

**SEEMIG Local Strategy for enhancing migration data production and
utilization**

***(Proposal for a local strategy data enhancement and utilization on
migration, labour market and human capital processes)***

Statistical region of Podravje (NUTS 3 level region), Slovenia



2014

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1. INTRODUCTION

The following Regional Strategy for enhancing migration data production and utilization is prepared as part of the SEEMIG project. The document is based on the results and experiences gained through the implementation of project activities within the SEEMIG project (the foresight exercise, the regional training, the master class and the local roundtable; see table in annex I).

It was emphasised, especially during the training sessions for local authorities, that there is a gap between the statistical data available and the statistical data needed by the local authorities for their activities in preparation of strategic documents. Furthermore, the need for proper interpretation of data and translation of data into relevant inputs to be used by policy makers had been stressed.

Although the data collection system in Slovenia is on a very high level, it has been noted that when the representative samples are taken, they are very representative for the national level, but cannot be always broken down to regional levels. Hence, the need for additional regional data, especially in the field of migration (not only international migration across the state border, but also migration within the state borders, between municipalities, daily migration of commuters, etc.).

Another point which had been brought forth was the need for unifying the data interpretation for data collected from various sources such as: the national statistical office, tax office, health insurance, ministry of interior, etc.

Considering the specific situation of the Podravje region, there is a strong need to support local authorities, with expert knowledge in the fields of data analyses and interpretation. The region consists of 41 municipalities, of which many can be considered small (with less than 10.000 people) and are consequently lacking the staff with competences for strategic planning or data interpretation, even if they are aware of the various data sources they could use.

The Regional Strategy is proposing the coordinated activities to be implemented within the region of Podravje until the year 2022 in order to provide step by step solutions for the issues exposed as the gap between the regional needs for strategic planning and the currently provided inputs for preparation of regional strategies.

2. BACKGROUND

Maribor is the second biggest city in Slovenia and the city towards most of the North-Eastern Slovenia (with parts of South-Eastern Slovenia as well) gravitate to. It has one third of the entire population of the Podravje region. This means the need for accurate and up-to-date data is important on local, regional, interregional and national level, with some cross-border significance as well, as the region of Podravje borders both on Austrian and Croatian state border.

In the past the region, but especially the larger metropolitan area of Maribor, was one of the biggest centres of heavy metal, car and chemical industries, drawing people to settle in the city, as building workers housing was far more preferable to commuting. Hence, a large number of people from other regions and republics (of ex-Yugoslavia – which was at the time not considered international migration) came to the city. With the waves of collapsing of the industry between 1988 and 1996 the city faced high unemployment of specific skilled groups, which were lacking the knowledge of the language skills. Due to the specific situation of Maribor, which was among the most developed economic centres of the former Yugoslavia, there was a large inflow of migrant to the city, which is felt in the raising of the population prior to 1971. Curiously, the city has grown in size in the period between 1971 and 1991, but this growth is not represented in the overall number of the population. Also, since there is a lot of migration into the city in the period from 1971 until 1991, but with no significant increase in the population, this indicates there had to be a significant outflow migration.

Population of Maribor									
YEAR	1953	1961	1971	1991	1996	2002	2004	2007	2009
POPULATION	83.919	97.136	112.326	119.828	116.147	110.668	112.558	119.071	112.642

The census data (until 1971) and the data of the Slovenian statistical office (1991 and after) show that the number of population in 1971 and 2009 are very similar. At the same time the number of housing units has almost doubled (number of housing units in 1971 was 29.815 and in 2009 it was 52.133).

There is also an anomaly, since most of the immigrants who moved to the city were not considered as international migrants, since they were all in the same multinational state. It was only after 1991, when Slovenia became independent that most of these migrants got a different status and have both legally and socially become migrants. Many people thus became migrants year after moving.

This is also reflected in various cases, but mostly through language, as Slovenian is a separate language to the official language used in the Yugoslavia, the “Serbo-Croatian” language. Prior to Slovenian independency, although Slovenian was the official language within the republic of Slovenia, there was no need to learn Slovenian, as “Serbo-Croatian” was the official state language. Thus many migrants, who were living Maribor/Podravje did not have a sufficient linguistic skills.

