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6.
MEĐUNARODNI ZNANSTVENI SIMPOZIJ
GOSPODARSTVO ISTOČNE HRVATSKE – VIZIJA I RAZVOJ

6th
INTERNATIONAL SCIENTIFIC SYMPOSIUM
ECONOMY OF EASTERN CROATIA – VISION AND GROWTH

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<i>Ivana Martinović; Boris Badurina; Mirna Gilman:</i> INFORMATION NEEDS AND INFORMATION SEEKING BEHAVIOUR OF YOUNG SELF-EMPLOYED PERSONS IN THE OSIJEK-BARANYA COUNTY / INFORMACIJSKE POTREBE I INFORMACIJSKO PONAŠANJE MLADIH SAMOZAPOSLJENIH OSOBA U OSJEČKO-BARANJSKOJ ŽUPANIJI.....	361
<i>Anka Mašek Tonković; Vlad Walter Veckie; Vladimir Cini:</i> CORRELATION BENEFITS IN MENTORING RELATIONSHIP / UZAJAMNE PREDNOSTI ODNOSA U MENTORSTVU.....	370
<i>Ivan Mencer; Valentina Ivančić; Kristina Kaštelan:</i> CROATIAN HIGHER EDUCATION INSTITUTIONS AND THE BOLOGNA PROCESS 10 YEARS UPON ITS IMPLEMENTATION / SUSTAV VISOKOG OBRAZOVANJA REPUBLIKE HRVATSKE I BOLONJSKI PROCES 10 GODINA NAKON NJEGOVE IMPLEMENTACIJE	382
<i>Mirela Müller; Lea Vizentaner:</i> SOCIO-ECONOMIC ATTITUDE OF STUDENTS TOWARDS INVESTMENT IN THE EDUCATION OF LEARNING FRENCH AS A FOREIGN LANGUGAGE IN THE PROCESS OF EVER RISING IMMIGRATION / DRUŠTVENO-EKONOMSKI ODNOS STUDENATA O ULAGANJU U OBRAZOVANJE I UČENJA FRANCUSKOG KAO STRANOG JEZIKA U PROCESU 'VJEČNE' IMIGRACIJE	393
<i>Tanja Balažić Peček; Ante Lauc; Boris Bukovec, Anto Kovačević:</i> RE-PROCESSING OF ALOPOIETIC TO AUTOPOIETIC ORGANIZATION / RE- PROCESIRANJE IZ ALOPOIETSKE U AUTOPOIETSKU ORGANIZACIJU.....	401
<i>Nataša Rupčić; Domagoj Švegar:</i> CONFLICT MANAGEMENT STRATEGIES: WHAT TO EXPECT FROM ECONOMICS AND BUSINESS STUDENTS IN THE WORKPLACE? / STRATEGIJE UPRAVLJANJA KONFLIKTIMA: ŠTO MOŽEMO OČEKIVATI OD STUDENATA EKONOMSKIH FAKULTETA NA RADNOM MJESTU?	413
<i>Ljerka Sedlan König; Mirna Hocenski-Dreiseidl; Mia Hocenski:</i> FOREIGN LANGUAGE SKILLS AS A COMPETITIVE ADVANTAGE FOR EMPLOYMENT IN EASTERN CROATIA / VJEŠTINE STRANOG JEZIKA KAO PREDNOST PRI ZAPOŠLJAVANJU U ISTOČNOJ HRVATSKOJ	423
<i>Helena Štimac; Ana Pap; Anamaria Milković:</i> THE INFLUENCE OF SUBJECTIVE NORMS ON STUDENTS' INTENTIONS FOR ENGAGING IN UNETHICAL BEHAVIOUR / UTJECAJ SUBJEKTIVNIH NORMI NA NEETIČNO PONAŠANJE STUDENATA U VISOKOM OBRAZOVANJU	433
<i>Gorka Vuletić; Josipa Erdeši, RoseAnne Misajon:</i> THE RELATION OF HUMAN AND SOCIAL CAPITAL WITH QUALITY OF LIFE AND EMIGRATION INTENTION AMONG YOUNG PROFESSIONALS / POVEZANOST LJUDSKOG I DRUŠTVENOG KAPITALA S KVALITETOM ŽIVOTA I NAMJEROM MLADIH OBRAZOVANIH LJUDI ZA ISELJAVANJEM IZ ZEMLJE.....	442

