

"Brain Drain" Phenomenon in Greece: Young Greek scientists on their Way to Immigration, in an era of "crisis". Attitudes, Opinions and Beliefs towards the Prospect of Migration

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Abstract

The phenomenon of "brain drain" usually involves the flows of graduates from the less developed countries to more developed ones. The phenomenon of "brain drain" is interpreted in the case of Greece, which is a developed country, as a result of the low demand for scientific personnel in the Greek labor market. A new immigrating wave of Greek people who leave abroad has become enormous in the last three years. This time it is not about unskilled workers, who seek for their fortunes, but about new graduates, who are qualified and have acquired the knowledge that allow them to work in more developed countries. It is about a phenomenon that had begun before the elation of economic crisis and everything points to the fact that it will culminate during the next period of time. Finally, skilled international migration undermines the development, which is impossible to be accomplished without knowledge.

Keywords: brain drain, economic crisis, unemployment, immigration, labor market, skilled international migration

1. The Concept of Brain Drain

In the 20th and 21st centuries, the nature of the migration phenomenon has changed (Green, 2004; Tilly, 1990; Stark, 1991; Sassen, 1998) with the impact of globalization (Castles, 2000; Stiglitz, 2002) and the creation of an international interactive environment that has radically been diversified and has intensified its migratory role (Saxenian, 2006; Portes, 1999; Castles and Miller, 2003).

The improvement of transport and telecommunications and the integration of national economies into the international system have given new forms and new directions in this phenomenon. One of the forms that international migration may take and refers to the movement of highly skilled people from the less to the more developed countries is that of "brain drain" (Chaichian, 2011; Portes, 1976; Adams, 1969; Baldwin, 1970; Özden, and Schiff, 2005). The majority of developing countries are affected by this "brain drain" phenomenon, while the developed countries have profited from it (Stark et al. 1997). The international migration of scientific staff presents itself in various forms and there is no one universally accepted definition; however for the purposes of this study we will use the definition adopted by Lambrianidis (2011) according to which "(brain drain) marks the international transfer of resources in the form of human capital and mainly applies to the immigration of highly skilled people from less-developed to developed countries".

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According to Lambrianidis (2011) «brain drain», is also referred to as «skilled international migration», «intelligence export», «skilled international labour circulation», «international migration of talents», «professional transients», «migration of expertise», «quality migration», «researchers' relocation», «brain absorption», «brains' immigration», «migration of dynamic elements», «leakage of intellect», «best workforce drain», «drain of quality manpower».

2. Historical Overview of Greece's Brain Drain Phenomenon

Financial crisis brought to the fore an immigration form which in the past existed to a lesser extent, i.e. that of people with high qualifications. This development is due to the effect of the "crisis" and mainly the worsening unemployment levels of the younger and more educated segment of the population. Having a higher education degree and the existence of high qualifications are of particular importance to the role of human capital both as an investment for the person himself/herself and also as an investment for the state in which he or she is utilized (Kelo & Wachter, 2004).

The first immigration wave of Greek intellectuals chronologically lies after the Second World War, when they left their country in order to contribute to the reconstruction of the ruined Europe (Lambrianidis, 2011).

Only with those moving to the United States, during the 50s, Greece was losing annually 21% of its engineering graduates. The number is much higher if migrants moving towards Western Europe are added. The phenomenon was exacerbated in the 1970s. The primary factors responsible for the exodus of higher education graduates from Greece, in the 2000s, are mainly Greek economy's low level of development as well as the limited demand for highly qualified workers and thus by extension the inability to be absorbed by the domestic labour market (Karamanli, 2008).

Ever larger portions of the country's scientific workforce were led to migration in order to seek employment in the industrial areas of Western Europe and America. According to a General Confederation of Greek Workers (GSEE) report, a 38% of young people appear ready to migrate abroad. In the same survey, the largest proportion of this new generation of immigrants is highly qualified in the fields of economics, marketing and legal sciences, a 73% holds a master's degree while a 51.2% has also doctoral training (GSEE-ADEDY, 2010).

According to domestic and foreign press surveys⁵, it is typical that an additional incentive for foreign immigration stems from the fact that 68.4% of Greek graduates working abroad are paid over 40,000 euros per year, while at the same time in Greece the corresponding annual income is much smaller. At the same time, we must count the loss of a large proportion (84%) from all those who emigrated for studies and chose not to return to the country.

The Greek graduates overseas work in 532 cities. First in Greek scientific population comes London and, in turn, is followed by New York, Brussels, Boston, Paris, Geneva, Munich, Washington, Zurich and Chicago. As for students studying abroad, are amounted to 88,000 and are scattered in 45 countries worldwide.

⁵ There is a considerable number of published articles dealing with this matter: S. Margaritidou, "Immigrant one out of ten Greek scientists", *Macedonia*, 10/09/2011, available at: <http://www.makthes.gr/news/reportage/79999/>; T. Tsiganas, "We are preeminent in brain drain" *Kathimerini*, 02/12/2003, available at: http://news.kathimerini.gr/4dcgi/_w_articles_ell_2_02/12/2003_85923; V. Sioutis, "Wave of brain drain for abroad", *Eleftherotypia*, 16/5/2010, available at: <http://www.enet.gr/?i=news.el.article&id=162705>; G. Giannarakis, "Brain drain", *Vima*, 01/06/2008, available at: <http://www.tovima.gr/finance/article/?aid=189097>; L. Giannarou, "A new wave of migration", *Kathimerini*, 02/05/2010, available at: http://news.kathimerini.gr/4dcgi/_w_articles_ell_100002_02/05/2010_399566; K. Voutsinas, "The great escape of scientists", *Ta Nea*, 28/06/2011, available at: <http://www.tanea.gr/ellada/article/?aid=4638226> <http://www.skai.gr/news/finance/article/151963/oi-new-york-times-gia-tin-elliniki-oikonomia/>

Statistics and studies (Chaichian, 2011), show that the intellectual bleed suffered by Greece is one of the largest in the world. The number of Greek scientists working in America (4,000) is approaching dangerously that of the scientists working in Greece (5,000)

In a sample of 5,442 seniors and graduates of higher education researched by Kapa Research, high levels of frustration and pessimism regarding the future course of young scientists in Greece are prominent; more than 7 in 10 respondents indicate that they would leave the country if given the opportunity and half of them have already taken concrete steps in doing so (Kappa Research, 2010).