These migrations of the past also influenced the overall demographic picture of Maribor, as many people were moving out of the city as well, either to the rural areas with preferable living conditions (single family houses as opposed to multitenant-housing, closer to nature, fresh air, better teacher per pupil ratio in elementary schools, etc.), or abroad (mostly to Austria and Germany, but also to Switzerland, Sweden, Australia, Canada, South America, etc.). This meant the national structure of the population had been influenced through such migration and it created tensions, which are still felt in the times of crises, where economic situation of the population is rapidly deteriorating, or is at a point that no longer allows for secure living conditions.

After Slovenia gained independency the situation changed. As mentioned before, many migrants from former Yugoslavian republic, who were living in Slovenia for quite some time, became foreigners who had to sort out their legal status. And although the economic situation in Maribor had never reached that of the city's greatest prosperity (from mid sixties to mid eighties) the number of migrants kept rising. In 2011 there were 13.377 people residing in Maribor (well over 10% of the population) that migrated from other republics of the former Yugoslavia.

Due to the noticed inflow of people coming to Maribor, the political decision for development of the city, based on the demographic projections from 1960, supported many construction projects, which is seen from the doubling of the housing units within the city. The demographic projections, however, did not come true, as the population of the city had not reached the anticipated 180.000. The city urbanistic office is explaining this anomaly for the need of the construction of the housing units by the changing of the standards (as personal standard rose, people desired to live in more comfort, thus the average number of m²/person has increased).

It is thus obvious, that there is a dire need for a new demographic projection for the city of Maribor, which will be used as the basis for future planning documents and strategies.

3. MAIN ISSUES/CHALLENGES RELATED TO MIGRATION

Maribor has been a city with many waves of both immigration and emigration, which has caused the lack of a firm identity of the city as the population structure has changed significantly (from being a city populated by German speaking population prior to world war to, to being settled by people from the Slovenian coastal region – between both world wars as those regions became part of Italy, to attracting a large number of workers from other Yugoslavian republics while at the same time people from the city were leaving). This means the city had been, for the past hundred years, shaped by migration – which was mostly incidental – with only scientific background for demographic development and on it based urban development dating back to 1960s. As the result the city does not have a clear demographic projection for future development, has a mismatch between the number of housing units and actual need of housing by its population, has no established mechanisms to attract migrants or to keep human resources coming to the city in connection to the University of Maribor. The latest strategic document for the development of the city is the *Strategy for Development of Maribor until 2030*, but it is based only partly on facts and data, as not all data is available, thus at some point the strategy is based on estimates and predictions, which are believed to be accurate, but they are not backed up by evidence. In addition Maribor is facing a huge unemployment, which in turn should make it an undesirable city for the inflow of migrants, yet the number of migrants is still rising. The most reasonable conclusion is that Slovenia as a whole is still considered to be the most developed republic of former Yugoslavia and is thus more lucrative to move to Slovenia than to stay in other states of the former joint country – and such migrants would already have an access to a social network in Slovenia, in many cases Maribor, due to past large waves of migrants forming an informal community.

Demographic projection

As the economic situation in the city is not really stable, it reflects on the demographic trends. As expected in years of economic decline the numbers are dropping, with less demographic growth, to even negative numbers showing the decrease of population. This is very obvious in the period between 2008 and 2011, with the economic crises. Yet the economic situation of the city kept deteriorating after 2011 as well, yet the demographic trend has changed, with a significant increase in 2013 (although it was the year that Maribor had the highest unemployment in its recent history).

Population growth rate (total) for Maribor						
2007	2008	2009	2010	2011	2012	2013
550	491	277	-613	-197	-169	704
Natural population growth for Maribor						
2007	2008	2009	2010	2011	2012	2013
-345	-191	-174	-212	-220	-319	-272

Source*: National statistical office for Slovenia (SURS)

The inflow of people moving into the city is the main reason for the population growth as we see the natural growth is in decline for the entire period (2007-2013). This comes to show that the economic attractiveness of the city cannot be the main reason for people to move into the city – or not to move out of it. We can therefore conclude that although the labour market situation is believed to be one of the decisive factors influencing the migration dynamics, on the basis of available data other factors, such as the role of the family and transnational family networks has an important impact on the migration flows.

