



Multilingual Glossaries

On Brain Gain and Recruitment - Higher Education in Europe

Translations and definitions were prepared by the Working Teams of the *FIT FORTHEM* project. They partly follow the official terminology on the websites of the European Commission and have been supplemented by user's own descriptions and translations. They do not claim to be complete or fully accurate or even legally binding. The glossaries are provided to facilitate the work in *FIT FORTHEM* and future joint activities.

English	Short form	Explanation	Finnish	French	German	Italian	Latvian	Polish	Spanish
brain circulation		circular movement of skilled labour across nations	osaajien liikkuvuus rajojen yli	circulation des talents	Mobilität von Intelligenz/ Talenten	circolazione dei talenti	smadzeņu cirkulācija	rotacja wykwalifikowanej kadry	circulación de cerebros
brain drain		loss suffered by region as a result of the emigration of highly skilled persons	aivovuoto	fuite des cerveaux	Abwanderung von Talenten	fuga dei cervelli	smadzeņu aizplūde	drenaż wykwalifikowanej kadry	fuga de cerebros
brain gain		increase in the number of highly skilled persons immigrating to a country to live and work	ulkomaalaisten osaajien lisäys	afflux de cerveaux/ attraction de cerveaux	Gewinnung von Talenten	attrazione dei cervelli	smadzeņu ieplūde	przyływ wykwalifikowanej kadry	aumento cerebral



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brain valorization		enhancing or trying to enhance the price, value, or status of existing human capital by organized human resources development measures	osaajien hyödyntäminen	développement/valorisation de talents	Valorisierung von Talenten	valorizzazione del talento	smadzeņu vērtības apzināšanās	środki podnoszące wartość kapitału ludzkiego	valorización del talento
career development		the process of choosing a career, improving the skills, and advancing along a career path	urapolun valinta	développement de carrière/ développement professionnel	Karriereentwicklung	sviluppo della carriera	karjeras attīstība	rozwój zawodowy	desarrollo de carrera
diaspora		people from homeland currently living and working abroad	osaajien karkaaminen	diaspora	Diaspora	diaspora	diaspora	diaspora	diáspora
emmigration		exiting permanently home country to live and work in a foreign country	maastamuutto	émigration	Auswanderung	emigrazione	emigrācija	emigracja	emigración



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employee wellbeing		overall employees' mental and physical health condition, resulting from dynamics within – and sometimes outside – the workplace	työhyvinvointi	le bien-être des employés	Wohlbefinden der Mitarbeiter	benessere dei lavoratori	darbinieku labklājība	dobrostan pracownika	bienestar de los empleados
head-hunting		head-hunting is a recruitment strategy, when any professional with the experience and qualifications required for a position is actively pursued and offered the position	huippusaajien rekrytoiminen	chasseur de têtes	Talentgewinnung	cacciatori di teste	talantu meģibas	head hunting	head hunting



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human resources mining		strategic human capital development approach which is characterized by a deliberate extraction of necessary skills, education, capacity and attributes from the pool of available labour	osaamispuhjan laajentaminen	la recherche de personnel possédant les compétences requises	Human-ressourcen aufbauen	Creare risorse umane	cilvēkkapitāla ieguve	pozyskiwanie kadry z wymaganymi umiejętnościami	Desarrollo estratégico de capital humano
immigration		entering permanently a foreign country to live and work in	maahanmuutto	immigration	Einwanderung	immigrazione	imigrācija	imigracja	inmigración
immigration policy		all state measures that regulate the influx of persons	maahanmuuttopolitiikka	politique d'immigration	Einwanderungspolitik	politiche di immigrazione	imigrācijas politika	polityka imigracyjna	política de inmigración
job market		total number of jobs available for employees	työmarkkinat	marché du travail	Arbeitsmarkt	mercato del lavoro	darba tirgus	rynek pracy	mercado de trabajo
migration flows		number of migrants entering or leaving a given country during a given period of time	osaajien liikkuvuus	flux migratoires	Migrationsfluss	flussi migratori	migrācijas plūsmas	fale/przeptywy migracyjne	flujos migratorios



