

## INTERNATIONAL MOBILITY OF TALENTS. ETHICAL DEBATE IN THE CONTEXT OF "BLUE CARD" DILEMMA

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În lucrare autorul realizează o scurtă prezentare a fenomenului de mobilitate a talentelor în Europa, respectiv debatele etice care țin de noul fenomen – „blue card”. Ipoteza de la care se pleacă este dacă fenomenul de „blue card” ar putea soluționa problema exodului de cunoștințe din Europa și atragerea noilor talente de pe toate continentele. Obiectivul general al prezentei lucrări este de a identifica determinanții și principalele aspecte ale mobilității talentelor și esența dilemei „blue card” în Uniunea Europeană, care ar contribui la stabilirea costurilor reale ale ambelor aspecte ale fenomenului. Autorul conchide că noua strategie de „blue card” este abia la etapa de început și destul de controversată. Cercetarea fenomenului e necesară pentru a-l identifica complex și a fortifica mobilitatea intelectuală spre UE, totodată găsiind soluții pentru a aduce o bunăstare bilaterală atât pentru țările receptoare, cât și pentru cele exportatoare de talente.

### Introduction

Migration has a long history of prejudice and stereotyping about unskilled working power mobility forgetting or hiding the other side of the coin - the successful and talented, welcomed migrants. Entrepreneurs, technical experts, professionals, international students, writers, and artists are among the most highly mobile people today. As the flow of professionals is around the world it has been intensified by globalizations of higher education. The skilful immigrants are that talented elite often originate from developing countries and migrate to industrial economies. Many return home with new ideas, experiences, and capital useful for national development, whilst others remain to produce quality goods and services that are useful everywhere in the global economy.

The socio-economic potential of globalization is ultimately dependent on the international mobility of highly talented individuals that transfer knowledge, new technologies, ideas, business capacities, and other creative capabilities. Developing countries and advanced economies may both gain from this mobility if it is effectively and smartly managed.

Doing an analysis of mobility of talents it creates a great interest from what it starts, which are the factors that favors this kind of mobility.

At first, individual feels the desire for development, this issue expresses an *ontological* point of mobility dimension, then as *phenomenological* point that individual feels some pure basic knowledge and finally being liberal and no conservative one, he decides to enlarge his space of acting and this causes mobility. At first this could be a little space, even his own house than this space becomes the whole town or he changes the space to develop himself, could be another town and finally he could become internationally mobile. In this case the *expression of mobility* takes all the four characters: *universal, diversity, creativity and particularity*.

*As we can detach, the idea of talents mobility become more and more complex, and nowadays it is not only a simple issue but also a problem. As a result, this issue provides a novel analysis of the main determinants and development impact of talent mobility in the global economy.*

### Brain drain's general aspects, determinants and welfare effects

Nowadays, is too much increasing the level of international transfers of human capital from developing to developed countries. In other words, human capital is flowing to where it is already too much. Thus, such large emigration of individuals with technical skills or knowledge, normally due to conflict, lack of opportunity, political instability, or health risks to lead to define the concept of brain drain.

A brain drain is usually regarded as an economic cost, since emigrants usually take with them the fraction of value of their training sponsored by the government. It is a parallel of *capital flight* which refers to the same movement of financial capital. The term was coined by the Royal Society to describe the emigration of "scientists and technologists" to North America from post-war Europe. The converse phenomenon is **brain gain**, which occurs when there is a large-scale *immigration* of technically qualified persons; this may create a brain drain in the nations that the individuals are leaving. A Canadian symposium in 2000 gave circulation

to the new term, at a time when many highly skilled Canadians were moving to the United States, while simultaneously many qualified immigrants were coming to Canada from a number of different nations. This is sometimes referred to as a 'brain exchange'.

The issue of *brain drain*, associated with international migration from less developed to the more developed countries, has been and will continue to be debated for its implications on the social and economic development in the sending countries. While the literature tends to focus on the economic consequences, the impact of brain drain nevertheless goes beyond economies. It carries significant implications for the overall social and political developments of the countries of origin and it reveals trajectories of international – skilled – migration flows that, even if relatively small in numbers compared to larger labor migrations, follow the geographies and the features of modern globalized economies and societies [1].

The economic and sociological disciplines have broadly investigated the push/pull factors determining migrations, considering how local conditions can enforce the willingness to emigrate. As a result, the reasons that made skilled workers leave, the motivations that made choose one country and not another, was detached as the most principals: religion, presence of relatives abroad, political reasons, job and career opportunities, the improvement of the quality of life, higher salaries in Europe than in Easter countries, make money abroad (in Europe) and return in home country to implement something with those money, cultural reasons and curiosity, expectations and illusions about the West, adventure and travel experience, even follow a friend-partner.

Thus, brain drain could be seen as:

- an apparent phenomenon
- a real brain drain.