This is not only due to the importance of family reunification, but also due to the fact that a broad family ties are functioning as a migration network, making the migration into Maribor easier. That being said, the issue of migrant families and their impact on the demographics had not yet been researched in detail; therefore there is no clear understanding on its impact on the demographics of Maribor.

Housing

With large housing construction projects in the past, based on the demographic projections done in the 1960s (but with no real increase in population noted) the city would not really need further housing developments. The strategies, however, still hold new housing projects to be realized. As the members of the urbanistic office explained, such housing projects are justified with the raise of personal standard and the change of lifestyle. In the past an apartment with 60-80m² was considered a suitable and comfortable housing unit for a family with 4-5 members (two parents with 2-3 children). Such an apartment would feature the bathroom, kitchen, and two or three additional rooms) and was considered perfectly suitable for an average family at the time of its construction.

With the raise of standards and expectations of current families, such an apartment would be seen suited for a family of 2-3 people (a young couple with one child, or a single one parent one child family). However, due to the deteriorating economic situation the standards and expectation of current families are either lowering, or they do not decide to leave the homes they have with their parents (usually in family houses in the rural regions).

This is reflected in the increase of commuting, the falling real-estate prices, ageing population in the city center and possibly also in the raising migration inflow as the real-estate prices are more favourable than in other areas of Slovenia. It is possible to conclude that the real-estate prices, along with the migrant network, are contributing to the inflow of migrants to Maribor. This is especially plausible explanation as there are constant increases of daily commuting (within Slovenia and across the Slovenian-Austrian border, which is only 17km away from Maribor), thus Maribor can be considered as a place of sleeping for migrants, who move into the city (because of affordable real-estate prices).

Labour market

With the above described situation, the situation most definitely reflects on the labour market as well. Since there is a shortage of demand on the labour market the migrants remain unemployed, or worse, are exploited as cheap labour force.

Both representatives of the administrative unit of the city and the unemployment office of the city gave estimates that such pressure on cheap labour force is being made. As Slovenia is still considered the most successful of ex-Yugoslavian republics and with many migrants from the era of the joint state have strong social ties to their native republics, this is seen as a channel for migrating into the EU-28 member state. Yet, unless such migration is considered as the unification of the family, there are great pressures on the migrants, as their legal status is connected to their employment, making the migrants dependant on the contracts. The employers use this as a tool of leverage to exploit such labour force, as such a situation can last for up to a period of ten years.

In most cases they are put in the register with a much lower education they actually have, as the employer wants to lower their pay through this (especially the pay into the social transfers, such as the retirement fund, which depends on the level of education achieved). This is reflected in discreteness between the educational profile the migrants themselves present and the profile the employer presents. Although if the migrant agrees to work for a lower pay and for a job with lesser education, this is legally fully exactable, but is preventing the city/region to get a clear overview of the actual human resources the migrants represent (as there more and more cases of post graduate students doing manual labour with no required education, their potential is not put to any use).

At the same time, such employers with low ethical and moral standards also try to exploit other loopholes and cannot be considered as potential generator of local/regional/national progress. It is very unlikely they would try to raise their company's competitiveness by raising the added value to their product and would not consider raising the added value of the employment. They are only trying to raise their competitiveness through lowering the product price, which is achieved by lowering the labour costs – due to the raise of exploitation of the employees. Usually being more competitive than most other local entrepreneurs, which further damages the local/regional/national economy and further deepens the negative feelings towards migrants in the general population. This process is visible from the lowering of the added value per employee in the region, which clearly shows that there is very unsuccessful regional management of human resources.

Social conflicts

With migrants being a vulnerable group on the labour market, and are exploited to work in either less favourable conditions or for a lesser pay (sometimes both) than local labour force, there are trends of employers using migrant labour force over the local labour force. Consequently, the local labour force perceives these migrants as an unfair competition. The local labour force is not prepared to tolerate such exploitation and is seeking legal protection against it, which is not in the interest of the employers, who exploit their labour force. In the case of migrants, there is a redundancy to seek legal protection, as this is very likely to lead to the termination of the work contract, which would have the consequence of losing the residential permit. Thus the migrant labour force is tolerating this exploitation. With the rise of unemployment, this is already causing some tension among the lower skilled local population, which is looking for a scape goat for their unfavourable economic situation.

