

# THE ATTRACTIVENESS OF THE EU STATES. WHAT DOES MIGRATION INDICATE?

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**Abstract:** *Migration can foster development by various channels, although it is not a sufficient factor for development. Furthermore, if the origin country does not keep itself on the development path, by increasing attractiveness, migration can undermine the development process by draining its labour force. Romania faces the same problem, continuing to be the source of large migration outflows for over a decade. This proves the low level of attractiveness Romania is irradiating. Only a higher reactivity to the market opportunities, by becoming more attractive, will decrease migration outflows leading to the migration transition. The importance of this paper consists in inducing an assessment of the EU states attractiveness level, drawing attention about the fact that Romania, along with the countries which accessed the last enlargement rounds, needs to focus on two fundamental issues, namely the quality of institutions and infrastructure. The two issues may represent an important challenge in order to increase the attractiveness level and experience the same migration transition process as the older EU member states.*

**Keywords:** migration transition; attractiveness; EU member states; Romania

## INTRODUCTION

The paper draws attention to a problem that Romania has been facing for many years – labour migration. The results of the 2011 Census reported that around 0.73 million Romanians have been living abroad for a long period of time. Overall, the figures are even higher. According to the National Institute for Statistics (2014) the number of Romanian emigrants is around 2.4 million people. Furthermore, Romania is still the source of consistent emigrant flows. If in 2002 the number of emigrants per 1,000 resident inhabitants was 48.6, in 2012 this indicator increased to 116.5. So what should Romania do in order to keep its labour force, in order to reduce the temptation of migration?

Answering this question is definitely not an easy task. Yet, we must keep in mind that, as an EU member state, Romania is facing a tough competition for attracting labour and capital (established by adhering to the European Single Market). In this regard, each state must ensure high reactivity to the opportunities that may arise, constantly trying to increase its relative attractiveness. The

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evolution of the migration flows strictly depends on the attractiveness level. The higher the attractiveness, the higher the probability that the resident population is satisfied with the living conditions, being less tempted to emigrate. Furthermore, the more attractive a country becomes, the higher the probability to strengthen the status of host country, attracting more consistent flows of immigrants from countries with lower attractiveness.

The methodology we have used in this paper enclosed the push and the pull factors within the same analytical framework, by developing a composite index in order to explain the net migration. As we already know, the migration transition – the transition from an emigration to an immigration profile (migration transition) - is not inevitable, nor irreversible. Therefore, raising the relative attractiveness, as compared to other states, is extremely important in dealing with the migration phenomenon. The main objective of this paper is to evaluate the attractiveness level of EU states on the inside and outside labour, in regard to the transition from emigration to immigration.

Evaluating the EU member states using the same evaluation criteria allows us to identify the components that still need to be improved in order to rise attractiveness and turn from emigration to immigration. Furthermore, understanding the role of migration in determining attractiveness is even more important as the crisis has reduced the economic growth in all European states, creating a good opportunity for the emerging areas, including Romania. In other words, the economic crisis has provided a chance for a new beginning, the chance of rapid recovery by acquiring competitive advantages in order to reduce the development gaps between them and the developed countries.

## 1. LITERATURE REVIEW

The literature shows that there is a mutual relation between migration and development process:

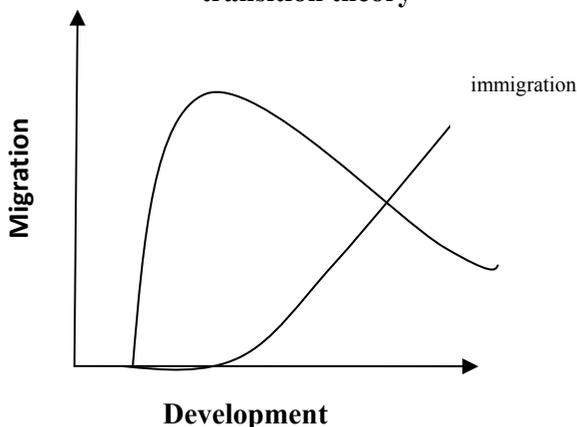
1. On the one hand, migration contributes to the development of the origin area through remittances (Mara *et al.*, 2012), by overcoming capital constraints (Giuliano, Ruiz- Arranz, 2008), increasing willingness to invest (Acosta, 2007), human capital accumulated abroad (Ambrosini, Mayr, Peri and Radu, 2011) and through the networks it creates with the country of destination (Javorčík *et al.*, 2010).

2. On the other hand, the evolution of migration is influenced by the changes in attractiveness induced by development. According to the *migration transition theory*, the international migration – development relation can be transposed as an upside-down "U". As a country/region develops, international migration tends to increase and then begin to decline, being overreached by the immigration inflows.

