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MASTER'S THESIS

**CHALLENGES AND OPPORTUNITIES FOR SLOVENIAN
GENERATION Z ENTERING THE INTERNATIONAL LABOUR
MARKET**

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AUTORSHIP STATEMENT

The undersigned Karin Brezar, a student at the University of Ljubljana, School of Economics and Business, (hereafter: SEB LU), author of this written final work of studies with the title Challenges and opportunities for Slovenian Generation Z entering the international labor market, prepared under the supervision of doc. dr. Anastas Vangeli.

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LIST OF ABBREVIATIONS

EU - European Union

Gen X - Generation X

Gen Y - Generation Y

Gen Z - Generation Z

IMs - instant message

MBO Partners - My Business Office Partners

OECD - The Organization for Economic Cooperation and Development

1 INTRODUCTION

The global labor market is rapidly changing, owing to technological advancements, economic globalization and shifting socio-cultural dynamics. Generation Z (hereinafter Gen Z), born between 1997 and 2012, is a new generation with diverse objectives and values. Generation Z is at the center of this changing landscape, as it begins to enter the workforce in large numbers. This generation is distinguished by its digital fluency, adaptability and a fundamentally different set of values and expectations than previous generations. However, as Slovenia's Generation Z prepares to navigate the complexities of the global labor market, they face a unique set of challenges and opportunities.

Slovenia, a small but dynamic member of the European Union, provides a unique context for exploring these challenges and opportunities. Slovenia's Generation Z is well-positioned to contribute significantly to the global economy, thanks to a highly educated youth population, robust digital infrastructure, and a strategic location at the crossroads of Central and Southeast Europe. However, they must overcome a number of challenges, including cultural differences, language barriers, and the competitive nature of the global job market.

Globalization has made it easier for people to relocate for employment or academic purposes, impacting the labor market and economy. The COVID-19 pandemic has added new levels of uncertainty and change to traditional career paths. What is more, the COVID-19 pandemic has also changed work and learning practices, increasing the prevalence of distant work. Gen Z expects cultural, racial and gender diversity in the workplace and operates under social justice ethos. They actively seek learning opportunities, prefer learning on their own and are optimistic about technology in the workplace. They are also enthusiastic about job-hopping, with 70% interested in working abroad (McKee-Ryan, 2021).

The beginning of the Great Resignation can be traced back to the early months of 2021. This noteworthy occurrence entails individuals voluntarily leaving their employment positions as a result of dissatisfaction with their work surroundings, chosen profession, or the equilibrium between their professional and personal lives. Undoubtedly, this trend has exerted a substantial influence on the perspective of Generation Z towards the concept of the workplace (Hetler, 2023). They now recognize their negotiation power and the potential for increased income and higher positions. This shift is also suited to digital nomadism, where individuals use technology to telecommute and work location-independently (Arjanee, 2022).

Migration is the act of individuals relocating from one place to another due to social, political, or economic factors. During the year 2021, a total of 21.144 Slovenian citizens decided to leave their home country, with Germany and Austria emerging as the most popular destinations for them. It is noteworthy that approximately 10% of the global migrant population comprises young individuals, mainly driven by the prevalence of high unemployment rates and limited job prospects (SURS, 2022). Factors influencing Gen Z

workers to accept overseas assignments include career advancement, learning about a new culture, welfare state generosity, employment security and the desire for a normal life (Duszczyk, 2019).

Education is the most straightforward path to a residence abroad, offering promising work opportunities and competitive starting salaries. Students with overseas degrees, particularly those in fields like robotics, computer science and artificial intelligence, have a competitive edge in the job market (Chandiok, 2022). Exchange programs allow Generation Z to network internationally and gain valuable international experience. Interning overseas can help develop a global network of contacts. Many European countries are offering travel and employment programs, allowing young people aged 18-30 to work abroad for a brief period. These programs provide flexibility in entry into the job market (European Commission, 2023).

The extant research identifies six factors contributing to the stress of foreign employees: communication, cultural differences, everyday life, relationships, financial difficulties and social inequity (Shotaro et. al., 2018). Dealing with culture shock is a common challenge, as it can lead to misconceptions and exploitation. Factors such as unfamiliarity with local customs, spoken language, workplace rights and national labor and immigration regulations, as well as limited access to legal protection systems, health and safety standards, contribute to this stress (Roldan, 2021).

Generation Z is unique because they are the first generation to have grown up completely immersed in digital technology, making them extremely tech-savvy and adaptable. They are also known for their strong social and environmental activism, progressive values and candidness about mental health. Their entrepreneurial spirit, fueled by access to global platforms, distinguishes them as leaders in reshaping industries and workplace cultures.

Some argue that Gen Z is not inherently unique, as each generation is shaped by the unique circumstances of its time. Their reliance on technology is regarded as a natural adaptation rather than a distinguishing characteristic. While they speak out on important issues, previous generations fought for social justice and faced significant global challenges, so their struggles and successes are part of a recurring generational cycle (McKee-Ryan, 2021).

In my master thesis I will focus on Slovenian Gen Z, their characteristics and attitudes towards their workplace. I will examine the motivation of Slovenian Gen Z to look for a job abroad, the obstacles they face in the process and what Gen Z expects from the international labor market. In addition, I will try to figure out the preferences of Gen Z when looking for a job abroad and to examine challenges and opportunities for Gen Z to search for jobs abroad. In terms of its theoretical and conceptual foundations, the thesis builds upon a review of relevant literature, including on Gen Z features, their motivation factors for working abroad, the opportunities they seek in the international labor market and the obstacles they face. The

second part is empirical part, where I have through quantitative method gather information about challenges and opportunities for Slovenian Gen Z in international labor market.

Through an extensive review of existing literature, it has come to my attention that there is a scarcity of comprehensive data regarding Generation Z, with only a limited number of studies focusing on American Gen Z and their perspectives on working overseas. In order to address this gap, I conducted my own survey to gather relevant statistics. By utilizing this data, I was able to delve into the motivations of Slovenian Gen Z individuals in seeking employment opportunities abroad. Consequently, I am equipped to provide an in-depth analysis of the job-seeking preferences of Slovenian Gen Z individuals in foreign countries, as well as to examine the challenges and prospects they encounter in their pursuit of international employment opportunities.

2 SLOVENIA'S GENERATION Z

2.1 Generation Z: Overview

A generation is described as a group or cohort of people who are roughly the same age and who live through comparable social and historical events, which characterize their generation or cohort (McKee-Ryan, 2021). A general definition of Generation Z, also called Gen Z, describe anyone born between 1997 and 2012 (Zimmerman, 2023). More than 2 billion people currently make up Generation Z. These people make up over 26% of the world's population and by 2025, Gen Z is expected to account for roughly 27% of the labor force (Kalin, 2022).

Gen Z are the first generation to grow up in a post-9/11 world, the effects of the Great Recession on their parents and families economic well-being, the proliferation of social media and technology, the threat of school shootings and the current period of reflection on past and present racial injustice (McKee-Ryan, 2021). They represent a distinct generation when compared to Millennials, as well as older generations such as Baby Boomers and Generation X. This cohort may potentially face a unique challenge in developed nations, being the first to experience a decline in living standards compared to their parents, largely due to the increasingly volatile economic landscape. The geopolitical environment has also been marked by significant upheavals since the birth of Gen Z individuals, including events such 2008 global financial crisis, the COVID-19 pandemic and most recently, the war in Ukraine (Broadbent et. al., 2017).

Table 1: Generations and their characteristics

	Baby Boomers (1946-1960)	Generation X (1961-1980)	Millennials (1981-1996)	Generation Z (1996-2012)
Historical events	Counterculture The civil rights movement Space exploration	Progression of technology The emergence of the internet Globalization Collapse of the Berlin Wall	9/11 Digital revolution Dawn of social media	2008 financial crisis Digital natives Grew up with technology COVID-19 crisis
Behavior	Idealistic Ambitious Driven by social changes	Independent Self-reliant Adaptability to change Enterprising mindset	Work-life Balance Diversity Inclusivity	Tech-savviness multitasking abilities and global awareness
Significant Changes	Vietnam War Civil Rights Act Moon landing The rise of personal computers	Rise of personal computers MTV and music videos Globalization End of the Cold War	Internet and social media explosion 9/11 terrorist attacks Economic recession Increased focus on environmental issues	Smartphone revolution Social media dominance Climate change awareness Rise of online learning

Source: American Education International (2023).

Understanding the attitudes and behaviors of Generation Z towards work and technology is becoming more important in light of their unique characteristics and societal impact, especially in the aftermath of the COVID-19 pandemic. The turning point for this generation however, was becoming an adult during or after a pandemic that profoundly altered both industry and education.

Gen Z can be characterized as digitally integrated, digitally rational and as digital pioneers in contrast to Millennials who were said to be digital natives. They were raised in a technologically advanced society where information was always at their fingertips (McKee-Ryan, 2021). Additionally, Gen Z tends to view technology in the workplace favorably.

Global, mobile and diversified describe Gen Z. Although they have an almost symbiotic relationship with technology, they are characterized by their surprise yearning for in-person

interaction. Gen Z strongly prefers in-person engagement, which is rather counter-intuitive considering their dependence on technology.

The COVID-19 epidemic had a severe negative impact on this generation's well-being, relationships, income and educational opportunities (McKee-Ryan, 2021). The Deloitte survey of Gen Z and Millennials, which included 14,483 Gen Zers and 8,373 Millennials from 44 countries, provides valuable information on the attitudes and obstacles encountered by these generations in the professional environment. 39% Millennials and 46% Gen Zers report feeling nervous or stressed out at work most of the time. The main stress-causing variables for these people are their longer-term financial futures, current financial situations, and the health and welfare of their families. They also include worries about their mental health and workplace issues including heavy workloads, poor work-life balance and toxic team cultures. Due to constraints at work, Gen Z and Millennials are experiencing rising levels of burnout (Global, 2023).

The eldest members of Gen Z are currently starting their careers. There is therefore insufficient information from which to infer their views toward their jobs. According to Seibert, problem-based learning is the best approach for Gen Z students to learn and build critical thinking abilities and perseverance. With the support of a small group of learners, the leader facilitates a challenging, real-world scenario using the problem-based learning technique. This satisfies a variety of demands and interests of Gen Z students (McKee-Ryan, 2021).

Seibert points out that Gen Z values social connection and practical, experiential learning in particular. They want immediate, constructive feedback that will help them improve their skills and boost their confidence. This feedback should highlight areas for improvement and validate positive performance (McKee-Ryan, 2021).

2.2 Generation Z characteristics at the workplace

Generation Z has now taken over Baby Boomers in the workforce, exerting a significant influence on the nation's labor pool and the methods employed to accomplish work. The composition of the workforce is undergoing a transformation as an increasing number of Gen Z individuals actively pursue full-time and enduring positions, while members of Gen X gradually retire and Millennials enter their peak earning years. With each new generation, distinct challenges, preferences and priorities emerge, thereby molding the workplace and potentially presenting management dilemmas for business leaders (Segal, 2023). The intersection of a new generation of career starters, drastically changing employment types and vocations and the post-COVID environment of work offers a vivid picture of the future of work (McKee-Ryan, 2021).

Table 2: Generational differences in the workplace

	Baby Boomers (1946-1960)	Generation X (1961-1980)	Millennials (1981-1996)	Generation Z (1996-2012)
Characteristics at workplace	Optimistic, competitive, workaholic, team-oriented	Flexible, informal, skeptical, independent	Competitive, civic- and open-minded, achievement-oriented	Global, entrepreneurial, progressive, less focused
Motivated by	Company loyalty, teamwork, duty	Diversity, work-life balance, personal-professional interests rather than the company's	Responsibility, the quality of their manager, unique work experiences	Diversity, personalization, individuality, creativity
Communication style	Whatever is most efficient, including phone calls and face-to-face	Whatever is most efficient, including phone calls and face-to-face	IMs, texts, and email	Social media, texts, IMs

Source: Purdue University Global (2024).

Because Gen Z is less equipped than previous generations for the realities of the workplace, companies face unique issues with this new generation of workers. Understanding the variables influencing this generation is crucial for leaders. These elements include a lack of work experience, the rise of smartphones, the use of social media, social justice movements and a safety-conscious upbringing. Managers can better integrate new workers into the workplace of the future, a borderless environment where we can attract the greatest talent, by understanding their behavior and the particular demands they have (Kalin, 2022).

Despite having grown up with texting and instant messaging, research have shown that Generation Z prefers face-to-face communication in the workplace. This can be the case because they prefer the security that comes from interpersonal engagement and find it difficult to grasp the subtleties of written communication (Betterteam.com, 2023). Compared to past generations, they place more confidence on face-to-face communication (Empxtrack.com, 2023). However, they may be less proficient in conducting in-person communication or using traditional technologies, which are commonly found in contemporary workplaces (Graczyk-Kucharska & Erickson, 2020).

Gen Z is more accustomed to smartphones and tablets than desktops because they were raised in the mobile phone era. They belong to the tech-savvy generation. This generation is a mobile-driven workforce, whether they are searching for employment, studying employers or utilizing an application at work (Empxtrack.com, 2023). In addition, Gen Z has a

propensity for being optimistic about the use of technology in the workplace (Gelber, 2023). They seek out chances to develop professionally and do their jobs well. In addition, Gen Zers want the newest equipment and technology to improve their general productivity at work (Empxtrack.com, 2023).

Generation Z employees are individualistic in their thinking, with high self-esteem and aspirations to make a difference in the workplace. They are open-minded, believe in collaboration, and value diversity of people and ideas (Schroth, 2019). The enterprising Gen Z generation enjoys working on their own (Empxtrack.com, 2023). Although Gen Z doesn't have any issues in a team environment, many young workers would rather work on their own projects as much as feasible. Gen Zers are able to demonstrate their talents and abilities to potential employers by working independently (Betterteam.com, 2023). They can demonstrate their skills and ability by working alone (Empxtrack.com, 2023). To improve their skills, Gen Z actively seeks out learning opportunities. They also prefer to learn on their own through internet resources like tutorials (Gomez et. al., 2020). Even though, Gen Zers frequently embrace teamwork and desire others to contribute their distinct ideas to a discussion (Indeed career coaches, 2022).

These young folks who are beginning their careers are fiercely competitive. They have ingrained the tendency within themselves because of growing up in a competitive environment. As a result, they look for criticism. It can be effective to promote healthy rivalry among workers to keep this generation engaged (Empxtrack.com, 2023).

They value the exchange of objective, specific, and detailed feedback. They are creative, adept at multitasking, and prioritize implementation over planning activities. They prefer hands-on work that allows them freedom and flexibility while also having a direct visible impact (Dangmei & Singh, 2016). A recent survey revealed that 75% of Gen Z participants preferred to get feedback from a boss in-person and right away (Indeed career coaches, 2022). Generation Z frequently anticipate receiving immediate recognition for the work they have completed. Small victories recognized through a performance-based program, for instance, can greatly increase their work motivation (EURES, 2021). Additionally, they are pushed by praise and enjoy receiving credit for their efforts. As a result, Gen Zers are simple to motivate, the key is to recognize and appreciate their accomplishments (Empxtrack.com, 2023)

Gen Zers obviously respect and appreciate the advantages of remote and hybrid employment. If their employer requested them to work on-site full-time, three-quarters of respondents who are already in remote or hybrid employment said they would think about seeking for a new position according to the survey by Deloitte (Global, 2023). What is more, a growing tendency among Generation Z is job-hopping or changing occupations after only one to two years (Arjane, 2022).

Due to their strong focus on the future, Gen Z is enthusiastic about both domestic and international job chances. Generation Zers report being interested in working abroad in

proportion to 70% (Sympl, 2023). They are quite compatible with working overseas, whether on international assignments or as digital nomads, including nomad freelancers (Arjane, 2022). The requirement for remote employment and workplace flexibility among Gen Zers gave rise to the phrase "digital nomads" (Empxtrack.com, 2023). A research brief titled "The Digital Nomad Search Continues" was released by MBO Partners, a jobs platform in late 2021. They state that 55% of all digital nomads, are under the age of 35. These nomads respect work-life balance so highly that they typically work less hours per week than the conventional 40-hour work week. They do their business from a variety of locations, including libraries, vans, motels and co-working facilities. It demonstrates their need for freedom from cubicle restrictions and their need for flexibility. Over half say they want to continue working in the same capacity for at least another two years and 85% say they are quite satisfied with their current work position (Arjane, 2022).