The above findings show a clear trend of young graduates towards leaving the country in order to meet their business objectives and to ensure better living conditions. For the moment discussions are made referring to the funding of programs for the return of Greek researchers living and working abroad. According to Rompolis, between 1998 and 2007, 550,000 highly qualified people migrated, while the estimated number of Greek graduates living and working today in foreign countries is between 114 000 to 139,000, i.e. about 9%-11% of all Greek graduates (Lambrianidis, 2011). One might wonder what the face of today's Greece would have been, if the country managed to hold back all its human resources.

3. The Effect of the Economic Crisis on Greece's Brain Drain Phenomenon

Greece's brain drain phenomenon was already present from the mid-1950s and has dramatically accentuated today according to the data mentioned above.

We have already noted that Greece in the late-1950s was losing annually 21% of its engineering graduates who were heading towards U.S. (Grubel & Scott, 1966); In the 1970s, according to Greece's national statistical service data, 35% of engineering graduates, over 27% of graduates in natural sciences and 25% of medical schools graduates have left the country. Rompolis estimates that for the period between 1998 to 2007, a total of 550.000 Greeks (7,3% of the active population) migrated abroad in order to engage in high-skilled professional jobs (Ρομπόλης, 2007).

According to Lampranidis (2011) the total number of graduates currently living abroad is estimated at 114.000 to 139.000 and if this number is expressed in percentages shall be at the rate of 9% to 11% of the country's alumni who has graduated both from universities and higher technical institutes. This percentage is much higher in comparison with other European and non-European countries that also have been affected by the crisis (Ruiz and Vargas-Silva, 2009; Zetter, 2009).

Scientists' migration is caused by the lack of suitable jobs and career prospects in the country as well as from the improved and upgraded prospects in the host countries. This phenomenon usually affects the better skilled and educated young citizens and for this reason the negative results for Greece are maximized (Katseli et al. 2006; Lowell and Findlay, 2002).

s. The mobility of Greek researchers - who are already working in research centers - is the largest in the EU (73% against 56%, of the EU average).

The phenomenon of the new migration of young scientists who have not found a place in the labour market or the nature of their employment is not consistent with their studies and their qualifications, is mainly due to the following reasons (Τσιλιμιγκρά, 2010):

- The characteristics of the labor market, as they find it after their graduation from universities. Amid the economic crisis, the search for work abroad offers better prospects for career development, workplace meritocracy, and economic perks in addition to acquiring more and further specialized knowledge.

- It is a fact that the number of higher institutions graduates who are leaving Greece is constantly increasing, as the recession which is continuously worsened "chokes" the labor market which in turns cannot absorb them. High unemployment and low salaries are pushing young graduates to leave the country.
- Another reason is connected with the lack of job creation by businesses which decrease in the country. Many of them take their funds abroad and invest there. Many began to relocate their production or even their headquarters in neighboring countries with less unsustainable taxation. At the same time, there is less and less inflow of foreign capital in Greece. In addition, there is a much higher unemployment for university graduates compared with that of graduates of basic and secondary education.

This paradox is probably due to the mismatch of skills and qualifications of graduates with those that the labor market asks. Therefore the way out to young scientists is migration abroad; where they can seek opportunities pertaining their studies and qualifications and where they will manage to be professionally rehabilitated. This view, although it sounds reasonable to the specialised scientists, certainly it is not the best solution for the country since the exodus of young people and graduates deprives it of substantial resources which could support the economic recovery (Schiff, 2005).

4. Objectives and Assumptions of the Research

The objective of this research study was to attempt to approach the Greece's brain drain phenomenon and specifically to investigate the attitudes of undergraduate and graduate students in the case of a possible migration abroad for work purposes and in the context of the current economic crisis. It was attempted exploring the views of this particular group over issues relating to the present and the future of the country, how they identify themselves with regard to their occupational activity and quality of life but also to what extent the economic crisis affects the attitude of these people towards immigration as well as whether their demographic characteristics differentiate their attitude.

The basic assumption of the research is the view that both the economic crisis and its resultant growing graduates' unemployment in recent years are the main migration factors.

5. Methodology

5.2. Choice of the Method

The purpose and the goal of a research determine the methodology and its design (Cohen et al, 2008). For the purposes of this study we used the questionnaire methodology (Javeau, 2000), which is suitable for the immediate and thorough elicitation of the subjects' views. Some of the advantages of its use, distinguishing it from other research tools, are the collection of numerous observations and information in a very short time, the effective study of problems which would require vast and long-term observations and its direct indexing (Vamvoukas, 2002).

The construction of the questionnaire was based on a survey by KappaResearch, conducted in 2010 on a sample of 5.442 young scientists (Research, 2010). The phenomenon of skilled international migration in Greece essentially concerns the movement of young people from the less to the more developed countries (Lambrianidis, 2011), and for that reason the survey was conducted with the participation of students from public universities in a coincidentally difficult time, due to the economic "crisis" prevailing in the country. The internal validity of the index was high since the checking of internal consistency factors demonstrated that Cronbach's alpha was equal to 0,706.

5.3. Procedure and Sample of the Research

The survey was conducted during the spring semester of the academic year 2011-12 (01.03.2012-24.04.2012) with the use of a structured questionnaire. The total number of questions amounted to 63 while the respondents, either undergraduates or graduates, had to answer them all. The questions were "closed" and "open" type, as well as multiple-choice in order to cover as many as possible responses. The questionnaire consisted of 4 main sections.

The 1st contained questions for gathering the demographic information (gender, age, scientific field, parents' profession, students' level of study and of their parents, place of residence, scientific field of study, faculty). The 2nd concerned the life and the feelings of young people today (satisfaction in terms of their quality of life and optimism for the future). The 3rd included questions focusing on employment and some questions were addressed only to students with part-time or full-time jobs alongside their studies. The 4th section focused on the attitudes, opinions and beliefs of students concerning the motives for fleeing abroad, their levels of optimism for the future of Greece and the country's exit from recession, the financial crisis' degree of influence on themselves and their families and in general the degree of concern in relation to the above topics.

The research was conducted in two phases. Initially, the questionnaire was distributed to schools of higher educational institutions in a random method and was responded in writing, while maintaining the anonymity of participants. During the first phase 300 questionnaires from undergraduates were gathered and fewer from graduate students. In the second phase the questionnaire was completed online after it was sent by e-mail to postgraduate students.

