High-skilled comes, high-skilled leaves:
Needs and interests of high-skilled immigrants
in Malmö and Lund

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Abstract

The transformation that has been happening during recent years in Malmö has contributed in changing it from industrial city to center of education, business and development. Malmö has become attractive, dynamic and one of the most sustainable cities in the world. It attracts high-skilled immigrants from different countries from all over the world.

This study focuses on and aims to explore and determine what the main interests and needs are for high-skilled immigrants situated in the region of Malmö-Lund, which can influence their decision to stay in the region or to leave. In the study will be applied: human capital theory, social capital theory, theory of creative class, new growth theory and theory of structured transformation. In order to collect holistic and rich empirical data during the study qualitative methods were employed and carried out.

Key words: high-skilled immigrants, regional development, human capital, creative class, social capital, Malmö, Lund.
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1 Introduction

In the following chapter the aim and purpose of the study, the main research question and the sub questions will be presented. There will also be a brief summary of how this thesis will proceed further. The introduction chapter will include argumentation about the relevance of the subject.

As a consequence of recent historical and political occurrences the international migration has taken new dimension flows nowadays. Wars and conflicts caused flows of a vast amount of refugees in different parts of the world. At the same time, beside the armed conflicts, economy and technologies became additional grounds for competition between countries and highly skilled workers in universities, research centers, and businesses. Highly skilled immigration became a new power and a “weapon” to win in the “war” of the fast technological innovation and economic competition. Attraction of high-skilled immigrants is a priority of many countries which aim to be a competitive state, global actor, to develop economy and increase innovation.

Nowadays, Sweden is one of the destination countries for immigrants; the majority of immigration inflows are refugees. However due to the last changes and tendencies on a global level, Sweden is tending for high-skilled immigration. Accordingly, the Swedish Minister for Migration and Asylum Policy - Tobias Billström in 2009 has stated that Sweden needs to stay competitive in the global competition for labour and improve skilled migration (Billström, 2009). There is a tendency of highly skilled immigration towards Sweden but there is also contra effect, high-skilled emigration or “brain drain” from Sweden.

The southern part of Sweden and the Skåne region where Malmö and Lund are situated are interlinked via the Öresund Bridge with Copenhagen – the capital of Denmark and the airport in this city; which helps in keeping firm connections of this region with other remote regions all over Europe and the world. The geographical position of the Malmö-Lund region makes the region easily approachable from the second largest port in Europe – Hamburg and the North West part of Germany. Both Malmö and Lund are diverse and modern cities with good infrastructure and in both of them there are established universities, which make these two cities centers of knowledge and innovation. Hence, Malmö and Lund are considered to be very attractive places for business people, academics and entrepreneurs. Anyhow, in order to attract and retain high-skilled immigrants within the region it is important and crucial to be aware and know about their interests and needs.
1.1 Aim

This study aims to explore and determine what the main interests and needs are for high-skilled immigrants in Malmö/Lund, which can influence their decision - to stay in the region or to leave.

1.2 Research question

What are the main interests and needs of the high-skilled immigrants in Malmö and Lund that, if fulfilled, would incentivize them staying in the region?

1.3 Sub questions

- What makes high-skilled immigrants satisfied and what fulfils their expectations in the region Malmö/Lund?
- What can influence the final decision of high-skilled immigrants whether to remain in Malmö and Lund, or to leave?

This thesis develops and proceeds further as follows:

Chapter 2 – Research methods

The second chapter will present research methods which will give a description of how research was completed, which methods were used and will clarify why the researcher used particular methods. The research methods chapter will give an idea to the reader of how the study was conducted, how secondary and primary data was collected and analyzed. Also a description of interviews will be given, how they were prepared, held, analyzed and how categories were conducted from the primary data.

Chapter 3 – Theoretical framework

The third chapter will describe the theoretical framework of the study; in the chapter will be presented relevant and important theories regarding high-skilled immigrants: human capital theory, creative class theory, social capital theory, new growth theory, the theory of structured transformation.

Chapter 4 - Background

The forth chapter will present background information which contains a definition of high-skilled immigrants, European and Swedish policy regarding high-skilled immigrants, relevant information regarding high-skilled immigrants in Sweden and Malmö-Lund and description of the cities Malmö and Lund.
Chapter 5 – Analysis

The fifth chapter will present data indicators based on the interviews with high-skilled immigrants in Malmö and Lund, different categories which came as a result of the empirical data will be analyzed and presented. These created categories will specify interests and needs of high-skilled immigrants.

Chapter 6 - Discussion

The discussion in the sixth chapter will proceed based on the theoretical framework, background, analysis, according to the methods which were used. In the discussion data will be used which was sourced from the interviews and combined with the theories.

Chapter 7 - Conclusion

The conclusion will complete this study. The findings of the study will be shortly summarized and presented.

Chapter 8 – Future research

A short description of the recommended studies continuation will follow after the conclusion.
2 Research methods

The following chapter will describe the methods which were used during the implementation of the research process. Limitations of the research will be presented.

2.1 Methods

In this study and in order to fully accomplish the aim qualitative research methods were used. The purpose of the research was to get as much empirical and productive data as possible, this is the main reason why qualitative research methods have been employed during the research.

According to Beck (1992), qualitative research has specific relevance to the study of social relations, due to the pluralization of life worlds and the growing “individualization of ways of living and biographical patterns” (Beck, 1992 in Flick, 2009:12).

Creswell (1998) mentions that, qualitative research is “an inquiry process of understanding based on distinct methodological traditions of inquiry that explore a social or human problem. The researcher builds a complex, holistic picture, analyzes words, report detailed views of informants, and conducts the study in a natural setting” (Creswell, 1998:15)

In qualitative research the researcher’s role is to gain ‘holistic’ overview of the context, to capture data on the perceptions of local actors ‘from the inside’, through the process of deep attentiveness, understanding and breaking preconceptions (Punch, 2005). Since the aim of this study is to explore and determine what the main interests and needs are for high-skilled immigrants in Malmö/Lund, which can influence their decision - to stay in the region or to leave, the most appropriate methods to be employed within the research process were the qualitative research methods. The best way to explore and determine the main interests and needs of the high-skilled immigrants was assumed to be by interviewing them. And in order to gain a comprehensive and holistic view and opinion from the high-skilled immigrants in Malmö and Lund the empirical data collected during the interviewing process was carefully and deeply analyzed.

The research process was conducted and implemented through three phases:

- Formative phase - Getting contacts and reaching high-skilled immigrants;
- Practical phase - Data collection (semi-structured interviews, empirical data, secondary data);
- Conclusive phase - Data analysis, drawing conclusion and interpretation.
Formative phase

During the formative phase of the research, personal networks of people were used to get in touch with high-skilled immigrants and companies where they are working or worked. After the initial contacts have been established with high-skilled immigrants, interviewees suggested contacting their friends, colleagues and their network of people who are also high-skilled immigrants in Malmö and Lund.

During the formative phase, some big companies which employ high-skilled people to work in Malmö and Lund were contacted. Those companies, which were contacted through the network of acquaintances, responded and participated in the interview process. In total during the research process nine interviews were conducted.

Data collection

During the process of collecting data, semi-structured interview method was used. The semi-structured interview method was developed for studying everyday knowledge and it refers to the fact that interviewees have a complex stock of knowledge about the topic of the study (Flick, 2009). So, it was important at the beginning to introduce the field and topic of the study and later on to ask interviewee open questions in order to give opportunity and freedom of choice to present full picture and share her/his own experience and thoughts without feeling any limitation. These “freedoms” gave the opportunity to discover things which were not expected and to get new ideas which were hidden due to certain reasons. Before each interviewing process/session started each of the interviewees were informed about the research aims and were interviewed by using open questions (Appendix 3).

Among the nine interviewees there were five women and four men (See Appendix 4). Six of the interviewees were high-skilled immigrants and the other three interviewees were human resource managers in the companies where high-skilled immigrants worked before or in the same time when interview was conducted. From these six high-skilled immigrants, two of them are women and four are men, and none of them are of Swedish descent. As mentioned previously, three interviews were made with human resources managers in companies where high-skilled immigrants worked before or worked at the same time when interview was made. One of the interviews was made as a mail questionnaire (Akbayrak, 2000) via e-mail due to the fact that interviewee was very busy and could not make an appointment for interview. It was decided to interview human resources departments in the companies in order to find out how companies work with high-skilled immigrants, how they invite them and which strategy they use to develop their work and project through high-skilled immigrants. It was also of great importance to know their difficulties to accommodate and employ high-skilled workers.
Male high-skilled immigrants, who were interviewed, worked in IT and Mobile Communication companies, multinational company and in the local municipality of Malmö. Among female interviewees, there was a teacher who was at the time unemployed; project leader in Lund and three human resources managers were from the same IT and Mobile Communication companies as some of the high-skilled interviewees mentioned above. All interviewees were living or intended to live for not less than two years in the region of Malmö/Lund, some of them worked in Lund but lived in Malmö. English language was used as a language of communication while conducting all interviews, this in order to avoid misunderstanding and to find the easiest way to communicate. Each interview was lasting approximately one hour in duration, some continued more than an hour, and only one interview lasted twenty minutes due to the shortage of time – the interviewee was very busy. Three interviews were recorded; during the other interviews notes were taken.

Some of the interviewees were settled in Malmö and Lund for two-three years but some of them were living in Sweden for almost twenty years.

During the process of formulating the background and theoretical framework of this thesis secondary data was adopted and has been used. Secondary data included academic literature and articles, statistics from the official sources and from the academic literature. During the practical or data collection phase the Municipality of Malmö and Municipality of Lund were contacted in order to get statistics about high-skilled immigrants in both the cities and the region. Within the background, statistical data from 2008, 2003, 2007 and 2011 was used due to the fact that this data was the most available. Secondary data was collected from academic resources.

Data analysis

After primary and secondary data was collected the research/study had proceeded with analysis and interpretation. During the analysis phase Miles and Huberman framework was used in order to carry out the qualitative data analysis. According to (Punch, 2005), Miles and Huberman framework has three main components: data reduction, data display, and drawing and verifying conclusions. Data reduction is done through editing, segmenting, summarizing the data, and coding. During the data display process researcher should organize, compress and assemble the data. Drawing and verifying conclusions is the last step (ibid.).