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**THE RELATION OF HUMAN AND SOCIAL CAPITAL WITH QUALITY
OF LIFE AND EMIGRATION INTENTION AMONG YOUNG
PROFESSIONALS**

**POVEZANOST LJUDSKOG I DRUŠTVENOG KAPITALA S
KVALITETOM ŽIVOTA I NAMJEROM MLADIH OBRAZOVANIH
LJUDI ZA ISELJAVANJEM IZ ZEMLJE**

ABSTRACT

There has been a fast growing trend of emigration of young, university educated people from eastern Croatia to other regions within Croatia, but mostly abroad. Although financial issues have been recognized as an important factor in deciding to migrate, psychological and social factors also significantly shape intention and motivation for emigration and should be explored in more detail. The aim of this study is to examine the relationship between various indicators of human and social capital and subjective quality of life among young professionals from Osijek-Baranja County and their emigration intentions. Presented research is part of the Project: "Role of the subjective quality of life in young people intention for regional or international emigration", funded by University J.J. Strossmayer in Osijek. This topic is particularly pertinent for this university, because as a leading education authority in eastern Croatia, it provides education for a large number of students, developing future experts that can potentially contribute to improvement of the regional and national economy. In this paper, various human and social capital indicators of Osijek-Baranja County are presented. Results indicate a significant connection between social capital and subjective well-being, although various social capital indicators correlate differently with subjective quality of life. Identifying aspects of quality of life and of social and human capital that are connected with emigration intention will contribute to understanding of this important issue.

Key words: Human capital, social capital, quality of life, emigration

SAŽETAK

Zadnjih godina suočeni smo s trendom povećanja broja odlazaka mladih, sveučilišno obrazovanih ljudi, iz zemlje. Iako su financijska pitanja jedan od važnih razloga za odluku o iseljenju, značajnu ulogu u formiranju namjere i motivacijom za iseljavanjem imaju psihološki i socijalni faktori čiji odnos je potrebno pomnije ispitati. Cilj ovoga istraživanja je ispitati odnos različitih indikatora ljudskog i društvenog kapitala i subjektivne kvalitete života mladih visokoobrazovanih ljudi u Osječko-baranjskoj županiji te njihovu namjeru za iseljavanjem iz zemlje. Prikazano istraživanje dio je projekta: "Uloga subjektivne kvalitete života u namjeri mladih ljudi za iseljenjem iz regije ili zemlje" financiranog od strane Sveučilišta J.J. Strossmayera u Osijeku. Sveučilište u Osijeku, kao vodeća visokoobrazovna ustanova u području istočne Hrvatske, obrazuje brojne studente i buduće stručnjake u cilju regionalnog i nacionalnog doprinosa gospodarstvu. U radu su prikazani različiti pokazatelji ljudskog kapitala Osječko-baranjske županije. Rezultati pokazuju da postoji značajna povezanost između društvenog kapitala i subjektivne kvalitete života. Pri tome različiti indikatori društvenog kapitala različito koreliraju sa subjektivnom kvalitetom života. Identificiranjem specifičnih faktora ljudskog i društvenog kapitala povezanih s namjerom za iseljenjem i njihovog međudnosa doprinijeti će razumijevanju ove aktualne problematike.

Ključne riječi: *Ljudski kapital, društveni kapital, kvaliteta života, iseljavanje*

