

## Brain Drain and Skilled Migration

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### Day 1:

#### Introduction and getting to know each other

- Sharing experiences
- How to use this potential in both sending and receiving countries
- Role of young people in this context?
- Developing projects ideas
- Contribute to the appeal of this forum

#### Energizer, Interactive Game

### Expectations:

- Gain friend
- What are the problems of migrants in the west
- Learn more about migration & brain drain
- Find mechanisms to coordinate brain migration
- Tackle the problem of brains emigration as the hugest type of emigration in Lebanon
- Build common initiatives
- Get to know everybody & hear their stories and experiences with migration
- Get new foreign perspective about emigration
- Multicultural vs. Transcultural models & migration
- Find out the possibilities & conditions to immigrate to arab countries
- Find solutions for youth migration
- Experience intercultural communication “live” different languages .. etc.)
- Learn the contemporary status of migration in Euro and Arab countries
- Find solutions for migrants problems
- Get to know different cultures
- Why skilled migration “reasons / solutions”
- Exchange of information and get to know the point of view of others concerning this topic especially the point of view of youth from receiving countries
- Exchange of experience with other countries on brain drain and skilled migration
- Networking and communicate with different Organizations working in the migration field
- Get ideas concerning brain migration and how to reduce it
- Get to know the historical starting on brain drain and their statistics

Day 2:

Brain Drain: What do you understand? Do you have any experiences?

Definition:

Brain drain:

Skilled workers leaving their home countries in search for work, education ... etc.  
With negative implications for home countries

Experience:

- Moroccan workers going to US who give them good conditions (green card, salary, etc) and they don't want to come back.
- In the USA, inventions are declared to be American even though made by immigrants.
- Lebanese person working in the US producing 50000 cars for Israel – contradicting his own convictions
- Turkish physician left for America because he couldn't use his knowledge in Turkey
- Doctors in Germany are not well-paid, so they leave (Turkey is the opposite; e.g. Egyptian & Moroccan coming)
- Morocco university professor earns less than half than in France
- Example against brain-drain: Hariri (ex-prime minister of Lebanon) was working in Saudi-Arabia, but came back to do development projects in Lebanon
- Students successful in their studies receive mails offering to study abroad.
- Migration of Lebanese, Syrian and Egyptian engineers to Gulf countries.
- Oman, students are leaving their country to Australia and USA to study and work there.
- Work Team moving from one company (country to another) after training, because of better payment
- Scientists are forced to stay in their working countries to prevent know-how transfer
- Forced migration due to internal company reallocation
  
- Sultanate of Oman is forcing companies to hire Omani people (ratio 1:4) and supports small enterprises started in Oman

What should we look for?

- Working on policies in some destination countries where are practiced some kinds of “slavery” (no mobility for workers, no social offers etc..).
- Finding a link between education and working opportunities for employment.
- Preparing people for moving abroad (languages sessions, info about receiving country).

Group 1:

Reasons:

- Not enough choices, opportunities
- Economical problems
- Better economical offers
- Better social services for families and their children
- Agreements, having similar programmes
- A much better carries (NASA)

Problems:

- Visa
- Cultural adoption

- Economical – financial situation of students
- To get accepted from the receiving society (to see migrants in a better position)
- Families damage
- The sending countries loose income
- Rules of employment of migrants can be not strong enough
- Highly skilled people leaves empty places
- Hosting countries loose investments
- They face problems for their life cycle
- If hosting societies have enough of that job .. etc it become harmful

#### Group 2:

##### Reasons:

- Financial (higher income)
- To improve the academinc profile
  - o Lack of high profile universities in home countries (especially engineering, IT, business)
- Lack of employment opportunities
- Social:
  - o No conflict
  - o Freeer life
  - o More free time opportunities
- Lack of PhD of professor study opportunity

##### Problems:

- Sending:
  - o Loss of skilled people
    - Loss of taxes
    - Many time money was invested in the person before
- Receiving:
  - o Social structure is changed
  - o Challenging mentalities
    - Many lead to either change or refusal (confrontation)
  - o Language problems
  - o Integration
- Lack of statistics / data

##### Advantages:

- To develop skills, competences and this would be useful when they turn back
- Change the mentality of receiving societies (new perspectives)
- A source for currency (as a sending)
- Sending countries can use the potential of the migrants in hosting countries (hosting can be the same)
- Double certificate, academic development
- Circular migration developed and stopped the brain drain
- It creates tolerance
- Intercultural learning

##### Solutions / ideas:

- Stricter people studying abroad to comeback afterwards & build the countries
- Improve the situation in the country (ex: education policy, create opportunities)

- Spread knowledge and info in the media
- Lobby with the government to create incentives for people to come back
- Make people coming back feel home again (embrace them)
- Have focus groups in hosting countries of the same sending countries
- Creating databases & virtual networks about and among migrants
- Making an educational workshop for students travelling to study abroad, making them understand the effects of brain drain and brain gain
- Make integration programmes for skilled migrants come back
  
- Intercultural learning
- Online database
- Home again workshop
- International seminar
- Videos / media
- Immigrants build your countries

Day 3:

Project/ Next steps:

1) Local level: “Migrant, build your country”

Aim:

- Intercultural, prepare people for going abroad.
- Integrate people when they come back home.

Target group:

Young people from one country going to study abroad.

Activities:

- Preparation workshop about 2-3 months before they leave, duration about 5 days, 20-25 participants (ex: invite people who went and coming back).
  - Online contact + Euro- Arab meeting of exactly those people while they are abroad to exchange experiences, support each others & make progress.
  - Back home workshops: exchange experiences & share difficulties & improvement proposals with integration (make them feel home again).
- \*Media coverage all the time.

2) International Level:

Aim:

- Share experiences on local level, then between European and Arab youth.

Target group:

- Young people from 4 Mediterranean countries (Euromed Program)

Activity:

- 1 week training course, 20-25 participants