

## Small Particles, Big Issues: PRIORITYze DEI

Issue 14 16/01/2024: Brain drains and brain gains: causes, consequences, policy

Dear all,

We hope this email finds you well.

In the dynamic landscape of the global knowledge economy, one of the most critical questions facing nations is how to attract and retain highly-skilled knowledge workers.

In this edition of our newsletter, we turn our gaze to the intricacies of these decisions, honing in on two fundamental determinants: lifetime earnings and pursuing a personal research program.

In the study "[Brain drains and brain gains: causes, consequences, policy](#)", a conceptual approach is used, delving into what drives workers to make location decisions. The study analyzes the balance between economic considerations and satisfying intellectual curiosity and why these factors often lead to the decision to move or stay.

The paper we scrutinize argues that the ability to access personally interesting research problems and the presence of supportive institutional structures for pursuing them should be equally weighted alongside pure earnings factors when understanding why researchers and scientists choose to relocate internationally. It further emphasizes the pivotal role of a nation's innovation policies in shaping the decisions of these knowledge workers and the potential impact of such policies on the broader landscape of migration flows.

The results presented lead us to consider the implications of negative net migration of highly skilled workers for a nation's economy. In a world where innovation fuels progress, countries cannot afford to overlook the dynamic forces that influence the movement of these invaluable contributors to human progress.

To explore the topic further, we also leave you with this literature review "[Migration of skilled professionals across the border: Brain drain or brain gain?](#)"

We invite you to look at the full article, hoping it will be useful for your research process.

Best regards

Mariasole and Camilla