The primary or empirical data was collected during the interviews; after the process of interviewing was completed, transcript of all interviews was created. On a basis of this transcript the primary data was reduced or “breaken-down” through coding and memoing (ibid.). After this process the analyses continued with the next stage from Miles and Huberman framework which is the data display. Data display has brought an overview of the current stage of analysis and has
provided a foundation for further analysis and categorizing (Punch 2005:198). As a consequence based on these two processes mentioned above different concepts and categories were formulated and developed. On a basis of different needs and interests of high-skilled immigrants in Malmö and Lund, and in accordance to the results and conclusions after empirical data has been analyzed the following categories appeared, they concerned working environment, social life, culture entertainment and free time, religion and education, health care system, job opportunities, policy, services, infrastructure and environment. All these categories are going to be presented and discussed more in details at a later stage in this thesis. Explored needs and interests of high-skilled immigrants are going to be analyzed and discussed through the prism of theoretical framework. At the end of the research process, there were conclusions drawn out on a basis of these concepts and categories. Lastly, verification of the conclusions that have been drawn out previously was done.

2.2 Limitations

There are limitations in the collected empirical data due to the shortage of time and deficiency of resources. Duration of the interviews (some of the interviews were limited in time) and language used during the interviews (English is not mother tongue of all interviewees neither of the interviewer/researcher) are two factors which might influence the final results.

Nine interviews do not give the opportunity to do generalizations and to create general description of interests and needs of high-skilled immigrants in Malmö and Lund. Despite this, during the current research it was important to investigate, explore and at the final stage to present the acquired final results about the interests and needs of some high-skilled immigrants which can influence their decision to stay in the region or to leave.

This is not a comparative study between Malmö and Lund, instead, during the study Malmö and Lund have been considered and respected as an example of complementarity, because these two cities are located close to each other and are interacting with each other actively on a daily basis. Some high-skilled immigrants who work in Lund are living in Malmö. The reason why Malmö and Lund were chosen as places where the research will be conducted is the fact that both of the cities are great examples of diverse, dynamic and developed cities, and both aim to attract high-skilled immigrants.
3 Background

This chapter considers: (i) a definition of high-skilled immigrants, (ii) the importance of high-skilled workers and their impact on development, (iii) European and Swedish policies regarding high-skilled immigrants, (iv) relevant information regarding high-skilled immigrants in Sweden and the region of Malmö and Lund, and lastly (v) describes characteristics of Malmö City and City of Lund.

3.1 Definition

There are different definitions concerning the concept of “high-skilled”, but all of them refer to a person who holds one or more academic or university degrees. In many academic sources it can be noticed that “high-skilled” is used as synonymous of “best and brightest”. Some authors, for instance Chaloff & Lemaitre (2009), place managers, professionals and associate professionals in the high-skilled category. “Definitions also consider education, occupation and even salary. Highly skilled immigrants often work in private, internationally competitive sectors but also in public sectors, such as education and health care” (Cerna, 2010a:1). During the current study the following definition about “high-skilled” has been considered as the most appropriate, it has been used, respectively: a high-skilled person is someone with at least 4 years of academic or university education following after primary and secondary education, with possibly supplemental qualifications (Lowell & Findlay, 2001).

3.2 Attractiveness of high-skilled people on the global arena

There are few reasons why the intensity of migration increased so sharply during the 20th century. Computer and IT revolution can be considered one of the main driving forces and a highly prominent cause. Consequently, the globalization and liberalization of the world economy influenced and had impact on migration flows (Chiswick, 2005a). Additionally information, communication and transportation became cheaper and decreased in cost, which has been seen and considered by high-skilled immigrants as an advantage in searching for jobs abroad and migrating internationally (ibid.). In the modern world with a globalized economy, national borders are irrelevant for the flows of capital, goods and people including high-skilled workers (ibid.). Many countries such as Canada, Australia, the USA, and the UK are working on and creating new special policies and programs for high-skilled immigrants in order to open up the borders to them and facilitate their flow, positive impact and contribution towards the national
economy and development, because “high-skilled workers are the driving force for innovation and invention (improvements in technology)” (ibid.:4).

Competition on the global arena is one of the priorities of each country. For any national state it is very important to be able to compete on the global arena, that is why to be a “competition state” became one of the main aims for many contemporary states (Lavenex, 2009). Skilled migration became an important element in the economic policy of the competition state (Lavenex, 2009). The reason for this is that “skilled immigrants make a positive contribution to the stock of human capital in the receiving economy and, by bringing new skills and innovation, enhance the level or rate of growth and may also promote higher incomes” (ibid.:35). In the continuation of this thesis there will be discussion about several outcomes which make high-skilled immigrants an attractive element of “competition state” among the economy, innovation and city development.

**Economic reasons**

The way how high-skilled people influence the economy can be understood from the analysis of factors of production. Economy consists of a few factors of production: low-skilled workers, high-skilled workers and physical capital (Chiswick, 2005a). These factors of production can be interchangeable, for instance, low-skilled workers can be replaced with technological equipment as scanners etc (ibid.). But of course it is hard or maybe even not possible to replace a high-skilled worker who is in charge of inventing and creating this technology. The receiving country makes gains in innovation and technology without having to contribute to education of skilled immigrants, which may cost a lot. Through this the state is saving and increase income (Lavenex, 2009).

An additional economic reason which may create a boom in property prices in the near neighborhood of high-skilled immigrants is the fact that the high-skilled immigrants possessing their human capital are intensively valued by the local community. Accordingly, Orr & Topa (2006:3) mention that “highly skilled neighbors are valued as an amenity because they raise property values and induce similarly skilled individuals to locate nearby”.

**Innovation**

High-skilled workers contribute positively towards innovation. Or as Chiswick (2005a:4) suggests, “high-skilled workers are the driving force for innovation and invention (improvements in technology), that is, the efficiency with which resources are utilized and the speed of the dissemination of technological advances. In technical terms, they help push outward the economy’s “production possibility frontier”.

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City development

During recent years people are apparently migrating from rural to urban areas. City is becoming a center of creativity and development. Similarly with the phenomenon and interrelations that occur between the cities and people simultaneously there are other phenomenon and interrelations occurring between the culture and human, i.e. people are molding the culture but at the same time culture is molding the people. Cities are attracting creative people because of the possibilities they offer and these people are further creating more possibilities and creativity. The concentration of high-skilled people in the city makes the city to be a place for concentration of different and diverse ideas. High-skilled people who are concentrated in the city are attracting other high-skilled new comers, and by mutual interaction and communication they together create a fertile ground for technological and economical progress (Florida, 2002).

Hence, according to Florida (2005:151), “highly skilled people are highly mobile. They do not necessarily respond to monetary incentives alone; they want to be around other smart people. The university plays a magnetic role in the attraction of talent, supporting a classic increasing-returns phenomenon. Good people attract good people, and places with lots of good people attract firms who want access to that talent, creating a self-reinforcing cycle of growth” (ibid.).

“Cities exist to facilitate the flow of ideas and we should expect cities to be increasingly oriented around the skilled because the skilled specialize in ideas” (Glaeser & Saiz, 2003:2).

“Highly educated individuals attract other amenities - for example, theaters, concert halls, and museums … further enhancing the desirability of that location” (Orr & Topa, 2006:3). By enhancing the desirability of its location, the infrastructure of cities is getting better and cities’ development have benefitted greatly.

3.3 High-skilled immigrants in Europe

Klaus F. Zimmermann and Martin Kahanec (2011) emphasize in their research that “with the ever-growing globalization of production processes, international mobility of production factors and the resulting global competition for human capital and skills, proper management of high-skilled immigration is the key importance for Europe” (Zimmermann & Kahanec, 2011:1). A number of authors such as Zimmermann, Bonin, Fahr and Hinte (2007), Bauer and Kunze (2004) investigated that European labour market needs more high-skilled workers. State problems such as “aging populations, stalled economic growth, cash-strapped social-security systems, and the dearth of innovation potential and of skilled workforces” emphasize the importance of high-skilled immigrants as well (ibid.).
After the review of current European immigration policies Zimmermann and Kahanec (2011) concluded that Europe lacks a consistent strategy regarding high-skilled immigrants and stress that the lack of an effective immigration policy is widely shared (ibid.). The reasons for this authors found in approach of “fortress Europe”, according to this approach immigration is threat to the stability of Europe’s labour markets and welfare systems rather than as an opportunity to increase Europe’s global competitiveness (ibid.). But recently Europe has started to realize the potential benefits from high-skilled immigrants and properly managed immigration. Europe is now in the process of recognizing that there is no need to be any more “in the position of gatekeeper tending flocks of high-skilled but it needs to attract immigrants actively” (ibid.:6). In order to attract high-skilled immigrants European Commission in 2007 proposed an EU work permit – blue card, which would help to high-skilled non-EU citizens to enter EU labour markets (Zimmermann & Kahanec, 2011).

3.4 The EU Blue card

Bearing in mind the fact that there is intense competition on the international arena for winning and gaining the best brains, many countries and national governments have started to implement ‘high-skilled-immigrant-friendly' policies in order to successfully compete for high-skilled immigrants (Cerna, 2010:2).

Elspeth Guild argues that there are three main arguments for the importance of the implementation of the Blue Card: (1) businesses need economic migrants to fulfill their recruitment needs; (2) the EU is no longer producing sufficient numbers of workers to meet its business needs; (3) the evidence of the failure of the current high-skilled regime since the high-skilled go to Canada and the US, rather than to the EU (Guild in Cerna, 2010b:12).

In May 2009 the European Commission approved a Blue Card for high-skilled workers from outside of EU (Cerna, 2010). High-skilled immigrants who want to apply for the blue card need to show a recognized diploma and have at least three years of professional experience. High-skilled migrants can bring their families (Cerna, 2010b).

“The blue card is based on common criteria: a work contract, professional qualifications, and a minimum salary level equal to at least 150 percent of the annual average wage in the country, with a possible derogation to 120 percent of the annual average wage for individuals in professions in high demand. Applications can be made from within or outside the EU. Member states reserve the right to regulate the national details according to their own standards” (Zimmermann & Kahanec, 2011:20). But foreigners with the blue card should be treated equally with natives, because the blue card gives equal access to
social and welfare rights to high-skilled workers and their families (Zimmermann & Kahanec, 2011).

