

Feedback on the Commission Initiative

“Brain drain – mitigating challenges associated with population decline (communication)”

The European legislation of mutual recognition of diplomas in the healthcare field has been designed in the late sixties originally with rather homogenous healthcare systems of six countries. What looked like a nice idea in a pure and perfect market has, and still is, in reality facilitated the brain drain between EU member states on many occasions, notably following the 2000s enlargement. The only policies that have been somehow able to counteract this brain drain were those that trained more healthcare professionals. Despite several EU funded research in this field, the lack of accurate data makes in any case difficult to provide evidence on the efficiency of policies.

The brain drain within countries is also important in the healthcare field for the same reason as for the other sectors of the economy. But this brain drain in the healthcare sector might certainly contribute significantly to migration from rural zones to cities. Several policies are in place in European countries and regions to find solutions. EU funded currently running projects on medical deserts might give soon a good overview of those existing policies and maybe some evidence that could help countries and regions to find solutions.

HOPE, the European Hospital and Healthcare Federation, is a European non-profit organisation, created in 1966. HOPE represents national public and private hospitals associations and hospitals owners either federations of local and regional authorities or national health services. Today, HOPE is made up of 36 organisations coming from the 27 Member States of the European Union, as well as from the United Kingdom, Switzerland and Serbia as observer members. HOPE mission is to promote improvements in the health of citizens throughout Europe, high standard of hospital care and to foster efficiency with humanity in the organisation and operation of hospital and healthcare services.

Brain drain – mitigating challenges associated with population decline (communication)

Fields marked with * are mandatory.

Introduction

Objective of the consultation

In line with its Work Programme for 2022, the Commission is preparing a Communication on brain drain and population decline. This deliverable will notably look into the different drivers of brain drain, its short- and long-term consequences, as well as potential solutions to stop or even reverse the phenomenon.

The International Labour Organisation defines “Brain Drain” as the negative effects associated with the emigration of highly qualified people whose skills are scarce in their country of origin. Those negative effects, which can manifest at a national or regional scale, could be of macroeconomic nature, where there is a net outflow of qualified people with an impact on growth potential, or of a microeconomic nature, where migration leads to bottlenecks and skills mismatches in specific sectors.

Brain drain is a problem that many parts of the EU have experienced including within the same Member State.

This public consultation aims to understand the scale of the phenomenon at EU and regional levels, the perception of the causes of brain drain, the socio-economic consequences of the brain drain (including by economic sector and job category), as well as the nature of policy levers and their governance to retain, attract or re-attract skilled workers. The consultation will also provide the opportunity to examine in more detail the subnational and interregional dynamics of brain drain.

Target group

This consultation is open to all citizens and stakeholders. Contributions are particularly sought from stakeholders who may have first-hand experience with the phenomenon, including citizens, national, regional and local authorities in EU Member States; academia, trade, business and professional associations, businesses – including small and medium sized enterprises – trade unions, non-governmental organisations.

Guidance

The estimated time to reply to this questionnaire is approximately 20 minutes.

For the purposes of this consultation, here are some important definitions:

- **Brain drain:** The loss suffered by a country or region as a result of the emigration of a (highly) qualified person.
- **Push-pull factor:** Factors which initiate and influence the decision to migrate, either by attracting (highly) qualified persons to another country (pull factors) or by impelling or stimulating emigration (push factors).

For the purposes of this public consultation, note that brain drain may be both interregional and international:

- **Interregional** brain drain is when a (highly) qualified person moves from one region to another region within their country.
 - **International** brain drain is when a (highly) qualified person moves from one country to another country (within and outside the EU).
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About you

* 1 Language of my contribution

- Bulgarian
- Croatian
- Czech
- Danish
- Dutch
- English
- Estonian
- Finnish
- French
- German
- Greek
- Hungarian
- Irish
- Italian
- Latvian
- Lithuanian
- Maltese
- Polish
- Portuguese
- Romanian
- Slovak
- Slovenian
- Spanish
- Swedish

* 2 I am giving my contribution as

- Academic/research institution
- Business association
- Company/business organisation
- Consumer organisation
- EU citizen
- Environmental organisation

- Non-EU citizen
- Non-governmental organisation (NGO)
- Public authority
- Trade union
- Other

* 3 First name

Pascal

* 4 Surname

GAREL

* 5 Email (this won't be published)

sg@hope.be

* 9 Country of origin

Please add your country of origin, or that of your organisation.