Figure 1 presents the dynamics of migration-development relationship in transitional models. In other words, socio-economic development stimulates the aspirations and capabilities of individuals, increasing their willingness to emigrate, first internally, then abroad. On the long run, as the development gaps decreases, reducing the differences in the existing opportunities at both internal and external

levels, both internal migration to urban areas and international migration are slowing down.

**Figure 1 – The international migration evolution according to the migration transition theory**



Source: de Haas, 2010, p. 19

Thus, migration can contribute to the origin areas development, but it's not sufficient factor for development. De Haas (2012) warns that a too optimistic vision on migration can distract our attention from some important policies, required for fostering growth, believing that migration will lead to development by itself. But the only real way of releasing the development potential of migration is to create attractive investment environments and to build trust in political and legal institutions of origin countries. Receiving remittances is not enough as they will only be used for daily or housing expenses if the conditions in the origin area are not attractive (Grigoras, 2006; European Investment Bank/Facility for Euro-Mediterranean Investment and Partnership, 2006). For example, the Egyptian migrants prefer to invest in more distant (urban) areas and not in their origin areas where they lack infrastructure and agricultural resources (McCormick and Wahba 2003).

Furthermore, if the conditions in the origin country do not improve, the emigrants will become more tempted to permanently settle in the destination country. The more they stay in the destination country, the higher the probability to remain there gets (Mara 2012, p. 24). And this has plenty of negative consequence on destinations countries: first, if emigrants are permanently moving to the destination countries, they will have fewer reasons to remit to their origin country; second, the country will definitely lose the investment in their education; third, they will not be able to further transmit their experience gained abroad back home.

Therefore, the ability of the source country to increase attractiveness will determine the extent to which the development potential of migration will be unleashed. It is a risk that Romania faces (Careja, 2013), given that it is the source of large migration outflows for a long time. Its status of source country is the main

consequence of the low level of attractiveness irradiated by Romania. Considering the strong competition developed by the European Single Market, the mobility of individuals has considerably increased, particularly due to the increasing number of EU Member States, even if the number of labour immigrants is still much higher comparing to the immigrants from inside the EU (Kahanec *et al.*, 2010). Overall, referring to voluntary migration, whether within or outside the EU, migration seeks better opportunities (to earn a better living). A survey done by Gallup World Poll, using data collected during 2009-2011 from 25,000 first-generation migrants (referring to the people who were not born in the country they live in) and over 440,000 native-born Individuals in over 150 countries showed that only 40 percent of migrant flows are generated from less developed countries to developed countries. 33 percent of total flows are between developing countries and 22 percent between developed countries (in IOM, 2013, p 108). In this paper, we propose a more complex approach (a more inclusive way of looking at migration, referring to all migration flows) on the factors that generate migration by proposing an index to assess the relative attractiveness of the states. This assessment of attractiveness aims to draw attention to the components that need to be improved by the less attractive states to discourage emigration and, furthermore, to start attracting more and more immigrants.

## 2. DATA AND METHODOLOGY

Assuming that the decision to emigrate is more complex, enclosing a broader analysis of several aspects, not just looking for higher earnings, the methodology we have used involves developing a composite index in order to assess the attractiveness of the EU Member States. By carrying out a relative evaluation according to specific components, we can identify the areas that need more attention in order to support the migration transition process. The Index of Attractiveness takes into account five key issues in migration transition evolution: *the attractiveness of the labour market, the attractiveness of the business environment, the quality of institutions, the quality and accessibility of social services, the quality of infrastructure* (For further details on the indicators we have used, see the Appendix 1). Since we only refer to labour migration, the share of labour market attractiveness in forming the index is higher as compared to the other included components, wherefore the other components have been given an equal share. The evaluation of these components is individually processed by each potential emigrant in part. Therefore, an accurate assessment of their preferences is hardly possible. Furthermore, not only that we cannot accomplish an accurate assessment of the preferences regarding those factors, but various other subjective factors can be also included. Therefore, the index performs only a basic evaluation of the attractiveness, being estimated by the following formula:

$$attractiv\_index_{i,j} = 40/100 * labour\_m_{i,j} + 15/100 * (business_{i,j} + instit_{i,j} + soc\_serv_{i,j} + infr_{i,j})$$

where  $i$  ranges between 1 and 28, representing the EU countries which have been

included in our analysis<sup>1</sup> and  $j$  between 2007 and 2012, representing the period under review.  $Attractiv\_index_{i,j}$  refers to the *Global Attractiveness Index*,  $labour\_m_{i,j}$  to the attractiveness of the labour market,  $business_{i,j}$  to the attractiveness of the business environment,  $instit_{i,j}$  to the quality of institutions,  $soc\_serv_{i,j}$  to the quality and accessibility of social services and  $infra_{i,j}$  to the quality of infrastructure.

Migrating requires a complex analysis of the difference in opportunities between the place of origin and the destination. Overall, migration is seen as a more convenient choice, as a process that generates more benefits; otherwise it would not take place (we only refer to voluntary migration).

