

NON-ECONOMIC FACTORS INFLUENCING HIGHLY-SKILLED MIGRATION

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Abstract: *Though political instability and economic factors are traditionally considered main migration determinants, this review is an analysis of the relationship between non-economic factors and highly skilled migration (or brain drain phenomenon). Based on a detailed literature review, we discover that brain drain can be caused by numerous non-economic “push factors”, as the perception of persisting corruption, the existence of a democracy deficit, and the perception of organizational misconduct in public or private sectors. “Pull factors” were also identified, as quality of life, job opportunities, and generally speaking a better quality of life. In the context that highly skilled migrants’ decision to migrate is not totally influenced by economic aspects since they can obtain an acceptable income in their home countries, the identified non-economic factors could be considered and further researched as major determinants of the brain drain phenomenon.*

Key words: brain drain; non-economic factors; highly-skilled migration; push factors; pull factors

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