- | | | | |
|-------------------------------------------|------------------------------------------|----------------------------------------|--------------------------------------------------------|
| <input type="radio"/> Afghanistan | <input type="radio"/> Djibouti | <input type="radio"/> Libya | <input type="radio"/> Saint Martin |
| <input type="radio"/> Åland Islands | <input type="radio"/> Dominica | <input type="radio"/> Liechtenstein | <input type="radio"/> Saint Pierre and Miquelon |
| <input type="radio"/> Albania | <input type="radio"/> Dominican Republic | <input type="radio"/> Lithuania | <input type="radio"/> Saint Vincent and the Grenadines |
| <input type="radio"/> Algeria | <input type="radio"/> Ecuador | <input type="radio"/> Luxembourg | <input type="radio"/> Samoa |
| <input type="radio"/> American Samoa | <input type="radio"/> Egypt | <input type="radio"/> Macau | <input type="radio"/> San Marino |
| <input type="radio"/> Andorra | <input type="radio"/> El Salvador | <input type="radio"/> Madagascar | <input type="radio"/> São Tomé and Príncipe |
| <input type="radio"/> Angola | <input type="radio"/> Equatorial Guinea | <input type="radio"/> Malawi | <input type="radio"/> Saudi Arabia |
| <input type="radio"/> Anguilla | <input type="radio"/> Eritrea | <input type="radio"/> Malaysia | <input type="radio"/> Senegal |
| <input type="radio"/> Antarctica | <input type="radio"/> Estonia | <input type="radio"/> Maldives | <input type="radio"/> Serbia |
| <input type="radio"/> Antigua and Barbuda | <input type="radio"/> Eswatini | <input type="radio"/> Mali | <input type="radio"/> Seychelles |
| <input type="radio"/> Argentina | <input type="radio"/> Ethiopia | <input type="radio"/> Malta | <input type="radio"/> Sierra Leone |
| <input type="radio"/> Armenia | <input type="radio"/> Falkland Islands | <input type="radio"/> Marshall Islands | <input type="radio"/> Singapore |
| <input type="radio"/> Aruba | <input type="radio"/> Faroe Islands | <input type="radio"/> Martinique | <input type="radio"/> Sint Maarten |

- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bermuda
- Bhutan
- Bolivia
- Bonaire Saint Eustatius and Saba
- Bosnia and Herzegovina
- Botswana
- Bouvet Island
- Brazil
- British Indian Ocean Territory
- British Virgin Islands
- Brunei
- Bulgaria
- Burkina Faso
- Fiji
- Finland
- France
- French Guiana
- French Polynesia
- French Southern and Antarctic Lands
- Gabon
- Georgia
- Germany
- Ghana
- Gibraltar
- Greece
- Greenland
- Grenada
- Guadeloupe
- Guam
- Guatemala
- Guernsey
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Heard Island and McDonald Islands
- Honduras
- Mauritania
- Mauritius
- Mayotte
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Montserrat
- Morocco
- Mozambique
- Myanmar/Burma
- Namibia
- Nauru
- Nepal
- Netherlands
- New Caledonia
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Niue
- Norfolk Island
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Georgia and the South Sandwich Islands
- South Korea
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Svalbard and Jan Mayen
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- The Gambia
- Timor-Leste
- Togo
- Tokelau

- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Cayman Islands
- Central African Republic
- Chad
- Chile
- China
- Christmas Island
- Clipperton
- Cocos (Keeling) Islands
- Colombia
- Comoros
- Congo
- Cook Islands
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cuba
- Curaçao
- Cyprus
- Czechia
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland
- Isle of Man
- Israel
- Italy
- Jamaica
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
- Lebanon
- Northern Mariana Islands
- North Korea
- North Macedonia
- Norway
- Oman
- Pakistan
- Palau
- Palestine
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Pitcairn Islands
- Poland
- Portugal
- Puerto Rico
- Qatar
- Réunion
- Romania
- Russia
- Rwanda
- Saint Barthélemy
- Saint Helena
Ascension and
Tristan da Cunha
- Tonga
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan
- Turks and Caicos Islands
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- United States
Minor Outlying
Islands
- Uruguay
- US Virgin Islands
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Wallis and Futuna
- Western Sahara
- Yemen
- Zambia

- Democratic Republic of the Congo
- Lesotho
- Saint Kitts and Nevis
- Zimbabwe
- Denmark
- Liberia
- Saint Lucia

* 12 Organisation name

255 character(s) maximum

European Hospital and Healthcare Federation

* 13 Postal address of the organisation (including postal code)

avenue Marnix 30 1000 Bruxelles Belgium

* 14 Organisation size

- Micro (1 to 9 employees)
- Small (10 to 49 employees)
- Medium (50 to 249 employees)
- Large (250 or more)

15 Transparency register number

255 character(s) maximum

Check if your organisation is on the [transparency register](#). It's a voluntary database for organisations seeking to influence EU decision-making.