Our analysis considers *work* as the most important reason of migration (around 40%<sup>2</sup>). Along with the economic motivation, other elements were also included, as essential to *well-being* (as defined by the Gallup Well Being, 2012 in IOM, 2013, p 112). Therefore, the composition of the Attractiveness Index refers to following elements:

- *The attractiveness of the labour market* (40%) - is perhaps the most important factor that defines the attractiveness of a country for both the resident population and immigrants, which led us to give it the highest share in index formation. Having a job and earning a wage represents a fundamental condition for individual satisfaction. The difficulties encountered in the labour market integration is one of the main reasons for emigration. Therefore, this component encloses the level of unemployment, the household income, the flexibility of labour market legislation (the ease of hiring and firing practices; in other words, the extent to which firms can react to market fluctuations, increasing their efficiency in order to stay competitive), the skill level of labour and the availability of skilled labour;

- The second component refers to *the attractiveness of business environment* (15%). Opening their own business represents another alternative for obtaining incomes particularly for individuals with a low aversion to risk. The attractiveness of the business environment takes into account the minimum capital required to start a business, the number of procedures and the time required for this purpose;

- *The quality of institutions* (15%) has a high importance in the attractiveness of a state, constituting the general framework of all the activities. Referring to political stability and absence of violence/terrorism, which are essential conditions for development, and prosperity, this component also includes the quality of regulations and the rule of law;

- The fourth component assesses *the quality and accessibility of social services* (15%). The quality and availability of social services is one of the main interests of individuals when choosing their destination. We have considered two main services, namely health and education;

- The last component refers to *the quality of infrastructure* (15%). The

<sup>1</sup> Even if the analysis refers to the 2007-2012 period, Croatia has also been included.

<sup>2</sup> For further details see Eurostat Database, 'Percentage distribution of main reason for migration, by country of birth, sex and age,' available at [http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfso\\_08cobr&lang=en](http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfso_08cobr&lang=en)

availability and quality of infrastructure are two important aspects which definitely influence the comfort and lifestyle of the individuals.

The index was calculated for all EU Member States for the period 2007-2012 in order to enclose periods before and after the crisis. Given the existence of the Single European market, namely the free movement of persons, the differences which occur in the level of attractiveness can generate large migration flows within the EU member states. Along with the five primary components characterizing the existing conditions in a specific state, representing the "objective attractiveness", individuals may be attracted to certain states for various other subjective reasons, representing the "subjective attractiveness."

All data series were normalized according to the following formulas:

$$\text{attractiveness index}_{i,j} = \frac{|x_{i,j} - \mathbf{max}(x_{i,j})|}{\mathbf{max}(x_{i,j}) - \mathbf{min}(x_{i,j})} \quad (1)$$

$$\text{attractiveness index}_{i,j} = \frac{|x_{i,j} - \mathbf{min}(x_{i,j})|}{\mathbf{max}(x_{i,j}) - \mathbf{min}(x_{i,j})} \quad (2)$$

where  $i$  ranges between 1 and 28, representing the EU countries which have been included in our analysis<sup>3</sup> and  $j$  between 2007 and 2012, representing the period under review.  $\mathbf{max}(x_{i,j})$  is the maximum value of the indicator for the country  $i$  in  $j$  year, and  $\mathbf{min}(x_{i,j})$  the minimum value of the indicator for the country  $i$  in  $j$  year. The data was normalized for comparison purposes, the country with the most attractive level of the indicator getting the maximum score, that is 1, while the most unattractive getting 0. If the most attractive value of the indicator is given by the lowest value (for example, the unemployment rate) we use the first formula above (1); otherwise, we use the second formula (2). Thus, the attractiveness index for each of the countries considered will gain a score between 0 and 1 (*indice atractivitate*= 0,1), being computed as a weighted average of sub-indices included.

