

## *Socialinė geografija* *Social geography*

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# **The loss of intellectual potential: migration tendencies amongst university students in Lithuania**

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**Ruta Aidis**

*SSEES, University College London*  
*El. paštas: r.aidis@ssees.ucl.ac.uk*

**Dovilė Krupickaitė**

*Vilniaus universitetas*  
*El. paštas: dovile.krupickaite@gf.vu.lt*

**Lina Blinstrubaitė**

*Vilniaus universitetas*  
*El. paštas: Lina.Blinstrubaite@gf.vu.lt*

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### **INTRODUCTION**

The opportunities and threats of labour mobility from the Central and Eastern European (CEE) countries and the former Soviet Union (FSU) countries to Western European countries has been the main concern since the collapse of the Soviet Union. Fears have been expressed regarding the massive migration of citizens from these countries in search of better wages and living standards in Western European countries. Though the migration has been lower than initially anticipated, the membership of eight transition countries to the European Union have re-instilled those concerns. The large income gap of around 60 percent between CEE acceding countries and the existing member states further fuels the expectations of migration (Straubhaar, 2001). This income gap is significantly larger than in the previous southern enlargement of the EU adding Spain and Portugal in 1986.

The existing literature on migration indicates a strong influence of age on migration (Bauer and Zimmerman, 1999; Pricewaterhouse Coopers, 2002). Younger groups are regarded as highly mobile, whereas beyond the age of 40, there is a significant drop

of intended migration. There are two main economic explanations for this trend. Firstly, younger individuals have better labour market prospects, they are prepared to take lower wages and work in the service sector. Secondly, in accordance with human capital theory, a better return on investment is realized in the migration of younger people (Fassman and Hintermann, 1997; Sinn, 2001). Older workers have a lower economic incentive to migrate as they have a shorter period to reap the returns on their investment (Bauer and Zimmerman, 1999). Socio-economic models also suggest that younger people have a higher degree of dissatisfaction with the existing conditions in their country (Krieger, 2004).

In February 2005, the eMigration research project funded by the British Academy was initiated in order to examine the current and future tendencies and motivations amongst Lithuanian university students towards working abroad. The project focuses on addressing four specific issues:

- to explore the link between past experiences in working abroad with the possibilities of future 'brain drain';
- to analyze the effects of personal characteristics such as age, sex, motivation, etc. on the propen-

sity to seek employment abroad;

- to analyze the effects of university study including study year, study major, university's location, etc. on the propensity to seek employment abroad;
- to analyze the effects of family background such as parental occupations, number of siblings, parental residence, etc. on the propensity to seek employment abroad.

In this paper, we contribute to the existing literature by exploring the relationship of seven student characteristics in terms of their studies (university, faculty, field of study, and course year) and personal characteristics (age, sex, and previous working abroad experience) to their decision to work abroad. Therefore we are specifically analysing the relationship of highly educated youth to working abroad.

This paper is structured as follows. The first section presents a brief discussion of the costs and benefits of migration. The second section focuses on the emigration tendencies in Lithuania. The methods used, the data collected in our survey and the results of our analysis of our survey data in terms of the characteristics of students planning to study abroad are presented and discussed in the next three sections. The last section concludes.

## THE COSTS AND BENEFITS OF MIGRATION

Labour migration has both costs and benefits-for the home and the destination countries. The migration of expertise in the form of skilled individuals can clearly bring economic benefits to the destination economy. In our study, the destination countries are likely to be the old EU members and they can expect to improve their short-term economic as well as long-term socio-economic development through migration. The benefits or positive externalities of migration for the destination country include intangible social and human capital, diversity, neighbourhood benefits and through payment of taxes. The possible negative externalities include neighbourhood disbenefits, labour congestion, and the consumption of public services (Glover, 2001). In terms of general economic benefits, a study of migration in the UK found that migration has had a positive effect on both the overall economic growth (in terms of GDP) and growth per capita. In the UK, a one percent increase in the population through migration is associated with an increase in GDP between 1.25 and 1.5 per cent (Glover, 2001).