They forwarded the questionnaire to their fellow students following the "snowball" method and a total of over thus 400 questionnaires were gathered. The criterion for the selection of the questionnaires was to have been answered in their entirety. The response rate to the questionnaire was quite high. During the first phase when it was possible to monitor the research, 3/4 of the subjects had filled out the questionnaire. The satisfaction for the fact that a research is contacted on a matter that most concerns young people today, it is clear from both the immediate response and comments in e-mails collected together with the replies to the questionnaire.

The sample of this research was 400 students from 36 higher educational institutions at the undergraduate and graduate level. The sample of the research on the undergraduate level was targeted as subjects at undergraduate level who were in the early years of their studies were limited in the sense that they abstained over the limelight of their professional activities and thus would have been awakened to a lesser extent in relation to the given topic.

Table 1: The Sample: Demographic and Social Characteristics

Gender	n	%			
Male	123		30,8		
Female	277		69,3		
Fathers' profession	n	%	Mothers' profession	N	%
Freelancer – Scientist	71	17,8	Freelancer – Scientist	37	9,3
Civil Servant	161	40,3	Civil Servant	124	31,1
Private Sector Servant	76	19,0	Private Sector Servant	68	17,0
Freelancer – Technician	32	8,0	Freelancer – Technician	11	2,8
Trader	22	5,5	Trader	16	4,0
Blue collar	14	3,5	Blue collar	4	1,0
Farmer	15	3,8	Farmer	13	3,3
Unemployed	2	,5	Unemployed	120	30,1
Domestic duties	7	1,8	Domestic duties	6	1,5
Fathers' education	n	%	Mothers' education	N	%
Illiterate	0	0	Illiterate	3	,8
Elementary School Graduate	38	9,5	Elementary School Graduate	24	6,0
Secondary School Graduate	108	27,1	Secondary School Graduate	144	36,0
Technological Institute Graduate	77	19,3	Technological Institute Graduate	81	20,3
University Graduate	141	35,3	University Graduate	132	33,0
Post Graduate Degree	35	8,8	Post Graduate Degree	16	4,0
Graduate level	n	%	Age	N	%
Undergraduate	304	76,0	18 – 23 years old	315	78,8
Postgraduate	96	24,4	Over 24 years old	85	21,3
Marital status	n	%	Degree Discipline	N	%
Yes	389	97,3	Humanities	60	15,0
No	11	2,8	Education	74	18,5
Residence	n	%	Science	136	34,0
Great urban area	256	64,0	Social sciences	130	32,5
Urban area	78	19,6	Working status		
Town	45	11,3	Employed (full time)	24	6,0
			Part time	102	25,5
Rural area	21	5,3	Unemployed	274	68,6

6. Results of Quantitative and Qualitative Analysis

Table 2: Satisfaction of Life Quality

Despite the economic crisis I am satisfied with my life			Despite the economic crisis I am optimistic for my future	
	n	%.	N	%
Strongly disagree	129	32,3	96	24,0
Disagree	117	29,3	148	37,0
Neither agree nor disagree	8	2,0	23	5,8
Agree	96	24,0	96	24,0
Strongly agree	50	12,5	37	9,3
Satisfaction of everyday life				
	Mean		S.D.	
Despite the economic crisis I am satisfied with my life	2,55		1,459	
Despite the economic crisis I am optimistic for my future	2,58		1,328	

Most of the respondents, 61.5%, replied negatively to the question concerning the satisfaction from their lives amid a time of "crisis" (*Despite the economic crisis I am satisfied with my life*). Negative impression is also caused by the fact that, only 12.5% of the subjects showed conformity with that sentence (n = 50). These results are showing the effects of the economic and social crisis that the country undergoes and that will drive more Greeks in search of a "better life" abroad. In regard to the degree of optimism for the future the majority of subjects rather disagree at a rate of 37%. In other respects there is dispersion, with the statement of disagreement or relevant agreement at 24%, the statement of agreement to 9.25%, while 23 people not replied. Undoubtedly the high rates of pessimism are due largely to the impact of the economic crisis.

The fact that about 1/3 (31.5%) of the students works testifies that the countdown has begun for a generation that knows that in order to cope with its studies should also work. It is interesting the finding showing that 67% of students who are working say that they are not granted insurance cover. In addition, a serious issue occurs associated with the use of that same group's qualifications as just a small percentage of the subjects claim that their work is directly related to what they have studied (22.8%).

Table 3: Employment Issues

Work insurance			Relevance between job and studies		
	n	%		n	%
Yes	41	33	Totally irrelevant	52	50,0
No	85	67	Partly relevant	22,0	22,0
Main sources of income			Totally relevant	47	37,0
	n	%	Where would you like to work in the future		
Family	322	80,5		n	%
Regular job	41	10,3	Private business	74	18,5
Not regular job (some days per month)	36	9,1	Self – employed	51	12,8
What kind of job are you going to find			My own business	75	18,8
	n	%	Public sector	61	15,3
Any well paid and stable job, relevant to my qualifications	122	30,5	In any job	139	34,8
Any stable job	58	14,5	The main problems of the labor market in Greece		
A job relevant to my qualifications	97	24,3		n	%
Any job, even without insurance	43	10,8	The wide range of the jobs	125	31,3
Any well paid job	33	8,3	The relevance between jobs and educational system	192	48,0
My own business	35	8,8	The size of labor market's elasticity	40	10,0
I have no idea	12	3,0	No opinion	41	10,3

The highest percentage of students participating in the sample have their family as a main source of income (80.50%). A much smaller percentage, mostly graduate students, indicates that the main source of the money they receive comes from their proper work (10.25%). However, 16 students resorted in undeclared work, creating a side circle of underground economy through which they survive, while 13 students ensured their income with various opportunistic jobs.

Observing the distribution of statements related to the subjects' future desire for work we can see that the majority of the sample generally wishes to work regardless the job will eventually find (34.75%).

For the remaining statements dispersion is observed with 18.5% wishing to work in any private business or in their own company, 15.25% wishing to work in public services (the State) and 12.75% wishing to work as self-employed. The findings relating to the future desire of young scientists for employment show a clear tendency of the majority to focus on liberal professions considering that there will have bigger business perspectives.

