

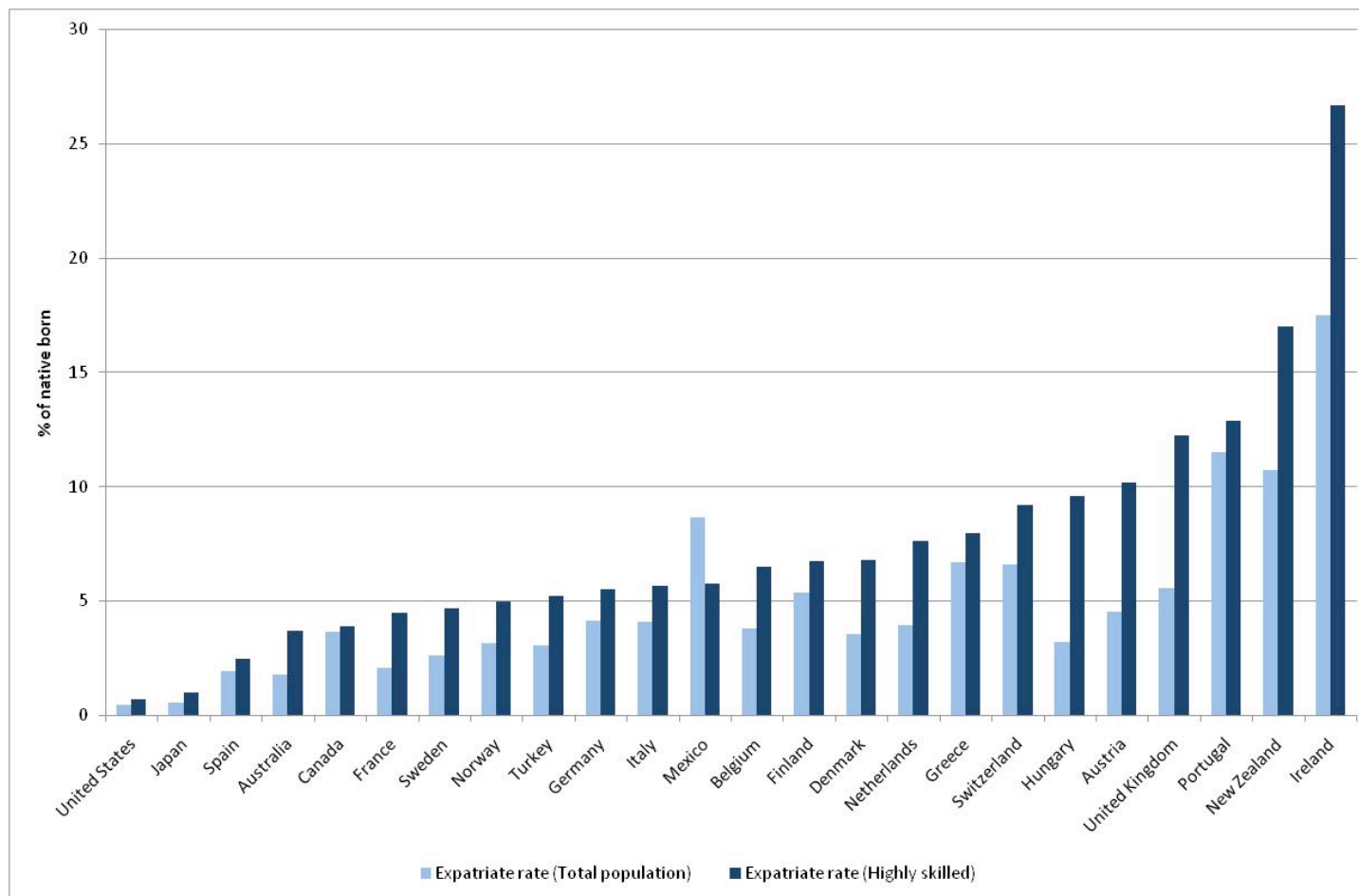


The Global Competition for Talent

Presentation to the Lisbon Council,
“Attracting and Retaining Global
Talent: How Europe can Thrive in
the Age of Knowledge”, Brussels, 13
November 2008.

