



Migration, an Unit of Emigration and Immigration

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Abstract

We deal with a double aim of this paper: the first is to highlight the straight link between the two phases of a migration phenomenon that is the emigration and immigration.

The second one is to see what generations are more willing to emigrate and the impact of migration of these mentioned generations on economies and societies. The Millennials and Gen Z are now the two major cohort people in activity. In 2035, Gen Z will dominate the labor market, the two will remain, but other generations will join the club, such as Alpha.

A survey of the information in these fields, generational typology and migration, altogether with the opinions of my students and MAs regarding the intention or not to emigrate. A particular case is that one of so-called return migration, especially persons intending by themselves to come back in the homeland, for different reasons.

The Conclusions reveal our opinion that no matter the specific generations to be taking into account when we are dealing with the phenomenon of migration. All is to ensure an efficient work-life balance and commitment for all people to face to the goals to be achieved.

Keywords: Millennials, Gen Z, Migration, Return Migration, Value Added.

UNDERSTANDING THE COMPLEX PROBLEM

The emigration is the movement of leaving the own country to live in another country. The reasons are, however, quite diverse, But in principal it is about the economic reasons, based on a lower living standard and, by consequence, the necessity of increase the economic standard of life, by getting a proper and well-paid job (Oostergo, 2024).

The next term is *the immigration*, because this is the normal order of the actions. First, the action is out and then in another country. *The immigration* represents the people entering and settling in another country.

And the combination of the above-mentioned terms is that one of a general meaning and used in the majority cases when deal with current important phenomenon. It's about the term *migration* describing the movements of people from origin countries to receiver ones and vice versa when we can speak about the expulsion process, or of *return migration*, a new entry into the international language and practice.

Until focusing on this new movement, we want to point out that the increase in migration these years, but until 2025-Trump point, was determined by several factors: the development of production and trade, but also due to the development of technology (digital era) and communication routes (air, rail)

that connect the whole world (the migrant can travel a long way in a short time), this favoring migratory movements, the main reason for migration being the improvement of living conditions. For example, in most sub-urban areas, the price becoming lower for apartments and homes, and they were occupied mainly by newcomers (migrants).

This new practice consists in a process of returning the migrants to their countries of origin. Of course, after they spent a period in another country (but, originally based on emigration action). The particularities are represented by a voluntary migrant's decision to return, assisted or independent, the larger number of the people involved in and by the decision of the receiver-country due to its policies implemented, in fact a *forced return* (www.migrationdataportal.org/themes/ 2024). Based on the Statistics, over $\frac{3}{4}$ from the migrants assisted, that is 71,951 in 2023 are assisted voluntary return and reintegration around 78,000 (the reference mentioned above)..

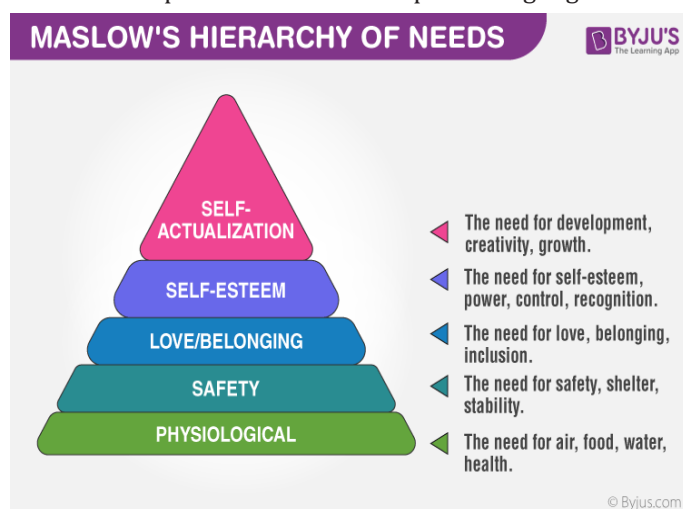
Until the discussion about the two major generations in activity on the labor market, we want to extend the presentation of the migration meaning. It is about the decision taken by a person, or a group of people, according to his/her own will, determined by external factors that no longer ensure the desired standard of living, or the security

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of them and their families, according to the second level of Maslow's Pyramid of Needs (McLeod, 2020).

