

Towards 2020:

New Horizons for RTD and Innovation in the Western Balkan Region

WBC-INCO.NET Final Conference & Brokerage Event

Tech Gate Vienna / Donau-City-Straße 1 / 1220 Vienna / Austria

Parallel Session 4: Human resources and brain drain

Mobility and career development of researchers in the Western Balkan Region: How to reduce imbalances

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Mobility of Researchers

Mobility of researchers as an instrument for the transfer of scientific knowledge between countries, sectors, institutions, disciplines

- ▶ One of the most important and complex priorities of the European Research Area
- ▶ Numerous benefits for researchers, institutions, economies
- ▶ Challenges:
 - ▶ Global battle for talents
 - ▶ Imbalanced flows of human resources within certain geographic areas – often related to the negative effects known as “**brain drain**”

How to reduce imbalances?

- ▶ Understand complex mechanisms
 - ▶ “Pulling” factors
 - ▶ Primarily related to the measures and circumstances which attract (or retain) researchers
 - ▶ Initiate “brain circulation”
 - ▶ “Pushing” factors
 - ▶ Mainly associated to the negative factors or circumstances

Aim of all countries:

Enhance innovation capacity and knowledge transfer by fostering pulling factors

Problem in the Western Balkan Region:

- ▶ strong and increasing influence of pushing factors
- ▶ neglected or undeveloped pulling factors

How to reduce imbalances?

- ▶ Understand mobility patterns (European and global) and motivational reasons for going abroad
 - ▶ Significant differences between regions, disciplines, genders
- ▶ Understand the reasons for leaving the region
 - ▶ The lack of career prospects
 - ▶ Other:
 - ▶ Economic and social conditions
 - ▶ The lack of infrastructure
 - ▶ Institutional culture
 - ▶ Underinvestment in research

How to reduce imbalances?

- ▶ Strategic planning
- ▶ Investment in research
- ▶ Cooperation with corporate sector
- ▶ Internationalization of Higher Education (development of attractive doctoral programmes)
- ▶ Recognition of the great value of human capital in scientific diaspora
- ▶ European / international project cooperation
- ▶ Awareness of suitable instruments for cooperation and available sources of funding
 - ▶ Marie-Sklodowska Curie programmes – example of good practice

Marie Skłodowska Curie Actions

the main features suitable to reduce imbalances

- ▶ Suitable professional opportunities based on excellence with features tailored to enhance brain circulation – promoting international, inter-sector and interdisciplinary mobility
- ▶ Different types of programmes oriented toward enhancement of career prospects – both for early-stage and experienced researchers (based on employment contract)
- ▶ Particular focus on reintegration of scientific diaspora
- ▶ Opportunity for institutions to attract foreign talents
- ▶ Opportunity for staff exchange, involving organizations in the academic and non-academic sectors

Marie Skłodowska Curie Actions

the main features suitable to reduce imbalances

- ▶ Particular focus on innovation and cooperation with non-academic sector
- ▶ Partnership of institutions
- ▶ Possibility for co-funding new or existing regional, national or international programmes
- ▶ Suitable future prospects – very high employment rates of Marie Curie alumni

Marie Curie Alumni Association

- ▶ Example of good practice
 - ▶ supporting researchers
 - ▶ fostering cooperation
 - ▶ promoting cultural change
- ▶ Present in the Western Balkan Region and all parts of the world

Conclusions

- ▶ Proactive approach to address the imbalances in mobility of human resources in the region is needed
- ▶ Change of the attitude and institutional culture is required



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Thank You For Your Attention!

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