

# SUSTAINABLE MIGRATION STRATEGIES IN THE EUROPEAN UNION: LESSONS FOR ROMANIA FROM A COMPARATIVE NVIVO-BASED ANALYSIS

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## Abstract:

*Migration is a key driver of economic, social, and demographic transformation across Europe. In the face of demographic decline, increased labour mobility, and the need to meet sustainability objectives, national migration strategies must address both global pressures and domestic development goals. This paper presents a comparative qualitative analysis of migration strategies from six EU member states – Romania, Finland, Lithuania, Poland, Slovakia, and Bulgaria – using NVivo 14 software for thematic coding and the extraction of best practices.*

*Findings reveal significant divergence in strategic approaches, ranging from diaspora-focused repatriation models (as in Finland and Lithuania) to security-oriented migration control frameworks (notably in Romania and Bulgaria). The study emphasizes the need for Romania to adopt a more balanced migration strategy, integrating sustainable immigration policies, incentives for return migration, and effective integration mechanisms for newcomers. The conclusions propose actionable recommendations for aligning Romania's migration strategy with the EU's sustainable development agenda.*

**Key words:** migration strategy, diaspora, immigration, remittances, labour mobility

**JEL classification:** F22, O15, J61

## 1. INTRODUCTION

Migration has become a defining feature of the European Union's demographic, economic, and political landscape. In recent decades, the increased mobility of labour, the aging population, and regional disparities have transformed migration into both a challenge and an opportunity for sustainable development. In this context, national migration strategies are no longer merely instruments of border control or workforce regulation, but essential tools for achieving long-term socio-economic balance and cohesion within the EU.

Romania, like many Central and Eastern European countries, faces a specific set of migration challenges. The country has experienced one of the highest emigration rates in the EU, resulting in significant labour shortages, demographic decline, and a growing reliance on diaspora communities. At the same time, Romania's capacity to attract, retain, and integrate immigrants remains limited, often constrained by institutional weaknesses, policy inconsistencies, and societal attitudes. These dynamics raise a fundamental question: how can Romania design a sustainable migration strategy that responds to both internal needs and broader European objectives?

This research aims to explore this question through a comparative analysis of migration strategies adopted by six EU member states – Romania, Finland, Lithuania, Poland, Slovakia, and Bulgaria. The purpose is to identify strategic patterns, thematic orientations, and best practices that could inform Romania's policy evolution in this field. The motivation behind this topic lies in the pressing need to align national migration governance with the EU's sustainable development goals, particularly those related to inclusive societies, economic resilience, and demographic revitalization.

Methodologically, the study adopts a qualitative approach using NVivo 14 software to perform thematic coding of national migration strategies and policy documents. This analytical tool allows for the systematic comparison of strategic narratives, objectives, and implementation mechanisms across different national contexts. The focus is not only on identifying what policies

are in place, but also on understanding how different countries conceptualize migration in relation to sustainability, security, labour needs, and social integration.

The relevance of this research is both practical and normative. Practically, it offers policy-relevant insights for Romanian decision-makers seeking to modernize and refine national migration frameworks. Normatively, it contributes to the broader debate on what constitutes a „sustainable” migration strategy in the European context, balancing economic efficiency with human rights and social inclusion. By drawing lessons from peer countries, the paper hopes to contribute to the formulation of a more coherent, balanced, and future-oriented migration policy for Romania.

## 2. LITERATURE REVIEW

The recent academic literature on national migration strategies presents a multifaceted and evolving field, encompassing themes such as policy liberalization, climate-induced displacement, integration frameworks, and the developmental impacts of migration. While significant progress has been made in documenting trends and analysing policies across diverse geopolitical contexts, several critical gaps remain. These shortcomings not only limit the scope of current knowledge but also hinder the development of effective, evidence-based migration strategies at both national and global levels.

Fernández-Rodríguez and Freier identify a regional trend toward liberalized migration policies in Latin America, particularly concerning asylum and forced displacement. These findings challenge prevailing assumptions about restrictive migration regimes in the Global South, offering empirical contributions to political migration theory. However, the literature remains insufficiently integrated with broader migration policy studies and lacks systematic assessments of policy determinants and their long-term effects (Fernández-Rodríguez & Freier, 2024). Research focusing on Asia and Oceania has illuminated how climate change acts as a driver of displacement. Ghosh and Orchiston explore the socio-economic, cultural, and health dimensions of this phenomenon. Yet, critical knowledge gaps persist, especially concerning the livelihood outcomes of migrants’ post-relocation and the ramifications for receiving communities. The absence of longitudinal and destination-focused studies limits policy formulation for host countries. In their opinion future policy decisions should address these gaps by developing comprehensive strategies that consider both the socio-economic and environmental impacts of climate migration, ensuring that policies are informed by a holistic understanding of migration dynamics and their implications for both migrants and host communities (Ghosh & Orchiston, 2022).

