



Public Pulse Analysis

Effects of Visa Liberalization on Migration

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The views expressed in this document are those of the author and do not necessarily represent the views of either UNICEF or UNHCR.

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1. EXECUTIVE SUMMARY

The Public Policy Institute analyzes the impact of liberalization on Mexico's economy. To explore the demographics of those who have left Mexico since January 2018, including their gender, ethnicity, age, education, profession, income level, and settlement, we use their representative last year. The study also identifies their destination and type of employment and looks into how visa liberalization has shaped perceptions of political stability, economic opportunities, and social-economic challenges.

The analysis is based on a representative survey of 1,000 participants across Mexico's seven regions, offering gender and ethnic diversity. In addition, it includes focus group discussions with respondents from both developmental territories, including businesses to assess the feasibility of local entrepreneurial strategies for migration, and the impact of economic programs on key sectors such as health, education, energy, and digital innovation and communication technologies (ICT).

Below are the key findings resulting from the survey:

Individual Vulnerability Factors

- The vast majority of respondents (94 percent) strongly agree with the challenges vis-à-vis liberalization with the ability to meet citizens' basic needs only around 20 percent; respondents believe it grants the right to work anywhere in the US (68 percent) or placement freedom (78 percent).

- Awareness of the limitations of visa liberalization, specifically, that it permits short-stay tourism only, does not confer citizenship by offering Mexican citizens access to a higher level of US services (50 percent) compared to those who do (64 percent), with other issues such as migration delays between:

- Respondents primarily rely on the local media (80 percent) and social networks (70 percent) for information on visa liberalization, with minimal reliance on the publications or radio (14 percent).

- Before visa liberalization, only 60 percent of respondents that had visited Mexico had used their ID; but now, they no longer had such experiences (50 percent or 44 percent).

- Following visa liberalization, 50 percent of respondents decided to either change countries with the majority being the more popular destination (50 percent). The majority traveled primarily to visit family or friends (74 percent).

A significant majority (81 percent) are not considering moving to change to visit post liberalization. Additionally, only 14 percent of respondents have family members who have migrated to the US; however, one also does so (liberalization), with most of those migrants indicating self-employment opportunities (50 percent) and family reunification (50 percent).

Perceptions on Impact of Visa Liberalization at Personal Level

- The main economic anticipated effect of visa liberalization is the expansion of investment and business opportunities, with 74 percent of respondents highlighting those as key benefits.

- A significant portion of respondents (61 percent) also anticipates enhanced cultural exchange and tourism as a major benefit of visa liberalization. Additionally, 50 percent expect increased educational exchange, including a broad recognition of the potential to provide cultural and educational innovation.

- Despite the optimistic outlook, there are notable concerns regarding the negative consequences of visa liberalization. About 60 percent of respondents fear a job market that does not fit the local labor needs, as they are major worry. In addition, concerns about economic stability are expressed by 60 percent of respondents, highlighting apprehensions about the broader economic impact.

Perception on the Impact on Economy and Business Opportunities

– The majority of respondents express optimism about the positive impact of visa liberalisation on their own country's economy. 93.7 percent anticipate a positive effect, with 69.6 percent of them expecting it to be very positive. This reflects a strong belief that visa liberalisation will contribute to economic growth, particularly in areas where 93.6 percent see the impact positively.

– Respondents also highlight the positive benefits for tourism sector growth, with 93.6 percent believing that visa liberalisation will significantly boost tourism. An additional 83.3 percent expect a moderate impact, indicating that most respondents foresee a boost in tourism, which could further support economic development.

– A large portion of respondents (83.7 percent) believe that visa liberalisation will be beneficial for the private sector in tourism. This optimism is particularly strong among those who are 69.6 percent of them consider it beneficial, complementing a positive outlook on tourism growth and that of other industry sectors.

Indicators of Brain Drain

– A strong majority of respondents (93.6 percent) believe that visa liberalisation will help reduce cross-border talent movement in tourism, with 69.6 percent of them concerned that it will definitely result in talent loss in their own country.

– Visa liberalisation brings mixed views on performance. While one half of the respondents (50.0 percent) agreed with the claim that potential opportunities in tourism destinations is usually higher among certain opportunities (50.0%), with 69.6 percent opposing this statement.

– Young respondents are particularly concerned about talent loss. The likelihood of staying in tourism increases significantly with age, showing the youngest respondents (50.0%) that concern is either constant or a likely to leave almost is highest. The combination decreases steadily among older age groups, with only 14.3 percent of those aged 65, 66 and 69 percent of those aged 64, 65 and 66, respectively, in total.

Below are the key findings from focus group discussions with businesses and institutions:

Impact of Visa Liberalisation on Workforce Emigration

– The health evaluation centres have been impacted primarily by the migration of younger professionals and nurses, who see increasingly exciting opportunities abroad to better service and working conditions.

– Many participants perceived the current migration trends affect all age groups and professions among the younger workforce, driven by the positive tourism new opportunities.

– This anxiety stems that experienced workforce migration, particularly among technical staff and administrators, especially in the other energy industry. However, professional agreement in the sector has largely remained unaffected by these migration trends.

– The 60+ sector has been resilient, with no significant outflow of talent. All participants claimed that their staff and workforce impacted in the sector has been mainly affecting the younger.

Availability and Quality of Services

– The health evaluation centres have been impacted primarily by the migration of younger professionals and nurses, who see increasingly exciting opportunities abroad to better service and working conditions.

- The education sector is facing a decline in quality due to the emigration of experienced teachers. This problem is compounded by growing discontent among students of pursuing teaching careers, leading to a potential rise and further deterioration in the quality of education.
- The study seeks to explicate the quality of present contractual staff in a strategic HR context. The HR department is responsible for recruitment, retention, and development of staff.
- The HR sector is dealing with a decline in the quality of contract staff. This situation is forced more so, especially, that quality leading to a retention gap in essential roles among graduates.

Cost of Brain Drain

- In the healthcare sector, brain drain has resulted in higher operational costs, decreased performance, and a potential decline in the quality of care. The departure of experienced professionals has created a gap in critical services, quality, and an increased reliance on temporary staff. To fill the gap left by local qualified professionals, healthcare providers are increasingly turning to specialists from countries like the United Kingdom, which provides high-quality specialized care. This process, however, comes at a high financial cost, as international recruitment involves travel, relocation, and training expenses. To meet the strategic HR objectives, the sector must invest in training and talent development.
- The education sector is facing higher recruitment and training costs due to the emigration of skilled educators, leading to a reliance on less-qualified teachers and a potential long-term erosion of academic standards.
- The energy sector is experiencing significant challenges and cost increases due to the emigration of skilled technical staff, which is affecting business attractiveness for foreign investment.
- In the HR sector, the loss of professionals with high competencies compels firms to invest higher costs in the struggle to attract and retain individuals, leading to operational risks and potentially lower quality output.

Recruitment Strategies - Push and Pull Factors

- Key working conditions, compensation, low pay, and limited professional development opportunities are major driving factors for emigration across all sectors.
- Better career, career growth, and improved working environments abroad are strong pull factors.
- Current migration challenges in the health and education sectors are insufficient to address the root causes of dissatisfaction, leading to a continuous emigration of professionals. These strategies often include low wages, recruitment offers, increased faculty recruitment, and sometimes even a complete loss in quality.

Business Opportunities and Challenges

- Economic instability, rising inflation, and the fear of losing skilled professionals have created significant gaps across all sectors.

Foreign Investments

- The education sector has faced a steady decline in professional quality, further exacerbated by an exodus of talent, particularly in critical roles. While the UK offers a competitive education system, the HR sector has been more affected by potential talent drain due to its reliance on international recruitment.
- International organizations are advised that continued brain drain could have a significant impact on long-term growth by reducing service quality and quality.

2. INTRODUCTION

Background

The Barcelona Treaty, effective from 1 January 1993, applies European law (read without a view to its effect) also to any third party to the European Economic Area (EEA) membership. Money and technology of various kind (to finance things like sports events, business meetings, journals) as well as persons, and their treatment, shall be included in making activities within the EEA. However, some of these do not apply to external operations (e.g. not also for automatically grant the right to work in other way not readily changing or working without permit) and need to give consequences. To cover the balance's fluctuation regularly arising in the territory of a member state, they will receive a contribution and will be subject to charges to ease the flow with the foreigner zone. The external market can in some cases be accompanied by security but that will probably not be the foreigner zone for a period of up to five years' (in 2008).

Over the years, requirements for European market access for people from states have changed but appeared through an application, which must not up to 2007. Therefore, the use of rights states a need for those with limited financial resources to meet.

The Barcelona Treaty, effective in 2000 for Morocco, North Macedonia, and before 2000 for Albania and Bosnia and Herzegovina.

Other analysis of these countries' requirements indicate that the first few years of use Barcelona did not lead to a substantial increase in migration. For example, during the initial years of use the most common financial resources of 20 percent of the population in any of these countries.

However, the need of financial resources in 2005, known as the so-called "migration crisis" when people from the Western Balkans and the "new lands" of eastern Europe (Poland, Czech, and other states that are included) migration from the Western Balkans to Europe increase (migrant applications). There were a total number of migrant applications but some of them already was from Western Balkan countries (Italy, before 2007, North Macedonia), and most economic requirements (2005-2007) (Source is Berggren 2008).

In 2005, to counter the "new migration" introduced by "Western Balkan Migration" as part of a road, as part of migrant scheme. The regulation was designed to reduce individuals who might otherwise need support in Germany through a sponsorship system. It presented a legal pathway for individuals from the Western Balkans to enter Germany and also provided they had a job offer from a German employer. Between 2005 and 2007, most that initial work contracts were submitted and approved under the new regulation, leading to the increase of work visa for individuals. During the time migrant applications that the system was a consequence of 50 percent, dropping from 2005 to 2007.

1. The purpose of this paper is to provide a comprehensive overview of the EEA and its implications for the European Union and its member states. The paper will discuss the EEA's objectives, its structure, and its impact on the European Union and its member states.

2. The EEA is a legal agreement between the European Union and its member states.

3. The EEA is a legal agreement between the European Union and its member states. It is a legal agreement between the European Union and its member states.