For the home country, migration can provide benefits mainly by decreasing the unemployment rate<sup>1</sup> and through remittances. According to the Lithuanian labour office, in May 2004, for the first time in Lithuania, there were more registered employment

vacancies (16.5 thousand) than individuals seeking employment (15.7 thousand). Remittances from abroad also have a positive impact on increasing income, consumption and demand. According to Lietuvos Bankas, remittances from abroad in 2003 already reached 26.19 million Litas (7.58 million Euros). Moreover, it is assumed that many Lithuanians working abroad invest their saving in real estate or other investments in Lithuania. According to estimates made by NORD/LB bank's senior analysts, if we assume that there are approximately 300 thousand Lithuanians working abroad and that they transfer a minimum of one thousand Litas per month, that equals approximately 4 billion Litas a year. This investment process results in increasing the domestic use of currency. But emigration can also cause negative consequences such as a serious risk of 'youth brain drain', especially of university graduates. This situation is even more critical in Lithuania where population loss is a result of both natural decrease and net emigration<sup>2</sup> (Salt, 2003).

## EMIGRATION TENDENCIES IN LITHUANIA

At the moment, there are no accurate figures indicating the actual level of emigration. It is thought that in 1990–2005 approximately 250 to 350 thousand individuals migrated. Historically, there have been four migration waves in Lithuania. The fourth wave is occurring now and mainly involves young men and women (aged 25–45). Based on a survey conducted by Spinter in December 2001<sup>3</sup>, the main motivation to go abroad is the inability to find employment (30–40 percent) dissatisfaction with wage level (20–25 percent) or poor living conditions (10–14 percent). Most often migrate individuals who are under 34 years of age and have obtained a high level of education. Women more actively seek employment abroad than men. Other groups which tend to migrate include the unemployed, students, and unskilled labourers (Gliosaitė, 2004). It is assumed that in the near future approximately 340 thousand Lithuanians will live abroad.

A survey conducted in 2001 by the Open Society in Lithuania<sup>4</sup> established that 41.3 percent of Lithuania's inhabitants aged 24 or under plan to migrate;

<sup>2</sup> A similar trend is taking place in the Czech Republic, Latvia, Moldova, Romania and the Ukraine. However, in all these countries natural decrease was more influential than net emigration – in Lithuania both natural decrease and net emigration had equal weight (Salt, 2003).

<sup>3</sup> This survey included 1,003 respondents throughout Lithuania and was commissioned by the Lithuanian government. For more information, see [http://socmin.lt/socmin/Migracija-prezentacija1\\_files/frame.htm](http://socmin.lt/socmin/Migracija-prezentacija1_files/frame.htm)

<sup>4</sup> For more detailed information regarding the survey, see <http://www.osf.lt/lt/main.htm>

<sup>1</sup> As happened in Lithuania: from 2001 through 2003 unemployment decreased by five percent (Omni, 2004).

Table 1. Universities included in the survey: size and location

1 lentelė. Tirtø universitetø dydis ir vieta

Universities Universitetai	Number of faculties Fakultetø skaièius	Number of undergraduate students Pirmosios ir antrosios studijø pakopos studentø skaièius	Location Vieta	Total students surveyed Ið viso apklausta studentø
VU	11	21 284	Vilnius	184
VG TU	8	13 554	Vilnius	124
KTU	11	17 000	Kaunas	162
KU	7	7 034	Klaipėda	243
ŠU	7	8 000	Šiauliai	235
VPU	8	12 400	Vilnius	121
VMU	6	9 013	Kaunas	44
KMU	5	2 100	Kaunas	51
ISM	*	872	Vilnius and Kaunas	88

