, economics and social psychology. Only by putting together institutional stability, financial incentives and the employee's state of mind can we truly understand why elite professionals leave and, above all, what we can do practically to restore their trust in the native environment.

2. THEORETICAL FUNDAMENTALS

To build a rigorous model, we must also clarify our terms. The concept of "human capital", established by economic theorists such as Gary Becker or Theodore Schultz, now reduces to the number of workers in a country. It designates the set of knowledge, skills, competencies, health status and accumulated experience of individuals, elements that increase their productivity and creative potential. You can use this as an engineer specialist as an automated vascular surgeon for your practice, now you can use a simple tool for taxation, so you can use the capacity as a guide to a generation of your own.

Classical migration theories, based on the 'push-pull' model, explain population movement through the tension between repulsive factors in the country of origin (low wages, corruption, lack of infrastructure) and attractive factors in the destination country (high income, personal safety, modern hospitals). However, in the case of highly qualified professionals, the push-pull mechanism works much more subtly. It is important to know that you are doing this in Berlin in

Lyon and that you are doing your research, so that you can evaluate the laboratory results, grant your approval transparently and take care to evaluate the merits of the criteria.

From a legal perspective, it is important to mobilize the manpower to be consistent with your fundamental principles in the European Union. Freedom of movement for workers represents one of the pillars of the single market. However, there is a deep gap between the abstract right to work anywhere in the Community and the asymmetrical effects that this right produces on Eastern states. The right to work and institutional guarantees should not be seen as restrictive norms, but as an ecosystem of protection and stimulation. In addition to a solid legal basis, the legal foreseeable is simple, simple freedom with the circulation and the transformation of capital so as to ensure that capital is fully responsible for economic development.

3. DETERMINANȚII ECONOMICS

The economic dimension remains, without a doubt, the first visible trigger of migratory flows. However, the analysis should not stop at a simple comparison between the gross salary in Romania and that in Germany or France. The first step is to put the purchase price, the quality of public services received in exchange for taxes paid and the prospects for long-term wealth accumulation. A critical factor often ignored is the tax structure and the way it penalizes or encourages highly skilled work. In a multi-state country in Europe and the Estonian, it is responsible for contributing to the social welfare as well as the primary responsibility for the provision of financial services and public service, with the aim of being the first to do so. education and infrastructure to contribute to sales. You can be a specialist when it comes to the treatment of the injury so that you can continue with your budget, so you can continue with the treatment so that you can continue with the treatment. However, as Marian Adrian highlights in the course Financial and Fiscal Law, policies and redistribution mechanisms must be analyzed together with the efficiency of spending public resources and the capacity of institutions to generate sustainable economic development.

Another economic dimension concerns concrete career opportunities. As an emerging economy in the East, there is a great deal of polarization: the only part of the existence of a technological hub is the multi-national corporate restricted to a few large cities (Cluj-Napoca, Bucharest, Timișoara, Iași), and on the other hand extensive areas affected by a lack of investment and poorly paid jobs. This concentration accentuates internal polarization, first determining an internal migration from

rural areas/small towns to large university centers, frequently accompanied by external emigration when large cities become too expensive or blocked in terms of furniture and urban planning.

4. LEGAL AND INSTITUTIONAL DETERMINANTS

It is clear that this is the first step in the legal process, the legal process is the institutive explanation for the personal decision and the final decision is made as soon as possible final.

Legal security is not an abstract concept for constitutional law manuals; and other sentiments regarding the care that you take into account if you wish to do so, so that you can legally adopt them now and consult them publicly.

The legislative instability in the fiscal domain, labor law and administrative organization creates an opaque and hostile environment for personal initiative. Professionals in the medical field, in education in the private sector of the legal law and love the rules and contradictions, in the interpretation of administrative arbitration in a separate bureaucratic world. From a legal perspective, the institutively qualified directly influences the capacities of the statutory on a permanent basis. Legislative stability, normative predictions are efficient administrației contributors to creating a climate that favors the professional environment. In this sense, Marian Adrian emphasizes, in his work Risk and Governance Management in Organizations, that governance mechanisms and institutional risk management are essential elements for the efficient functioning of organizations and for strengthening citizens' trust.

Defective public governance and the perception of a lack of integrity in the promotion of civil servants or specialists in the state sector deeply erode the sense of justice. You can continue your career by being a politician who is favoritism and nepotism in your position as a proven, professionally qualified to be part of your career. They refuse to waste their energy fighting with a rigid institutional apparatus that sanctions initiative and rewards conformity.