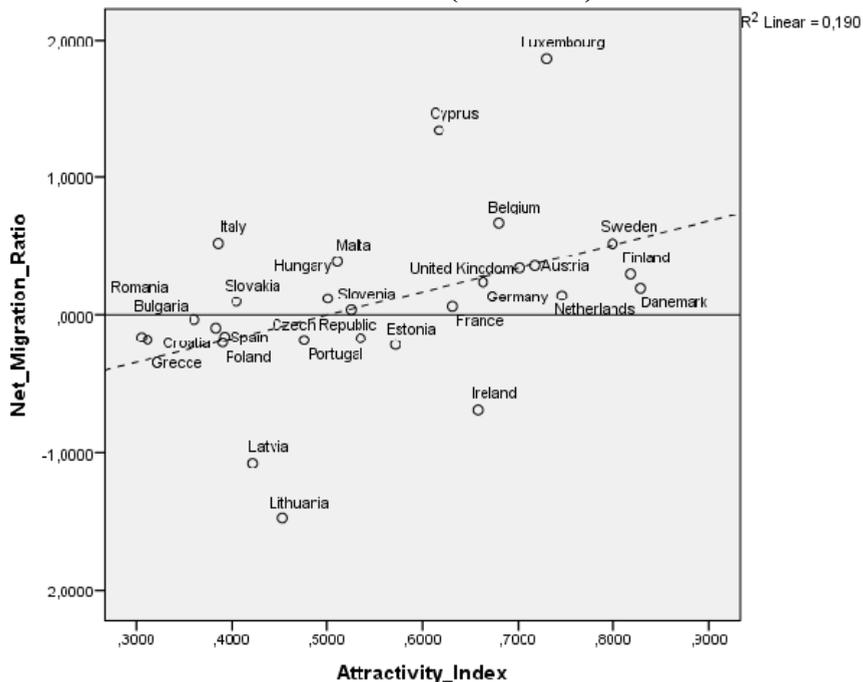
Our analysis also encounters several limitations. While assessing the attractiveness of states, considering the perspectives of migration transition, this index cannot include all the factors the emigrants may take into account when deciding to leave. There are various other subjective factors that may also be considered important by the potential emigrants (like the pollution level of the country of destination). In addition, this index does not take into account the geographical (attractiveness of Southern Europe countries to the immigration inflows from Northern Africa) or cultural (flows of immigrants from former colonies of the developed countries) factors.

<sup>3</sup> Even if the analysis refers to the 2007-2012 period, Croatia has also been included.

### 3. RESULTS AND DISCUSSION

The results of the attractiveness evaluation of the EU member states in terms of migration, indicate that, overall, the older EU members, specifically among the EU15 aggregate, have the highest attractiveness for immigration flows. Portugal, Spain, Italy and Greece are the exceptions, being severely affected by the recent economic crisis and are still facing problems in returning to the growth rates before the crisis (see Figure 2). If the top three positions are occupied by the Scandinavian countries, the bottom four positions include the countries which have joined the EU in the last two enlargement rounds (Croatia, Bulgaria and Romania), along with Greece, which is still facing serious difficulties in maintaining macroeconomic stability, while encountering high external indebtedness.

**Figure 2 - The net migration (% population) and the attractiveness of the EU member states (2010-2012)**

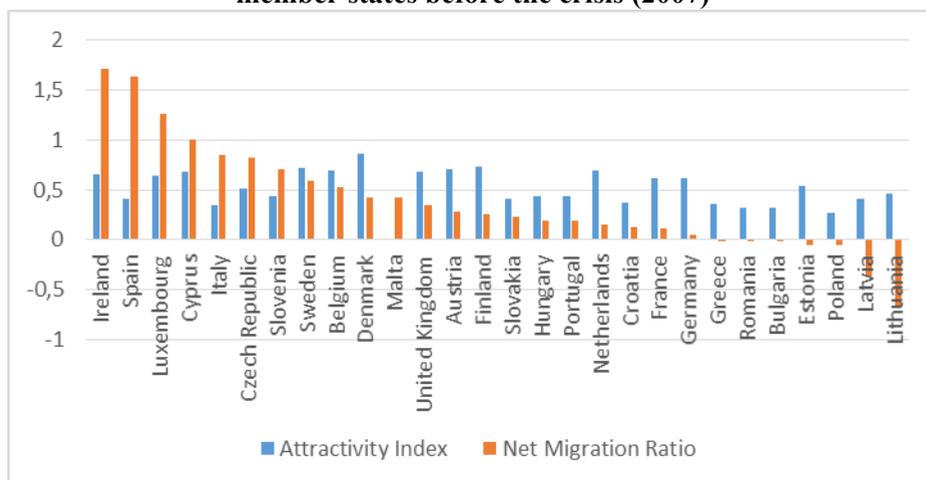


Source: own compilation

Note: For Malta the Attractiveness Index was estimated only for 2011-2012 period. We are also dealing with incomplete data series for the Net Migration Ratio calculation as follows: for Germany, the data refers only to 2010-2011 period; for Croatia the data refers to 2011-2012 period; For Bulgaria, the data refers to the year 2012.

As attractiveness increases, net migration goes from negative to positive (figure 2). The largest number of immigrants (per 100 inhabitants) during 2010-2012 period, were hosted by Luxembourg, Cyprus, Belgium and Italy. If the large number of immigrants from Luxembourg is not surprising given the high level of attractiveness and the small population, the large number of immigrants in Italy is due to the relatively higher level of attractiveness to source states. Most of the Italian immigrants are coming from countries outside the EU (UNAR and IDOS, 2012) with a much lower attractiveness as to the EU member states. But the economic crisis has caused migration diversion effects even to the flows within EU, signalling a high sensitivity to changes in attractiveness. Bertoli, Brucker and Moraga (2013) showed that as the main destination countries for Bulgarian and Romanian migrants, respectively Spain and Italy, were seriously hit by the crisis, they quickly reoriented to other destinations, like Germany. If before the crisis (2007) Italy and Spain were among the main destinations for immigrants in, the number of immigrants has considerably decreased in 2012, Spain becoming once again a country of emigration (see Figures 3 and 4).