A comparative analysis across 56 countries by Laugwitz from 2022 underscores the influence of institutional structures, political ideologies, and public sentiment on integration policies. This research promotes a multidimensional approach—drawing from institutionalist and partisan theories—that supports the design of adaptable and context-sensitive policy interventions. The key findings indicate that integration policies are influenced by evidence-based factors (e.g., asylum applications), institutional conditions (e.g., GDP, welfare expenditure), and partisan perspectives (e.g., political ideology, public opinion) and that existing literature primarily focuses on Western countries, leaving a gap in understanding non-Western contexts (Laugwitz, 2022).

Migration's potential contributions to development – via remittances, return migration, and diaspora involvement – are well acknowledged. Nevertheless, Andersson and Siegel note a shortage of comprehensive literature reviews that consolidate empirical findings on these dynamics, particularly in the Global South. This limits the evidence base necessary for crafting effective migration–development policies. Key findings indicate that migration influences development through remittances, return migration, and diaspora engagement. However, gaps remain in understanding the nuances of these impacts and the inconclusive evidence surrounding them. Future policy decisions can benefit from addressing these gaps by focusing on empirical studies that explore specific migration strategies and their developmental outcomes (Andersson & Siegel, 2020).

The literature on migration strategies within the European Union (EU) reveals a highly complex and evolving policy environment shaped by internal labour demands, geopolitical pressures, and humanitarian considerations. Scholars have analysed the EU's migration framework through multiple lenses, including policy design, socio-economic integration, and governance coordination. While these contributions have provided critical insights into the functioning and limitations of EU migration strategies, notable gaps remain, particularly concerning long-term impacts, policy coherence, and cross-level coordination.

De Somer outlines the bifurcation of EU labour migration policies into internal and external components. Internally, key issues include the regulation of third-country nationals' access to labour markets and integration rights. Externally, the literature emphasizes how EU migration strategies are shaped by foreign policy priorities, institutional dynamics, and agreements with third countries. This duality reflects both a normative and strategic approach to labour migration management (De Somer, 2012).

A consistent theme across the literature is the suboptimal integration of migrants into EU labour markets. Research by Rica et al. indicates persistent disparities between migrant and native economic performance, often linked to discrimination, qualification mismatches, and limited social mobility. Importantly, their study finds little empirical support for the notion that immigration negatively affects host economies, suggesting instead that migration, if effectively governed, can support demographic and economic resilience (De la Rica et al., 2015).

A key limitation of current EU migration governance is the fragmentation of responsibilities between EU institutions and member states. Studies by Kunhardt (Kunhardt, 2023) and Ljungholm (Ljungholm, 2025) underscore the bureaucratic obstacles and policy incoherence resulting from weak vertical coordination. This misalignment not only delays implementation but also risks producing exclusionary outcomes, particularly for vulnerable migrant groups. Blair critiques the EU's predominant reliance on securitized responses to migration crises, including border fortification and externalized asylum procedures. While these measures aim to manage irregular flows, they often sideline humanitarian obligations, leading to ethical and operational dilemmas. The lack of a unified, rights-based response remains a critical vulnerability in the EU's strategic migration posture (Blair, 2016).

Despite these valuable insights, several areas require further empirical and theoretical development like the impact assessment deficiency – there is a paucity of comprehensive, longitudinal studies examining the full socio-economic impacts of migration policies on both host societies and migrant communities. Existing research tends to be fragmented or short-term in scope and highlights insufficient understanding of how national, regional, and EU-level policies interact in practice. The reviewed literature provides a critical foundation for refining EU migration strategies. Policymakers should prioritize enhancing policy coherence across governance levels and integrating humanitarian concerns into security frameworks. Additionally, addressing the identified gaps through targeted, interdisciplinary research could strengthen the evidence base for more inclusive, efficient, and future-proof migration policies.

### **3. RESEARCH METHODOLOGY**

From the perspective of International Organization for Migration (IOM) the starting point for developing migration policies is the formulation of a national migration strategy. A national migration strategy is defined as a high-level policy framework on migration that clarifies the government's vision, principles and objectives and sets out priorities and areas for action at the national level, and its adoption can have the following benefits: creates coherence between migration policies and other key national policies, encourages commitment to the opportunities and challenges that migration brings, better integrates subnational levels of governance into policy-making efforts, highlights institutional issues and the need for legal, administrative and financial resources to develop and implement policy objectives, ensures public trust by presenting the rationale behind migration policies, guides policies in line with international obligations and

standards, as well as bilateral and regional relations and sets clear objectives for evaluating individual policies and programmes (IOM website, 2025).