As can be seen from the graph below, 194 of the 400 subjects, i.e. 48.5% think that the problem in Greece's labor market lies in the fact that lags in connection with the educational system; the second prevailing opinion, at a rate of 31.25%, is that it lacks in the range of occupations it offers and end with 10% the statement that the labor market in Greece is less elastic than other labor markets is accepted. The highest percentage of students participated in our sample, at a rate of 30.5%, in the event of failure to find work, indicates that they will do any well-paid job that is stable and of similar qualifications. An important element of our findings is the fact that the second prevailing opinion among respondents, is that they would do any job, suffice been equivalent to their studies or experience (24.25%). Any job provided is stable, is accepted by a 14.5% of our sample while if the parameter "stability" is replaced with that of "well-paid work", is accepted by 8.25%. Finally, in self-employment will resort 8.75% of the sample, and any job with any circumstances, including undeclared work, is accepted by 10.75% (43 of the 400 students), recognizing the absorption weaknesses of the labor market.

Table 4: Attitudes towards the Future of Greece

	n	%
In crisis	161	40,3
In stagnation	143	35,8
There is some hope	20	5,0
In development	54	13,5
Have no idea	22	5,5

Table 5: Reasons for not going abroad

	n	%
I couldn't live away from my family and my friends	183	45,8
I wouldn't like to live anywhere else	26	6,5
I don't know where to go	35	8,8
I don't have the proper qualifications	22	5,5
I don't have any money, even to buy the tickets	68	17,0
I have many obligations in Greece	31	7,8
I can't answer	35	8,8

Table 6: Reasons for Being Worried About

	n	%
Educational qualifications	2,84	1,231
Job experience	3,51	1,128
Personal life	3,11	1,260
Professional prospects	3,97	1,018
Economic situation	3,94	1,003
Foreign language knowledge	2,37	1,179
Willingness for work	2,03	1,244

An overwhelming percentage of the subjects agree with the statement that the situation that will characterize the country's future is "crisis" (40.75%), while a large portion of the sample also indicates "stagnation" (35.75%). Undoubtedly, the majority of young scientists maintain high levels of pessimism as a large number of respondents have been affected to a smaller or a bigger extent by the large economic crisis. If something encouraging could be said is that a significant proportion of students (13.5%) considers that there is "hope" for the country's future development.

As illustrated in the diagram, the majority of subjects, at a rate of 45.75%, recognize as a main inhibitor to fleeing abroad the emotional ties with Greece (place, family, friends etc.). A large part of those 17% (67 students) indicates that it has the necessary capital for the trip and the first installation. However, reasons that prevent or constraint them are cited, as are their current commitments in Greece (7.75%), lag of necessary qualifications (5.5%) and the fact that they do not know where exactly to go (8.75%). Inhibitors reported primarily from individuals who indicate that they do not wish nor intend to flee and these people are presented in our sample as expected with 6.5%.

Also, it seems that more concern is expressed in relation to their employment prospects, economic situation, professional experience and qualifications, followed by personal life, willingness to work and the knowledge of a foreign language.

Table 7: Statements Related to Concerns

	I am not worried	I am a little worried	I am worried	I am quite worried	I am very worried	Total
Qualifications	115 28.75%	66 16.5%	97 24.25%	78 19.5%	44 11%	400 100%
Professional experience	105 26.25%	18 4.5%	62 15.5%	127 31.75%	88 22%	400 100%
Personal life	110 27.5%	54 13.5%	74 18.5%	100 25%	62 15.5%	400 100%
Employment prospects	72 18%	8 2%	31 7.75%	143 35.75%	146 36.5%	400 100%
Economic situation	84 21%	7 1.75%	29 7.25%	140 35%	140 35%	400 100%
Knowledge of foreign language	107 26.75%	119 29.75%	106 26.5%	46 11.5%	22 5.5%	400 100%
Willingness to work	58 14.5%	194 48.5%	88 22%	35 8.75%	25 6.25%	400 100%

A large percentage stresses, that Greece can not guarantee their future as a scientist can not be distinguished. This coupled with the economic crisis pushes them to leave their country, as it is important for them to make decisions based on their future. However, emphasize that even if they leave the country will return. On the other hand, some believe that they can live and work in their country as the income and quality of life that they have, are enough and what they desire. They are not intended to emigrate abroad, even if it was for a short time or they found a better job. In general they feel that they should not betray Greece and leave, and furthermore their parents will not let them migrate.

Table 8: Quantitative Analysis of the Statements

Statements	Totally disagree	Disagree	Neither agree /neither disagree	Agree	Totally agree	Mean	S.D.
I think I should get now the decisions concerning my future	8 2%	36 9%	98 24.55%	173 43.25%	85 21.25%	3,73	,962
My goals and my plans can be fulfilled in Greece	35 8.75%	134 33.5%	169 42.25%	48 12%	14 3.5%	2,68	,919
In general I feel that I should not betray Greece and leave	79 19.25%	103 25.75%	112 28%	76 19%	30 7.5%	2,69	1,201
Based on my income today, I have the life I desire	98 24.5%	103 25.75%	122 30.5%	76 19%	30 7.5%	2,42	1,112
In the future, I believe that my income will allow me to have the life I desire	37 9.25%	115 28.75%	134 33.5%	101 25.25%	13 3.25%	2,85	1,009
It is not right that we pay for the crisis and leave the country	14 3.5%	41 10.25%	101 25.25%	112 28%	132 33%	3,77	1,121
If I had the chance I would leave Greece	16 4%	37 9.25%	116 29%	130 32.5%	101 25.25%	3,66	1,076
There are things that a job abroad cannot offer	52 13%	116 29%	112 28%	86 21.5%	34 8.5%	2,84	1,158
We should all work right here and save the country	42 10.5%	80 20%	156 39%	80 20%	42 10.5%	3,00	1,115
Even if a leave abroad I will come back	7 1.75%	25 6.25%	132 33%	155 38.75%	81 20.25	3,70	,921
There will be no future for doing business in our country	18 4.5%	102 25.5%	160 40%	97 24.25%	23 5.75%	3,01	,954
Our future is now mortgaged	17 4.25%	59 14.75%	104 26%	170 42.5%	50 12.5%	3,44	1,024
Greece cannot guarantee my future	9 2.25%	40 10%	107 26.75%	171 42.75%	73 18.25%	3,65	,965
My parents wouldn't let me migrate	132 33%	128 32%	76 19%	45 11.25%	19 4.75%	2,23	1,162
Immigration will damage Greek economy	18 4.5%	60 15%	108 27%	148 37%	66 16.5%	3,46	1,073
The immigrants of the 60s and their families have benefited	6 1.5%	16 4%	155 38.75%	191 48.75%	32 8%	3,57	,760
I would not migrate abroad even if I had found a good job, even it was for a short time	165 41.25%	144 36%	56 13.5%	28 7%	9 2.25%	1,93	1,014
Young Greeks today would not accept to do the jobs that immigrants are doing in order stay in the country	27 6.75%	60 15%	67 16.75%	180 45%	66 16.5%	3,50	1,135
I feel as my homeland the country I can work and live decently	69 17.25%	128 32%	97 24.25%	81 20.25%	25 6.25%	2,66	1,163
Financial crisis forces to immigration	1 0.25%	15 3.75%	56 14%	228 57%	100 25%	4,03	,750
It is regrettable that the best human resources in the country abandons it	5 1.25%	9 2.25%	37 9.25%	173 43.25%	176 44%	4,27	,816