However, in order to be able to compete with other countries which have special policies for high-skilled immigrants the EU Blue Card would not be enough to attract high-skilled people in EU, because with the Blue Card it will be possible to have access to the labour market only in one EU country - the country that the Blue Card is issued from. “The fact that a Blue Card is not automatically valid for the whole of the EU takes away most of the advantage of having an EU-wide scheme because it gives access to a much smaller market and fewer opportunities”, tells Jakob von Weizsäcker (Melander in Cerna, 2010b:27).

“Swedish politicians now think the Blue Card system for potential migrants with marketable skills proposed by the EU may offer them an honorable way out of their dilemma” [to shift from humanitarian/refugee immigration to high-skilled immigrants and make sure it gets newcomers it wants and not migrants it gets] (Engel in Cerna, 2010b: 23).

The Blue Card could possibly have positive impact on the Swedish immigration policy, but to date Sweden has not introduced and has not yet begun work on implementation of the Blue Card scheme in Sweden.

### 3.5 Swedish policy regarding high-skilled immigrants

In July 2007, Sweden was ranked as the most restrictive country, in the rank list, after Sweden followed Austria, Denmark, Italy, Japan, Spain and Switzerland (See Figure 1). Ireland’s Green Card, the Dutch work permit and the UK’s High Skilled Migrant Programme (HSMP) had the most open programmes for attracting high-skilled immigrants. USA and Canada implemented very successful policy regarding attracting high-skilled immigrants (Cerna, 2009:7).

![Figure 1: HSI index, Source: Cerna, 2009:21.](image-url)
But in 2008 Sweden liberalized immigration policy changes which were considered a ‘slight revolution’ (ibid.:3). Over a long period specific high-skilled union confederations in Sweden were involved in policy-making with employers and the government (ibid.:5). There are three union confederations and one employers’ association which are involved in negotiations with the government (ibid.). Among these union confederations are: LO, TCO, SACO and the employers’ association SN. The largest union confederation is the LO, it has 1,528,000 members. The second largest is the TCO, it has 1,192,500 members. The smallest federation is SACO which organizes graduate employees. It has 617,700 members (Fulton, 2011).

Swedish unions and employers have large influence on the immigration policy in the country due to the fact that they have strong access to government through the tradition of social partnership and tripartite policy-making (ibid.:6). This tradition of social partnership and tripartite policy-making dates back from the period of 1930s and 1940s when “professionals were preoccupied with the fear of an oversupply of university graduates, which would decrease wages. This fear was strong among the student groups of high-status professions, in particular young physicians who had founded the SACO” (ibid.:9). SACO, TCO and LO supported each other and in coalition with the Social Democrats opposed to any changes in labour migration. But when a centre-right coalition government came into power in 2006, the connection between unions and left parties was weakened (ibid.:12).

The Prime Minister, Fredrik Reinfeldt, and the Minister of Migration, Tobias Billström presented a proposal to facilitate labour immigration from outside the EU. Sweden has new law since 2008 and was the last Scandinavian country which adopted a more open policy (ibid.:14).

After the new policy was implemented high-skilled immigrants and their families got certain rights. However, the fact that procedures are very bureaucratic problem, persists. All foreign workers and their family members in Sweden are required to have work and residence permits if intending to stay for longer than three months. An applicant from outside the EU/EEA area for a work permit must have an offer of employment from a Swedish employer. “As part of this policy, jobs had to have been advertised for at least ten days in Sweden and other EU countries before an application for a work permit was made” (Zimmermann & Kahanec, 2011:10).

The monthly wage should be at least SEK 13,000 before tax. Work permits can be granted for a maximum of two years, after which it is possible to extend work permits multiple times, but not for more than four years in total. It is possible to get a permanent-residence permit after four years (ibid.). Should the employee lose her/his job, it is possible to search for a new job during the period of three months after the date the previous employment is finished but in case that no
job is found during that period, the Migration Board will withdraw the residence permit and the employee must leave the country (Cerna, 2009:31).

Regarding high-skilled young workers – students’ policy is more liberal. If they are enrolled in courses which score in total for at least thirty higher-education credits – one term of research education at a higher education institution in Sweden, then they are allowed to apply for a work and residence permit from within Sweden, meaning they do not have to leave Sweden (Zimmermann & Kahanec, 2011).

A number of occupational categories are exempt from the requirement to have a work permit, those are company representatives; visiting researchers or teachers in higher education (maximum duration of three months within a twelve-month period); performers, technicians, and other tour personnel; and specialists employed by a multinational corporation who will be working in Sweden for a total of less than one year (ibid.). “High-skilled foreigners (experts and scientists) with an expertise scarce in Sweden may be entitled to a special tax regime under which no taxes are paid on the first 25 percent of their income for the first three years of their employment in Sweden” (ibid.).

3.6 High-skilled immigrants in Sweden

Nowadays the most popular occupations of high-skilled immigrants in Sweden are computer or IT specialists and masters of engineering and architecture. In 2010 the Migration Board of Sweden granted residence permits to 2208 computer specialists and 857 masters of engineering, architects and others (See Figure 2).

![Figure 2, Source: Migrationsverket, 2012](image)

Ten years ago Sweden had a deficit of national graduates with an increasing shortage of high-skilled science and technology workers; this, combined with an aging population creates pressure and could have negative impact on the national economy (Gaillard, 2002). Both of these facts, an aging population and a shortage of national graduates could be serious problem and in
order to stabilize the situation there should be benefits that high-skilled workers bring in to the country.

Sweden attracts not so many high-skilled people, about 16% to 19% of total immigrants are considered highly skilled in scientific or technical fields. These are largely asylum seekers who have come to Sweden from the former Yugoslavia and the Middle East (ibid.).

Economic recovery helped to open labour market for foreign born high-skilled force in Sweden, but in 1998 around 80 000 people, among them approximately 3000 scientific researches, 1700 engineers, 800 dentists, 2500 nurses, 1100 highly skilled science and technology professionals were unemployed (ibid.:238).

It is fact that high-skilled people are very mobile and many of them have left or are leaving Sweden. Between 1987 and 1998 Sweden lost 26 714 of high-skilled foreign workers, this amount includes 4000 researchers, 1500 medical doctors, 3400 science and technology professionals and 1300 nurses (ibid.:234).

According to statistics from 2004, Sweden is focused on the attraction of foreign students, 13000 students from outside the country came to Sweden, and foreign PhD candidates make up nearly 20% of enrolments (OECD, 2004). But in 2011 new rules came into force and students, except the PhD candidates from outside of European Union should pay tuition fee.

3.7 High-skilled immigrants in Malmö and Lund

Before statistics are presented it is worth mentioning that diplomas and qualifications of high-skilled immigrants need to pass through a process of verification and recognition by Högskoleverket (Swedish National Agency for Higher Education), in order to be fully recognized and valid in Sweden. This process usually takes some time (it can take up to few months). High-skilled immigrants who already got a job before arriving in Sweden and are coming to work for big multinational companies and corporations located in Lund and Malmö do not need to pass through a process of diplomas and qualifications recognition, hence, they are not registered in the statistics of the country. All these factors influence limitations.

Within the forthcoming paragraphs, until the end of this section, information about high-skilled immigrants in Malmö and Lund according to the information which was provided by Lund and Malmö municipalities as well as by other academic sources will be presented.

In 2003, 32 per cent of the foreign born population in Malmö had university degree. Among the foreign born population in Malmö there were people from Finland, Denmark, Germany, Poland, Yugoslavia, Bosnia and Herzegovina, Turkey, Chile, Iran and Iraq (Bevelander & Broomé, 2009:232). In comparison with 2011, when 38.1 per cent of the foreign
born population in Malmö had university degrees, which is on 6.1 per cents more than in 2003 (See Figure 3).

Figure 3. Source: Bevelander & Broomé in OECD, 2009:232

The statistics from 2010 tell that, in Malmö there were 16.7 per cent of people with university degree coming from other EU countries and 0.8 were researchers; in Lund 29 per cent of people had university degree and 5.1 were researchers. People coming from outside of EU countries - there were 18.8 per cent with university degree and 0.6 researchers in Malmö, and 27.3 per cent of university degrees and 1.9 researchers in Lund. Lund had more researchers due to the fact that Lund University is older and has more PhD students and possibilities for researchers (See Figure 4).

Figure 4. Source: Lund municipality.
The statistics for 2011 are different, in Malmö the number of people coming from EU countries with university degrees increased a few percentage points to 18,8 per cent and in Lund, conversely, decreased to 28,4 per cent. Among the researchers, statistics in Malmö did not change and stayed the same in comparison with 2010 – 0,8 per cent; but the number of researchers in Lund from EU countries increased more than 3 per cent – 8,6 per cent. Among the population coming from outside of the EU in 2011 in Malmö there were 19,3 percent of people with university degrees and 0,7 researchers, in Lund the percentage has decreased and became 29,5 per cent among population with university degrees and 3,7 per cent researchers. In comparison with 2010 number of researchers increased on almost 2 per cent (See Figure 5).

<table>
<thead>
<tr>
<th>Födelseland_EU and Utbildningsnivå by Kommun for flyttring, invandring</th>
<th>2011</th>
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<tbody>
<tr>
<td>Födelseland inom EU27</td>
<td>Malmö</td>
<td>Lund</td>
<td>Skåne</td>
</tr>
<tr>
<td>Grundskoleutbildning</td>
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<td>6</td>
<td>113</td>
</tr>
<tr>
<td>Gymnasial utbildning</td>
<td>126</td>
<td>31</td>
<td>415</td>
</tr>
<tr>
<td>Eftergymnasial utbildning</td>
<td>385</td>
<td>163</td>
<td>962</td>
</tr>
<tr>
<td>Forskarutbildning</td>
<td>17</td>
<td>49</td>
<td>87</td>
</tr>
<tr>
<td>Uppgift saknas</td>
<td>1177</td>
<td>245</td>
<td>2536</td>
</tr>
<tr>
<td>Ingår ej i utbildningsregistret</td>
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<td>79</td>
<td>891</td>
</tr>
<tr>
<td>Total</td>
<td>2050</td>
<td>573</td>
<td>5004</td>
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<tr>
<td>Övriga födelsländer</td>
<td>385</td>
<td>50</td>
<td>875</td>
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<tr>
<td>Grundskoleutbildning</td>
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<tr>
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<tr>
<td>Eftergymnasial utbildning</td>
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<tr>
<td>Forskarutbildning</td>
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</tr>
<tr>
<td>Uppgift saknas</td>
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<td>1458</td>
</tr>
<tr>
<td>Total</td>
<td>3549</td>
<td>1083</td>
<td>8342</td>
</tr>
</tbody>
</table>