Therefore, the first step in terms of migration policies was to identify existing and applicable migration strategies in EU countries. The table below provides an overview of the existence and duration of migration strategies in the Member States of the European Union. In the present analysis, strategies that are no longer valid (those not marked in bold, as well as those from 2015) are excluded, resulting in the following observations:

- most Member States do not have an explicit or updated national migration strategy, which may suggest either that migration is managed through fragmented policies or integrated into other strategies (e.g. security, labour market, demography), or that these states prefer to adopt a reactive approach, instead of long-term strategic planning;
- states such as Croatia, Hungary and Slovenia have had migration strategies in the past but the lack of a recent update suggests a lower prioritization of this area or a delay in the adoption of new plans. Portugal had a detailed strategic plan, but the lack of continuity may indicate either the completion of previous objectives or a change in national priorities;
- countries with active migration strategies such as Bulgaria (2021-2025), Romania (2021-2024) and Slovakia (2020-2030) have recent and well-defined strategies, which indicates an active and coordinated approach in managing migration flows, while Lithuania (2018-2030) and Poland (2025-2030) have long-term strategies, focused on migration, demography and integration, reflecting a sustainable strategic vision;
- Finland (2022-2026) focuses its strategy on the Finnish diaspora, a specific perspective indicating different national priorities in the field of migration (similar to Ireland's strategy);
- in Eastern Europe countries such as Romania, Bulgaria, Slovakia and Poland have updated strategies, reflecting concerns related to economic migration, the pressure of illegal migration or the integration of the workforce. Romania actually has an immigration strategy and not a migration strategy in general;
- in Western and Northern Europe national strategies are not very often met. However, Lithuania and Finland stand out with clear strategic plans, which highlights the importance of integrated approaches for these countries;
- in Southern Europe countries such as Italy, Spain and Greece, located on the southern borders of the EU, are strongly affected by migration from outside the Union, but do not present updated national strategies, being rather dependent on European migration management mechanisms.

**Table no. 1. Migration strategies in the EU countries**

No.	EU Country	Migration strategy	Period
1	Austria	Legislation integrated	
2	Belgium	Legislation integrated	
3	Bulgaria	<b>Republic of Bulgaria national migration strategy 2021-2025</b>	<b>2021-2025</b>
4	Czechia	Czech Republic migration policy strategy	Issued in 2015
5	Cyprus	Legislation integrated	
6	Croatia	Croatian Republic migration policy (Draft)	2013-2015
7	Denmark	Legislation integrated	
8	Estonia	Legislation integrated	
9	Finland	<b>Strategy on expatriate Finns 2022–2026</b>	<b>2022–2026 (English version available)</b>
10	France	Legislation integrated	
11	Germany	Legislation integrated	
12	Greece	Legislation integrated	
13	Ireland	Global Irish – Irish diaspora policy	Issued in 2015
14	Italia	Legislation integrated	
15	Latvia	Legislation integrated	
16	Lithuania	<b>Strategy for demography, migration policies and integration</b>	<b>2018-2030</b>
17	Luxembourg	Legislation integrated	

18	Malta	Legislation integrated	
19	The Netherlands	Legislation integrated	
20	Poland	<b>Comprehensive and responsible Poland's migration strategy for the years 2025–2030</b>	<b>2025-2030</b>
21	Portugal	Strategic plan for migration	2015-2020
22	Romania	<b>Immigration National Strategy</b>	<b>2021-2024 (English version available)</b>
23	Slovakia	<b>Strategy for labour mobility of foreigners in the Slovak Republic</b>	<b>2020-2030</b>
24	Slovenia	Strategy of labour mobility of foreigners in the Republic of Slovenia	2018-2022
25	Spain	Legislation integrated	
26	Sweden	Legislation integrated	
27	Hungary	Migration Strategy based on the European Union's Strategy 2014-2020	2014-2020

Source: Own elaboration based on the bibliographical sources

States with recent strategies, such as Bulgaria, Romania or Lithuania, reflect a proactive approach, while the lack of strategies in other states suggests either ad hoc approaches or a lack of prioritization of this area, thus resulting in a fragmented landscape that highlights the need for more effective coordination between national and European policies to address migration challenges in a coherent and sustainable manner.

Using specialized translation sites (Google Translate), we analysed the similarities and differences between the strategies in force (including Romania's, which was valid until 2024), highlighting the keywords and priorities that define each country's approaches. In order to structure and analyse in depth the migration strategies of the selected countries, NVivo software (version 14) was used, because is a qualitative textual data analysis software, which allows the coding, organization and comparison of information extracted from various documents and articles, in this case the official documents of the previously selected national migration strategies. The NVivo functionalities used were: document import and organization, thematic coding – thematic nodes for categories were created, comparative analysis – common trends, significant differences and good practices were identified, data visualization – conceptual maps and networks of relationships between the identified concepts were generated, facilitating a better understanding of the compared strategies.