In Greece a scientist cannot be distinguished	13 3.25%	46 11.5%	85 21.25%	163 40.75%	93 23.25%	3,69	1,052
The main thing for me is to gain money	27 6.75%	126 31.5%	144 36%	86 21.5%	17 4.25%	2,85	,975
I will go wherever there is work	18 4.5%	80 20%	147 36.75%	128 32%	27 6.75%	3,17	,972
Abroad you earn what you really deserve	14 3.5%	47 11.75%	180 45%	131 32.75%	28 7%	3,28	,888
Greece cannot help its children	6 1.5%	33 8.25%	95 23.75%	208 52%	58 14.5%	3,70	,871
If there was no crisis I would not leave the country	9 2.25%	41 10.25%	86 21.5%	152 38%	112 28%	3,79	1,034
I do not have confidence anymore in Greece	16 4%	45 11.25%	105 26.25%	178 44.5%	56 14%	3,53	,998
I have to leave in order to be saved	31 7.75%	116 29%	184 46%	57 14.25%	12 3%	2,76	,898
If I stay in the country I will sacrifice my studies	40 10%	127 31.75%	148 37%	65 16.25%	20 5%	2,75	1,009

7. Qualitative and Quantitative Analysis of Attitudes and Factors with Regard to Immigration

This research had as its basic objective the sketching of young Greek scientists' attitudes against the possibility to "escaping" the country and thus it is separately discussed below in order to draw clearer results.

Table 9: Intention of Leaving Greece

	n	%
I have decided to leave Greece	81	20.3
I am thinking of leaving Greece	185	46.3
I have no idea	38	9.6
I think of not leaving	23	5.8
I don't want, but it's the last resort	39	9.5
I have decided not to leave	34	8.5
<i>Total</i>	<i>400</i>	<i>100</i>

In accordance with the distribution of our sample, 266 from 400 students, i.e. 66.6%, welcomes the idea of an eventual immigration abroad. More specifically, a 20.3% consider migration in some foreign country as a given and a 46.3% think to migrate in order to find better living or working conditions. Negative attitude is kept by 72 of the 400 students, i.e. only 18%. In particular, only an 8.5% retains a purely negative attitude while 9.5% indicates that it is unlikely to migrate since a possible escape abroad would not be the product of a choice or desire but a forced and last resort. Moreover, the deep concerns of young scientists on this issue becomes apparent by the fact that 5,8% have not yet thought if they would leave Greece even now that they realize that they have to take immediate decisions concerning their professional career; it is also obvious by the fact that 9,6% didn't even answer (23 and 39 students respectively). Therefore, 2/3 of our sample shows a trend of positive response towards the possibility of fleeing abroad, reflecting the importance of the phenomenon which obviously accentuated in the context of the current economic crisis.

Through qualitative analysis we seek to trace the reasons that the subjects deem important, depending on their attitudes, for their immigration from Greece. With the analysis, the thematic categories that arise are related to immigration as a phenomenon, the subjects' attitudes on the existing situation and in general the reasons that ultimately drive or not people in another country.

It should be noted that at this stage there were a multiplicity in the answers in the sense that several of the respondents referred to more than one thematic categories and on the contrary there was a part of the sample that has only cited their attitudes or judgments regarding the phenomenon.

Table 10: Thematic Content Analysis of the Statements

Themes	N	%	Statements
Migration as a social phenomenon	163	21,1	<ul style="list-style-type: none"> -Is not objectionable from the moment that "the country does not care for its children" -Stay here and fight -Sacrifices are needed -Nowhere would be easy -The problem of "crisis" can't be locally defined -I don't think that solution to our economic problem is migration -The country needs the "youth" as ever...
The situation in Greece	43	5,6	<ul style="list-style-type: none"> -Sounds like the ideal solution -It is a getaway -Defusing the situation -It is a good opportunity -Fortune quest
Personal – sentimental and family reasons	32	4,2	<ul style="list-style-type: none"> -Greece is my home country -I cannot forsake my life (family, friends, and habits) -I do not know someone abroad to help me adapt -Problems with language -I would figure out the emotional and "energy" investment that I have made in a place and in its people
Social and professional perspectives	325	42,2	<ul style="list-style-type: none"> -the conditions there give us a better perspective to work - in this manner, there will be hope to disentangle our country from the economic crisis -that it can secure a job for me and a fixed salary - there, their efforts will be more recognized -perhaps I would follow for of better living
Economic situation	206	26,7	<ul style="list-style-type: none"> -to be in your country and in the poverty line -having insecurity for the future -since Greece cannot offer jobs -do not provide a living -a high percentage of educated people is unemployed

Specifically, more references were gathered by the thematic related to social and professional perspectives at a rate of 42.4%.

This thematic is directly linked to the economic crisis and this appears on references comparing the perspectives of young scientists in Greece with those of foreign countries. More specifically, some students referred to the prospects of finding work, the recognition and utilization of skills, the mismatch between studies and work, and in claiming a decent living. In second place with 26.7% come the references on business and economic conditions, as they are shaped in our country and abroad. Students focused on the living conditions as factors getting away from Greece, the upward trend of unemployment among graduates, the feeling of insecurity and inadequate State protection.

