

Brain drain vs. brain gain

... or let's cooperate, i.e., free ride on other countries' education and innovation systems rather than let them free ride on us...

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Encouraging the Role of Diaspora"
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Is it good that they leave?

YES!

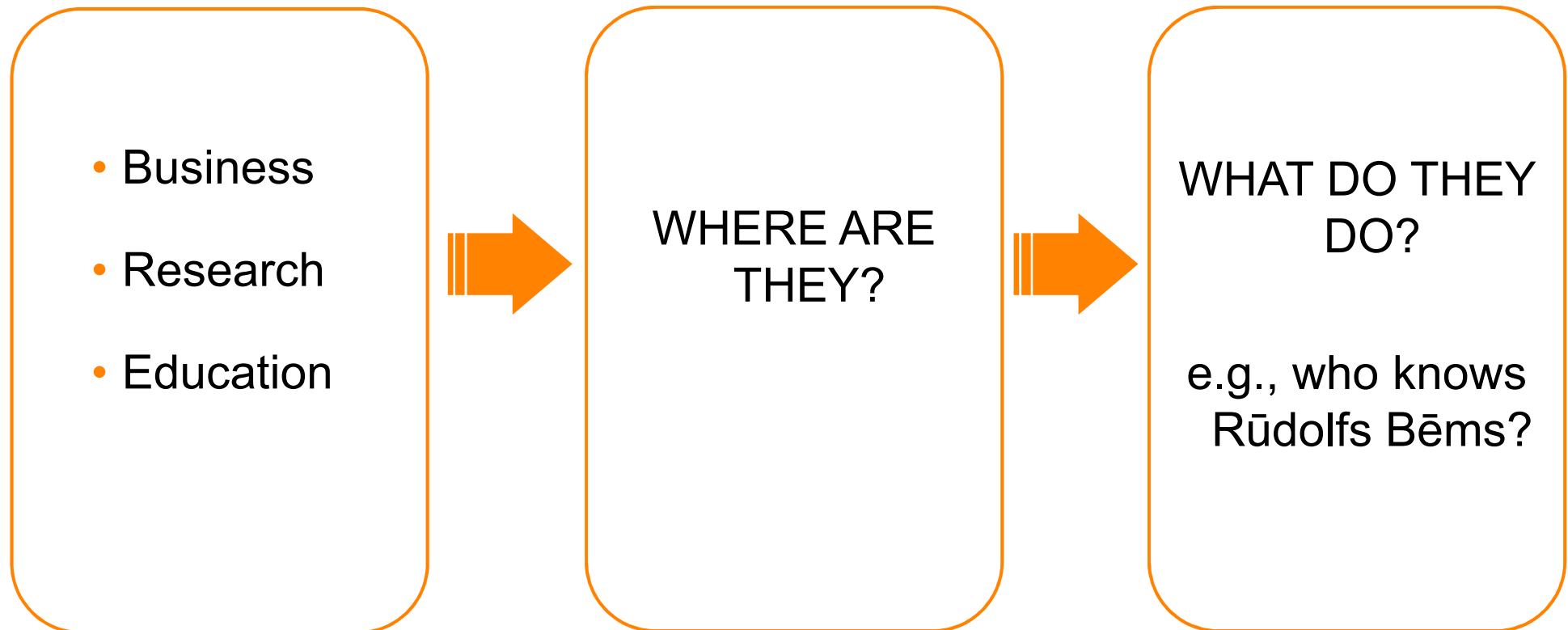
- **Lower unemployment cost** to the budget (in unemployment benefits alone close to LVL 2ths per year per unemployed).
- Migrants' **transfers to Latvia** were estimated at ca LVL 351m in 2011, i.e. more than the budget of Ministry of Welfare.
- New experience, improve their skills, **boost human capital**.

Do we need them back?

YES!

- **Loss is very costly**, e.g. an average employee in 2011 added LVL 14.5ths to the Latvian GDP or ca LVL 4ths in taxes; if extrapolated over 40 years of a working life it is ca LVL 600ths in today's value added terms.
- **No immigrants' integration cost** as they know local customs, social networking, etc.
- They are **smart** and potentially very productive.

Guesstimate is the best that we know about them...



How do they look like?



- MOBILE
- SKILLED
- YOUNG

How to win them back?

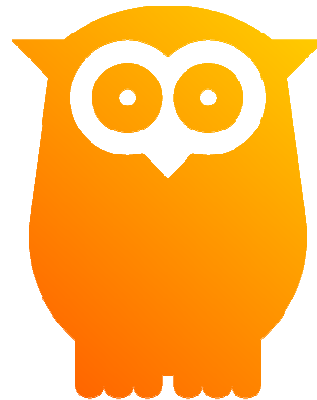
i.e., not what we need from them but what can we offer them!

ASK THEM (I asked myself):

- Do they have **job opportunities** here?
 - e.g., how open Latvian academic institutions are, is there a clear career ladder, are the requirements comparable with those abroad (including publications' record), are these research or teaching institutions, etc.
 - e.g., how swift is their career, responsibility and complexity.
- What is the **level of pay** in public administration?
- Overall infrastructure to raise kids (e.g., kindergartens, schools), **social cohesion**.
- What is the **transport infrastructure** (easy in, easy out)?
- Is somebody having an interest in bringing them back? Do **interested institutions** keep in touch with them?
- How efficient is **innovation platform** in Latvia? What about **grey economy**?

BRAIN DRAIN VS. BRAIN GAIN

We must stop other countries free riding on us and start free riding on them. To do that, Latvia must be attractive!



Thank you!