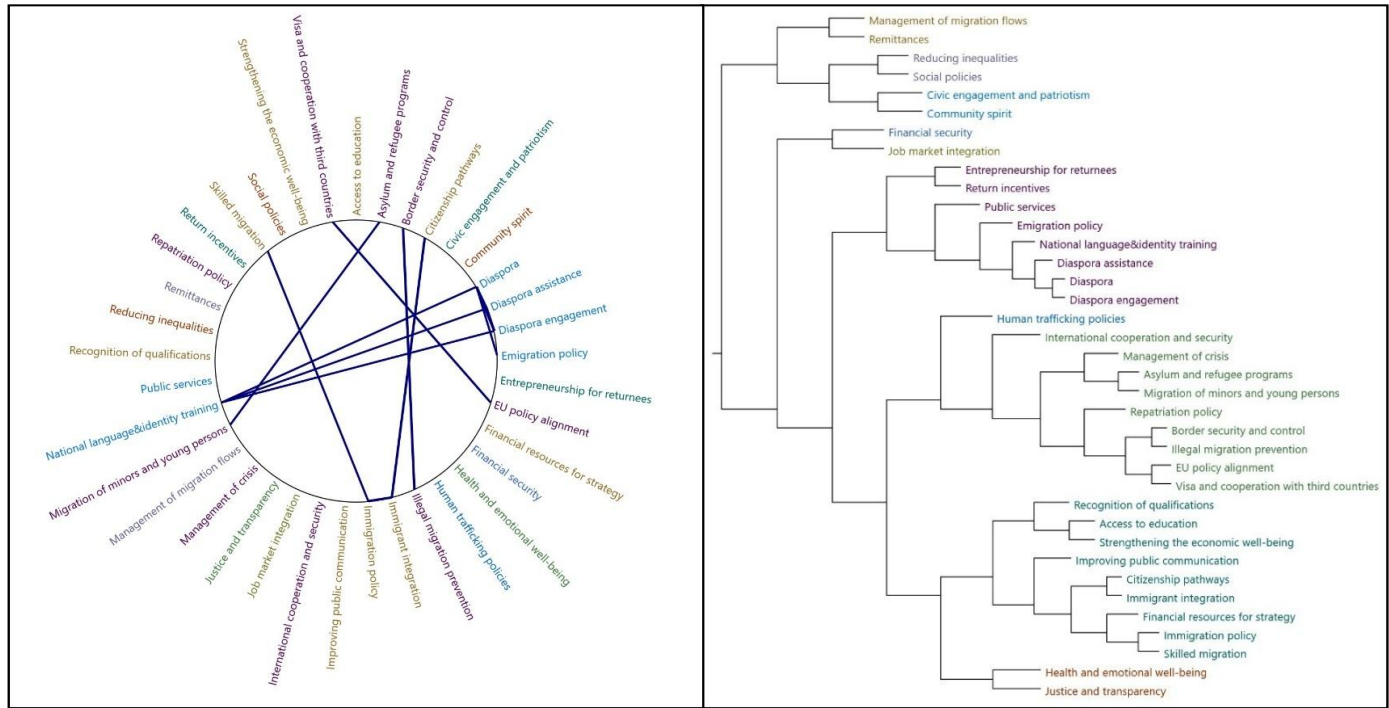
The ultimate goal of this analysis is, in fact, the identification of good practices and themes that can be integrated into a complex and comprehensive migration policy of Romania.

The analysis was structured in several stages, each of which played an essential role in extracting relevant information from the analysed migration strategies. In the first stage, the official documents of the six states were imported into NVivo and organized in a database, then, after reviewing the selected strategies, thematic categories for coding were established, allowing a clear structuring of the information. These categories were selected in order to cover the main aspects of migration, from diaspora policies to measures for the integration of migrants into the labour market. Thematic nodes were created for categories such as diaspora policies, migrant integration, labour market, security and international cooperation. In order to obtain a detailed picture of the analysed strategies, coding was carried out on the following main categories:

- immigration policies – legislative measures regarding the access of migrants to the national territory, types of visas available and programs for the recruitment of foreign labour;
- diaspora policies – support programs for citizens who have left, measures to stimulate repatriation and facilities provided to the diaspora to maintain ties with their country of origin;
- international cooperation and security – strategies to prevent illegal migration, border control and bilateral agreements on labour mobility;
- social and educational policies – measures related to migrants' access to public services, education and health, as well as social inclusion initiatives;

- migrant integration – economic integration policies, qualification recognition programs and measures to facilitate obtaining citizenship.