This on one hand causes illegal exploitation of migrants, on the other hand presents the migrants as a social treat to the local labour force, actually is causing the loss of jobs to local labour force, causes problems with permanent migration – employers do not want the migrants to become permanent residents – as the permanent residents become a less woundable target group (with permanent residence – after ten year – a migrant can enjoy the benefits of social transfers and is not as dependant on the exploitation of the employer).

Due to the previously highlighted reason of difficulties with not obtaining permanent permission for living in Slovenia, or not getting a citizenship, there is a situation of migrants leaving after a period of just under ten years. If this develops in a permanent trend, this would mean that the portion of currently active and employed population will not reside here at the age when they would retire.

Transfers of funds

There are migrants that bring their families from abroad (especially from relatively close by regions) as these family members can gain certain social benefits. There are social transfers for children and until the children reach the age to enter school they are not under the supervision of any local/national authority in Slovenia, thus in such cases parents usually spend only the minimum required time in Slovenia to gain the benefit of the social transfers and then one parent (usually mother) returns to a country of origin, with the other parent (usually father) staying in Slovenia to work. Thus the social transfers are channelled abroad (and due to the life standard difference between countries e.g. Slovenia – Macedonia, Slovenia – Bosnia, Slovenia – Serbia... the social benefits become a significant income to the family).

Such cases can be seen through the number of people, who are evidenced to reside at an address in the register of the administrative unit and the number of people who are evidenced for the payments for communal services (such as fresh water, sewage, garbage disposal).

Such cases drain the social transfer funds of Slovenia, causing an additionally unfavourable opinion towards foreign migrants, which are in most cases already considered as unfair competition on the labour market.

Brain drain

As previously mentioned, the added value per work place in the region of Podravje is lowering. This is forming an unfavourable situation for the people with higher education. As the University of Maribor still does not have a fully developed system of tracking their students after the conclusion of studies, there is no overview of the entire situation of brain-drain. It is, however, obvious that many university graduates do not stay in the Podravje region and are either migration to other regions (mostly western cohesion region) of Slovenia, or abroad.

Conclusion

With current policy makers either not having relevant data, not being able to correctly interpret the data, or not being able to find solutions on how to turn the situation around, the deterioration of city centres (as similar processes are observed in other city municipalities of Podravje as well) will continue and the unfavourable situation on the local/nation labour force will not start changing.

The city/region would therefore first of all require a local single source for collecting and interpreting existing local/regional data, which would show the up to date and accurate situation within a region, so the further development documents and strategies would not depend of estimations, but on updated facts and projections.

4. KEY PROBLEMS IN THE DATA SYSTEM

On the territorial level of the statistic NUTS 3 regions, data is processed at the national level. These data are then released periodically and give out information on a regional level, yet it takes the NUTS 3 region a considerable amount of time to gain the data or to further process it. Additionally, the Statistical Office of the Republic of Slovenia practices the rule of the so-called 'covering' of data in cases where absolute numbers are too small to be anonymised. Another problem related to this issue is the availability of reliable data for the lower NUTS levels (in Slovenia especially levels LAU 1 and LAU2, but also NUTS 3) where the absolute size of some statistically-defined groups is too small to be interpreted reliably and accurately. Also all the data for the statistic NUTS 3 regions are processed at the national level. These data are then released periodically and give out information on a regional level, yet it takes the NUTS 3 region a considerable amount of time to gain the data or to further process it.

For the purposes of the region, it would be of great importance, that relevant data would be available in frequent intervals.

Data most interesting for the region would be:

- Number of people commuting to work to the region from other Slovenian regions,
- Number of people commuting to work to the region from abroad,
- Number of people commuting to work to other Slovenian regions,
- Number of people commuting to work outside Slovenian borders,
- Number of students from the region studying in the region,
- Number of students from the region studying outside the region,
- Number of migrants working in the region,
- Number of unemployed migrants in the region,

- Number of migrants outside the region commuting into the region to work,
- Number of migrants inside the region commuting outside the region to work,
- Number of people from the region migrating abroad,
- Number of temporary migrants in the region (with likelihood to stay),
- Number of permanent migrants to the region (according to origin),
- Education and skills of migrants living in the region (regardless if nostrificated in Slovenia),
- Average GDP of migrants in the region.

