

# Brain drain – mitigating challenges associated with population decline (communication)

Fields marked with \* are mandatory.

## Introduction

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### Objective of the consultation

In line with its Work Programme for 2022, the Commission is preparing a Communication on brain drain and population decline. This deliverable will notably look into the different drivers of brain drain, its short- and long-term consequences, as well as potential solutions to stop or even reverse the phenomenon.

The International Labour Organisation defines “Brain Drain” as the negative effects associated with the emigration of highly qualified people whose skills are scarce in their country of origin. Those negative effects, which can manifest at a national or regional scale, could be of macroeconomic nature, where there is a net outflow of qualified people with an impact on growth potential, or of a microeconomic nature, where migration leads to bottlenecks and skills mismatches in specific sectors.

Brain drain is a problem that many parts of the EU have experienced including within the same Member State.

This public consultation aims to understand the scale of the phenomenon at EU and regional levels, the perception of the causes of brain drain, the socio-economic consequences of the brain drain (including by economic sector and job category), as well as the nature of policy levers and their governance to retain, attract or re-attract skilled workers. The consultation will also provide the opportunity to examine in more detail the subnational and interregional dynamics of brain drain.

## Target group

This consultation is open to all citizens and stakeholders. Contributions are particularly sought from stakeholders who may have first-hand experience with the phenomenon, including citizens, national, regional and local authorities in EU Member States; academia, trade, business and professional associations, businesses – including small and medium sized enterprises – trade unions, non-governmental organisations.

## Guidance

The estimated time to reply to this questionnaire is approximately 20 minutes.

For the purposes of this consultation, here are some important definitions:

- **Brain drain:** The loss suffered by a country or region as a result of the emigration of a (highly) qualified person.
- **Push-pull factor:** Factors which initiate and influence the decision to migrate, either by attracting (highly) qualified persons to another country (pull factors) or by impelling or stimulating emigration (push factors).

For the purposes of this public consultation, note that brain drain may be both interregional and international:

- **Interregional** brain drain is when a (highly) qualified person moves from one region to another region within their country.
  - **International** brain drain is when a (highly) qualified person moves from one country to another country (within and outside the EU).
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## About you

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### \* 1 Language of my contribution

- Bulgarian
- Croatian
- Czech
- Danish
- Dutch
- English
- Estonian
- Finnish
- French
- German
- Greek
- Hungarian
- Irish
- Italian
- Latvian
- Lithuanian
- Maltese
- Polish
- Portuguese
- Romanian
- Slovak
- Slovenian
- Spanish
- Swedish

### \* 2 I am giving my contribution as

- Academic/research institution
- Business association
- Company/business organisation
- Consumer organisation
- EU citizen
- Environmental organisation

- Non-EU citizen
- Non-governmental organisation (NGO)
- Public authority
- Trade union
- Other

\* 3 First name

Paul

\* 4 Surname

DE RAEVE

\* 5 Email (this won't be published)

efn@efn.be

\* 9 Country of origin

Please add your country of origin, or that of your organisation.

- |   |  |  |  |
|---|--|--|--|
| <input type="radio"/> Afghanistan         | <input type="radio"/> Djibouti           | <input type="radio"/> Libya            | <input type="radio"/> Saint Martin                     |
| <input type="radio"/> Åland Islands       | <input type="radio"/> Dominica           | <input type="radio"/> Liechtenstein    | <input type="radio"/> Saint Pierre and Miquelon        |
| <input type="radio"/> Albania             | <input type="radio"/> Dominican Republic | <input type="radio"/> Lithuania        | <input type="radio"/> Saint Vincent and the Grenadines |
| <input type="radio"/> Algeria             | <input type="radio"/> Ecuador            | <input type="radio"/> Luxembourg       | <input type="radio"/> Samoa                            |
| <input type="radio"/> American Samoa      | <input type="radio"/> Egypt              | <input type="radio"/> Macau            | <input type="radio"/> San Marino                       |
| <input type="radio"/> Andorra             | <input type="radio"/> El Salvador        | <input type="radio"/> Madagascar       | <input type="radio"/> São Tomé and Príncipe            |
| <input type="radio"/> Angola              | <input type="radio"/> Equatorial Guinea  | <input type="radio"/> Malawi           | <input type="radio"/> Saudi Arabia                     |
| <input type="radio"/> Anguilla            | <input type="radio"/> Eritrea            | <input type="radio"/> Malaysia         | <input type="radio"/> Senegal                          |
| <input type="radio"/> Antarctica          | <input type="radio"/> Estonia            | <input type="radio"/> Maldives         | <input type="radio"/> Serbia                           |
| <input type="radio"/> Antigua and Barbuda | <input type="radio"/> Eswatini           | <input type="radio"/> Mali             | <input type="radio"/> Seychelles                       |
| <input type="radio"/> Argentina           | <input type="radio"/> Ethiopia           | <input type="radio"/> Malta            | <input type="radio"/> Sierra Leone                     |
| <input type="radio"/> Armenia             | <input type="radio"/> Falkland Islands   | <input type="radio"/> Marshall Islands | <input type="radio"/> Singapore                        |
| <input type="radio"/> Aruba               | <input type="radio"/> Faroe Islands      | <input type="radio"/> Martinique       | <input type="radio"/> Sint Maarten                     |