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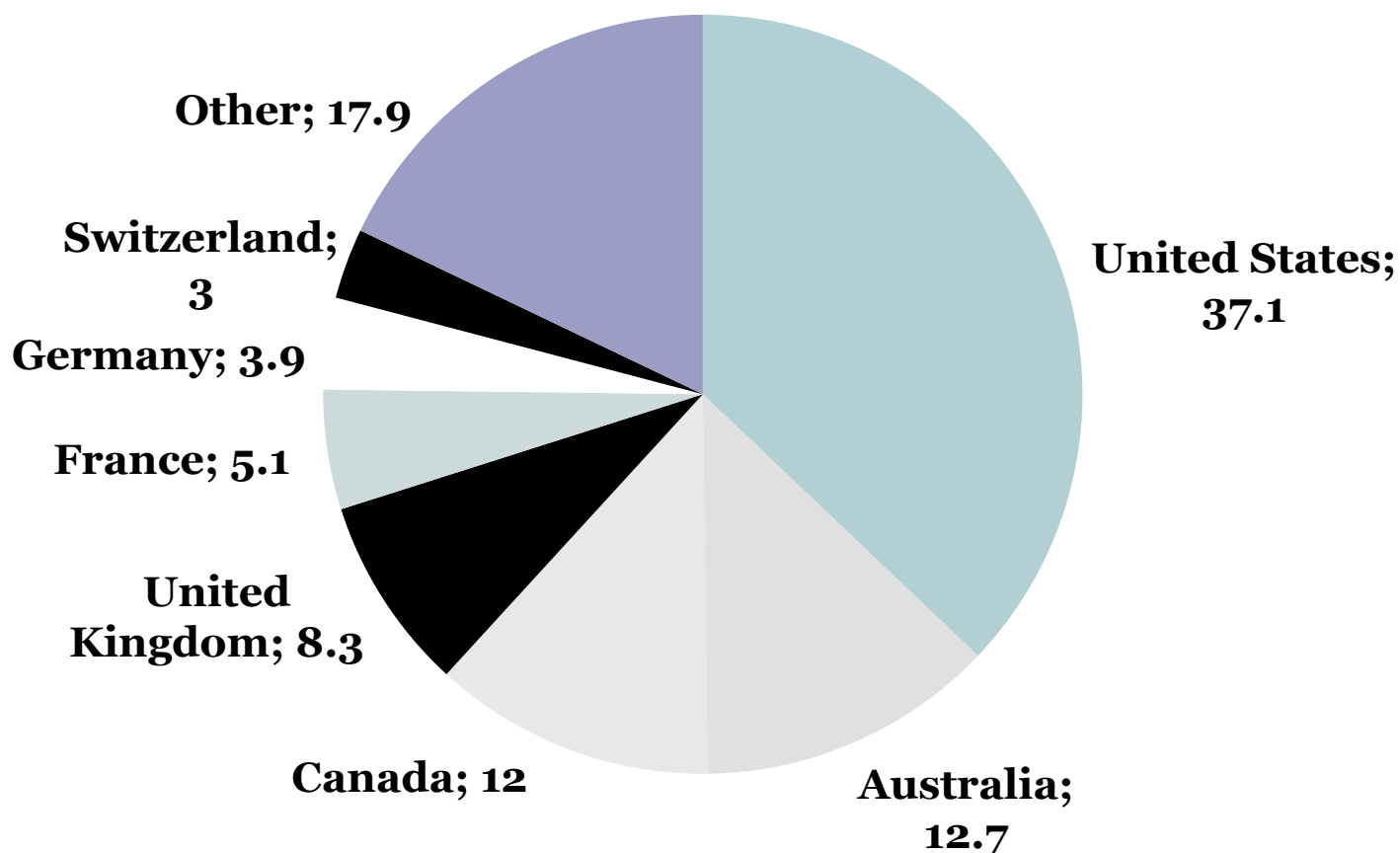
Departures: Expatriates to OECD countries, by OECD member, 2001



Source: OECD Database on Immigrants and Expatriates



Main OECD destinations of OECD-born highly skilled expatriates, 2001 (percentage shares)