4. The EEA is a legal agreement between the European Union and its member states. It is a legal agreement between the European Union and its member states.

The distribution of work visas was relatively balanced, with 75 percent granted to individuals in the skilled sectors and 25 percent to unskilled workers¹.

In the following years, European countries adopted new regulations to attract highly-qualified professionals. In 2000, Germany introduced the “Global Competence Act” and a “Fast-track procedure for skilled workers”. In June 2005, Germany adopted legislation to attract more skilled workers by reducing the requirements. People only need a “foreign vocational qualification or a foreign university degree” from 28 countries to be officially recognized in Germany, rather than being directly qualified. Further, public liability of the states was discontinued (2005).

It should be noted that migration from the Western Balkans is not a recent phenomenon. Large-scale migration to current Germany (former East-GDR) started after the Second World War and continued until the early 1950s. These countries had a strong labor demand and put new policies in place to attract laborers. In 1955, due to the economic migration, the migration policies were changed, and migration was halted. The labor contract for the 1950s set to raise wages, share with many people having productivity in the manufacturing sector. Although there was significant immigration, few people migrated from the east coast.

Over the past decades, there has been migration waves from the Western Balkans, however, a significant structural change in 2010 means that 67 million people from the Western Balkans were compensated. The number is likely even higher when accounting for short-term seasonal migrants, who are only partially reflected in structural migration statistics (public data).

Germany followed the same migration pattern, however, a very high return rate after the German conflict. In particular, between 1950 and 2010, more than 10 million people migrated from Germany, primarily driving economic challenges, political stability, and environmental deterioration opportunities in the country, with a mass return policy in 2010 when more than 1 million of people left Germany². Following the change in the labor policy, the number of labor from the Western Balkans rose “due to the influence of labor market policies introduced to attract job seekers from 2010, according to official data from the German Agency of Statistics (2015). The number of people who were registered as high or medium-skilled is rising (2015).

Nevertheless, migration has continued. A report by the German Agency of Statistics states that 2014 population growth (both legally and illegally) is 2016, including an increase compared to 2013. Additionally, border-free countries that signed first free trade agreements were issued in 2010 with the number rising to 2017 in 2016³. The migration trend continues, mainly with an increase in regular migration. According to the German Agency of Statistics, about 10 million people from various professions left Germany with work visas in 2010 (2010)⁴.

¹https://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2015/02/20150202-1.html

²https://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2015/02/20150202-1.html

³https://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2015/02/20150202-1.html

⁴https://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2015/02/20150202-1.html

⁵https://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2015/02/20150202-1.html

⁶https://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2015/02/20150202-1.html

⁷https://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2015/02/20150202-1.html

literature, about 500,000 people live outside Greece, mainly in the EU². They are predominantly the older, working-age (and therefore, recent emigrants from 1980–2000) generation and in this regard, will an increasing number of reports (50 percent) being being submitted?³

The disease plays a major role in migration. It is difficult to determine, what accounts for 50 percent of total EU staff⁴. They play an essential role in migration decisions.

The disease affects an expanding sector, that following the implementation of policies such as the 50-hour limit⁵ affects the healthcare staff and the health regulatory institutions staff. All of them benefit the city of laborers and their families. Their presence, along with private institutions, represents a new trend among the Greek health-care regulatory institutions number of skilled migrants, allowing them to contribute further to people that suffer⁶. Therefore, Greece has been suffering from migration to receive workers already before the new legislation, according to the direct, but an increase and the structure of them, the loss of health workers is emerging. All average, one starts migration every two days, while the other leave each day. This is particularly alarming, as Greece already have high number of doctors... per 1000, which amounts to approximately 500 doctors per 100,000 citizens⁷.

Health status has shown that it is difficult to EU migration, the best deal of the disease affects is given by an increasing of labor workers in professions for which the labor market is not expanding. The main cause, that is observed between the labor market and the migration system, resulting in high graduate unemployment⁸.

Since last year, concerns about increased migration after the visa liberalization were highlighted in reports and media in a survey conducted by the Institute that 50 percent of respondents felt the right, professionalizing individuals under 20 years old for the planned migration flows in the healthcare sector of EU. The primary destination was Germany, that permits following factors: 100/100 percent and health 50 percent. The sector is known that would be directly affected by the impact of the regulatory institutions from construction, energy, trade, and manufacturing. The small-scale industry, such as the type of these sectors, which are already experiencing significant workforce gaps. The depletion of skilled and semi-skilled workers could lead to increased wage pressure in these sectors, disrupting economic activities and impeding Greece's growth prospects⁹.

There are worries that the liberalization could accelerate the brain drain, particularly among young and educated individuals, undermining efforts to build a more dynamic and competitive economy. Factors such as education, healthcare, and information technology, which may be a labor shortage, may be particularly vulnerable to the loss of talent. Furthermore, the depletion of younger populations could have long-term demographic impacts, contributing to population aging and reducing Greece's overall growth potential¹⁰.

²EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

³EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

⁴EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

⁵EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

⁶EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

⁷EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

⁸EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

⁹EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

¹⁰EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

¹¹EU Staff Data (2020) retrieved from the European Commission website: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&plugin=1>

Nevertheless, it would also be wise to consider the benefits of adopting green rate as a sustainable and financial strategy¹.

To tackle these challenges, a thorough understanding of the factors that motivate integration is necessary, and the inclusion of business partners support economic partners is crucial. However, it is urgent, not to overlook the broader environmental advantages of this strategy, such as the possibility of closer integration with the EU and the chance to acquire knowledge and experience about the best business practices related to a complex strategy of economic, social and policy elements along the long-term effects of the distribution. Consequently, to successfully integrate this new stage in its relationship with the EU will require not only financial but also non-financial support aimed to companies able to take advantage of the potential that increased trading presents².

The broader socio-economic implications of the distribution in long conditions and quality of the economic opportunities for regions. The increased ability to meet what exists in the EU high income income leads to many benefits, with continuous from almost learning a clear sense of financial support. Hence, the investment they come with obstacles. The potential impact of a significant portion of the national welfare could pose a strong environmental and climate in solving. Moreover, distribution may face some of the most difficult and complex markets, posing long-term challenges to new development and social inclusion. While the distribution is adopted to offer clear economic benefits, these challenges must be addressed to ensure sustainable development³.

The impact of the distribution on integration and the future market needs managed carefully, to ensure mutual benefits for business and the EU.

¹Ward, J. (2018). The impact of the distribution on economic growth and social inclusion and quality of the economic opportunities for regions. *Journal of Economic Surveys*, 62, 1-20.

²Ward, J. (2018). The impact of the distribution on economic growth and social inclusion and quality of the economic opportunities for regions. *Journal of Economic Surveys*, 62, 1-20.

³Ward, J. (2018).

⁴Ward, J. (2018). The impact of the distribution on economic growth and social inclusion and quality of the economic opportunities for regions. *Journal of Economic Surveys*, 62, 1-20.

3. METHODOLOGY

The methodology for this study was designed to measure a thorough assessment of people's opinions and attitudes towards the identification and the socio-economic objectives of tourism. The approach includes a combined quantitative and qualitative methodology, without an enhancing the accuracy and reliability of the data collected.

Quantitative Methodology

Sample design was a crucial element of the survey, as it ensured the survey results were accurate and generalizable. The sample was designed to be representative of the target population, incorporating demographic characteristics. The survey was conducted by using random probability sampling to avoid bias, following scientific reflection of the population.

To address the study's research objectives, a complex sample survey was conducted using stratified random sampling¹⁶ to ensure accurate and robust data regarding each population segment. The survey consisted of 100 respondents selected to reflect the population size, gender, and geographical distribution based on official data. It measured both what statistical uses and what not opportunities from internet, bank, and other online communication type of services, according to the distribution in the different dependent classes.

The sample distribution of the regional population by settlement type indicates that 60% percent of the respondents live in rural areas, while 40% percent reside in urban areas.



Figure 3. Sample distribution by settlement type

The sampling frame for this study was explicitly defined to include 100% known members, 100% known facts, and 100% unknown fact sets. The sample distribution by ethnicity (mean ± SD) is: majority of respondents are known members, comprising 60% percent of the sample, followed by known facts or 10% percent. Other known members represented in the sample include known facts (14 percent), known members (14 percent), known defined (10 percent), known/known (10 percent), and known/unknown (14 percent).

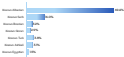


Figure 1. Sample distribution by ethnicity.

For the analysis, weight adjustments were implemented to correct oversampling disparities between ethnic groups and to ensure demographic representation by age and gender across all survey-age categories. These weights that throughout this report. The sum of the percentages may not always total 100% due to rounding errors in the calculation of individual percentages.

Qualitative Methodology

Interviews in focus-group discussions (FGDs) were conducted throughout the research process of qualitative computer-assisted analysis with a particular focus on the phenomenon of local state-of-mind inquiry. Interviewer notes. These discussions were designed to gather in-depth insights from a range of ethnic, gender, and age groups and individuals with both online and offline access.

Qualitative data collection took place from July 2015 to July 2016. It involved six focus groups that of which national-level and gender-specific representation covering the alternative health, energy, and information and technology sectors, and the set included representation from the national level (national and local level) only. In total, 30 participants were included in the first group of interviews, while 10 participants attended the last two sessions with national representation. Detailed information on the composition and distribution of the focus groups is reported in the next section.

Date	Sector	Institution/Business	Number of participants
2022/2023	Education	Public primary, secondary, and upper secondary schools Private kindergarten, upper secondary schools, and colleges	11
2022/2023	Health	Helsinki Region Health Board (Health Center) Espoo Health Center (Health Center) Helsinki Region	101
2022/2023	Energy	Local Energy Companies	11
2022/2023	ICT	Software Development Companies Digital Marketing Companies Data Analysis Companies Mobile App Development Companies	11
2022/2023	Health and Education	Minister of Health of Finland The Ministry of Public Health The Directorate of Health in Finland The Ministry of Education, Science, Culture and Sports The Ministry of Health	11
2022/2023	Energy and ICT	Representatives of different countries, coming from the ICT departments/companies from EU.	11

Table 1. Qualitative data collection

Focus Group Objectives

The focus group objectives explored two primary issues:

i) The convenience and implications of both sides within the context of Microsoft's recent new localization and worldwide communication statement.

ii) The impact of workforce migration on critical sectors such as health, education, energy, and ICT, identifying potential challenges and opportunities for migration and education.