It's crucial to understand that Gen Z-ers are less risk-taking than prior generations. The trauma of growing up in an uncertain world is still fresh in the minds of this generation. Student loan debt is a significant problem for Generation Z. They therefore place a high emphasis on financial and work security (Empxtrack.com, 2023).

Generation Z anticipates cultural, racial and gender diversity in the workplace. They operate under the ethos of social justice in their culture. Additionally, they appreciate honesty and are driven by a sense of purpose and a desire to leave their mark on the world (McKee-Ryan, 2021). Generation Z makes career decisions based on their personal values and expresses interest in organizations that actively champion and prioritize diversity, equity, and inclusion (Graczyk-Kucharska & Erickson, 2020). By embracing open-mindedness, inclusivity, and adaptability, this generation aspires to thrive in a truly multicultural workplace that fosters an inclusive organizational culture. They have a high tolerance for opposing viewpoints and strive to work effectively with a diverse group of people, owing to their strong empathy and understanding of different points of view (Deloitte, 2024).

The environment and climate change are important to Generation Z. When it comes to job selection for Gen Z, career progression inside large organizations is not the only determining factor (Empxtrack.com, 2023). The Gen Z and Millennial Survey for 2022 by Deloitte found that both generations respect corporate social responsibility and seek employment with organizations that share their values. Both groups value their employer's contribution to the community since they are likely to be concerned about environmental and political issues (EURES, 2021). Seven in ten respondents who identified as Gen Z or Millennials said, they actively work to reduce their environmental effect. This indicates that they are taking effort to combat climate change (Global, 2023).

2.3 Gen Z in Slovenia: Literature review

A comprehensive examination of literature centered on Generation Z in Slovenia uncovers a diverse comprehension of the values, behaviors and aspirations of this particular group.

Numerous research studies have emphasized the profound influence of technology in molding the identities and encounters of Slovenian individuals belonging to Generation Z. Table 3 below provides a concise summary of the significant findings obtained through the conducted investigations.

Table 3: Key works and their findings on Gen Z in Slovenia

Literature about Slovenian Gen Z	Key findings
Mladina 2020 – Položaj mladih v Sloveniji (Miran Lavrič, Tomaž Deželan, 2021)	<ul style="list-style-type: none"> - Trend of individualization - Decrease of educational level - Use of technology for everyday tasks - Young under stress and pressure - Increased interest for politics - Concerns about health and environment
Ključne značilnosti slovenske generacije Z (Lukan, 2021)	<ul style="list-style-type: none"> - Politically active generation - Stress and loneliness among Gen Z - Taking care of health - Creativity of Gen Z
Zaposlovanje nove generacije delavcev – Generacija Z (Košiček, 2023)	<ul style="list-style-type: none"> - Important flexible work environment - Possibility of career growth and gain of new knowledge - Expectation of high salary
Trg dela v številkah (Zavod RS za zaposlovanje, 2024)	<ul style="list-style-type: none"> - In January 2024, 14,3 % unemployment rate among individuals who look for their first employment - 19,7% young unemployed in January 2024
Entrance of Generation Z to the labor market as a new challenge for companies (Metelko, 2023)	<ul style="list-style-type: none"> - Less important diversity of Slovenian Gen Z in comparison with American (but still important) - Social media are the reason that there is not such difference among Gen Z around the world - Slovenian job market is in a way not as liberal or mindful when it comes to topics such as diversity, equity and inclusion in the workplace

Source: Own work.

The initial findings of the Mladina 2020 study, which comprises young people in Slovenia between the ages of 15 and 29, were released by the sociology department at the University of Maribor. According to the study, young people feel politically capable, have a stronger interest in politics overall, and join petitions more frequently. Additionally, young people are becoming more accepting. Up to 57 % of respondents concur that same-sex couples can raise

children just as well as heterosexual couples. Young people today are more accepting of many social groupings and lifestyles than past generations were (Lukan, 2021).

So, it comes as no surprise that young people don't always express their political opinions by voting. They increasingly embrace political consumption as a means of social engagement. According to 50% of respondents, would purchase products for political, ethical or environmental grounds. In that way they express their morals and political viewpoints (Lukan, 2021).

The data indicates that the rate at which young individuals disengage from the formal education system has slightly decreased. In 2014, approximately 49% of young people pursued higher education, but by 2018 this proportion declined to 45%. It is noteworthy that this figure remains significantly higher than the average of all 28 European Union members, which stands at 32%. Thus, it is evident that a substantial number of young individuals in this particular country continue to prioritize higher education compared to their counterparts in other EU nations (Lavrič, 2021).

The rise of malls was not followed by Generation Z. Shopping malls have grown alongside Generation Z. They had many options and a clear decision from birth, which cannot be stated for previous generations. Members of Generation Z are not aware of the limited selection on the shelves of domestic stores, although Millennials may still recall shopping abroad in Italy and Austria (Lukan, 2021). Growing trend of online shopping is very noticeable (Lavrič, 2021).

The utilization of information and communication technologies by young individuals is predominantly confined to fundamental undertakings. Within the European Union, Slovenia ranks in the lower percentile in regard to the percentage of young people possessing computer programming skills.

With the advent of digital technologies, consumerism and crises, Generation Z is growing up. Up to 15% of those surveyed concur that they experience stress on the majority of days of the week. The expectations of a performance-oriented culture, which damage relationships in the family and at school and are perceived as demanding, exhausting and stressful by young people, are the causes, according to researchers (Lukan, 2021). In terms of coping with stress and loneliness, it appears that young people have taken matters into their own hands. Specifically, Slovenian youth are engaging in greater physical activity and less alcohol and tobacco use. 66 % of respondents participate in sports at least once a week, whereas 20 % do not smoke or drink alcohol (Lukan, 2021).

2.4 Generation Z and the Slovenian labor market

The majority of young people born between 1995 and 2010 are still enrolled in school, however some have already started working. Their knowledge, expectations and behaviors are different from those of earlier generations. Representatives of Generation Z are now

emerging to the fore after the Baby Boom generation, which swore by education and hard work, after the fairly pessimistic Generation X, which prioritizes a decent private life and after self-oriented and competent Millennials (Šebenik, 2022). They were born during a time of the global economic crisis and grew up with contemporary technologies and the Internet (Šebenik, 2022).

Slovenia is split into two distinct parts. The western regions are highly developed and primarily focused on services, whereas the eastern regions are less developed, have lower population density and are more focused on agriculture and industry (European Commission, 2023).

Central Slovenia, home to the country's capital, stands out as the most economically advanced region. It serves as the administrative, economic, cultural and scientific hub of the nation. A significant portion of Slovenian businesses, about one-third, are located in Central Slovenia. Additionally, this region boasts the highest average salaries in the country (European Commission, 2023).

Despite the growing dominance of the service sector, industrial businesses continue to play a significant role in providing employment opportunities in Slovenia. Alongside manufacturing sectors such as metalworking, electrical appliance production, rubber and plastic product manufacturing, motor vehicle production, trailers and semi-trailers manufacturing, as well as other machinery and equipment production, key sectors contributing to employment in the country include trade, education, healthcare, social security activities, construction, professional, scientific and technical activities, as well as transport and storage (European Commission, 2023).

In terms of age breakdown, the share of young people aged up to 29 years is rising again, accounting for 18.5% in March 2023, while the share of unemployed aged 40-49 is also rising, but the share of unemployed aged 50 and over is the highest, at 39.3% (European Commission, 2023). In January 2024, the number of unemployed individuals stood at 51.610. Among them, 19.7% were young individuals aged between 15 and 29 years. Furthermore, 14.3% of the unemployed were individuals seeking their first employment opportunity (Zavod RS za zaposlovanje, 2024). In a few years, this generation will make up roughly 25-30% of the labor force. In comparison to older generations like Baby Boomers, Gen X and Millennials (Gen Y), Generation Z has approximately double the unemployment rate in practically all OECD countries, according to the OECD (Kalin, 2022).

Young become more and more adaptive to work conditions in Slovenia. Young individuals are increasingly inclined to enhance their employment prospects by embracing geographical mobility and pursuing additional education. Moreover, they exhibit a greater willingness to embrace temporary employment and accept lower salary. Surprisingly, up to two-thirds of young people are prepared to embark on the path of self-employment (Lavrič, 2021).

3 SLOVENIA'S GEN Z AND THE INTERNATIONAL LABOUR MARKET

Generation Z is raised in a swiftly evolving world, they encounter a multitude of prospects and obstacles, one of which is the possibility of pursuing employment overseas. Numerous examples of the study demonstrate that in certain circumstances, factors like the generosity of a welfare state, employment security and the desire to lead a so-called normal life can impact migration decisions (Duszczyk, 2019). To comprehend the motivations and considerations that drive Slovenian Generation Z to explore job opportunities beyond their national boundaries, it is crucial to grasp the factors that attract and repel them in their aspirations and decision-making processes.

3.1 Push and pull factors influencing individuals to work overseas

A tentative list of reasons for migration is commonly categorized into factors that contribute to the appeal of the developed country (pull factors) or the discontent with the developing country (push factors). Push factors may involve brain drain and be perceived as a permanent depletion of skills, a unidirectional movement from the country of origin, while on the other hand, brain gain occurs for the receiving country due to numerous enticing pull factors (Levstek, 2023). Push factors refer to the factors that drive individuals to leave their homes and migrate to other countries. These factors can include poverty, limited social mobility, violence or persecution. On the other hand, pull factors are the reasons that attract individuals to settle in a specific country. These factors can vary and may include better economic opportunities, political stability, access to education and healthcare or a welcoming and inclusive society (Bruzzzone, 2020).

Following the Republic of Slovenia's attainment of independence, emigration persisted in limited quantities. The emigration primarily consisted of individuals who relocated overseas in pursuit of enhanced career prospects, romantic relationships, adventurous experiences and so forth. Subsequently, emigration surged once more amid the latest economic and financial downturn (2008/2009) and has exhibited a consistent upward trend, with approximately 9.000 citizens departing annually (Government Office for Slovenians Abroad, 2022). In 2021, the emigration of Slovenian nationals to OECD nations saw a decline of 4%, totaling 4.600 individuals. The majority of this cohort, around 33%, relocated to Austria, while 21% chose Germany and 13% opted for Switzerland, which also represent the most popular countries for Slovenians to emigrate (OECD, 2024).

Over the past ten years, there has been a notable rise in the proportion of Slovenian young individuals who believe they receive inadequate compensation for their labor, find their work monotonous, experience unfavorable working conditions and encounter infringements upon their rights within the workplace (Lavrič, 2021). In 2022, a comprehensive study was conducted to investigate the factors contributing to the emigration of Slovenians. The findings of the research reveal that the primary motive for Slovenians to relocate abroad is

primarily related to educational pursuits, research activities or professional practice, accounting for 22.45% of the respondents. Additionally, 17.04% of the participants cited better financial and life prospects as the driving force behind their decision to emigrate. Subsequently, 11.64% of the respondents mentioned service or career opportunities as a significant factor, while 10.27% emphasized the desire for new challenges, experiences and knowledge. Conversely, reasons such as the unfavorable socio-political situation in Slovenia (9.58%), poor working conditions or environment (9.38%) and the inability to progress professionally within the country were deemed less significant, each garnering less than 10% of the respondents' support (Valentinčič et. al., 2022).

Vajngerl (2018) explored the factors that influence Slovenians who live and work abroad. She also examined whether there were any differences in the ways that these factors were expressed between those who left Slovenia on their own initiative and those who were sent abroad by Slovenian employers. She discovered that among Slovenians who work abroad, greater job prospects in the host country, effect on career and the chance to advance one's knowledge and abilities are the most frequently mentioned reasons for the choice to work overseas. The most frequently expressed motives among people who went to work abroad on their own initiative were better career opportunities in the host country and among people who were seconded to work abroad, the motive career impact (Vajngerl, 2018).

Table 4: Key push and pull factors influencing individuals to work overseas

Key push factors	Key pull factors
<ul style="list-style-type: none"> - Restricted possibilities - Unpromising job prospects - Unpleasant working conditions - Lack of challenges - Political and economic instability 	<ul style="list-style-type: none"> - Positive outlooks for professional and career growth - Promising job opportunities and enhanced employment regulations - Work-life balance - Outstanding working environment - Opportunities for individual growth - Security - Chain migration - Education system

Source: Own work.

3.1.1 Push factors

Typically, the reasons for students leaving their home country are often attributed to a combination of economic, political and social factors, commonly referred to as push factors (Altbach, 2004). The research indicates that the top five push factors leading individuals to leave Slovenia are limited opportunities for professional advancement and career growth, bleak job prospects, absence of fulfilling challenges, limited chances for personal development and unfavorable working conditions and attitudes prevalent in the country (Valentinčič et al., 2022).

Political instability is a push factor since so many individuals seek for politically stable environments where they know their lives won't be upended by coups or other types of political unrest (Drew, 2023).

Economic instability frequently causes an increase in emigration in a nation. This is due to the fact that individuals are seeking a location where they may live better lives and work jobs that will enable them to support their families (Drew, 2023). A nation becomes more appealing to live in it, if it is a democracy. Advanced democracies typically experience lower levels of corruption, uphold more citizen rights and have independent judiciaries. Certain exceptions do exist, especially as some democracies descend into autocracy or dictatorship (Drew, 2023).

3.1.2 Pull factors

The primary pull factors that significantly influence individuals to relocate to foreign countries are the favorable prospects for professional and career advancement, promising job opportunities, exceptional working conditions, enhanced possibilities for personal development and the invaluable reference it provides for future endeavors while residing overseas (Valentinčič et al., 2022).

Jobs are frequently a major consideration when people decide to relocate (Drew, 2023). In general, industrialized countries like the United States and Europe have better pay and labor laws than emerging countries like China and Thailand. This may increase people's desire to immigrate to developed nations. However, there are big differences in worker rights even within affluent countries. For instance, it's typical for people to have two weeks of paid vacation time each year in the USA. That equates to closer to 4-6 weeks of paid leave in Europe. There may also be rights to paid sick time, maternity leave and increased overtime pay rates (Drew, 2023).

Some people relocate to be closer to friends and family. Chain migration refers to when migratory groups travel the globe together. Some nations have specialized visa programs that encourage this kind of migration. The family-based green card, for instance, allows immigrants to sponsor their immediate family members for residency in the country (Drew, 2023). A migrant may be more drawn to a nation that speaks the same language as them. This is particularly true, if the person only converses in a less widely used language (Drew, 2023).

When deciding where to live, people frequently take into account the quality of the local environment. This is a subjective metric that may consider factors like the number of national holidays, services or accessibility and the work-life balance. For instance, a large number of migrants from underdeveloped nations move to industrialized nations because they provide greater possibilities for their families (Drew, 2023). The results of study, made by Santo Milasi indicate that, in addition to socioeconomic variables, the standard of local amenities, including local infrastructure, public services and educational systems, as well as the degree

of trust in the national government, may also influence young people's intention to immigrate (Milasi, 2020).

People would generally like to live in peaceful neighborhoods with low crime rates and few unrests or flashpoints. Therefore, a city without a history of unrest, homelessness or other social problems is appealing to migrants. Many people leave their home nations, because they feel unsafe there. This might be a result of terrorism, conflict or criminal activity (Drew, 2023).

The path of education is the simplest path to setting up a residence abroad (Chandiok, 2022). Education is strong motivator, particularly for families with young children. Additionally, university students may decide to relocate in order to attend the best universities. Many governments provide student visa schemes, which frequently lead to residency. This is frequently referred to as the "export of education" (Drew, 2023). In addition, one of the most alluring reasons why students choose to stay overseas after receiving their degrees is the promising work opportunities (Chandiok, 2022).

Students with overseas degrees have an edge in today's environment, because employers favor those with these degrees. (Chandiok, 2022). Younger participants in contrast to their older counterparts, identified various factors that impacted their decision to emigrate. Specifically, they frequently mentioned motivations such as gaining valuable experience and references that could benefit them upon their eventual return, as well as reasons linked to educational pursuits and language acquisition (Valentinčič et al., 2022).