. Also in the same representation of Maslow's thinking we find the specific desire for professional achievement for those with high qualifications, higher education, with potential for innovation and increased performance.

Thus, regarding and understanding *Maslow's Pyramid/Hierarchy of Needs*, the elements linked to the motivation to emigrate consist of the needs to secure their living conditions, access/freedom even to a higher quality education which match on the labor market's commandments, career advancement, self-contentment for the work done, or the action to escape from dictatorial or pressuring regimes.



Source: McLeod, Saul (2020) *Maslow's Hierarchy of Needs* www.simplypsychology.org/ retrieved May 20, 2025.

Based on their main characteristics, both *Millennials* and *Gen Z* qualify for Return Migration. The return of the Millennials is driven by different factors, such as best careers at home, or somewhere else, even preparing retirements, or seeking for a proper standard of living, better found at home regarding an accessible healthcare system and at last, but not at least entrepreneurs' opportunities, knowing that the Millennials are or can become viable and efficient entrepreneurs.

The Millennials were born with classic technologies, but tech-savvy, are collaborative and working within social media, valuing continuous learning, career advancements, and purpose-driven endeavors.

Gen Z is digitally native, is realistic, embracing individualism, but like to exchange information with other people, less with their bosses (Tarika, 2025)..

On the other side, Gen Z is also susceptible for the return migration and is driven by family ties, doing a balance between job and family activities, economic needs for a decent life and the reasons may differ.

But, as we will see in the last part of the paper, these two main and iconic generations of today impact even in migration phenomenon. That's why, when we deal about

human resources, both home and from abroad by migration, we have to take into account these two major generations with their characteristics.

METHODOLOGY

We used information from data regarding the generations in action, from companies such as Deloitte, EY, and others, with general aspects and characteristics of generational typology, along with data regarding the migration movements, provided by European and International organizations.

At the same time, the discussions with my students and MAs, the vast majority being Millennials or Gen Z, were fruitful for shaping this issue.

From all this information, we emerged the idea that the migration of workforce, especially high skilled and educated, does not depend on the different generations at work. What it interests is how to put at work within an entity/organization the different generations, in favorable and efficient manner for all involved in.

IMPORTANCE AND IMPACT OF THIS SPECIFIC MIGRATION MOVEMENTS

We start this part, quite unusual, because we highlight the opinion upon this issue. We will present the importance and impact of the migration phenomenon and process, at the same time, including the return migration (which we talked about in the first part of the paper), But not of the particular migration analyzed.

We consider that, *no matter the generational typology*, the migration movements will continue. Migration patterns can be influenced by factors like economic opportunities, family ties, and political instability, which can transcend generational lines. Also, the very own decisions of the immigrants have to be taking into account, because the decide what to do facing with the realities, but this realities in comparison with the economic and social improvement from home, family problems to be sold.

But, we want to insist on the different governments' actions to block, to sort and send back the unwanted migrants. Thus, we speak about *return migration*, or also *the reverse migration*, which refers to individuals or families who return to their country of origin or initial place of residence, after having previously emigrated to other areas or countries (www.drishtiias.com/daily-updates/, 2024).

Another recent novelty in this respect is represented by exactly the oposite movement as in *return migration*. It's about an invitation from President Macron altogether with European Commission chief Ursula von der Leyen to American researchers (that is, no matter the generational typology) to come to Europe/France to wor, in order to avoid the conditions imposed by the Trump Administration. It is, also, a migration of the high-qualified workforce, even that for a short or medium of time where the conditions of working are acceptable and promote performance.

Briefly, it is about a package of 500 million euro for two years (medium term) to relocate American researchers in Europe, using a slogan of Macron as “ if you love freedom, come and do research here” (www.france24.com/ ,2025). Very interesting is the word used by the Europeans to attract Americans, to woo.