In addition to these main categories, the coding also assumed a series of independent categories without subcategories: emigration policies, migration flow management, remittances, financing of migration strategies. The figure below shows the codes used, which are organized by the software into clusters based on similarity.



**Figure no. 1. Code clusters used for the analysis of migration strategies**

Source: Own elaboration using NVivo 14 software

After defining the categories, each strategy was coded based on these themes, which allowed the identification of the frequency and distribution of different concepts. In the final stage, comparative analysis was carried out by generating graphical visualizations, such as semantic clustering and coding matrices, which highlighted the relationships between the different national policies.

#### 4. RESULTS AND DISCUSSIONS

The national migration strategies of Bulgaria, Finland, Lithuania, Poland, Romania and Slovakia reflect the complexity of managing the migration phenomenon in Europe, with each strategic document being influenced by national priorities, the geopolitical context, economic and social pressures, but also by the relationship with the European Union. The common elements would be related to the fact that all six strategies share the main objective of efficiently managing migration flows, both in terms of attracting economic migrants and combating illegal migration. Combating illegal migration is a common point in all the strategies analysed, reflecting the countries' concern for border security and the prevention of illegal phenomena associated with migration, such as human trafficking or uncontrolled migration, as well as social and economic integration – all strategies recognize the importance of integrating migrants to prevent social exclusion and cultural tensions. Romania and Finland pay particular attention to access to education and social services for migrants, while Bulgaria and Lithuania emphasize the importance of language learning and cultural adaptation.

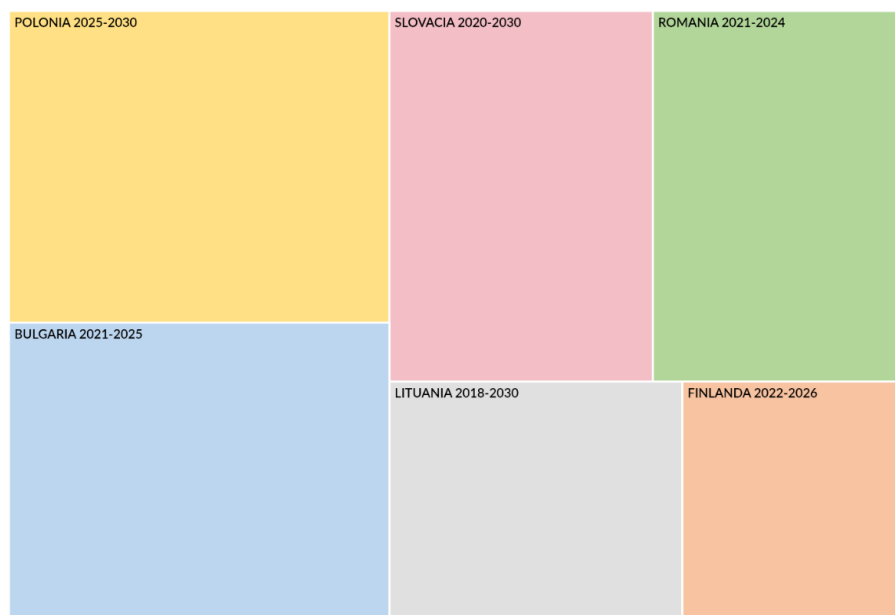
The strategic documents from Bulgaria, Romania and Poland highlight the importance of cooperation with the EU and international organisations in managing migration. This reflects the need for a coordinated approach at regional and global level.

As previously mentioned, the strategies analysed range from medium-term plans (e.g. Romania 2021-2024) to long-term visions (e.g. Lithuania 2018-2030 and Slovakia 2020-2030). Longer plans, such as those of Lithuania and Slovakia, allow for a more sustainable approach, with phased objectives and mechanisms for regular updating.

Briefly, at first glance the priorities and keywords of the strategies are:

- combating illegal migration: this aspect is central to all strategies, but the approach differs. Poland and Slovakia emphasize the security dimension, focusing on strengthening borders and preventing the use of migration as a hostile geopolitical tool, Romania and Bulgaria, although concerned about illegal migration, include clearer measures to combat human trafficking and support the voluntary return of illegal migrants. Finland and Lithuania, on the other hand, adopt a more inclusive perspective, emphasizing integration and international cooperation;
- integration of migrants: Finland emphasizes social inclusion, education and economic participation of migrants, offering them equal opportunities to contribute to society, Lithuania includes cultural integration and encouraging migrants to become active members of local communities. Romania and Slovakia emphasize the integration of economic migrants to address labour shortages but recognize the need for social cohesion;
- labour and economy: another common point is the attraction of economic migrants, especially in the context of labour shortages faced by many EU member states, with Romania and Slovakia identifying economic migration as a solution for the sustainability of their economies and for reducing demographic decline. Poland is more selective, prioritizing skilled migration, in order to support strategic economic sectors;
- diaspora: diaspora policies are addressed only in the strategies of Finland and Lithuania – Finland emphasizes the need to maintain contact with the Finnish diaspora and facilitate their return, Lithuania expands this concept, considering the diaspora a strategic partner for promoting the country's culture and economy.