Figure 5. Source: Lund municipality

Changes are visible, some of them happened due to the changes in policy regarding high-skilled immigrants. One of the most important factors is not just the attraction of the high-skilled but their integration into the labour market. Not successful integration of the high-skilled immigrants into the society and the labour-market can be considered as push out factor, and this can influence on the decision whether to remain or leave the country, and move somewhere else. In a case when the high-skilled immigrants got a job position before entering the receiving/host country the receiving or host company guaranties for them and probability of this push out factor to develop has very low or almost impossible intensity and variability.
3.8 Malmö city

Malmö and Lund are two neighboring cities situated in the southern part of Sweden - in the most south region of Sweden, Skåne. In Malmö there are 302,835 inhabitants living and the Öresund region (including Copenhagen, the capital of Denmark) has 3.7 million people (Malmö Stad, 2012). Malmö is the third largest city in Sweden after Gothenburg and Stockholm. Malmö had a reputation of being an industrial city that was home to big factories and huge industrial sector, but after the Öresund Bridge was built in 2001 and connected Malmö with Copenhagen the situation changed. Malmö transformed from an industrial center to a center of innovation, business and knowledge. Malmö University which was founded in 1998 played the biggest role in the transformation of the city. In 2012, there were about 20,000 students enrolled in Malmö University (www.mah.se). In recent years, architecture in Malmö has transformed, it became creative and combines modernity with history. One of the most modern and well-known buildings which is recognized as a symbol of contemporary Malmö is “Turning Torso”, a 190-meter-high building comprising 57 floors with apartments and offices, has been designed by the Spanish architect Santiago Calatrava (Bevelander & Broomé in OECD, 2009:220).

While presenting facts and figures about Malmö, Bevelander & Broomé (2009) mention that “immigration has always played a role in the local economy, with migration trends reflecting those of Sweden as a whole” (ibid.). During the first period of immigration (1945-1970) immigrants where coming to work from neighboring countries, Western Germany and Italy. In the 1960s in the Malmö region was dominated by shipbuilding and engineering industries which had influence on the whole region and developed it. Labour force during this period came from Nordic countries, Greece, Yugoslavia and Turkey (ibid.:221). The transformation process towards a knowledge intensive economy started in late 1980s (ibid.:222). “The population has increased by 15% during the last 15 years, with the foreign born population almost doubling from about 36,000 individuals in 1990 to 70,000 individuals in 2006” (OECD, 2009).

In the mid 1990s, led by the mayor of the city, assisted by various local, national and international experts, the Social Democratic Party and the Conservative Party, Vision 2015 was created. “It contained a number of different visions for the city:

- A business vision – the city of development;
- An environment vision – the green city;
- A city builder’s vision – the capital of the Skåne region;
- A cultural vision – the city of many cultures;
- A social vision – the city that gathers socially competent citizens;
- A youth vision – the city that empowers the young”

(Bevelander & Broomé in OECD, 2009:222).
During the period of 1995-2005 infrastructure of the city was developed a lot, among the actions which were taken are the Öresund bridge which connected Malmö with Copenhagen, the development of an underground train system (City Tunnel), new up-market residential developments in the harbour, the university and the Turning Torso (ibid.). Malmö University nowadays is attractive for students coming not only from other EU countries but as well as from outside of EU, since 1998 the number of students increased from 5000 to 20 000. Malmö became an attractive place for living and working. The renovated old harbour area, the Malmö “Docklands”, and the university are additional magnets. The population grew “from 230 000 in 1990 to over 270 000 inhabitants in 2006 and the foreign born population almost doubled from about 36 000 to 70 000 people” (ibid.:229). “In 2004 around 50 000 individuals commuted into Malmö to work while about 22 000 individuals living in Malmö worked outside the city” (ibid.). Between 1996 and 2003, the overall skills level of the population – in terms of primary, secondary and tertiary education – increased (ibid.:231).

In order to attract skilled immigrants and to accept their education, the City of Malmö has created a validation centre that targets migrants with secondary level foreign education (OECD, 2011). The validation center helps recognition of prior learning based on foreign formal education and work experience, which are validated against an industrial upper secondary curriculum for different occupations, whereas the validation of higher education and medical professions can be done only by central state institutions (ibid.).

Industry was strongly improved in Malmö and many big companies such as Kockums, Skanska, IBM, PEAB, Tetra Pak and others are now situated in Malmö and Lund, which makes the region more attractive for business and innovation.

Malmö has two research parks: Minc and Meoneon. Minc, as an incubator, focuses on businesses within the fields of media, IT and design. Meoneon is directed at researchers and existing businesses within life science. The sectors of the parks work on are medical engineering, biotechnology, pharmaceuticals production and healthcare (Skåne’s Innovation Capacity – A Situation Analysis, 2009).

Malmö actively works with students, for example Drivhuset is an organization which provides guidance for students of Malmö University who intend to start up and run their own business (Region Skåne, 2009). Additionally, NyföretagarCenter Syd and one of its departments - Malmö NyföretagarCenter provides advice and inspires people to start up business (ibid.).
3.9 City of Lund

Lund is located 15 minutes by train from Malmö and is famous for its old university. Lund University was established in 1666, there are about 47,000 students currently studying there (www.lunduniversity.lu.se).

Lund University has a reputation of “excellence in international teaching and research” and is highly ranked in the Times Higher Education World University Rankings 2011/2012, i.e. has been placed on the 80th place (www.lunduniversity.lu.se). Lund University has strong connections with the business sector and numerous companies. Ideon – Science Park was created “for the purpose of creating successful companies from the enormous wealth of knowledge and ideas that existed” and it has close collaboration with Lund University (www.ideon.se).

Ideon Science Park is one of the oldest science parks in northern Europe; it was founded in 1983 by initiatives of local government, Lund University and Lund Institute of Technology (Park, 2002).

Many companies as Ericsson Mobile Communications, Axis, Opsi, Framfab, Anox/Kaldness, AU-System, Anoto, BioInvent, Scalado, Apptus, Glycorex, Oliktechn, Exensor and Probi were developed and established in Ideon Science Park (www.ideon.se).

![Figure 6. Source: Park, 2002](image)

Nowadays at Ideon Science Park there are 260 companies with a total number of 2000 employees it is increased since Ideon was founded (See Figure 6) (Park, 2002).

Since Ideon Science Park has been established and started operating, among all the sectors the most dominant were biotechnology, pharmaceuticals and functional food sector. From 1999 information technologies started to dominate in Ideon, while nanotechnology is also included in many multi-sector companies (ibid.) (See Figure 7). There are different companies in the Ideon Science Park, and not all of them are connected with the technology and IT sectors. The Creative
Plot at Ideon Innovation is one of the examples of platform, incubator which help to people to start their own business (www.thecreativeplot.se).

Figure 7. Source: Park, 2002. Structure of companies in industrial sectors (%).

Ideon Science Park has created 1967 jobs, which accounted for 3.7% of total jobs at the end of 2000, the turnover of all companies in 2000 reached SEK 43,120 million (Park, 2002:296).

The European Spallation Source (ESS) is planned to be located in Lund. This intergovernmental project is planned to be co-hosted by both Sweden and Denmark and is funded and operated by a partnership of 17 European countries. The aim of the project is to create new possibilities for research using neutrons and it will become a world leading centre for materials research. The EES and their partners “are currently engaged in a technical design review that will act as the blue-print for the construction of ESS to start in 2013 and to become operational in 2019” (www.ess-scandinavia.eu).

The European Spallation Source is expected to employ around 500 people what will make it an international facility with researchers coming from all around the world. The project can turn Lund into a key centre for materials science in the world (ibid.). According to Park (2002), Lund has strong scientific base within University and many projects in collaboration, thus it is becoming a center of innovation and technologies. And project as Ideon Science Park has positive impact on the regional development.
4 Theoretical framework

Within this chapter the following theories: human capital theory, theory of creative class, social capital theory, new growth theory and theory of structured transformation, are to be presented and reviewed. All these theories, which are relevant to the study, are to be used during the discussion part.

4.1 Human Capital Theory

Each person brings to the labour market unique knowledge, experience and acquired skills in other words “human capital” (Borjas, 2000). Many scientists discussed influence of knowledge and creativity on the economic development. Among them were social scientists, economists, geographic economists, regional developments such as Solow (1957), Lucas (1988), Berry and Glaeser (2005), Florida (2002) (Mellander & Florida, 2007). “Glaeser (2000) provided empirical evidence on the correlation between human capital and regional economic growth” (ibid.).

Innovation, technology and development depend on high-skilled workers and their knowledge. Knowledge became a key towards success in many sectors. Therefore, it can be considered that, human capital has a crucial role in the regional development and economic growth nowadays (Storper & Scott, 2009). Human capital theory is related to the economy because human capital analyses have evolved from research in specialized areas of economics such as "labour economics, public sector economics, welfare economics, growth theory and development economics" (Blaug, in Sweetland, 1996:342). The human capital theory proposes that education increases or improves the economic capabilities of the people (Schultz in Sweetland, 1996:341). Furthermore, the human capital theory suggests that “individuals and society derive economic benefits from investments in people” (ibid.).

Education is profitable investment from the individual and society’s point of view (Sandmo, 1993). Logically, training activities are beneficial for the companies and influence positively on the performance what consequently have an affirmative impact on the regional development.

Theodore Schultz listed five major categories of human activity (investments), which lead to improved human capabilities, among them: “health facilities and services, broadly conceived to include all expenditures that affect the life expectancy, strength and stamina, and the vigor and vitality of a people; on-the-job training organized by firms; formally organized education at the
elementary, secondary, and higher levels; study programs for adults; migration of individuals and families to adjust to changing job opportunities” (Sweetland, 1996:348).

People with high-skills which possess the demanded knowledge are actively migrating and this due to particular reasons and logic. “Knowledgeable people, of course, are not evenly distributed in geographic space. In a multi-region open economy with high levels of population mobility, the map of human capital is constantly being reshaped by labour migration” (Storper & Scott, 2009:148).

There are three approaches which help to explain influence on the geographical distribution of human capital. First one is university, university as a center of knowledge, plays an important role in the attraction of human capital (Glaesar, 2005 in Florida & Mellander, 2007). Places with universities have great stock of human capital which attract other high-skilled and at the same time produce new skills and knowledge.

