**BUCHAREST UNIVERSITY OF ECONOMIC STUDIES**

Doctoral School of Economics I

A blue logo with wings

Description automatically generated

**PhD Thesis**

Presented by author :

**ANDREEA TEODORA IACOB**

Title of the PhD Thesis :

**Migration and Socio-Demographic Evolution of Romania in the context of COVID-19. Opportunities of Utilizing Human Capital**

**PhD Scientific Coordinator: Prof. univ.dr. Mirela Ionela Aceleanu**

PhD Evaluation Committee :

Conf. Univ.dr MOROIANU Nicolae A.S.E Bucharest– President Conf. Univ.dr PĂUCEANU Alexandra Maria Open Institute of Technology, Malta - Refferent

Prof. Univ.dr DRUICĂ Elena Nolica Univeristy of Bucharest, Refferent

Prof. Univ.dr IACOB Silvia Elena A.S.E. Bucharest - Refferent

Prof. Univ.dr ACELEANU Mirela Ionela A.S.E. Bucharest – Scientific Coordinator

Bucharest 2024

Summary

[1. INTRODUCTION 10](#_Toc183774982)

[2. CURRENT STATE OF RESEARCH. MIGRATION, SOCIO-DEMOGRAPHIC EVOLUTION, AND CORRELATIONS WITH HUMAN CAPITAL. 13](#_Toc183774983)

[2.1. MIGRATION – DEFINING THEORETICAL STRUCTURES OF THE PHENOMENON 13](#_Toc183774984)

[2.2. HISTORICAL EVOLUTION OF MIGRATION THEORY 19](#_Toc183774985)

[2.4. COMMUNITY PSYCHOLOGY. ANALYTICAL PERSPECTIVE ON MIGRATION. 26](#_Toc183774986)

[2.5. TYPES OF MIGRATION 28](#_Toc183774987)

[2.6. FACTORS DETERMINING MIGRATION 30](#_Toc183774988)

[2.7. HUMAN CAPITAL – ESSENTIAL FACTOR IN SOCIO-DEMOGRAPHIC DEVELOPMENT. 31](#_Toc183774989)

[2.8 HUMAN CAPITAL IN THE CURRENT PERIOD 36](#_Toc183774990)

[3. EVOLUTION OF THE COVID-19 PANDEMIC IN ROMANIA. STAGES BASED ON MEASURES TO PREVENT THE SPREAD OF THE SARS-COV-2 VIRUS 52](#_Toc183774991)

[3.1. IDENTIFICATION OF THE IMPACT OF THE COVID-19 PANDEMIC ON MIGRATION. CONSTRUCTION OF A TEMPORARY MODEL DEFINING THE STAGES OF THE COVID-19 PANDEMIC BASED ON NATIONAL PREVENTION MEASURES 53](#_Toc183774992)

[3.2. STAGING OF THE PANDEMIC BASED ON PREVENTION MEASURES TO STOP THE SPREAD OF THE SARS-COV-2 VIRUS. IMPLICATIONS ON THE CONTEXT OF MIGRATION. 60](#_Toc183774993)

[3.3. IMPLEMENTATION OF THE PROPOSED STAGES IN REALITY. DISCUSSION BASED ON GROSS DOMESTIC PRODUCT USING THE EXPENDITURE METHOD 63](#_Toc183774994)

[4. IDENTIFICATION OF THE IMPACT OF COVID-19 ON MIGRATION AND SOCIO-DEMOGRAPHIC EVOLUTION IN ROMANIA 82](#_Toc183774995)

[4.1. PARTICULARITIES OF MIGRATION IN THE EUROPEAN CONTEXT 82](#_Toc183774996)

[4.2. QUANTITATIVE ASPECTS OF MIGRATION IN THE EU27 84](#_Toc183774997)

[4.3. QUANTITATIVE ASPECTS OF MIGRATION DURING THE COVID-19 PERIOD, at the EU27 level 88](#_Toc183774998)

[4.4. QUANTITATIVE ASPECTS OF MIGRATION IN ROMANIA DURING THE COVID-19 PERIOD, IN LIGHT OF THE PROPOSED PANDEMIC STAGING MODEL 91](#_Toc183774999)

[4.4.1. PRE-COVID-19 SOCIO-DEMOGRAPHIC QUANTITATIVE VALUES, at the EU27 level 97](#_Toc183775000)