It was significant and purposeful to create a sub-category in order to understand the subjects' views and beliefs on immigration. In this section, which garnered 21.1% of the references, a significant number focused exclusively on the phenomenon of migration, on its causes and consequences. This thematic is particularly interesting if we take into account the specific qualitative value of certain opinions regardless of whether the likelihood of migration is viewed positively or negatively. In the fourth section with 5.6% certain trends and truths are expressed on the meaning of migration as a phenomenon.

Finally, as illustrated in the chart, at a rate of 4.2% there are references related to family, sentimental and personal reasons. The number isn't particularly great since though the emotional bonds seem to play an important role, do not affect the individuals who would be resettled if they had no other option; this part, as is shown in the diagram represents the majority of the sample. Predictably the major of inhibitors are associated with alienation from family, home, friends and lifestyle.

Correlations

It seems that the factors influencing the decision to migrate, are the level of study (undergraduate or graduate), the educational level of the mother, the age and the department / school they attend. In particular, it seems that more undergraduates, and therefore young people up to 24 years, employ migration as a phenomenon and the situation of the country at this moment, but also the social and professional perspectives.

The same factors seem to be associated with mothers who have completed their studies in secondary and higher education, while important is the fact that a large percentage of illiterate mothers seem to concern the economic situation and prospects. Finally, the results show that more undergraduate students of humanities said personal and family reasons that keep them away from the decision of migration towards these sciences which are more preoccupied with the economic situation and employment status of country. Following extended data analysis.

Table 11: Correlations of the Statements on Immigration

Correlation factors		Df	F	Sig.
LEVEL	Between Groups	4	3.283	.011
	Within Groups	764		
	Total	768		
MOTHER'S EDUCATION	Between Groups	4	2.633	.033
	Within Groups	764		
	Total	768		
AGE	Between Groups	4	2.439	.046
	Within Groups	764		
	Total	768		
SECTION	Between Groups	4	4.082	.003
	Within Groups	764		
	Total	768		

Effect of the level of studies: Postgraduate students, in a higher degree than the undergraduates, and in particular those who have work put forward as a key cause for immigrating the professional and financial conditions (32.9% versus 23.8%), giving more importance to the problem of unemployment, economic crisis and the current conditions while exhibiting higher levels of insecurity. This is due to the fact that the postgraduates are already at the forefront of professional activities. On the other hand, undergraduate students are referring more frequently to the social and professional perspectives (45.5% against 35.7% of the postgraduates).

Effect of mother's educational level: The correlation between mother's educational level and the references on the five thematic categories, dispersion is observed. Positive attitudes towards immigration show those that their parents are more educated, compared with those whose parents are up to primary school graduates.

More specifically, there is no reference of family, sentimental or personal reasons as well as of migration as a phenomenon from the respondents whose mothers have a postgraduate title, while 58.8% of references are concentrated on professional prospects. In an attempt to interpret the above findings, we would say that parents with higher educational background nurture their children with stronger incentives to study or work abroad.

Effect of age: The age factor doesn't seem to particularly affect the attitudes towards immigration. Despite the fact that for those over 25 years old the references are considerably fewer (204 against 565), this does not apply if we assume that only 75 people in the sample are over 25 years old. Observing the distribution of ages we see that those who are at the age of 18 to 24 are referring with greater frequency to family, sentimental and personal reasons since they have not yet generally become independent. Both younger and older subjects of our sample are referring to job prospects and the existing economic conditions as a sign of the phenomenon, and why not as of the need for migration.

8. Conclusions

Nowadays, in the midst of recession, the "brain drain" phenomenon is accentuated and the country is urged to hold back a crowd of scientists who, in the absence of jobs and with low economic emoluments, are pushed towards immigrating where they expect to find better quality of life, based on the knowledge gained from their studies and the recognition of their qualifications.

This survey on a sample of 400 young scientists was aimed at presenting the attitudes, opinions and beliefs of Greek students in the face of a possible migration abroad for work purposes and in the context of the current economic crisis. The survey presented great interest because of the sample's high background since there is no corresponding survey examining the attitudes of young scientists in the midst of the "economic crisis" phenomenon resurgence. Its results have highlighted many aspects of the major social phenomenon of young graduates' migration.

In this research the overall frustration of young scientists becomes evident since this is the main feeling that expresses them (49.75%) followed by disbelief and fear. They consider that their life is not satisfactory (61.5%) and are pessimistic about the future (61%).

The fact that about 1/3 of students working, testifies that young scientists are aware that in order to cope with their studies they must also work part-time or full-time. However, they are not concerned about insurance coverage and if the job is related to their studies since their primary objective is the acquisition of personal income.

For the majority of subjects the main source of income is their family (88% for the undergraduates and 58.6% for the postgraduates). But the fact that one in four postgraduate students is working leads to the conclusion that there is a risk for the country to be deprived of specialized scientific staff.

Young scientists need professional development not only for maintenance, better conditions and quality of life but also to fulfill their dreams and professional goals. The 1/3 of the subjects expect to work either as self-employed or their own business, and this shows that despite the inhibitors in Greece, young scientists form a dynamic group that has confidence in its own possibilities and that there is an optimistic trend towards innovative entrepreneurship.

An important finding is the fact that a 34.75% of the respondents are merely content with generally have a job, whatever the area they will be employed, while 30.5% said they would take any well-paid job that is stable in the event of not be able to finding work in general. A part of the sample takes also refuge in black labor, creating a side circle of underground economy, recognizing the weakness of labor market absorption.

An overwhelming percentage of the subjects agree with the statement that the situation that will characterize the country's future is "crisis" (40.75%), while a large portion of the sample also indicates "stagnation" (35.75%). Students focused particularly on the country's economic conditions today and the lack of career perspectives and not just amid the current difficult situation but also over time since they think that Greece will not exit the crisis for the next 10 years (34.7%).

Regarding the fulfillment by the level of remuneration in the event of a labor supply in Greece, young scientists, given their qualifications, would be happy (71.75%) with 700-1500 EUR a month, an amount of money, you might expect, young people a decade earlier would be happy with. For the majority of respondents wage demands for working outside the country are between 1500 to 3000 euros, clearly more than the previous and it as a counterweight to what they will be deprived by fleeing as refugees from their homeland.