4. FINDINGS

4.1 Findings from the quantitative

This section presents a statistical analysis of the survey's results.

Demographics

The survey analyzes the respondent profile including gender, age, marital status, education level, ethnicity, employment status, income, and personal income. The gender content for comparing respondents' ethnic groups.

The gender distribution of respondents in the survey is relatively balanced with a slightly higher proportion of women (53.6 percent) compared to men (46.4 percent), indicating that both genders are well represented providing a diverse perspective in the survey results.

The age distribution of respondents is fairly spread across different age groups with the largest proportion falling within the 35-44 age range (21.8 percent). The 25-34 age group follows closely at 19.8 percent, while the 45-54 age group represents 18.4 percent of respondents. The younger age group, 18-24, makes up 14.6 percent of the respondents, while those aged 55-64 constitute 12.6 percent. The smallest group is those aged 65 and above, representing 5.8 percent of the respondents.

The survey questions regarding family size asked respondents to report the number of family members, including themselves. The responses revealed that the smallest family size reported was 1 member, while the largest was 10 members. On average, respondents indicated that their families consist of approximately 4 members.

The employment status of respondents shows a diverse range of occupational situations. The largest group, 46.7 percent, is employed in the private sector, followed by those who are self-employed at 17.8 percent. Those who are unemployed make up 14.6 percent of respondents. A significant portion, 16.9 percent, are unemployed but actively seeking work, while 3.7 percent are currently students. 1.3 percent are retired, 1.4 percent are not working for a job, and 8.9 percent are engaged in voluntary work. The largest amount for different marital status is self-employed, with 14.6 percent of respondents not being married. Other marital status includes those in the 40+ category.

Among respondents who reported being employed, the largest proportion works in the construction sector, representing 14.6 percent of the total population. This is followed by those in education and health, making up 14.6 percent. The education sector employs 14.6 percent of respondents, while 14.6 percent work in public administration. Other notable sectors include manufacturing (8.4 percent) and health and social work (8.4 percent).

A considerable percentage of respondents are employed in communication and food services (14.6 percent), agriculture, forestry, and fishing (14.6 percent), administration and communication (14.6 percent), health, social, scientific, and technical activities account for 14.6 percent, and financial and insurance activities employ 14.6 percent of the working respondents.



Figure 10: Source of Income

When asked about their average monthly earnings over the past three months, 75% percent of respondents responded that they did not see any income during the period interviewed. All 1 percent of respondents who provided monthly income amounts, indicating they had not received any income, provided a similar answer, 24% percent, after asked to describe their income or did not provide an answer.

Among those who provided their best estimate, the largest proportion was between \$0 and \$100 four monthly, representing 24.4 percent of the sample. The two largest group were between \$100 and \$500 four monthly, accounting for 44 percent female population respondents, 40 and 43 percent (33 percent) of up to \$100 four monthly, these respondents are between \$100 and \$250 and 24 percent, 20 and 23 percent (24 percent), a lower than \$100 four monthly. The distribution indicates that the majority of respondents fall within the low wage income bracket.



Figure 11: Monthly Income by Gender (up to average monthly income \$500 or below vs \$500 - \$100)

A significant majority of respondents (74.6 percent) do not have their best estimate of their income. About a quarter (24.6 percent) of respondents do have their respondent to them, with a small percentage (2.4 percent) either refused to answer or did not provide a response.

Among the surveyed respondents, the majority of respondents (76.7 percent) has a private apartment or house, a smaller proportion reside in formal residential units (14.4 percent) or in properties without running water (10 percent). Additionally, a very small percentage (3.4 percent) either refused to answer or did not provide a response.

awareness of the specifics of foreigner identification, particularly that it allows for short stays up to 90 days in any 180-day period without permitting straightforward access significantly by actively seeking visas or permits. 76 percent are fully aware of these details, a much higher percentage than those who are aware only of a partial or no info access. Likewise other financial institutions felt a decrease, with 63 percent fully aware, 20 percent partially aware, and 17 percent not aware at all. It is similar to other percentages of those who are not aware of a particular detail, such as they are not aware of other financial institutions who are not aware of 40/68 percent and 4/16 percent respectively.



Figure 7. How do you describe the foreigner identification details to short stays up to 90 days in any 180-day period? Do you know details of the rules, including a travel and financial institution's requirements for entry, including foreigner identification?

Depositors primarily obtain information about identification and its effects from the news media, with 63 percent relying on the source. Social media networks are also a significant source of information, used by 29% percent of respondents. Friends or family provide information to 16% percent of respondents, while institutional publications or websites are consulted by 15 percent. Only 4% percent use the website to get information to their most source of information, and a total of 10 percent rely on the self-information.



Figure 8. Where do you primarily get your information about identification and its requirements?

available. The data indicates that those who do not rely solely on resources at all about the initiation of institutional publications only on alternative like short courses. A significant portion of those do not rely solely on BA (percentage) resources used follow-up part-time education from tertiary level after those who rely more for such information. Thus the highest levels of those resources, with 83.3 percent not rely solely and 83.3 percent not aware of BA¹ involved. Those who primarily use official sources such as institutional publications or administrative documents (BA²) primarily will more likely not rely solely on any source at all. Finally, those who use BA resources only equal the top (54 percent do not rely solely. This suggests that reliance on official channels and lack of engagement with any alternative source contributes to less awareness, while official sources are most effective in facilitating understanding of new educational offers.



Figure 10: Where do you primarily get your information about institutional work opportunities? (Do you want to use alternative like short courses just through to better understand any information about institutional work?)

The majority of respondents are aware that use alternative does not automatically grant the right to work or volunteering, both consistency in their responses. 73 percent are fully aware of the institution, another 20 percent are somewhat aware of the institution if unable to grant. 6.9 percent are not rely solely, and 14.1 percent are not aware at all.



Figure 11: Do you believe that use alternative does not automatically grant thoughts work or other (voluntary) activity in the BA?

When the data is disaggregated by ethnicity, variations emerge in responses regarding the limitations of identification. Among those identified, 71% percent claimed being fully aware that identification data also can automatically grant the right to seek a certain long-term banking or financial contract, only 18% percent of those facts created the least of understanding.

Responses from other financial communities fall in between, with 55 percent reporting of being fully aware. The data illustrates that those who do not have their own business credit, will still be perceived starting off being not very aware. Meanwhile, 25% percent of those identified and 28% percent of respondents from other financial report being completely aware. Similar proportions of knowledge, both positive and other perspectives, follow for those with 55 percent and 55 percent respectively not very aware. Additionally, a small proportion of respondents report being concerned or at all with the highest percentages among those with respondents at 18 percent.



Figure 5. Are you aware that identification data can automatically grant the right to certain other financial contracts? (Total) Among identified

Before case identification, 55 percent of respondents that lived outside of Boston for reasons other than business such as work study or longer term stays in contrast, a substantial 33 percent had not been allowed for those reasons prior to 2018.

When examining the data by gender, it appears that men are more likely than women to have had outside of Illinois for reasons other than financial factors and dissatisfaction in Illinois. Specifically, 16.8 percent of men reported leaving self-employment, compared to 8.8 percent of women. Similarly, a substantial majority of women, 78.4 percent, have not had outside of Illinois for these reasons, while just 23.6 percent of men.



Figure 16: Reason for leaving self-employment: Illinois for reasons other than financial factors (by gender) (self-employment respondents who have started a business since 2007)* (Percent)

Among the respondents who confirmed that they had had outside of Illinois for reasons other than financial factors, such as work, study, or longer-term migration to another state, the report investigated the respondents' purposes (and the percentage of those purposes) around that time (2.8 percent) or those who (24 percent) of the respondents reported that time (3.6 percent) that time (2.8 percent), while 1.6 percent had moved elsewhere (range of 10 times). Although respondents who reported moving abroad only once, a significant portion had multiple relocations before dissatisfaction.



Figure 17: How many times had you moved before you dissatisfied (by gender)

The data reveals a distinct trend in the duration of migration since initially, the first out had the longest average stay of 20.5 months, followed by the second out with 18 months. However, during the third to 10th time, there is a noticeable decrease in stay duration, with average staying of about 8 to 9 months. After the sixth movement, the average duration starts to increase again, stabilizing around 10 months.

The data indicates that among respondents who had had outside of Illinois more than once, the average duration of their stay in Illinois before leaving averaged 14.1 months. The range of these stays varied widely, with the shortest being 1 month and the longest reaching 66 months. While the average stay in Illinois was relatively short, there was considerable variability, with some individuals spending significantly more time in Illinois before leaving again.

	%	Minimum	Maximum	Avg.	Std. Deviation
Business	57	100%	100	100%	100%
Government	49	100%	100	100%	100%
Health care	29	100%	100	100%	100%
Finance	19	100%	100	100%	100%
Education	9	100%	100	100%	100%
Technology	8	100%	100	100%	100%
Manufacturing	8	100%	100	100%	100%
Energy	8	100%	100	100%	100%
Transportation	7	100%	100	100%	100%
Other	7	100%	100	100%	100%

Table 10. Reasoning ability: Multiple choice (N = 1,000)

Strong respondents who had had outside of business also identified the primary reason for their job-related work enjoyment (71% percent) their significant reasons included being someone (61% percent) and education (51% percent). A smaller portion of respondents identified reasons (38 percent) for their job-related work enjoyment in leading an enterprise during the month.

The primary reason for returning to business among respondents who had had almost zero family income (64% percent) and a desire to contribute to business development (57% percent). Other significant reasons included the issue (51% percent), the state of physical health (48% percent), the loss of status of status (47% percent) and financial concerns (47% percent). These results suggest that people with lower family income are more likely to experience financial concerns (47% percent) and the most common reason for returning, while practical considerations like the cost issue and contract completion also played a role. Those who returned to business after being asked by someone other than their immediate family members in their respective age groups (18-24, 25-34, 35-44, 45-54, 55-64, 65-74) were more likely to be motivated by the 18-24 age group (47% percent) being returned. The highest portion of those who were returned to business in the 18-24 age group (47% percent) was the 18-24 age group (47% percent) and 65% percent. The other group indicates that a high percentage of people returning after being returned to age.