**Figure 3 - The net migration (% population) and the attractiveness of the EU member states before the crisis (2007)**



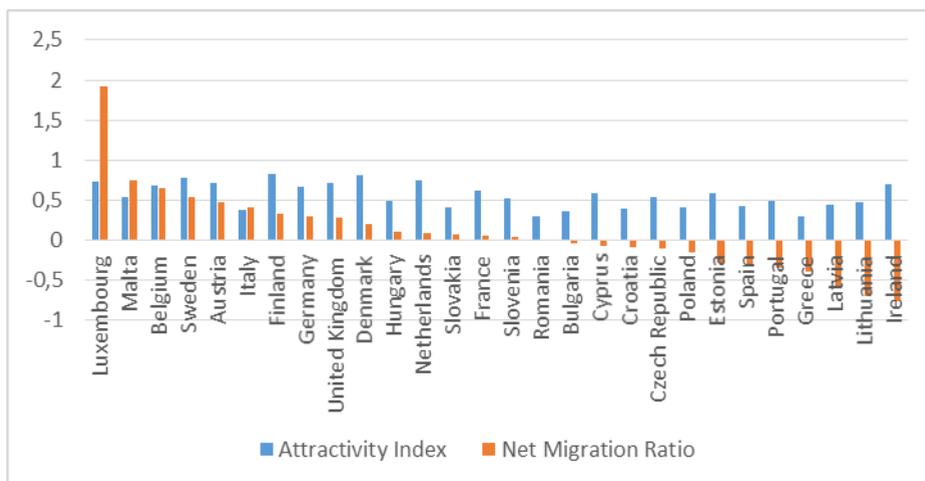
Source: own compilation

Note: for Romania and Greece the Net Migration Ratio refers to 2008; for Cyprus the Attractiveness Index is calculated for 2008; due to missing data series, we could not calculate the Attractiveness Index for Malta.

Although the attractiveness remained quite high, along with Spain, Ireland is another example of country facing a reverse migration transition during 2007-2012 period. The Irish migration flows reactivity was even higher, considering the large Irish communities in the English speaking countries. Most of them have emigrated to Britain, Australia and the United States being the other two important destinations (Lewis, 2013).

Generally speaking, the changes in attractiveness, induced by the ability of states in managing the crisis, have generated significant changes in the composition and direction of migration flows. If in 2007 there were only 7 EU countries that recorded a negative balance of net migration, in 2012 their number increased to 13 states. This evolution was due to the decrease in the attractiveness of destination countries, on the one hand, which discouraged receiving new inflows of immigrants, and on the other, due to return migration outflows back to the origin countries, as a result of the lack of opportunities in the host countries. Furthermore, because of the lack of opportunities caused by the economic activity contraction, even the resident population began to emigrate, looking for better living standards elsewhere<sup>4</sup>.

**Figure 4 - The net migration (% population) and the attractiveness of the EU member states after the crisis (2012)**



Source: own compilation

Note: the Net Migration Ratio refers to 2011 for Germany.

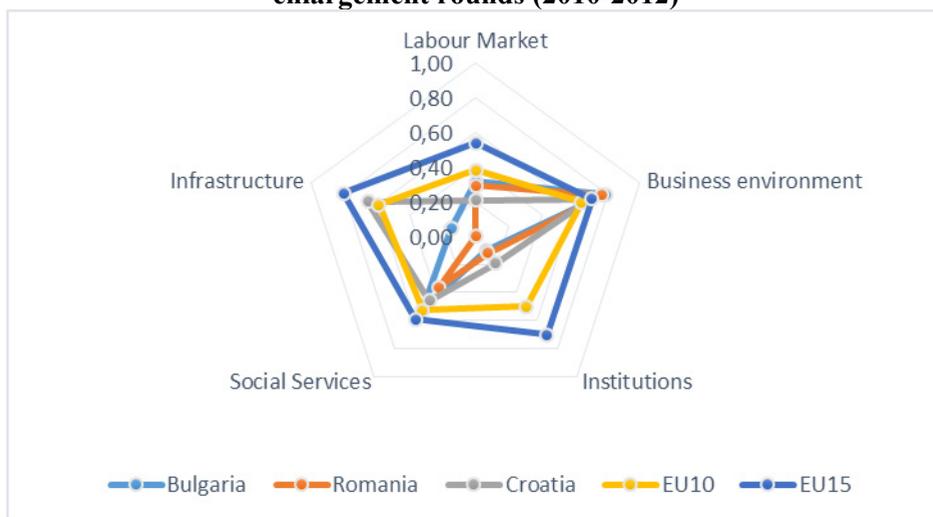
The results outline that migration flows have a high reactivity to the changes in EU member attractiveness. Therefore, migration stands as a suitable indicator of the attractiveness of states, drawing attention to the areas the policies should further address in order to discourage migration.