Key / Paaškinimai: VU – Vilnius University / Vilniaus universitetas; VG TU – Vilnius Gediminas Technical University / Vilniaus Gedimino technikos universitetas; KTU – Kaunas Technological University / Kauno technologijos universitetas; KU – Klaipėda University / Klaipėdos universitetas; ŠU – Šiauliai University / Šiauliø universitetas; VPU – Vilnius Pedagogical University / Vilniaus pedagoginis universitetas; VMU – Vytautas Magnus University / Vytauto Didžiojo universitetas; KMU – Kaunas Medical University / Kauno medicinos universitetas; ISM – University of Management and Economics / Vadybos ir ekonomikos universitetas; \* – ISM does not have separate faculties / ISM fakultetø nėra.

whereas a much lower percentage (23.9 percent) of those aged 34 or under plan to migrate. Of those planning to migrate women make up the majority (63 percent) as do unmarried individuals (58 percent). Most of those planning to migrate have finished higher education (52.2 percent) and are economically active individuals (54.3 percent) (Pauliuvienė, 2001).

Research from the Social Research Institute in Lithuania indicates that from 70 to 90 percent of Lithuanian youth aged 15–24 are planning to emigrate. Moreover, 60 to 70 percent of youth with a higher education are planning to emigrate. Most plan to emigrate for a short period ranging from several months to several years, but often their plans change once abroad and they tend to stay longer. Great Britain and Ireland are especially attractive migration destinations because of their geographical proximity, use of the English language and lack of restrictions on migration (Gripibauskienė, 2004).

Due to the transferability and demand for their skills, medical professionals seem especially likely to emigrate. According to a research<sup>5</sup> carried out by L. Starkienė, within the next ten years Lithuania will have developed an unmet demand for one thousand medical professionals. The greatest unmet demand will be specifically for anaesthesiologists, gynaecologists and ophthalmologists (ELTA, 2005). In a 2004 survey of medical professionals in Lithuania follo-

wing Lithuania's EU membership, 26 percent of doctors and close to 61 percent of doctors-in-residence were planning to seek employment in a West European country; of which 5.4 percent of doctors and 14.5 percent of doctors-in-residence were planning to permanently migrate (Valinskienė, 2004).

It is expected that emigration will have a positive overall effect on Lithuania. It is assumed that a large percentage of emigrants will return to Lithuania bringing back a large proportion of their earned wages and investing their savings in Lithuania. In addition, current emigration will reduce the level of unemployment and demands for social security payments. In the future, returning emigrants are anticipated to bring their acquired skills (*i.e.* increased human capital) to Lithuania. However, Lithuania's current double taxation policy is one of the reasons why emigrants choose not to return to Lithuania (Teišerskis, 2005).

In sum, the surveys that have been conducted in Lithuania indicate that highly educated youth has the greatest likelihood of migrating. However, little is known about this specific group.

## METHODOLOGY AND DATA

In order to collect data from a sample representing both geographical and student diversity, this survey included all of Lithuania's main universities as well as the University of Management and Economics (ISM). This resulted in a coverage of the largest and most prestigious universities in Lithuania. Most

<sup>5</sup> Entitled: 'Lithuania's medical doctor supply and demand forecast until 2015'.

Table 2. Survey breakdown in terms of numbers and sex  
2 lentelė. Apklausti studentai pagal skaičių ir lytį

	Faculties / Fakultetai						Total students surveyed Iš viso apklausta studentų
	Humanitarian and social sciences Humanitariniai ir socialiniai mokslai	Economics, management and business administration Ekonomika, vadyba ir verslo administravimas	Natural sciences Gamtos mokslai	Exact sciences Tikslieji mokslai	Medicine Medicina	Technology Tecnologijos	
Number of students surveyed Apklausta studentų	254	328	131	239	95	205	1252
Percentage of students surveyed Procentas nuo viso apklaustų studentų	20.3%	26.2%	10.5 %	19.1 %	7.6 %	16.4 %	100 %
Percentage Female Iš jø moterų	72.0%	69.5%	71.8 %	33.9 %	68.4 %	40.0 %	58.5 %
Percentage of students studying within Lithuania's universities* Procentas nuo viso Lietuvos universitetų studentų	45.7%	21.0%	3.7 %	6.9 %	4.7 %	17.9 %	100 %
Percentage Female Iš jø moterų*	71.8%	68.0%	54.7 %	32.4 %	78.6 %	27.6 %	60.1 %

\* - 2004-2005 academic year (according to: Švietimas, 2004) / 2004-2005 mokslo metais (pagal: Švietimas, 2004).

universities were located in the capital city Vilnius or in Kaunas (Table 1), the second largest city in Lithuania. In order to capture potential regional variations, our survey also included the main university in Lithuania's port city Klaipėda and also Šiauliai University located in a more peripheral part of Lithuania. Other narrowly specialized higher schools of education were not included due to their small size.