Regarding the NVivo analysis the first resulted diagram is a „tree map” that reflects the distribution of the number of references coded in NVivo for each national migration strategy analysed. The size of each block represents the volume of coded content for each country, providing a visual image of the relevance of each policy in the comparative analysis. This graph helps to compare the amplitude of each national migration strategy and highlights which countries have more comprehensive policies in the NVivo analysis as can be seen in the following figure:



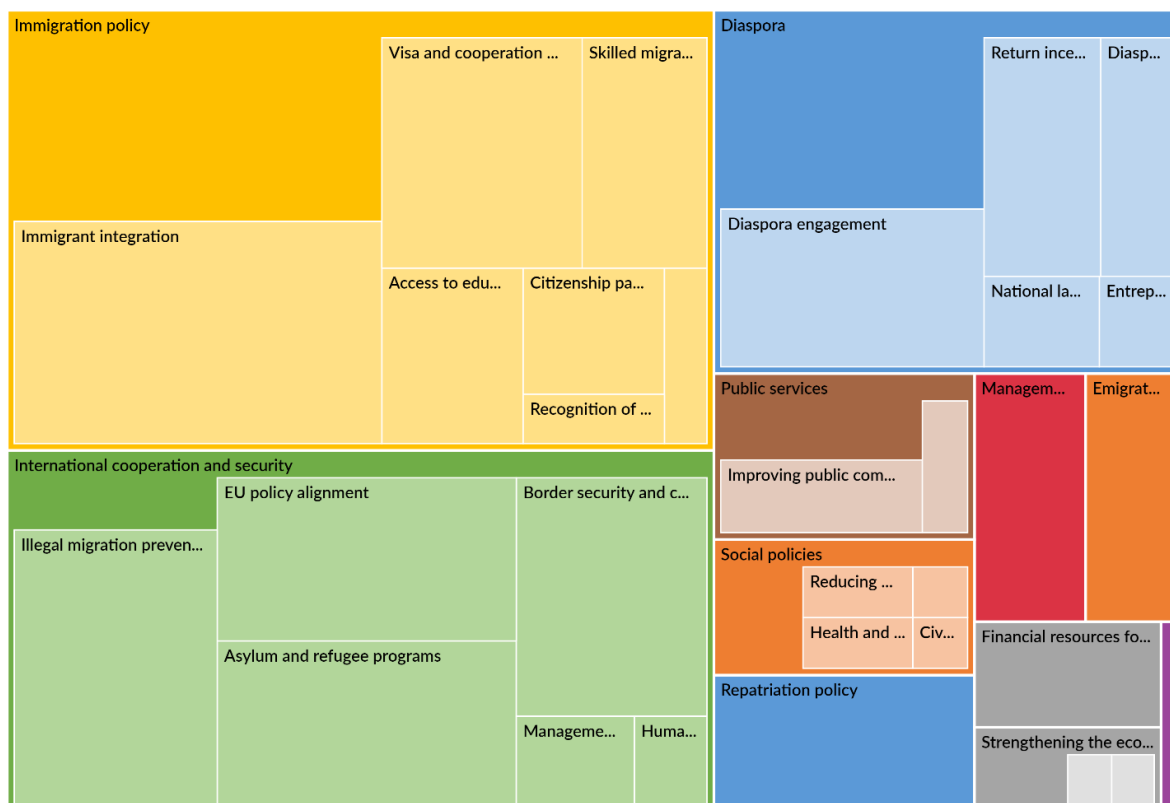


**Figure no. 2. Code distribution for each migration strategy**

Source: Own elaboration using NVivo 14 software

It can be seen that Poland and Bulgaria have the largest areas, which indicates an extensive coverage of the analysed themes, probably due to a detailed structure of their migration policies, Romania has a significant coverage, which suggests that its strategy includes many aspects discussed in the NVivo analysis, especially in the field of immigration and border control, and Slovakia and Lithuania are well represented, but with a reduced coverage compared to Poland and Bulgaria (Lithuania's strategy is a broader one including migration - it also focuses on demography, youth and the integration of the elderly). Finland has the smallest block, which may indicate a more narrow or focused strategy, possibly on diaspora and repatriation, aspects that this country prioritizes (in fact, Finland's strategy is also the most schematic and reduced in volume).

