

Reasons for migration of skilled young people from Italy:

- Lack of meritocracy. Talents is not rewarded systematically, rules aren't not clear and often not the same for everybody. Patronage is quite frequent, especially in the public sector and in small companies.
- Gerontocracy: in Italy, only one manager in four is under 40. In industry associations, the average age is 62. At the universities, one professor in four is over 65 years old. Clearly, the generational turnover is difficult.
- Unemployment: in northern Italy, every second young person with a higher degree is unemployed. In the south, this goes up to two thirds. Italian laws and institutions protect those who have already a job and penalize those who are looking for one.
- Quality of the job: 50% of the young people hold a position which is not adequate to their qualification. Young people have to accept low salaries and despair of their long-term perspectives in their own country. The number of discouraged young people has been constantly increasing over the past years, and young people no longer see the advantage of investing in high qualifications.



Choice criteria for destination countries:

- Welcoming culture
- Meritocratic system
- High quality of life vs. costs (including safety, healthcare, education, welfare, justice, fairness, integrity...)
- Higher compensation
- Emotional criteria (i.e. other people's experiences, media, climate ...)

How to retain talent in Europe?

- Foster healthy culture of competition that will bring out talent
- Give skilled young people a long-term development perspective
- Adopt "return policies" for those who decide to return to their country of origin after gaining experience abroad
- Favor brain circulation rather than brain drain. Facilitate arrival and departure of family members (i.e. visa, easy access to day care and international schools for children, intercultural training ...)
- Emotional aspects: promotion of European countries abroad
- Universities have to become more international but should keep fees reasonable.
- Encourage partnerships between governments and the private sector. Private big companies could bring "best practices" into the public sector.