3.3 Challenges and opportunities

The global labor market offers a constantly changing and complex environment with various challenges and opportunities for those looking for job prospects outside their home country. With globalization playing a significant role in transforming economies and cultures globally, workers are faced with a wide range of factors that impact their choices to work overseas.

Six factors were identified as contributing to the stress of foreign employees, while working abroad: communication, cultural differences at work, everyday life, relationships with family and co-workers, financial difficulties and social inequity (Shotaro et. al., 2018).

Dealing with culture shock is one of the most frequent difficulties associated with living abroad. One of which is adjusting to other work cultures. There will therefore be several misconceptions (Roldan, 2021). As a result, there is a higher likelihood that immigrants will be exploited and treated poorly at work. Some of the elements that play in this process include unfamiliarity with the local customs, spoken language, workplace rights and national labor and immigration regulations in the country of employment. Other factors include limited or denied access to legal and administrative protection systems and also health and safety standards (Basaran et. al., 2018).

On the one hand, social assistance programs that reduce poverty may discourage young people from migrating (Fakih et. al., 2018). Unrestricted financial transfers to the poor however, can actually have the opposite impact by loosening income restrictions, increasing emigration from low-income nations (2018). This indicate that a major obstacle stopping young people from translating their desires for migration into more detailed plans is a lack of finances.

On the other hand, nowadays students have many opportunities to go abroad. The easiest way is with participating in exchange programs (European Commission, 2023). Erasmus+ is EU program for education, training, youth and sport. It helps students to organize their exchange. Participating in an Erasmus+ program offers young the opportunity to enhance communication, language and inter-cultural competencies, as well as develop valuable soft skills sought after by prospective employers (European Commission, 2024). Studying abroad can give Generation Z the chance to network internationally and get significant international experience. Additionally, students might use this expertise to look for employment prospects in the nations they studied in. They have the option of combining time spent studying abroad with a traineeship to get valuable work experience before entering the job market (European Commission, 2023). Furthermore, students have the opportunity to obtain an Erasmus+ grant to assist with their expenses related to travel and living expenses (European Commission, 2024).

In order to make an entrance for foreigners more flexible, many European nations that are suffering from a severe labor crisis are doing away with the need they have a job offer in advance. There are travel and employment programs in other nations. These programs effectively serve as travel and employment authorizations for young people from all over the world, giving them a unique opportunity to work abroad for a brief period of time. The licenses are mainly always designed for young individuals between the ages of 18 and 30 (LLC, 2022).

What is more, many nations offer youth mobility visas that let young people reside and work there for a number of years. While providing low-paying temporary employment, these programs also give young people the chance to learn about other cultures and make friends from around the globe (Drew, 2023).

3.4 Changes in the international labor market

Even prior to the onset of the COVID -19 pandemic, there was a notable surge in the speed of digitalization across different sectors, propelled by advancements in artificial intelligence, automation and data analytics that have reshaped the landscape of work. The pandemic in 2020 further accelerated the widespread adoption of telecommuting and virtual tools (European Union, 2020).

The rapid advancement of information technologies has reshaped labor markets worldwide, leading to the mechanization of traditional roles and the emergence of new professions. In

this era of globalization, there's an increasing demand for fresh skills characterized by proficiency in foreign languages, adaptability, creativity, emotional intelligence and effective collaboration in multicultural settings. Additionally, candidates are expected to navigate extensive databases and understand market dynamics and socio-economic contexts (Sivitska, 2023).

The global labor market was significantly impacted by the restrictions on individuals worldwide due to the pandemic, including measures such as social distancing and lockdowns. The labor market has undergone significant transformations as remote work has become the new norm, driven by the necessity of digitalization. This shift has led to the emergence of novel professions, which are gradually replacing traditional ones. Moreover, these new roles are increasingly reliant on digital technologies and knowledge-based tasks, thereby demanding more advanced skills and competencies from job seekers (Sivitska, 2023).

During the epidemic, people quit their employment because they weren't happy with their work environment, their line of work or their work-life balance (Hetler, 2023). The phenomenon is called the Great Resignation. The pandemic, consequently the Great Resignation and the normalization of remote work had an impact on Gen Z's outlook on the workplace. They might have begun working from home in 2020/21, but they may not have developed a close bond with their distant co-workers. After the Great Resignation, they are conscious of their negotiation power in the workplace and are aware that job-hopping can result in 20-30% income hikes and higher positions (Arjane, 2022).

The urge for flexibility among members of Generation Z is also well-suited to digital nomadism (Arjane, 2022). Digital nomads are individuals who use technology to do their jobs while being mobile and location independent. Instead, of physically being present at a company's headquarters or office, digital nomads telecommute (Hayes, 2021). As a result of the epidemic, some nations have developed specialized visas for digital nomads (Arjane, 2022). If their primary source of income is outside of their country of residence and they meet a minimum income criterion, these visas allow foreign individuals to work remotely for a period of 6 to 24 months (Arjane, 2022).

The integration of artificial intelligence (AI) into daily operations has also brought significant transformations to the workforce, creating new opportunities while raising concerns about job displacement (Joamets et. al., 2020). While certain sectors like manufacturing and office work face potential job loss, others such as sales and marketing anticipate growth, reflecting the evolving nature of work processes in response to technological advancements (Sivitska, 2023).

4 RESEARCH

4.1 Research design

The purpose of my master's thesis is to understand the circumstances and expectations of Slovenian Gen Z as well as the economic, social and technological forces influencing their need to look for a job abroad. It answers the following research questions:

RQ1: To what extent do Slovenian Gen Z want to work abroad, and why?

1.1 What is the general desire of Slovenian Gen Z to work abroad?

1.2 What are key factors that drive Slovenian Gen Z out of Slovenia?

1.3 What are the key motivational factors that attract them to other countries?

RQ2: What preferences do Slovenian Gen Z have that comply with conditions of the international labor market?

RQ3: What are key opportunities and challenges for Slovenian Gen Z in the international labor market?

3.1 Which industries/jobs/countries are most attractive for Slovenian Gen Z-ers?

3.2 What are the main barriers they anticipate when moving abroad (cultural/regulatory/logistical)?

3.3 How do international labor market trends affect them (remote work, crisis, “big resignation”, etc.)?

In the initial phase, I aimed to gain a comprehensive understanding of the characteristics of Generation Z, particularly in the workplace, as well as the factors that influence their decisions to either remain in their home country or seek employment overseas. To achieve this, I conducted a thorough review of existing literature and engaged with the works of various authors. Supplementary data was acquired through an examination of pertinent literature accessible in libraries, databases and online sources. Through this process, I acquired insights into the motivations driving Generation Z to pursue opportunities abroad, the specific prospects they are interested in and the obstacles they encounter. Notably, my review revealed a dearth of information concerning the aspirations of Slovenian Generation Z to work internationally.

Subsequently, I proceeded to the next phase by concentrating on gathering data on Slovenian Generation Z through the implementation of my own research and the collection of primary data via a web-based survey. This phase was dedicated to exploring their inclinations towards working abroad, the factors motivating them and the challenges impeding their pursuit of international employment. The subsequent stage of the study involves a meticulous analysis

of the amassed data to pinpoint the hurdles and prospects confronting Slovenian Generation Z as they venture into the global labor market.

In the final phase, I deliberated on my findings and endeavored to align them with prevailing international trends concerning the challenges and opportunities encountered by Generation Z in the realm of overseas employment. Subsequent to this, I synthesized the pertinent discoveries and formulated recommendations aimed at assisting Slovenian policymakers, educators and employers in enhancing their support for young individuals as they transition from academia to the workforce, both domestically and internationally.

4.1.1 Goals of the research

Online surveys provide me with an efficient and cost-effective means of gathering data. Utilizing the gathered information, I can address my research questions that cannot be resolved using existing secondary data sources. The primary research goal is to delineate the characteristics of the Slovenian Generation Z regarding overseas employment opportunities, while also exploring their inclination towards working abroad through my master's thesis, thereby contributing to the existing literature gap.

By inquiring about the advantages that Slovenian Gen Z perceives in working abroad, their motivational factors, the disparities between working in the Slovenian and international labor markets and their reasons for seeking employment abroad, I aim to obtain insights into the key motivational and inhibiting factors that influence their decision to work abroad. By posing questions about the challenges faced by individuals who have already worked or are currently working abroad, I will be able to compare the realistic challenges encountered by Slovenian Gen Z abroad and the inhibiting factors that deter them from pursuing work opportunities abroad. Additionally, this research will provide answers to my inquiry regarding the barriers that Slovenian Gen Z anticipate when relocating abroad. In my perspective, the primary motivational factors for Gen Z to work abroad predominantly revolve around career advancement and higher salary prospects. Conversely, the main inhibiting factors, in my opinion, include the fear of the unknown, familial responsibilities and concerns regarding stability and security.

The third research question aims to uncover the industries and countries that appeal to the Slovenian Gen Z population. By asking participants to select a country to work in, provide reasons for their choice and identify the industry they would focus on when seeking employment abroad, I hope to gather valuable insights. Additionally, by inquiring about their preferences, I aim to understand the preferences of Slovenian Gen Z that align with the international labor market. From my perspective, Generation Z highly values flexibility, meaningful work and a strong work-life balance. They actively seek opportunities for professional growth and continuous learning.

Inquiring about individuals who are presently engaged in the global labor market and have prior experience working abroad, with the aim of exploring the impact of international work

on their worldview, will furnish me with valuable insights for the benefit of Generation Z contemplating overseas employment. This inquiry will equip them with pertinent guidance and potentially alleviate any uncertainties or queries they may have. From my perspective, individuals inclined towards working abroad tend to possess a more open-minded and adaptable nature, comprehend diverse perspectives and opinions and exhibit greater confidence and composure.

By asking the final two questions, I aim to gain insights into the work-from-home attitudes of Gen Z and their perception of the digital nomad trend. It is my belief that the responses to these inquiries will vary depending on the industry in which individuals are employed and the nature of their work. If their job allows for remote work, individuals would likely exhibit a greater inclination towards working from home. Similarly, the concept of digital nomadism would follow a similar pattern. As the trend of working among Gen Z continues to rise, they would have more flexibility in managing their time, enabling them to align it with their desires and requirements.

With collected data, I can conduct descriptive and statistical analyses on the challenges and opportunities that Slovenian Generation Z faces in the international labor market. With analysis, I can identify correlations and trends in the data, which give me a foundation for drawing conclusions.

Furthermore, with the research I hope to answer my research questions and try to integrate Slovenian Gen Z into the international labor market.

4.2 Methodology

4.2.1 Methodology overview

The study was centered on Generation Z individuals who are currently engaged in international work, aspire to work overseas, are not interested in the international labor market and have previous experience working abroad. I explored the advantages and disadvantages that Generation Z associates with working overseas, the countries they are currently working in or wish to work in, the motivational factors and drivers that influence their decision to work abroad and other related inquiries. Respondents who expressed a lack of interest in working abroad were questioned about the benefits they perceive in the Slovenian labor market, the drawbacks they identify in the international labor market and so forth. All participants were also asked to share their preferred hybrid working style and their views on working as a digital nomad.

By segmenting the participants into these distinct groups, my objective was to gain a deeper understanding of the motivators and obstacles that each group encounters and subsequently compare their viewpoints. By utilizing a question that guides participants to categorize themselves into these four groups, I am able to gauge the overall inclination of the Slovenian Generation Z cohort towards international work. Furthermore, this question offers insights

into the duration for which they envision working abroad, as well as their willingness to return to Slovenia. Drawing from existing literature, it is apparent that Generation Z individuals exhibit a strong inclination towards seeking job opportunities abroad. Consequently, I expect to observe a positive correlation between the Slovenian Generation Z population and their inclination towards working overseas.

Through the incorporation of demographical inquiries, a selection process has been implemented to exclusively allow individuals from Generation Z to partake in the survey. By including inquiries regarding their interest in working abroad, their past and present work experiences and their preference for working abroad, a comparison can be made between the responses of different genders. This comparison enables the determination of whether men or women display a greater inclination towards working abroad. Certain industries may offer higher salaries, a better quality of life and greater opportunities for career growth in comparison to the Slovenian labor market. In such instances, individuals from Slovenian Generation Z may exhibit a stronger inclination towards working abroad. The responses to these questions regarding education and major will evaluated inclination towards working abroad.

4.2.2 Data analysis methods

The first step was to collect data. Before beginning with analysis, I had to clean, remove incomplete responses and organize the data. For analysis, I used statistic software packages SPSS and Excel.

I used descriptive statistics to summarize and describe the main characteristics of the Gen Z participants in the survey. I summarized categorical variables using frequencies, modes and percentages.

I examined the frequency distribution of responses to determine the most and least common responses. Most of the questions I attempted to visualize using bar or pie charts. Cross-tabulation enabled me to investigate the relationships between gender and individual questions.

4.2.2.1 Sample description

The survey collected data on various demographic factors including gender, age, education level, professional specialization and employment status. A total of 128 respondents participated in the survey, but only 96 were considered appropriate for analysis due to age restrictions. Specifically, only respondents between the ages of 17 and 27 were eligible to complete the survey. Any respondents outside this age range were directed to the end of the survey after providing information on gender and age, as they did not fall within the targeted generation Z age group. Data were gathered using the online tool Ika and examined within the statistical program SPSS and Excel.

Table 5 illustrates, that out of the 96 respondents who were considered relevant, 66 of them were women, accounting for 68% of the total respondents. Conversely, the survey included only 30 relevant male respondents, constituting 32% of the participants.

Table 5: Gender of respondents

Gender	N	Percentage
Male	30	32%
Female	66	68%
Other	0	0%
Total	96	100%

Source: Own work.

According to the data presented in table 6, it is evident that among individuals aged between 17 and 27 (N = 96), the most commonly occurring age among respondents is 24 years old (Mo = 24). The average age of the respondents is 26.7 years old.

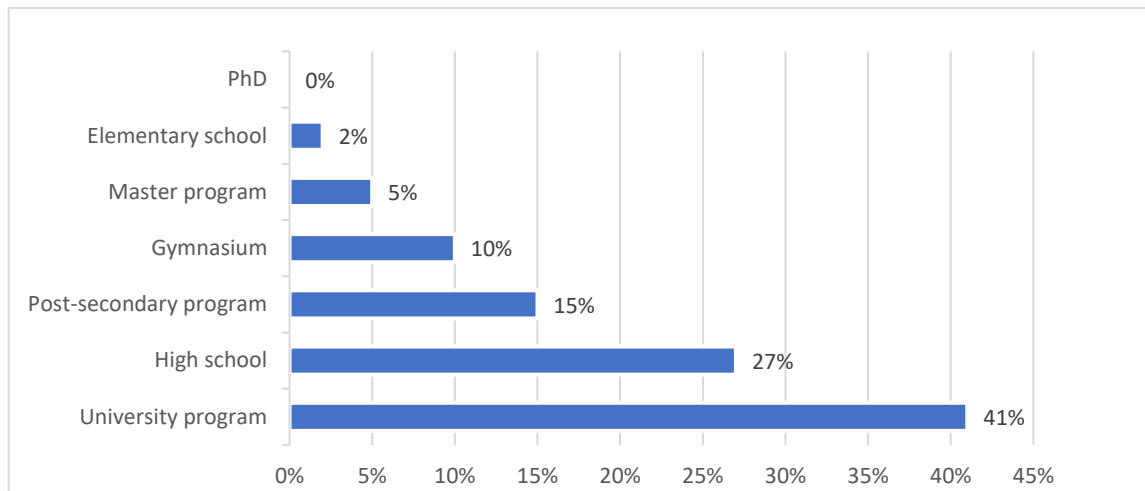
Table 6: Age of respondents

Age	N	Percentage
17	0	0%
18	8	6%
19	2	2%
20	8	6%
21	9	7%
22	5	4%
23	9	7%
24	27	21%
25	15	12%
26	8	6%
27	5	4%

Source: Own work.

Figure 1 illustrates the educational attainment of the respondents, revealing that the highest level of education achieved varies among them. Out of the 96 participants, 41% have successfully completed a university program, making it the most prevalent educational milestone. Following behind is the completion of high school, with 27% of the respondents attaining this level of education. Additionally, 15% of the participants have accomplished post-secondary education, 10% gymnasium and 5% master program. Interestingly, none of the respondents have obtained a PhD degree and only 2% have completed primary school education.