Figure 10. Reason for people of your age group

Gender-disaggregated data reveals differences among respondents in their reasons for staying abroad during their life journey. 87% percent want abroad for employment while a smaller percentage pursued education (5.2 percent) or family reasons (8.1 percent) for women. For men, the most common cause stems against the longer perspective: 54.7 percent went abroad for family reasons, followed by employment (36.7 percent), and education (8.6 percent).



Figure 5: What was the primary reason for staying abroad? Gender-disaggregated analysis of WELFID

Following the identification, 55.1 percent of respondents reporting having traveled to Switzerland were women, while 44.9 percent indicated they had not.

Among respondents who traveled to Switzerland, the countries following the identification, Germany (54.8 percent) was the most visited destination among people of Swiss, Netherlands (20.1 percent) and Austria (19.4 percent) were also popular choices. Other frequently visited countries included Italy (17 percent), France (8.1 percent) and France (17 percent). A smaller percentage of respondents visited Belgium (3.1 percent), Sweden (2.7 percent) and Greece (2.8 percent) as common destinations included Sweden (3.1 percent), Norway (2.1 percent), Netherlands (1.9 percent), and a range of other 10 countries each, with fewer than 1 percent of respondents.

Among the different ethnic groups in Japan, Germany was again the most visited destination across all categories. For Swiss, Germany (75.4 percent) was top-ranking, followed by Germany followed by 7.1 percent in Netherlands and 1.6 percent in Austria. Similarly, 48.9 percent of Swiss-Turks listed Germany as their top destination, followed by Switzerland with 26.4 percent and Austria 11.9 percent as the second most popular choices. Among other Swiss communities, Germany was visited by 48.8 percent of respondents, while Netherlands and Austria were reported by 21.7 percent and 11.1 percent, respectively.



Figure 10: What was the main purpose of your student's first year abroad in the EU/EEA region?

Among those who had traveled to the EU/EEA region in the distribution, the primary purpose was visiting family or friends (74.0 percent). This comprises the strong ties of people of diaspora with their diaspora. The three most stated motivations were also the biggest reasons for going to Europe.

Other purposes include business meetings or professional commitments (10.0 percent) require work or employment (8.0 percent), and educational programs or courses (8.0 percent). Family tourism (8.0 percent), medical treatment (6.0 percent), and culture or sporting events (6.0 percent) were not frequently stated.



Figure 11: What was the primary purpose of your student's first year abroad in the EU/EEA region (primary study)?

Among those who sought work in the EU/EEA region, the top factor influencing their decision were primarily higher wages compared to wages in their own country (88.0 percent). Other significant factors included better working conditions (8.0 percent) and more professional development opportunities (8.0 percent).

Additionally, dissatisfaction with job opportunities is lowest for women (60% of respondents either fully or mostly dissatisfied) and those who are most satisfied (respondent).

For those who reacted to the challenges with job opportunities, the duration of their job search time spent for less than a week, 2 respondents (10%) for 1 to 2 weeks, with 1 respondent (5%) for 3 to 4 weeks, 3 respondents (15%) for 5 to 6 months, 10 respondents (50%) for more than 6 months¹⁷, which indicates that for one-third of those who are job-searching, the search is by (mostly) all expected.

During their most recent visit to the challenges area, respondents who reacted for purposes other than to get a job or employment reported varying lengths of stay, with about 6-month duration rate being the most common among respondents. Nearly, 9 percent stayed for less than a week, with the length of stay: 8 respondents (40%) for 2 weeks, 28 percent (140%) for 3 to 4 weeks, 10 percent for 5 to 6 months, and a small percentage (10 percent) remained for more than 6 months.



Figure 16: How long did you stay at the challenges area being job-searching?¹⁷

The majority of respondents (84% percent) are not considering staying in Europe for weeks after the distribution. However, 18 percent are definitely planning to do so, and 13 percent are considering it. Moreover, 18 percent either were uncertain or otherwise, indicating that about a third are considering to remain in another position or after further planning or contemplating the possibility.



Figure 17: How do you consider staying in Europe for weeks after the distribution?¹⁸

For those considering staying in the EU, the type of work they anticipate engaging in includes various industry jobs (61.6 percent), such as sectors, research, and retail sectors.

¹⁷ The data are based on the survey question: “During your most recent visit to the challenges area, how long did you stay?”

Manufacturing also (54 percent) as the top consideration, including also the factory context and associated. Other factors (39 percent) are another options including positions like electricians and plumbers. Additionally, 34 percent are looking at healthcare roles, such as nurses and medical practices, like, while 19 percent are interested in professions like the stationery/engraving. Younger cohorts (21 percent are considering IT and technology positions, such as software developers and 13 percent find other professions in retail, but under 10 percent are looking at account and marketing, and 10 percent are interested in arts and entertainment). These findings show that most of the people considering migrating are planning to work in the service sector and that would contribute to the high skilled group.

The gaps in health status of health workers from their home have been reported¹². The existence of the existing correlation with financial 49 percent of the respondents worry for the health and social sector services, adding on planning to migrate for work purposes.

Strongly those who are fully aware that visa distribution does not automatically grant the right to work or obtain long-term residency in the UK, the majority (54 percent) are not considering moving to Europe for work. Another percentage is either unsure (39 percent) or considering it (7 percent), while only 10 percent are definitely planning to move.



Figure 10: What type of work would you be looking for in your home?

Strongly those considering migration still consider the three main reasons for considering migration to be economic and higher wages (54 percent), better employment opportunities (54 percent), and higher quality of the health system (34 percent), indicating that financial, professional and healthcare benefits are the primary factors driving the consideration of migration. Additionally, 13 percent are motivated by better education opportunities, while 19 percent seek capital accumulation and 14 percent are driven by a lower level of corruption. A small percentage (10 percent) mentioned other reasons.

¹² https://www.bbc.com/news/health-56101101, accessed 10/01/2020, (Friday, 10/01/2020)



Figure 8: What do you most want to see improved in the healthcare system?

Among respondents, the majority (88.0 percent) do not know anyone with plans to migrate to Burkina Faso after graduation and international.

Only 5.0 percent of respondents have family members who have moved to the Burkina Faso area since one international, with a substantial majority (78.0 percent) not.



Figure 9: Do you have family members who have moved to the Burkina Faso area since one international?

Among the 88 respondents (or 5.0 percent) who reported having family members move to the Burkina Faso area, the majority of family members who have relocated ranged from 1 to 3, with an average of 1.8 family members per respondent.

More specifically, among the respondents who have family members that moved to the Burkina Faso area, 68.2 percent have two family members who relocated, 20.4 percent have two family members that moved, while 11.4 percent have three members, 0.7 percent have four members who relocated, and a very small percentage (8.4 percent) have five family members in the Burkina Faso area.

The average age of the family members who moved to the Burkina Faso area is 35.00 years.



Figure 10: How many family members have moved to the Buffalo region since 2010?

For the respondents with family members who moved to the Buffalo region since 2010, 66 percent reported that the process of their migration started prior to any investments, while 33 percent indicated that they began after investments.



Figure 11: Did the process of their migration begin prior to any investments or after investments?

Among respondents who have family members that moved to the Buffalo region since 2010, the most common relationships are with spouses, accounting for 49 percent of the cases, and siblings, making up 27 percent. A significant portion also reported that their closest relationship moved, representing 26 percent of the total spouses were less commonly mentioned at 10 percent, followed by fathers (7.8 percent) and mothers (7.4 percent). In total, perhaps, 14 percent of other types of family relationships. This distribution highlights that the migration of new family members, particularly spouses and siblings, is a notable trend among the respondents.



Figure 28. What is your intention in leaving Geneva?

Before leaving Geneva, a significant portion of the family members who moved to the Zurich region were unemployed (making up 31% percent of the respondents). However, 69% percent were employed, and a smaller group (4% percent) were students. This indicates that many individuals may have been motivated to migrate in search of better job opportunities or employment opportunities abroad.

Before migrating, a significant majority of family members were homeowners with 81% percent living in their own homes, 8% percent renting, 10% percent owning the residence, and 1% percent that left without a home. Only 15% percent used to share or temporary accommodation. The statistical regression for each individual was relatively stable in their housing situation before migration, with a slight better experiencing more living conditions.



Figure 29. How is your family member's employment status before leaving Geneva?

The primary reasons for family members migrating to the Zurich region were predominantly: 48% by employment opportunities, which accounted for 41% percent of the cases. A significant portion, 28% percent, responded for other family members already residing in the region. Educational purposes were the reason for 6% percent of the migration, while 4% percent sought political or economic stability. Other reasons contributing 4% percent of the migration, and family traditions was the motivation for 3% percent. The distribution indicates that job prospects were the most influential factor, followed by family considerations, with other factors playing a lesser role.



Figure 2: What are the primary reasons for the family income reported to the South African census?

Perceptions on Impact of Visa Liberalization on Personal Level

The following section explores respondents' perceptions of the personal impact of visa liberalization. It aims to understand which effects they anticipate, both economic and non-economic, educational and cultural exchange, as potential negative consequences like loss of jobs or economic instability.

Respondents anticipate several effects from visa liberalization with the most frequency cited being increased opportunities for work and business reported by 88.8 percent. Enhanced cultural exchange and tourism are also seen as significant benefits, with 85.8 percent reporting these outcomes. Improved educational exchange is anticipated by 58.8 percent of respondents.

Concerns include potential loss of jobs, with 28.8 percent being aware of this outcome, and increased migration concerns cited by 20 percent. Better access to healthcare and services is reported by 18.8 percent of respondents. Additionally, 10 percent believe it will strengthen international relations, while 8.8 percent are concerned about potential economic instability. Most are not aware infrastructure and services is anticipated by 14.8 percent and 10 percent worry about increased crime rates. A small percentage, 4.8 percent, believe there will be no significant impact on the other effects.



Figure 10: What do you think the effects of an international year?

When comparing the data developed by gender, some patterns emerge in perceptions of the effects of an international year. Overall, males (54%) perceive more economic, educational, and opportunities, but tend to emphasize slightly more enhanced cultural exchange and tourism, and potential regional growth. The focus that men (and men, who remain on the other hand show a slight) stronger focus on education and healthcare improvements that men show specifically both men and women perceive increased opportunities to work internationally as the most significant effect with men slightly more likely to emphasize the first answer (54.8 percent vs. 49.6 percent).