Second approach is about amenities: “amenities which can attract high-skilled” (Glaeser 1993; Glaeser et al, 2001; Shapiro 2006; Clark 2003 in Florida & Mellander, 2007). Glaeser, Kolko and Saiz (2001) found that “consumer and personal service industries such as restaurants, theatres, and museums tend to be localized and thus demand geographical closeness between producer and consumer” (ibid.:6). In other words high-skilled are interested in services which makes their life interesting, comfortable and enjoyable.

The third approach is based on the idea of “openness to diversity and tolerance” (ibid.:5). Diverse cities as centers of knowledge and education with tolerant society will attract high-skilled people.

4.2 Creative class theory

Human capital with the concept of knowledge influenced on many scientific minds and as a consequence the theory of creative class came into existence and became an inseparable part of the human capital theory. For instance, Di Maria & Stryszowski (2009) cite Mokyr (2005), and refer to the industrial revolution, arguing that “it had less to do with technological breakthroughs, and more with the intellectual climate linking creative efforts to economic rewards” (Di Maria & Stryszowski, 2009:307). The key concept within this quotation is “intellectual climate”. Exactly this “intellectual climate” which exists in the universities and cities is attractive factor for the creative class.

Richard Florida (2002) in his book “The rise of creativity class” has defined creative class by stating that, “the super-creative core of this new class includes scientists and engineers, university professors, poets and novelists, artists, entertainers, actors, designers, and architects, as well as the “thought leadership” of modern society: non fiction writers, editors, cultural
figures, think-tank re-searchers, analysts, and other opinion-makers, the creative class also includes “creative professionals” who work in a wide range of knowledge-based occupations in high-tech sectors, financial services, the legal and health-care professions, and business management (Florida, 2002:8).

Florida (2003) described the influences of creativity towards the economic outcomes. According to his creative class theory these influences are based on 3Ts which lead towards economic development: technology, talent, and tolerance (Florida, 2003:10). (See Figure 8).

![Figure 8. Source: Florida & Mellander (2007)](image)

Technology, talent, and tolerance can attract creative people, generate innovation, and stimulate economic development (Florida, 2003:10). Florida defined tolerance as openness, inclusiveness, and diversity to all ethnicities, races, and walks of life, talent is determined as those with a bachelor’s degree and above and technology is a function of both innovation and high-technology concentrations in a region (ibid.). In order to attract creative people place should have all 3Ts (ibid).

Florida (2003:11) is citing Jane Jacobs (1984), who highlighted the role of diversity of both firms and people in powering innovation and city growth. She suggested that “great cities are places where people from any background are welcome to turn their energy and ideas into innovations and wealth” (ibid.).

Thus, less entry barriers and a wide open place for the creative class have made it fruitful for innovation and growth. “Diverse places are likely to attract greater numbers of talented and creative people” (ibid.).

Concentration of creative class will be beneficial for the regional development and will attract more creative people what will influence innovation and economy.
4.3 Social capital Theory

Social capital is an attractive concept for economists, political scientists and sociologists (Oorschot et al., 2006). In a broad meaning, “social capital concerns the norms and values people hold that result in, and are the result of, collective and socially negotiated ties and relationships” (Edwards, 2004:81). Social capital is “related to other forms of capital, such as human (skills and qualifications), economic (wealth), cultural (modes of thinking) and symbolic (prestige and personal qualities). For example, economic capital augments social capital, and cultural capital can be readily translated into human and social capitals” (ibid.).

There are many perspectives and understandings concerning social capital but these unlike views have some common pillars. Some scientists have emphasized as cores the importance of social relations within families, communities, friendship networks and voluntary associations, civic morality, or shared values, norms and habits, and, finally, trust in institutions and generalized trust in other people (Oorschot et al., 2006:150).

In the social science there are three most famous traditions in defining social capital, which have been recognized by prominent number of scientists. One of these traditional definitions has been formulated by the French sociologist Bourdieu which defined social capital as “the aggregate of the actual or potential resources which are linked to possession of a durable network of more or less institutionalized relationships of mutual acquaintance or recognition (Bourdieu 1986:248 in Adam & Roncevic, 2003:158). Social capital is the same as the economic capital, cultural capital, and symbolic capital in Bourdieu’s elaboration is part of the social stratification system and the legitimization of dominant class reproduction strategy (ibid.:159).

The second tradition is represented by the American sociologist - James Coleman (1988). He asserted that “social capital is defined by its function. It is not a single entity, but a variety of different entities having two characteristics in common: they all consist of some aspect of social structures, and they facilitate certain actions of actors - whether persons or corporate actors - within the structure” (Coleman, 1988:98 in Adam & Roncevic, 2003:159). Coleman (1988) sees as very important the “outcomes for groups, organizations, institutions, or societies (a sociocentric perspective)” (ibid.). The difference between Bourdieu’s and Coleman’s perspectives is that Bourdieu’s vision of social capital focused more on personal benefits rather Coleman sees benefits from social capital mainly for the groups and organizations.

Putnam’s (1993) approach towards human capital definition is considered as the third tradition or perspective. Putnam (ibid.) offers the following definition of social capital: "Social capital here refers to features of social organization, such as trust, norms, and networks that can

Despite the differences in the approaches while defining the social capital, social relations, networks and trust can be considered as common ground between these approaches.

4.4 New Growth Theory

Many scientists who were studying economic growth have emphasized the importance of knowledge advances. Scientists such as Lucas (1988) and Romer (1990), in their explorations tried to introduce the knowledge advances into growth models (Scott, 1989). Rosenberg (1974) was writing that the pace of scientific and technical progress placed constraints on the opportunities for invention. Thus, invention is becoming a center of the progress, and any invention is not possible without knowledge and research (Scott, 1989).

There are different kinds of knowledge which are needed for economic growth. “It is not only scientific and engineering knowledge which have advanced, but also knowledge of accounting systems, management and control systems, information systems, credit, finance, and legal systems” (ibid.:32). The knowledge about distribution and marketing which was developed a lot during the last century gave great challenge to the economic growth (ibid.). Knowledge about leading and managing projects influences performance in radical way. Nowadays good leaders who can contribute to the project with their knowledge and skills are significant. Right approach to a team, a good strategically planning has crucial role in the project implementation and impact positively performance. Of course in order to be able to lead and manage in the most successful way people should have knowledge which will affect performance of the company, region and, on macro-level – state.

Knowledge which will positively affect performance can be achieved by researching. Many successful companies invest a lot of resources in researches in order to develop their company and to be competitive. Scott (1989) mentions that, Uzawa (1965) and Lucas (1988) assume “the rate of technical progress endogenous and dependent on the amount of resources devoted to education or to research” (ibid.:33).

From the states or local community point of view research and knowledge will help in economic and regional development. According to Romer, the economy will grow faster in the case if more resources will be devoted to research (ibid.). Bearing in mind the fact that human capital is used during the research processes, increasing the amount of human capital would lead
towards faster growth (*ibid.*). Closeness of business and organizations to universities and to stock of human capital will make interaction between actors fruitful and will raise knowledge exchange between them. Business companies and organizations depend on knowledge of their workers that is why investment in human capital includes investments in education, trainings, and costs of moving from job to job in order to gain new knowledge and share workers’ experience.

### 4.5 The Theory of Structured Transformation

According to the Theory of Structured Transformation, there are changes in the contemporary society from industrialized economy to the economy based on information and service (Edvardsson, 2007). Kuznets (1971) sees on the structural transformation as one of the factors of economic development. Firstly economy sites major of its resources to the agricultural sector, later, when economy developed more, resources are reallocated from agriculture into industry and services. With the further development resources are reallocated from both agriculture and industry into services (Bah, 2011:5).

The changes from industrialized economy to the economy based on services makes important in the society to have services, such as hospitals, trade centers, entertainment and many other with high quality.

At the same time with transformation towards the services information plays an important role. Services would not exist without advertisement and mass media which help to distribute information about them. Nowadays, developed countries exist and function in epoch of information. American sociologist Daniel Bell characterized contemporary society as information society (Webster, 2006). “Living in Thin Air proclaims that ‘thinking smart’, ‘being inventive’, and having the capacity to develop and exploit ‘networks’ are actually the key to the new economy (Coyne, 1997; Dertouzos, 1997), since wealth production, comes not from physical effort, but from ideas, knowledge, skills, talent and creativity” (Leadbetter, 1999 in Webster, 2006:446). Webster (2006) refers to Castells, who claims that “the economy today is led and energized by people whose major characteristic is the capacity to manipulate information” (*ibid.*). Universities and education are giving new skills to student to be able to work with information in a new way. New generation which was born during the post-industrial period which was characterized by informational technology and approach had better opportunity to be successful and demanded within the labour market.
5 Analysis

In the analysis the categories which emerged and originate from the empirical data will be presented.

During the data analysis following categories, originating from and grounded in the empirical data which presents the needs and interests of high-skilled immigrants were created, developed and distinguished:

5.1 Working environment

Interviewees foregrounded the positive working atmosphere and highly standardized level of working environment in Malmö and Lund. They emphasized that companies’ office equipment and working hours that make the companies situated in Malmö and Lund very comfortable places. Interviewees emphasized the working culture in particular: “Main is your productivity here in Sweden, it doesn’t matter how many hours you spend in the office. In Singapore the indicator of your hard work is the amount of hours which you spent in the office and you cannot go before your boss went out from the office. Here without external pressure I feel more responsible and trust is motivating a lot as well. I worked in 17 countries but I found that in Sweden working conditions are the best” (Interview 4, 15.05.2012). Interviewees further stressed out attention about the working environment: “I really appreciate working conditions here, they are better than in France. Here in Sweden there is less pressure than in France and company is taking care of employees more in terms of furniture, little things which makes you feel better” (Interview 3, 13.05.2012). Regarding the time interviewee said: “I would bring from Sweden to France the way of life in the sense that it is not that stressed, they just “take time”” (Interview 3, 13.05.2012). Amongst working conditions interviewees, many found it very important that employees in Malmö and Lund can have time to work without external pressure, as this played a very important role for them.