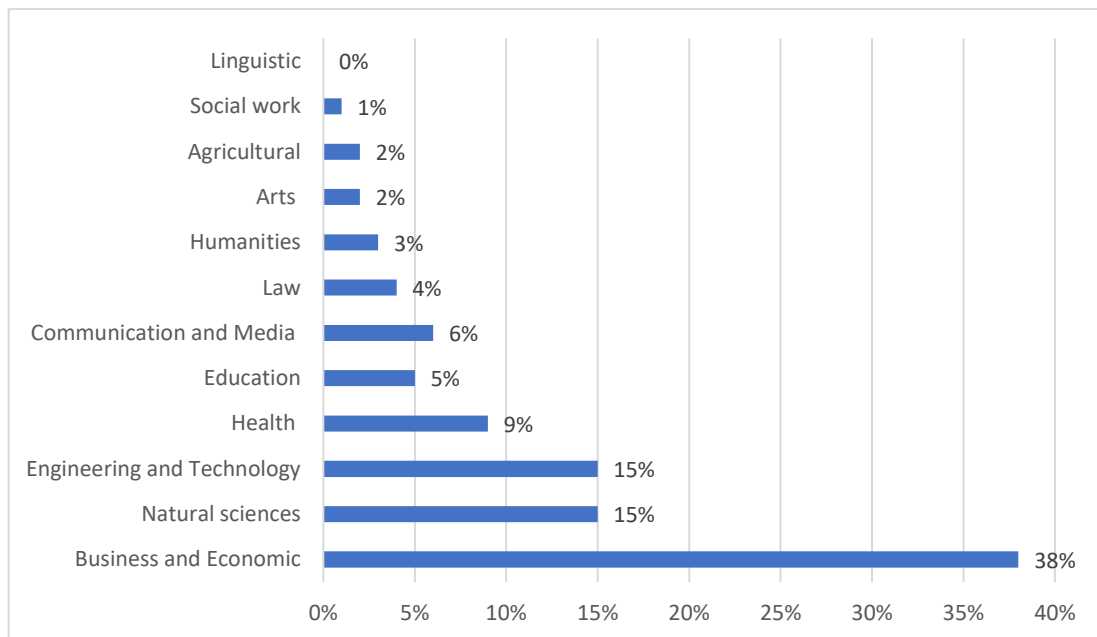
Figure 1: Highest level of education achieved



Source: Own work.

According to figure 2, it is evident that the largest proportion of respondents (N=96) belong to the field of Business and Economics, accounting for 38%. This is followed by 15% of respondents from the Natural Science field and 15% from Engineering and Technology. Education in field of Health correspond to 9% of respondents and 5% in field of Education. 6% Communication and Media and 4% Law. Field of Humanities represent 3%. Arts and Agriculture each represent 2% of respondents. Only 1% of respondents come from Social work background and no one from Linguistic.

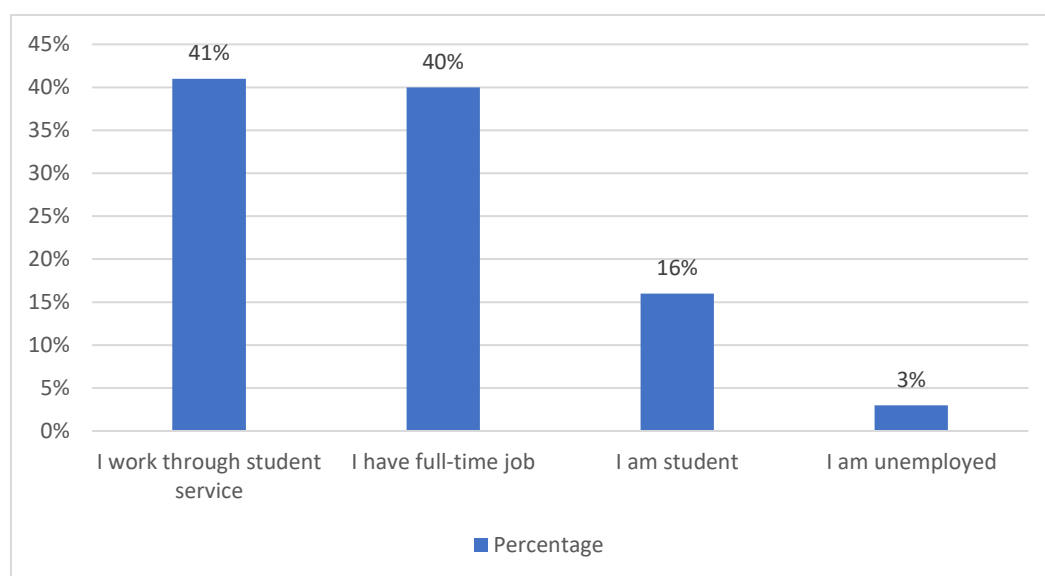
Figure 2: Field of education



Source: Own work.

Figure 3 illustrates the distribution of respondents based on their employment status, including those who work full-time, work as students, are unemployed or solely focus on their studies. The majority of respondents (N= 96), comprising 41%, are engaged in part-time work through student services. This is closely followed by respondents who hold full-time jobs, accounting for 40% of the total. Students make up 16% of the respondents, while only a small percentage (3%) are unemployed.

Figure 3: Working status

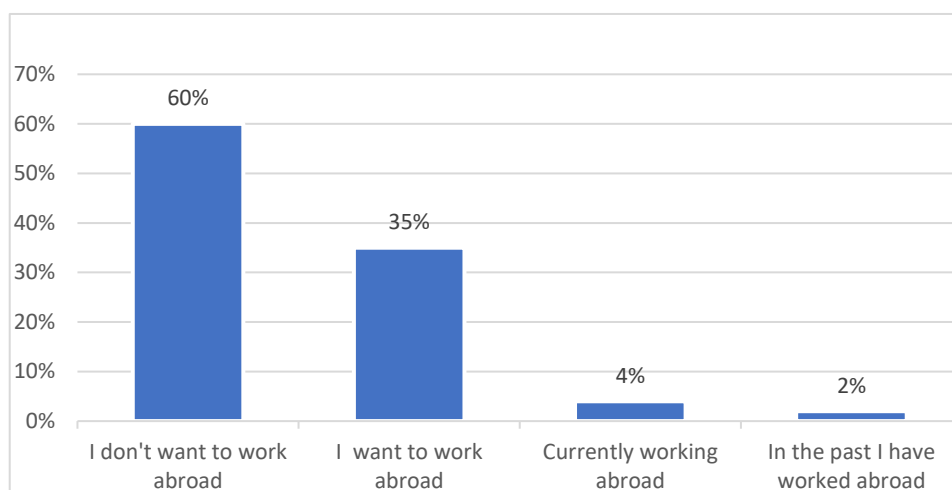


Source: Own work.

The survey commenced with demographic inquiries, followed by inquiries concerning the respondents' involvement in the international labor market. Question number 6 offered several possible responses, including currently working abroad, aspiring to work abroad, not desiring to work abroad and having previously worked abroad. Based on the responses provided, respondents were categorized into three segments for analysis: those with a favorable inclination towards working abroad, those with an unfavorable inclination and mixed segment of those who are positive and negative inclined towards work abroad. Furthermore, subsequent questions posed to the respondents were tailored to their respective groups as indicated in their answer to question 6.

According to the data presented in figure 4, it is evident that a majority of the respondents belonging to Generation Z, specifically 60%, expressed their lack of interest in working abroad. Conversely, 35% of the respondents indicated their desire to work in a foreign country. It is worth noting that a mere 4% of the respondents are currently employed abroad, while 2% have had prior experience working overseas.

Figure 4: Respondents involvement in international labor market



Source: Own work.

The total count of individuals who expressed a positive inclination towards working overseas is denoted as N=36. Those respondents who had prior experience of working abroad were subsequently asked about the duration of their overseas employment. It is noteworthy that all of the respondents returned to their home country after a period of one year.

Respondents who are currently employed overseas or aspire to work abroad in the future were surveyed regarding their willingness to stay abroad. The findings indicate that the majority of respondents, comprising 33%, expressed their preference to remain abroad for a duration ranging from 1 to 3 years. On the other hand, 27% of the respondents expressed their desire to stay abroad for a maximum of 1 year. Additionally, 12% of the respondents indicated their willingness to stay abroad for a period between 3 to 5 years, while 18% expressed their intention to stay abroad for more than 5 years. Interestingly, 9% of all respondents stated that they have no intention of returning to Slovenia after relocating abroad.

4.2.3 Data collection

Due to a lack of data on Gen Z in Slovenia and their desire to work abroad, this research relies heavily on primary data collection. The sample consists of young Slovenians aged 17 to 27 years old. I used self-selection, snowball sampling and non-probability sampling in a survey. I chose combined sampling because with self-selection, survey participants respond on their own volition, whereas with a combination of non-probability sampling, the entire population has an equal chance of participating in the survey. I have limited the survey to individuals aged 17 to 27. That helps me later on, so I don't have to make a selection on my own. I also used snowball sampling to get more and faster responses. As a result, I have asked my friends to share my survey with their friends aged 17 to 27 years old. The survey contains demographic questions, as well as closed, open and multiple-choice items. Excel and SPSS were used to analyze the survey results. There, I applied critical interpretation to open-ended textual questions.

The survey was created using the web survey program 1KA. The respondents were instructed to complete the survey and submit it directly to the mentioned portal. The survey was active from January 22 to February 18. 2024.

To collect data, the survey was distributed to Gen Z representatives who are new to the workforce and may be considering working abroad, as well as Gen Z who have previously worked abroad or are currently doing so. The survey questions were designed specifically to elicit responses to my research questions. My target audience was Generation Z, with ages ranging from 17 to 27. It was the simplest way to approach them via social media platforms such as Facebook and Instagram, as they were born and raised in a technologically advanced world. To get as many responses as possible, I posted a survey on Facebook groups such as "Magistrska naloga EF" and "Ankete/glasovanja" as well as several others where Gen Z is united. The survey received a total of 128 responses.

4.2.4 Validity and reliability

The sample's reliability to only include members of Slovenian Gen Z was improved by introducing an age limit. The age question indicates whether or not the respondent falls within the age range of 17 to 27 years old. If the respondent did not meet the age criteria, the survey directed him or her to the end of the survey without asking any additional questions.

I have also divided other survey participants who fell within the age range criteria into four categories: a) currently working abroad, b) wish to work abroad, c) do not want to work abroad and d) have previously worked abroad. For each group I have prepared specific questions which correspond to their relations to work abroad to improve validity of the survey.

4.2.5 Limitations of the research

My research participants were self-selected. 1ka, an online survey tool, has the option to check which link respondents came from. The majority of survey participants came from my personal Facebook and Instagram accounts, where I posted survey links. As a result, we can predict that a large proportion of respondents are from my friend group, who share similar preferences and educational backgrounds as me. Those people are more eager to participate. Furthermore, due to their similar educational backgrounds, many respondents are specialize in economics and business. It is important to note that it is easier for someone working in business to work remotely or abroad than for someone with for example a medical specialization. This can result in results that do not accurately reflect the larger population of Slovenian Gen Z. As a result, the findings may not be generalizable across the population. Certain demographic groups may be overrepresented while others are underrepresented in an online survey sample. In addition, the sampling method left out potential respondents who do not use Facebook or Instagram or are not members of groups where I have posted survey.

Furthermore, data collection via online surveys is time-consuming. We must keep in mind that, if I were not limited by time, I could collect more data and receive more responses from different background from online surveys.

Another factor that can contribute to research limitations is the issue of validity. Respondents may not take the survey seriously, potentially leading to response biases. Limitations can also include technical issues. Participants may encounter technical difficulties while completing the survey, such as internet connectivity, browser compatibility or device-related issues. These issues can have an impact on the overall quality and completeness of responses. Unlike traditional survey methods conducted in controlled environments, online surveys have no control over the respondent's surroundings. Distractions, interruptions and multitasking may all have an impact on the participant's attention and responses.

Unlike in-person interviews, the online survey did not provide an option for respondents to request clarification on the questions they did not understand. This can result in misunderstandings, incorrect responses and abandoning the survey before completing it.

5 RESULTS

The subsequent section presents the reader with an examination and explanation of the information collected from the survey through the utilization of descriptive statistics. When interpreting results, the questions were divided into 6 groups according to the content of the question. Groups are represented in the table below, which are central criteria for division.

Table 7: Division of questions

FAVORABLE COUNTRY AND INDUSTRY WITH REASONS TO MOVE TO CHOSEN COUNTRY	MOTIVATIONS TO WORK ABROAD	CHALLENGES WHEN WORKING ABROAD
If you had to choose one country to work abroad, which one would you choose?	What are the benefits of working overseas in comparison to working in Slovenia?	If you have previously engaged in employment overseas or are presently engaged in employment overseas, what obstacles did you face?
Why would you choose a particular country to work in?	Mark on a scale from 1 to 10 how much you want to work abroad/are you ready to work abroad.	
If you were to make the decision to work in another country, which industry would you target?	What motivational factors influence your decision to work abroad?	
	What are your material preferences (desires) regarding working abroad?	
	What makes you look for or be interested in working abroad?	

(table continues)

(continued)

Table 9: Division of questions

FACTORS ON REASONS TO STAY IN SLOVENIA	OPINION ON WORKING ABROAD/CHANGE ON WORLDVIEW	NEW TRENDS IN LABOUR MARKET
What advantages do you see for working in Slovenia compared to working abroad?	What would you say to a person who wants to work abroad?	After the COVID -19 pandemic, the offer of work from home or hybrid work (work from home and at the employer's location) has grown. When looking for work, is it important to you that your employer allows you to work from home?
Which factors are important for you to stay in Slovenia?	How did your worldview change after the experience of working abroad?	Without considering the nature of the job you aspire to pursue, would you be open to embracing the role of a "digital nomad"? A digital nomad is an individual who utilizes technology to perform their professional duties while enjoying the freedom of being location-independent and mobile.
What factors (are) holding you back when deciding to work abroad?		

Source: Own work.

5.1 Favorable country and industry with reasons to move to chosen country

A group of individuals who are presently employed overseas, have a desire to work abroad or have previously worked abroad were surveyed to determine their preferred country for employment. Participants were required to provide a justification for their chosen country as well. Through these inquiries, aim is to understand the drivers of global career mobility and industry preferences in today's interconnected society. The findings revealed that Switzerland was the most sought-after country for employment, with 6 participants selecting it as their preferred destination. Germany and the United Kingdom followed closely behind, with 4 respondents each. Austria and the Netherlands were favored by 3 participants each. What is more, for USA and UAE voted 2 respondents.

Out of the total respondents, 23 individuals expressed their preference for the selected country based on its superior economic prospects. Additionally, 22 respondents believed that the desired country would provide them with more job opportunities. In terms of factors influencing their decision, 19 participants cited quality of life and career development as the driving forces behind their choice of the selected country. Furthermore, 13 respondents expressed their desire to relocate to the desired country due to its cultural aspects. In addition, 12 respondents see better educational opportunities and 11 more favorable climate and environment. 10 individuals were motivated by factors such as language. Moreover, 8 respondents indicated that they would choose the selected country because of its political

stability, while 5 respondents were inclined towards the desired country due to better conditions for raising a family.