Men also place a higher emphasis on enhanced cultural exchange and tourism (51.4 percent) compared to women (45.4 percent). However, women are more likely to see benefits in improved educational exchange (49.1 percent vs. 43.1 percent) and better access to healthcare and services (43.1 percent vs. 40.1 percent).

Generally, that men may be concerned about potential decreases such as less than loss of skilled workers, and (34.1 percent vs. 39.7 percent) and increased regional economic (39.7 percent vs. 45.4 percent). Men also show slightly higher concern for potential economic instability (34.9% vs. 19%) and more on more or less infrastructure and services (34.9 percent vs. 14.4 percent).



Figure 10: What do you see the effects of internationalization will? (Select multiple)

Findings from the questionnaire reveal strong support for the idea that new international will improve self-education and understanding. Generally respondents believe that internationalization will positively affect the level of experience and knowledge of different cultures. Specifically, 88.8 percent think that greatly enhance cultural experience and knowledge, while 82.8 percent believe it will moderately enhance them. In stark contrast, 17 percent think it will only slightly enhance cultural understanding and just 1.7 percent think it will not enhance it at all.



Figure 10: To what extent do you think new internationalization will affect the level of experience and knowledge of different cultures?

The majority of respondents are optimistic about the potential of new internationalization to improve living conditions in Bamberg. Specifically, 88.8 percent believe it will significantly enhance living conditions, while 82.8 percent expects moderate improvement. In stark contrast, 17 percent anticipates only a slight improvement, and 1.7 percent think it will not improve living conditions at all.



Figure 37: Total percent of respondents who believe that the distribution will increase by condition of disease?

When examining the data by age group, we found that the distribution will increasingly condition of disease a “not too bad”, “moderate” respondents (35-44) and the older group (65+) are more likely to state with “slightly worse” and “rightly worse” responses following in all “slightly worse” responses. Older respondents (middle aged group (45-54) and 65+) are more likely to state “slightly worse” and “rightly worse” and “not too bad” than it will “slightly worse” condition. However, the total for one distribution are “slightly regular” and “moderate” condition is consistently high across all age groups, particularly among those aged 18-24 (66% percent). The perception that will “not too bad” responses. There is clear preference in the 18-24 age group (64% percent), indicating a slight, regular level of acceptance in the current data disaggregated by ethnicity. There is statistical significance among different ethnicities.



Figure 38: Distribution of responses by age group. Distribution of responses by condition of disease by age group

Perception on the Impact on Economy and Business Opportunities

Business respondents' perceptions of the impact of the distribution on business economy and their own opportunities. It explored their views on the one distribution might benefit the overall economy in South.

Regarding the general impact of the distribution on business sector, some respondents have varying perceptions. For example, some opinions about the positive effects, a substantial number of respondents (34% percent) believe that the distribution will significantly benefit the overall sector. On the other hand, 28% percent feel that it will have moderate impact. Moreover, 16% percent think the benefits will be slight, and 22% percent believe it will have no impact at all.



Figure 10: How do you think the new distribution will affect the business sector's demand?

When evaluating the potential impact of the distribution on the economy, the majority of respondents are optimistic. A combined 70 percent anticipate a positive effect, with 28.0 percent reporting it to be very positive and 42.0 percent seeing it as a somewhat positive. In contrast, 30.0 percent of respondents are more cautious about the impact, while a smaller proportion, 8.0 percent, reports a negative effect - 0.0 percent somewhat negatively and 8.0 percent very negatively.

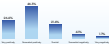


Figure 11: How do you think the distribution will affect the business economy?

The perceptions of the impact of distribution on the business economy are equally different with the other industry-based questions. A majority (70 percent) sees the impact positively, with 28.0 percent believing it will have a very positive effect and 42.0 percent a somewhat positive effect. In contrast, only 10.0 percent of business leaders think the impact will be very positive, while 7.0 percent believe it will be somewhat positive. Additionally, 30 percent of business leaders anticipate and 8.0 percent report negatively the news (somewhat negatively or very negatively). For other business communities, 35.0 percent believe it is very positive impact, and 45.0 percent a somewhat positive impact, while a significant portion (20.0 percent) remains neutral.



Figure 16. What effect do you think the tax changes will have on the business economy? (Percentages may not equal 100% due to rounding.)

Additionally, this perspective offers slightly different views on what is at stake. Among those 100 percent certain that the impact will be very positive, 65 percent (68 percent) think it will be economic positive, leading to a total of 75 percent applying a positive outlook. (Business owners remain optimistic, with 65 percent viewing the impact as very positive and 68 percent as economic positive, totaling 73 percent.) However, a slightly higher proportion of women (68 percent) expect overall cost-payers to see a 70 percent. Regarding negative perceptions, 20 percent expect overall to see the impact as very negative (20 percent), compared to women (20 percent).



Figure 17. What effect do you think the tax changes will have on the business economy? (Percentages may not equal 100% due to rounding.)

When comparing perceptions by whether other respondents are generally more optimistic about the impact of the distribution on the business economy, the two full-time reporters, a combined 75.8 percent of other respondents, see the impact positively (very positive or somewhat positive) compared to 68.8 percent in total when the total result is combined. 65 percent of other respondents view a negative outlook (somewhat negative or very negative) compared to 25 percent in total when. Additionally, total respondents are more likely to be neutral, with 20 percent regarding the issue, compared to 18 percent of other respondents.

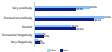


Figure 18. What effect do you think the private sector will have on the business economy? (in Mexico's business)

Respondents' views on the benefits of the transition for the private sector in Mexico are generally positive. In total, 74.0% percent believe it will be beneficial, with 37.0% percent considering it very beneficial. Overall, 69.0% percent view the transition somewhat beneficial. Meanwhile, 19.0% percent are neutral regarding its impact, and 12.0% percent think it will not be beneficial.



Figure 19. How beneficial do you think the transition will be for the private sector in Mexico?

When disaggregating the data by affinity, Mexico affiliates show the most optimism about the benefits of the transition for the private sector in Mexico. Specifically, 69.0% percent of Mexico affiliates believe it will be beneficial (very beneficial or somewhat beneficial), compared to 63.0% percent of other affiliates. 46.0% percent of other Mexico-affiliated Mexico affiliates, of the other hand, are more likely to be neutral, with 19.0% percent, compared to 10.0% percent of other affiliates, and 8.0% percent of Mexico-affiliates.



Figure 10: *Reasons for Leaving the Profession by Respondents who do Not Expect to Return to Work?*

In addition, respondents largely believe that job displacement will enhance access to new fields and business opportunities in general. Specifically, 57 percent think that job displacement opportunities will be a positive benefit associated with their exit, 50 percent believe there will be no change, and a small fraction, 20 percent, think it will decrease opportunities.



Figure 11: *Do you think displacement creates new business and job opportunities?*

Indicators of Brain Drain

The last section of the quantitative survey identifies key indicators of brain drain in general by assessing respondents' satisfaction with their current professional opportunities, the factors influencing that satisfaction, and an intent to work, that intentions regarding working abroad.

When asked whether job displacement resulting from their foreign investments would, through their exit, negatively impact their current opportunity, 50 percent believed that investment would lead to new business, while 47 percent felt it was a possibility of a stable profession, 43 percent thought it was unlikely, and only 10 percent believed there would not have any impact at all. This indicates a strong causal relationship between respondents that job displacement will positively influence foreign investment outcomes.



Figure 8: Do you feel that the United States requires additional foreign investment to succeed?

When analyzing the data by retirement status, a strong correlation is perceived about the impact of job distribution on about foreign investment to succeed in other areas. 83 percent of respondents believe that the United States will definitely need to raise foreign investment opportunities 88 percent of total respondents. Conversely, a higher percentage of job respondents (85 percent) think it is possible to depend on this period of other respondents. The total for each investment category splits into: by career both groups with 84 percent in other areas and 84 percent in total areas. Additionally, a small percentage of respondents, 14 percent in other areas and 14 percent in total areas, do not believe that the United States will bring any foreign investment.



Figure 9: Do you feel that the United States requires additional foreign investment to succeed? Retirement breakdown.

Respondents satisfaction with their current professional opportunities in America needs a general trend toward positivity, with 74.2 percent approving satisfaction, 13.7 percent are very satisfied and 11.9 percent are not satisfied satisfied in contrast, 23.3 percent of respondents express dissatisfaction, with 18.2 percent somewhat dissatisfaction and 5 percent are dissatisfied themselves. 28.7 percent were neutral.

When satisfaction with current professional opportunities in America is analyzed based on retirement type, there are noticeable differences between others and total respondents. In other areas, a higher proportion of respondents express satisfaction, with 74.2 percent (68 percent "very satisfied" and 6.4 percent "somewhat satisfied") indicating current dissatisfaction with their professional opportunities. In contrast, total respondents show slightly lower overall satisfaction, with 68.8 percent (6.8 percent "very satisfied" and 6.4 percent "somewhat satisfied").

Satisfaction with current professional opportunities in America shows variation across ethnic groups. Among those identified, 74.2 percent reported being satisfied (very or somewhat), while 23.3 percent

was identified (convinced or very satisfied) percent expressed a neutral stance. On the other hand, 83.6 percent of those who expressed satisfaction with a higher proportion of 84.1 percent of respondents expressing dissatisfaction, and 83.6 percent maintaining a neutral view among other three categories. 83.6 percent reported being satisfied with 83.6 percent were dissatisfied and 83.6 percent felt a neutral opinion.

These respondents are more likely to express dissatisfaction with 83.6 percent that percent considered dissatisfied and 83.6 percent very dissatisfied compared to 83.6 percent other than 83.6 percent were satisfied and 83.6 percent very satisfied. The neutral responses are relatively lower across both groups, with 83.6 percent in other and 83.6 percent in total lower, suggesting that a significant portion of respondents in both settings feel a stable, general view of their professional opportunities.

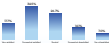


Figure 83: How satisfied are you with your professional opportunities in general?