Some of the mentioned data is accessible, yet as stated before, not available at frequent enough intervals, the monitoring in real-time would be advisable. On the other hand, experience points out, that not all data is reliable enough.

As an example, let us state the data about the education of migrants. Since education systems in various countries differ, a migrant living in Slovenia would need to get the verification of the gained education – the nostrification. There are two kinds of nostrifications a) for work, b) for continuation of education. In the case b) the institution to which a migrant wishes to enrol has to accept the documents about the current educational level, to see if the candidate can or cannot enrol. The process does not require financial inputs.

However, with case a) the migrant has to apply for nostrification, which is considered rather expensive and unless it leads to immediate employment most migrants do not decide to get it done. Hence, this does not reflect the real data about education of migrants, for until they get the nostrification done, they are not considered to have at the actual level of education they have gained prior to migration.

In the future, a continuous rise in global migration can certainly be expected also in Slovenia, as more and more countries are included in migration and migrants come from increasingly diverse social environments (Zavratnik Zimic, 2006: 348).

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- Number of migrants working in the region,
- Number of unemployed migrants in the region,
- Number of migrants outside the region commuting into the region to work,
- Number of migrants inside the region commuting outside the region to work,
- Number of people from the region migrating abroad,
- Number of temporary migrants in the region (with likelihood to stay),
- Number of permanent migrants to the region (according to origin),
- Education and skills of migrants living in the region (regardless if nostrificated in Slovenia),
- Average GDP of migrants in the region.

Some of the mentioned data is accessible, yet as stated before, not available at frequent enough intervals. On the other hand, experience points out, that not all data is reliable enough. This can be explained through the following example about the education of migrants. Since education systems

in various countries differ, a migrant living in Slovenia would need to get the verification of the gained education – the nostrification. There are two kinds of nostrifications a) for work, b) for continuation of education. In the case b) the institution to which a migrant wishes to enrol has to accept the documents about the current educational level, to see if the candidate can or cannot enrol. The process does not require financial inputs.

However, with case a) the migrant has to apply for nostrification, which would be more than a monthly income of a low-skilled worker; if it does not result in immediate employment most migrants do not decide to get it done. Hence, this does not reflect the real data about education of migrants, for until they get the nostrification done, they are not considered to have the actual level of education they have gained prior to migration.

The issues in the field of migration are many. Not all of the identified issues can easily be addressed, therefore the following table presents the key issues/challenges which are to be addressed by the project follow-up actions and are seen as implementable within the next period (2014-2020). These are issues/challenges are also in line with the local/regional action plan for Podravje region, which has also been prepared within the SEEMIG project and are considered to be a part of a short to middle term strategy. Other issues and challenges addressed in this local strategy are considered to be part of the longer term strategy.

Overview table:

Key Issue/Challenge	Lack of up to date data for the purposes of local policy makers to use as the basis for preparation of strategic documents	Capacity of regional/local level stakeholders to predict the need for data inputs for strategic planning and process the collected data.	Lack of certain relevant data in the field of labour market.	Future predictions on migration.	Current state of play on cross border migration.
Key proposed activities to handle the challenge	Possible construction of local databases on migration, labour market and human capital: Establishment of a single regional data source office (a one stop shop for all regionally relevant data)	Capacity building of local/regional stakeholders ("A resource guide on local migration, labour market and human capital data" and trainings)	Survey on emigration of the Slovenian citizens - unemployed persons - EURES job-seekers - researchers (a follow-up survey)	Survey on intentions to out-migrate: - unemployed persons - the total population in active age	Survey on cross-border migration
Level of intervention	Regional/local	Regional/local	Regional/national	Regional/national	Regional/national
Relevant stakeholders	Regional and local authorities	Regional and local authorities	Employment Service of the Republic of Slovenia, Institute for Economic Research, any other organisation with adequate references.	Employment Service of the Republic of Slovenia, any other organisation with adequate references.	Employment Service of the Republic of Slovenia, any other organisation with adequate references, other institutions (depending on the survey method).
Relevant political level endorsers	Regional council consisting of mayors of municipalities of the	Regional council / local municipalities	National ministry for labour / Regional council / local municipalities	National ministries of labour in respected countries.	National ministries of labour in respected countries.