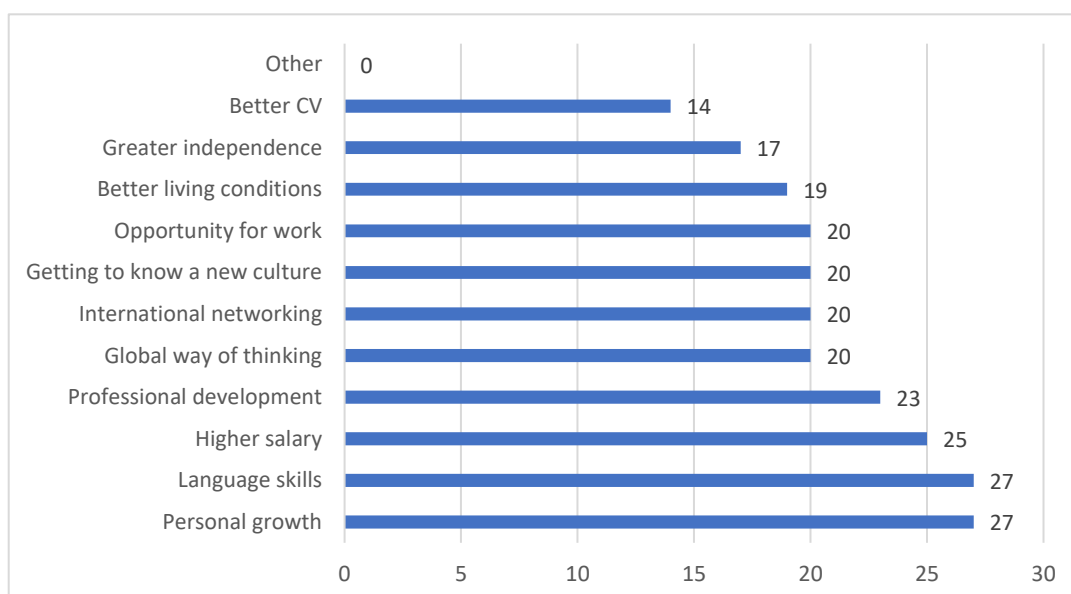
In addition, participants were also queried about their preferred industry for seeking employment overseas. The majority expressed a desire to work in the service sector, encompassing fields such as IT and banking, among others (9). Following closely behind were the media and entertainment industries (8), followed by the automotive sector, technology and software (6). Production garnered 5 votes. Conversely, the remaining industries were relatively underrepresented in respondents' preferences.

5.2 Motivations to work abroad

This series of inquiries delves into the advantages of working internationally as opposed to working within Slovenia, the level of preparedness of individuals to pursue opportunities abroad on a scale ranging from 1 to 10, the motivational factors that impact their choice to work overseas, their material preferences concerning employment overseas and the factors that ignite their interest in seeking work abroad. These investigations are designed to reveal perspectives on the motivations, preferences and perceived benefits of working abroad among Slovenian individuals.

Respondents who did work, currently work or want to work abroad, were specifically asked to identify the advantages they perceive when working abroad as opposed to working in Slovenia with multiple possible answers. Figure 5 presents the findings.

Figure 5: Advantages for working abroad in comparison with working in Slovenia



Source: Own work.

The data reveals that personal growth and the acquisition of new language skills are of significant importance to the Gen Z demographic. Notably, 27 of the respondents consider

these two factors as the primary advantages associated with working abroad. Higher salary and professional growth are seen as advantages abroad by 25 and 23 respondents, respectively. For 20 respondents, the global way of thinking, getting to know a new culture, having opportunities for work and international networking are important advantages of working abroad. In comparison to working in Slovenia, better living conditions are considered advantages by 19 respondents. Additionally, 17 respondents view greater independence as a significant advantage, while 14 respondents believe that working abroad would enhance their CV, which can also be seen as an advantage.

In order to assess the desire to work abroad, respondents who want to work abroad were provided with a 10-level scale. This scale required them to indicate the strength of their desire, with 1 indicating no desire and 10 indicating a strong desire. The minimum desire chosen on the scale was 5, while the maximum was 10. The average desire to work abroad among the respondents was calculated to be 7.0. This suggests that the respondents are moderately inclined towards the idea of working abroad.

Furthermore, respondents who did work, are currently working or want to work abroad in future were surveyed regarding the motivational factors that positively influence their decision to work overseas. According to the data presented in figure 6, it is evident that personal growth holds significant importance as a motivator for choosing to work abroad, with 22 respondents indicating this factor. Following closely behind, financial advantages were cited by 18 respondents. Additionally, 17 individuals recognized the opportunity for career development. Experiencing a different way of life or culture as important motivators was chosen by 16 participants. 15 respondents stated that job opportunities and networking serve as their motivation. Closely followed with 14 votes global experiences play significant motivator. Furthermore, 13 votes were cast for life quality. The challenge associated with working abroad was chosen by 11 respondents. The desire to learn a new language received 10 votes. Better educational system was chosen by 4 respondents. The challenge associated with working abroad was chosen by 11 respondents. The desire to learn a new language received 10 votes.

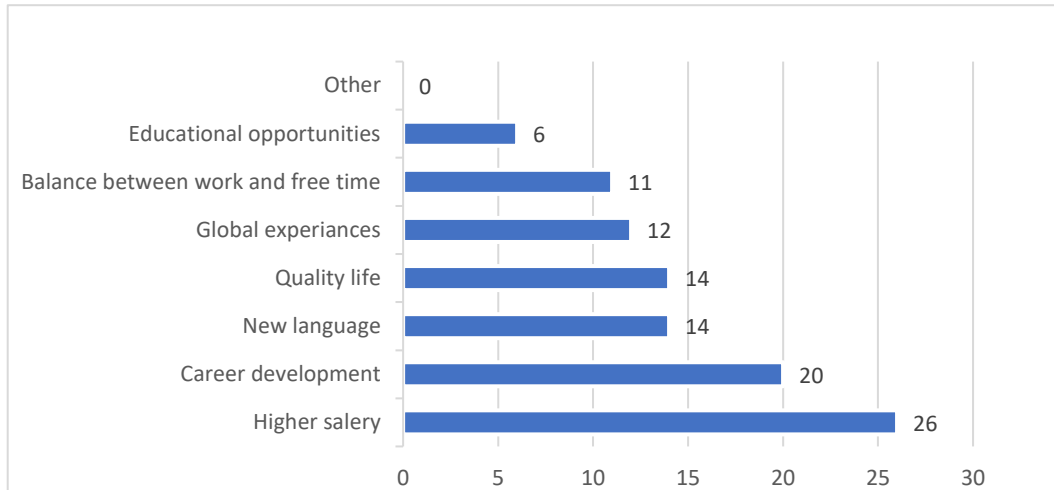
Figure 6: Motivational factors to work abroad



Source: Own work.

The purpose of next question was to determine their material preferences when it comes to working abroad. The question was answered by same respondents as previous question. Respondents were able to choose multiple answers. Analyzing figure 7, it becomes evident that the highest priority material preference among these individuals is a higher salary, as indicated by 26 participants. This is followed by career development, which was chosen by 20 participants, as well as the desire to learn a new language and have a quality life, both selected by 14 participants each.

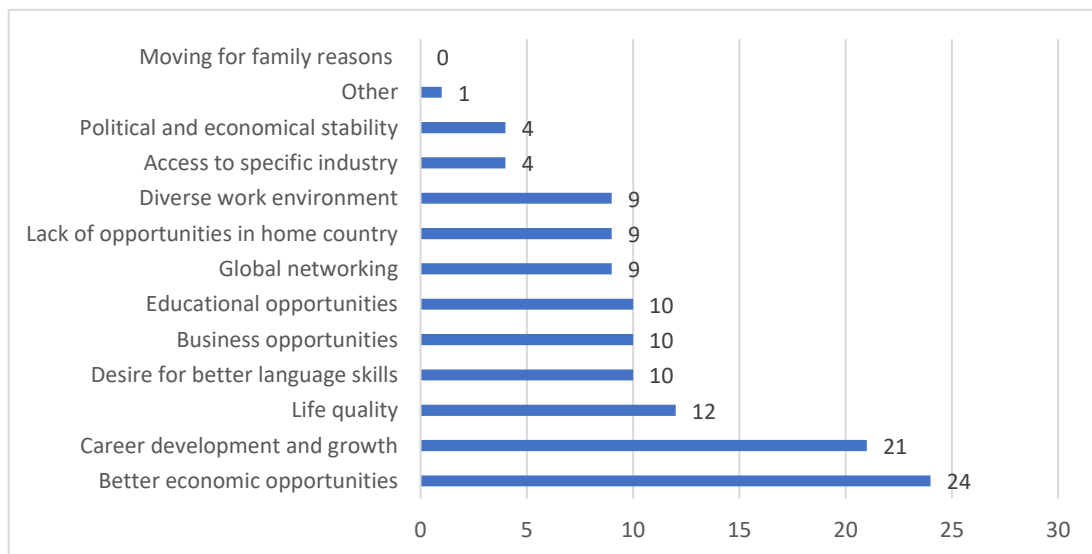
Figure 7: Material preferences about working abroad



Source: Own work.

Next question pertained to Gen Z individuals who did work, are currently working or want to work abroad in future, about reasons which compelled them to seek job opportunities internationally. The results are visually presented in figure 8.

Figure 8: Reasons for looking job abroad



Source: Own work.

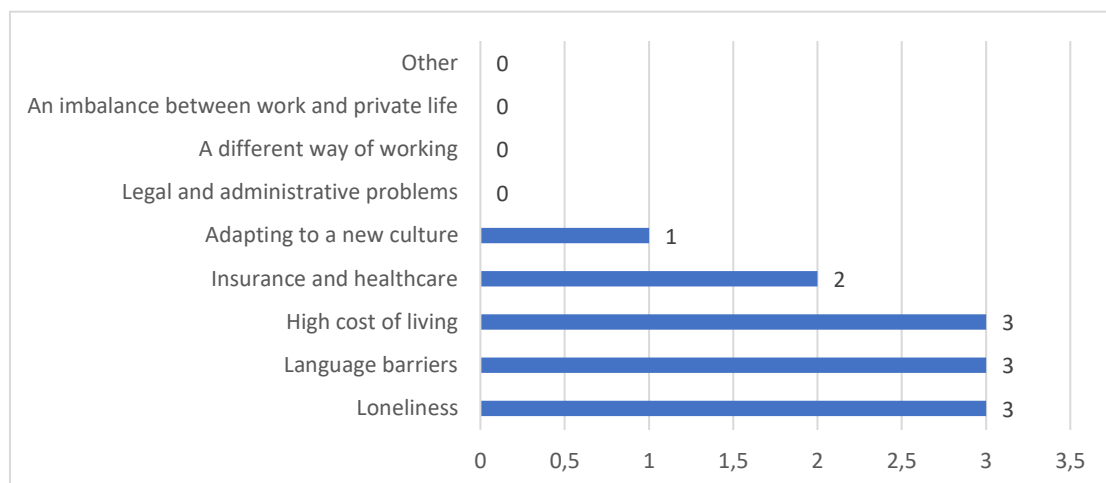
24 individuals cited better economic prospects as their primary motivation. Additionally, career development received significant representation with 21 votes. Improve quality of life gain 12 votes. Other factors that influenced their decision included a desire to enhance language skills, educational prospects and explore business opportunities, each receiving 10 votes. Furthermore, 9 respondents mentioned a lack of opportunities in their home country, global networking and diverse work environment as driving forces.

5.3 Challenges when working abroad

Survey participants who are presently employed overseas or have had previous work experience abroad were inquired about the difficulties they faced during their time working in a foreign country. Participants were encouraged to reflect on their experiences and share the obstacles they encountered during their international career journeys. By exploring these challenges, we seek to gain valuable insights into the barriers that individuals may encounter when pursuing employment opportunities abroad, contributing to a better understanding of the complexities associated with international career mobility.

They were provided with the opportunity to provide multiple responses. According to figure 9, it is evident that out of the 6 respondents, who are either currently working abroad or have worked abroad in the past, the majority (3 out of 6) found overcoming loneliness to be the most challenging aspect. Following with the same score, language barriers and the high cost of living were also significant challenges they encountered while working abroad. Insurance and health concerns, as well as represent challenge for 2 out of 6 respondents. Adapting to a new culture present challenge for 1 person.

Figure 9: Challenges encountered while working abroad



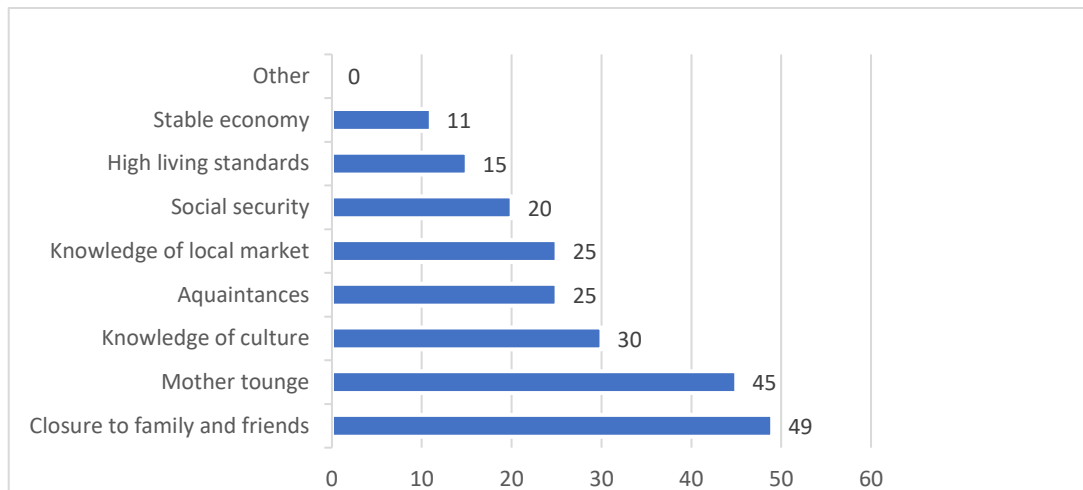
Source: Own work.

5.4 Factors on reasons to stay in Slovenia

Individuals who expressed their disinterest in working abroad, were asked to identify the advantages they perceive in working in Slovenia compared to working abroad. A total of 50

participants provided responses to this question. They were presented with multiple answer options. The most commonly selected response, chosen by 49 out of 50 participants, was the proximity to friends and family. Following closely behind with 45 votes of participants identified the advantage of being fluent in the local language (their mother tongue). Additionally, participants recognized the benefits of familiarity with the culture (30), an established network (25), knowledge of the local market (25) and social security (20).

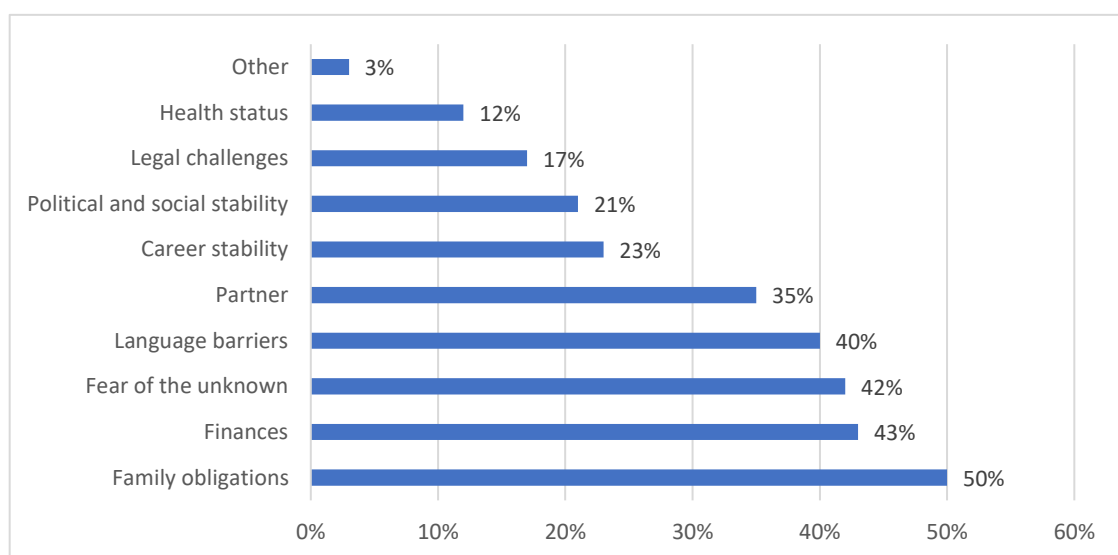
Figure 10: Advantages of working in Slovenia in comparison with working abroad



Source: Own work.

All respondents 96, aged between 17 and 27 who participated in the survey have provided their responses to the aforementioned questions. The factors that hinder their decision to work abroad are illustrated in figure 11. Participants were given the opportunity to select multiple answers.

