Brain drain and brain gain: the challenges of internationalisation

Introduction

Sveva Avveduto
National Research Council IRPPS
The main themes

- Internationalization
- Mobility
- Brain drain or brain gain?
Positive or negative effects?

- On science and technology
- On Higher education systems
- On Human capital and Labour markets
- At individual level
Possible Positive Effects on science and technology and Higher education systems (source: Regets adapted)

Sending Countries:
Knowledge flows and collaboration, return of natives with foreign education and human capital, increased ties to foreign research institutions
Export opportunities for technology
Successful overseas entrepreneurs bring valuable management experience and access to global networks

Receiving Countries:
Increased R&D and economic activity due to availability of additional high skill workers
Entrepreneurship in high growth areas
Knowledge flows and collaboration with sending countries
Immigrants can foster diversity and creativity
Export opportunities for technology
Possible Negative Effects on science and technology and Higher education systems (source: Regets adapted)

Sending Countries:

Human capital effects
“Brain Drain” Lost productive capacity due to absence of higher skilled workers and students
Lower returns from public investment in tertiary education (waste of national public resources)

Receiving Countries:

Higher education systems
Decrease of native students in certain fields
Science and technology
Technology transfers to foreign competitors and possible hostile countries
Positive evaluation of the experience are prevailing because of:

- Work environment - Research experience
- Scientific level of hosting institution
- R&D resources - Scientific equipment
Negative evaluation of the experience due to:

- Bureaucracies’ red tape and difficulties in obtaining work permits and residence visa
- Low salary levels compared to country of origin
- Loss of opportunities home
Concluding remarks/issues for discussion
What helps and hinders HRST mobility ‘brain drain/gain’?

- Reasons to move
- Barriers and obstacles

■ At OECD level HRST

- Supply continues to increase
- Demand continues to expand and occupations projections show more employment will come from S&T occupations
- Demand in both public and private sectors is changing more flexibility, mobility and openness

■ Two challenges

- adapting training to constantly changing demand
- Fostering mobility -- through incentives not just schemes