Figure 5 displays the EU states grouped by the last three EU enlargement rounds and the Attractiveness Index values. The oldest members, namely EU15 states, have the highest attractiveness (we should keep in mind that the EU15 average attractiveness still includes the lower values recorded by Greece, due to the

<sup>4</sup> For example, in 2011, after a long time, Spain recorded a negative net migration (Preseurop, 2011). Negative net migration balance (- 50 090) was mainly due to return migration outflows, (445 130). The number of Spanish citizens that emigrated was also large, reaching 62 611 people.

financial problems in recent years; the same can be said about the other Southern European countries included in the analysis, like Italy, Spain and Portugal, which are also facing financial problems, being forced to implement radical measures in order to rebalance the national budgets, even with the cost of short-term deterioration of attractiveness).

**Figure 5 - The attractiveness of the EU member states according to the enlargement rounds (2010-2012)**



Source: own compilation

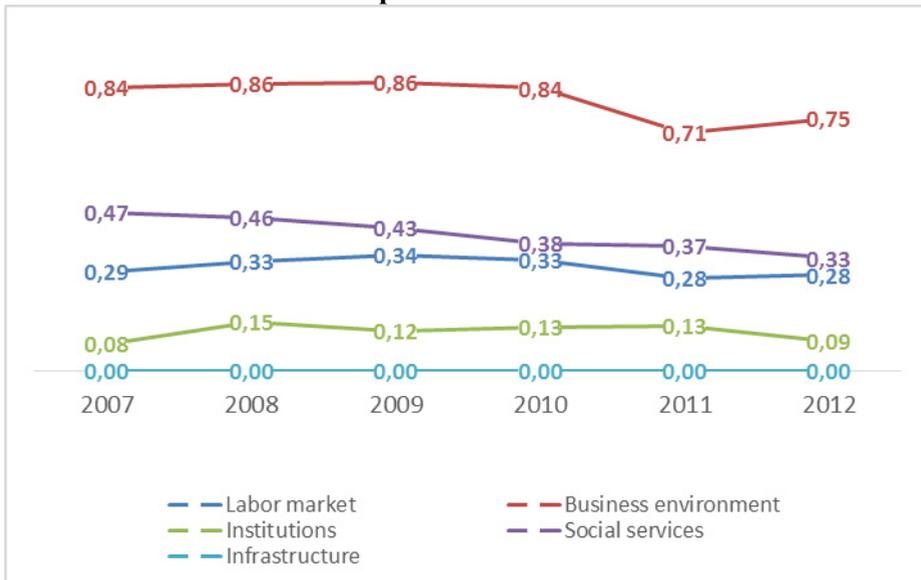
Note: For Malta the Attractiveness Index was estimated only for 2011-2012 period. We are also dealing with incomplete date series for the Net Migration Ratio calculation as follows: for Germany, the data refers only to 2010-2011 period; for Croatia the data refers to 2011-2012 period; For Bulgaria, the data refers to year 2012.

Comparing the attractiveness of Romania and Bulgaria to the average attractiveness of the EU10 aggregate countries, we notice a big difference in terms of institutional and infrastructure quality. If we go further in terms of development level, by comparing the EU10 and the EU15 averages, we notice that, once again, the largest differences are recorded between the same areas, namely, the quality of institutions and infrastructure. Certainly, these two components are linked together, as it is the responsibility of institutions to develop the infrastructure that provides common positive externalities, because the private sector will not support such big investments with common benefits, such as roads and railways modernization. Then, the quality of institutions and infrastructure continues to represent two fundamental problems detaining the catching up process of the less developed countries.

A more detailed analysis of the 5 components considered (figure 6) shows that between 2007 and 2012 Romania accounted relative setbacks to other EU countries for each of them, except the quality of institutions; even though,

considering the very low values Romania is gaining in this area, the increase was insignificant (still facing considerable problems in terms of corruption control, the quality of regulation and the rule of law). If the attractiveness of the business environment has the highest level within the sub-indices considered (the decrease of this component is largely due to maintaining a relatively high number of procedures to open a new business), as opposed to the quality of infrastructure, where Romania recorded the lowest value in the EU during the entire period.

**Figure 6 – The evolution of the attractiveness sub-indices in Romania during the period 2006-2012**



Source: own compilation

The attractiveness of the labour market is also declining, having major difficulties in regulating the cooperation between employer and employee, the low level of income and the lack of highly qualified individuals (as a result of the high emigration rates and the low education quality). The sub-index referring to social services had the highest decline, because of the lower quality of the education system, but also, to the relative decline of population health.