Interviewees talked also about the decision making process and solving problems at the workplace, because this cultural factor has been considered and regarded as a very important part of the working process. During the interview it was said that: “Swedish people are process oriented, everything should be in particular order but sometimes people should work in creative way to be able to solve problem not in traditional way. There are no straight solutions, you should be creative” (Interview 2, 12.05.2012). This response and comment are very significant in nature; i.e. it has been emphasized that the diversity can be considered very useful in order to be productive and find different solutions within the working environment.
5.2 Homesickness and Social life

The interviewees emphasized the importance of maintaining contact with their family, friends and relatives. Results indicated that it is very important for them to spend time and to see their relatives and friends. They pointed out that in their home countries they had a lot of visits and friends and relatives had been coming often but since they had moved to the host/receiving country the friends and relatives will not be able to come as frequently to visit them in the near future. They are used to spending and sharing their everyday life with friends and family, to celebrate holidays together and have parties. This is a crucially important factor and can be highly consequential when the high-skilled immigrants are facing a dilemma and are faced with the decision of whether to remain in or leave the host/receiving country/region (i.e. Malmö and Lund) and go back to their home country. One of the interviewees reads: “We are isolated here a bit, not so many Pakistani people are living here. Culture is different, I miss our family a lot, and we are very open going to the guests and speaking a lot. Here people are cold and not talking a lot as we are used to” (Interview 2, 12.05.2012)

Interviewees stressed the importance of social life as a key factor, as they noticed that Swedish people are quite closed i.e. they generally are not particularly sociable people and it has been commented that they never invited interviewee as a guest in their own Swedish home … “When we arrived in Malmö we went to the neighbors just to say: “Hello, we are living next door to you! They told us: “Oh, you came from France it’s so interesting we should make something, some fika”. We lived there one year and they never invited us after. For me it is very strange. To have social life is very difficult here. The way of life is very nice here but it is not our way of life. We are used to see a lot our family and here we don’t do that. If we would be in Italy or Spain perhaps we could stay longer it’s more the way we used. Most of the people which we met and we communicated with are not Swedish” (Interview 3, 13.05.2012).

The interviewees saw a great importance and emphasized their need for an interest in an active social life, of being able to communicate and interact with the local people.

5.3 Culture entertainment and free time

Interviewees had differing opinions about leisure activities and cultural events. Interviewee noticed that friends from Switzerland complained about the quality of restaurants, and friends from Eastern Europe complained about the culture in a sense that there are not so many activities to do in Malmö during the leisure time: “I always ask myself what I am going to do this weekend. When my husband worked in Tajikistan and we lived there for few years I knew that I can watch ballet every Saturday and ticket cost 10-15 US Dollar, which is cheap compare to Malmö” (Interview 1, 11.05.2012). This interviewee does not attend the ballet or opera in Malmö very
frequently, reasons is the high ticket price the other is that there is not so much choice in Malmö. According to interviewee, “it is possible to go in Copenhagen but it will cost around 1000 SEK (tickets, return tickets to Copenhagen, some food and coffee), also you need to know where to see for the information about opportunities for leisure time” (Interview 1, 11.05.2012). During the interview we opened the newspaper “Sydsvenskan” to look for movies, and found just one interesting film that was a match to the interviewee’s interests. “I am not so interested in American mainstream movies, when I watch them I just waiting when it will finish and in cinemas it is not that easy to find the alternative” … “Of course job will keep me here, for me it will be fine to live here if I will be able to travel at least once in 6 months, if I have opportunity to have new impressions and to enjoy cultural life and art. In San Francisco I went in theater and in museums I had many impressions and I came back full of impressions” (Interview 1, 11.05.2012).

The results obtained after analyzing the empirical data collected during the interviews and field study indicate that Malmö has developed good infrastructure and facilities for doing sport activities. Besides, it was mentioned that: “Maybe it would be good to have more museums but the problem is that Malmö is very close to Copenhagen and it suffers a lot from it. It is difficult to create some big museum just in front of huge amount of museums in Copenhagen. We did not go to concerts here and we used to do it in France. We were on the concert just once in Malmö. Cinema is very expensive here, in France it is 6 Euros. We missed here cinema and concerts but anyway we have now small child. Anyway I don’t know if they have magazine with the cultural program here in English” (Interview 3, 13.05.2012). “We cannot go in the theater and enjoy it because we don’t know the language. We went twice to the cinema but they were in French and Spanish. Firstly we did not know where to find information and also it was hard with the language. Malmö festival is a nice thing but it is only one thing here you can find easily to find the information” (Interview 3, 13.05.2012). Interviewee who is “cultural consumer” said that in Malmö and Lund there are a lot of things to do in sense of entertainment and cultural life but if you do not speak and understand Swedish and you are new in the city it is hard to find information (Interview 6, 14.06.2012). “You can always go to Copenhagen in the theater or to see ballet” (Interview 4, 15.05.2012).

According to interviewees’ opinion, Copenhagen is a big advantage and attractive factor for them but there were certain doubts and suspicions: “I was scared that with new bridge to Copenhagen will be drain of cultural life, but during the last 10-15 years Malmö developed a lot and cultural life as well. I see future with the small independent sectors which will be more creative than big institutions. Malmö could have a role of independent sector” (Interview 5, 30.05.2012).
Regarding free time some, interviewees answered that they spend most of their time in Malmö: “We go usually in the parks, Vastra Hamnen, beach area, now summer is coming and we will spend more time there. We travel a bit around in cities close to Malmö. Malmö is a nice city, before the bridge with Copenhagen Malmö had worst situation if you will compare with nowadays. They developed city a lot” (Interview 3, 13.05.2012).

5.4 Religion and education

For some interviewees religious factors are of crucial importance and this cause may invoke a consequence which would lead toward making a key decision whether to remain or leave the host/receiving country/region (i.e. Malmö and Lund) and go back to the home country … “I need to change my life to live here, for example, I am Muslim and praying during the day. I don’t pray 5 times as it should be, but I do it on the work as well. In the office we don’t have any special room for praying, so all the time I should go and open room for the meetings and to pray there, it is not so difficult but it is making things more complicated. Not everywhere in the restaurants I can eat meat because it is not halal” (Interview 2, 12.05.2012). “Religious holidays should be part of normal system. Swedish people celebrate Christmas and have free days for celebration but I would like also to have free days for our holidays like Ramandan as well” (Interview 2, 12.05.2012). In some cases education is related to religion as well, during the interview process it was pointed out: “My older daughter is going in the school and she is 10 years old but she already knows how children are coming to the world. I would like that my child will have childhood as long as possible, sexual education could be later” (Interview 2, 12.05.2012). Interviewee said: “After 15 years children in Sweden are independent and you cannot tell them what to do and influence on them strongly and I want that my children will grow up in other circumstances. I would like to participate in their lives; here in Sweden I will not be able to do it” (Interview 2, 12.05.2012).

5.5 Health care system

Interviewees talked about the health care system and how it did not live up to their expectations. For instance, they talked about long waiting time in order to visit a doctor; especially they were worried about it when it comes to children and their health (Interview 1, 11.05.2012). “Hospitals are fine but you need to wait long and it is not what you need when you have small children. I cannot wait to go to the doctor to check eyes of my daughter half year because children are growing very fast and their body is changing fast” (Interview 2, 12.05.2012).
Interviewees also noticed that a lot of people are complaining that they do not have a good treatment and they have to wait a long time to get to the doctor, but if they have private insurance they can see doctor the next day … “I brought my father here from India to have treatment when he had cancer and when it is urgent you will have always treatment in time. My wife had delivery in Sweden and doctor was waiting delivery in order not to make operation, in USA they would not wait they would do operation and period of recovering would take longer time” (Interview 4, 15.05.2012).

5.6 Job opportunities

For the interviewees, who are not currently employed, the possibility of securing a job position is very important. In case they should not find any job in Malmö and Lund, instead finding a job in their home country can be a crucial factor and can elevate the probability of leaving Malmö and Lund in compensation for going back to their own home country where a job will be available. Interviewees stressed the importance and need for work opportunities for family members that Sweden should create (Interview 2, 12.05.2012). During the interviews, it was also mentioned that wife of high-skilled worker easily got a job in IT sector and she learned Swedish very fast (Interview 4, 15.05.2012).

5.7 Policy

Interviewees highlighted that in Sweden there is lack of policy and special scheme regarding high-skilled immigrants. It took 7 months for interviewee to receive the documentation necessary to enter Sweden (Interview 4, 15.05.2012). The situation is different with EU citizens: “It was easy to come here because of EU membership. But I had problems here in Sweden to get personal number etc.” (Interview 5, 30.05.2012).

5.8 Expensive services

Interviewees pointed out that certain services are expensive in Sweden, for instance afford the cleaning service. “If not my job I would not move here. I have salary higher then Swedish people have in the company and also company is paying for the apartment, if we will live on our own we would not be able to effort this kind of big and expensive apartment. In Sweden and Malmö cleaning services are very expensive, for example, to effort house keeper is very expensive. In Pakistan I didn’t think about the washing my clothes and any home stuff, I could effort to have house keeper, but here or it is very expensive or you can find on the black market, which still existing, but anyway to effort this services man and woman should work hard” (Interview 2, 12.05.2012).
5.9 Living infrastructure and environment

The results obtained after analyzing the empirical data collected during the field study indicate that the interviewees like and are satisfied with the infrastructure in Malmö and Lund. “Schools are perfect, hospitals are perfect. Here are now more trade centers and customer service is better. Pools will be closed during the summer because you should be outside and to enjoy summer. Here everything is in more natural way. American wives complain the most because they cannot boast that their children are going in elite school because all schools here are equal” (Interview 4, 15.05.2012).

Interviewees consider Malmö and Lund to be quiet and peaceful places ... “Good and bad thing is that Malmö and Skåne are very quiet places, to live here with kid is very good. Everything is easier than in France, even regarding parking the car. In France sometimes I waited 30 minutes to find the place and it could be 15 minutes walking from my home. The only problem in Sweden you have to pay a lot. Living conditions are easy; everything is near and big enough to find everything you need. Malmö is well placed as well. It is not too big city but is not too small and it is just in front of Copenhagen. It is nice to feel that you live near with the big city. It is so easy to cross the bridge and to go there it makes you feel really European. The most important thing with Copenhagen is the airport, it give us opportunity to go at home and its link us with France. That’s why we also had a lot of visits. I never have been in Malmö airport. I think it’s more for local flights or few flights to Germany” (Interview 3, 13.05.2012).