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migration partnership		providing the overall framework for managing various forms of legal movement between countries	siirtolaispolitiikka	partenariat migratoire	Partnerschaft für Migration	partenariato in materia di migrazione	migrācijas partnerība	umowy partnerskie o najem pracowników z zagranicy	acuerdos legales para la movilidad internacional
onboarding activities		process in which a newly hired person is integrated into the organization	perehdyttäminen	activités d'intégration	Eingliederungsmaßnahmen	attività di inserimento sul lavoro	jauna darbinieka apmācības	wprowadzanie w obowiązki pracownicze	actividades de incorporación
outplacement		provision of assistance to redundant employees in finding new employment	tuki uudelleen koulutettamiseksi	aide à la réinstallation des travailleurs	Standortwechsel	supporto alla ricollocazione del lavoratore	aprūpētais darba uzteikums	pakiet pomocowy dla zwolnionych	reubicación
outsourcing		out contracting the work	ulkoistaminen	externalisation/ sous-traitance	Auslagerung	esternalizzazione	ārpakalpojumi	outsourcing, zlecenie pracy firmom zewnętrznym	externalización



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push and pull factors		push factors “push” people away from their home (war, low salary levels). pull factors “pull” people to a new home (better job opportunities, social security systems)	houkuttelevuus ja työntötekijät	les facteurs d'attraction et de répulsion	Push- und Pull-Faktoren	fattori di spinta e di attrazione	stumjošie un velkošie faktori	czynniki przyciągające i wypychające w migracji zarobkowej	factores de empuje y atracción
recruitment		overall process of identifying, sourcing, screening, shortlisting, and interviewing candidates for jobs	rekrytointi	recrutement	Rekrutierung	reclutamento	pieņemšana darbā	rekrutacja	reclutamiento
salary surveys		definition of a fair and competitive salary for the employees	tasa-arvoinen palkkapolitiikka	enquêtes salariales	Gehaltsstudien	andamenti retributivi registrati	algu aptauja	widełki płacowe	encuestas salariales
skill mobility		movement of workers of all skills levels for employment opportunities	työvoiman liikkuvuus	mobilité des compétences	Mobilität von Fähigkeiten	mobilità lavorativa	spēju mobilitāte	mobilność w związku z lukami kompetencyjnym i na rynku pracy	movilidad de habilidades



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skills mismatch		a discrepancy between the skills that are sought by employers and the skills that are possessed by individuals	työvoiman kohtaanto-ongelma	disparité des compétences	Kompetenz-diskrepanz	mancata corrispondenza tra le competenze dei lavoratori e quelle richieste dalle aziende	prasmju neatbilstības	braki wykwalifikowanej kadry	desajuste de habilidades
sustainable reintegration		returnees reaching levels of economic self-sufficiency, social stability, and psychosocial well-being that make their further migration decisions a matter of choice, rather than necessity	työvoiman vapaa liikkuvuus	réinsertion durable	nachhaltige Wiedereingliederung	reintegrazione sostenibile	ilgtspējīga reintegrācija	ponowna integracja migrantów zarobkowych	reintegración sostenible
talent grooming		guiding employees carefully toward ultimate advancement of their skills	osaamisen ohjaus	la formation/ développement des talents	Talentförderung	gestione dei talenti	talantu izkopšana	wspieranie rozwoju zawodowego	preparación de talentos



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talent partnership		policy framework, as well as funding support to boost mutually beneficial international mobility based on better matching of human capital needs and skills	työvoiman kansainvälinen liikkuvuus-politiikka	partenariats pour le talent	Talentschmiede / Partnerschaft für Talentförderung	partenariati per i talenti	talantu partnerība	partnerstwo na rzecz wymiany zasobów ludzkich	acuerdos para el talento
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