Figure 11: Inhibitory factors from working abroad

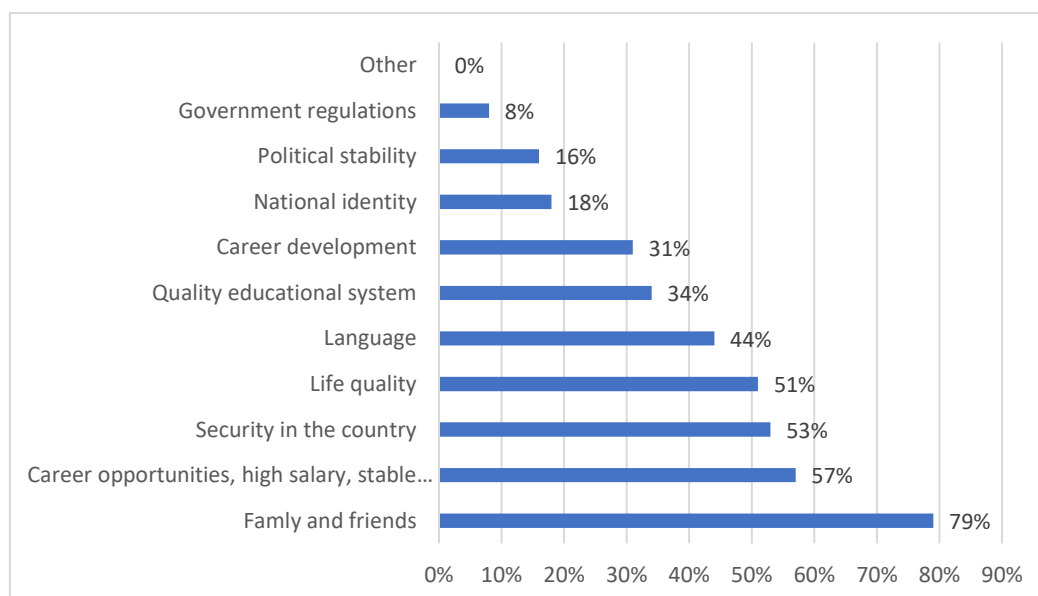


Source: Own work.

The factors that significantly influence the decision of Slovenian Gen Z to refrain from working abroad include family obligations (50%), financial concerns (43%), fear of the unknown (42%) and language barriers (40%). Under the "other" option, some participants expressed their desire to remain in Slovenia.

Participants currently working abroad, those who aspire to work abroad and those who do not wish to work abroad were surveyed to determine the factors that play a significant role in their decision to stay in Slovenia. They were given multiple choice answers. The responses are presented in the graph below (figure 12). Out of the 77 participants who answered this question, the most crucial factor for them to stay in Slovenia is their family and friends, accounting for 79% of the responses. Similarly, career opportunities at home and high salary (57%), high safety in Slovenia (53%), high quality of life (51%) and language (44%) are all factors that hold approximately equal importance.

Figure 12: Important factors for staying in Slovenia



Source: Own work.

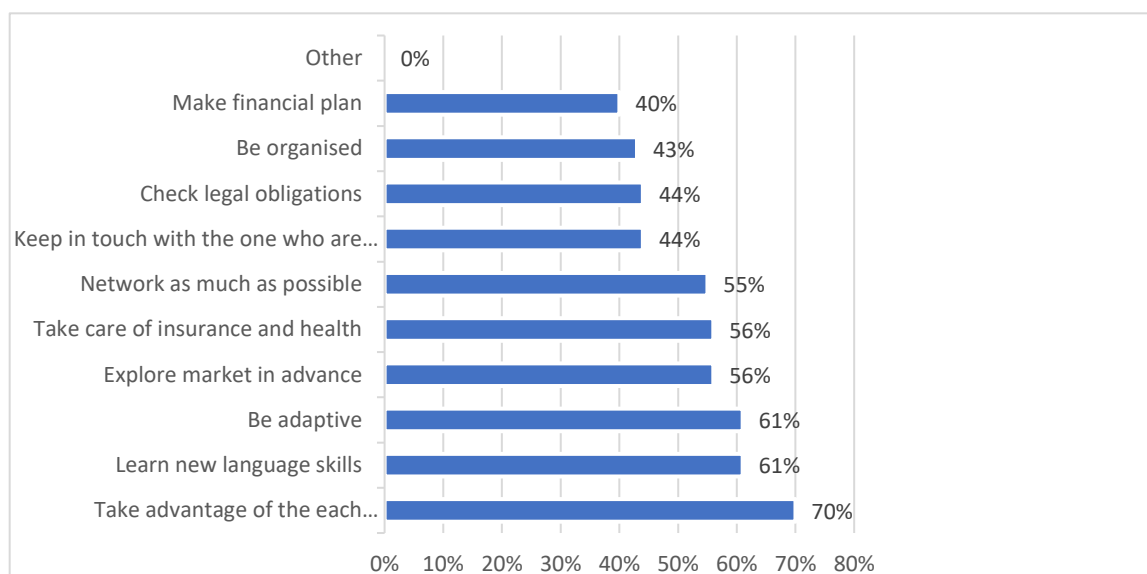
5.5 Opinion on working abroad/change on worldview

In this series of questions, we delve into the perspectives and reflections of individuals who have experienced working abroad. The aim is to gather valuable insights into the transformative nature of international work experiences and the wisdom gained from navigating cross-cultural professional environments.

Figure 13 illustrates the responses to a question regarding suggestions for individuals who desire to work abroad. All participants were given this question and the option to select multiple answers. All responses are depicted in a similar manner. The majority of participants (70%) recommended taking advantage of every opportunity presented to them when working abroad. Additionally, they suggested learning a new language and being adaptable (each

61%), prioritizing insurance and health (56%) and conducting market research beforehand (same 56%). A further 55% of respondents suggested networking and meeting new people.

Figure 13: Suggestion to the one who wish to work abroad



Source: Own work.

A group of Slovenian individuals from Generation Z, who are presently employed overseas or have had work experience abroad, were surveyed to determine the impact of living and working in a foreign country on their perspective of the world (N=6). The participants expressed that their time abroad has provided them with a wealth of knowledge regarding various aspects of work, improved working conditions and a broader outlook on life. Additionally, one respondent mentioned a notable shift in their perception of employees, as they came to realize that work environments and attitudes are generally more favorable and relaxed in comparison with work in Slovenia.

5.6 New trends in labour market

Following the COVID -19 pandemic, there has been a notable surge in the availability of remote work or a combination of remote and in-person work known as the hybrid style. In order to determine the extent to which this style of work influences individuals' job choices, all participants (N=96) were surveyed. The findings of the survey revealed that the hybrid working style does not hold significant importance for many respondents. Approximately 42% of participants stated that this working style does not play a crucial role in their decision-making process, while the remaining 58% expressed that it does.

The emerging trend in the labor market involves the adoption of a working style known as the digital nomad. This refers to individuals who utilize technology to carry out their work regardless of their physical location. A total of 96 participants (all participants in the survey) were surveyed to determine their willingness to embrace the digital nomad lifestyle,

provided their work allowed for it. The findings indicate that Slovenian Generation Z individuals exhibit a positive inclination towards working as digital nomads. A significant majority of 82% of the respondents expressed their acceptance of this working style, while only a minority of 18% stated their reluctance to do so.

6 DISCUSSION

This chapter explains and helps readers understand the results from the previous chapter. To gain a comprehensive understanding of the topic, I will first discuss the results. Then I'll continue by looking at some practical implications for employers. Finally, I will discuss limitations and recommendations for future research.

6.1 Analysis of the results

Taking into account the results from the online survey, this chapter will explore the various factors that pose challenges for the Slovenian Gen Z population when considering working abroad. Additionally, it will delve into the opportunities that Slovenian Gen Z individuals perceive in the international labor market. Conversely, the advantages of the international labor market will also be discussed. The motivational factors and material preferences observed by the Slovenian Generation Z will be elucidated. Additionally, the topic of push factors that compel them to seek employment abroad will be addressed.

In recent years, the topic of mobility among young individuals has gained significant attention, particularly in the context of educational opportunities and international experiences. According to the survey conducted by the Ministry of Education, Science and Sport, the majority of young individuals' experiences with mobility are typically associated with educational mobility. However, the findings from Mladina 2020 suggest that such experiences are not as common. Only 23% of young people reported having participated in education abroad. Conversely, there has been a notable increase of 9% in the number of individuals studying abroad compared to Mladina 2010 (Lavrič et. al., 2021).

In contrast to the statistics from Mladina 2010, there has been a marginal increase (3.6%) in the overall inclination of young individuals to relocate to a different continent in 2020 according to statistics from Mladina 2020. The aspiration to depart from Slovenia is on the rise, particularly during the period when the trend of young people emigrating abroad experienced a significant decline (from 2018 to 2020) (Lavrič et. al., 2021). This also shows the results of my research, where participants exhibit a favorable inclination towards pursuing employment opportunities overseas, with an average desire rating of 7 out of 10.

The examination and consideration of the role of gender in shaping attitudes and preferences towards international work opportunities is a crucial aspect that demands attention. Although the literature has extensively explored numerous factors that influence decisions regarding

mobility, such as educational background, economic prospects and cultural factors, recent studies have increasingly focused on the specific impact of gender. According to a study carried out by Boston Consulting Group (BCG), over 50% of women express a willingness to work overseas, but less than 30% actually have the opportunity to do so. The research also revealed that 44% of women with children in the study would still be open to working abroad, if given the chance, indicating that childcare responsibilities are not the primary factor. It is evident that women do not have equal access to international work opportunities compared to men (Myers, 2024).

Based on the findings obtained from my online survey, it can be observed that men exhibit a higher inclination towards working abroad compared to women. Specifically, within the male gender, a significant proportion of 47.62% expressed their desire to work in a foreign country. In contrast, only 30.77% of women indicated a similar interest. When examining those who do not wish to work abroad, it is noteworthy that a substantial majority of 64.62% of women expressed their lack of interest in pursuing international employment opportunities. Conversely, 38.09% of men displayed a disinterest in working abroad. These results have been comprehensively presented in the table below.

Table 80: Will to work abroad according to gender

Gender	I don't want to work abroad	Currently working abroad	In the past I have worked abroad	I wish to work abroad	Total
Men	8	1	2	10	21
	38,09%	4,76%	9,52%	47,62%	100%
Women	42	2	1	20	65
	64,62%	3,07%	1,54%	30,77%	100%

Source: Own work.

Table 9 presents a comprehensive analysis of the relationship between gender and the preferred duration of staying abroad. It is evident that women tend to opt for shorter periods of time, ranging from 1 to 3 years. Conversely, men exhibit a greater inclination towards staying abroad indefinitely.

Table 91: Comparison between genders how long they want to stay abroad

Gender	Up to 1 year	1 - 3 years	3 – 5 years	More than 5 years	I don't want to come back to Slovenia
Men	2	2	2	3	2
% within how long they want to stay abroad	22,2%	18,2%	50%	50%	66,7%

(table continues)

(continued)

Table 101: Comparison between genders how long they want to stay abroad

Gender	Up to 1 year	1 - 3 years	3 – 5 years	More than 5 years	I don't want to come back to Slovenia
Women	7	9	2	3	1
% within how long they want to stay abroad	77,8%	81,8%	50%	50%	33,3%

Source: Own work.

In analyzing the factors influencing the desire for international work experiences among the younger generation, particularly Gen Z, the role of educational background emerges as a prominent consideration. Educational background emerges as a significant factor when examining the determinants that influence the inclination towards international work experiences among the younger generation, specifically Generation Z. Among the younger generation, known as Gen Z, according to the results of the survey, there is a noticeable trend of individuals with a background in Business and Economy who have gained valuable work experience abroad. This is closely followed by those with a focus on Technic and Technology in their education. Interestingly, it is also worth noting that participants with a background in Communication and Media have also had experiences working abroad in the past.

Furthermore, according to the survey the desire to work abroad is predominantly expressed by Gen Z individuals with a background in Business and Economy (36.7%) and Technic and Technology (16.7%). Conversely, among respondents who do not wish to work abroad, Gen Z individuals with a background in Business and Economy dominate. From these findings, it can be inferred that the high representation of Gen Z individuals with a Business and Economy background (36 out of 96) is a significant factor contributing to the observed results.

Table 12: Which field of education is more inclined to work abroad?

Field of education	I don't want to work abroad	Currently working abroad	In the past I have worked abroad	I wish to work abroad
Agriculture	2%	0%	0%	0%
Humanities	4%	0%	0%	3,3%
Education	2%	0%	0%	10%
Communication and Media	6%	0%	33,3%	6,7%

(table continues)

(continued)

Table 112: Which field of education is more inclined to work abroad?

Field of education	I don't want to work abroad	Currently working abroad	In the past I have worked abroad	I wish to work abroad
Natural science	20%	0%	0%	10%
Business and Economy	34%	66,7%	33,3%	36,7%
Law	4%	0%	0%	6,7%
Social work	0%	0%	0%	3,3%
Technic and Technology	12%	33,3%	33,3%	16,7%
Art	2%	0%	0%	3,3%
Health	14%	0%	0%	3,3%

Source: Own work.

6.1.1 Challenges

Working overseas is a journey full of prospects for advancement. However, it presents its own set of issues. Navigating cultural differences and bureaucratic difficulties needs resilience and agility. In this chapter, are presented some of the most typical obstacles that expatriates confront.

From the results presented in chapter 4, from 50 respondents who do not want to work abroad the most common answer as benefit to stay in Slovenia was closure to the family and friends (98%) and knowledge of language (90%). Being separated from loved ones while traveling abroad can have a significant impact on a person's mental well-being. The absence of support and empathy during the process of adjusting to a new environment can lead to heightened levels of stress. Furthermore, even if young individuals are proficient in English or any other foreign language, the professional setting can present considerable challenges. This is particularly true when it comes to teaching academic language and phrases, which can be especially demanding in the initial stages (Altaai et.al., 2023).

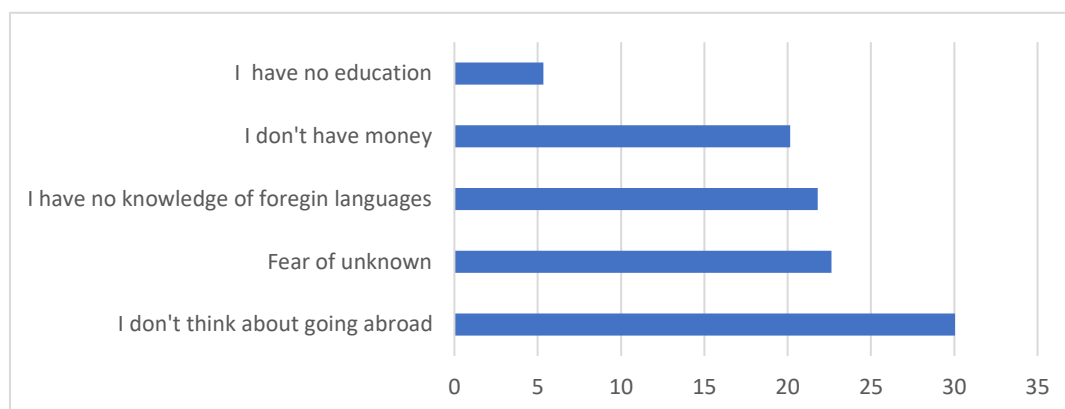
According to the findings of this research, a significant proportion of Slovenian Gen Z individuals (58%) actually do not wish to relocate abroad. When asked about the factors that hinder their decision to work abroad, 50% of the respondents mentioned family obligations, 43% cited financial concerns, 42% expressed fear of the unknown and 40% highlighted language barriers. Before the research, I was thinking that language barriers serve as a hindrance for Gen Z when considering working abroad. A number of my friends and peers have mentioned that their lack of proficiency in foreign languages has deterred them from participating in exchange programs while they were students. The lack of confidence in speaking a foreign language among Gen Z individuals can be attributed to their limited experience. However, based on my personal involvement in exchange programs, I have

observed that individuals tend to gain confidence over time and come to the realization that their English proficiency is on par with, or even superior to, that of other foreign students.

In addition, Maja Novak, a lecturer specializing in travel and working abroad, has observed a trend among young individuals and the challenges they face when deciding to pursue opportunities abroad. The three most relevant answers she has come across in her own research, (similar to research which is analyzed in chapter 5), are "I don't have enough money," "I don't have access to accurate information," and surprisingly, "My knowledge of English is not sufficient" (Mayita, 2017).