And also there are some popular views on brain drain but in reality there are 2 problems of brain drain mobility:

1. Problems of defining and counting of Brain Drain migrants
2. Problems of human capital measurement

It seems to be that currently there is no possibility to count or to measure human capital in a mobile form. Nevertheless, the European Union European Commission proposed the controversial and still debated issue of so called „blue card” on the basis of US Green card for the skilled immigrant force.

### **Blue card and inviting policies**

As Europe is at the risk of aging and losing its main intellectual force, the card will give an opportunity for skilful workers get „one-stop shop” in one of the 27 European states and benefits of work, social security and other socio-economic rights [2].

The importance of skilful workers is underlined in EU’s need for 20 million of intellectual workers in next two decades especially lacking the engineering and computer technology sector. Europe now wants to become the attraction for those considering immigration talented people who choose US, Canada and Australia as their migration destination. Yet, analysing and escaping the „brain drain” damages for the sending countries EU puts some restrictions to its controversial project. As such potential seekers of blue cards would need a job offer and contract for minimum one year and not filled with the EU citizen, a minimum of three years of experience and recognized diploma. This puts blue card into more restrictive policy than the American equivalent of green one [3].

As the project of blue card is still under controversial debates and ways of getting to the European intellectual market didn’t become easier, Europe remains one of the zones for the brain drain from Africa, Asia and Latin America.

More than that, the human capital mobility supposes some high costs as for sending countries as well for the receiving countries. That is why the need for some rational policies that would deal with both parts is felt, even if it is too complicated and needs time. An example of such policies could be the one proposed by Herbert G. Grubel and Anthony Scott in *The Brain Drain: Determinants, Measurement, and Welfare Effects*, consisting in:

- narrowing the income gap
- making migration more difficult

Rational policies dealing with the problem of brain drain must be based on a clear understanding of the benefits expected from the policy and the cost which the policy would entail. In spite of the absence of reliable information on the expected net benefits from reductions of the brain drain, it is too soon to consider economic and social costs of policies aimed and the reduction of the flows. Policies which attempt to do so by narrowing

income and opportunity gaps among nations are universally desirable on many ground other that their effect on the brain drain. Their disadvantage lies exclusively in the long period required for them to become effective.

Policies designed to make migration more difficult, whether through changes in national laws on immigration and student visas or through the impositions of taxes on emigrants, appear to be unrealistic from political point of view. There are also likely to result in inefficiencies, and to involve very high cost of administration and the loss of personal freedom [4].

As a result, governments can do quite a lot to address the causes of the brain drain. Science and technology policies are keys in this regard. Developing centers of excellence for scientific research and framing the conditions for innovation and high tech entrepreneurship can make a country attractive to highly skilled workers, both from within the country and from outside. The task is not easy and it takes time, but it is going to a great success.

### Conclusion

Besides positive aspects of intellectual mobility from sending countries such: technology transfer, investments and venture capital by diasporas, inflow of remittances and foreign exchange, stimulus to investment in domestic education and individual human capital investments, promoting integration into global markets by circulation of brains and return of skilled persons increases local human capital, transfer of skills and links to foreign networks, mobility of talented individuals can also cause some negative effects for sending countries, such: reduced quality of essential services of health and education, reduced growth and productivity because of the lower stock of human capital, causes increasing disparities in incomes in country of origin, net decrease in human capital stock, especially those with valuable professional experience etc.

Thus, opportunities from short-term movement of natural persons are seriously constrained by immigration policies of developed countries and the risk of a brain drain damaging rich countries is arguably lower, but it does exist. Europe may well lose skilled workers to the United States and import skilled human capital from other countries, for instance from Asia and east European countries or even Africa. But as skilled migration between advanced countries is often temporary, there may be a double gain from the circulation of the highly skilled: first from the overseas experience acquired by their genetics researcher, and second from the constant inflow of skilled workers.

This new phenomenon of blue card does not really solve the problem of well being of sending countries that try to attract back skilled emigrants and provide opportunities for them to use their new technological competencies. Even, for receiving countries of EU the challenge is great because there are also the same problems with skilled workers migration due to the fragmentation of its labor markets on the one hand, on the other hand Union needs to be more competitive from economic point of view.

Finally, it is too complicate to find a compromise between brain drain effects and blue card phenomenon; all of them create some challenges as for sending countries for skilled workers as well for receiving countries. All of them imply some economical and social risks. More than that, if the experience of intellectual international mobility could generate positive facts that refers to the cultural and intercultural aspects, the experience of travelling and working in new environments and the personal life growth, it is a real challenge to adapt and be successful in a totally different environment, in the same manner this mobility generates some negative aspects that refer to the bitterness of migrating and the obstacle is cultural differences, language skills, the challenge to be isolated from family and friends and finally you have to change your traditional way of life. So, how could blue card phenomenon solve the challenge of international mobility of high skilled individuals and what are the ways of bilateral wellbeing and not get sending countries in damage?

It is a controversial issue of such manner of mobility!

### References:

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