We had the choice of selecting all students at random from different universities to participate in our study, but decided instead to focus on specific faculties. This strategy was chosen for two main reasons: first of all in order to foster comparability between universities, and secondly, we wanted to focus on specific faculties such as economics, computer science, engineering and medicine. Students who graduate with these degrees are arguably more likely

to emigrate than students with other degrees<sup>6</sup>. Table 2 shows the faculties surveyed.

<sup>6</sup> Migration theory asserts that amongst the highest category of educated specialists, the most mobile are those who *speak the language of international specialists* (Fassman and Hintermann, 1997), which in essence means that individuals who are most likely to immigrate are those that can integrate with the least amount of difficulty. In practice this would mean that specialists in the fields of hard sciences, technology and medicine would have the highest likelihood of integrating in the new country than specialists from the social or humanitarian sciences who would have the least potential mobility. Therefore, in choosing the faculties to survey, we included those whose degrees would provide their students with the greatest likelihood for mobility.

Table 3. **T test significance levels for students planning to work abroad**  
3 lentelė. **Atsakymø apie studentø planus dirbti uþsienyje T testo reikðmingumo lygiai**

Characteristic / Charakteristika	N	Mean	SD	SE	Df	T test*
Field of study / Studijø sritis	1247	-0.48	3.68	0.10	1246	-4.653
University / Universitetas	1247	0.72	4.21	0.12	1246	6.083
Course year / Kursas	1247	-1.15	3.56	0.10	1246	-11.414
Birth year / Gimimo metai	1247	79.84	3.74	0.11	1246	735.162
Sex / Lytis	1247	-2.07	3.41	0.0966	1246	-21.393
Previously worked abroad / Ankstesnio darbo uþsienyje patirtis	1247	-1.84	3.37	0.0953	1246	-19.336

N – total number of observations / apklaustøjø skaièius; SD – standard deviation / standartinis nuokrypis; Mdiff – mean difference / vidutinis skirtumas; SE – standard error / standartinë paklaida; Df – degrees of freedom / laisvës laipsnis. Probability values / tikimybë: \* – p value significant at the 1% test level / 1% lygio p reikðmingumas.

Table 4. **Relation between planning to work abroad and fields of study (per cent)**  
4 lentelė. **Ryšys tarp planø iðvykti dirbti uþsienyje ir studijø srities (procentais)**

Planning to work abroad Planuoja iðvykti dirbti á uþsiená	Humanitarian and social sciences Humanitariniai ir socialiniai mokslai	Economics, management and business administration Ekonomika, vadyba ir verslo administravimas	Natural sciences Gamtos mokslai	Exact sciences Tikslieji mokslai	Medicine Medicina	Technology Technologijos
Yes / Taip	27.8	39.3	30.8	30.4	24.2	23.4
No / Ne	46	35.1	45.4	38	56.8	40
Don't know / Neþinau	26.2	25.6	23.8	31.6	18.9	36.6
Total / Ið viso	100	100	100	100	100	100

In order to insure the representativeness of the sample, in most cases our survey included at least 55 students from each of the chosen faculties. The survey contained a total of 46 questions<sup>7</sup> and was administered individually to students on a random basis per faculty. Most of the students were surveyed in the university premises inbetween classes, in this way allowing the equal likelihood for all students (in that programme of study) to be surveyed. As shown in Table 2, a total of 1,252 students were surveyed.