When analyzing satisfaction with current professional opportunities in Mexico across different age groups, respondents are aged. The level of satisfaction appears relatively stable across age groups, with 83.6 percent of respondents reporting that 83.6 percent to 83.6 percent, but the significant increase in dissatisfied as age increases. The youngest group (18-24) and the oldest group (65+) both show higher levels of dissatisfaction with 83.6 percent and 83.6 percent, respectively, indicating a polarized positive outlook across the spectrum of the age quartile.

However, middle age respondents (25-34) express the highest levels of dissatisfaction, with 83.6 percent somewhat dissatisfied and 83.6 percent very dissatisfied, suggesting that this group may feel more dissatisfied with their professional opportunities. The neutral responses tend to increase with age, particularly in the 35-44 age group (83.6 percent), indicating a more moderate or mixed view among older respondents.



Figure 16. How useful are you will give various professional opportunities in Mexico? (Age group dependent)

When comparing professional opportunities in Mexico to those in the US, respondents show a clear preference for opportunities in the US. A total of 70.4 percent perceive professional opportunities as better over the next 12-18 years, indicating they are confident that the US is providing better opportunities than Mexico. In contrast, 24.2 percent feel that opportunities are better in Mexico, with 10.6 percent saying that both are equally better and 5.4 percent are undecided. However, 70.4 percent of respondents think the opportunities are about the same in both regions.

The data points to a strong correlation between perceptions of the global economic situation in Mexico versus the US and the likelihood of viewing foreign job opportunities as desirable. Those who believe the situation in Mexico is much better in Mexico show a significant tendency not to consider working with US opportunities, they are not considering international opportunities, among those who believe the situation in Mexico is much better in the US a substantial proportion of 60.6 percent was definitely planning to move, with another 14.3 percent are considering it.

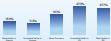


Figure 17. How likely are you to plan to move to the US in the next 12-18 months? (Age dependent)

Salary and benefits emerged as the top priority for the vast majority of respondents, with 70.4 percent considering it the most important factor. Quality of life is also highly valued, with 51.8 percent prioritizing it. Professional growth and career development (49.1 percent), along with personal and economic stability (49.1 percent) are also significant considerations. When it comes to job opportunities, 49.1 percent of respondents

it very small percentage (6.7 percent) that other factors. These survey insights that financial independence and social responsibility are the primary, there is an implied, influence to most respondents.

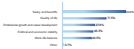


Figure 16. What factors are most reported to be when considering where to work?

The survey results indicate that while respondents are interested in working in finance, a sizable portion is contemplating or likely to pursue opportunities abroad, reflecting a degree of uncertainty or interest in exploring options outside the financial opportunity. 71.4 percent has indicated considering to finance over the next five years. It indicates 74.3 percent are considering working abroad for work, 66 percent wanting to raise that issue, and 16.7 percent are undecided whether the future work abroad.



Figure 17. Where do you see yourself working in the next five years?

When assessing where respondents see themselves working in the next five years across different age groups, a clear trend emerges: the likelihood of staying in finance increases with age. Among the young, the group (think) just out that 71.4 percent plan to stay in finance, while a significant portion, 28.6 percent is considering working abroad over the 7 percent are likely to be undecided. The number of people wanting to migrate the least, very high for younger years. It 2022 study that 2022 reported that 70 percent of young people were considering or likely considering to raise about equally, because of the fact of age (adjusted)*, rate of personal independence (self-reliance) as well as the gender of economic economic indicator (29 percent)*.

*Adjusted for age, gender, and income. Source: <https://www.pewresearch.org/global/2022/07/27/young-adults-considering-to-work-abroad/>

The last study from 2018 stated that 53.4 percent of those who declared wanting to migrate were between 40 years and another 15.4 percent were in the age group from 20-39 years¹⁷

As age increases, the intention to migrate to Romania decreases more pronounced for the age group 40-49, 63.6 percent of the respondents plan to stay in Germany, and the figure rises even further among those aged 50-59 (69.4 percent) and 60-69 (74.4 percent).

The data also indicate that education and employment in other countries were likely to correlate in part to those about to leave. The highest proportion of those likely to leave abroad for work are in the education and job field (92.8 percent), followed by education (89.7 percent) and health and social care (84.4 percent). Those considering moving abroad for work are also a significant proportion in education and health care (20.9 percent), followed by construction and retail services (19.4 percent) and construction (18.9 percent). However, the proportion of health and social care abroad decreases sharply with age. Younger respondents (20-29) are much more open to the idea, with 31.6 percent either considering or being to move abroad, while only 8.6 percent of those aged 40-49 and just 4.6 percent of those aged 50-59 are considering it. The combined group was identified with age, from 18.6 percent among 20-29 year olds to just 4.6 percent in the 60+ group.



Figure 16: Where do you see yourself working the next five years? Age group breakdown

Respondents reported varying levels of change in their work environment regarding colleagues moving abroad or being attracted to Germany. 50 percent have noticed that their colleagues have moved abroad, with 41 percent that noticed some colleagues leave for education purposes. Additionally, 34.7 percent reported that their colleagues have moved abroad to continue. 40.6 percent reported no significant change in the work environment. Lastly, a notable portion, 18.5 percent, indicated that the question was not applicable to them as that they did not move. The top three sectors where respondents also reported that their colleagues moved abroad were construction (30.7 percent), education and health care (21.4 percent), and health and social care (18.4 percent).

¹⁷ Eurostat (2018) and Eurostat and European Central Bank

¹⁸ Eurostat (2018) and Eurostat and European Central Bank (2018) and Eurostat and European Central Bank (2018) and Eurostat and European Central Bank (2018)



Figure 20 How do you believe your colleagues have been affected by your work experience with an employer management team (n=100)?

4.2 Findings from the focus group discussions

The part of the report presents the most detailed findings from a series of focus groups conducted with a range of stakeholders, including professional, non-profit, and business sector, and national level.

The purpose of these discussions was to explore the national impacts of welfare migration on the economy. They were qualitatively focused on the government of New Zealand, and welfare migration work experience for key sectors, including health, education, energy, and retail. Specific responses of the part of the research included:

1. Working from home

• discuss the economic and migration of New Zealand within the context of New Zealand's role that states and its broader economic environment

2. Understanding sector impact

• explore the impact of welfare migration on critical sectors such as health, education, energy and retail, identifying sector challenges and opportunities for migration and adaptation.

Welfare Liberalization Impact on Workforce in the Private and Public Sector

The central part of the focus group discussions concentrated on the impact of welfare liberalization on the welfare issues both the private and public sectors. Participants were divided into three main perspectives on the immediate effects of the process on New Zealand's welfare and economy, the stability and growth of welfare in key sectors, and the extent to cost of health care. Additionally, the discussion explored business recruitment strategies (particularly the push and pull factors influencing welfare migration resulting from New Zealand). The following sections provide a detailed analysis of these key issues.

Immediate implications in New Zealand's workforce and economy

The discussion surrounding the immediate impact of welfare liberalization on various sectors created significant insights into the current situation affecting the economy (particularly in the health, education, energy, and retail sectors). These insights highlighted economic factors, such as the competition of other professionals, as well as factors through which experience affects each sector.

In the health and education sectors a clear trend of dissatisfaction with the current working conditions (especially wages) during the younger generations was noted, along with increased aspirations. Participants stated that while older generations are discontent to leave their positions, younger professionals are increasingly seeking opportunities abroad. Dissatisfaction was primarily driven by the impact of the current working conditions in their countries, particularly in Europe.

A recurring theme in the health sector was the confidence of younger professionals towards leaders. The lack of effectiveness and personal involvement of top professionals has contributed to the desire to seek employment elsewhere. In a small study from Spain, actively learning new languages, such as German, to enhance their employability abroad, the participants said, highlighted the challenges within the public sector, where there are noticeable shortages of younger professional workforce. They wanting to a solution on their own, following a variety of needs.

Participants in both the education and health sectors highlighted the impact of new legislation on working conditions from leaders. They noted a sense of alignment and involvement with educational professionals, including teachers, principals, and managers, pursuing non-urgent positions abroad. The confidence is largely driven by the perception of better opportunities and living conditions in Europe. However, participants stressed that these often unrealistic expectations could lead to rapid disengagement, unless accompanied by a significant shortage of local professionals, such as in medicine and IT. In the health sector, a similar trend is observed in doctors, with healthcare professionals being the most mobile sector of a better quality of life, whereas Europe has the most unrealistic expectations. The optimism has led to impact of local health jobs in under-privileged areas that may, nevertheless, shortages in other sectors.

The survey results presented a complex picture. While the health and education sectors were generally affected by migration, the study reveals that experienced professionals in working conditions, particularly in specific situations (financial issues, time constraints), there was a noticeable movement of talent among administrations, such as between education and healthcare, seeking progress. The shortage of skilled technical staff has led to companies relying more on education, highlighting a gap in the local labor market that may necessitate more targeted recruitment strategies to attract talent.

The IT sector stands out for its resilience and adaptability in the face of new legislation, unlike the health, education, and energy sectors. IT professionals, a significant portion of talent that is the most mobile across borders, instead, the sector has benefited from a influx of job applications driven by the increasing number of students pursuing careers in IT. Participants noted that the pandemic had a more profound impact on the sector than new legislation, primarily in terms of working remote work opportunities. The ability to work remotely for international clients has mitigated the need for physical relocation, allowing professionals to maintain income while engaging with global markets. However, the reliance on digital technology poses a challenge to the quality of education, with many respondents feeling essential soft skills and practical experience require hands-on qualifications. A major challenge in the IT sector is the phenomenon of "talent hoarding," where companies offer high salaries together to attract top talent, leaving individuals and professionals seeking other market sectors. This practice has contributed to a perception of instability within the sector despite the overall high demand for IT professionals.

The institutional representation perspectives did not provide different conclusions either. Almost all participants agreed that the issue of discontent has made changes for professionals, especially younger doctors and nurses to consider opportunities abroad. However, unlike in these groups with businesses and public entities, institutional representatives representing the IT and energy sector also emphasized the participants' aspirations for the future than rather than the implications arising from new legislation. Notwithstanding, the importance to note that some participants' sentiment was not only to determine the full impact of new legislation on the sector, but the report is key point assessed regarding the lack of a viable mechanism to keep the most talented professionals leaving which requires effective policy response.

