



Professional Research Management in Multicultural Exchange

On Brain Gain and Recruitment - Higher Education in Europe

May 24, 2022 - 9:15 – 10:15 (CET) / 10:15-11:15 (EET)

Online workshop, hosted by UL

The globalized higher education labour market has opened new employment possibilities for the individuals considering academic career. Furthermore, the traditional career in academia is no longer the only reasonable carrier path that highly qualified people can take. Increasingly positions in industry are opened that are ready to absorb highly skilled workforce, wishing to switch the career seeking to improve the working conditions. The competition for the brains is fierce, the higher education sector has to review the existing recruitment and retention strategies to turn the brain drain into brain gain. In addition, in face of recent geopolitical disturbances the higher education institutions have to act fast as the recruitment function becomes a statement-in-practice of adhering to human values.



Content

Within this workshop the partner universities of FORTHEM Alliance will share the experience of tackling the brain drain and discuss the ways of improving the working conditions to increase own attractiveness as an employer.

How the brain circulation in Europe and among the partner universities can be ensured for the benefit of all involved parties? At what point a brain drain turns into a brain gain and vice versa? Will improved mobility structures within the Alliance augment the added value of being an employee within an Alliance university? And what about the shared access to research infrastructure?

These are some of the questions we will seek to cover within this workshop.

Target group

Anybody interested, but especially – researchers, administrators!

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Agenda

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Please fill out the [registration link here](#)

09:15 – 9:25

Welcome Note and Short Introduction to FORTHEM and FIT FORTHEM

Agnese Rusakova, FIT FORTHEM coordinator and postdoctoral student at the University of Latvia

09:25 – 10:05

Keynote speech - Brain Gain and Recruitment: perspective of an Europe-wide policy maker

Mr. Lewis Dijkstra, Head of the Economic analysis team in DG REGIO.B1 (Policy Development and Economic Analysis) on initiative developed within the topic: Education and training, Migration and asylum, Regional policy, Research and innovation by the Directorate-General for Regional and Urban Policy: [Brain drain – mitigating challenges associated with population decline \(communication\)*](#).

Brain Gain and Recruitment: perspective of an institution

Barbara Tišler, Head of Project Office, The National Institute of Chemistry, Slovenia
Brain Circulation and Talent Grooming: a case of National Institute of Chemistry, Slovenia

Brain Gain and Recruitment: perspective of an individual

Asist. Prof. Zigmunds Orlovskis, Chair of Plant Physiology, University of Latvia

Discussion

10:05 – 10:15

Wrap – up and Evaluation

Moderation: Agnese

*please find time to fill in the survey to share your insights with the European Commission and help to form the policy (see the surveys in all languages of our Alliance listed below):

Français : <https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13394-Brain-drain-mitigating-challenges-associated-with-population-decline-communication-fr>

Deutsch : [Abwanderung von Fachkräften \(Braindrain\) – Abmilderung der mit dem Bevölkerungsrückgang verbundenen Herausforderungen \(Mitteilung\) \(europa.eu\)](#)

Finland : [Aivovuoto – väestön vähenemiseen liittyvien ongelmien lieventäminen \(tiedonanto\) \(europa.eu\)](#)

Espana : [Fuga de cerebros: mitigar los retos asociados al declive de la población \(Comunicación\) \(europa.eu\)](#)





Italia : [Fuga di cervelli - attenuare le sfide associate al declino demografico \(comunicazione\) \(europa.eu\)](#)

Latvia : [Intelektuālā darbaspēka emigrācija — ar iedzīvotāju skaita samazināšanos saistīto problēmu mazināšana \(paziņojums\) \(europa.eu\)](#)

Poland : [Drenaż mózgow – zagrożenie wyzwań związanych z wyludnieniem \(komunikat\) \(europa.eu\)](#)

Romania : [Exodul creierelor – atenuarea provocărilor asociate declinului demografic \(comunicare\) \(europa.eu\)](#)

Unfortunately, the translation into Norwegian is not available:

Sweden : [Kompetensflykt – utmaningar med en krympande befolkning \(meddelande\) \(europa.eu\)](#)

English - [Brain drain – mitigating challenges associated with population decline \(communication\) \(europa.eu\)](#)