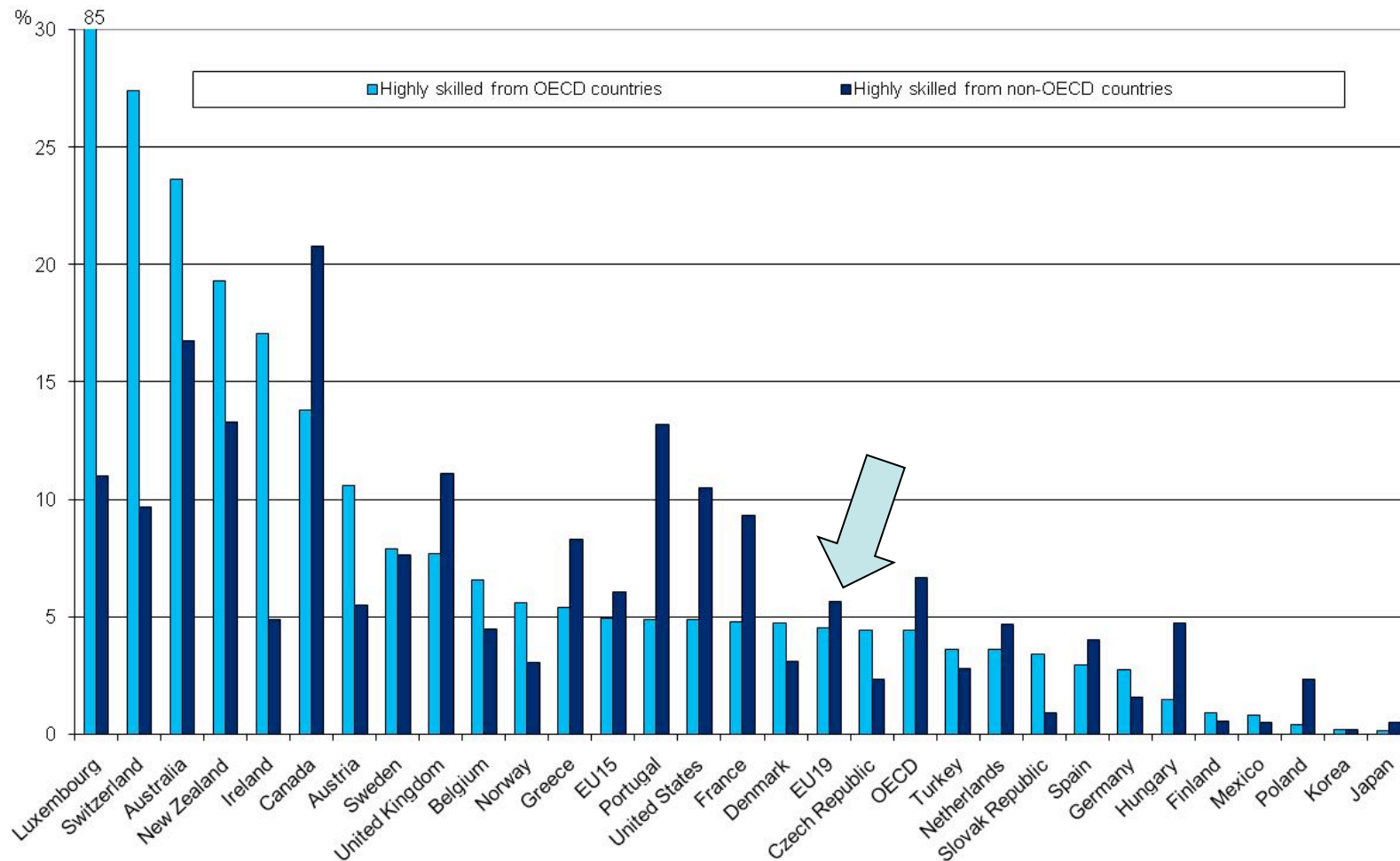


Source: OECD Database on Immigrants and Expatriates



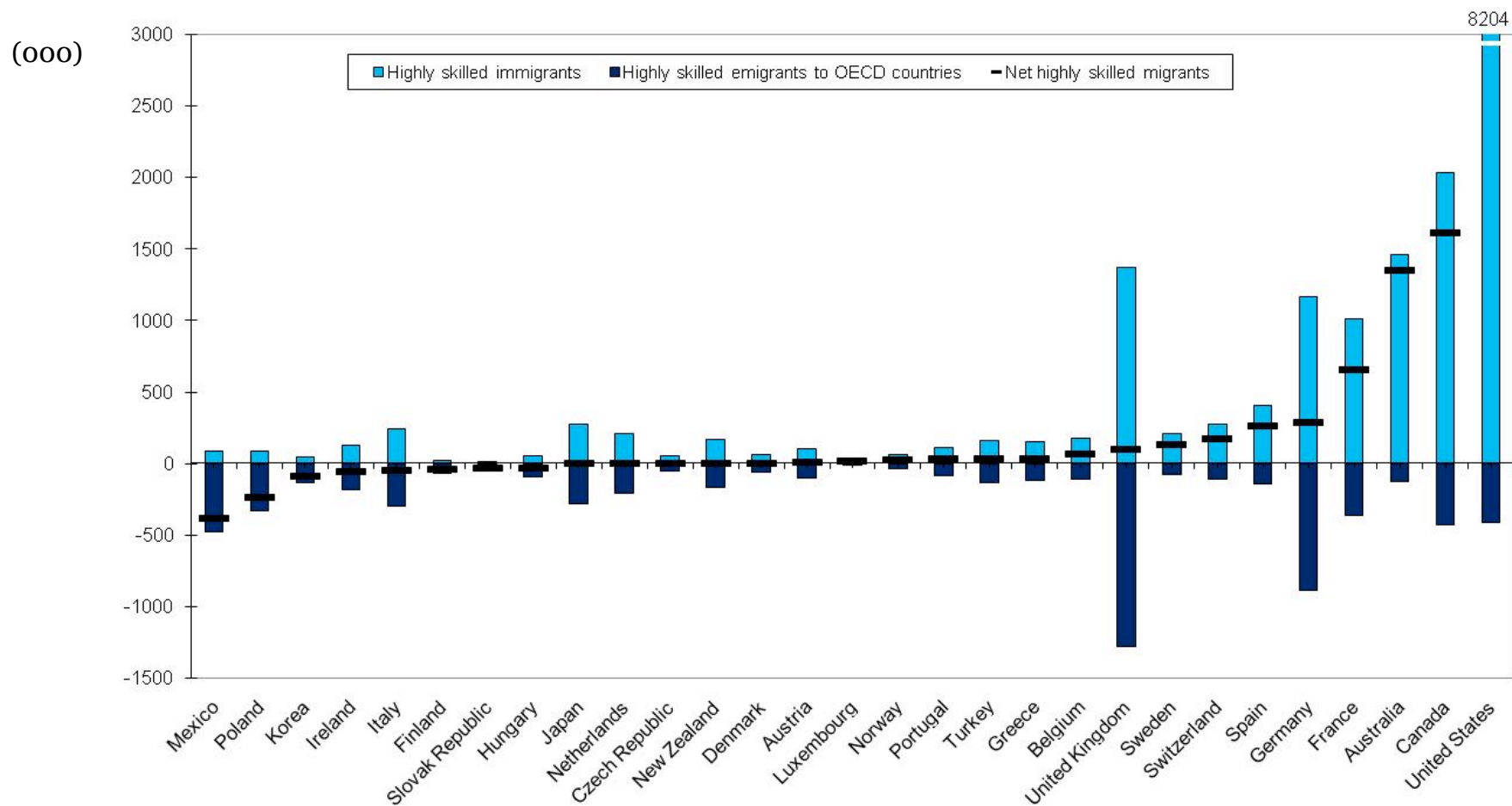
Arrivals: Highly skilled migrants from OECD & non-OECD countries, by OECD country of residence, 2001

(as % of skilled natives in country of residence)