1. Introduction

Both society's wealth and growth depend on capital that is multifaceted. Generally, society's forms of capital include physical capital, natural resources, human and social capital, all of which are important contributors to the economics and growth of a society (Parts, 2003). There is a very close link between human and social capital, with human capital sometimes considered either as a subset or a partial basis of social capital. However, human capital encompasses education and health that can be embodied and acquired by an individual, while social capital can be acquired by a group of people and requires interaction between them (Grootaert, 1998). Economic success relies on human capital – knowledge, skills, competencies and attributes allow people to contribute to their personal and social well-being, as well as that of their countries (OECD 2007). Economic benefits of human capital can be seen from both the perspective of the individual and from the national economy. For individuals, the economic benefits of human capital are increased earnings and higher productivity. Higher productivity also tends to impel economic growth, which shows the wider economic benefits of increasing human capital. The value of human capital has been already well recognized and discussed, while social capital, although significant, is arguably an undervalued factor influencing well-being and engagement intentions of individuals in the social, political, and economic life of their community (Imandoust, 2011). It is important to accentuate that both human and social capital can be seen as inputs into the development process, and as outputs of development process of one society (Grootaert, 1998). The relationship between human capital and social capital is complex. Human capital is a prerequisite for successful social capital, and generally, different aspects of human capital correlate positively with aspects of social capital. Some aspects of human capital, such as economic status, have a weaker association with social capital, while other aspects, such as education, represent a strong predictor of social capital (Scheffler et al., 2010). Prior studies report positive associations of various aspects of both human and social capital with a range of desirable outcomes. For example, these constructs are likely to positively correlate with health (Scheffler et al., 2010) and subjective quality of life (Portela et al., 2013).

In the past few years Croatia has been faced with a fast growing trend of emigration of young, university educated people from eastern Croatia to either other regions within Croatia or abroad. Migration has long been a mechanism for those in search of a better life. Although financial factors are well acknowledged as an important driver for emigration, psychological and social factors can also significantly shape the intention and motivation for emigration and should be explored more carefully. Even though intention as a cognitive process differs from the real act of emigration, prior studies revealed that intention is a strong predictor of future emigration (van Dalen & Henkens, 2013). Human capital theory has suggested that migrants may be motivated by what has been referred to as “occupational upgrading” rather than just finding a job with higher wages. This essentially suggests that emigrants may be attracted to another country on the basis of its educational facilities, high-standard training, and overall long-term professional prospects (Triandafyllidou & Gropas, 2014).

1.1. Human capital

Schultz (1961) recognized human capital as one of the important factors for a country’s economic growth in the modern economy. Human capital comprises the stock of competencies, knowledge, habits, social and personality attributes, including creativity, cognitive abilities, embodied in the ability to perform labour so as to produce economic value in the society. It is an aggregate economic view of the human being acting within economies. It stresses knowledge and skills obtained throughout education. Sometimes this term is broadened to include the entire spectrum of an individual's intellectual, physical and psychological abilities (Dae-Bong, K., 2009). Human capital can be understood like any other type of capital and many researchers have emphasized the importance of investments in human capital as an essential determinant of long-term economic growth. Human capital can be increased by investing in education, health care, job training, and other enhanced benefits that lead to an improvement in the quality and level of production (Romer, 1990). According to Woodhall (2001) investment in human capital is more effective than that of physical capital. Throughout the investment in human capital, an individual’s acquired knowledge and skills can easily transfer to certain goods and services (Romer, 1990). Education is the key factor in forming human capital. People with better education tend to have higher income, which is also reflected in improved economic growth. But the impact of human capital goes beyond economics. Raising human capital raises health levels, community involvement and employment prospects. (Keeley, 2007). To meet the changing environment today, politics and national economy need to give human capital a higher priority than ever before and modernize their human capital policies and practices.

1.2. Social capital

There are various definitions, interpretations, and uses of social capital in different academic fields, which emanate from different scientific approaches. According to some authors social capital is an investment in social relations with expected returns in the marketplace (Liu et al., 2016). The premise behind this definition is simple: people form networks based on both doing and receiving favours when needed. The World Bank (2011) has adopted a more general definition of social capital: social capital is not just the sum of the institutions which underpin a society – it is the glue that holds them together. It is a term that focuses on the complex and often intangible values associated with human social relationships. Social capital is defined by the OECD as networks together with shared norms, values and understandings that facilitate co-operation within or among groups (Keeley, 2007). Similarly, Grootaert and van Bastelaer (2002) state that social capital can also be understood as the institutions, norms, values, and beliefs that govern interaction among people and facilitate economic and social development. Others

promote the idea that social capital is a resource of social relations between families and communities (Coleman, 1988). In fact, Putnam (2001) defines social capital as a key characteristic of communities. In Putnam's definition, social capital extends beyond being a resource to include people's sense of belonging to their community, community cohesion, reciprocity and trust, and positive attitudes to community institutions that include participation in community activities or civic engagement.

