

**EREF-2010**  
**Competencies and Values for Sustainable, Knowledge-based Competitiveness**  
**- A New Agenda for European Regions -**

**Matrix of Forum-2010 Issues**

	<b>Skills development/ Education</b>	<b>Brain circulation/ Diaspora Communication</b>	<b>Foreign direct investment (FDI)</b>	<b>Involvement of women</b>
<b>Key Problems</b>	<p>Workforce is lacking skills and competencies needed for 21<sup>st</sup> century;</p> <p>Educational systems set predominantly within the closed national systems – undermining Europe-wide mobility and development of European Educational Area;</p> <p>Educational sector is heavily under-funded in most European countries, and the profession of educators lacks social status;</p> <p>Reforms of educational systems (including Bologna Process) are implemented too slowly and do not receive needed priority – neither from governments, nor from professors;</p> <p>Creativity, innovation, entrepreneurship and leadership are not treated as basic virtues of successful economies and societies.</p>	<p>Europe is suffering from brain drain, as well as from insufficient sectorial and geographical mobility (during 2008 16% of Danes changed jobs, in Slovenia only 5%. In EU 38% of people would consider taking a job in another country in Slovenia only 3%).</p> <p>Overall conditions for hiring/engaging foreign experts in most European countries are not attractive – in many environments they are not welcome;</p> <p>Many European countries have large diasporas, but generally fail to develop suitable systems of communication based on mutual interests, respect and political non-interference.</p>	<p>Most European countries are not receiving the level and quality of foreign direct investment which they could, had they developed adequate systems of incentives and created a foreign investor's friendly environment; in current crisis protectionist tendencies are rising;</p> <p>Often, inadequate views and interpretations prevail by various social groups and politicians on the benefits, challenges and potential damages to be expected from foreign direct investment;</p> <p>Many European countries and regions have poorly equipped agencies for foreign investment and modest information &amp; promotion activities to attract and process requests from prospective investors;</p> <p>Specially in transition countries, there is lack of general economic and technological expertise, and of negotiating know-how for dealing with foreign investors;</p>	<p>Partly with exception of Nordic countries, the presence of women in corporate decision-making positions, and generally in public life, is still far from optimal.</p> <p>While in Nordic countries the share of women in company boards range between 44% in Norway, 27% in Sweden, and 26 in Finland, at the other side of the list there are Italy with 1.8% and Portugal with 0.8% shares.</p> <p>This is not just an issue of democratization and gender equality, but primarily of the quality of decisions; absence of unique female values and attitudes tends to lead to suboptimal business results and lack of sustainability (recent studies in Europe and US offer clear evidence for this claim)</p>
	Development of life long	Free and balanced migration –	Capital mobility for wealth and	Gender equality as part of

<b>Values &amp; General Objectives</b>	<p>learning culture;</p> <p>Educators' professionalism, including high ethical standards;</p> <p>Greater appreciation of creativity, innovation, entrepreneurship and Leadership.</p>	<p>based on recognition of qualifications</p> <p>Motives for diaspora to communicate with the old country:</p> <ul style="list-style-type: none"> <li>- Self-interest</li> <li>- Patriotic sentiment</li> </ul>	<p>employment creation;</p> <p>Accelerating economic growth, diversifying output, and easier access to new export markets;</p> <p>Sustainability and corporate social responsibility (CSR).</p>	<p>modern political culture and a symbol of advanced civilization;</p> <p>Decision-making processes to benefit from specific female qualities (such as):</p> <ul style="list-style-type: none"> <li>-responsibility</li> <li>-long-term perspective</li> <li>-solidarity</li> <li>-emotional intelligence</li> </ul>
<b>Policy Instruments &amp; Implementation Tools</b>	<p>Accelerated reforms of education systems, following the guidelines and mechanisms of the Bologna Process;</p> <p>Modernisation of curricula;</p> <p>Stricter quality control and maintenance of criteria for awarding degrees and qualifications.</p>	<p>Well designed and implemented migration policies and regimes (quotas &amp; point systems, resident status, etc.) at EU, national, and regional levels;</p> <p>Government sponsored diaspora agencies with adequate sets of activities;</p> <p>NGOs involvement;</p> <p>Support to knowledge networks.</p>	<p>FDI policies &amp; incentives;</p> <p>Balanced agreements, and mutual guarantees between foreign investors and domestic partners;</p> <p>Securing human capital for expected FDIs:</p>	<p>Gender equality education at all stages and awareness campaigns;</p> <p>Measures to encourage stronger involvement of women in corporate decision making (e.g.: Board female quotas, etc.).</p>
<b>Results &amp; Impact</b>	<p>Higher quality of human capital resulting in knowledge based competitiveness and higher productivity;</p> <p>Positive attitude to lifelong learning (LLL) and appreciation of informal learning.</p>	<p>Balanced international brain circulation, and virtual mobility supporting human capital development in European regions, and their easier access to international talents.</p>	<p>Knowledge spill-over, technology transfer and introduction &amp; development of new products and services;</p> <p>Stronger internationalisation of investing/receiving economies;</p> <p>Increased international &amp; inter-regional flows of capital;</p> <p>Penetration of new export markets;</p> <p>Enhanced wealth creation and reduction of world economic divide.</p>	<p>Better corporate decision making – more consistent with sustainability and CSR principles;</p> <p>Inclusive, highly democratic society with full gender equality.</p>