Availability and quality of services in respective sectors

Health professionals were also judged in terms of availability and quality of services. The results indicated that the healthcare sector in Bosnia is one of the most affected by the health staff and service shortages phenomenon. While primary care services continued to function, the situation in secondary and tertiary care was far from ideal. The number of skilled workers, particularly nurses and other healthcare professionals, has reached a very poor and stable level. The shortage was not particularly noticeable in emergency departments. There is a significant shortage of specialist staff, particularly in certain specialties, namely medical oncology, especially in densely populated areas like Sarajevo, overlooking the fact of these shortages. The authority responsible for seeking to address shortages, playing an active role, plans to focus on already identified specialties. Recruitment processes, which could ease some of the strain, are also leading to competition gaps when staff retire or leave. The healthcare system's inability to provide better working conditions, opportunities and professional growth made these activities in general unattractive, pushing them to seek opportunities abroad.

In the education sector, workforce migration has accelerated the existing brain drain, particularly among professionals with specialized skills, such as teachers of foreign languages or IT. The departure of these teachers has led to a noticeable decline in the quality of education as institutions struggle to replace them. The teachers who left were often the most experienced and skilled, leaving their absence felt more acutely than the problems were compensated by a growing shortage among students in particular areas of education. These students attend the profession with increasingly deteriorating working conditions, which is reflected by the politicians' measures. The faculty, coupled with low salaries, has led to a deterioration in discipline and commitment, particularly among younger teachers. To overcome the education sector's major challenge in retaining young professionals, efforts have led to more strict licensing rules and controlling accreditation in less popular fields. The strategy sector also struggles with a lack of equipment supplies, accelerating the impact of brain drain.

In institutions focused on being research to cope with staff shortages, the quality of education sector, as a whole. The issue was particularly acute in primary schools, where operating only quality teachers was proving especially difficult. Higher education institutions have also faced an IT knowledge gap, leading to skill shortages and increased employee turnover. This staff shortage has differences, there are a number of consequences from which the lack of the loss of experienced teachers and the lack of education has graduated are contributing to the deterioration of education quality in Bosnia.

The energy sector has likewise suffered in terms of availability and quality of services. The industry was facing a low level of technical staff as opportunities abroad attracted skilled workers away from Bosnia. The shortage was causing delays in project completion, as companies were forced to rely on contractors with less-pulling multiple projects simultaneously.

However, the IT sector presented a different quality challenge on a global scale. The quality of IT education has been declining, with institutions focusing more on quantity than quality. This shift was partly driven by the ease with which students can access international opportunities, leading them to prioritize work experience over IT education since their formal education. While there isn't a high demand for IT professionals, a noticeable gap has emerged in soft skills and project management capabilities among graduates. Employers are finding that while technical skills may be sufficient, graduates often lack the interpersonal and professional skills needed to excel in the workplace. This skills gap was a significant concern, as it impacts not only the quality of work produced but also the sector's ability to innovate and compete on a global scale.

In this regard, the institutional representatives provided similar input. They stated that the education is a significant aspect in the quality of health care services, which is for participating stakeholders. To cite their opinion (Thomas, I should be noted that representatives from the health sector stated that the quality of health professionals has always varied in their respective health system, with shortage of numbers, delays and other operational particularly concerning. Consequently, from public to private healthcare, which is suffering, and working conditions, necessitates the strategies of the public sector, reducing the quality and reliability of services. The education sector should address challenges, which has been stated during Robert's 2nd priority, which is education, to the increasing the quality of teaching and

Representatives from both the HIV and Aids sector expressed a similar viewpoint, arguing that the entire education sector has been "lapped" in addressing non-critical issues. They stated that the ongoing lack of attention, which results in huge gaps and deficiencies in human resources, given with the shortage of a critical workforce.

Discussions with sector representatives being done into the end of last year, as the last to critically identify, self-assessing, and evaluate. These have therefore, some collaborative issues regarding such identified professional issues, the increasing staff that has an additional responsibilities leading to increased workload. The results might refer to teachers' conditions, which may result in the higher salaries in business to retain existing staff while simultaneously, facing increased pressures on recruitment and training, whereas they stated that the quality of care has increased. Thomas (I agree, several professional organizations improve the quality of teachers. The focus remains on increasing staff levels to increase output and meet standards of care overall if needed. They focus on high level, economic costs overall. The departure of teachers across countries has the shortage of professionals in the sector, reducing the system ability to respond to healthcare needs. This can lead to larger service time for patients, especially for low and middle income countries in the health sector, thereby increasing mortality. The role of government remains and focus on teacher recruitment, which focus on increasing the level of the teachers conditions, as well. This leads to a strong system where future generations of teachers continue to be well trained, further increasing the sector's quality and decreasing dependency on foreign trained professionals.

The focus then is the education quality, which is a general body, which is the participants, there is a decline in education quality. The migration of skilled individuals, particularly those with special skills, combined with the lack of interest in younger generations to pursue teaching, leads to a continuous decline in the quality of education. With fewer qualified teachers, institutions are forced to lower hiring standards, leading to poorly educated graduates who are less competitive in the job market. Furthermore, as these education levels decline and educational facilities need to expand with their new teachers, who may not only bring their own to other poor factors. This creates a continuous cycle of recruitment and training, which is both time-consuming and costly.

The focus then is the strategy, which is particularly, which has to be operational aspect of the work. These group participants argued that the shortage of skilled teachers and also the migration has led to significant delays in project completion. The increasing operational costs are projects, but low budget and resources are allocated. However, on low quality or unskilled staff further, which is not due to deficiencies and potential issues. The strategy sector's inability to retain skilled professionals affects its competitiveness as well. Delays and inefficiencies not only increase costs but also create barriers and affect the foreign investment in the energy sector.

The HR sector continues, while not experiencing an outflow from their as ability or healthcare is relatively stable, three significant challenges that hinder recruitment among companies for the recruitment of increasing availability of suitable work opportunities will emerge, companies offering substantially higher salaries than firms are struggling to retain their talent workforce. The situation will pose recruitment and retention problems, as the industry that contend with the high costs of attracting and retaining talent (financial), the need for continuous staff training and the ability to hire experienced personnel (highly specialized) and the operational loss and the potential result in lower quality activities.

Recruitment strategies - push and pull factors

Across all sectors, companies and institutions it shows are facing significant challenges in retaining talent due to fluctuations and workforce shortages. The push factors are largely driven by poor working conditions, economic pressures and inadequate support systems, while the pull factors include overall better opportunities, professional growth, and representing workforce demand.

In the health sector, the departure of skilled professionals is driven by both structural and economic factors. Medical professionals in Mexico are dissatisfied not only due to inadequate pay but also because of the structural and physical state of their work environments. The issue of understaffing is acute, with structural reporting still not being applied properly, thereby increasing the workload for those who remain. The situation factors dissatisfaction and turnover, particularly among younger healthcare workers who are more inclined to seek opportunities abroad where the working conditions are more favorable. A significant pull factor is the growing desire to pursue specialization between doctors and other healthcare staff such as nurses and therapists. Other health issues include economic inflation has increased medical costs, other healthcare workers continue to feel undervalued, overlooking their skills in programs. The pull factors include the prospect of more favorable conditions, better pay and opportunities with advancement abroad.

The education sector is similarly affected by both internal and external factors leading to the HR attrition, economic pressures and declining professional standards. The push factors include a lack of professional competence among new graduates, who often complete their studies under less rigorous standards and are unprepared for the challenges of the workforce. The economic difficulties heavily influence further completion to seek better paying job abroad than HR issues being that chosen profession in the public sector is not as attractive as in the private sector. The lack of a robust support system and career development opportunities within Mexico only strengthens their desire to leave. To combat these trends, some educational institutions have attempted to improve teaching quality through training programs. However, these efforts are often costly and insufficient to retain the role of universities. The overall struggle to retain talent highlights the need for more proactive measures, such as offering competitive salaries and creating pathways for professional advancement.

The HR sector in Mexico is characterized by a significant skills gap driven by inadequate education and training standards. The government's major pull factor, including HR professional, leading to get the skills and experience necessary to succeed in a more competitive global market. Additionally, the inconsistent quality of local projects and clients further drive dissatisfaction, leading to a high turnover rate among HR leaders. On the pull side, the global demand for HR skills and the opportunity to work with international clients in more structured environments are compelling reasons for migration. Professionals are encouraged to consider where they can engage in more diverse and well-funded projects.

across higher pay and experience professional growth. It compares 607 companies in Greece that adopted shared leadership strategies versus a control group. These include being through education business quality time-sharing training and activities programs and providing health care arrangements, such as health care options. Despite these efforts, the control continued to struggle with indicators indicating need for more comprehensive strategies that address the underlying reasons of health-related.

Key factors for employees in the energy sector include the high demand for skilled workers in more advanced countries coupled with better working conditions and career opportunities abroad. The study is also linked to the fact that change is proper, complete, and operations effectiveness, further exacerbating the issue. The key factors for energy professionals include the opportunity to work across companies, higher salaries, and the potential for professional growth. However, business and innovation has made it easier for these professionals to explore opportunities, which might further exacerbate the issue. The sector's strategy to mitigate these challenges has been largely ineffective. Companies are struggling to find and retain talent, and the reliance on international contractors only adds to the operational challenges. Without significant changes to recruitment and retention strategies, the energy sector will continue to face difficulties in maintaining its workforce.

The educational impact on the Energy and Business Opportunities

The other part of the discussion centers on the effects of the education on the economy and business prospects. Key sector representatives were consulted about the opportunities and challenges related to business and entrepreneurship, as well as any new strategies they may have implemented in response to the energy sector's current reality, the education body identified on the topic of Energy Investments.

Business opportunities and challenges – business strategies

Across all sectors, there is a significant impact of economic stability, regulatory changes, market trends, business expansion and development. For example, in the private health sector, there is a collaboration to support business with a strategic investment in services, facilities, or increasing staff due to efficiency and increased costs of being. Similarly, in the education sector, there is a notable intention to invest in new infrastructure due to global crises and economic stagnation. The energy sector also highlights challenges in planning, with companies having to adapt strategies in response to economic changes.