- Australia
- Austria
- Azerbaijan
- Bahamas
- Bahrain
- Bangladesh
- Barbados
- Belarus
- Belgium
- Belize
- Benin
- Bermuda
- Bhutan
- Bolivia
- Bonaire Saint Eustatius and Saba
- Bosnia and Herzegovina
- Botswana
- Bouvet Island
- Brazil
- British Indian Ocean Territory
- British Virgin Islands
- Brunei
- Bulgaria
- Burkina Faso
- Fiji
- Finland
- France
- French Guiana
- French Polynesia
- French Southern and Antarctic Lands
- Gabon
- Georgia
- Germany
- Ghana
- Gibraltar
- Greece
- Greenland
- Grenada
- Guadeloupe
- Guam
- Guatemala
- Guernsey
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Heard Island and McDonald Islands
- Honduras
- Mauritania
- Mauritius
- Mayotte
- Mexico
- Micronesia
- Moldova
- Monaco
- Mongolia
- Montenegro
- Montserrat
- Morocco
- Mozambique
- Myanmar/Burma
- Namibia
- Nauru
- Nepal
- Netherlands
- New Caledonia
- New Zealand
- Nicaragua
- Niger
- Nigeria
- Niue
- Norfolk Island
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Georgia and the South Sandwich Islands
- South Korea
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Svalbard and Jan Mayen
- Sweden
- Switzerland
- Syria
- Taiwan
- Tajikistan
- Tanzania
- Thailand
- The Gambia
- Timor-Leste
- Togo
- Tokelau

- Burundi
- Cambodia
- Cameroon
- Canada
- Cape Verde
- Cayman Islands
- Central African Republic
- Chad
- Chile
- China
- Christmas Island
- Clipperton
- Cocos (Keeling) Islands
- Colombia
- Comoros
- Congo
- Cook Islands
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cuba
- Curaçao
- Cyprus
- Czechia
- Hong Kong
- Hungary
- Iceland
- India
- Indonesia
- Iran
- Iraq
- Ireland
- Isle of Man
- Israel
- Italy
- Jamaica
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Kosovo
- Kuwait
- Kyrgyzstan
- Laos
- Latvia
- Lebanon
- Northern Mariana Islands
- North Korea
- North Macedonia
- Norway
- Oman
- Pakistan
- Palau
- Palestine
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Pitcairn Islands
- Poland
- Portugal
- Puerto Rico
- Qatar
- Réunion
- Romania
- Russia
- Rwanda
- Saint Barthélemy
- Saint Helena  
Ascension and  
Tristan da Cunha
- Tonga
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan
- Turks and Caicos Islands
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States
- United States  
Minor Outlying  
Islands
- Uruguay
- US Virgin Islands
- Uzbekistan
- Vanuatu
- Vatican City
- Venezuela
- Vietnam
- Wallis and Futuna
- Western Sahara
- Yemen
- Zambia

- Democratic Republic of the Congo
- Lesotho
- Saint Kitts and Nevis
- Zimbabwe
- Denmark
- Liberia
- Saint Lucia

**\* 12 Organisation name**

*255 character(s) maximum*

European Federation of Nurses Associations - EFN

**\* 13 Postal address of the organisation (including postal code)**

Clos du Parnasse 11A 1050 Brussels

**\* 14 Organisation size**

- Micro (1 to 9 employees)
- Small (10 to 49 employees)
- Medium (50 to 249 employees)
- Large (250 or more)

**15 Transparency register number**

*255 character(s) maximum*

Check if your organisation is on the [transparency register](#). It's a voluntary database for organisations seeking to influence EU decision-making.