Through the answers of respondents it was found that immigration tends to be more deliberate than imposed action. 45.5% of young scientists agree with the statement that one needs to "betray" Greece and leave, 57.75% of them would leave if they were given the opportunity, while a 77,25% would migrate abroad if they had jobs even for a short time. A new wave of Greeks fleeing abroad is growing, and the country lacks valuable human resources, the moment it needs the most.

Undoubtedly "brain drain" is different than the migration of manual workers, but ultimately in both cases is an immigration which is usually the result of one's inability to work in the country of origin (Lamprianidis, 2011). Young scientists share this point of view and for this reason they agree, at a rate of 53.5%, that the immigrants of the 1960s and their families have benefited while at the same moment they recognize (same percentages) that immigration will damage Greek economy.

Young scientists are realizing that they immediately need to take decisions concerning their future (64.5%), believe that their future is mortgaged (55%), agree that in Greece a scientist cannot be distinguished (64%), and that the economic crisis forces to immigration (82%). In light of the above results, one could argue that the plans of the youth cannot be fulfilled in the country and that the trend towards permanent migration is understandable.

Participants in the sample, given their qualifications, consider that their objectives and plans cannot be met in Greece (42.25%), as well as their professional perspectives in general (72.25%). In addition, they are largely worried about their professional experience (53.75%) since there is no employment offer, their personal lives (40.5%) and their economic situation (70%).

Important distinct conclusions are ⁶:

- In relation to gender, women consider that knowing a foreign language is an asset unlike men who in the majority disagree with the above view. Moreover, it is clear that women worry much more than men in terms of job prospects. Perhaps this attitude highlights female unemployment and inequalities that may be suffered by women on the labor market.
- The level of studies variable shows that postgraduate students feel that their life is not satisfactory, possibly because they have been involved to a greater extent in professional activities, unlike the undergraduate students whose professional prospects lie in the distant future.

⁶ For a more detailed analysis of the findings see Annex.

- The variable referring to father's occupation, respondents who said they believe that their future is mortgaged, their fathers are mostly free professional-craftsmen and workers. In addition, subjects whose parents exercise the same professions believe that abroad you earn what really worth. In an effort to interpret these findings one could say that these professions are the most affected by the crisis.
- Concerning the variable related to mother's occupation, there was agreement on the statements of the respondents that life is not satisfactory and that their parents would let them migrate, that applying to a greater extent to them than the rest, especially those respondents whose mothers are workers, farmers and merchants. Possibly this is related to the increasing problem of unemployment and the bad economic situation faced by their parents.
- In relation to parents' education, participants in the sample whose parents are holders of master's degrees believe that despite the current crisis, their life is satisfactory. The higher the education of the parent is the lesser students are working and the most have as their primary source of money their family. Subjects whose parents are elementary graduates declare that they don't have the life they wished for, while those, whose parents are higher education graduates and holders of master's degrees, are stating that they would migrate. Is also noted the fact that parents having higher educational background nurture their children with stronger incentives to study or work abroad.
- The age variable does not seem to particularly affect attitudes towards immigration, nevertheless important conclusions are extracted such as that in both age groups the existence of work is important.

It is observed that those aged over 25 are working in jobs directly related to what they have studied and have insurance coverage more than the younger ages. Perhaps this is due to the existing professional experience of those of older age in our sample who seek to demonstrate their skills, to implement their ideas, to use their knowledge and to feel the joy of creation. With the statement *young Greeks today would not accept to do the jobs that immigrants are doing in order stay in the country*, mainly agree the respondents aged between 18 to 24 years old who address the issue more emotionally since they are further away from the proscenium of professional activities.

- The variable family status leads to the conclusion that those working part-time are those who are single while those working full-time and have insurance coverage are those married as they also have to provide for their families. With the statement "*the main thing for me is to gain money*" are agreeing mostly those who are married and which, as is natural, are focusing on in living conditions.
- According to the effect of the degree of urbanity, the majority agrees that the problem in the labor market in Greece lies in the fact that lags in connection with the educational system, with the highest percentage for those descended from capitals of prefectures, and subsequently that lacks the range of occupations offered in relation to other countries. With the statement "*Based on my income today, I have the life I desire*" more strongly disagree, mainly those from rural areas, despite the fact that they can afford engaging in the primary sector. Finally, there is agreement with the statement "if I had the chance I would leave Greece", particularly for those originating from Athens or Thessaloniki, despite the fact these two cities constitute the larger labor markets in Greece and where undoubtedly the effect of the economic crisis is evident.
- In regard to the level of studies variable, an important element of the research is the fact that the respondents from all fields of study agreed with the statement that Greece cannot help its children. Earnings more than 3000 euros abroad and more than 1500 euros in Greece would be liked by respondents mainly from the field of science, something not seen in other fields. Social Sciences and educational departments' graduates are employed in occupations unrelated to the subject of their studies and these findings are largely in line with the labor market's weakness to absorb these specific specialties. If something encouraging could be said is that a part of the sample, mainly derived from the Humanities, seems to be represented by the "hope" for the future of the country.

Through the answers of respondents, a substantial number of people referred to the factors that lead graduates to migration, its causes and its consequences.

Although the majority referred primarily at the social and professional prospects and secondarily on business and economic conditions, it is estimated that these two are sides of the same coin, namely the experiencing of the crisis in people's everyday life.

The majority of subjects, at a rate of 45,75%, recognize as a main inhibitor of fleeing abroad the emotional ties with Greece (locus, family, friends, lifestyle), while a large part of them (17%) indicates that it doesn't have the necessary capital for the trip and the first installation. However, if we take into account the particular qualitative value of certain views, the emotional ties although they seem to play an important role, they do not affect the younger generation of educated Greeks who would be resettled if they had no other choice. This becomes apparent by the subjects' agreement on the statements «Greece cannot guarantee my future» (61%) and "Greece cannot help its children" (66, 5%).

The new generation is aware of and understands the difficulties experienced by the country during this period and is especially important that 9 out of 10 (87,25%) agree it is unfortunate that the best human resources in the country leave. From the results of the research, it seems that for young people it is of major importance to use and exploit their cognitive areas and areas of expertise wherever might that take place, in Greece or abroad. It is not negligible the number of those who feel their home the country in which they can work and live decently (26.5%). Finally, at a rate of 61% young scientists believe that they do not have to pay for the economic crisis and leave the country or as it is characteristically indicated by one of them "*I will pay for the economic crisis and its implications if I stay in the country and I am not at all prepared to do so*".