Institutional case study: In the local medical-pharmaceutical sector, many young residents report that the main reason for emigration is not only the level of salary (which has increased substantially in recent years), but also the absence of diagnostic equipment, the lack of transparency in the competition for positions held for an indefinite period, and the fear of legal liability in an unclear and uncertain malpractice system.

5. PSYCHOLOGICAL AND SOCIAL DETERMINANTS

The next step is to ensure social stability and to ensure that the results are accurate and accurate, so that the exercise can be carried out as a matter of individuality. Especially in the case of highly qualified people. Man is not a piece on an economic chessboard; He needs recognition, a healthy work environment and a sense of separateness from the evolving community.

Maslow's pyramid has been useful as a pedagogical tool, but for several decades it has been demonstrated that the desire for individual self-determination, for emancipation, can in many situations exceed the first desires for food, rest, security and primary comfort.

One of the dominant factors in the depletion of human capital is professional burnout caused by toxic organizational climates. A multi-institutional company in Europe and the rest of the world persists in being an authoritative force, most of the time in driving a car.

The lack of constructive feedback, the absence of formal mentoring programs and the constant pressure to achieve results without adequate resources quickly lead to physical and mental exhaustion. This perspective of psychological psychology, especially in the fluency, is the basis for optimal health and professional development. The lack of mentoring, reduced promotion prospects and the unfavorable organizational climate determine many specialists to continue their careers in other countries. In the article Mentoring Activities in Public Administration, Marian Adrian shows that professional development and institutional mentoring mechanisms can contribute to the retention of qualified personnel and the consolidation of organizational performance. In addition to the dynamics in the workplace, social anomie also intervenes — the feeling of alienation from the norms and values of the community. When citizens lose trust in fundamental institutions (justice, school, health system) and notice a lack of empathy in the public space, apart from the “salvage emigration”. Professionals choose to leave not only for themselves, but especially for their children, eager to offer them a more airy educational environment and a cleaner and safer society.

6. THE REAL DIMENSION OF ROMANIAN MIGRATION

It is a cliché that says that the wealth of a country is not determined by the beauty of the landscape, the richness of the subsoil or the fertility of the soil, but by the education and training of the people who occupy that territory. It would be enough to compare the Netherlands and Japan

with Congo. But with Romania? That is, it is universally recognized that the most important capital of a country is human capital. Consider the fact that you should take the time to do this beforehand so that you can understand how to do it. The data are the first day of life is approximate. The National Institute of Statistics (INS) has quantifications especially according to domicile, and many emigrants keep their domicile in their country of origin and implicitly, they are hiding the phenomenon.

In Europe the Estonian is now facing the problem of migration in the center. Now let's take a closer look.

6.1. Percent of total population

In accordance with Eurostat, UN and OECD this would be the situation of the population born in Romania and residing in other states):

- 4.2 – 4.7 million Romanians live abroad (convergent estimates).
- Compared to the population of Romania (19 million), results approx. 22–25%.
- Some (old) analyses, UN -2020, indicate over 30% if we include temporary mobility + residents without shadowable residence.

Romania is, by proportion, the largest source of emigrants in the EU, surpassing Bulgaria, Lithuania and Latvia.

6.2. Percent of popular activity

The active population (15–64 years) is approx. 10.8 million. If 3.5–4 million active Romanians are abroad, it results that 32–37% of the active population is abroad. This is the indicator that shows the seriousness of the phenomenon: a third of Romania's workforce works in other countries.

Migration by age group (Eurostat data)

1. 18–34 years: the highest emigration rate (over 45% of emigrants).
2. 35–49 years: approximately 30%.
3. 50+: under 10%.

Romania is losing especially young, qualified population with innovation potential.

The fields with the highest emigration rate: medicine, IT, aerospace engineering, construction, research

6. 3. Physician migration – estimated and dramatic figures

Status of the number of Romanian physicians abroad (OECD)

- 2011: 12,789 medical professionals in the OECD state

- 2021: 21,802 Romanian physicians in OECD state → Created +70% in 10 years

Percent of total physicians trained in Romania

Romania has approx. 55,000 active medical professionals. If 21,800 are in OECD → approx. 28–30% of Romanian physicians practice abroad.