87872442953-08

The Commission will publish all contributions to this public consultation. You can choose whether you would prefer to have your details published or to remain anonymous when your contribution is published. **For the purpose of transparency, the type of respondent (for example, 'business association, 'consumer association', 'EU citizen') country of origin, organisation name and size, and its transparency register number, are always published. Your e-mail address will never be published.** Opt in to select the privacy option that best suits you. Privacy options default based on the type of respondent selected

**\* 17 Contribution publication privacy settings**

The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

**Anonymous**

Only organisation details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published as received. Your name will not be published. Please do not include any personal data in the contribution itself if you want to remain anonymous.

**Public**

Organisation details and respondent details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published. Your name will also be published.

I agree with the [personal data protection provisions](#)

## Questionnaire

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### Replying as an entity or in your professional capacity

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43 Is your organisation located in:

- A city
- A suburban area
- A rural area

44 The Commission has preliminarily identified some factors, which initiate and influence the decision to migrate by impelling or stimulating the decision to move to another country or region (“push” factors). **How important do you perceive these as being in promoting brain drain from one region to another region within a country (interregional brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
a. Lack of employment, career or business opportunities in the region of origin	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



b. Lack of educational opportunities and/or investments in education and training in the region of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Lack of suitable facilities for research and development in the region of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Unfavourable local political climate in the region of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Ageing population in the region of origin	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Unfavourable local social climate in the region of origin	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Poor transport connections to place of employment or education in the region of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Lack of early childcare or schools in the region of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Lack of healthcare and other social services in the region of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. A salary gap between the region of origin and the region of destination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Other (please specify below)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45 If you selected "Other", please specify:

*250 character(s) maximum*

Better working conditions for nurses.  
Better salaries for nurses.

46 The Commission has preliminarily identified some factors, which initiate and influence the decision to migrate by impelling or stimulating the decision to move to another country or region ("push" factors). **How important do you perceive these as being in promoting brain drain from one country to another country, both within the EU and internationally (international brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
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a. Lack of employment, career or business opportunities in the country of origin	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of educational opportunities and/or investments in education and training in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Lack of suitable facilities for research and development in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Unfavourable local political climate in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Ageing population in the country of origin	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Unfavourable local social climate in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Poor transport connections to place of employment or education in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Lack of early childcare or schools in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Lack of healthcare and other social services in the country of origin	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. A salary gap between the country of origin and the country of destination	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Other (please specify below)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47 If you selected “Other”, please specify:

*250 character(s) maximum*

EU Nursing workforce: "We are robbing Peter to pay Paul" - WHO ethical recruitment guidelines not implemented in the Member States.

48 The Commission has preliminarily identified some factors which initiate and influence the decision to migrate by attracting individuals to another country or region (known as “pull” factors). **How important do you perceive these as being in promoting brain drain from one region to another region within a country (interregional brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
a. Better labour market conditions	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Better institutional environment and stability	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Better education, training and research institutions	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Better political climate	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Better social climate	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The location of relatives /friends	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Policies favouring immigration/moving	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Geographic proximity	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Linguistic/cultural similarities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. More advantageous taxation system	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Better business environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Better provision of health and social services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Better access to public funding (including EU funding)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Other (please specify below)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### 49 If you selected “Other”, please specify:

*250 character(s) maximum*

Based on the requirements within the European Pillar of Social Rights, to secure health care to populations of Europe in a timely and accessible manner, the availability of suitably qualified professional nurses must be prioritised.

50 The Commission has preliminarily identified some factors which initiate and influence the decision to migrate by attracting individuals to another country or

region (known as “pull” factors). **How important do you perceive these as being in promoting brain drain from one country to another country, both within the EU and internationally (international brain drain)?**

	Very important	Rather important	Neither important nor unimportant	Rather not important	Not important at all
a. Better labour market conditions	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Better institutional environment and stability	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Better education, training and research institutions	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Better political climate	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Better social climate	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The location of relatives /friends	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Policies favouring immigration/moving	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Geographic proximity	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Linguistic/cultural similarities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. More advantageous taxation system	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Better business environment	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Better provision of health and social services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Better access to public funding (including EU funding)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Other (please specify below)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51 If you selected “Other”, please specify:

*250 character(s) maximum*

What the COVID-19 crisis has exposed is the lack of policy and funding in the area of workforce planning and future-proofing for the nursing workforce.