It is important and encouraging that the young scientists of the country have not lost faith in the educational system. Young scientists do not worry about their qualifications and knowledge (40.75%), have an appetite for work (70,5%), don't worry about knowing a foreign language (56,25%) and their exploitation is needed to bring the country to a developmental trajectory.

Undoubtedly, the most important finding of the research lies in the fact that 2/3 of the sample displays escapism abroad that increase this period and reflects the importance of the phenomenon that overtly accentuated in the context of the current economic crisis. "Brain drain" undermines progress and development.

It would be unfair to blame the young graduates with skills and knowledge, to have plans beyond the capabilities of their country. It would be fair today's Greece to keep the human resources on which has invested.

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Annex

Table 12: Effect of Gender Variable (anova)

	df	F	Sig.
22 According to qualifications-desired salary level abroad	2	5,039	,007
24.16 The immigrants of the 60s and their families have benefited	2	4,283	,014
24.22 In Greece a scientist cannot be distinguished	2	3,256	,040
25.2 Foreign language knowledge	2	4,141	,017
25.3 Ambition	2	3,968	,020
26.4 Career prospects	2	6,105	,002

Table 13: Effect of "Level" Variable (anova)

	df	F	Sig.
9 With the existing economic crisis I think my life is satisfactory	1	53,036	,000
12 Working alongside studies	1	12,268	,001
13 My job provides me with insurance coverage	1	22,678	,000
14 My work is related to what I have studied	1	23,962	,000
15 The main source of my income is...	1	6,602	,011
16 In the future I want to work	1	19,405	,000
24.4 Based on my income today, I have the life I desire	1	7,602	,006
24.8 There are things that a job abroad cannot to offer	1	6,172	,013
24.16 The immigrants of the 60s and their families have benefited	1	7,038	,008
24.23 The main thing for me is to gain money	1	5,946	,015
24.24 I will go wherever there is work	1	5,783	,017
26.1 Educational-training qualifications	1	4,207	,041
26.6 Foreign language Knowledge	1	16,143	,000
26.7 Appetite for work	1	4,834	,028

Table 14: Effect of "Father's Occupation" Variable (Anova)

	df	F	Sig.
24.7 If I had the chance I would leave Greece	8	2,054	,039
24.12 Our future is now mortgaged	8	2,121	,033
24.25 Abroad you earn what you really deserve	8	2,288	,021

Table 15: Effect of "Mother's Occupation" Variable (Anova)

	df	F	Sig.
9 With the existing economic crisis I think my life is satisfactory	8	2,520	,011
20 When do you think the country will get out of the crisis	8	2,741	,006
24.14 My parents wouldn't let me migrate	8	2,298	,020
24.22 In Greece a scientist cannot be distinguished	8	2,044	,040

Table 16: Effect of "Father's Educational Level" Variable (Anova)

	df	F	Sig.
9 With the existing economic crisis I think my life is satisfactory	4	4,474	,002
12 Working alongside studies	4	3,163	,014
15 The main source of my income is...	4	6,428	,000
16 In the future I want to work	4	3,508	,008
20 When do you think the country will get out of the crisis	4	4,362	,002
22 According to qualifications-desired salary level abroad	4	3,178	,014
24.4 Based on my income today, I have the life I desire	4	4,568	,001
24.5 In the future, I believe that my income will allow me to have the life I desire	4	2,695	,031
24.7 If I had the chance I would leave Greece	4	3,686	,006
24.17 I would not migrate abroad even if I had found a good job, even it was for a short time	4	3,177	,014
26.1 Educational-training qualifications	4	2,650	,033
26.2 Professional experience	4	2,426	,048

Table 17: Effect of "Mather's Educational Level" Variable (Anova)

	df	F	Sig.
9 With the existing economic crisis I think my life is satisfactory	5	3,306	,006
12 Working alongside studies	5	3,795	,002
15 The main source of my income is...	5	5,187	,000
24.4 Based on my income today, I have the life I desire	5	2,559	,027
24.14 My parents wouldn't let me migrate	5	2,873	,015
24.17 I would not migrate abroad even if I had found a good job, even it was for a short time	5	2,683	,021
25.5 Professional experience	5	2,562	,027

Table 18: Effect of the "Age" Variable (Anova)

	df	F	Sig.
12 Working alongside studies	1	82,918	,000
13 My job provides me with insurance coverage	1	14,371	,000
14 My work is related to what I have studied	1	37,517	,000
15 The main source of my income is...	1	37,650	,000
16 In the future I want to work	1	10,269	,001
24.4 Based on my income today, I have the life I desire	1	15,782	,000
24.8 There are things that a job abroad cannot offer	1	4,973	,026
24.16 The immigrants of the 60s and their families have benefited	1	4,579	,033
24.18 Young Greeks today would not accept to do the jobs that immigrants are doing	1	5,205	,023
26.1 Educational-training qualifications	1	15,211	,000
26.2 Professional experience	1	12,811	,000
26.6 Foreign language knowledge	1	17,022	,000
26.7 Appetite for work	1	15,328	,000

Table 19: Effect of the "Family Status" Variable (Anova)

	df	F	Sig.
12 Working alongside studies	1	13,843	,000
13 My job provides me with insurance coverage	1	7,747	,006
15 The main source of my income is...	1	4,627	,032
16 In the future I want to work	1	5,120	,024
24.4 Based on my income today, I have the life I desire	1	4,396	,037
24.23 The main thing for me is to gain money	1	3,998	,046

Table 20: Effect of the "Urbanization Degree" Variable (Anova)

	df	F	Sig.
16 In the future I want to work.	4	3,966	,004
17 The problem of the labor market in Greece	4	4,126	,003
24.2 My goals and my plans can be fulfilled in Greece	4	2,954	,020
24.4 Based on my income today, I have the life I desire	4	2,397	,050
24.7 If I had the chance I would leave Greece	4	4,339	,002
24.25 Abroad you earn what you really deserve	4	2,401	,049
24.27 If there was no crisis I would not leave the country	4	2,523	,041
26.1 Educational-training qualifications	4	3,177	,014
26.7 Appetite for work	4	3,300	,011