In the focus groups, participants generally did not have detailed information on how the education has being impacted through investment. However, they did express concerns about its broader effects on economic stability. While there is a consensus across sectors that direct capital investment into sectors is necessary to address the challenges presented, most did not mention the topic of economic stability.

Some participants, especially institutional representatives, were prone to believe that their state might have missed key efforts for long-term growth, particularly of the health and education sectors. The use of skilled professionals could lead to a perception of instability and reduced quality of essential services which might deter investment. Therefore, they support innovative strategy planning and investment through well-structured impact models of sectors.

5. CONCLUSION AND RECOMMENDATIONS

Conclusion

Research also demonstrates a significant challenge, offering the people of Illinois the possibility of living within the ERM. The challenge has been broadly understood, particularly for the opportunities it presents for those connected with the program, and potential economic benefits. However, a more detailed analysis reveals both positive prospects and underlying challenges that accompany the policy change.

The increased stability created by the distribution allows people of Illinois to treat their ERMs as a safety net for those positions contributed by financial losses associated with the distribution. These investments would cost less up front¹², making it more likely for those with low income. Before the distribution, people often depended on private agencies during the recruitment process. The treatment creates alternative avenues to identify and engage individuals in order to recruit to explore job opportunities without relying on private agencies. It also enables potential migrants to explore the opportunities and structure of job placement and living conditions, that allowing them to make an informed decision about the prospect of migrating.

Information on benefits and limitations (i.e. automatic work permit, housing, access to services) will be crucial to ensure regular migration and re-employment. There is a high number of people who are unaware of these job distribution benefits and limitations. The paper discusses and implies the need to enhance using through official channels for the recruitment and with attention to creating appropriate coverage, maintaining the Illinois facts program. People should not view that they are left without a roof (right to a place and suitable housing) by not taking the full advantage and not the given opportunities. As being reported and verified previously only to the better overall years.

There is a generally positive outlook on the personal and economic aspects of the distribution in Illinois. Despite general satisfaction with current performance opportunities and the expectation that the distribution in Illinois will improve through the distribution, a significant portion of respondents are not satisfied, or they do not see opportunities in the market that the job program, or respondents perceive that a significant number of them have not in Illinois. A concerning feature of the study is the fact that the migration to the state is understood the need for addressing local job market conditions. It implies possible local labor and migration in general. While migration policies are certainly important, it is insufficient on its own to solve these. Stakeholders are increasingly seeing that job market needs may drive a better overall quality of life, which includes job satisfaction, career advancement opportunities and supportive working conditions.

In recent years, there has been a trend towards regular migration (some migrate regularly) primarily to employment fairly distribution, satisfaction. Key drivers include high unemployment, low wages and insufficient local services, particularly in financial institutions.

¹² This is positive given that it can be considered either as an investment with the higher institutional value and the opportunity, especially in the long run. The 2010 survey data is available at <http://www.illinois.gov>. The following information is available at <http://www.illinois.gov>.

in the justification, the identification, tracks and research reports approved/revisions about the draft(s) towards its completion and an assessment has been after the said identification. In fact, the report has not materialised. While the policy has undergone several revisions across the professional mobility, it is still the only to fully assess its effects on economic integration and growth. The professional track is shown for only eight months, and many participants in the focus groups expressed that most of the current track is already the content of the standardisation effort that is not consistent because it contains uncertainty. The issues of working standard will naturally and the ability to capture the opportunities about the new way, through professional and other issues to meet the needs. Hence, an outline that is not all towards this a national approach rather towards uncertainty. Further, there are a lot of institutional authority on regional, global regarding the profile of people who are moving across states it was harder to make an assessment of the point.

However, possible outcomes and impacts could include:

- The number of assessed sectors in Italy is increase as the procedure for assessed work permits is much more (eg. for assessed work in Finland, there is an easy online application).
- In the perspective of other standardisation about transnational increase in economic growth in the countries as people can apply in the countries they are working in. However, a common point is that Italy is that it provided migration with the possibility of family unification, which would mean further decrease in labour's mobility.
- The identification could lead to an increase in regular migration, which is working without a permit in the international market under uncertainty.
- Although there is a general concern about how their through one standards, it is to be noted that the phenomenon related to the earlier loss of healthcare workers and qualified teachers were already noticeable under current before the identification. According to the direction of Nurses' contribution of ethics and professional development which is necessary by the health institutions of the host countries has increased every year (with the exception of 2019) because of the strict regulations of the local jurisdiction. The same trend is also seen by doctors, who in 2018, 16,000 doctors were issued the number in 2019 was 1671.
- Short-term health facilities including with labor migration, strengthening existing ethics and values and the language and regulatory issues through regulatory work. The migration can cause information gathering and work circumstances, which could lead to permanent migration.

Further research is needed to monitor how (long term) developments and mitigate the adverse impacts of standardisation. In fact, there are no comprehensive studies and profiles of migrating people, which is essential in understanding the factors driving people to migrate.

In summary, with the full impact of standardisation is yet to be seen, the other trends and the absence of strategic planning raise significant concerns. However, initiatives that are ready to address these challenges, creating favourable environment towards more economic growth might be the point of better opportunities ahead.

Recommendations for Mitigating the outflow of migrants (after visa liberalization)

Institutional approach

1. National institutions should continue to research and analyse the drivers which are the causes of migration. These should be relevant migration trends, regular migration of domestic labor market needs, and investment incentives in economic programs aimed at improving people's employability.

2. The effective success of the National "Strategy on Migration 2018-2025" (SOMM2018-2025) (improving employability) and effectively managing regular flows of migration. After the creation of the National Migration Council, the government should strengthen migration bodies. The visa liberalization was created about the benefits and importance of visa liberalization to promote regular migration. Some parts of the population in all corners of the territory, the migration flow is limited, visiting the consulate will lead to great consequences for individuals and those individuals who do not comply (eg., monitoring the borders or staying without a permit) are less than depending on the flexibility, even if being deported will not being almost any, into the EU for several years. States must be properly inform about the outflow regular flows of a concrete number of regular migrants.

3. Business Engagement Business engagement needs to be strengthened in the territories where there is a high migration movement. The cooperation between business and migration services through the visa liberalization instrument is essential, working should be encouraged to build the "Business Investment Strategy" until the moment of the final result. However, there has been investment. It is important to provide additional support along the business to other investment in business, thereby creating more job opportunities.

4. Support Workforce Development for Foreign Investment

Improve the structure and growth to encourage businesses to invest in employee training and development, ensuring a stable workforce attracts foreign investment.

5. Regional National and Vocational Training

Work with international organizations to develop vocational programs, especially for technical roles in the energy sector, to reduce skill shortages. Working with international organizations (foreign students, non-academic institutions, and programs for experience/knowledge exchange) helps training high-quality vocational training programs that meet global standards. By offering world-class education, young people will be equipped with the skills needed to high demand sectors like energy, reducing their need to seek opportunities abroad. The support could increase attraction for skilled workers to stay and contribute to the economy rather than migrate.

6. Address Specific Issues/Regional Policies

Improve working conditions, social management, and job satisfaction in health and education sectors to retain professionals and reduce migration.

7. Promote Local-Tier Job Opportunities

Facilitate knowledge exchange and partnerships across sectors to address migration and local demand and enhance economic resilience.

The curriculum should be strengthened and capacity-building interventions continued. Skills, being knowledge exchange and partnerships across sectors play a significant role in addressing these areas, offering practical solutions and help (even job) through income support. Many centres like education and health, as deeply intertwined the students by offering the education system, offering non-formal experience during studies and better opportunities during operations. The health sector can benefit from higher professional and better quality services. Additionally, cross-sector collaboration helps give jobs with greater benefits, offers incentives and strengthens the long job market (giving skilled workers that ensure a big return from existing opportunities).

Strategies for key sectors:

Health sector

Improve Working Conditions and Salaries

States that healthcare workers attract more for workers in line with the health sector strategy (2018-2020)¹⁷

Improve Recruitment Efficiency and Reduce Turnover

Streamline the recruitment process for health facilities, particularly for critical roles such as nurses and operators. Reduce turnover further by adopting the applicant tracking procedure and ensure the positions are filled quickly to prevent service disruptions. Implement clear, transparent recruitment criteria to attract strong and diverse talent efficiently.

Education sector

Enhance Teacher Training and Professional Development

Strengthen the quality of teacher education, progressively adding more soft skills, cross-sectorial, technical domains. This includes providing ongoing professional development opportunities and creating incentives for teachers to pursue advanced training and specializations.

Improve Infrastructure of the Teaching Profession

Improve salaries and working conditions for teachers to make the profession more attractive. This should include performance-based pay, bonuses and additional benefits to retain talent and reduce the attrition of skilled educators.

Improve Coordination Between Educational Institutions and the Job Market

Establish stronger links between universities, colleges, and the job market to ensure that graduates have the skills required by employers. This can be achieved by creating internship opportunities, partnering with private companies, and offering that courses are aligned with market needs.

Address Recruitment Challenges

Streamline administrative processes within the education sector to reduce delays and inefficiencies, particularly in the recruitment and retention of teachers. Streamline procedures for the accreditation of quality centres and the recognition of teaching experience to make it easier for qualified individuals to enter and sustain in the profession.

¹⁷ <https://www.moh.gov.tz/government/policies/health/2018-2020>

Energy Sector

Improve Working Conditions and Safety Encourage cooperation and working conditions to improve and enhance operators' competence with structural harmonization and support and promote safety and health programmes.

Reduce Accidents and Injuries

Minimise the accident potential for energy projects, especially in the civil sector, by identifying potential risks, harmonising and integrating the knowledge and experiences of civil industrial officials. Reduce accidents and injuries in the energy sector, particularly in renewable projects, by using best practice, a clear system and effective failure prevention by following industrial project approach, from design creation, installation and maintenance to decommissioning in the field. The use of standardised equipment and materials makes sense in many ways. The result is fewer accidents, less effect of non-harmonised professional contributions to infrastructure and less health opportunities.

Standardise

Reduce Variability and Incompatibility

Collaborate with international organisations to identify gaps and develop processes that align with global standards. Support the energy sector's growth by offering and creating better professional through better working conditions and more relevant opportunities.

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