52 Do you agree with the following statements?

	Strongly agree	Agree	Agree somewhat	Neutral	Disagree somewhat	Disagree	Strongly disagree
a. My organisation/job sector is sensitive to the effects of brain drain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My organisation is attractive to tertiary educated individuals from non-EU countries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My organisation is attractive to tertiary educated individuals from other EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My organisation is attractive to tertiary educated individuals from other regions in my country of organisation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The region where my organisation is located is able to attract researchers and graduates from non-EU countries	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The region where my organisation is located is able to attract researchers and graduates from other EU countries	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The region where my organisation is located is able to attract researchers and graduates from higher education from other regions in my country of organisation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The region where my organisation is located is attractive to tertiary educated individuals from non-EU countries	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The region where my organisation is located is attractive to tertiary educated individuals from other EU countries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The region where my organisation is located is attractive to tertiary educated individuals from other regions in my country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Decision-makers in the region where my organisation is located are aware of the problem of brain drain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I. Decision-makers in the region where my organisation is located should be doing more to address brain drain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
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53 Do you agree with the following statements?

	Strongly agree	Agree	Agree somewhat	Neutral	Disagree somewhat	Disagree	Strongly disagree
a. The country where my organisation is located is able to attract researchers and graduates from higher education from non-EU countries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The country where my organisation is located is able to attract researchers and graduates from higher education from other EU countries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The country where my organisation is located is attractive to tertiary educated individuals from non-EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The country where my organisation is located is attractive to tertiary educated individuals from other EU countries	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Decision-makers in the country where my organisation is located are aware of the problem of brain drain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Decision-makers in the country where my organisation is located should be doing more to address brain drain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54 Having answered the previous questions, do you agree with the following statement: the region of my organisation experiences brain drain?

- Yes
- No
- Unsure

56 Having answered the previous questions, do you agree with the following statement: the country of my organisation experiences brain drain?

- Yes
- No
- Unsure

57 If you answered “Yes”, how long do you think your country of organisation has been experiencing brain drain?

- 0 - 5 years
- 5 - 10 years
- 10 - 15 years
- More than 15 years

60 If you selected “Yes” to question 56, which economic sectors do you think are most affected by brain drain in your country of organisation (select up to 3 each):

*at most 3 answered row(s)*

	Country
Arts, entertainment and recreation	<input type="checkbox"/>
Accommodation and food service activities	<input type="checkbox"/>
Manufacturing	<input type="checkbox"/>
Wholesale and retail trade	<input type="checkbox"/>
Human health and social work activities	<input checked="" type="checkbox"/>
Information and communication	<input type="checkbox"/>
Transportation and storage	<input type="checkbox"/>
Administrative and support service activities	<input type="checkbox"/>
Construction	<input type="checkbox"/>
Education	<input type="checkbox"/>
Finance and insurance activities	<input type="checkbox"/>



Real estate activities	<input type="checkbox"/>
Public administration and defence	<input type="checkbox"/>
Professional, scientific and technical activities	<input type="checkbox"/>
Other (please specify below)	<input checked="" type="checkbox"/>

61 If you selected "Other", please specify:

*250 character(s) maximum*

general care nurses

62 Do you consider your region of organisation as being affected by demographic ageing or loss of population?

- Yes
- No

63 Do you consider your country of organisation as being affected by demographic ageing or loss of population?

- Yes
- No

64 Are you aware of any policy measure/programme/strategy, either on an EU, national, regional, or local level, implemented to address brain drain?

- Yes
- No

65 If you selected 'Yes' in the previous question, please specify here. Please also elaborate if the policy measure/programme/strategy was successful, and why:

*550 character(s) maximum*

No EU Policy was successful in last 20 years: Member States are still robbing Peter to pay Paul. However, now, post Covid, all countries have a shortage of nurses. 30% of nurses left the profession. Recruitment and retention EU policies will be key.

66 Various policies can be used to retain, attract or re-attract competent individuals in the country or region of origin. How effective do you see the following policies as being in countering brain drain?

	Very effective	Somewhat effective	Neutral	Somewhat ineffective	Very ineffective
a. Tax cuts	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

b. Research grants	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Education and skills support	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. More job opportunities	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Business and entrepreneurship support	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Counselling services for assistance with return	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
g. Recognition of academic diplomas and professional /vocational qualifications and skills validation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Increased economic specialisation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Enhanced cooperation & synergies between universities and business	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Improving rule of law	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Promotion of gender equality and inclusion	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Better provision of health and social services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Improved broadband and 5g internet access	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Enhanced teleworking	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Other (Please specify below)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

67 If you selected “Other”, please specify.

*250 character(s) maximum*

It is disappointing and striking to realise that the EU and its Member States did not implement the policies that would have made Europe’s health service more resilient.

## Contact

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