The results indicates that Malmö is a dynamic city and at the same time comfortable place to live. “Here is good working environment, space to be creative and things works: schools, public transport, health care are good, infrastructure is good. The quality of life is not that good in London as here. The prices are really low compare to many other places in Europe. One part is life infrastructure and other is creativity. If creative environment is interesting but other things do not work properly, maybe it will not make people to stay here. The combination of these two factors is the unique. Malmö has interesting size; it is small but it is enough to have cultural entertainment, dynamic and diversity. It is small medium size which gives base for a creativity. If you will look on it from the side of public sector, big organizations they struggle to maintain creativity. If you will compare Malmö and Stockholm municipalities they work less creative and partly because of the size and hierachal things. In Malmö and Skåne left a lot to do and develop. For example interface between city and countryside is terrible” (Interview 5, 30.05.2012).

The results obtained after analyzing the empirical data collected during interviews and field study indicate that some of the high-skilled immigrants are interested in staying in Malmö
and Lund for a period from two up to five years longer but they intend to eventually leave Sweden, due to different categories, causes and consequences which were reviewed and analyzed within this chapter.

Cultural factor has very important role in the analysis. All interviewees have different background and various cultural, individual and family issues which can influence their decision to stay or to leave the region of Malmö/Lund. For some of them religion is playing an important and dominant role, for others it is not the main and decisive factor. Some people used to have social contacts what makes important part of their everyday life, for the others the social contacts are not representing the dominant factor.

Different cultures value different things and issues; the views and perceptions of the prices are also different between people coming from different countries, so this should be taken into consideration as well. Non-European Union high-skilled immigrants need a working permit to enter and work in Sweden, so it can influence their position and decision also.

Variances regarding documents and culture are creating distinction between Europeans and non-Europeans and also between different cultures inside Europe and the European Union, due to the fact that despite of united countries in EU - cultures are different.
6 Discussion

In the following chapter categories and final results reviewed through the prism of theoretical framework are to be discussed. During the entire process of discussion, background information is to be considered.

Within the following chapter cross-checking and discussion will follow about the results obtained after analyzing the empirical data collected during the field study, through the prism of theories, and all this in order to answer the research question: What are the interests and needs of the high-skilled immigrants in Malmö and Lund that, if fulfilled, would incentivize them staying in the region? This knowledge will help the local community to understand high-skilled immigrants’ needs and interests and to create a further strategy to improve the region.

According to the obtained results after analyzing the empirical data collected during the field study, data, services, infrastructure and other sectors can be improved in order to attract and retain high-skilled in Malmö and Lund. Without a clear understanding of the needs and interests of high-skilled immigrants it will not be possible to improve the system, policy, environment, services and other factors which can attract and retain high-skilled in the region.

Conclusive results indicated that services and quality of life are very important factors which can attract high-skilled immigrants. Diversity of services is a key indicator of city development and distinguishes rural and urban areas. According to the Theory of Structured Transformation after industrialization society will transform into one that is dominated by the service sector, which need to have certain quality in order to attract best and brightest.

High-skilled immigrants are used to and are keen to be provided with good services in their everyday life. They can be attracted by the good infrastructure of Malmö and at the same time they can contribute and bring positive impact with their knowledge, skills and experience towards improvements of the same infrastructure. In order to achieve this and to be capable to improve the quality of life, every year there should be research and evaluation conducted.

Living infrastructure in Malmö and Lund has changed over the years. Structural transformation of society changed services: hospitals, trade centers, restaurants, consultancy, the beauty industry and sports sectors have all developed, improved and increased in the region.

In accordance with the final results it can be stated that a big problem which merits much significance in the discussion of services and infrastructure is housing in Malmö and Lund. The final results indicated that there is a pronounced difficulty in finding apartments which are best suited to highly skilled workers and their families, interests, need and habits. Malmö city can improve this situation especially if will attract more high-skilled immigrants to come in the city.
and region. In a short period of time there will be about 500 high-skilled people who will work in the ESS project, moving to Malmö and Lund. Both the local municipalities of Malmö and Lund will need to create comfortable living conditions for high-skilled immigrants.

Malmö is diverse not only because 30% of its inhabitants are descended from a non-Swedish background but also because of the diverse educational opportunities available. Universities in Malmö and Lund attract academics from all over the world. Academics and university are connected to business and innovation which makes the place particularly attractive for other creative people. High-skilled immigrants with their human capital can contribute a lot to the development of Malmö and Lund. Brilliant minds with their experience will contribute to the local society by creating new businesses and attracting more high-skilled workers to the region. Studies have shown that human capital has a crucial role in the regional development.

Human capital theory suggests that “individuals and society derive economic benefits from investments in people” (Sweetland, 1996:341). By attracting high-skilled immigrants, the region and country will receive already educated, trained, and prepared specialists without any need for additional costs for their education. Human capital theory argues that development, innovation, technology and economy are based on the knowledge of people and their health. According to the theory of human capital, attention should be focused on the health facilities and services, organization of educational trainings and study programs, and creating opportunities for knowledge and experience exchange. Health facilities and services will help people to work effectively and to be productive during over the long term. The longer a worker is healthy and able to work, the better it will be for the company and will positively affect its performance. In this case the main beneficiaries will be not just businesses but also the state, due to the fact that the state will get taxes and will not have to spend resources for severance pay and sick-list.

Education and knowledge has a special role in the theory of human capital. Knowledge and skills are not replaceable by technical equipment which can replace low-skilled force. Due to the fact that knowledge is a driving force for the development it is very important to invest in all kinds of education and trainings and to create opportunities for different knowledge exchanges.

Final results indicated the advantage of Universities in Malmö and Lund, but it also highlighted the problem of the health care system and dissatisfaction with health service in Malmö. Results stated that hospital and medical equipment are satisfactory but the fact of waiting a long time in a queue for the doctor is stressful.

The dissatisfaction with the health service which was described earlier stresses importance of improvement in the health care system in Malmö and providing the possibility to have faster service. Otherwise high-skilled immigrants for whom quality of life is very important could choose some other country or region with better services.
Final results specified that for high-skilled immigrants not just quality of life is important but also their social life is very important. Social capital theory refers to trust, norms and networks in the society. All of these are very important for the people who are migrating to the country and for the local community where they will be.

Nowadays social life is built on the trust in the society. Within these living circumstances there must be trust to services, schools, doctors, colleagues in our everyday life. Lack of trust in the society where high-skilled people are working and living can influence on the performance and decrease the positive impact. Newcomers and society cannot be isolated from each other and both of the sides could benefit from each other.

Networks have a special place in the social capital theory. Final results showed that interviewees talked about the social life in Malmö and found that they have a lack of communication with local people. Creating communicational platforms and networks will be beneficent for local community and for high-skilled immigrants. Communicational platforms which will link local community and high-skilled immigrants can be base of experience and knowledge exchange. High-skilled immigrants’ networks will help high-skilled immigrants to integrate better in the new society and to work more productively and effectively when knowing the local culture and its specific characteristics. High-skilled immigrants will bring new, fresh ideas and approaches to local community which can influence positively on the regional development and international competitiveness.

Social capital theory argues that stock of human capital with high-skills will be beneficial for the country of destination, receiving society and for high-skilled immigrants in the case of proper institutional work.

Malmö and Lund have a great capacity to attract high-skilled immigrants due to the fact that both cities have universities – centers of knowledge, creativity and innovation. Lund University attracts academics and students from all over the world with its great history, old traditions, high rank in Europe and possibilities to work collaboratively with different research centers and business structures. Malmö University is young educational center with new approach and variety of possibilities attracts students and business to cooperate with it.

According to the New Growth Theory a crucial role in the economic development has exploration and knowledge which will help to develop new technologies and to contribute into innovation. Lund as center of knowledge with long tradition and wide network has a potential to contribute into the process of regional development.

Ideon Science Park and private companies are also part of its great challenge. This concentration of ideas and business will be attractive for high-skilled immigrants. They could exchange their knowledge, experience and to develop new projects. Business companies have
been developed in Ideon Science Park because they found an important link to Lund University and its human capital.

During the interview with the company which specializes in IT and mobile sector was found that they are interested in close collaboration with Universities, both Malmö and Lund.

The European Spallation Source (ESS) will have a special role in Malmö and Lund region, the aim of which is to create new possibilities for research using neutrons. Lund can become a world leading centre for materials research. This can attract not just academics and researches but many business companies.

From the perspective of New Growth Theory is important to notice that family members of high-skilled immigrants who are coming to work in Malmö and Lund have the capacity to work also. According to the empirical data and final results, wives of some of the high-skilled workers have one or more university degrees, and some of them are PhD candidates and could contribute in academic research in Skåne. Integration of family members to the labour market in Malmö and Lund could be a good investment.

Students are another target group who could have positive impact on the regional development. Malmö University has 1800 International students according to the information from their official web-page in 2012. Many of them are not staying in Malmö and in Sweden due to the visa issue problems and lack of opportunities to find suitable for them job.

Students who studied in Malmö or Lund University get familiar with the culture and local environment; also they can gain basic knowledge of Swedish which will help them in the integration to the local labour market. Another important factor is that students after graduation will have education based on Swedish standards which are based on high quality.

Since 2011 in order to study in Sweden students from outside the EU are required to pay for their education but before 2011 education was provided for free to each student and Swedish taxes were used in order to cover the expenses. In the case of a country spending their resources on education and after graduation students are leaving Sweden it can be considered as a brain drain.

High-skilled immigrants are representatives of the creative class. Nowadays creativity has crucial role in the business and regional development strategy. According to Richard Florida’s theory about creativity class, human capital of newcomers helps to increase economy, technology and innovation. Malmö and Lund have capacity to become a center of knowledge and business which will attract best and brightest minds.

According to the empirical data and final results of this study, size of the city and creativity are interdependent i.e. connected, due to the availability of network. The creative approach in work is harder to achieve in a big organization with more hierarchal structure, because speed for
making decisions would be slower and it could decrease the level of creativity. Interviewees talked about the size of Malmö, they found that it is big enough to find everything what they need, and it is comfortable and not stressful.

The final results of this study indicated the lack of cultural life in sense of entertainment or difficulty to find information about it in English, but it also pointed out the attractive neighbourhood of Copenhagen. Copenhagen is an advantage for Malmö regarding cultural life and the airport from which high-skilled immigrants can travel to all of Europe. Copenhagen is great neighbor for Malmö and Lund, they are interconnected and complement to each other. Maybe it is hard to create some big museum in Malmö, just in “front of the face” of different museums and theaters in Copenhagen, and to attract people to this big museum in Malmö in order to make it profitable, but Malmö have opportunity to give priority to private sector which can develop it in order to make it profitable. Final results indicate that environment should be liberal and if there is initiative to create something within cultural sector it can be created by private sector.