## CONCLUSIONS

The literature has shown that during development, states change their migration profile from emigration to immigration. Although supporting the origin country development through various mechanisms, migration is not a sufficient factor for development. Romania is a good example, continuing to represent an important source for migration outflows for a long time now. Given that the freedoms assured by the European Single Market lead to a fierce competition for attracting investment and labour, the high number of people leaving Romania

proves the low level of attraction exerted by Romania, compared with other EU countries. The recent developments, induced by the economic crisis, have shown that migration flows have a high reactivity to the changes in the EU states attractiveness, representing a good indicator in this regard. As the attractiveness of states increases, net migration increases as well, leading to the transition from emigration to immigration. But this evolution is not imminent, nor irreversible, constantly depending on the relative attractiveness as compared to other states. Ireland and Spain are two relevant examples of states that have recently experienced a reverse migration transition, going back to a profile of emigration (being affected by the economic crisis, not only have they stopped attracting new flows of immigrants, but the old immigrants have started to return to their home countries; also, more and more migration outflows were generated within the resident population).

In Romania, the high number of people leaving abroad is justified by the low level of attractiveness compared to other EU countries. Until the gap in attractiveness will decrease, Romania will continue to be a source country. Although the economic crisis has provided an opportunity for the emerging areas, including Romania, the chance of a new beginning, by reducing the economic boom in all European countries, Romania has failed to develop a high reactivity to the potential opportunities in order to stimulate a quick recovery and ranks last according to our assessment. Thus, during 2007-2012 period, Romania accounted relative setbacks in terms of quality of business environment, labour market and infrastructure. We however note that the biggest differences are accounted in terms of quality of institutions (with considerable problems in terms of control of corruption, the quality of institutions and the rule of law) and the quality of the infrastructure. Regarding the institutional quality, Romania ranks next to last (2012), exceeding only Greece's level. Regarding the overall quality of infrastructure, Romania ranked last during the entire period 2007-2012. Institutional quality and infrastructure appear to be the main problems of the states that joined the EU since 2004. These are two key areas which should be given increased attention in the next period, in order to increase attractiveness.

The importance of our analysis consists in outlining the need to intensify the efforts to increase the attractiveness in order to discourage emigration. The orientation towards increasing attractiveness is more important as the high unemployment rate among young people has considerably increased, increasing their willingness to emigrate to more attractive destinations. However, Romania's position at the EU's Eastern border provides a huge opportunity for attracting cheaper labour from the relatively less developed countries in the Eastern neighbourhood (Ukraine, Rep. Moldova etc.) in order to increase competitiveness.

## ANNEX 1

Table 1 – Attractiveness Index Structure

Index Structure	More details	Period	Source	
1. Labour market	Unemployment	The unemployment rate among people aged 15 to 74 years who do not have a job, but which have actively sought one and are ready to start work as soon as they find it.	2006-2012	Eurostat
	Annual net income	Mean and median income per person (PPS)	2006-2012; Romania 2008-2012; Bulgaria 2007-2012; Croatia 2010-2012	Eurostat
	Hiring and firing practices	World Economic Forum, Executive Opinion Survey ( <i>Global Competitiveness Report</i> ) Question: <i>In your country, how would you characterize the hiring and firing of workers?</i> [1 = heavily impeded by regulations; 7 = extremely flexible]	2006-2012	World Economic Forum
	Cooperation in labor-employer relations	World Economic Forum, Executive Opinion Survey ( <i>Global Competitiveness Report</i> ). Question: <i>In your country, how would you characterize labor-employer relations?</i> [1 = generally confrontational; 7 = generally cooperative]	2006-2012	World Economic Forum
	Availability of scientists and engineers	World Economic Forum, Executive Opinion Survey ( <i>Global Competitiveness Report</i> ). Question: <i>In your country, to what extent are scientists and engineers available?</i> [1 = not at all; 7 = widely available]	2006-2012	World Economic Forum
2. Business environment	Minimum paid-in capital required to start a business	Estimated as a percent of income per capita	2006-2012; Cyprus 2008-2012; Malta 2011-2012	World Bank
	Procedures required to start a business	Number of procedures required to start a business	2006-2012; Cyprus 2008-2012; Malta 2011-2012	World Bank
	Time required to start a business	Number of days required to start a business	2006-2012; Cyprus 2008-2012; Malta 2011-2012	World Bank