	region				
Previous policy attempts to tackle the issue (if any)	N/A	N/A	The survey on the brain drain among researchers in Slovenia (conducted in 2010).	The survey on the brain drain among researchers in Slovenia (conducted in 2010).	N/A
Short term (2/3 years) outcomes/achievements of the proposed activities	Establishment of the regional office that will provide the required data to regional and local beneficiaries, with necessary interpretations.	Providing training for regional/local administration.	Conducting an initial survey and collecting data.	Conducting an initial survey and collecting data.	Conducting an initial survey and collecting data.
Long-term (6/8 years or longer) outcomes/achievements of the activity	Collection of additional needed data more representative of the region and preparation of inputs for development of local/regional strategic documents based on the interpretation of the regional data.	Continuation and upgrade of activities based on carried out actions.	Keeping date updated.	Keeping date updated.	Keeping date updated.
Potential risks and suggested solution to overcome risks	Lack of financing.	Lack of financing and lack of time of beneficiaries to attend events.	Lack of financing and sufficient interest.	Lack of financing and sufficient interest.	Adequate survey method. Lack of financing and sufficient interest.
Links to national/EU level policies // transnational character	Preparation of local/regional strategic documents, which are the basis for operational programs for regional development and	Preparation of local/regional strategic documents, which are the basis for operational programs for regional development and			

	cooperation in cross border and territorial cooperation.	cooperation in cross border and territorial cooperation.			
Financial feasibility and sustainability	If strategic planning based on high-quality data is recognized as beneficiary to the regional development it can be financed by the municipalities of the region.	If strategic planning based on high-quality data is recognized as beneficiary to the local/regional development it can be financed by the municipalities of the region.			
Monitoring implementation	The entity that is funding the operation – most likely the regional council.	The entity that is funding the operation – regional council/local municipality.	The entity that is funding the operation (Ministry of Labour).	The entity that is funding the operation (Ministry of Labour).	
Pipeline interventions	N/A	N/A	N/A	N/A	N/A

5. SUGGESTIONS AND POLICY RECOMMENDATIONS

As previously stated, there are both inward and outward migration present in the region of Podravje, with various reasons and consequences for and of it.

Concerning emigration, it is important to notice that brain-drain is seen as a clearly negative phenomenon. Brain-drain is understood as a way of spending a lot of money educating people, who are not properly motivated to employ their gained knowledge and skills within Podravje region or within Slovenia. With better employment opportunities and especially higher pay, these migrants then use the gained knowledge to contribute to the economy of a different country and in several cases cause a gap on the local/regional/national labour market for the supply of specifically needed workforce. Due to the lack of mechanisms for stimulating the return migration of such educated and/or skilled active population, this is clearly seen as the drain on the local/regional/national educational budget with no return value. Furthermore there are no remittances being sent back to the families of such migrant groups. On the other hand, the migrants arriving to Slovenia, attracted by the gap on the labour market (due to brain-drain on the local/regional/national level), are generally sending remittances to their country of origin, which in fact lowers the spending on the regional labour market and is diminishing the economic effect the local labour force of the same profile would have on the regional economy.

Due to brain-drain there is also the lack of certain human resources, which reflects negatively on the innovation environment for entrepreneurship, which in fact causes the lessened competitiveness of local/regional businesses, which again causes a further unfavourable employment situation for highly educated and/or skilled active population, forming a vicious circle of brain-drain. The main responsibility is thus on the shoulders of the region to provide the added job value for the educated labour force, to eliminate the reasons why brain-drain appears in the first place.

Still, as the brain-drain continues, causing gaps in various fields, there is the need to attract high skilled and educated migrants. The mechanisms the region sets up for attracting such labour force might also spark the return migration, or improve the economic situation of the region, through strengthening the innovative business environment, which will then eliminate (or at least diminish) the reasons for brain-drain.