[4.4.2. SOCIO-DEMOGRAPHIC QUANTITATIVE VALUES, during the COVID-19 period, at the EU27 level 97](#_Toc183775001)

[4.4.3. SOCIO-DEMOGRAPHIC QUANTITATIVE VALUES IN ROMANIA DURING THE COVID-19 PERIOD. ASPECTS ANCHORED IN THE PROPOSED PANDEMIC STAGING REGARDING MEASURES TO PREVENT THE SPREAD OF THE SARS-COV-2 VIRUS 98](#_Toc183775002)

[4.5 THE RELATIONSHIP BETWEEN MIGRATION AND SOCIO-DEMOGRAPHIC EVOLUTION 100](#_Toc183775003)

[4.5.2. QUANTITATIVE DETERMINISTIC RELATIONSHIP BETWEEN RESIDENT POPULATION, NATURAL INREASE, AND NET MIGRATION 103](#_Toc183775004)

[5. EMPIRICAL RESEARCH ON THE OPPORTUNITIES OF UTILIZING HUMAN CAPITAL INJECTED FROM THE CRISIS 107](#_Toc183775005)

[5.1 RESEARCH OBJECTIVE AND METHODOLOGY 108](#_Toc183775006)

[5.2. DEVELOPMENT OF THE RESEARCH MODEL 112](#_Toc183775007)

[5.3. DATA COLLECTION VIA QUESTIONNAIRE 114](#_Toc183775008)

[5.4. QUESTIONNAIRE DATA ANALYSIS AND IDENTIFICATION OF CORRELATIONS BETWEEN VARIABLES 115](#_Toc183775009)

[5.5. APPLICATION OF CORRELATION AND INTERPRETATION OF RESEARCH RESULTS 169](#_Toc183775010)

[6. RESEARCH CONCLUSIONS AND RECOMMENDATIONS FOR THE DEVELOPMENT OF OCCUPATIONAL POLICIES 173](#_Toc183775011)

[6.2. RECOMMENDATIONS REGARDING THE USE OF POST-COVID-19 HUMAN CAPITAL. STIMULATING MIGRATION AND SOCIO-DEMOGRAPHIC EVOLUTION……………………………………………………………………………….178](#_Toc183775012)

[7. BIBLIOGRAPHY 183](#_Toc183775013)

Keywords: COVID-19, Migration, Human Capital, Socio-Demographic Evolution

**SUMMARY**

In March 2020, the World Health Organization declared the COVID-19 pandemic, a global event that had a significant impact on economies and societies worldwide. This crisis consumed financial, health, and technical resources, but at the same time, it compelled economic agents to invest in human capital. The effects of these investments are already visible in the short term and will contribute to generating new opportunities in the medium and long term. Although the pandemic reduced migration phenomena and impacted socio-demographic developments, its long-term effects on these areas must be analyzed.

This paper proposes an analysis of the relationship between the positive externalities of the COVID-19 pandemic and migration, as well as birth rates, considering how human capital, cultural flexibility, and digitalization have contributed to economic adaptation. Additionally, social distancing measures and changes in the values of human capital, such as work flexibility and the use of digital tools, have generated new economic opportunities that could influence the socio-demographic evolution of Romania.

A key aspect of the research is the analysis of migration and socio-demographic trends in Romania and the European Union, comparing the pre-pandemic period with the crisis period induced by COVID-19. The empirical research focuses on testing hypotheses regarding how the population’s perceptions of digitalization, work flexibility, healthcare, education, and access to information can influence migration and birth rates in Romania.

Research Hypotheses:

H1: Perceptions of the level of digitalization in Romania, work flexibility, healthcare capabilities, education, and access to information inhibit the desire to emigrate from Romania.  
H2: Perceptions of the level of digitalization in Romania, work flexibility, healthcare capabilities, education, and access to information promote birth rates.  
H3: Perceptions of the level of digitalization in Romania, work flexibility, healthcare capabilities, education, and access to information facilitate immigration to Romania.

By validating these hypotheses, the research will propose ways to leverage the human capital tools developed during the pandemic to generate positive externalities for Romania's economy, including migration and birth rates. These proposals will offer policymakers solutions to balance the costs and benefits of the pandemic, contributing to economic development and adjusting migration and birth rate dynamics in Romania.