73872883198-91

The Commission will publish all contributions to this public consultation. You can choose whether you would prefer to have your details published or to remain anonymous when your contribution is published. **For the purpose of transparency, the type of respondent (for example, 'business association, 'consumer association', 'EU citizen') country of origin, organisation name and size, and its transparency register number, are always published. Your e-mail address will never be published.** Opt in to select the privacy option that best suits you. Privacy options default based on the type of respondent selected

* 17 Contribution publication privacy settings

The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

Anonymous

Only organisation details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published as received. Your name will not be published. Please do not include any personal data in the contribution itself if you want to remain anonymous.

Public

Organisation details and respondent details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published. Your name will also be published.

I agree with the [personal data protection provisions](#)

Questionnaire

Replying as an entity or in your professional capacity

43 Is your organisation located in:

- A city
- A suburban area
- A rural area

44 The Commission has preliminarily identified some factors, which initiate and influence the decision to migrate by impelling or stimulating the decision to move to another country or region (“push” factors). **How important do you perceive these as being in promoting brain drain from one region to another region within a country (interregional brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
a. Lack of employment, career or business opportunities in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

b. Lack of educational opportunities and/or investments in education and training in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Lack of suitable facilities for research and development in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Unfavourable local political climate in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Ageing population in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Unfavourable local social climate in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Poor transport connections to place of employment or education in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Lack of early childcare or schools in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Lack of healthcare and other social services in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. A salary gap between the region of origin and the region of destination	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Other (please specify below)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45 If you selected "Other", please specify:

250 character(s) maximum

46 The Commission has preliminarily identified some factors, which initiate and influence the decision to migrate by impelling or stimulating the decision to move to another country or region (“push” factors). **How important do you perceive these as being in promoting brain drain from one country to another country, both within the EU and internationally (international brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
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a. Lack of employment, career or business opportunities in the country of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of educational opportunities and/or investments in education and training in the country of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Lack of suitable facilities for research and development in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Unfavourable local political climate in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Ageing population in the country of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Unfavourable local social climate in the country of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Poor transport connections to place of employment or education in the country of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Lack of early childcare or schools in the country of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Lack of healthcare and other social services in the country of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. A salary gap between the country of origin and the country of destination	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48 The Commission has preliminarily identified some factors which initiate and influence the decision to migrate by attracting individuals to another country or region (known as “pull” factors). **How important do you perceive these as being in promoting brain drain from one region to another region within a country (interregional brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
a. Better labour market conditions	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Better institutional environment and stability	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

c. Better education, training and research institutions	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Better political climate	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Better social climate	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The location of relatives /friends	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Policies favouring immigration/moving	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Geographic proximity	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Linguistic/cultural similarities	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. More advantageous taxation system	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Better business environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
l. Better provision of health and social services	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Better access to public funding (including EU funding)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

50 The Commission has preliminarily identified some factors which initiate and influence the decision to migrate by attracting individuals to another country or region (known as “pull” factors). **How important do you perceive these as being in promoting brain drain from one country to another country, both within the EU and internationally (international brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
a. Better labour market conditions	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Better institutional environment and stability	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Better education, training and research institutions	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Better political climate	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Better social climate	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

f. The location of relatives /friends	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Policies favouring immigration/moving	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Geographic proximity	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Linguistic/cultural similarities	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. More advantageous taxation system	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Better business environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Better provision of health and social services	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Better access to public funding (including EU funding)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

52 Do you agree with the following statements?

	Strongly agree	Agree	Agree somewhat	Neutral	Disagree somewhat	Disagree	Strongly disagree
a. My organisation/job sector is sensitive to the effects of brain drain	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My organisation is attractive to tertiary educated individuals from non-EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My organisation is attractive to tertiary educated individuals from other EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My organisation is attractive to tertiary educated individuals from other regions in my country of organisation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The region where my organisation is located is able to attract researchers and graduates from non-EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The region where my organisation is located is able to attract researchers and graduates from other EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The region where my organisation is located is able to attract researchers and graduates from higher education from other regions in my country of organisation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The region where my organisation is located is attractive to tertiary educated individuals from non-EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The region where my organisation is located is attractive to tertiary educated individuals from other EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The region where my organisation is located is attractive to tertiary educated individuals from other regions in my country	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Decision-makers in the region where my organisation is located are aware of the problem of brain drain	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I. Decision-makers in the region where my organisation is located should be doing more to address brain drain