But, an important detail that should be not neglected in this action is EU can offer *competitive research infrastructure* and *a high quality of life* (our emphasis), research funding and researchers' wages/remuneration *lag far behind the US levels* (also our emphasis).

Returning, however, to the analysis of the two currently trending generations, based on the information analyzed, but mainly, on students and MAs' opinions, we may say that the two generations who are subject to migration movements, including *return migration*.

The general idea, expressed by the young people, is that one of the 3-4 members of these generations, has the current intention to leave Romania (our case) to migrate abroad, especially to the European Union.

Gen Z and Millennials are the most common demographic groups making long-distance moves in the US, each accounting for nearly 30% of state-to-state relocations. These younger generations are often seeking career opportunities, more affordable housing, or new experiences.

And this conclusion perfectly matches with the conclusion emerged from researches and surveys in EU and US regarding this subject. That is, 1 in 4 Millennials and Gen Z are planning becoming migrants/expats (Howdy.com, 2025).

The young people are more anti-immigration than the older generations. Where, this statistics of low number of those who want to migrate. In Eastern Europe negative attitudes to immigration are more commonly held by gen Z or Millennials than Gen X or Baby Boomers (Clark & Duncan, 2024). Within EU, both generations, as the other generations were moving towards cosmopolitan regions and to those countries which attract them with opportunities in their specific domain of expertise, or level of life standard.

In US, the statistics reveal that Gen Z is moving to the great cities, such as New York , Los Angeles, that is the north part, whilst the Millennials move to the South, and the older move out to warmer climates and smaller towns.(Minasian-Koncewicz, 2025).

Speaking of the impact of the two generations' migration movements, even of the *return migration*, the answer is yes, both of them impact in their home countries, when relocate, due to the new economic realities/opportunities, family tight links and possibilities of advancing in career, based on the opening of subsidiaries of important/giant companies in their home countries. We can add to these reasons, especially for Millennials, healthcare issues (better at home), or retirement approaching.

The Millennials cohort represents now about 36 % of the workforce, while Gen Z is about 18 %. But, in 2035, Gen Z will represent 31 % of the workforce, overwhelming the Millennials as the largest generational group on the labor market.

In terms of importance in receiving countries, *the human capital* is growing, also the value added and, in Adam Smith's terms, it increases the national wealth.

In order to close the circle of analysis, it is important to say that the second level or step interests us, after the proper migration movements. That is the actions of generations within entities, organizations, communities and it is the role of managers, leaders to put together these generations in order to achieve the goals, both for individuals and companies/organizations.

A last minute research reveals how to work with the young people, that is primarily Gen Z and then the Millennials. The Millennials are focused on personal branding and social positioning, whilst Gen Z is oriented to community values, and to collaboration. But, a huge gap is between *digitally natives* and *digitally immigrants*. In the first category we find Gen Z and the Millennials, and in the second one, those who discovered or learned about digital technologies when they were already adults (Țăranu, 2025).. It is interesting that the phrase *digital immigrants* was coined by Marc Prensky in 2001, during the first part of Gen Z and describing those born before 1985, that is before digital era, started with the Millennials (more Hayes, 2022). Thus, even in this respect, we speak about a part of migration general term.

CONCLUSIONS

We consider that this movement, especially of the high skilled and experienced labor force, will continue despite the challenges of today, the war in Ukraine and the “tariffs conflicts” between the powers of the world.

Whether it's for a long time or a short while, living abroad can open your mind and show you what the world truly has to offer. Gen Zers and Millennials are sound people to provide quality and to add value to the businesses and social activities.

The reality also makes it clear that while remittances from emigration can increase the incomes of local households and businesses, an outflow of skilled workers can lead to a loss of economic potential. The overall effect depends on factors such as the skill level of the migrants, the volume of remittances, and the country's ability to replace the lost talent.

On the other side, the immigration surplus does not accumulate equally for everyone. It is primarily aimed at capital owners, investors and those who pursue innovation and social development.

The growth of added value, by increasing the productivity and intensive activities, is determinant in the sustainability

and well-functioning of the economies of the world, in a real Economic Game Win-Win.

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