The next step was to identify the dominant thematic categories in each strategy and as can be seen from the figure below the size of each section reflects the frequency with which a certain concept was identified in the analysed documents, thus highlighting which are the priority areas in the compared migration policies.

**Figure no. 3. Thematic categories frequency for the analysed migration strategies**

Source: Own elaboration using NVivo 14 software

We can observe that immigration policies and immigrant integration dominate the analysis, with the largest section being „Immigration policy”, which indicates that most national strategies focus on immigration management, including visas, the recruitment of skilled workers and international cooperation in this area. The theme „Immigrant integration” is also well represented, suggesting that issues related to access to education, citizenship and the recognition of qualifications are priorities for the analysed states.

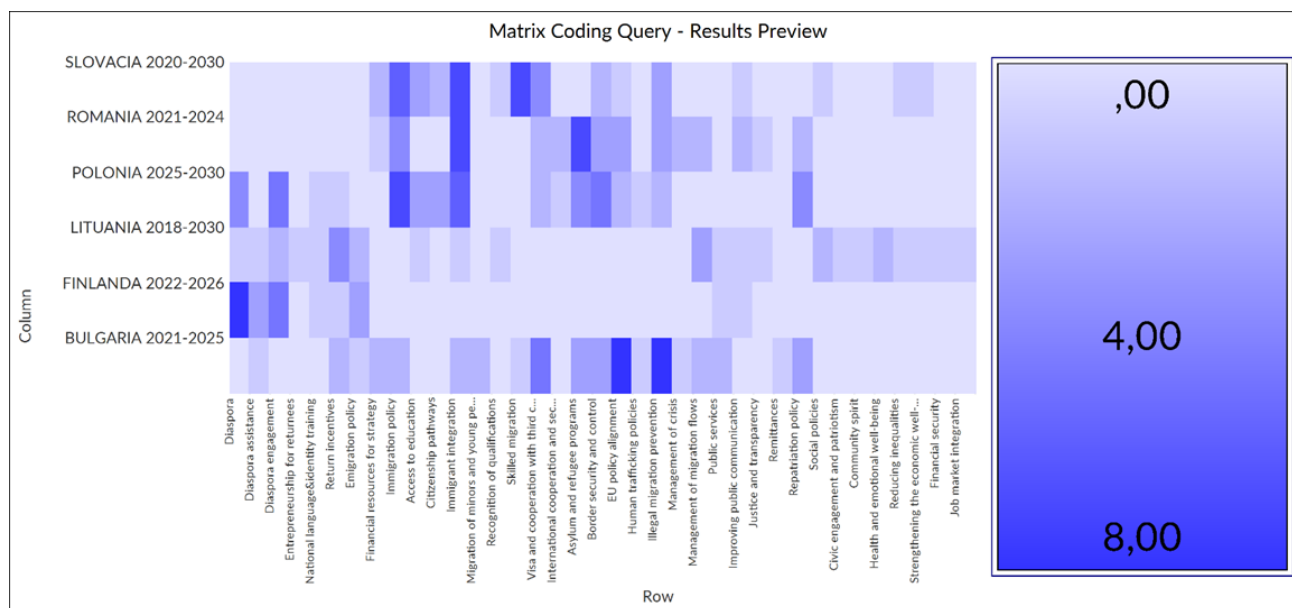
International cooperation and border security have a significant weight, the code „International cooperation and security” including topics such as alignment with EU policies, border control, prevention of illegal migration and asylum and refugee programs, which indicates a common concern of states for managing migration at a transnational level and ensuring national security.



Last but not least, although not present in all strategies, in terms of volume, policies for diaspora and repatriation are well represented, „Diaspora” and „Diaspora engagement” occupy a considerable space, which shows that countries analyse strategies for maintaining contact with citizens abroad. Topics such as „Return incentives” and „Repatriation policy” show that some states have active programs to encourage the return of emigrants, especially through economic incentives, but the repatriation theme was also included under the repatriation theme. It can also be observed that social and economic policies have a lower importance („Social policies” or „Public services”) are present, they do not occupy large areas, which suggests that social integration and public services for migrants are less developed in the analysed strategies.

„Strengthening the economic well-being” and „Financial resources for strategy” are modestly represented, which indicates that economic policies for migrants are not a top priority, nor are concerns about the financial resources that need to be provided for the implementation of the strategies. The analysed states focus more on immigration management, border security and integration of immigrants, than on economic and social measures for migrants. Diaspora and repatriation policies are developed, but not as extensive as immigration policies and a clear difference is observed between strategies focused on security and migration control (e.g. Romania, Bulgaria, Poland) and those focused on economic integration and attracting the diaspora (e.g. Finland, Lithuania).