In terms of the percentage of female and male students surveyed per faculty, our survey contains comparable percentages (see Table 2). In terms of the faculties surveyed, our survey included higher percentages of students studying economics and business administration, natural sciences and exact sciences. As already stated earlier, this is due to the fact that the survey included larger percentages of students from the faculties that would have a greater likelihood of emigrating. Unfortunately, we are not able to compare the representativeness of our sample in terms of other characteristics due to the lack of national data.

<sup>7</sup> The questionnaire was reduced from 49 to 46 questions after an initial survey wave was conducted.

## RESULTS

In this paper, we limit ourselves to a preliminary data analysis of the general characteristics which distinguish those students who are planning to work abroad in 2005 and those students who are not planning to work abroad. We focus on analysing six main influences: fields of study, university, course year, birth year, sex and previous working abroad experience. As the T-test results in Table 3 show, all seven categories have highly significant values indicating that the variation is statistically significant.

To further investigate the results presented in Table 3, we conducted some basic cross tabulations of these seven influences and their relationship to 'planning to work abroad' in order to obtain a clearer picture of these characteristics. Close to 40 percent of students studying economics and business administration (see Table 4) are planning to work abroad, which is clearly a greater percentage than in any of the other faculties. In contrast, the majority of students studying medicine (56.8 percent) do not plan to work abroad. High percentages of humanitarian and social science students as well as those studying natural sciences are also not planning to work abroad.

Some clear patterns for the relationship of the student's 'plan to work abroad' and the university

Table 5. **Relation between planning to work abroad and university (per cent)**  
5 lentelė. **Ryšys tarp planø išvykti dirbti užsienyje ir universitetø (procentais)**

Planning to work abroad / Planuoja išvykti dirbti á užsiená	VU	VGTU	KTU	KU	SU	ISM- V	ISM-K	VPU	KMU	VMU
Yes / Taip	39.7	29.8	31.5	25.2	22.6	<b>54.3</b>	<b>54.3</b>	21.4	17.6	18.2
No / Ne	36.4	42.7	40.7	40.9	41.5	37.1	37.1	<b>51.3</b>	<b>68.6</b>	<b>63.6</b>
Don't know / Nežinau	23.9	27.4	27.8	33.9	35.8	8.6	8.6	27.4	13.7	18.2
Total / Iš viso	100	100	100	100	100	100	100	100	100	100

Table 6. **Relation between planning to work abroad and 'year of study' (per cent)**  
6 lentelė. **Ryšys tarp planø išvykti dirbti užsienyje ir kurso (procentais)**

Planning to work abroad / Planuoja išvykti dirbti á užsiená	First / Pirmas	Second / Antras	Third / Trečias	Fourth / Ketvirtas	Fifth / Penktas	Sixth / Šeštas
Yes / Taip	28	<b>37.4</b>	<b>35.7</b>	22.6	15.4	26.3
No / Ne	42.5	36.8	39.7	<b>47.1</b>	<b>43.6</b>	<b>47.4</b>
Don't know / Nežinau	29.5	25.9	24.6	30.4	41.0	26.3
Total / Iš viso	100	100	100	100	100	100

Table 7. **Relation between Planning to work abroad and age (birth year) (per cent)**  
7 lentelė. **Ryšys tarp planø išvykti dirbti užsienyje ir gimimo metų (procentais)**

Planning to work abroad / Planuoja išvykti dirbti á užsiená	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984
Yes / Taip	–	–	–	33.3	7.7	31.3	9.8	27.6	31.5	37.6
No / Ne	100	100	66.7	–	38.5	50	59	44.1	42.2	34.1
Don't know / Nežinau	–	–	33.3	66.7	53.8	18.8	31.1	28.2	26.3	28.3
Total / Iš viso	100	100	100	100	100	100	100	100	100	100

Table 8. **Relation between planning to work abroad and sex (per cent)**  
8 lentelė. **Ryšys tarp planø išvykti dirbti užsienyje ir apklaustøjø lyties (procentais)**