While different definitions may accentuate different aspects of social capital, what is clear is that social capital represents a multidimensional construct which emphasizes the importance of human networks and connectedness and tends to improve numerous aspects of the society. Different classifications of social capital have been proposed, such as Calvo et al.s' (2012) three dimensions of trust, support and volunteering. In general however, researchers agree that there are three broad categories in which all variables and indicators related to social capital can align. These are social networks, social norms and social trust (Portela et al., 2013). Social networks encompass informal relationships, support, volunteering and different memberships. They promote desirable goals like wealth or power by using processes and mechanisms such as influence, serving as social credentials, providing information and stimulating group identity. Social norms relate to personal, group or civic norms, values and beliefs, whereas social trust refers to general, institutional trust or trust toward the others. Social trust is considered to be a determinant of social connections, as a minimum amount of trust is required to initiate a social interaction, underlying the quality of interactions and representing a critical component of social cohesion (Falk, 2000).

Social capital can also be defined depending on the nature of the relationship between different people, more specifically, in terms of bonding, bridging and linking social capital. Bonding social capital refers to trusting the connection between a group of people who belong together and perceive themselves as similar, whereas bridging social capital involves respect and regard between people who are not similar or considered to be members of the same group (Putnam, 2001; Mason, 2016). Linking social capital brings together individuals of both high and low social capital and represents a highly important phenomenon due to its mutual benefits for both sides (Mason, 2016).

Research suggests that social capital correlates positively with different constructs, such as well-being (Kaliterna-Lipovčan & Prizmić-Larsen, 2016) and quality of life (Calvo et al., 2012). On a personal level, individuals who are active members of their communities, that volunteer and meet their family, friends and neighbours are more likely to have a higher quality of life (Calvo et al., 2012), whereas on a national level, trust, participation and lack of corruption contribute more to life satisfaction than income (Calvo et al., 2012). The relationship between quality of life and social capital is stronger in high-income countries, due to higher social trust, more social connections and higher social capital in general of high-income countries residents (Calvo et al., 2012). Previous research also indicate that people who live in countries with a moderate level of social capital, report higher quality of life and subjective well-being than people who live in countries with a low level of social capital (Portela et al, 2013). Also, those living in countries with high level of social capital are more likely to be happier, more satisfied with life and have higher subjective well-being. These results indicate the importance of social capital on both individual and country level (Portela et al, 2013). The literature recognizes social capital as important to the efficient functioning of modern economies, and stable liberal democracy (Fukuyama, 2001). Lyons (2000) described the importance of social capital in shaping regional development patterns. Moreover, social capital is of importance in societal wellbeing. Optimism, satisfaction with life, perceptions of government institutions and political involvement all stem from the fundamental dimensions of social capital (Narayan & Cassidy, 2001). Social capital is the cement of society's goodwill – it creates a cohesive society. The networks, trust and shared values of social capital bring to life our human values, skills, and knowledge. It provides the

social infrastructure support for our lives, as networks link people to each other and to their society. Values, such as respect for people's safety and security, are an essential connector in every social group. These networks and mutual understandings generate trust and so enable people to work together (Keeley, 2007).

1.3. Education

Prior studies have shown that education is one of the most consistent predictors of social capital, both at the individual and area levels. Broadly speaking, both better educated individuals and individuals with more human and social capital report on not only higher quality of life, but also better health and happiness than individuals with lower level of education and less human and social capital. It is also considered that social capital represents mediator variable between education and quality of life (Scheffler et al., 2010). Education is important aspect of human capital. More educated individuals tend to report on higher levels of social capital because they work in a stimulating environment and actualize more participation in social networks (Scheffler et al., 2010).

2. Aim of the study

The aim of this study is to examine the relationship between various indicators of human and social capital and subjective quality of life among newly graduate students and young professionals from Osijek-Baranja County as well as their emigration intentions.

3. Participants and methods

The study comprises 275 participants - graduate students who are finishing their last year of studying, and those who graduated in last 3 years. There were 135 male and 140 female participants, aged from 22 to 36 years ($M=24.34$, $SD=2.140$). All participants are attending J.J. Strossmayer University in Osijek. Presented research was a part of a larger Project: "Role of the subjective quality of life in young people intention for regional or international emigration" founded by University J.J. Strossmayer in Osijek.