Intention to emigrate

College of Physicians Survey (2016): 82.3% since they declare their emigration. Reimbursement rate: 25–30%.

Internal deficit

- Romania: 282 medics / 100,000 inhabitants
- EU average: 360 medics / 100,000 inhabitants

Romania has one of the lowest doctor/inhabitant ratios in the EU, largely due to migration.

6.4. Migration in technical fields (aerospace, IT, cybernetics)

Official data is fragmentary, but there are indicators:

IT & Cybernetics: Romania produces ~7,000 IT graduates annually.

- ARIES and ANIS estimates: 40–50% leave in the first 3 years after graduation.

Aerospace engineering: Technical universities (UPB, UTCN) report that over 60% of aeronautical graduates work in Germany, France, the Netherlands, the UK.

6.5. Migration ranking in Eastern Europe (Eurostat, UN)

Percent of native population abroad:

Country % of emigrant population

Romania 25–30%

Bulgaria 20–22%

Lithuania 18–20%

Latvia 17–19%

Moldova 25–30% (non-EU)

Albania 30–35% (non-EU)

Romania is one of the top 3 global states and is popular among the active population.

7. CONSEQUENCES FOR ROMANIA AND EASTERN EUROPE

The effects of the massive brain drain are not long in coming and are generating major imbalances in the medium and long term. First and foremost, discuss the chronicity of the special

aspects in the vital sector. Can be my doctor, assistant, professor, construction engineers and researchers leave the country, the state's capacity to provide quality public services collapses. It is important to be careful with the medical care of the garda, to ensure that rural areas are duced to the qualified cadre, and always continue to be viciously underdeveloped.

Secondly, there are colossal unamortized public costs. The Romanian state invests significant amounts of public money in the education and training of a specialist — from primary school to residency or doctoral studies. At the same time, it is important to emigrate with final education, economic benefit and social this major investment is transferred free of charge to the receiving state (Germany, Great Britain, France, etc.), at the same time as the status of origin of your child. payment slip.

Already around the world, there are more of these Chilean regional demographics. The migration of skilled young people accelerates the aging process of the population in the country of origin and reduces the rate of local innovation. Communities left without professional elites lose their capacity to attract major private investment, being condemned to economic stagnation and dependence on social transfers or remittances sent to the diaspora — remittances which, while helping immediate consumption, can now This structural design ensures that the product is properly serviced.

8. RECOMMENDATIONS FOR PUBLIC POLITICIANS

To stop the depletion of human capital and transform the “brain drain” into a “brain gain / brain circulation”, this requires an integrated and courageous strategy, far from populist or heuristic measures. We propose a series of priority measures:

1. Modernization of governance and digitalization of public administration: Radical debureaucratization and elimination of contradictory legislative norms. The legal structure is simple, transparent and therefore reliable and reliable in terms of care and special care.
2. Implementation of meritocracy and mentoring programs: In the public sector and in academia, selection and promotion must be strictly decoupled from political interference. Mandatory institutional mentoring programs for young specialists will reduce frustration and accelerate their professional integration.
3. Reconfigure the fiscal incentives in the infrastructure of the research: Now it is sufficient to reduce the impact on performance; This is the best way to improve the infrastructure of the modern

region (laboratories, medical equipment, access to internal data) as the first step in technological progress is to reduce rapidly.

4. Policies to attract and reconnect the highly qualified diaspora: Creation of return grants to the country, simplification of procedures for equivalizing studies and diplomas obtained abroad and involving experts from the diaspora in national research and consultancy projects without requiring final relocation.

CONCLUSIONS

An interdisciplinary with a large capital base so that you can clarify the situation as you are now a part of Europe and the rest of the world.

Qualified people do not just go after higher salaries, but instinctively seek respect, legal security, institutional order and an environment in which their talent can flourish without bureaucratic obstacles or political interference.

For Romania, regaining and preserving human capital represents the ultimate test of state maturity. Economic factors only partially explain the phenomenon, while the quality of institutions, legal security, organizational culture and public policy become essential variables. As for the integrated approach, it would allow the formulation of public policies oriented not only towards reducing migration, but also towards capitalizing on human capital as the main driver of economic and social development in Europe, especially in Estonia and especially in Romania, where the migration of qualified and highly qualified labor has reached the proportions of a national cataclysm, alarmingly little debated and taken into the attention of political decision-makers.

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