53 Do you agree with the following statements?

	Strongly agree	Agree	Agree somewhat	Neutral	Disagree somewhat	Disagree	Strongly disagree
a. The country where my organisation is located is able to attract researchers and graduates from higher education from non-EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The country where my organisation is located is able to attract researchers and graduates from higher education from other EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The country where my organisation is located is attractive to tertiary educated individuals from non-EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The country where my organisation is located is attractive to tertiary educated individuals from other EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Decision-makers in the country where my organisation is located are aware of the problem of brain drain	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Decision-makers in the country where my organisation is located should be doing more to address brain drain	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54 Having answered the previous questions, do you agree with the following statement: the region of my organisation experiences brain drain?

- Yes
- No
- Unsure

55 If you answered “Yes”, how long do you think your region of organisation has been experiencing brain drain?

- 0 - 5 years
- 5 - 10 years
- 10 - 15 years
- More than 15 years

56 Having answered the previous questions, do you agree with the following statement: the country of my organisation experiences brain drain?

- Yes
- No
- Unsure

57 If you answered “Yes”, how long do you think your country of organisation has been experiencing brain drain?

- 0 - 5 years
- 5 - 10 years
- 10 - 15 years
- More than 15 years

58 If you selected “Yes” to question 54, which economic sectors do you think are most affected by brain drain in your region of organisation (select up to 3 each):

at most 3 answered row(s)

	Region
Arts, entertainment and recreation	<input type="checkbox"/>
Accommodation and food service activities	<input type="checkbox"/>
Manufacturing	<input type="checkbox"/>
Wholesale and retail trade	<input type="checkbox"/>
Human health and social work activities	<input checked="" type="checkbox"/>

Information and communication	<input type="checkbox"/>
Transportation and storage	<input type="checkbox"/>
Administrative and support service activities	<input type="checkbox"/>
Construction	<input type="checkbox"/>
Education	<input type="checkbox"/>
Finance and insurance activities	<input type="checkbox"/>
Real estate activities	<input type="checkbox"/>
Public administration and defence	<input type="checkbox"/>
Professional, scientific and technical activities	<input type="checkbox"/>
Other (please specify below)	<input type="checkbox"/>

60 If you selected “Yes” to question 56, which economic sectors do you think are most affected by brain drain in your country of organisation (select up to 3 each):

at most 3 answered row(s)

	Country
Arts, entertainment and recreation	<input type="checkbox"/>
Accommodation and food service activities	<input type="checkbox"/>
Manufacturing	<input type="checkbox"/>
Wholesale and retail trade	<input type="checkbox"/>
Human health and social work activities	<input checked="" type="checkbox"/>
Information and communication	<input type="checkbox"/>
Transportation and storage	<input type="checkbox"/>
Administrative and support service activities	<input type="checkbox"/>
Construction	<input type="checkbox"/>
Education	<input type="checkbox"/>
Finance and insurance activities	<input type="checkbox"/>
Real estate activities	<input type="checkbox"/>
Public administration and defence	<input type="checkbox"/>
Professional, scientific and technical activities	<input type="checkbox"/>
Other (please specify below)	<input type="checkbox"/>

62 Do you consider your region of organisation as being affected by demographic ageing or loss of population?

- Yes
- No

63 Do you consider your country of organisation as being affected by demographic ageing or loss of population?

- Yes
- No

64 Are you aware of any policy measure/programme/strategy, either on an EU, national, regional, or local level, implemented to address brain drain?

- Yes
- No

66 Various policies can be used to retain, attract or re-attract competent individuals in the country or region of origin. How effective do you see the following policies as being in countering brain drain?

	Very effective	Somewhat effective	Neutral	Somewhat ineffective	Very ineffective
a. Tax cuts	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Research grants	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Education and skills support	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. More job opportunities	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Business and entrepreneurship support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
f. Counselling services for assistance with return	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
g. Recognition of academic diplomas and professional /vocational qualifications and skills validation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
h. Increased economic specialisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
i. Enhanced cooperation & synergies between universities and business	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
j. Improving rule of law	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

k. Promotion of gender equality and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
l. Better provision of health and social services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
m. Improved broadband and 5g internet access	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
n. Enhanced teleworking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
o. Other (Please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Contact

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