Because the thematic categories frequency compiles all the strategies, the following figure is a coding matrix showing the distribution of thematic categories in the migration strategies of the six countries analysed. The intensity of the blue colour indicates the frequency with which each category was coded within the documents. The darker the shade, the more frequently the respective concept is mentioned in that country's strategy.



**Figure no. 4. Coding matrix for the distribution of thematic categories per each migration strategy**

Source: Own elaboration using NVivo 14 software

From the above analysis it can be seen that Romania, Poland and Slovakia have more detailed and comprehensive immigration policies and Finland and Lithuania have a high frequency for categories related to diaspora and migrant reintegration. Bulgaria has lower concentrations of coding, which suggests that its strategy is more limited or focused on specific issues.

The most frequently addressed themes by country are:

- diaspora and emigration policies – Finland and Lithuania stand out with high coding for concepts such as diaspora engagement, return incentives and entrepreneurship for returnees, which indicates a clear orientation towards the repatriation of citizens and the economic

integration of those who return. Romania and Poland have low coding on this theme, which suggests that these states do not have well-defined policies to attract the diaspora back, its involvement and support, emigration and return incentive measures. Romania and Slovakia do not have such measures;

- immigration and migrant integration policies – Poland and Romania have a high frequency for immigrant integration, citizenship pathways and recognition of qualifications, as these countries appear to have dedicated measures for the integration of migrants into the labour market and the education system. Slovakia and Bulgaria have lower coding, indicating a strategy less focused on the active integration of immigrants;
- security and migration control – Romania, Bulgaria and Poland have high coding for border security and control, illegal migration prevention and EU policy alignment, indicating that their strategies are oriented towards security and the prevention of illegal migration, rather than integration or attracting the diaspora. Slovakia has a medium coding, suggesting that it balances border control with other aspects of migration;
- international cooperation and asylum – Romania and Poland have high coding for asylum and refugee programs and international cooperation and security, indicating that they have policies to manage migratory flows from conflict zones. Bulgaria and Slovakia have lower coding on this topic, which suggests that they do not prioritize asylum policy even though Slovakia is a neighbouring country with Ukraine;
- economic and social policies for migrants – Lithuania and Finland have higher coding for social policies, reducing inequalities and civic engagement, which shows that their strategies are oriented towards the social integration of migrants and supporting economic inclusion.

Regarding remittances, which are nevertheless an essential economic factor for many countries, having a direct impact on economic and social development, in the analysis coded in NVivo, remittances were coded at a low level, which indicates that this aspect is not a major priority in the migration strategies of the countries analysed. Finland and Lithuania, which have more active diaspora policies, do not highlight remittances as a central aspect, but emphasize repatriation and diaspora investments, which can be an alternative strategy for capitalizing on the economic potential of migrants.

## 5. CONCLUSIONS

The migration strategies of the EU Member States reflect the diversity of the economic, social and geopolitical contexts in each country. Although there are common elements, such as combating illegal migration, social integration and attracting skilled labour, priorities and approaches vary significantly. These differences highlight the complexity of the migration phenomenon and the challenges that policy harmonization at European level entails. Despite this varied landscape, all strategies reflect a common understanding of the importance of sustainable migration management for Europe's economic, social and demographic stability.

In the analysis of migration strategies in force in different European countries, both common trends and the particularities of each national policy were highlighted. These conclusions are essential to outline a more efficient strategy for Romania, based on best practices and adjusted to the specificities of the national context. An important element that emerges from the NVivo analysis is the fact that immigration and integration policies have a significant weight in the strategies of the analysed states, indicating a trend at European level to facilitate labour mobility and improve economic and social integration mechanisms.

An essential aspect in consolidating an efficient strategy for Romania is the balance between attracting foreign labour and stimulating the repatriation of Romanians from the diaspora. The models applied in Finland and Lithuania, which emphasize the diaspora and the integration of migrants, could also be adopted at the national level. These countries implement programs that provide financial support for return, recognition of qualifications and rapid integration into the labour market. Another important aspect is the improvement of migrant integration mechanisms.

Romania could adopt practices from Poland and Slovakia, which have invested in education programs for migrants, providing facilitated access to language courses and support for the recognition of professional qualifications. This would contribute to reducing the cultural and economic barrier for migrants and would facilitate their insertion in the labour market. Finally, international cooperation must be strengthened through bilateral agreements with EU states for labour mobility and integration of migrants. Adopting good European practices and adjusting them to the national specifics could transform Romania into a more attractive state for skilled workers, but also for its own citizens who want to return from the diaspora.

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