Index Structure		More details	Period	Source
3. Institutions	Control of Corruption	<i>Control of Corruption</i> - captures perceptions of the extent to which public power is exercised for private gain, including both petty and grand forms of corruption, as well as "capture" of the state by elites and private interests. [0 corresponding to the lowest score, and 100 highest score].	2006-2012	World Bank
	Political Stability and Absence of Violence	<i>Political Stability and Absence of Violence</i> – captures perceptions of the likelihood that the government will be destabilized or overthrown by unconstitutional or violent means, including politically-motivated violence and terrorism [0 corresponding to the lowest score, and 100 highest score].	2006-2012	World Bank
	Regulatory Quality	<i>Regulatory Quality</i> – captures perceptions of the ability of the government to formulate and implement sound policies and regulations that permit and promote private sector development [0 corresponding to the lowest score, and 100 highest score].	2006-2012	World Bank
	Rule of Law	<i>Rule of Law</i> – captures perceptions of the extent to which agents have confidence in and abide by the rules of society, and in particular the quality of contract enforcement, property rights, the police, and the courts, as well as the likelihood of crime and violence [0 corresponding to the lowest score, and 100 highest score].	2006-2012	World Bank
4. Social services	Quality of the educational system	World Economic Forum, Executive Opinion Survey ( <i>Global Competitiveness Report</i> ). Question: <i>How well does the educational system in your country meet the needs of a competitive economy?</i> [1 = not well at all; 7 = extremely well]	2006-2012	World Economic Forum
	Educational accessibility	The rate of people who have graduated from high schools or universities (within people aged 15 to 74 years)	2006-2012	Eurostat
	Population health	The average number of years that a person lives without encountering moderate or severe health problems	2006-2012; Croatia 2010-2012; Romania 2007-2012	Eurostat
5. Infrastructure	Quality of overall infrastructure	World Economic Forum, Executive Opinion Survey ( <i>Global Competitiveness Report</i> ). Question: <i>How would you assess general infrastructure (e.g., transport, telephony, and energy) in your country?</i> [1 = extremely underdeveloped—among the worst in the world; 7 = extensive and efficient—among the best in the world]	2006-2012	World Economic Forum

## ANNEX 2

Table 2 - Attractiveness Index values

	2007	2008	2009	2010	2011	2012
<b>Austria</b>	0,708591	0,74902	0,726833	0,728409	0,706608	0,719203
<b>Belgium</b>	0,701007	0,661575	0,670955	0,674838	0,685129	0,680152
<b>Bulgaria</b>	0,323873	0,327463	0,365543	0,377426	0,343269	0,3617
<b>Czech Republic</b>	0,511599	0,549045	0,531182	0,536387	0,536234	0,53271
<b>Cyprus</b>		0,677841	0,682161	0,663265	0,595477	0,591667
<b>Croatia</b>	0,368498	0,385992	0,387708	0,387093	0,375743	0,386989
<b>Denmark</b>	0,859893	0,874545	0,855794	0,842785	0,837958	0,80298
<b>Estonia</b>	0,543419	0,559975	0,532509	0,552763	0,572783	0,587934
<b>Finland</b>	0,739675	0,793306	0,805712	0,815287	0,813248	0,825114
<b>France</b>	0,614257	0,642132	0,637078	0,654049	0,630417	0,610356
<b>Germany</b>	0,620898	0,63695	0,64331	0,678548	0,644449	0,667083
<b>Greece</b>	0,353261	0,375489	0,345504	0,336651	0,308634	0,290812
<b>Ireland</b>	0,655759	0,661636	0,659309	0,644543	0,636913	0,691596
<b>Italy</b>	0,341941	0,362791	0,360046	0,404812	0,38212	0,37057
<b>Latvia</b>	0,412582	0,393348	0,386125	0,413828	0,409827	0,44225
<b>Lithuania</b>	0,45741	0,467065	0,432009	0,448325	0,436569	0,475637
<b>Luxembourg</b>	0,647014	0,669263	0,718087	0,74115	0,72566	0,723077
<b>Malta</b>					0,4873	0,534091
<b>Netherlands</b>	0,690487	0,716282	0,733797	0,74519	0,738192	0,752967
<b>Poland</b>	0,273205	0,323362	0,357589	0,382851	0,377269	0,410566
<b>Portugal</b>	0,430569	0,467636	0,461366	0,46493	0,469118	0,492873
<b>United Kingdom</b>	0,684611	0,67591	0,663062	0,689809	0,696408	0,716701
<b>Romania</b>	0,326592	0,349278	0,347715	0,334061	0,292152	0,289832
<b>Slovakia</b>	0,416879	0,444679	0,436755	0,422718	0,385229	0,407624
<b>Slovenia</b>	0,430429	0,555244	0,596228	0,546041	0,508624	0,519932
<b>Spain</b>	0,406342	0,39465	0,35025	0,356636	0,400042	0,420322
<b>Sweden</b>	0,723733	0,780749	0,806173	0,823046	0,791669	0,782052
<b>Hungary</b>	0,432665	0,465346	0,462748	0,523069	0,490103	0,489947

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