For this specific part of the study, the following measures were used: Personal Wellbeing Index (International Wellbeing Group, 2013), set of questions regarding social capital, created for the purpose of this study and socio-demographic questionnaire. Personal wellbeing index (PWI) was calculated as a mean score across seven domains and it represent satisfaction with life what was the measure of subjective quality of life. The scores were presented in a form percentage of scale maximum (%SM) where higher score represent higher satisfaction with life. Based on theoretical background, social capital is defined through three features of social life: networks, norms, and trust in defying social capital. Data on human capital such as Croatian and County population, age and education level were collected from Croatian Bureau of Statistics, official census data and reports.

4. Results

4.1. Human capital of Osijek-Baranja County

4.1.1. Population - total real human capital

According to the Croatian 2011 Census (Croatian Bureau of Statistics, 2017) the Osijek-Baranja county population was 305 032 (146 891 men and 158 141 women; 48% and 52% respectively)

out of a total Croatian population of 4,267,558. In Croatia 63.6 % of total population lived in cities. However, only 108 048 inhabitants were living in the city of Osijek (approximately 35% of the total Osijek-Baranja county population). There has been a steady decrease in the size of the population in Croatia (approx. 1.5% from 2012 to 2015), and also specifically in the Osijek-Baranja county (approx. 2.8% from 2012-2015) (see Table 1). Osijek-Baranja County is not the only county with real human capital decrease. According to Croatian bureau for statistics decrease in the total population number was recorded in all counties, except in the City of Zagreb (Croatian Bureau of Statistics, 2017). The reasons for population decrease are two-fold. One is population ageing; low fertility rate and rising life expectancy. Another one is migration. Newest available data were for 2014 year, showing that the largest positive total net migration of population in 2014 (the difference between the total number of immigrants from another county and abroad and the total number of emigrants to another county and abroad) was recorded in the City of Zagreb (3 040 persons). The largest negative total net migration of population was recorded in the County of Vukovar-Srijem (-2 579 persons) and the County of Osijek-Baranja (-1 770 persons).

Table 1 Mid-year total population estimate from 2012 to 2015

	2012	2013	2014	2015
Republic of Croatia	4 267 558	4 255 689	4 238 389	4 203 604
Osijek-Baranja County	302 751	300 950	298 272	294 233

Source: Authors analysis based on data from Croatian Bureau of Statistics (2017)

4.1.2. Population age

According to 2011 census, average age of Croatian population was 41.7 years (43.4 women and 39.9 men). As it is case for many European countries, Croatia has an aging population. In Osijek-Baranja County average age is 41.2 years. One of the measures of population ageing is Ageing index. The ageing index is calculated as the number of persons 60 years old or over per hundred persons under age 15. Another measure is proportion at older ages: population 60 years or over (can be also expressed as 65 years or over, or 80 years or over) as a proportion of the total population. This indicator is measured as a percentage of population. When the ageing index is >40%, the population has entered into an ageing period. Similarly, when percentage of older population is >12%, this also is an indication that the population has entered in an ageing period. Croatian Ageing index increased from 52.6 in 1981 to 115.0 in 2011, and was higher for women throughout the time. According to last census data, 24.1% of population is 60 years and over (20.5% men; 27.4% women). Population ageing is the process whereby low fertility and decreasing mortality result in changes in the age structure of the population when proportion of older people in population increase. These demographic trends have a number of implications for government and private spending on pensions, health care, and generally for economic growth and welfare. Key drivers of economic growth include labour supply, productivity, consumption and savings. Population ageing is both a challenge and an opportunity. Elderly today was different by health, behaviour, life styles etc. then elderly 50 years ago. An ageing population even has the potential for economic growth with the right policies in place.

4.1.3. Education

There are more people in Osijek-Baranja county who did not finish elementary school or who finished only elementary school, compared to the adult population in Croatia. Also, there are less people in Osijek-Baranja county who have higher education, in relation to Croatian average (see Table 2). Younger women dominate among people with higher education, with more women

than men aged <60 with higher education (see Table 3). Men dominate in population with secondary school education. Older women are predominately in groups with low education (primary school or less).