On the other hand, the labour market is overloaded with local low (or no) skill labour force, therefore the continued inflow of low (or no) skill migrants is seen as a problem. There are no real initiatives to attract such labour force, with the sole exception of seasonal work in rural areas (example: picking apples on large plantation), which cannot really be considered as migration, since the period of providing employment in such cases lasts less than a month.

The recommendations for the regional strategy in order to solve the current situation are several and all target the issue at hand from a different perspective, with the improved economic situation being the main priority.

1) Investments in research and technological development in order to create jobs with added value and boost economic development. In order to achieve this, it is important to set up a system of incentives for attracting the needed knowledge to the region (either returning experts, or experts with no previous connection to the region). At the same time, this will insure the adequate employment for future high skilled and educated labour force, reducing the brain drain.

2) Attracting students and providing quality transfer of knowledge from the academic to real sector through incubation of start-up companies. This will be the base for perspective labour force to peruse their ambition and spark economic development of the region, both by keeping regional knowledge and attracting foreign potential knowledge to the region. At the same time such an inflow of students, who will remain in the region after conclusion of the study, will reflect favourably on the demographics.

3) Setting up a support center for migrants. This will provide services for migrants, such as help with integration to the labour market, help with social integration and general integration into the society. At the same time this center will have a better overview of the skills and competences of the migrants, being able to better identify the needs of the region for attracting certain skilled migrants, but more importantly, will be better at matching the needs for certain skills in the region with the supply of skills provided by the migrants.

4) Offering the potentials of raising the product value by stimulating innovation and knowledge transfer and at the same time regulating labour market in order to prevent exploitation. This will in effect cause the shift from lowering production costs to raising the value of the products – which will be supported by research and technological development provided by the investments in research and educational system, and strengthen the income of the labour force, which will in fact increase the spending on various goods on the regional market and will boost the economy. At the same time, the successful industry will tend to grow, causing further employment.

ANNEX 1: Stakeholder events, scholarly analyses and policy documents used to develop the strategy proposal.

<p>The SEEMIG strategy proposal has been developed using/referring to the following stakeholder events, scholarly analyses and policy documents, detailed SEEMIG analyses:</p>
<p>SEEMIG STAKEHOLDER EVENTS</p>
<ul style="list-style-type: none"> • Foresight exercise (by participation): <ul style="list-style-type: none"> - December 3rd 2013: representatives of migrant groups, civil society and organizations responsible for working with migrants; - December 4th 2013: experts in the field of migration research; - December 5th 2013: representatives of policy and decision makers; - December 17th 2013: joint session for all three groups. • Training – January 15th 2014 for regional institution covering the fields of: labour market, social work, health insurance, regional development, spatial planning and LAU2 level administration. • Master class-workshop - 26th of March: representatives of Ministry of Labour, Family, Social Affairs and Equal Opportunities; Statistical Office of the Republic of Slovenia; Employment office of Slovenia (representing Information service for foreigners and EURES); Administrative unit Maribor; City of Maribor; Regional development agency; Institute for Ethnic Studies and Social Sciences Data Archives.
<p>REFERENCED SCHOLARLY ANALYSES AND POLICY DOCUMENTS</p>
<ul style="list-style-type: none"> • Medium and Long - Term Projection of Demographic Development in Slovenia and their Social and Economic Components (Tomaž Kraigher) • Strategija razvoja Maribora 2030
<p>DETAILED SEEMIG ANALYSES</p>
<p>SEEMIG project outputs are available under http://seemig.eu/index.php/downloads-project-outputs:</p> <ul style="list-style-type: none"> • Conceptual framework for modelling longer term migratory, labour market and human capital processes • Dynamic historical analysis of migratory, labour market and human capital processes – country report for Slovenia, local chapter on Podravje region • Dynamic historical analysis of migratory, labour market and human capital processes - synthesis report • Analysis of existing migratory data production systems and data sources – country report for Slovenia, local chapter on Podravje region • Action Plan to improve and enhance the migratory data production system and data sources in Slovenia • Analysis of existing migratory data production systems and data sources – synthesis report • WP5: National foresight report - Slovenia • WP4: Training report - Slovenia • WP6: Master class-workshop report - Slovenia