The graph below presents data obtained from a website poll on siol.net, which is comparable to the results obtained from our own research. A total of 243 participants took part in the poll, and it was found that 30% of young participants do not consider going abroad. The top three challenges identified in this poll were once again fear of the unknown (23%), language barriers (22%) and financial constraints (20%) (Mayita, 2017). In addition, according to the results of the Eurostudent VII survey, almost 24% of the students have serious or really serious financial problems in Slovenia, what is similar with international average (Gril, 2022).

Figure 14: Biggest challenges for moving abroad



Source: Own work adapted from (Mayita, 2017).

Among the respondents who are presently employed overseas or have had previous work experience abroad a significant portion, precisely 50%, encountered difficulties such as language barriers, feelings of isolation and the burden of exorbitant living costs. According to survey researching Gen Z attitude to cross-cultural interactions, they came to similar conclusion. Language barriers and stereotypical thinking are considered to be significant obstacles to achieving effective cross-cultural interaction for Generation Z (Lifintsev, Flessieru, & Wellbrock, 2019).

Relocating to a nation where the primary language varies from one's mother tongue can present certain challenges in terms of effective communication. The journey of acquiring proficiency in a foreign language can be arduous and time-intensive. However, it is important

to acknowledge that acquiring a new language is an invaluable asset. Adapting to a new culture, customs and social norms can be quite challenging, particularly when it comes to communication and interpreting social cues. This struggle becomes even more pronounced in the workplace, where unique communication styles and work ethics may exist. Staying connected with friends and family can be a challenge due to the difference in time zones and physical distance. As a result, feelings of homesickness and loneliness may arise.

Furthermore, my results resonate with the notion of the difficulty of relocating across borders. Starting a new life abroad bring many challenges from looking for accommodation, solving administration matters, figuring out how to pay bills and use of public transport (EURES, 2021). Additionally, the cost of living is considerably high. The management of finances can become intricate as a result of currency fluctuations and an unfamiliar financial system. It is worth noting that living expenses also vary from those in one's home country.

In contrast, in the survey only 33% experienced issues related to insurance and health, while a mere 17% struggled with cultural adaptation. It is worth noting that the remaining challenges were not observed among the respondents. Access to healthcare can differ greatly across different nations. The comprehension of the local healthcare system, obtaining sufficient health insurance and locating reliable healthcare providers can induce anxiety, particularly during emergencies or when managing long-term health conditions (Reddy, 2023).

6.1.2 Opportunities

My research has shown that Slovenian Gen Z understand, that working abroad offers a multitude of significant benefits, from self-growth, expanding one's professional network to gaining exposure to diverse cultures and perspectives. In Slovenia, the younger generation is confronted with a significant degree of precarious employment, which includes various forms such as author's contracts, undertaking contracts, independent entrepreneurship and fixed-term contracts. Regrettably, these forms of employment fail to provide the necessary economic, social and legal stability for the youth (Ferlin, 2023). All of these factors contribute to the lack of stable income, financial debt, isolation (if they lack interactions with coworkers), limited social benefits (for example paid leave, health insurance, etc.), lack of employment protection and so on.

Table 13: Key opportunities of working abroad

KEY OPPORTUNITIES OF WORKING ABROAD	
<ul style="list-style-type: none"> - Increased income - Improved quality of life - Self-growth - Improved language skills 	<ul style="list-style-type: none"> - Gain of new knowledge and experiences - Broader perspective - Career advancement

Source: Own work.

The advantages of working overseas are often limited to increased income and improved quality of life for numerous individuals. Nevertheless, the acquisition of international exposure can offer far greater benefits than what is commonly perceived (EURES, 2021). Based on my research findings, I have reached the conclusion that the statement holds true. Among the Slovenian Generation Z individuals who are presently employed overseas, have previously worked abroad, or aspire to work abroad in the future, the majority (75%) perceive self-growth and language skills as the most significant advantages. This is closely followed by a higher salary (69%) and opportunities for career advancement (64%).

Respondents with experiences of working abroad have expressed that their experiences have granted them a deeper understanding of diverse work environments. Working abroad often reveals areas where individuals may lack certain skills and knowledge. The acquisition of new knowledge undoubtedly contributes to personal growth and enhances the ability to be self-reliant. Another advantage recognized by individuals is the development of a broader perspective. Familiarizing oneself with the mentality of diverse cultures and their outlook on life can facilitate the expansion and enrichment of one's own worldview, ultimately influencing the formation of personal values. Having the knowledge that one can excel in an entirely unfamiliar setting instills a sense of assurance in the youth. When relocating to a foreign country, it becomes necessary to establish fresh social and professional connections. This task can prove challenging, particularly for individuals who are inherently introverted or lack proficiency in the local language. Nevertheless, this endeavor presents the most effective means of enhancing one's communication abilities, which are not only crucial in daily interactions but also highly esteemed by employers.

As previously mentioned and evident from the survey findings, a significant number of young Slovenians lack confidence in foreign languages. The most effective approach to enhancing language proficiency is to reside in a country where the target language is spoken. This immersive experience provides an excellent opportunity for individuals to enhance their listening and speaking abilities, ultimately bolstering their confidence in communicating in a foreign language (EURES, 2021).

Furthermore, the experience of working abroad fosters the development of adaptability, motivation and determination among young individuals. This international exposure equips them with a competitive edge in the job market, as the skills acquired during their time abroad are greatly esteemed by employers and human resources professionals (EURES, 2021). The presence of a multicultural environment in the workplace serves as an added source of motivation for individuals belonging to Generation Z (Lifintsev et. al., 2019).

Slovenian Generation Z individuals demonstrate a remarkable level of consciousness regarding their personal development. This is further evidenced by the fact that 69% of them consider self-growth as the most influential factor when contemplating working abroad. The members of Generation Z in Slovenia actively seek employment opportunities that have the potential to foster their personal growth, enabling them to acquire new skills and expand

their knowledge and experiences (Regus.com, 2023). Career development is a significant driving force for the Slovenian Gen Z, just like personal growth. The prospect of working abroad presents invaluable opportunities for acquiring knowledge that may not be attainable within their home country. Moreover, it opens doors for career advancement, grants access to new labor markets and expands one's professional network.

As previously stated, the primary material preference among Slovenian Gen Z individuals is a higher salary, which was selected by 81% of the participants in the survey. Gen Zers can be characterized as individuals with an open-minded perspective, embracing a global outlook and displaying a willingness to thrive in a diverse corporate setting. They exhibit a strong drive to capitalize on the advantages offered by globalization, demonstrating high motivation to augment their income through various opportunities (Lifintsev et. al., 2019). It is common for young individuals seeking employment to aspire to positions that provide higher salaries, along with bonuses and benefits such as health insurance, pension plans and additional vacation days. According to the survey conducted by Regus, it is evident that the primary concern for Generation Z is a competitive salary. A significant majority of 73% of the participants stated that a good salary is the utmost crucial aspect they consider while considering a new job opportunity (Regus.com, 2023). Consequently, they tend to opt for jobs that offer better prospects for career advancement, access to mentoring, education and skills development. In my survey, 63% of the respondents chose career development as an important factor.

Once again, educational opportunities did not hold significant importance as preferences when selecting work abroad. As per the survey findings, Slovenian Gen Z holds the belief that the educational system in other countries is not superior when compared to their own. Such a belief can be backed up by recent research on education outcomes. While, for instance, Finland is frequently hailed as having "the best educational system in the world," Slovenian youth actually attain a higher level of education than their Finnish counterparts (Eurydice.si, 2019).

What is more, most important driver and push factor for Slovenian Gen Z to look for job abroad are better economic opportunities. Overseas individuals also witness more favorable financial advantages, including increased remuneration, reduced tax rates and so forth. Young individuals abroad perceive enhanced prospects for greater income and improved quality of life. Research conducted on three distinct nations with unique cultural backgrounds and varying levels of average income reveals that Generation Z is predominantly motivated by financial gain, as it presents them with the prospect of earning higher incomes in the global business arena (Lifintsev et. al., 2019).

On the other hand, young people in Slovenia do not see politics and economic conditions in Slovenia as push factor according to my research. Other studies prove the opposite. For instance, Peter Levstek in his master thesis has find out political conditions as push factors for young to leave Slovenia (Levstek, 2023). Although certain research may propose

alternative viewpoints, it is crucial to take into account elements like sample inclusivity, contextual factors and qualitative perspectives.

In comparison with Gen Z from other countries, in general, a major factor to look for job abroad is war, conflict, government persecution or there being a significant risk of them (Parliament, 2020). But we have to keep in mind that the reason depends on each country.

Nowadays, the digitally globalized lifestyle of Gen Zers from various nations has resulted in numerous commonalities. The influence of the same trends through the Internet, social media and popular culture has reached young individuals from almost every corner of the world thanks to globalization and digitalization (Lifintsev et. al., 2019).

On the other hand, with globalization and pandemic we have faced the rise of digital nomadism and remote work. The results from the survey suggest that members of Generation Z in Slovenia show a favorable attitude towards pursuing careers as digital nomads. In addition, young individuals have the opportunity to gain international experience without leaving the comfort of their homes. Platforms such as LinkedIn offer a plethora of remote work opportunities for the youth. Those whose line of work allows for it can enhance their CVs by engaging in remote international work experiences.

6.2 Practical implications

It is important to acknowledge that challenges and opportunities vary depending on the desired country, organization and individual characteristics. To facilitate the overcoming of these barriers, organizations can provide better support to young individuals in adapting and integrating into an international environment. This can be achieved through offering language courses, cultural courses, as well as courses on how to cope with stressful situations and loneliness. Additionally, countries can simplify the process of obtaining working permissions and visas, thereby reducing administrative burdens and facilitating work-related migrations. Moreover, countries can promote interactions between native and foreign workers, while also creating groups where foreign workers can meet, engage in conversations and suggest with experiences with one another, as they would all be in similar situations.

The acquisition of global exposure enhances the competitiveness of Generation Z. In order to retain the younger and educated population in Slovenia, the Slovenian government must consider the factors that are important to the Slovenian Generation Z in order to encourage them to remain in their homeland. Apart from the influence of family and friends, the Slovenian Generation Z places great importance on safety and high standards of living when making the decision to stay in Slovenia. Therefore, it is crucial for the Slovenian government to ensure that the younger population is provided with a robust labor market that offers numerous career prospects with competitive salaries, as well as a stable economy.

Various factors such as legislation, corporate agility, education quality, health infrastructure, pay levels and worker motivation are significant determinants of retaining young individuals within a nation. Legislation that supports scientific research, immigration laws that are not restrictive and political stability are effective in decreasing brain drain, whereas companies that are agile and uphold inclusive values are able to attract talented individuals. Quality education systems and healthcare infrastructure are essential for retaining talent, while pay levels have a limited influence. Worker motivation plays a crucial role in limiting emigration and retaining by establishing conducive work environments (Ben-Hur et. al., 2017).

In addition, also companies can participate in overcoming barriers and taking opportunities for young individuals. With collaboration with government and non-government organizations can advocate for policies that support youth employment and mobility. What is more, companies can offer targeted education and training programs, such as internships, mentorships and language courses, which provide practical experience and cultural insights for young. Inside the companies they can establish team or department responsible for international career development and global mobility programs. In addition, companies should regularly review and update their policies, programs and working style to align with the evolving trends in the global labor market. By forming strategic partnerships with multinational corporations and expanding their entities globally, Slovenian companies can expand Slovenian Generation Z exposure via global mobility programs and networking opportunities.

6.3 Limitations and future research

Despite Generation Z being considered as digital natives, the chosen sampling method excluded potential respondents who do not utilize Facebook or Instagram. It is crucial to acknowledge that social platforms are inundated with copious amounts of data and posts, causing members of the groups where the survey was posted to easily overlook the survey. Consequently, the research is constrained by limited access to Generation Z, as previously mentioned. This limitation can result in unreliable findings and distort the true depiction of the Slovenian Generation Z and their perspective on the international labor market. Furthermore, the absence of an interviewer in the online survey eliminates the opportunity for the interviewer to measure the honesty and comprehension of the respondents. Without an interviewer present, certain survey questions may be misinterpreted or respondents may provide dishonest answers.

It is important to acknowledge that the research conducted utilized a survey method, which may not always yield representative and reliable results. One of the challenges associated with online surveys is the issue of internet access. It was observed that a few respondents abandoned the survey before completing it. This premature termination could be attributed to disruptive internet connections or distracting environments that hindered respondents from fully engaging with the questionnaire.

Furthermore, it is crucial to note that this research was constrained by time limitations. The survey was available for less than one month, which resulted in a limited number of responses. Consequently, the lack of sufficient answers hinders the ability to accurately depict the challenges and opportunities faced by the Slovenian Generation Z in the international labor market.

Furthermore, it is noteworthy that a significant number of participants have a background in the economic and business sectors. By utilizing the online tool 1ka, it is evident that a majority of respondents accessed the survey through the links shared on my personal stories on Facebook and Instagram. Consequently, it is plausible to assume that the survey may have a higher representation from individuals with similar educational backgrounds as mine.

However, it is important to acknowledge that due to time constraints, the research lacks participation from individuals who have previously worked abroad or are currently engaged in the international labor market. Consequently, we are unable to obtain a comprehensive understanding of the challenges and opportunities they have encountered. This limitation should be taken into consideration for future research endeavors.

The study of the international labor market is of great significance in understanding the global work environment, the desires of young individuals to seek employment overseas and providing the necessary support and preparedness for those aspiring to pursue opportunities abroad. In forthcoming research endeavors, it would be beneficial to concentrate on the impact of digitalization on the employment prospects of the Slovenian Generation Z in foreign countries. Additionally, exploring the adaptation of the Slovenian educational system to meet the demands of the international labor market could also be a valuable area of investigation.

7 CONCLUSION

The majority of Generation Z respondents showed a lack of interest in working abroad, with only a small percentage currently employed or having prior experience in a foreign country. A lot of young individuals' experiences with mobility are typically associated with educational mobility. The desire to work abroad is most prevalent among those with backgrounds in Business and Economy and Technic and Technology.

The findings revealed that Switzerland was the most sought-after country for employment, followed by Austria and the Netherlands. Many participants showed a preference for seeking employment overseas in the service sector, particularly in fields like IT and banking. The media and entertainment industries also garnered significant interest, while other sectors like automotive, technology and production received less attention from respondents. Conversely, the remaining industries were relatively underrepresented in respondents' preferences.

The data from the online survey indicates that there is a notable gender difference in the desire to work abroad, with a higher percentage of men showing interest compared to women. A majority of Slovenian Gen Z individuals do not want to work abroad due to factors such as family obligations, financial concerns, fear of the unknown and language barriers. What is more, the obstacles faced by individuals working abroad in past or currently are also isolation and high living costs. Generation Z also encounters similar challenges, with language barriers and stereotypical thinking hindering effective cross-cultural interactions. Overcoming these obstacles through language proficiency and maintaining connections with loved ones is crucial for successful adaptation to a new environment. Additionally, it emphasizes the importance of understanding healthcare systems and cultural adaptation when living abroad, as these factors can significantly impact an individual's well-being and overall experience.

Residing in a country where the target language is spoken is the most effective way for young Slovenians to improve their language proficiency and boost their confidence in foreign language communication. Additionally, working abroad not only develops adaptability, motivation and determination but also provides a competitive advantage in the job market, as employers highly value the skills acquired through international experience. The presence of a multicultural environment in the workplace further motivates individuals belonging to Generation Z.

Precarious employment in Slovenia fails to provide stability for the younger generation, while working overseas offers benefits beyond just increased income and improved quality of life, including self-growth, language skills, higher salary and career advancement. In addition, working abroad can lead to a deeper understanding of diverse work environments, personal growth through the acquisition of new knowledge and the development of a broader perspective by familiarizing oneself with different cultures according to the ones who have experiences with working abroad. Additionally, it instills a sense of assurance in one's ability to excel in unfamiliar settings and provides opportunities to enhance communication skills through establishing new social and professional connections.

Slovenian Generation Z individuals prioritize personal growth and career development when considering opportunities to work abroad. They value the chance to acquire new skills, expand their knowledge and enhance their professional network, viewing overseas employment as a means to achieve greater income and quality of life. Slovenian Gen Z individuals prioritize a higher salary and career advancement when considering job opportunities, demonstrating a global outlook and motivation to capitalize on globalization.

