

*Comprehensive migration policy learning
for improving competitiveness*

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Introduction

- Migration trends depend on many societal and policy factors that determine country's ability to work on its **self-improvement**
- Migration policy requires a **comprehensive approach**
- **Competitive global environment** encourages development
- Talented individuals seek **freedom and incentives** to decide - stay or go

Key questions

- Which **factors** affect talents & migration?
- Which global **methodologies** assess a country's performance?
- Why are some countries among the **best** in the world?
- Which horizontal migration policies can encourage talent **attraction**?

General migration trend

21st century

- Croatian EU accession fastened emigration to more developed countries.
- The same trend in many new Member States despite faster convergence.

19th & 20th century

- Croatian emigration to English-speaking and German-speaking countries.
- German immigration and contribution to overall development in SEE.

After WWII

- While German-speaking countries have become open for people from SEE, many Germans/Austrians did not have incentives to come (back).

Policy factors affect talents & migration

- **Open** society & tolerant mindset – dignity
- Self-**improvement** – development
- Individual **freedom** & democratic participation - rights
- Social trust & civic **virtues** - honesty
- Transparency & rule of law - **order**
- Hard work & **effort** – reward
- Research and **intellect** – recognition
- Education & job market – **opportunities**
- Public policy & professional **management** - governance
- Geopolitical **security** & policy integration – key

Global methodologies and rankings

Measuring and assessing **how countries perform**:

1. economic freedom (capitalism)
2. competitiveness (policy & management)
3. liberal democracy (political freedom)

Which countries have the best average rankings in these three categories?

Global report and categories	Organizations and years
Economic Freedom of the World: 2021 Annual Report	Fraser Institute, 2021
The Global Competitiveness Report 2019	World Economic Forum, 2019
Democracy Index 2020	Economist Intelligence Unit, 2020

Source: Author, 2021

The best: freedom, democracy & competitiveness

- Protestant Ethic and the Spirit of Capitalism (Weber) – many best-ranked countries have predominant or relative **Protestant backgrounds**.
- Why Nations Fail (Acemoglu & Robinson) - **inclusive political-economic institutions** provide incentives for prosperity.
- Dominant geopolitical **integration: EU/EEA/CH – OECD - NATO**

<i>Nordic</i>	<i>Continental</i>	<i>Anglo-Saxon</i>	<i>East Asian</i>	<i>Eastern European</i>
Denmark	Switzerland	New Zealand	Taiwan	Estonia
Finland	Netherlands	United States	Japan	Czech Republic
Sweden	Germany	Canada	South Korea	Lithuania
Iceland	Luxembourg	Australia	Singapore	Latvia
Norway	Austria	United Kingdom	Hong Kong	Slovenia

Comprehensive (migration) policy solutions

1. Civic **education** - open minded and straightforward policy discussions
2. Critical **thinking** for improvement & competitiveness - policy network
3. Cross border policy **transfer** – learning and applying good practices

Key risks:

- Limited opportunities with direct and **siloed** migration policies without a comprehensive understanding of deep societal problems
- **Populist** attempts to retain people with myths and disinformation about countries where they want to live

Benefit & purpose

- New market and development **opportunities** for policy consulting businesses, think tanks, institutes, academics and policymakers
- Long-term policy: creating better conditions for retaining and attracting talented individuals by **learning** policies from the best-ranked countries

Thank you

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