According to the final results of this study high-skilled immigrants are interested in cultural life but for them are also important quality of life and possibility to live in comfort. Liberal society attracts high-skilled immigrants which will allow them to work and to embody their ideas and talent in life. In order to create benignant atmosphere, in the society should be tolerance, talent and technology which will attract high-skilled immigrants (Florida, 2003:10).

One of the most important parts in the discussion of how to attract high-skilled immigrants and to maintain them is the discussion of the policy. Policy is the instrument to make theory works. All discussed theories about human capital, social capital, creative class, new growth theory and theory of structured transformation will not be able to develop Malmö and Lund without policy which will work regarding high-skilled immigrants.

Some member countries of the European Union started implementation of Blue Card scheme, which will give opportunity and “green light” to high-skilled immigrants from outside the EU countries to be able to enter and work in the countries of European Union. Sweden is still on its way to making the Blue Card scheme a reality. That can make Sweden weak and less competitive in comparison with other EU member states which are already actively attracting high-skilled people from different countries outside of the EU. But positive and promising changes in Swedish policy have been happening since 2008.

In order to attract and retain high-skilled immigrants in Malmö and Lund policy on the national level should be created, which will ease access of high-skilled immigrants coming from countries outside the EU, to the labour market in the country.
7 Conclusion

During this chapter the last word about the findings of the study is to be given.

High-skilled workers are an important part of the development and economic growth according to the theory of human capital and new growth theory. The USA, Canada, UK, Australia are main brain gainers and have created special policies to attract people who will develop, create and sustain competitive state. For those countries attraction of best and brightest is important and has crucial role in the development. Nowadays, states which have ambitions to be global actors and competitive states and to succeed in brain gaining instead of having brain drain, make high-skilled immigration as the priority in the migration policy.

In order to attract high-skilled immigrants to the particular region or city, their interests and needs should be explored. It will help to understand their opinion about services, policy, infrastructure and other factors which can retain high-skilled workers and their families.

This study accomplished the exploration and determination of what the main interests and needs are for high-skilled immigrants in Malmö and Lund. Knowledge about high-skilled immigrants’ interests and needs will help the local community to improve and develop its infrastructure. Since these interests and needs are not fixed and constant, instead they are continuously changing, in order to know them and to be able to follow the trends needs and interests’ exploration and surveys should be done every year. This will help to analyze new tendencies and priorities of high-skilled immigrants.

The final results of this study indicated that a creative working environment is very important for high-skilled immigrants but comfortable and good infrastructure is important too. The combination of creativity and good infrastructure makes a place attractive for high-skilled immigrants. The highly skilled are attracted by quality of life, good infrastructure, developed and fast services, diversity, tolerance, talent, creative, good working environment and liberal society. High-skilled immigrants consider social life as an important part of their everyday life. Differences between cultures including the religious factor are prominent. Lack of entertainment was mentioned but did not play a major and dominant role - attention was stressed on the lack of the information in English.

Policy is an instrument which helps to achieve economic growth, increase of innovation and regional development. Decisions should be made on the national level and improved by local municipalities.
Nowadays, Malmö and Lund are facing a challenging situation. The region has developed infrastructure and advanced opportunities to be attractive for business, researchers and high-skilled immigrants. Knowledge about needs and interests of highly skilled will help to improve capacity and to find right solutions in order to attract and retain high-skilled and not to lose them.
8 Future research

*During this chapter brief ideas regarding the study’s future perspectives are to be recommended.*

As a continuation of this research and study, further research can possibly focus on and aim to explore and determine what the main interests and needs are for PhD researchers, students and what motivates them to remain in Malmö and Lund.

There is also room for conducting further research which would aim to explore the other side of the “story” – the local community. What they do to attract high-skilled immigrants? Which policies they have and how they plan to continue further work with high-skilled immigrants?

The European Spallation Source (ESS) in Lund could be an interesting case study and would be interesting and important to conduct a comparative study comparing it with the Russian Skolkovo Innovation Centre.

There is also room and productive grounds for continuation of this current study, expanding the research focus area and including Copenhagen and its surrounding area in a new research effort, where it will be explored and determined what the main interests and needs are for high-skilled immigrants from the other side of the Øresund Bridge - Copenhagen and its surrounding area.
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### Appendices

**Appendix 1 – Population’s education 2010**

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<tr>
<th>Födelseland</th>
<th>Grundskole utbildning</th>
<th>Gymnasial utbildning</th>
<th>Eftergymnasial utbildning</th>
<th>Forskarutbildning</th>
<th>Uppgift saknas</th>
<th>In går ej i utbildningsregistret</th>
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<td><strong>Totalt</strong></td>
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<td>133</td>
<td>721</td>
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</table>

**Space-Time Research**

Region Skåne Flyttningar 2010

Table 1

| Födelseland_EU and Utbildningsnivå for IFlyttnings, Invandring, Skåne |
|-------------------------------------------------|-----------------|-----------------|-----------------|
|                                                 | 2010 Malmö       | 2010 Lund       | 2010 Skåne      |
| Födelseland Sverige                             | 63              | 19             | 192             |
|                                                 | 9,7             | 6,3            | 8,3             |
| Födelseland inom EU27                          | 55              | 3              | 168             |
|                                                 | 2,3             | 0,5            | 2,9             |
| Övriga födelseländer                           | 377             | 25             | 792             |
|                                                 | 9,6             | 1,9            | 9,0             |
| Uppgift saknas                                 | 0               | 0              | 0               |
|                                                 | 0               | 0              | 0               |
| Totalt                                         | 495             | 47             | 1152            |

$('2010 Andel i procent)'
## Appendix 2 – Population’s education 2011

<table>
<thead>
<tr>
<th>Födelseland_EU and Utbildningsnivå by Kommun for Fölyttn, Invandring</th>
<th>2011</th>
<th>2011 Andel i procent</th>
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<tbody>
<tr>
<td></td>
<td>Malmö</td>
<td>Lund</td>
</tr>
<tr>
<td><strong>Födelseland Sverige</strong></td>
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<tr>
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<td>Forskarutbildning</td>
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<tr>
<td>Uppgift saknas</td>
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<td><strong>Totalt</strong></td>
<td>6306</td>
<td>1944</td>
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</table>
Appendix 3 – Questions for the interviews

**Questions addressed to the high-skilled immigrants:**

- Could you tell about yourself? (How long you are living in Sweden, Malmö/Lund? Where you are from? What did you study before? How long did you study? Where did you study?)
- How do you spend your free time in Malmö/Lund?
- What do you like in Malmö/Lund?
- What do you miss in Malmö/Lund?
- Is there something in Malmö/Lund what you would like that it will be in your home country?
- What is interesting for you in Malmö/Lund?
- How long do you plan to stay in Malmö/Lund, Sweden? Why?

**Questions addressed to the human resources department in the companies:**

- How many employees are working in your company from other countries (EU and non-EU citizens)?
- Is it difficult to employ them and bring to Sweden? What are the difficulties?
- How long high-skilled immigrants are working in your company in average?
- Are you interested in short or long term high-skilled immigrants?
- How do you attract high-skilled immigrants?
- Are high-skilled immigrants satisfied with their job and life in Malmö/Lund?
- How your company is interacting with high-skilled immigrants?
Appendix 4 – Profile of the interviewees

Interview 1 (11.05.2012)
Female - 47 years old from South Africa, teacher of English language. In Sweden she moved more than 25 years ago, has 3 children, just one of the children at the moment is living in Sweden, others are studying in different countries. She lived and worked in many countries. Currently she is unemployed, during the time she is not working she is continuing to study, has several degrees. She plans to live in Malmö/Lund/Sweden but if she will not find a good job in accordance with her education she is thinking to go back in South Africa or to find work in some other place.

Interview 2 (12.05.2012)
Male - 35 years old from Pakistan, came in Sweden two years ago together with his family. Has two children and wife from Pakistan, all of them are living together in Malmö. Currently he is working in the multinational company - has contract for 3 years. He and his family are Muslims.

In Pakistan he graduated at one of the best Universities in business and administration. He works as a sales manager in multinational company, got contract with Swedish headquarters for 3-4 years, would like to stay maybe for 5-7 years but not for a long term. Expects to gain a good experience and when will go back to Pakistan will work as a top manager in the company.

Interview 3 (13.05.2012)
Male - 31 years old, from France, working in the big company in IT sector as engineer. He works in Lund from August 2010. Has contract with his company in France, which sends him to work in Sweden for two years. He is married and came with his wife. Has child who was born in Sweden in 2011. He and his family wanted to have experience to live abroad and chose Sweden. Sweden was not in his “Top 5 favorite countries list; it was neither in the Top 5 – never go there”.

Interview 4 (15.05.2012)
Male - 39 years old from India. He has MBA degree, working in IT sector, worked in 17 different countries - 5 years in Singapore. Living in Sweden 7 years, he is married and has two children. When he moved to Sweden he worked in multinational company, later on he worked in IT sector and Commucational Technologies Company and after this he established his own IT company. His company is producing software for factories and industrial sector. He came in
Sweden for the first time out of curiosity, at that time he did not have children, he traveled a lot and was free, so decided to try Sweden.

**Interview 5 (30.05.2012)**

Male - 44 years old, from England. He is working in Malmö municipality. Came with three years contract and thought will stay just during the contract period and after that will go back to England, but he stayed longer in Malmö.

**Interview 6 (14.06.2012)**

Female – worked before in London. She moved to Sweden and is working as a project leader in one of the organizations in Lund. She is employed by Lund municipality. She has a family living together with her.

**Interview 7 (14.06.2012)**

Female - since March 2012 she is working as a human resources manager in big Mobile Communication Company. In her everyday work she is communicating with high-skilled workers (immigrants) and contributing to the process of bringing them to the region of Malmö/Lund.

**Interview 8 (14.06.2012)**

Female – for many years she is working as a human resources manager in Mobile Communication Company. In her everyday work she is communicating with high-skilled workers (immigrants) and contributing to the process of bringing them to the region of Malmö/Lund.

**Interview 9 (25.06.2012)**

Female – works as a project manager in company which specializes in IT, communication and computer technologies sector.