Planning to work abroad / Planuoja išvykti dirbti á užsiená	Male / Vyras	Female / moteris
Yes / Taip	32	29.7
No / Ne	38.2	43.6
Don't know / Nežinau	29.8	26.7
Total / Iš viso	100	100

they are attending are shown in table 5. The majority of students surveyed at the University of Management and Economics (ISM) in both Vilnius and in Kaunas were planning to work abroad, while in all our other universities this number was much lower averaging fewer than 30 percent. Conversely, over 50 percent of the student respondents studying at Vilnius Pedagogical University (VPU), Vytautas Magnus University (VMU) and Kaunas Medical University (KMU) were not planning to work abroad. These differences are most likely explained through the

orientation of university programmes. In the case of ISM, the university's orientation is an international one with many subjects taught that are geared to preparing its students to working in an international environment, whereas the orientation is different at VPU and KMU focusing students on the teaching and medical profession to be practised in Lithuania. At VMU, most students surveyed were studying informatics or natural sciences which according to Table 4 are fields of study less likely to plan to work abroad.

In Tables 6 and 7 we show the percentages of students planning to work abroad in terms of their age and course year. Both are highly interrelated, so it is not surprising to see the same tendency: higher percentages of younger but not older students are planning to work abroad.

In terms of sex, more male students are planning to work abroad than female students; the difference is small yet significant (Table 8). Moreover, slightly more male students answered 'don't know' than female students, which may indicate that even more male students, once they have made their decision, decide to work abroad than female students.

Finally, as would be expected, a much larger percentage of students that had previously worked ab-

Table 9. **Relation between planning to work abroad and working abroad experience (per cent)**  
 9 lentelė. **Ryšys tarp planø išvykti dirbti užsienyje ir anks-  
 tesnės darbo užsienyje patirties (procentais)**

Planning to work abroad / Planuoja išvykti dirbti á užsiená	Previously worked abroad / Anksèiau dirbo užsienyje	Has never worked abroad / Niekada nedirbo užsienyje
Yes / Taip	47.7	26.6
No / Ne	26.6	44.9
Don't know / Neþinau	25.7	28.5
Total / Iš viso	100	100

road responded that they were planning to work abroad again. As table 9 indicates, close to half of the respondents who have worked abroad are planning to do so again.

## DISCUSSION

Though still in a preliminary state, our survey results raise some interesting issues. A rough typology of the 'typical' student who is planning to work abroad could have the following individual characteristics (though not necessarily bundled together): studying at ISM, studying economics or business administration, being a younger-aged student, being male and having worked abroad. In contrast, a rough typology of a student who is not planning to study abroad could have the following characteristics (though not necessarily bundled together): studying at VPU, KMU or VMU, studying humanitarian or social sciences, medicine, pedagogy, or natural sciences, being an older-aged student, being female and not having previously worked abroad.

The low percentage of medical students studying at KMU and planning to work abroad is an especially interesting result. It seems to indicate that medical students do not start out their studies with the intention of working abroad, so that it is not a common characteristic of students who choose this field of study. However, it seems that post-graduation experiences may play a critical role in their further choices (the reality of low wages and long hours working in Lithuania compared with high wages, better conditions and active recruitment from organisations abroad). These results provide some support for the human capital theory of migration where individuals will weigh their benefits as well as the costs of migration based on their human capital (as presented by Sjaastad 1962). It can also be related to the push-pull model adopted by Fassman and Hintermann (1997), which shows that due to a combination of income differentials and job-vacancy (in the host country), individuals will migrate.

For the large percentage of students indicating that they are planning to work abroad the motivations seem to be slightly different. In the case of students studying the ISM, it can be argued that the skills they develop while studying are internationally oriented. The causal effect is, however, not clear. Students may choose to study at ISM because they already have intentions to work abroad or that the actual programme increases their desire to do so. This type of potential migration is also related to the human capital theory but underlines the importance of international orientation during the development of skills in an institution of higher education.

## CONCLUSION

The issue of migration is an increasingly important area of research for both old and new EU member states. In both cases, it is important to analyse both the long and short-term costs and benefits of migration.