To summarize, the promise of better economic prospects, such as higher salaries and career advancement, is the primary motivator for Slovenian Gen Z to seek job opportunities abroad, with political and economic conditions in Slovenia playing little role. This is consistent with the broader trend observed among Generation Z globally, in which financial incentives play an important role in their decision-making process regarding employment opportunities.

According to the survey findings, Slovenian Generation Z maintains strong connections with their family and friends, which is a significant factor in their decision to return home after one year. Unlike their motivation to seek opportunities abroad, young individuals do not perceive education as a driving force. Therefore, it can be inferred that Slovenian Gen Z is content with the education provided in their home country. Additionally, the youth's good health leads them to overlook its importance as a factor for staying in Slovenia. Furthermore, Slovenian Gen Z exhibits a lack of national identity, indicating that being Slovene does not hold a significant role in their decision to remain in Slovenia.

The survey results suggest that while the hybrid working style may not be a significant factor in job choices for many individuals, there is a notable positive inclination among Slovenian Generation Z individuals towards embracing the digital nomad lifestyle.

To encourage the younger and educated population to stay in Slovenia, the Slovenian government needs to prioritize factors such as safety, high standards of living, a robust labor market with competitive salaries and a stable economy.

As previously stated, Slovenia lacks research on the Slovenian Generation Z. Despite this, my thesis challenges current studies on the relationship between young Slovenians and politics and economic conditions. In my research, I found that young individuals do not view these factors as push factors, whereas Peter Levstek believes they do. The key challenges and opportunities for the Slovenian Generation Z in terms of working abroad, as revealed in my thesis, are quite similar to the findings from studies on Generation Z globally. Therefore, we can infer that the majority of Generation Z worldwide faces similar issues and opportunities, which is a result of globalization and digitalization.

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APPENDICES

Appendix 1: Slovenian summary

Glede na rezultate raziskave se slovenska generacija Z malo zanima za delo v tujini, pri čemer je večina izkušenj mobilnosti povezanih z izobraževanjem in ne z zaposlitvijo. Za iskanje dela v tujini se najbolj zanimajo tisti, ki imajo izobrazbo iz področja poslovanja in ekonomije ter tehnike in tehnologije. Med slovensko generacijo Z so najbolj priljubljene destinacije za zaposlovanje Švica, Avstrija in Nizozemska, z velikim zanimanjem za sektorje, kot so IT, bančništvo, mediji in zabava.

Med spoloma obstaja opazna razlika, saj moški kažejo več zanimanja za delo v tujini kot ženske. Dejavniki, kot so družinske obveznosti, finančne skrbi, strah pred neznanim in jezikovne ovire, mnoge mlade Slovence odvrnejo od iskanja mednarodne zaposlitve. Izzivi za tiste, ki delajo v tujini, vključujejo izolacijo, visoke življenjske stroške in težave medkulturne komunikacije. Obvladanje lokalnega jezika in ohranjanje stikov z bližnjimi sta ključnega pomena za uspešno prilagajanje novemu okolju za mlade.

Delo v tujini ponuja številne priložnosti za mlade, vključno z izboljšanim jezikovnim znanjem, večjo prilagodljivostjo, odločnostjo in konkurenčno prednostjo na trgu dela zaradi mednarodnih izkušenj. Omogoča tudi osebno rast, višjo plačo in karierno napredovanje. Kljub temu, glede na rezultate raziskave, močne vezi z družino in prijatelji pogosto vodijo posameznike, da se po letu dni v tujini vrnejo domov. Veliko mladih Slovencev je zadovoljnih z izobraževanjem v domovini, zaradi česar je izobraževanje manjši motivator za iskanje priložnosti v tujini.

Slovenska generacija Z kaže pomanjkanje močne nacionalne identitete in ne daje prednost hibridnim stilom dela, vendar obstaja pozitivna nagnjenost k življenjskemu slogu digitalnega nomada. V prihodnje se mora Slovenska vlada osredotočiti na zagotavljanje varnosti, visokega življenjskega standarda, konkurenčnih plač in ekonomske stabilnosti, da zadrži mlajšo izobraženo populacijo.

Ugotovitve raziskave slovenske generacije Z izpodbijajo obstoječe študije, saj nakazujejo, da politične in gospodarske razmere niso pomembni spodbudni dejavniki za mlade Slovence. Izzivi in priložnosti, s katerimi se srečuje slovenska generacija Z pri delu v tujini, se ujemajo s svetovnimi trendi, ki odražajo širše vplive globalizacije in digitalizacije.

Appendix 2: Slovenian version of the online survey questionnaire

Pozdravljeni.

Moje ime je Karin Brezar in sem magistrska študentka mednarodnega poslovanja na Ekonomski fakulteti v Ljubljani. V okviru magistrskega dela raziskujem, kakšne so priložnosti in izzivi generacije Z na mednarodnem trgu dela.

V kolikor ste stari med 17 in 27 let, bi vam bila hvaležna, če bi si vzeli par minut in rešili vprašalnik. Anketa je popolnoma anonimna, podatki pa bodo uporabljeni izključno v namene magistrske naloge.

V naprej še enkrat hvala!

Q1. Spol

- ☐ Moški
- ☐ Ženski
- ☐ Drugo

Q2. Starost

Q3. Najvišja stopnja dosežene izobrazbe

- ☐ Osnovna šola
- ☐ Srednja poklicna šola
- ☐ Gimnazija
- ☐ Višješolski program
- ☐ Univerzitetni program
- ☐ Magisterij
- ☐ Doktorat

Q4. V katero smer izobrazbe/ specializacije spadate?

- ☐ Humanistične vede
- ☐ Poslovne in ekonomske vede
- ☐ Naravoslovne vede
- ☐ Zdravstvene vede
- ☐ Umetnostne vede
- ☐ Komunikacijske in medijske vede
- ☐ Izobraževalne vede
- ☐ Agrikulturne vede
- ☐ Jezikovne vede
- ☐ Pravne vede
- ☐ Tehnologija in inženiring

Q5. Se že nahajate na trgu dela (imate redno zaposlitev oz. delate preko študentskega servisa)?

- ☐ Imam redno zaposlitev
- ☐ Delam preko študentskega servisa
- ☐ Sem brezposeln
- ☐ Sem še študent

Q6. Označite:

- ☐ Trenutno delam v tujini
- ☐ Želim delati v tujini
- ☐ Ne želim delati v tujini
- ☐ V preteklosti sem delal/a v tujini

Q7. Koliko časa ste delali v tujini? (6 d)

- ☐ Do 1-ga leta
- ☐ Od 1-ga do 3-h let
- ☐ Od 3 do 5 let
- ☐ Več kot 5 let
- ☐ Ne želim se vrniti v Slovenijo, ostal/a sem v tujini

Q8. Koliko časa želite delati v tujini? (6 a in b)

- ☐ Do 1-ga leta
- ☐ Od 1-ga do 3-h let
- ☐ Od 3 do 5 let
- ☐ Več kot 5 let
- ☐ Ne želim se vrniti v Slovenijo

Q9b. Katere prednosti vidite za delo v tujini v primerjavi z delom v Sloveniji? (6 a,b in d)

- ☐ Spoznavanje nove kulture
- ☐ Osebnostna rast
- ☐ Jezikovne sposobnosti
- ☐ Globalen način razmišljanja
- ☐ Poklicni razvoj
- ☐ Mednarodna poznanstva
- ☐ Priložnost za delo
- ☐ Boljši življenjepis
- ☐ Višja plača
- ☐ Večja samostojnost
- ☐ Boljše razmere za življenje
- ☐ Drugo _____

Q9a. Katere prednosti vidite za delo v Sloveniji v primerjavi z delom v tujini? (6 c)

- ☐ Poznavanje jezika (materni jezik)
- ☐ Poznavanje culture
- ☐ Stabilno gospodarstvo
- ☐ Bližina družine in prijateljev
- ☐ Socialna varnost
- ☐ Poznanstva
- ☐ Visoka kakovost življenja
- ☐ Poznavanje lokalnega trga
- ☐ Drugo _____

Q10. Kateri dejavniki (so) vas zavirajo pri odločitvi za delo v tujini? (6 a, b, c in d)

- ☐ Družinske obveznosti
- ☐ Partner
- ☐ Strah pred neznanim
- ☐ Finance
- ☐ Pravni izzivi
- ☐ Politična in socialna stabilnost
- ☐ Stabilnost kariere
- ☐ Zdravstveno stanje
- ☐ Jezikovne ovire
- ☐ Drugo _____

Q11. Če ste že delali v tujini oziroma trenutno opravljate delo v tujini, na katere izzive ste naleteli? (6 a in d)

- ☐ Prilagoditev novi kulturi
- ☐ Jezikovne ovire
- ☐ Osamljenost
- ☐ Legalne in administrativne težave
- ☐ Drugačen način dela
- ☐ Zavarovanje in zdravstvo
- ☐ Neravnovesje med delom in zasebnim življenjem
- ☐ Visoki življenjski stroški
- ☐ Drugo _____

Q12. Če bi za delo v tujini morali izbrati eno državo, katero bi izbrali?

Q13. Zakaj bi izbrali posamezno državo za delo? (6 a, b in d)

- ☐ Več priložnosti za delo
- ☐ Boljši ekonomski vidik
- ☐ Jezik

- Kultura
- Izobrazbene priložnosti
- Kvaliteta življenja
- Boljši pogoji za družine
- Klima in okolje
- Karierni razvoj
- Politična stabilnost
- Drugo _____

Q14. Označite na lestvici od 1 do 10 kako močno si želite dela v tujini/ste pripravljeni na delo v tujini. (6 b)

1 2 3 4 5 6 7 8 9 10

Q15. Kateri motivacijski faktorji vplivajo na vašo odločitev za delo v tujini? (6 a, b in d)

- Priložnost za karierni razvoj
- Veliko možnosti za zaposlitev
- Globalne izkušnje
- Drugačen način življenja, drugačna kultura
- Nov jezik
- Finančne prednosti (višja plača, nižji davki, ...)
- Širjenje poznanstev
- Izziv
- Osebnostna rast
- Kvaliteta življenja
- Boljši izobraževalni sistem
- Drugo _____

Q16. Kakšne so vaše materialne preference (želje) glede dela v tujini? (6 a, b in d)

- Razvoj kariere
- Višja plača
- Globalne izkušnje
- Znanje novega jezika
- Kvalitetno življenje
- Izobraževalne priložnosti
- Ravnesje med delom in prostim časom
- Drugo _____

Q17. Če bi se odločali za delo v tujini, na katero industrijo bi se osredotočili? (6 a, b in d)

- Proizvodnja (npr. avtomobilska, tekstil, hrana, ...)

- Storitvena dejavnost (npr. IT, bančništvo, ...)
- Maloprodajna industrija (npr. živilske trgovine, trgovine z oblačili, ...)
- Transport in logistika
- Energija (npr. plin, obnovljiva energija, ...)
- Gradbena industrija
- Zdravstvo in farmacija
- Mediji in zabava
- Telekomunikacija
- Izobraževanje
- Vlada in javna služba
- Tehnologija in Software
- Avtomobilska industrija
- Turizem
- Pravne službe
- Drugo _____

Q18. Kaj vas sili, da iščete oziroma se zanimате za delo v tujini? (6 a, b in d)

- Boljše ekonomske priložnosti (npr. višja plača)
- Karierni razvoj in rast
- Raznoliko delovno okolje
- Dostop do posamezne industrije
- Izobrazbene priložnosti
- Politična in ekonomska stabilnost
- Želja po izboljšanju jezikovnih sposobnosti
- Globalno mreženje
- Pomankanje priložnosti doma
- Kvaliteta življenja
- Poslovne priložnosti
- Selitev zaradi družine
- Drugo _____

Q19. Kaj bi rekli osebi, ki si želi delati v tujini? (6 a, b, c in d)

- Razišči trg v naprej
- Izkoristi ponujeno priložnost
- Najdi čim več novih poznanstev
- Nauči se novega jezika
- Bodi prilagodljiv
- Izdelaj finančni plan
- Ostani v stiku s tistimi, ki ostajajo v Sloveniji
- Poskrbi za zavarovanje in zdravstvo
- Preveri pravne zahteve
- Bodi organiziran

- Kulturna ozaveščenost
- Globalna poznanstva
- Prilagodljivost
- Odpornost
- Znanje novih jezikov
- Karierne priložnosti
- Samostojnost
- Osebnostna rast
- Zrelost
- Razmišljanje z lastno glavo

Q20. Kateri faktorji so pomembni za vas da ostanete v Sloveniji? (6 a, b in c)

- Karierne priložnosti na domačem trgu, visoka plača, stabilna ekonomija, ...
- Kvaliteta izobraževanja doma
- Družinske in družbene vezi
- Nacionalna identiteta
- Politična stabilnost
- Varnost v državi
- Kvaliteta življenja
- Razvoj kariere
- Jezik
- Vladni ukrepi
- Drugo _____

Q21. Po pandemiji Covid-19 je narasla ponudba del od doma oziroma hibridno delo (delo od doma in na lokaciji zaposlovalca). Ali vam je pri iskanju dela pomembno, da vam delodajalec omogoča delo od doma? (6 a, b, c, d)

- Da
- Ne

Q22. Če bi vam bilo omogočeno glede na delo, ki ga želite opravljati, bi bili pripravljeni sprejeti delo »digitalnega nomada«? (Digitalni nomad – posameznik, ki uporablja tehnologijo za opravljanje njegovega dela medtem ko je lokacijsko in mobilno neodvisen). (6 a, b, c, d)

- Da
- Ne

Q23. Kako se je vaš pogled na svet spremenil po izkušnji z delom v tujini? (6 a in d)

Appendix 3: Survey scenarios

number	question	6a - trenutno delam v tujini	6b - želim delati v tujini	6c - ne želim delati v tujini	6d - v preteklosti sem delal/a v tujini
7.	Koliko časa ste delali v tujini?	X	X	X	YES
8.	Koliko časa želite delati v tujini?	YES	YES	X	X
9.	Katere prednosti vidite za delo v tujini v primerjavi z delom v Sloveniji?	YES	YES	X	YES
10.	Katere prednosti vidite za delo v Sloveniji v primerjavi z delom v tujini?	X	X	YES	X
11.	Kateri dejavniki (so) vas zavirajo pri odločitvi za delo v tujini?	YES	YES	YES	YES
12.	Če ste že delali v tujini oziroma trenutno opravljate delo v tujini, na katere izzive ste naleteli?	YES	X	X	YES
13.	Če bi za delo v tujini morali izbrati eno državo, katero bi izbrali?	YES	YES	X	YES
14.	Zakaj bi izbrali posamezno državo za delo?	YES	YES	X	YES
15.	Označite na lestevici od 1 do 10 kako močno si želite dela v tujini/ste pripravljeni na delo v tujini.	X	YES	X	X
16.	Kateri motivacijski faktorji vplivajo na vašo odločitev za delo v tujini?	YES	YES	X	YES
17.	Kakšne so vaše materialne preference (želje) glede dela v tujini?	YES	YES	X	YES
18.	Če bi se odločili za delo v tujini, na katero industrijo bi se osredotočili?	YES	YES	X	YES
19.	Kaj vas sili, da iščete oziroma se zanimате za delo v tujini?	YES	YES	X	YES
20.	Kaj bi rekli osebi, ki si želi delati v tujini?	YES	YES	YES	YES
21.	Kateri faktorji so pomembni za vas da ostanete v Sloveniji?	YES	YES	YES	X
22.	Po pandemiji Covid-19 je narasla ponudba del od doma oziroma hibridno delo (delo od doma in na lokaciji zaposlovalca). Ali vam je pri iskanju dela pomembno, da vam delodajalec omogoča delo od doma?	YES	YES	YES	YES
23.	Če bi vam bilo omogočeno glede na delo, ki ga želite opravljati, bi bili pripravljeni sprejeti delo »digitalnega nomada«? (Digitalni nomad – posameznik, ki uporablja tehnologijo za opravljanje njegovega dela medtem ko je lokacijsko in mobilno neodvisen).	YES	YES	YES	YES
24.	Kako se je vaš pogled na svet spremenil po izkušnji z delom v tujini?	YES	X	X	YES

Source: Own work.