Table 2 *Distribution of Croatia and Osijek-Baranja County population by education levels according to 2011 Census data.*

		Population total	Without school	Elementary school	Secondary school	Higher education	Unknown
Republic of Croatia	total	3 632 461	62 092 (1.7%)	1 057 356 (29.1%)	1 911 815 (52.6%)	595 233 (16.4%)	5 965 (0.2%)
	Men	1 731 610	12 664 (0.7%)	400 156 (23.1%)	1 038 800 (60.0%)	277 422 (16.0%)	2 568 (0.1%)
	Women	1 900 851	49 428 (2.6%)	657 200 (34.6%)	873 015 (45.9%)	317 811 (16.7%)	3 397 (0.2%)
Osijek-Baranja county	total	258 226	5 502 (2.1%)	87 402 (33.8%)	132 290 (51.2%)	32 878 (12.7%)	154 (>0.1%)
	Men	122 973	1 045 (0.8%)	33 335 (27.1%)	73 190 (59.5%)	15 355 (12.5%)	48 (>0.1%)
	Women	135 253	4 457 (3.3%)	54 067 (40.0%)	59 100 (43.7%)	17 523 (13.0%)	106 (>0.1%)

Source: Authors analysis based on data from Croatian Bureau of Statistics (2017): *Census of Population, Households and Dwellings 2011.*

Table 3 *Dominant education degree by gender and age in Croatia.*

Age	No school	1-3 grade of elementary school	4-7 grade of elementary school	Elementary school	Secondary school	Higher education	Unknown
15-19	equal	f	m	m	m	-	-
20-24	f	f	m	m	m	f	M
25-29	f	m	m	m	m	f	equal
30-34	f	m	m	m	m	f	M
35-39	m	m	m	f	m	f	M
40-44	f	equal	f	f	m	f	M
45-49	f	equal	f	f	m	f	M
50-54	f	m	f	f	m	f	M
55-59	f	f	f	f	m	f	M
60-64	f	f	f	f	m	m	F
65-69	f	f	f	f	m	m	M
70-74	f	f	f	f	m	m	f
75-	f	f	f	f	m	m	f

Source: Authors analysis based on data from Croatian Bureau of Statistics (2017): *Census of Population, Households and Dwellings 2011.*

4.2. Emigration intention – result of the research

In table 4 was presented distribution of answers on question: "Do you want to move abroad to live and work in another country?" Altogether, 46.2 % answered Yes, and 53.8 % answered No (Table 4). In response to the question "To what country do you want to go?" the most frequently mentioned countries were Canada and Western- European countries, such as Germany, Sweden, Switzerland or Austria. When asked, "Why would you immigrate there?" answers can be grouped in one of the following categories: higher incomes and better living standard, better

career advancement, future safety, respected human rights, more opportunities for personal growth or open-mindedness. When those who want to move abroad were asked if they already undertook any specific and determined actions in order to move to another country, 24.8% answered Yes and 75.2% answered No. Males were more likely to have undertaken direct action towards emigration.

Table 4 Distribution of answers on question about emigration intention and undertaken actions

	Total		Males		Females	
	yes	no	yes	no	yes	no
Do you want to move abroad to live and work in another country?"	127 (46.2%)	148 (53.8%)	75 (55.6%)	60 (44.4%)	52 (37.1%)	88 (62.9%)
Did you undertake any specific and determined actions in order to move to another country?	38 (24.8%)	88 (75.2%)	23 (30.7%)	52 (69.3%)	15 (28.8%)	36 (71.2%)

Source: Authors' research

4.3. Social capital in Osijek-Baranja County

The following results relate to features of social capital: networks, norms, and trust. Social networks were measured by questions on number of close friends, perception of social support from different networks (Table 5). Participants who do not want to emigrate tended to have more close friends compared to participants who did want to emigrate. Those who want to emigrate reported somewhat lower average social support, however there was no significant difference between the groups on any social support variable.

Table 5 Descriptive statistics for the measures of social support and significance of difference between groups

	total			want to emigrate			do not want to emigrate			p ¹
	M	SD	C	M	SD	C	M	SD	C	
Number of close friends	4.63	3.435	4	4.06	2.200	4	5.10	4.151	4	.008
Social support:										
from family	4.50	.857	5	4.39	.969	5	4.60	.737	5	.099
from friends	4.36	.764	5	4.28	.763	4	4.44	.759	5	.050
from neighbours	2.52	1.199	3	2.41	1.256	2	2.61	1.143	3	.125

Legend: M – arithmetic mean, SD-standard deviation, C-central value/median, ¹Mann-Whitney test