Existing research has indicated that younger individuals are more likely to migrate than older individuals. The main economic explanations for this trend focus on the better labour prospects for younger migrants as well as the better return on investment realised by younger migrants. Research in Lithuania shows that the majority of highly educated youth are planning to emigrate. However, very little data are available about these potential migrants.

In terms of overall percentages, a rough typology of the 'typical' student who is planning to work abroad includes (though not necessarily bundled together): studying at an internationally oriented university such as ISM, studying economics or business administration, being a younger-aged student, being male and having previously worked abroad. In contrast, a rough typology of a student who is not planning to study abroad could have the following characteristics (though not necessarily bundled together): studying humanitarian or social sciences, medicine, pedagogy, or natural sciences, being an older-aged student, being female and not having worked abroad. These results provide a general support for the human capital theory of migration.

In addition, these preliminary results raise an obvious policy implication. Universities and study programmes with an international dimension are more likely to have students planning to work abroad. Universities and programmes that teach skills that are internationally transferable (such as medicine, mathematics, informatics) but without the international focus, have less students planning to work abroad. It seems likely that these students' motivation to work abroad is more directly influenced by employment opportunities and wage structure domestically *versus* those offered abroad in making their ultimate decisions where to live and work.

There remains much scope and need for further research. This paper has only been able to illustrate some basic characteristics of students planning to work abroad based on six characteristics. In future work, we are interested in conducting more advanced statistical analysis of the migratory tendencies amongst students in Lithuania.

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**Ruta Aidis, Dovilė Krupickaitė, Lina Blinstrubaitė**

## INTELEKTINIO POTENCIALO PRARADIMAS: LIETUVOS STUDENTŲ TENDENCIJOS EMIGRUOTI

### Santrauka

Straipsnyje pateikiami nuo 2005 m. vasario mėn. vykdomo Britų akademijos (Didžioji Britanija) jaunimo emigracijos tyrimo projekto preliminarūs rezultatai. Tyrimo tikslas – nustatyti Lietuvos universitetų studentų išvykimo dirbti į užsieną nuostatas ir motyvus. Pagrindiniai darbo uždaviniai – ištirti sąsajas tarp studentų darbo užsienyje patirties ir galimo potencialaus „protų nutekėjimo“, taip pat nustatyti švairių veiksnių (asmeninių savybių, universitetinių studijų pobūdžio bei šeimos) įtaką siekui išvykti dirbti į užsieną.

Didžiausią tikimybę kuo greičiau kompensuoti persikėlimo į užsieną ir integracijos kaštus turi jauni ir tam tikras specialybes (tarp aukščiausios kvalifikacijos specialistų – biomedicinos, tiksliųjų ir technologijos mokslų atstovai) išlaikę asmenys. Kiekvienai valstybei emigracija gali turėti tiek teigiamą, tiek ir neigiamą įtaką. Vienas didžiausių neigiamų efektų yra jaunų aukštųjų kvalifikacijos ir svarbiausia universitetinė išsilavinimą turinčių asmenų emigracija.

Apklausus dėdintis Lietuvos universitetų švairių fakultetų (1–2 lentelės) 1252 studentus ir išanalizavus 6 rodiklius (studijų sritis, universitetas, kursas, gimimo metai, lytis ir darbo užsienyje patirtis) ryšą su planais išvykti dirbti į užsieną 2005 m., buvo nustatyta (4–9 lentelės), kad daugiausia norinčiųjų išvykti dirbti į užsieną yra tarp tarptautinę orientaciją turinčių universitetų (ISM) ekonomikos, vadybos ir verslo administravimo specialybių, jaunesnio amžiaus, vyriškos lyties ir turinčių darbo užsienyje patirties studentų. Išvykti padirbėti į užsieną mažiausiai ketina humanitarinius, socialinius, gamtos mokslus ir mediciną studijuojantys vyresnio amžiaus moteriškosios lyties ir darbo užsienyje patirties neturintys studentai.