

Mobility of High Skilled Professionals:

The Brain Waste and the Brain Gain

Rui Gomes^{1,a}, João Teixeira Lopes^{2,b}, Henrique Vaz^{3,c}, Luísa Cerdeira^{4,d},
Belmiro Cabrito^{5,e}, Paulo Peixoto^{6,f}, Maria Lourdes Machado-Taylor^{7,g}, Dulce
Magalhães^{8,h}, Rui Brites^{9,i}, Tomás Patrocínio^{10,j}, Sílvia Silva^{11,k}

¹FCDEF-UC, Estádio Universitário - Pav. 3, 3040-156 Coimbra, Portugal

²FL-UP, Via Panorâmica, 4150-564 Porto, Portugal

³FPCE-UP, R. Alfredo Allen, 4200-135 Porto, Portugal

⁴IE-UL, Alameda da Universidade, 1649-013 Lisboa, Portugal

⁵IE-UL, Alameda da Universidade, 1649-013 Lisboa, Portugal

⁶FE-UC, Av. Dias da Silva, 165, 3004-512 Coimbra, Portugal

⁷CIPES, R. 1.º de Dezembro, 399, 4450-227 Matosinhos, Portugal

⁸FL-UP, Via Panorâmica, 4150-564 Porto, Portugal

⁹ISEG-UL, R. do Quelhas, 6, 1200-781 Lisboa, Portugal

¹⁰IE-UL, Alameda da Universidade, 1649-013 Lisboa, Portugal

¹¹FCDEF-UC, Estádio Universitário - Pav. 3, 3040-156 Coimbra, Portugal

^aramgomes@gmail.com, ^bjteixeiralopes@gmail.com, ^chenrique@fpce.up.pt,
^dluisa.cerdeira@ie.ul.pt, ^eb.cabrito@ie.ul.pt, ^fpp@fe.uc.pt, ^glmachado@cipes.up.pt,
^hdulcegracamaagalhaes@gmail.com, ⁱrui.brites52@gmail.com, ^jpatrocinio.tomas@gmail.com,
^ksilvia.m.martins.silva@gmail.com

Keywords: Brain Waste, Brain Gain, Mobility, Professionals

Abstract. The literature review allows us to conclude that the traditional perception of the brain drain has no empirical evidence on the aggregate level, being necessary the understanding of the circumstances and factors that influence the process in each country. This research aims to make a study of this type in the Portuguese context, still innovating in conceptual and methodological terms: first, refusing the logic of globalizing assumptions of human capital theory, guessing that migration can be caused by factors other than not pay gap by analyzing the set of factors of attraction-repulsion; on the other hand, guessing that the international job system is not a space entirely free and therefore is not only dependent on the free play of supply and demand, is also necessary to observe the biographical trajectories in order to understand the reasons and destinations of migration. The multiple case studies are intended to test the theoretical hypotheses presented in the literature.