Source: Authors' research

Results on social trust was presented according the type of institution or sector. Higher score indicates more trust; maximum score is 5. Participants who did not want to emigrate expressed more trust in different institutions or sectors, in relation to participants who wanted to emigrate (Table 6). Also, participants who did not want to emigrate reported trusting in other people significantly more than participants who wanted to emigrate. One of the social capital indicators, stressed by World bank is membership in different organizations. Groups based on their emigration intentions do not differ in organization membership. Data on frequencies were based on participants' self-reported membership of various organizations (Table 7). In regards to volunteering, 108 (39.4 %) of participants stated that they volunteered in the previous year. Even though there is no significant difference in volunteering between those who want to emigrate and participants who do not want to emigrate ($\chi^2=.575$, $p>.05$), significant difference was found based on gender. Therefore, women tend to volunteer more comparing to men ($\chi^2=8.542$, $p<.05$).

Table 6 Average trust in different institutions and significance of difference between groups

Trust in:	total			want to emigrate			do not want to emigrate			p ¹
	M	SD	C	M	SD	C	M	SD	C	
government	1.62	0.890	1	1.38	0.703	1	1.83	0.979	2	.000
police	2.40	1.064	2	2.14	1.052	2	2.63	1.025	3	.000
judiciary	2.04	0.994	2	1.73	0.830	2	2.30	1.048	2	.000
school system	2.81	1.001	3	2.59	1.011	3	2.99	0.958	3	.002
health care system	2.98	0.981	3	2.79	0.989	3	3.14	0.948	3	.003
Trust in people	3.17	0.958	3	3.00	1.035	3	3.30	0.864	3	.019

Legend: M – arithmetic mean, SD-standard deviation, C-central value/median, ¹Mann-Whitney test
Source: Authors' research

Table 7 Number of survey participants who are active member of certain organisations, and test of difference between groups according the emigration intention

Active member of organization:	total sample		want to emigrate		do not want to emigrate		chi square p
	N	% of total	N	% in group	N	% in group	
sport	60	21.8%	32	25.2%	28	18.9%	.242
student organization	60	21.8%	30	23.6%	30	20.3%	.559
humanitarian	35	12.7%	18	14.2%	17	11.5%	.587
religious	41	14.9%	16	12.6%	25	16.9%	.396
other	53	19.3%	30	23.6%	23	15.5%	.095

Source: Authors' research

4.4. Subjective quality of life

International research revealed that individual subjective well-being and quality of life is higher in those communities that report on higher social capital (Putnam, 1993). Presented here are results on subjective quality of life measured as aggregate satisfaction with life across seven life domains for total sample and by groups (Table 8). There was statistically significant difference in subjective quality of life expressed as satisfaction with life between groups. Those who stated that they don't want to emigrate have higher satisfaction with life. Overall satisfaction with life score (PWI) was significantly positively correlated with a few social capital measures: with number of close friends ($r = .280$), social support from family ($r = .334$), social support from friends ($r = .267$) and from neighbours ($r = .222$) suggesting those with higher social support and more close friends were more likely to have higher subjective quality of life. But overall satisfaction with life was not correlated with the membership in different organisations nor with the level of trust in people.

Table 8 Average satisfaction with life and significance of difference between groups

Personal wellbeing index (satisfaction with life)	total			want to emigrate			do not want to emigrate			p ¹
	M	SD	C	M	SD	C	M	SD	C	
(satisfaction with life)	72.32	17.40	74.29	69.00	17.56	71.43	74.37	17.07	77.14	.033

Legend: M – arithmetic mean, SD-standard deviation, C-central value/median, ¹Mann-Whitney test
Source: Authors' research

5. Conclusion

Most of the previous studies used economic and socio-demographic data to discuss emigration intentions, whereas this study focuses on complex relationship between human and social capital and subjective quality of life in order to describe the process of emigration intentions. Considering the results of prior and present research, it is no doubt that social capital has high impact on subjective well-being. Results have shown significant connection between social capital and subjective quality of life, although various social capital indicators correlate differently with subjective quality of life. Identifying the specific factors and relationship of human and social capital with quality of life connected with the emigration intention will contribute to understanding factors that may influence why young professionals are choosing to emigrate out of eastern Croatia.

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