Source: OECD Database on Immigrants and Expatriates

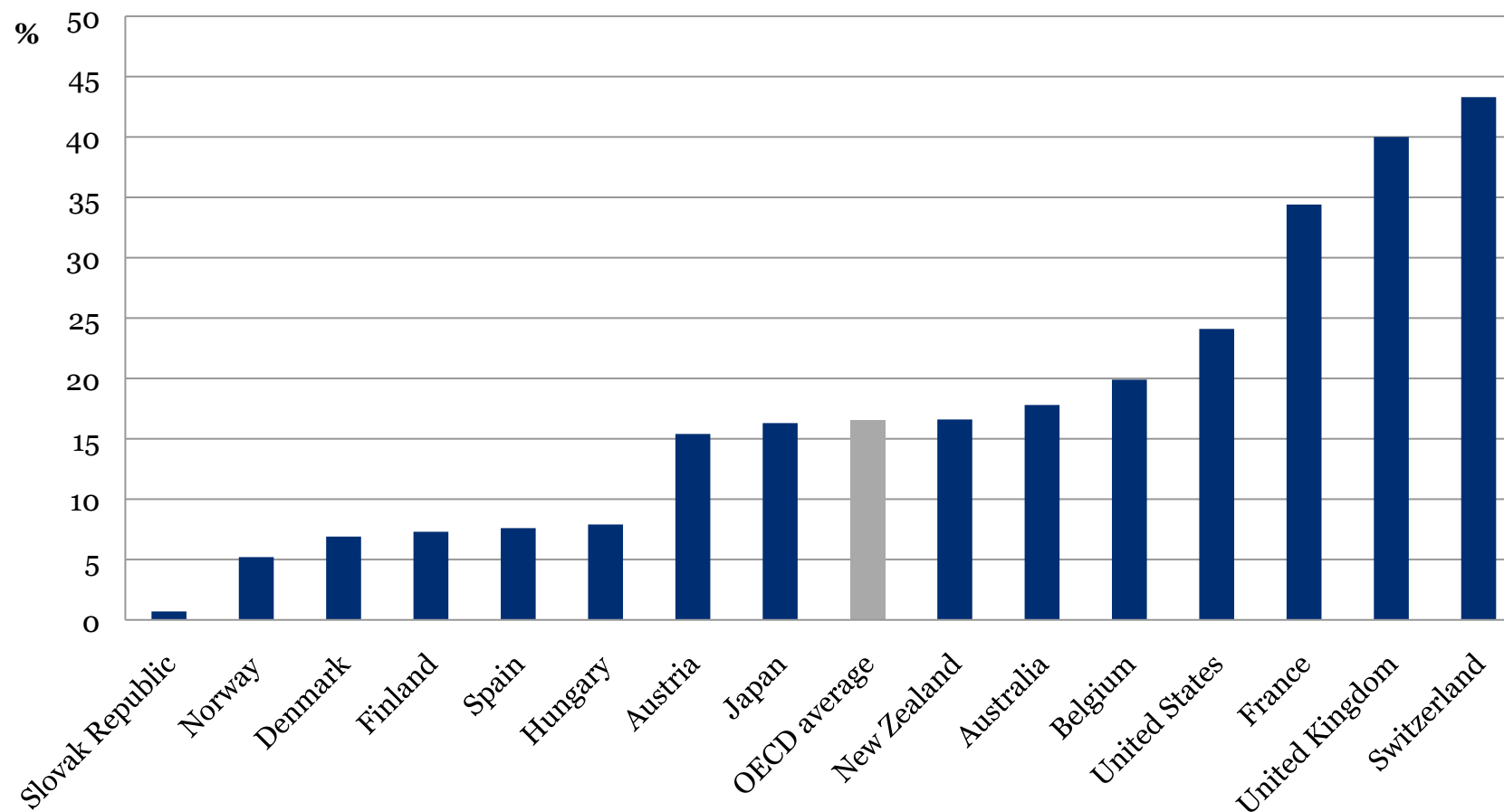
Net balance: Highly skilled emigrants and immigrants, 2001



Source: OECD Database of Immigrants and Expatriates

International students in advanced research programmes, 2005

(percentage of total enrolments in advanced research programmes)





Mutual benefits from mobility of human resources in science and technology

- Personal gain: better economic conditions, quality research infrastructure, access to “star” scientists, freedom to debate
- Mobility is vital to diffusion of tacit knowledge
 - Face-to-face communication is still important
- Diaspora: building familiarity and confidence with sending countries; conduits for knowledge
- “Beneficial brain drain” – incentive to improve human capital
- Access to a larger global stock of knowledge
- Return and circular migration: builds networks, linkages and thoroughfares for knowledge

Attracting talent

- Countries offer financial incentives, facilitated entry procedures for migrants, recognition of qualifications, social and cultural support...
- But little evaluation of policies
- Policy challenge: what governments can and cannot influence:
 - Eg: reasons for return include personal/family, employment opportunities at home, the “distance” between home and host...
 - Mobility influenced by age, language...
 - Eurobarometer survey 2005: what are the greatest difficulties to be faced when moving to another EU country? Culture and language (67%), employment (43%), transferability of pension rights (13%)...

Looking ahead

- Policy gaps: circular mobility
- Policy coherence: establish a supportive broader environment for innovation
- Address any shortcomings in national policy that limits supply of human resources in science and technology
- Adding value – EU-wide mobility?